

IN PERSON & VIRTUAL BOARD MEETING

*The Committee meeting will be held prior to the Board of Retirement meeting 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, please visit the above link and complete the request form.

Attention: If you have any questions, you may email PublicComment@lacera.com.

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

AGENDA

A REGULAR MEETING OF THE INSURANCE, BENEFITS & LEGISLATIVE COMMITTEE AND BOARD OF RETIREMENT*

LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION

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

8:30 A.M., WEDNESDAY, APRIL 2, 2025

This meeting will be conducted by the Insurance, Benefits and Legislative Committee and 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 Committee may take action on any item on the agenda, and agenda items may be taken out of order.

COMMITTEE TRUSTEES:

Les Robbins, Chair
Ronald Okum, Vice Chair
Aleen Langton, Trustee
Wayne Moore, Trustee
Shawn R. Kehoe, Alternate Trustee

- I. CALL TO ORDER
- II. 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

III. APPROVAL OF MINUTES

- A. Approval of the Minutes of the Regular Meeting of March 5, 2025

IV. PUBLIC COMMENT

(Members of the public may address the Committee orally and in writing. To provide Public Comment, you should visit <https://LACERA.com/leadership/board-meetings> and complete the request [form](#).

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 Committee. Oral comment requests will be accepted up to the close of the Public Comment item on the agenda.

If you select written comment, please input your written public comment within the form 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.)

V. NON-CONSENT ITEMS

- A. **Assembly Bill 1383 – PEPR Compensation Limit**

Recommendation as submitted by Barry W. Lew, Legislative Affairs Officer: That the Committee recommend the Board of Retirement adopt a “Neutral” position on Assembly Bill 1383, which would adjust the pensionable compensation limit to be consistent with the defined benefit limitation under federal law. (Memo dated March 18, 2025)

- B. **Senate Bill 853 – Public Employees’ Retirement**

Recommendation as submitted by Barry W. Lew, Legislative Affairs Officer: That the Committee recommend the Board of Retirement adopt a “Support” position on Senate Bill 853, which would provide clarification and technical updates to the County Employees Retirement Law of 1937. (Memo dated March 20, 2025)

VI. REPORTS

- A. **Engagement Report for March 2025**

Barry W. Lew, Legislative Affairs Officer
(For Information Only)

VI. REPORTS (Continued)

B. **Staff Activities Report for March 2025**

Cassandra Smith, Director, Retiree Healthcare
(For Information Only)

C. **LACERA Claims Experience**

Michael Szeto, Segal Consulting
(Presentation)

D. **Federal Legislation**

Stephen Murphy, Segal Consulting
(For Information Only)

VII. 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 agenda item at a future meeting.)

VIII. 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.)

IX. GOOD OF THE ORDER

(For Information Purposes Only)

X. ADJOURNMENT

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

Any documents subject to public disclosure that relate to an agenda item for an open session of the Committee, that are distributed to members of the Committee 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 Committee, at LACERA's offices at 300 North Lake Avenue, Suite 820, Pasadena, California during normal business hours from 9:00 a.m. to 5:00 p.m. Monday through Friday *and will also be posted on lacera.com at the same time, [Board Meetings | LACERA](#).*

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

MINUTES OF THE REGULAR MEETING OF THE INSURANCE, BENEFITS &
LEGISLATIVE COMMITTEE AND BOARD OF RETIREMENT*

LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION

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

8:30 A.M. – 8:54 A.M., WEDNESDAY, MARCH 5, 2025

This meeting was conducted by the Insurance, Benefits & Legislative
Committee both in person and by teleconference under California
Government Code Section 54953(b), (f)

COMMITTEE TRUSTEES

PRESENT: Les Robbins, Chair
Ronald Okum, Vice Chair
Aleen Langton, Trustee
Wayne Moore, Trustee
(Teleconference under CA Govt. Code Section 54953(b))
Shawn R. Kehoe, Alternate Trustee (*arrived at 8:39 a.m.*)

OTHER BOARD OF RETIREMENT TRUSTEES

Bobbie Fesler, Trustee
Elizabeth Ginsberg, Trustee
Jason E. Green, Trustee (*arrived at 8:49 a.m.*)

STAFF, ADVISORS AND PARTICIPANTS

Cassandra Smith, Director, Retiree Healthcare

Luis A. Lugo, Deputy Chief Executive Officer

JJ Popowich, Assistant Executive Officer

Laura Guglielmo, Assistant Executive Officer

Steven P. Rice, Chief Counsel

Barry W. Lew, Legislative Affairs Officer

Segal Consulting

Stephen Murphy, Sr. Vice President

Michael Szeto, Sr. Actuarial Associate

I. CALL TO ORDER

This meeting was called to order by Chair Robbins at 8:30 a.m.

II. 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

There were no requests received.

III. APPROVAL OF MINUTES

A. Approval of the Minutes of the Regular Meeting of February 5, 2025

Trustee Okum made a motion, Trustee Robbins seconded, to approve the minutes of the regular meeting of February 5, 2025. The motion passed by the following roll call vote:

Yes: Okum, Langton, Moore, Robbins

No: None

IV. PUBLIC COMMENT

There were no requests from the public to speak.

V. REPORTS

A. **Engagement Report for February 2025**

Barry W. Lew, Legislative Affairs Officer
(For Information Only)

The engagement report was discussed. This item was received and filed.

B. **Staff Activities Report for February 2025**

Cassandra Smith, Director, Retiree Healthcare
(For Information Only)

The staff activities report was discussed. This item was received and filed.

C. **LACERA Claims Experience**

Michael Szeto, Segal Consulting
(Presentation)

The LACERA Claims Experience reports through January 2025 were discussed. This item was received and filed.

V. REPORTS (Continued)

D. **Federal Legislation**

Stephen Murphy, Segal Consulting
(For Information Only)

Segal Consulting gave an update on federal legislation. This item was received and filed.

VI. 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 agenda item at a future meeting.)

Trustee Moore requested staff look into possibly participating in the NCPERS/SOA mortality study on public pension plans.

VII. 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.)

There was nothing to report.

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

There was nothing to report.

IX. ADJOURNMENT

There being no further business to come before the Committee, the meeting was adjourned at 8:54 a.m.

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

March 18, 2025

TO: Insurance, Benefits and Legislative Committee
Les Robbins, Chair
Ronald Okum, Vice Chair
Aleen Langton
Wayne Moore
Shawn R. Kehoe, Alternate

FROM: Barry W. Lew 
Legislative Affairs Officer

FOR: April 2, 2025 Insurance, Benefits and Legislative Committee Meeting

SUBJECT: **Assembly Bill 1383—PEPRA Compensation Limit**

*Author: McKinnor [D]
Sponsor: California Professional Firefighters
Amended: March 10, 2025
Introduced: February 21, 2025
Status: Re-referred to Committee on Public Employment & Retirement. (03/11/2025)*

Staff Recommendation: Neutral

RECOMMENDATION

That the Insurance, Benefits and Legislative Committee recommend that the Board of Retirement adopt a “Neutral” position on Assembly Bill 1383, which would adjust the pensionable compensation limit to be consistent with the defined benefit limitation under federal law.

LEGISLATIVE POLICY STANDARD

AB 1383 proposes a benefit enhancement that would increase the compensation limit under the California Public Employees’ Pension Reform Act of 2013 (PEPRA) to equal the benefits limitation under federal law. AB 1383 is not consistent with any of the Board of Retirement’s (BOR) legislative policy standards that would entail support or opposition. A “Neutral” position indicates that the proposal affects LACERA and its stakeholders, but the Board neither supports nor opposes it.

SUMMARY

AB 1383 would, on and after January 1, 2026, require a retirement system subject to PEPRA to adjust its pensionable compensation limit to be consistent with the defined benefit limitation established and annually adjusted under federal law.

ANALYSIS

Existing Law

Government Code Section 7522.02 provides that PEPRA generally applies to state and local public retirement systems governed by state statute. These retirement systems include CalPERS, CalSTRS, the Legislators' Retirement System, the Judges' Retirement Systems I and II, and county retirement systems created by the County Employees Retirement Law of 1937.

Government Code Section 7522.10 provides that on and after January 1, 2013, the pensionable compensation of PEPRA members used to calculate a benefit shall not exceed a specified pensionable compensation limit, which is adjusted annually based on a specified Consumer Price Index. For calendar year 2025, the PEPRA compensation limit is \$185,096 (Section 7522.10(c)(1)) for those whose service is not covered by Social Security and \$155,081 (Section 7522.10(c)(2)) for those whose service is covered by Social Security.

Government Code Section 7522.44 provides that any enhancement to a member's retirement formula or retirement benefit adopted on or after January 1, 2013, shall apply only to service performed on or after the operative date of the enhancement and shall not be applied to any service performed prior to the operative date of the enhancement.

Internal Revenue Code Section 415(b)(1) provides that the annual benefit shall not exceed a specified limitation. For calendar year 2025, the limitation under Section 415(b)(1)(A) is \$280,000. This limitation is adjusted annually by the Internal Revenue Service.

This Bill

AB 1383 proposes that beginning on January 1, 2026, the pensionable compensation limit shall be adjusted to be consistent with the benefit limitation under Section 415(b)(1)(A).

As an illustration, if this bill had been in effect in calendar year 2025 for LACERA members (whose service is not covered by Social Security), the pensionable compensation limit would have been \$280,000 instead of \$185,096. For example, if a LACERA PEPRA member had an annual pensionable compensation of \$300,000 and had been granted a service-connected disability retirement, which provides a minimum benefit of 50%¹ of final compensation, their annual benefit would have been \$140,000 instead of \$92,548.

¹ PEPRA has been in effect just over 12 years since January 1, 2013. The following examples assume a member retiring for service with 12 years of service credit and no additional service credit purchased by the member. The general member PEPRA age factors range from 1.000 (Age 52) to 2.500 (Age 67) percent per year of service and would provide benefit percentages of 12% to 30%. The safety member PEPRA age factors range from 2.000 (Age 50) to 2.700 (Age 57) percent per year of service and would provide benefit percentages of 24% to 32.4%. As such, a service-connected disability retirement would currently provide the highest benefit percentage at 50%.

As illustrated, for a PEPRA member whose pensionable compensation exceeds the current compensation limit, AB 1383 would increase the pensionable compensation limit in the calculation of a benefit and consequently would enhance the retirement allowances of affected PEPRA members. However, PEPRA limits the effect of any benefit enhancements to service performed after the operative date of the enhancement. Thus, if enacted, AB 1383's increased compensation limit based on Section 415(b)(1)(A) would apply to service performed on and after January 1, 2026. For service performed before this date, the compensation limits under Sections 7522.10(c)(1)-(2) would apply.

IT IS THEREFORE RECOMMENDED THAT THE COMMITTEE recommend that the Board of Retirement adopt a "Neutral" position on Assembly Bill 1383, which would adjust the pensionable compensation limit to be consistent with the defined benefit limitation under federal law.

Reviewed and Approved:

A handwritten signature in blue ink that reads "Luis Lugo". The signature is written in a cursive, flowing style.

Luis Lugo, Deputy Chief Executive Officer

Attachments

Attachment 1—Board Positions Adopted on Related Legislation

Attachment 2—Support and Opposition

AB 1383 (McKinnor) as amended on March 10, 2025

cc: Santos H. Kreimann
Luis Lugo
JJ Popowich
Laura Guglielmo
Steven P. Rice
Jean Kim
Naomi Padron, MKP Government Relations

BOARD POSITIONS ADOPTED ON RELATED LEGISLATION

AB 197 (Chapter 297, Statutes of 2012) enacted technical clarifications to the definition of compensation earnable that was amended by AB 340. The Board of Retirement did not adopt a position.

AB 340 (Chapter 296, Statutes of 2012) enacted the California Public Employees' Pension Reform Act of 2013, amended the County Employees Retirement Law of 1937's (CERL) provisions on compensation earnable, and added new provisions to CERL on the assessment, reporting, and audit of compensation items. The Board of Retirement adopted a "Watch" position.

AB 1383
Attachment 2—Support and Opposition
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SUPPORT

California Professional Firefighters (*Sponsor*)

OPPOSITION

None on file.

AMENDED IN ASSEMBLY MARCH 10, 2025

CALIFORNIA LEGISLATURE—2025–26 REGULAR SESSION

ASSEMBLY BILL

No. 1383

Introduced by Assembly Member McKinnor

February 21, 2025

An act to ~~repeal and add Section 2068 of the Labor Code, relating to private employment.~~ *amend Section 7522.10 of the Government Code, relating to public employees' retirement, and making an appropriation therefor.*

LEGISLATIVE COUNSEL'S DIGEST

AB 1383, as amended, McKinnor. ~~Car washing and polishing: reporting.~~ *Public employees' retirement benefits.*

The Public Employees' Retirement Law (PERL) establishes the Public Employees' Retirement System (PERS) to provide a defined benefit to members of the system based on final compensation, credited service, and age at retirement, subject to certain variations. Existing law creates the Public Employees' Retirement Fund, which is continuously appropriated for purposes of PERS, including depositing employer and employee contributions. Under the California Constitution, assets of a public pension or retirement system are trust funds.

The California Public Employees' Pension Reform Act of 2013 (PEPRA) establishes a variety of requirements and restrictions on public employers offering defined benefit pension plans. In this regard, PEPRA restricts the amount of compensation that may be applied for purposes of calculating a defined pension benefit for a new member, as defined, by restricting it to specified percentages of the contribution and benefit base under a specified federal law with respect to old age, survivors, and disability insurance benefits.

This bill, on and after January 1, 2026, would require a retirement system to adjust pensionable compensation limits to be consistent with a defined benefit limitation established and annually adjusted under federal law with respect to tax exempt qualified trusts. By increasing the contribution to continuously appropriated funds, this bill would make an appropriation.

Existing law authorizes the Labor Commissioner to adopt regulations necessary to carry out specified provisions relating to car washing and polishing, and requires the Division of Labor Standards Enforcement to enforce those provisions.

Existing law required the commissioner to, on or before December 31, 2008, study and report to the Legislature on the status of labor law violations and enforcement in the car washing and polishing industry.

This bill would repeal that provision and would, instead, require the commissioner to annually, on or before December 31, complete a study and submit a report, as specified, to the Legislature on the status of labor law violations and enforcement in the car washing and polishing industry and the total number of registered car washing and polishing businesses in the state.

Vote: majority. Appropriation: ~~no~~ yes. Fiscal committee: yes. State-mandated local program: no.

The people of the State of California do enact as follows:

- 1 SECTION 1. Section 7522.10 of the Government Code is
- 2 amended to read:
- 3 7522.10. (a) On and after January 1, 2013, each public
- 4 retirement system shall modify its plan or plans to comply with
- 5 the requirements of this section for each public employer that
- 6 participates in the system.
- 7 (b) Whenever pensionable compensation, as defined in Section
- 8 7522.34, is used in the calculation of a benefit, the pensionable
- 9 compensation shall be subject to the limitations set forth in
- 10 subdivision (c).
- 11 (c) (1) The pensionable compensation used to calculate the
- 12 defined benefit paid to a new member who retires from the system
- 13 shall not exceed the following applicable percentage of the
- 14 contribution and benefit base specified in Section 430(b) of Title
- 15 42 of the United States Code on January 1, 2013:
- 16 (1)

1 (A) One hundred percent for a member whose service is included
2 in the federal system.

3 ~~(2)~~

4 (B) One hundred twenty percent for a member whose service
5 is not included in the federal system.

6 (2) *On and after January 1, 2026, a retirement system subject*
7 *to this article shall adjust pensionable compensation limits*
8 *established by this subdivision to be consistent with the defined*
9 *benefit rate established by Section 415(b)(1)(A) of Title 26 of the*
10 *United States Code, as adjusted annually.*

11 (d) (1) The retirement system shall adjust the pensionable
12 compensation described in subdivision (c) based on the annual
13 changes to the Consumer Price Index for All Urban Consumers:
14 U.S. City Average, calculated by dividing the Consumer Price
15 Index for All Urban Consumers: U.S. City Average, for the month
16 of September in the calendar year preceding the adjustment by the
17 Consumer Price Index for All Urban Consumers: U.S. City
18 Average, for the month of September of the previous year rounded
19 to the nearest thousandth. The adjustment shall be effective
20 annually on January 1, beginning in 2014.

21 (2) The Legislature reserves the right to modify the requirements
22 of this subdivision with regard to all public employees subject to
23 this section, except that the Legislature may not modify these
24 provisions in a manner that would result in a decrease in benefits
25 accrued prior to the effective date of the modification.

26 (e) A public employer shall not offer a defined benefit or any
27 combination of defined benefits, including a defined benefit offered
28 by a private provider, on compensation in excess of the limitation
29 in subdivision (c).

30 (f) (1) Subject to the limitation in subdivision (c) of Section
31 7522.42, a public employer may provide a contribution to a defined
32 contribution plan for compensation in excess of the limitation in
33 subdivision (c) provided the plan and the contribution meet the
34 requirements and limits of federal law.

35 (2) A public employee who receives an employer contribution
36 to a defined contribution plan shall not have a vested right to
37 continue receiving the employer contribution.

38 (g) Any employer contributions to any employee defined
39 contribution plan above the pensionable compensation limits in
40 subdivision (c) shall not exceed the employer's contribution rate,

1 as a percentage of pay, required to fund the defined benefit plan
2 for income subject to the limitation in subdivision (c) of Section
3 7522.42.

4 (h) The retirement system shall limit the pensionable
5 compensation used to calculate the contributions required of an
6 employer or a new member to the amount of compensation that
7 would be used for calculating a defined benefit as set forth in
8 subdivision (c) or (d).

9 ~~SECTION 1. Section 2068 of the Labor Code is repealed.~~

10 ~~SEC. 2. Section 2068 is added to the Labor Code, to read:~~

11 ~~2068. (a) The commissioner shall complete a study and submit~~
12 ~~a report to the Legislature annually, on or before December 31,~~
13 ~~on both of the following:~~

14 ~~(1) The status of labor law violations and enforcement in the~~
15 ~~car washing and polishing industry.~~

16 ~~(2) The total number of registered car washing and polishing~~
17 ~~businesses in the state.~~

18 ~~(b) The report shall be submitted in compliance with Section~~
19 ~~9795 of the Government Code.~~

March 20, 2025

TO: Insurance, Benefits and Legislative Committee
Les Robbins, Chair
Ronald Okum, Vice Chair
Aleen Langton
Wayne Moore
Shawn R. Kehoe, Alternate

FROM: Barry W. Lew 
Legislative Affairs Officer

FOR: April 2, 2025 Insurance, Benefits and Legislative Committee Meeting

SUBJECT: **Senate Bill 853—Public Employees’ Retirement**

Author: Committee on Labor, Public Employment & Retirement

Sponsor: State Association of County Retirement Systems

Introduced: March 4, 2025

Status: Introduced. (03/4/2025)

Staff Recommendation: Support

RECOMMENDATION

That the Insurance, Benefits and Legislative Committee recommend that the Board of Retirement adopt a “Support” position on Senate Bill 853, which would provide clarification and technical updates to the County Employees Retirement Law of 1937.

LEGISLATIVE POLICY STANDARD

The Board of Retirement’s legislative policy standard is to support proposals that provide clarification, technical updates, or conforming changes to the County Employees Retirement Law of 1937, the California Public Employees’ Pension Reform Act of 2013, or other applicable provisions under California law related to public retirement systems (Legislative Policy, page 6).

SUMMARY

SB 853 is an omnibus bill that provides clarifications, technical updates, and conforming changes to the County Employees Retirement of Law of 1937 (CERL). It also contains amendments to the Public Employees’ Retirement Law and State Teachers’ Retirement Law sponsored by the CalPERS and CalSTRS, respectively.

ANALYSIS

Computation of Final Compensation (31462.05)

A member who is subject to the California Public Employees' Pension Reform Act of 2013 (PEPRA) for all or any portion of their membership in a county retirement system shall have their final compensation determined based on a 36-month period.

If the member has less than three years of service, their final compensation shall be determined by dividing the total pensionable compensation by the number of months of service credited to the member and multiplying by 12.

To determine final compensation for a member who does not have three consecutive years of earned pensionable compensation due to an absence, the compensation for any absence shall be based on the pensionable compensation of the position held by the member immediately prior to the absence.

The amendment would clarify that, for purposes of determining final compensation, the computation for any absence shall be based on the pensionable compensation of the position held by the member at the beginning of the absence, regardless of the number of consecutive years of earned pensionable compensation.

The amendment would ensure that for members who do have more than three consecutive years of earned pensionable compensation, any absences shall be based on the pensionable compensation of the position held by the member immediately prior to the absence before final compensation is determined. This would align with the practice and understanding of the CERL systems of how final compensation is determined for absences that occur with respect to compensation earnable for legacy members.

Safety Membership (31470.14)

PEPRA (Government Code Section 7522.44) provides that any enhancement to a member's retirement formula or retirement benefit adopted on or after January 1, 2013, shall apply only to service performed on or after the operative date of the enhancement and shall not be applied to any service performed prior to the operative date of the enhancement.

CERL provides that a general member's service shall be converted to safety service if that past service was rendered in a position that has subsequently been reclassified as a safety position. The amendment would conform CERL to PEPRA's prohibition on retroactive benefit enhancements by clarifying that on or after January 1, 2013 (the effective date of PEPRA), any enhancement to safety service shall be subject to PEPRA's prohibition on retroactive enhancements.

Post-Retirement Employment (31680.9)

Retired members may be employed for county or district service without reinstatement, subject to specified restrictions such as not exceeding 120 working days or 960 hours in

a fiscal year. A retired member shall reimburse the retirement system for any retirement allowance received during the periods of employment that exceed these working days or hours.

If an employer fails to enroll, for administrative recordkeeping purposes of the retirement system, a retired member employed without reinstatement within 30 days of the effective date of hire, the retirement board may assess the employer a fee of \$200 per retired member per month until the retired member is enrolled into recordkeeping system.

If an employer fails to report the pay rate and number of hours worked of a retired member employed without reinstatement, within 30 days following the last day of the pay period in which the retired member worked, the board may assess the employer a fee of \$200 per retired member per month until the information is reported.

The amendments would provide the employer with more flexibility in compliance by clarifying that in terms of reporting new hires and payroll information, the retirement board would determine the format of how new hires are reported into the administrative recordkeeping system and the periods for reporting pay rate and hours.

IT IS THEREFORE RECOMMENDED THAT THE COMMITTEE recommend that the Board of Retirement adopt a “Support” position on Senate Bill 853, which would provide clarification and technical updates to the County Employees Retirement Law of 1937.

Reviewed and Approved:

A handwritten signature in blue ink that reads "Luis Lugo". The signature is written in a cursive style and is centered below the "Reviewed and Approved:" text.

Luis Lugo, Deputy Chief Executive Officer

Attachments

- Attachment 1—Board Positions Adopted on Related Legislation
- Attachment 2—Support and Opposition

SB 853
Insurance, Benefits and Legislative Committee
March 20, 2025
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SB 853 (Committee on Labor, Public Employment & Retirement) as introduced on
March 4, 2025

cc: Santos H. Kreimann
Luis Lugo
JJ Popowich
Laura Guglielmo
Steven P. Rice
Jean Kim
Naomi Padron, MKP Government Relations

BOARD POSITIONS ADOPTED ON RELATED LEGISLATION

AB 2474 (Chapter 108, Statutes of 2024) provided authorization for LACERA to establish a prepaid card program to disburse retirement allowances. The bill also provided for actions that the retirement system can undertake with respect to retired members who are employed after retirement in violation of specified statutes. The Board of Retirement adopted a “Support” position.

AB 2770 (Chapter 117, Statutes of 2024) made various clarifications and technical updates as well as amendments for administrative flexibility to the County Employees Retirement Law of 1937. The Board of Retirement adopted a “Support” position.

AB 1824 (Chapter 231, Statutes of 2022) made various clarifications and technical updates to the County Employees Retirement Law of 1937. The Board of Retirement adopted a “Support” position.

AB 1971 (Chapter 524, Statutes of 2022) made various amendments to the County Employees Retirement Law of 1937 to provide administrative flexibility and more efficient and effective service to members and stakeholders. The Board of Retirement adopted a “Support” position.

AB 2376 (Chapter 134, Statutes of 2016) clarified the definition of Plan D for purposes of a prospective plan transfer and the applicability of the reciprocal provision on nonconcurrent retirement to Plan E members. The Board of Retirement adopted a “Support” position.

AB 992 (Chapter 40, Statutes of 2015) clarified the ability of members to change their retirement option after being granted a disability retirement. The Board of Retirement adopted a “Support” position.

AB 2474 (Chapter 741, Statutes of 2014) made various amendments to the County Employees Retirement Law of 1937 to conform with the California Public Employees’ Pension Reform Act of 2013. The Board of Retirement adopted a “Support” position.

AB 2473 (Chapter 740, Statutes of 2014) made various amendments to the County Employees Retirement Law of 1937 to conform with federal law. The Board of Retirement adopted a “Support” position.

SB 13 (Chapter 528, Statutes 2013) made various technical and clarifying amendments to the County Employees Retirement Law of 1937 and California Public Employees’ Pension Reform Act of 2013. The Board of Retirement adopted a “Support” position.

AB 1380 (Chapter 247, Statutes 2013) amended various provisions of the County Employees Retirement Law of 1937 to conform with the California Public Employees' Pension Reform Act of 2013. The Board of Retirement adopted a "Watch" position.

SB 996 (Chapter 792, Statutes of 2012) clarified that for purposes of disability retirement the presumption of heart trouble is a rebuttable presumption. The Board of Retirement adopted a "Support" position.

AB 1902 (Chapter 86, Statutes of 2010) provided technical and clarifying amendments to the provisions of Plan E related to prospective plan transfers and disability retirement, reciprocity, and the crediting of service. The Board of Retirement adopted a "Support" position.

SB 1479 (Chapter 158, Statutes of 2010) provided technical and clarifying amendments to the County Employees Retirement Law of 1937 related to the commencement of membership, exclusion from membership based on monthly compensation rate, advance payments of employer contributions from districts, and compliance with Internal Revenue Service procedures. The Board of Retirement adopted a "Watch" position.

AB 1354 (Chapter 188, Statutes of 2010) amended the County Employees Retirement Law of 1937 to conform with federal law on tax qualification requirements and benefits related to deaths due to military service. The Board of Retirement adopted a "Support" position.

AB 1355 (Chapter 9, Statutes of 2009) updated cross-references related to the calculation of survivor allowances and made other technical changes. The Board of Retirement adopted a "Watch" position.

AB 399 (Chapter 778, Statutes of 2001) codified negotiated benefit enhancements set forth in a Memorandum of Understanding (MOU) between the County of Los Angeles and its labor organizations. The Board of Retirement adopted a "Support" position.

SUPPORT

State Association of County Retirement Systems (*Co-Sponsor*)
California Public Employees' Retirement System (*Co-Sponsor*)
California State Teachers' Retirement System (*Co-Sponsor*)

OPPOSITION

None on file.

Introduced by Committee on Labor, Public Employment and Retirement (Senators Smallwood-Cuevas (Chair), Cortese, Durazo, and Laird)

March 4, 2025

An act to amend Sections 22104.8, 22131, 22146.5, 22713, 22954, 22955, 22955.1, 24502, 24616.2, and 26122 of the Education Code, and to amend Sections 20034, 20069, 20638, 20639, 31462.05, 31470.14, and 31680.9 of the Government Code, relating to public retirement systems.

LEGISLATIVE COUNSEL'S DIGEST

SB 853, as introduced, Committee on Labor, Public Employment and Retirement. Public employees' retirement.

(1) Existing law, the Teachers' Retirement Law, establishes the State Teachers' Retirement System (STRS) and creates the Defined Benefit Program of the State Teachers' Retirement Plan, which provides a defined benefit to members of the program, based on final compensation, creditable service, and age at retirement, subject to certain variations. STRS is administered by the Teachers' Retirement Board. Existing law requires employers and employees to make contributions to the system based on the member's creditable compensation. Existing law defines terms for the purposes of STRS.

Existing law defines "employer" or "employing agency" to mean the state or any agency or political subdivision thereof, including a joint powers authority, as specified. Existing law also defines "membership" under the Teachers' Retirement Law to mean membership in the Defined Benefit Program, except as specified.

This bill would provide that the board has final authority for determining an "employer" or "employing agency" for purposes of the

Teachers' Retirement Law and related provisions governing teachers' health care benefits. The bill would also provide that the board has final authority for determining membership in STRS, as specified.

Existing law authorizes the governing board of a school district or community college district to establish regulations, subject to specified requirements, to permit an employee who is a member of the Defined Benefit Plan to reduce their workload from full time to part time and have retirement benefits calculated as if the employee was employed full time. Existing law requires the agreement to reduce a member's workload to be terminated if one of specified actions is taken, including if the member performs less than $\frac{1}{2}$ of the days or hours the employer requires for full time in that position.

This bill would revise that provision to instead require the agreement to be terminated if the member earns less than $\frac{1}{2}$ of the annualized pay rate, as defined.

Existing law makes a continuous annual appropriation from the General Fund to the Controller for transfer to the Supplemental Benefit Maintenance Account in the Teachers' Retirement Fund, as specified. Existing law requires that transfers made to that account occur on October 15 and April 15 of each fiscal year with each payment to be 50% of the annual appropriation.

This bill would provide that if either date falls on a weekend or holiday, the funds will be transferred the next business day.

Existing law also makes certain continuous annual appropriations from the General Fund to the Controller for transfer to the Teachers' Retirement Fund, as specified. Existing law requires the total amounts to be divided into 4 equal payments made on July 1, October 1, December 15, and April 15 of each fiscal year, or the following business day after.

This bill would delete the above-described reference to "on the following business day after" and would instead specify that if any of these dates fall on a weekend or holiday, the funds shall be transferred the next business day.

Existing law authorizes the Teachers' Retirement Board, in exercising its rights under the Teachers' Retirement Law, to commence or prosecute actions, file liens, intervene in court proceedings, and take related legal actions.

This bill would provide that the superior court of any county within California where venue would be proper or the Superior Court of the County of Sacramento shall have jurisdiction of, and is the appropriate

venue for, any suit, action, or legal proceedings relating to the subrogation rights of STRS under the Teachers' Retirement Law.

Existing law establishes procedures governing the recovery of amounts that have been overpaid due to an error by STRS and requires recovery with interest, as specified. Existing law requires a specified amount to be made as a continuous appropriation from the General Fund to the Controller each July 1, for transfer to the Teachers' Retirement Fund.

This bill would provide that if July 1 falls on a weekend or holiday, those funds shall be transferred the next business day.

(2) Existing law, the State Teachers' Retirement System Cash Balance Plan, prescribes retirement, disability, and death benefits for part-time educational employees and provides for the administration and operation of the plan. Existing law defines "employer" for purposes of those provisions to mean a school district, community college district, or county office of education that has elected to provide the benefits of that law to persons employed to perform creditable service.

This bill would provide that the Teachers' Retirement Board has final authority for determining an "employer" for purposes of that law.

(3) Existing law, the Public Employees' Retirement Law (PERL), creates the Public Employees' Retirement System (PERS) for the purpose of providing pension benefits to state employees and employees of contracting agencies and prescribes the rights and duties of members of the system and their beneficiaries. Existing law vests management and control of PERS in its board of administration. PERS provides a defined benefit to members of the program, based on final compensation, credited service, and age at retirement, subject to certain variations.

Existing law, the California Public Employees' Pension Reform Act of 2013 (PEPRA), on and after January 1, 2013, requires a public retirement system, as defined, to modify its plan or plans to comply with PEPRA, as specified. Among other things, PEPRA prohibits a public employer from offering a defined benefit pension plan exceeding specified retirement formulas and requires new members of public retirement systems to contribute at least a specified amount of the normal cost, as defined. PEPRA defines "pensionable compensation" for a new member of any public retirement system to mean the normal monthly rate of pay or base pay of the member paid in cash to similarly situated members of the same group or class of employment for services rendered on a full-time basis, as specified.

Under PERL, the highest annual average compensation during any consecutive 12- or 36-month period of employment as a member of a

retirement system maintained by the University of California is considered compensation earnable by a member of PERS for purposes of computing final compensation for the member providing that member retires concurrently under both systems.

This bill would instead specify that the highest annual average compensation in the above-described circumstances shall be considered compensation earnable or pensionable compensation pursuant to PEPRRA, whichever is applicable.

PERL defines “state service” solely for purposes of qualification for benefits and retirement allowances under PERS to also include service rendered as an officer or employee of a county if the salary for the service constitutes compensation earnable by a member of PERS, as prescribed.

This bill would instead provide that “state service” in the above-described circumstances shall be considered compensation earnable or pensionable compensation pursuant to PEPRRA, whichever is applicable.

PERL also provides that the highest annual compensation during any 12- or 36-month period of employment as a member of a county retirement system is considered compensation earnable by a member of PERS for purposes of computing final compensation, as prescribed.

This bill would instead specify that the highest annual average compensation in the above-described circumstances shall be considered compensation earnable or pensionable compensation pursuant to PEPRRA, whichever is applicable.

Under PERL, the compensation during any period of service as a member of the Judges’ Retirement System, the Judges’ Retirement System II, the Legislators’ Retirement System, or the Defined Benefit Program of the State Teachers’ Retirement Plan is considered compensation earnable as a member of PERS for purposes of computing final compensation for the member, if that member retires concurrently under both systems.

This bill would instead specify that the compensation during any period of service, as described above, is considered compensation earnable or pensionable compensation under PEPRRA, whichever is applicable, for purposes of computing final compensation.

(4) Existing law, the County Employees Retirement Law of 1937 (CERL), authorizes counties to establish retirement systems pursuant to its provisions in order to provide pension benefits to county, city, and district employees and their beneficiaries. Under existing law,

CERL provides for a defined retirement benefit based upon credited service, final compensation, and age at retirement subject to specified formulas relating to membership classification.

Existing law provides that, for a member who is subject to PEPRA, a specified definition of “final compensation” contained in that law applies for all or any portion of their membership in the county retirement system. Existing law provides that when determining final compensation for a member who does not have 3 consecutive years of earned pensionable compensation due to an absence, the compensation for any absence is based on the pensionable compensation of the position held by the member immediately prior to the absence.

This bill would delete that latter provision. The bill would revise the above provision concerning PEPRA to specify that the compensation for any absence is based on the pensionable compensation of the position held by the member at the beginning of the absence.

Existing law provides that local prosecutors, local public defenders, and local public defender investigators are eligible to participate in CERL, as specified. Under existing law, past service as a general member is required to be converted to safety service if the past service was rendered in a position that has subsequently been reclassified as a safety position pursuant to that provision.

This bill would revise that provision to specify that it applies to service before January 1, 2013. The bill would specify that on and after January 1, 2013, any enhancement to safety service is subject to a provision of PEPRA governing the retirement formulas and benefits of all public employees.

Existing law prohibits a person who has been retired under CERL from being employed in any capacity thereafter by a county or district of the retirement system unless the person has first been reinstated from retirement or is authorized under CERL or PEPRA. Existing law provides that if an employer fails to enroll, solely for the administrative recordkeeping purposes of the system, a retired member employed in any capacity, without reinstatement, within 30 days of the effective date of hire, the board may assess the employer a fee of \$200 per retired member per month until the retired member is enrolled in those administrative aspects of the system.

This bill would instead provide that if an employer fails to report the above-described information, in a format determined by the system, and within the above-described timeframe, the board may assess that \$200 fee until the information is reported.

Existing law also authorizes the board to assess the employer a fee of \$200 per retired member per month if an employer fails to report the pay rate and number of hours worked by a retired member, without reinstatement, within 30 days following the last day of the pay period in which the retired member worked.

This bill would delete the 30-day period described above and instead would replace it with “at periods determined by the system.”

Vote: majority. Appropriation: no. Fiscal committee: yes. State-mandated local program: no.

The people of the State of California do enact as follows:

1 SECTION 1. Section 22104.8 of the Education Code, as added
2 by Section 2 of Chapter 690 of the Statutes of 2024, is amended
3 to read:

4 22104.8. (a) “Annualized pay rate” means the salary, as
5 described in Section 22119.3, a person could earn during a school
6 term in *a each* position subject to membership if creditable service
7 were performed for that position on a full-time basis.

8 (b) The annualized pay rate shall be determined pursuant to the
9 publicly available pay schedule by using either of the following
10 methods:

11 (1) Explicitly itemized as a single amount, either separately or
12 within a table.

13 (2) Derived from an explicit hourly or daily rate multiplied by
14 the total hours or days required in order to be employed in the
15 position subject to membership on a full-time basis pursuant to
16 Section 22138.5. If the total hours or days required to be employed
17 on a full-time basis is not established, the number of hours or days
18 shall be the minimum standard described in Section 22138.5.

19 (c) If no annualized pay rate exists pursuant to subdivision (b)
20 for a position subject to membership, all compensation earned in
21 that position shall be deemed “supplemental pay” pursuant to
22 paragraph (2) of subdivision (a) of Section 22119.3.

23 (d) This definition of “annualized pay rate” is consistent with
24 subdivision (e) of Section 22115.

25 (e) (1) The board shall determine a date based on when the
26 system has the capacity to implement the changes made by the act
27 that added this subdivision. The date determined by the board shall

1 be posted on the internet website of the system no later than July
2 1, 2027.

3 (2) This section shall become operative on the date determined
4 by the board pursuant to paragraph (1).

5 SEC. 2. Section 22131 of the Education Code is amended to
6 read:

7 22131. (a) (1) “Employer” or “employing agency” means the
8 state or any agency or political subdivision thereof, including, but
9 not limited to, a joint powers authority, for which creditable service
10 subject to coverage by the plan is performed.

11 (2) In the case of a joint powers authority, all of the following
12 criteria shall be met:

13 (A) The joint powers authority shall be formed pursuant to the
14 Joint Exercise of Powers Act (Chapter 5 (commencing with Section
15 6500) of Division 7 of Title 1 of the Government Code).

16 (B) All entities included in the joint powers authority shall be
17 entities at which creditable service subject to coverage by the plan
18 is performed.

19 (C) The joint powers authority shall report through a single
20 county office of education, with that county superintendent having
21 responsibility for activities specified under this part, including but
22 not limited to, reporting and remitting contributions.

23 (b) This section shall be administered in compliance with the
24 requirements defining a governmental plan set forth in Section
25 414(d) of the Internal Revenue Code of 1986 (26 U.S.C. Sec.
26 414(d)).

27 (c) *The board shall have final authority for determining an*
28 *“employer” or “employing agency” for purposes of this part and*
29 *Part 13.5 (commencing with Section 25900).*

30 SEC. 3. Section 22146.5 of the Education Code is amended to
31 read:

32 22146.5. “Membership” means membership in the Defined
33 Benefit Program, except as otherwise specifically provided in this
34 part. *The board shall have final authority for determining*
35 *membership in the system, considering the conditions under which*
36 *persons may be admitted to and receive benefits from the system.*

37 SEC. 4. Section 22713 of the Education Code is amended to
38 read:

39 22713. (a) Notwithstanding any other provision of this chapter,
40 if the governing board of a school district or a community college

1 district, or a county superintendent of schools establishes
2 regulations pursuant to Sections 44922 and 87483, an employer
3 may enter into a written agreement with an employee who is a
4 member of the Defined Benefit Program to reduce ~~his or her~~ *their*
5 workload in a position from full time to part time, receive the
6 service credit the member would have received if the member had
7 been employed in that position on a full-time basis and have ~~his~~
8 ~~or her~~ *their* retirement allowance, as well as other benefits that the
9 member is entitled to under this part, based, in part, on the final
10 compensation the member would have been entitled to if the
11 member had been employed on a full-time basis. The option to
12 reduce the member's workload shall be exercised at the request
13 of the member if all of the following conditions are met:

14 (1) The member is employed by either of the following:

15 (A) A school district or county office of education as a
16 prekindergarten through grade 12 certificated employee who does
17 not hold a position with a salary above the maximum salary of a
18 school principal for that employer.

19 (B) A community college district.

20 (2) The member has a minimum of 10 years of credited service
21 in the Defined Benefit Program prior to the start of the school term
22 of the first school year of the agreement to reduce the member's
23 workload.

24 (3) The member shall have been employed on a full-time basis
25 to perform creditable service under the Defined Benefit Program
26 each year of the five school years immediately preceding the first
27 school year in which the member's workload is reduced, without
28 having a break in service. For the purposes of this paragraph:

29 (A) Employer-approved leaves of absence, and unpaid absences
30 from the performance of creditable service for personal reasons
31 from full-time employment do not constitute a break in service.

32 (B) Creditable service that was performed for a school year in
33 which a member reduced ~~his or her~~ *their* workload pursuant to this
34 section shall be treated as full time, provided that the agreement
35 to reduce the member's workload was not terminated during that
36 year pursuant to subdivision (e).

37 (C) The period of time during which a member is retired for
38 service shall constitute a break in service.

1 (4) The member is 55 years of age or older prior to the start of
2 the school term of the first school year of the agreement for which
3 the member's workload is reduced.

4 (b) The employer, in conjunction with the system, shall certify
5 the member's eligibility for participation in the reduced workload
6 program in accordance with subdivision (a). The employer's
7 certification shall be submitted in a format prescribed by the system
8 and shall be received in the system's headquarters office prior to
9 the start of the school term of the first school year of the agreement
10 for which the member's workload is reduced.

11 (c) The agreement to reduce the member's workload shall be
12 in effect prior to the start of the school term of the first school year
13 of the agreement for which the member's workload is reduced,
14 and shall include the following requirements:

15 (1) The total amount of time in which a member reduces ~~his or~~
16 ~~her~~ *their* workload pursuant to this section shall not exceed 10
17 school years.

18 (2) The reduced workload shall be equal to at least one-half of
19 the time the employer requires for full-time employment in that
20 position in accordance with Section 22138.5.

21 (3) The member shall be paid creditable compensation that is
22 the pro rata share of the creditable compensation the member would
23 have been paid for that position had the member not reduced ~~his~~
24 ~~or her~~ *their* workload.

25 (4) For each school year the member's workload is reduced
26 pursuant to this section, the member shall make contributions to
27 the Teachers' Retirement Fund in the amount that the member
28 would have contributed if the member had performed creditable
29 service for that position on a full-time basis and if that service was
30 subject to coverage under the Defined Benefit Program.

31 (5) For each school year the member's workload is reduced
32 pursuant to this section, the employer shall contribute to the
33 Teachers' Retirement Fund at a rate adopted by the board as a plan
34 amendment with respect to the Defined Benefit Program an amount
35 based upon the creditable compensation that would have been paid
36 to the member if the member had performed creditable service for
37 that position on a full-time basis and if that service was subject to
38 coverage under the Defined Benefit Program.

1 (d) The employer shall maintain the necessary records to
 2 separately identify each member who participates in the reduced
 3 workload program pursuant to this section.

4 (e) The agreement to reduce a member's workload shall be
 5 terminated if one of the following actions is taken:

6 (1) The member's employment is terminated prior to the end
 7 of the school term.

8 (2) The member ~~performs~~ *earns* less than one-half of the ~~days~~
 9 ~~or hours the employer requires for full time in that position~~
 10 ~~pursuant to Section 22138.5: annualized pay rate as defined in~~
 11 *Section 22104.8.*

12 (3) The member and the employer mutually agree that the
 13 member will perform creditable service without making
 14 contributions in accordance with paragraphs (4) and (5) of
 15 subdivision (c).

16 (f) Upon termination of the agreement for any of the reasons
 17 described in subdivision (e):

18 (1) The employer shall notify the system that the agreement to
 19 reduce a member's workload has been terminated within 30 days
 20 of the agreement being terminated.

21 (2) The member's service credit and contributions for that school
 22 year in which the agreement is terminated shall be computed in
 23 accordance with Section 22701 and Chapters 15 and 16.

24 (3) That school year in which the agreement is terminated shall
 25 not be included in the total amount of time in which a member is
 26 allowed to reduce ~~his or her~~ *their* workload pursuant to paragraph
 27 (1) of subdivision (c).

28 (4) Any subsequent agreement to reduce a member's workload
 29 shall meet all of the conditions set forth in this section.

30 SEC. 5. Section 22954 of the Education Code is amended to
 31 read:

32 22954. (a) Notwithstanding Section 13340 of the Government
 33 Code, a continuous appropriation is hereby annually made from
 34 the General Fund to the Controller, pursuant to this section, for
 35 transfer to the Supplemental Benefit Maintenance Account in the
 36 Teachers' Retirement Fund.

37 (b) Except as reduced pursuant to subdivision (c), the total
 38 amount of the appropriation for each year shall be equal to 2.5
 39 percent of the total of the creditable compensation of the fiscal
 40 year ending in the immediately preceding calendar year upon which

1 members' contributions are based for purposes of funding the
2 supplemental payments authorized by Section 24415, as reported
3 annually to the Director of Finance, the Chairperson of the Joint
4 Legislative Budget Committee, and the Legislative Analyst
5 pursuant to Section 22955.5.

6 (c) Beginning with the 2008–09 fiscal year, the appropriation
7 in subdivision (b) shall be reduced in accordance with the following
8 schedule:

9	
10	2008–09.....\$66,386,000
11	2009–10.....\$70,000,000
12	2010–11.....\$71,000,000
13	2011–12 and each fiscal year thereafter.....\$72,000,000
14	

15 (d) Transfers made to the Supplemental Benefit Maintenance
16 Account, pursuant to subdivision ~~(a)~~ (a), shall be made on October
17 15 and April 15 of each fiscal year with each payment to be 50
18 percent of the annual appropriation. *If either date falls on a*
19 *weekend or holiday, the funds shall be transferred the next business*
20 *day.*

21 (e) Notwithstanding subdivision (d), for the 2010–11 fiscal year
22 only, the transfer that would have been made pursuant to
23 subdivision (d) on October 15, 2010, shall be made on November
24 15, 2010, and the transfer that would have been made pursuant to
25 subdivision (d) on April 15, 2011, shall be made on March 14,
26 2011.

27 (f) The board may deduct from the annual appropriation made
28 pursuant to this section an amount necessary for the administrative
29 expenses of Section 24415.

30 (g) It is the intent of the Legislature in enacting this section to
31 establish the supplemental payments pursuant to Section 24415
32 as vested benefits pursuant to a contractually enforceable promise
33 to make annual contributions from the General Fund to the
34 Supplemental Benefit Maintenance Account in the Teachers'
35 Retirement Fund in order to provide a continuous annual source
36 of revenue for the purposes of making the supplemental payments
37 under Section 24415.

38 SEC. 6. Section 22955 of the Education Code is amended to
39 read:

1 22955. (a) Notwithstanding Section 13340 of the Government
2 Code, commencing July 1, 2003, a continuous appropriation is
3 hereby annually made from the General Fund to the Controller,
4 pursuant to this section, for transfer to the Teachers' Retirement
5 Fund. The total amount of the appropriation for each year shall be
6 equal to 2.017 percent of the total of the creditable compensation
7 of the fiscal year ending in the immediately preceding calendar
8 year upon which members' contributions are based, as reported
9 annually to the Director of Finance, the Chairperson of the Joint
10 Legislative Budget Committee, and the Legislative Analyst
11 pursuant to Section 22955.5, and shall be divided into four equal
12 payments. The payments shall be made ~~on, or the following~~
13 ~~business day after,~~ on July 1, October 1, December 15, and April
14 15 of each fiscal year. *If any of these dates fall on a weekend or*
15 *holiday, the funds shall be transferred the next business day.*

16 (b) Notwithstanding Section 13340 of the Government Code,
17 commencing October 1, 2003, a continuous appropriation, in
18 addition to the appropriation made by subdivision (a), is hereby
19 annually made from the General Fund to the Controller for transfer
20 to the Teachers' Retirement Fund. The total amount of the
21 appropriation for each year shall be equal to 0.524 percent of the
22 total of the creditable compensation of the fiscal year ending in
23 the immediately preceding calendar year upon which members'
24 contributions are based, as reported annually to the Director of
25 Finance, the Chairperson of the Joint Legislative Budget
26 Committee, and the Legislative Analyst pursuant to Section
27 22955.5, and shall be divided into four equal quarterly payments.
28 The percentage shall be adjusted to reflect the contribution required
29 to fund the normal cost deficit or the unfunded obligation as
30 determined by the board based upon a recommendation from its
31 actuary. If a rate increase is required, the adjustment may be for
32 no more than 0.25 percent per year and in no case may the transfer
33 made pursuant to this subdivision exceed 1.505 percent of the total
34 of the creditable compensation of the fiscal year ending in the
35 immediately preceding calendar year upon which members'
36 contributions are based. At any time when there is neither an
37 unfunded obligation nor a normal cost deficit, the percentage shall
38 be reduced to zero. The funds transferred pursuant to this
39 subdivision shall first be applied to eliminating on or before June

1 30, 2027, the unfunded actuarial liability of the fund identified in
2 the actuarial valuation as of June 30, 1997.

3 (c) For the purposes of this section, the term “normal cost
4 deficit” means the difference between the normal cost rate as
5 determined in the actuarial valuation required by Section 22311
6 and the total of the member contribution rate required under Section
7 22901 and the employer contribution rate required under Section
8 22950, and shall exclude (1) the portion for unused sick leave
9 service credit granted pursuant to Section 22717, and (2) the cost
10 of benefit increases that occur after July 1, 1990. The contribution
11 rates prescribed in Section 22901 and Section 22950 on July 1,
12 1990, shall be utilized to make the calculations. The normal cost
13 deficit shall then be multiplied by the total of the creditable
14 compensation upon which member contributions under this part
15 are based to determine the dollar amount of the normal cost deficit
16 for the year.

17 (d) Pursuant to Section 22001 and case law, members are
18 entitled to a financially sound retirement system. It is the intent of
19 the Legislature that this section shall provide the retirement fund
20 stable and full funding over the long term.

21 (e) This section continues in effect but in a somewhat different
22 form, fully performs, and does not in any way unreasonably impair,
23 the contractual obligations determined by the court in California
24 Teachers’ Association v. Cory, 155 Cal.App.3d 494.

25 (f) Subdivision (b) shall not be construed to be applicable to
26 any unfunded liability resulting from any benefit increase or change
27 in contribution rate under this part that occurs after July 1, 1990.

28 (g) The provisions of this section shall be construed and
29 implemented to be in conformity with the judicial intent expressed
30 by the court in California Teachers’ Association v. Cory, 155
31 Cal.App.3d 494.

32 (h) Subdivisions (a) through (g), inclusive, shall be inoperative
33 on and after July 1, 2014, and shall become operative beginning
34 the earlier of July 1, 2046, or July 1 of the first fiscal year after a
35 30-day notice has been sent to the Joint Legislative Budget
36 Committee and the Controller in compliance with subdivision (d)
37 of Section 22957.

38 SEC. 7. Section 22955.1 of the Education Code is amended to
39 read:

1 22955.1. (a) Notwithstanding Section 13340 of the
2 Government Code, commencing July 1, 2003, a continuous
3 appropriation is hereby annually made from the General Fund to
4 the Controller, pursuant to this section, for transfer to the Teachers'
5 Retirement Fund. The total amount of the appropriation for each
6 year shall be equal to 2.017 percent of the total of the creditable
7 compensation of the fiscal year ending in the immediately
8 preceding calendar year upon which members' contributions are
9 based, as reported annually to the Director of Finance, the
10 Chairperson of the Joint Legislative Budget Committee, and the
11 Legislative Analyst pursuant to Section 22955.5, and shall be
12 divided into four equal payments. The payments shall be made ~~on,~~
13 ~~or the following business day after,~~ on July 1, October 1, December
14 15, and April 15 of each fiscal year. *If any of these dates fall on a*
15 *weekend or holiday, the funds shall be transferred the next business*
16 *day.*

17 (b) (1) Commencing July 1, 2014, the amount of the
18 appropriation required under subdivision (a) shall increase by the
19 following percentages of the creditable compensation upon which
20 that appropriation is based:

21 (A) On July 1, 2014, by 1.437 percent.

22 (B) On July 1, 2015, by 2.874 percent.

23 (C) On July 1, 2016, by 4.311 percent.

24 (2) Except as provided in paragraph (3), for the 2017–18 fiscal
25 year and each fiscal year thereafter, the board shall increase or
26 decrease the percentage specified in this subdivision from the
27 percentage paid during the prior fiscal year to reflect the
28 contribution required to eliminate the remaining unfunded actuarial
29 obligation, as determined by the board based upon a
30 recommendation from its actuary. If a rate increase is required,
31 the adjustment may be for no more than 0.50 percent per year of
32 the total of the creditable compensation of the fiscal year ending
33 in the immediately preceding calendar year upon which members'
34 contributions are based. At any time when there is not an unfunded
35 actuarial obligation as determined by the board, the percentage
36 specified in this subdivision shall be reduced to zero.

37 (3) For the 2020–21 fiscal year, the percentage specified in this
38 subdivision shall be the percentage set by the board pursuant to
39 paragraph (2) for the 2019–20 fiscal year, and the board shall not
40 increase or decrease the percentage specified in this paragraph for

1 the 2020–21 fiscal year. This paragraph does not prevent payments
2 towards the unfunded actuarial obligation from being made from
3 other sources of funding, including, but not limited to, other sources
4 in the General Fund.

5 (c) Pursuant to Section 22001 and case law, members are entitled
6 to a financially sound retirement system. It is the intent of the
7 Legislature that this section shall provide the retirement fund stable
8 and full funding over the long term.

9 (d) This section continues in effect but in a somewhat different
10 form, fully performs, and does not in any way unreasonably impair,
11 the contractual obligations determined by the court in California
12 Teachers Association v. Cory (1984) 155 Cal.App.3d 494.

13 (e) Subdivision (b) shall not be construed to be applicable to
14 any unfunded actuarial obligation resulting from any benefit
15 increase or change in contribution rate under this part that occurs
16 after July 1, 1990, except that state contributions made pursuant
17 to subdivision (b) shall be allocated to reduce the unfunded
18 actuarial obligation resulting from the benefits and contribution
19 rates in effect as of July 1, 1990.

20 (f) The provisions of this section shall be construed and
21 implemented to be in conformity with the judicial intent expressed
22 by the court in California Teachers Association v. Cory (1984)
23 155 Cal.App.3d 494.

24 (g) (1) Except as described in paragraph (2), this section shall
25 become inoperative on July 1, 2046, and as of January 1, 2047, is
26 repealed.

27 (2) Notwithstanding paragraph (1), on July 1 of the first fiscal
28 year after a 30-day notice has been sent to the Joint Legislative
29 Budget Committee and the Controller in compliance with
30 subdivision (d) of Section 22957, this section shall become
31 inoperative and, as of the following January 1, is repealed.

32 SEC. 8. Section 24502 of the Education Code is amended to
33 read:

34 24502. In the exercise of its rights under this part, the board
35 or the agent under contract may commence or prosecute actions,
36 file liens, intervene in court proceedings, join parties to the action
37 and consolidate actions all in the same manner and to the same
38 extent provided in Chapter 5 (commencing with Section 3850) of
39 Part 1 of Division 4 of the Labor Code except that recovery shall
40 not be made from benefits payable under this part because of the

1 injury or death. *The superior court of any county within California*
2 *where venue would be proper or the Superior Court of the County*
3 *of Sacramento shall have jurisdiction of, and shall be the*
4 *appropriate venue for, any suit, action, or legal proceedings*
5 *relating to the subrogation rights of STRS under this part.*

6 SEC. 9. Section 24616.2 of the Education Code is amended to
7 read:

8 24616.2. (a) Except as limited pursuant to Section 22008:

9 (1) All amounts that have been overpaid due to inaccurate
10 information, untimely submission, nonsubmission of information,
11 or on the basis of fraud or intentional misrepresentation by, or on
12 behalf of, a recipient of a benefit, annuity, or refund shall be
13 recovered, as applicable, from the member, participant, former
14 member, former participant, or beneficiary. This paragraph
15 excludes amounts overpaid pursuant to paragraph (2), (3), or (4).

16 (2) All amounts that have been overpaid due to inaccurate
17 information, untimely submission, or nonsubmission of information
18 by an employer that reports directly to the system shall be
19 recovered, as applicable, from that employer.

20 (3) All amounts that have been overpaid due to inaccurate
21 information, untimely submission, or nonsubmission of information
22 by a county superintendent of schools that reports directly to the
23 system on behalf of an employer shall be recovered, as applicable,
24 from that county superintendent of schools. If the overpayment
25 resulted from an error of an employer, the county superintendent
26 of schools may recover the amounts required from that employer
27 pursuant to Section 23012.

28 (A) If the county superintendent of schools provided notice to,
29 and received consent from, an employer to submit that employer's
30 monthly report, inclusive of any modifications by the county
31 superintendent of schools on behalf of the employer, an
32 overpayment due to inaccurate information shall be considered an
33 error of that employer.

34 (B) If the untimely submission or nonsubmission of information
35 was the result of the employer's untimely submission or
36 nonsubmission of information, the overpayment shall be considered
37 an error of the employer.

38 (4) (A) All amounts that have been overpaid due to an error by
39 the system shall be recovered, with interest as specified in
40 subparagraph (B), as follows:

1 (i) Commencing July 1, 2024, 85 percent of this amount
2 resulting from benefit adjustments that take place within the fiscal
3 year ending in the immediately preceding calendar year, the
4 specific amount of which shall be determined by the board, shall
5 be made as a continuous appropriation from the General Fund to
6 the Controller each July 1 for transfer to the Teachers' Retirement
7 Fund. *If July 1 falls on a weekend or holiday, the funds shall be*
8 *transferred the next business day.*

9 (ii) Commencing July 1, 2024, 15 percent of this amount
10 resulting from benefit adjustments that take place within the fiscal
11 year ending in the immediately preceding calendar year, the
12 specific amount of which shall be determined by the board, shall
13 be recovered from all employers that report directly to the system
14 in amounts proportionate to their share of contributions for that
15 fiscal year, including the contributions of those employers for
16 whom a county superintendent of schools reports. A county
17 superintendent of schools that reports directly to the system on
18 behalf of employers may recover amounts proportionate to each
19 employer's share of contributions for that fiscal year from those
20 employers pursuant to Section 23012.

21 (B) The amount to be recovered in accordance with
22 subparagraph (A) shall be calculated to include regular interest
23 from the date of the overpayment to the date of recovery.

24 (b) (1) An employer shall remit any amount required to be paid
25 to the system pursuant to this section within 30 days of the date
26 of the invoice. If the system does not receive payment within 30
27 days, the amount owed to the system shall be recalculated to
28 include regular interest from the initial due date.

29 (2) If a payment pursuant to paragraph (1) is not received within
30 30 days of the date of invoice, the Controller shall, upon the order
31 of the board, reduce subsequent payments from the State School
32 Fund to the county for deposit in the county school service fund
33 by the amount owed or, upon the request of a county superintendent
34 of schools to the county auditor, the Controller shall reduce
35 payments to a school district for deposit in the district general fund
36 by the amount owed. The Controller shall then pay to the system
37 the amount owed for deposit in the Teachers' Retirement Fund.

38 (c) Determination of an amount that has been overpaid shall be
39 provided in writing by the system to the party responsible for the
40 overpayment pursuant to subdivision (a). The system shall identify

1 the error, document the source of the error, and specify the total
2 amount overpaid due to the error.

3 (d) This section shall not apply to a recovery made under Section
4 24015, 24016, or 24017 or to a benefit or allowance reduction
5 required pursuant to Section 24010, 24109, 24114, 24201.5, 24214,
6 or 24214.5.

7 (e) Except as explicitly provided by its provisions, this section
8 shall not be interpreted to limit the system’s authority to correct
9 benefits.

10 SEC. 10. Section 26122 of the Education Code is amended to
11 read:

12 26122. (a) “Employer” means a school district, community
13 college district, or county office of education that has elected to
14 provide the benefits of this part to persons employed to perform
15 creditable service. “Employer” shall not include the state.

16 (b) *The board shall have final authority for determining an*
17 *“employer” for purposes of this part.*

18 SEC. 11. Section 20034 of the Government Code is amended
19 to read:

20 20034. The highest annual average compensation during any
21 consecutive 12- or 36-month period of employment as a member
22 of any retirement system maintained by the university shall be
23 considered compensation earnable *or pensionable compensation*
24 *pursuant to Section 7522.34, whichever is applicable,* by a member
25 of this system for purposes of computing final compensation for
26 the member providing ~~he or she~~ *the member* retires concurrently
27 under both systems.

28 SEC. 12. Section 20069 of the Government Code is amended
29 to read:

30 20069. (a) “State service” means service rendered as an
31 employee or officer (employed, appointed, or elected) of the state,
32 the California Institute for Regenerative Medicine and the officers
33 and employees of its governing body, the university, a school
34 employer, or a contracting agency, for compensation, and only
35 while ~~he or she is~~ receiving compensation from that employer
36 therefor, except as provided in Article 4 (commencing with Section
37 20990) of Chapter 11.

38 (b) “State service,” solely for purposes of qualification for
39 benefits and retirement allowances under this system, shall also
40 include service rendered as an officer or employee of a county if

1 the salary for the service constitutes compensation earnable *or*
2 *pensionable compensation pursuant to Section 7522.34, whichever*
3 *is applicable*, by a member of this system under Section 20638.

4 (c) “State service,” except for purposes of qualification for
5 health or dental benefits, shall also include compensated service
6 rendered by an officer, warrant officer, or a person of the enlisted
7 ranks of the California National Guard who has elected to become
8 a member pursuant to Section 20326 and who has not canceled
9 ~~his or her~~ *their* membership pursuant to Section 20327.

10 SEC. 13. Section 20638 of the Government Code is amended
11 to read:

12 20638. The highest annual average compensation during any
13 consecutive 12- or 36-month period of employment as a member
14 of a county retirement system shall be considered compensation
15 earnable *or pensionable compensation pursuant to Section 7522.34,*
16 *whichever is applicable*, by a member of this system for purposes
17 of computing final compensation for the member provided:

18 (a) (1) Entry into employment in which ~~he or she~~ *the person*
19 became a member in one system occurred on or after October 1,
20 1957, and within 90 days of discontinuance of employment as a
21 member of the other system.

22 (2) This subdivision shall not deny the benefit of this section to
23 any person retiring after October 1, 1963, who entered membership
24 prior to October 1, 1957, if ~~he or she~~ *the person* entered the
25 employment in which ~~he or she~~ *they* became a member within 90
26 days of termination of employment in which ~~he or she~~ *was they*
27 *were* a member of the other system, and ~~he or she~~ *they* became a
28 member within seven months of entry into employment, or, if an
29 employee of a district as defined in Section 31468, became a
30 member at the time the district was included in a county retirement
31 system.

32 (b) ~~He or she~~ *The member* retires concurrently under both
33 systems and is credited with the period of service under the county
34 system at the time of retirement.

35 SEC. 14. Section 20639 of the Government Code is amended
36 to read:

37 20639. The compensation earnable during any period of service
38 as a member of the Judges’ Retirement System, the Judges’
39 Retirement System II, the Legislators’ Retirement System, or the
40 Defined Benefit Program of the State Teachers’ Retirement Plan

1 shall be considered compensation earnable *or pensionable*
 2 *compensation pursuant to Section 7522.34, whichever is*
 3 *applicable*, as a member of this system for purposes of computing
 4 final compensation for the member, ~~if he or she~~ *the member* retires
 5 concurrently under both systems.

6 A member shall be deemed to have retired concurrently under
 7 this system and under the Defined Benefit Program of the State
 8 Teachers' Retirement Plan, if the member is enrolled as a disabled
 9 member under the Defined Benefit Program of the State Teachers'
 10 Retirement Plan and for retirement under this system on the same
 11 effective date.

12 SEC. 15. Section 31462.05 of the Government Code is amended
 13 to read:

14 31462.05. (a) For a member who is subject to the California
 15 Public Employees' Pension Reform Act of 2013 (Article 4
 16 (commencing with Section 7522) of Chapter 21 of Division 7 of
 17 Title 1) for all or any portion of their membership in the county
 18 retirement system, "final compensation" as defined in Section
 19 7522.32 shall apply. *The computation for any absence shall be*
 20 *based on the pensionable compensation of the position held by the*
 21 *member at the beginning of the absence.*

22 (b) If a member has less than three years of service, that
 23 member's final compensation shall be determined by dividing the
 24 total pensionable compensation by the number of months of service
 25 credited to the member and multiplying by 12.

26 ~~(c) When determining final compensation for a member who~~
 27 ~~does not have three consecutive years of earned pensionable~~
 28 ~~compensation due to an absence, the compensation for any absence~~
 29 ~~shall be based on the pensionable compensation of the position~~
 30 ~~held by the member immediately prior to the absence.~~

31 SEC. 16. Section 31470.14 of the Government Code is amended
 32 to read:

33 31470.14. (a) Local prosecutors, local public defenders, and
 34 local public defender investigators are eligible.

35 (b) Except as provided in subdivision (c) and notwithstanding
 36 Sections 31639.7 and 31639.75, past service as a general member
 37 shall be converted to safety service if the past service was rendered
 38 in a position that has subsequently been reclassified as a safety
 39 position pursuant to this ~~section~~ *section before January 1, 2013.*
 40 *On or after January 1, 2013, any enhancement to safety service*

1 *shall be subject to Section 7522.44.* For local prosecutors, as
2 described in paragraph (2) of subdivision (a) of Section 31469.2,
3 service in the office of a district attorney and a local child support
4 agency shall be considered service for the district attorney for
5 purposes of this section.

6 (c) Notwithstanding any other provision of this chapter, within
7 90 days after this section becomes operative in the county, or on
8 the first day of the calendar month following ~~his or her~~ entrance
9 into service, whichever is later, a local prosecutor, local public
10 defender, or local public defender investigator may file a written
11 election not to become a local safety member pursuant to this
12 section.

13 (d) Notwithstanding any other provision of this chapter, local
14 prosecutors, local public defenders, and local public defender
15 investigators shall be subject to the benefit formula contained in
16 Section 31664 or 31664.2, or any other benefit formula applicable
17 to safety members that does not provide benefits greater than those
18 benefits provided under Section 31664.2, as designated in the
19 resolution described in subdivision (e). A local prosecutor, local
20 public defender, or local public defender investigator shall not be
21 deemed to be a county peace officer, as defined in Section 31469.1,
22 for any purpose under this chapter.

23 (e) This section shall not be operative in a county unless and
24 until the board of supervisors, by resolution adopted by majority
25 vote, makes this section operative in the county. A resolution to
26 make this section operative in the county shall include all local
27 prosecutors, local public defenders, and local public defender
28 investigators described in Section 31469.2.

29 (f) A provision in a memorandum of understanding that an
30 employer is not obligated to meet and confer regarding wages,
31 hours, or conditions of employment during the term of the
32 memorandum shall not be construed to preclude meetings regarding
33 the provisions of this section between an employer and local
34 prosecutors, local public defenders, and local public defender
35 investigators prior to the expiration of the term of the memorandum
36 of understanding.

37 (g) This section does not apply to any person described in
38 Section 31469.2 who dies prior to the date this section becomes
39 applicable in the county.

1 SEC. 17. Section 31680.9 of the Government Code is amended
2 to read:

3 31680.9. (a) A person who has been retired under the
4 retirement system, for service or for disability, may not be
5 employed in any capacity thereafter by the county or a district of
6 the retirement system unless the person has first been reinstated
7 from retirement pursuant to this chapter, or unless the employment,
8 without reinstatement, is authorized by this article or the Public
9 Employees' Pension Reform Act of 2013. A retired person whose
10 employment without reinstatement is authorized by this article or
11 the Public Employees' Pension Reform Act shall acquire no service
12 credit or retirement rights under this part with respect to the
13 employment.

14 (b) Any retired member employed in violation of Section
15 31680.2, 31680.3, 31680.6, or 7522.56 shall do all of the following:

16 (1) Reimburse the retirement system for any retirement
17 allowance received during the period or periods of employment
18 that are in violation of law. The retirement allowance that was paid
19 in violation of law shall be considered an overpayment subject to
20 collection by the retirement system.

21 (2) Only if reinstated, pay to the retirement system an amount
22 of money equal to the employee contributions that would otherwise
23 have been paid during the period or periods of unlawful
24 employment, plus interest thereon.

25 (3) Contribute toward reimbursement of the retirement system
26 for reasonable administrative expenses incurred in responding to
27 this situation, to the extent the member is determined by the
28 retirement system administrator to be at fault.

29 (c) Any public employer that employs a retired member in
30 violation of Section 31680.2, 31680.3, 31680.6, or 7522.56 shall
31 do both of the following:

32 (1) Only if the retired member is reinstated, pay to the retirement
33 system an amount of money equal to employer contributions that
34 would otherwise have been paid for the period or periods of time
35 that the member is employed in violation of this article, plus
36 interest thereon.

37 (2) Contribute toward reimbursement of the retirement system
38 for reasonable administrative expenses incurred in responding to
39 this situation, to the extent the employer is determined by the
40 administrator of the retirement system to be at fault.

1 (d) If an employer fails to ~~enroll, solely report, in a format~~
2 *determined by the system* for the administrative recordkeeping
3 purposes of the system, a retired member employed in any capacity,
4 without reinstatement, within 30 days of the effective date of hire,
5 the board may assess the employer a fee of two hundred dollars
6 (\$200) per retired member per month until the ~~retired member is~~
7 ~~enrolled in those administrative aspects of the system.~~ *information*
8 *is reported.*

9 (e) If an employer fails to report the pay rate and number of
10 hours worked of a retired member employed in any capacity,
11 without reinstatement, ~~within 30 days following the last day of the~~
12 ~~pay period in which the retired member worked,~~ *at periods*
13 *determined by the system,* the board may assess the employer a
14 fee of two hundred dollars (\$200) per retired member per month
15 until the information is reported.

16 (f) An employer shall not pass on to an employee any fees
17 assessed pursuant to subdivisions (d) and (e).

18 (g) The employer shall provide written notice to the employee,
19 by an appropriate mechanism, including by first-class mail or
20 email, before the employee is within 10 business days or 80 hours
21 of the period of time included in Section 31680.2, 31680.3,
22 31680.6, or 7522.56.

**INSURANCE, BENEFITS & LEGISLATIVE COMMITTEE
ENGAGEMENT REPORT
MARCH 2025
FOR INFORMATION ONLY**

PPIC Statewide Survey 2025

The Public Policy Institute of California released its first statewide survey for 2025. Its key findings cover the federal landscape, national issues, state issues, and the state budget.

- Thirty percent of Californians and 33% of likely voters approve of President Trump’s job performance, which is similar to measures for his first term in 2017.
 - About 3 in 10 adults have a “great deal” or a “good amount” of confidence in the President making the right decisions.
 - About 1 in 5 think the country can unite behind the President and that he will be able to accomplish a lot in the next four years.
 - Twenty percent of Californians and 18% of likely voters approve of Congress’ job performance.
 - Thirty-nine percent of adults and 47 percent of likely voters think the President and Congress will be able to work together and accomplish a lot in the next year.
 - There is a partisan divide in the views of the President and Congress.
- The top problems identified when asked about the United States:
 - Political extremism or threats to democracy: 31%
 - Economy, unemployment, and jobs: 19%
 - Immigration: 15%
- Half of Californians name cost of living and inflation (24%), housing costs and availability (14%), and the environment (13%) as the most important issues for the Governor and Legislature to work on in 2025.
 - A majority think that things in California are going in the wrong direction.
 - Seven in 10 Californians expect the state to have bad times financially in the next 12 months.
 - Fifty-two percent of adults and 55% of likely voters approve of Governor Newsom’s job performance.
 - Forty-six percent of Californians and 53% of Los Angeles County residents think wildfire threat is a big problem in their part of the state.
 - Twenty-nine percent of adults and 27% of LA residents have a “great deal” of confidence in the government’s readiness to respond to wildfires.

- About 4 in 10 Californians think the state budget situation is a big problem.
 - Health and human services and K-12 public education were named as priorities for state spending.
 - Fifty-one percent of adults and 50% of likely voters prefer to pay lower state taxes and have fewer state services.
 - About reading a brief description of the budget, 58% of adults and 57% percent of likely voters favor the plan.
 - Fifty-two percent of adults and likely voters think it's a bad idea to use state reserve funds to balance the budget. ([Source](#))

More Than 59 Million Workers Don't Have Workplace Retirement Plans

Nearly half (47%) of U.S. private-sector workers over age 18, totaling over 59 million people, lack access to workplace retirement savings plans, according to Georgetown University Center for Retirement Initiatives (CRI). This figure excludes gig economy workers, who add another 23.4 million to the total, bringing the number of workers without retirement plans to 82.4 million.

Georgetown CRI highlights the growing importance of retirement savings for gig economy workers as their share of the workforce increases. The number of elderly Americans is projected to rise by 34% to 75 million by 2040, straining government social programs. Currently, 23% of elderly households rely on Social Security for at least 90% of their income.

To address this issue, Georgetown CRI supports state-run retirement savings programs, which have expanded access to retirement plans for workers. As of Dec. 31, early adopters like OregonSaves, Illinois Secure Choice, and California's CalSavers have accumulated over \$1.6 billion in assets. These programs require employers without retirement plans to enroll workers in state programs, though some employers choose to create their own plans. ([Source](#)) ([Source](#))

Recent states to implement a state-run retirement savings program include Missouri, which will launch a program in September. About 42 percent of Missouri employees ages 18-64, about 945,000 people, lack access to a workplace retirement plan. Smaller employers tend to experience more challenges in establishing a plan due to administrative costs. ([Source](#))

Georgia legislators have proposed a bill to establish the Peach State Saves program. About 1.7 million employees in the state who earn \$50,000 or less do not have access to a workplace plan. It would automatically enroll employees starting with a 5% contribution rate. ([Source](#))

Oregon Bill Proposes to Lower Firefighter Age to 50

An Oregon bill proposes lowering the retirement age for police officers, firefighters, and prosecutors from 53 to 50. This bill is gaining bipartisan support in the Legislature, with Sen. Kathleen Taylor and Sen. Daniel Bonham expressing willingness to advance it. The bill aims to address the high-stress nature of these jobs and the financial burden on local governments, which would face an \$11 million annual cost.

Research indicates that the stress and dangers faced by police officers and firefighters can reduce their life expectancies by a decade. Although the bill would create an estimated \$80 million in unfunded liability for the state's retirement system, supporters argue it is necessary to retain public safety employees who might otherwise leave for states with better pensions.

Senate Bill 902 would allow public safety employees hired in 2003 or later to retire at age 50 with full benefits if they have 25 years of service. Critics worry about the financial impact on local governments, but supporters emphasize the need to attract and retain public safety personnel. The bill also includes provisions for other public safety roles, such as prosecutors and correctional officers, to retire earlier. [\(Source\)](#)

North Carolina Treasurer Overhauls Management of State Pension

North Carolina is one of only three states alongside Connecticut and New York that relies on a single fiduciary to manage the pension funds. North Carolina Treasurer Brad Briner aims to modernize the North Carolina Retirement System's (NCRS) \$127 billion retirement portfolio by restructuring the investment office. He proposes replacing the sole fiduciary system with a non-compensated, five-member board of financial experts, chaired by Briner. This board would manage investments and balance risk, while the general assembly retains oversight of key risk controls.

The proposed legislation is the first step in reforming the state's investment process. The NCRS has been constrained by outdated statutes, limiting investment options. Briner and NCRS CIO Kevin SigRist emphasize the need for updated governance to improve performance. The state's pension plan has underperformed, ranking last among 50 state systems for recent periods.

The new system aims to revamp the system's investment strategies and free the investment organization from political influence. This includes nonpartisan appointments and staggered terms as safeguards to ensure continuity and stability. [\(Source\)](#)

NCPERS and Society of Actuaries to Collaborate on Mortality Study

The National Conference on Public Employee Retirement Systems (NCPERS) and the Society of Actuaries (SOA) announced a study on U.S. public pension plan mortality data, analyzing data from over 30 pension systems from 2022 to 2026, with findings expected

around 2030. The study aims to improve understanding of life expectancy and fiscal health of public pensions, contributing to their long-term sustainability.

The SOA Research Institute is seeking actuaries and NCPERS members to serve on the study's advisory board or as volunteers on its project management committee. [\(Source\)](#)
[\(Source\)](#)

Note: Verbal update by staff.

**INSURANCE, BENEFITS & LEGISLATIVE COMMITTEE
RETIREE HEALTHCARE BENEFITS PROGRAM
STAFF ACTIVITIES REPORT
MARCH 2025
FOR INFORMATION ONLY**

LACERA Retiree Healthcare Wellness Program Called Staying Healthy Together – Spring Workshop

The half-day retiree wellness workshops are held bi-annually across various locations in Los Angeles County, focusing on health and wellness education.

Next month's spring workshop will include activities to promote healthy habits, reduce stress, reconnect with fellow retirees, and attend informative wellness presentations. Below are the event details:

DATE: Tuesday, April 29, 2025
TIME: 8:30 a.m.–1:00 p.m.
LOCATION: Diamond Bar Center
1600 Grand Avenue
Diamond Bar, CA 91765

Featured Presentation:

Wellness for Healthy Aging
Emily Mack, Associate Director of Health Engagement Strategies from
UnitedHealthcare

Activities Include:

- Health screenings
- Massage chairs
- Interactive wellness booths
- Raffle prizes
- Photo booth
- Healthy snacks

We invite you to join us and our retirees in this special event.


Event sponsors: Anthem Blue Cross, Cigna, CVS Caremark, Kaiser Permanente, SCAN Health Plan, and UnitedHealthcare.

We thank staff and the Segal Team for their continued support in making this event a success for our retirees.

LACERA Retiree Wellness Program

Staying Healthy Together

Spring 2025 Workshop

 Tuesday, April 29, 2025
8:30 a.m. to 1:00 p.m.

 Diamond Bar Center,
Diamond Bar, CA

Workshop Agenda

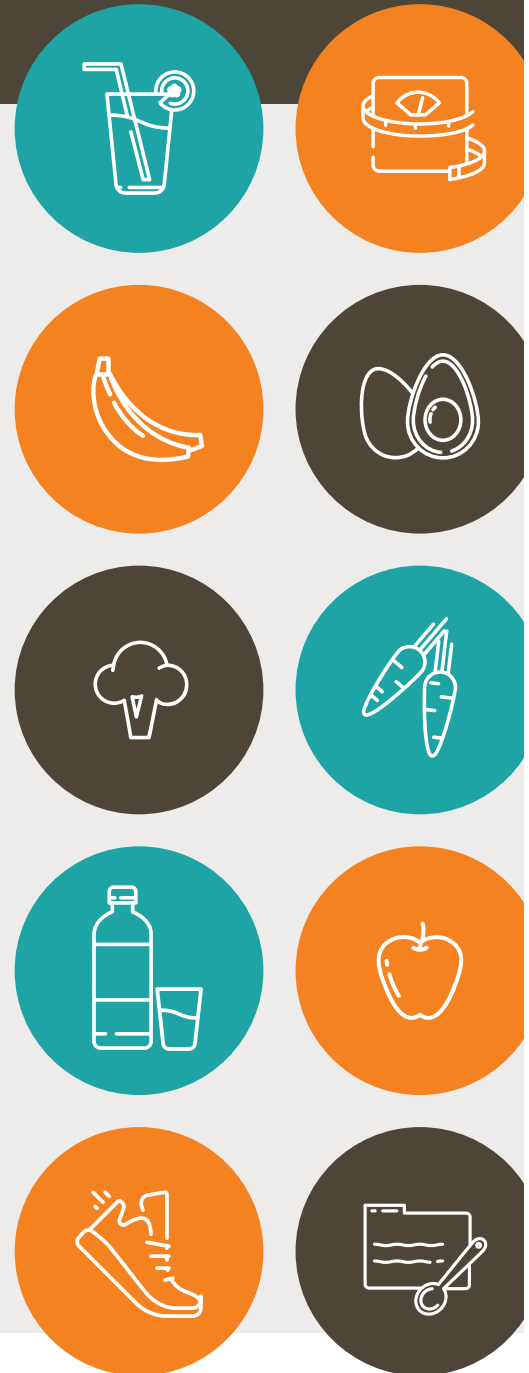
8:30 - 9:45 **Registration and Refreshments**
LACERA/Carrier Visits, Activities and Giveaways

9:45 - 10:00 **Welcome**
Luis A. Lugo, Deputy Chief Executive Officer, LACERA

10:00 - 11:00 **Wellness for Healthy Aging**
Presentation and Q&A Session
Emily Mack, Associate Director of Health Engagement Strategies,
United Healthcare

11:00 - 11:30 **Let's Move**
by UnitedHealthcare

11:30 - 1:00 **Refreshments and Raffle Prizes**
Must be present to win!
LACERA/Carrier Visits, Activities and Giveaways



PLEASE NOTE: Some medical plan carriers will offer physical activities; participation is at your own risk. Additionally, photos will be taken throughout the day that will be posted on LACERA's website and used on future workshop promotional materials. If you do not want your photo taken and/or published, please let a LACERA staff member know.





For LACERA Retirees:
Staying Healthy Together
Spring Workshop

Healthy Aging

Join us to learn how a **healthy lifestyle** powers your body, sharpens your mind and boosts your energy level. Enjoy healthy snacks! Stay to win raffle prizes and reconnect with fellow retirees.

Tuesday, April 29, 2025
8:30 a.m.–1:00 p.m.
Diamond Bar Center

(see other side for details)

Event Sponsors

Anthem Blue Cross
Cigna
CVS Health
Kaiser Permanente
RELAC
SCAN Health Plan
UnitedHealthcare

WHEN Tuesday, April 29, 2025
8:30 a.m.–1:00 p.m.

**PARKING
IS FREE**

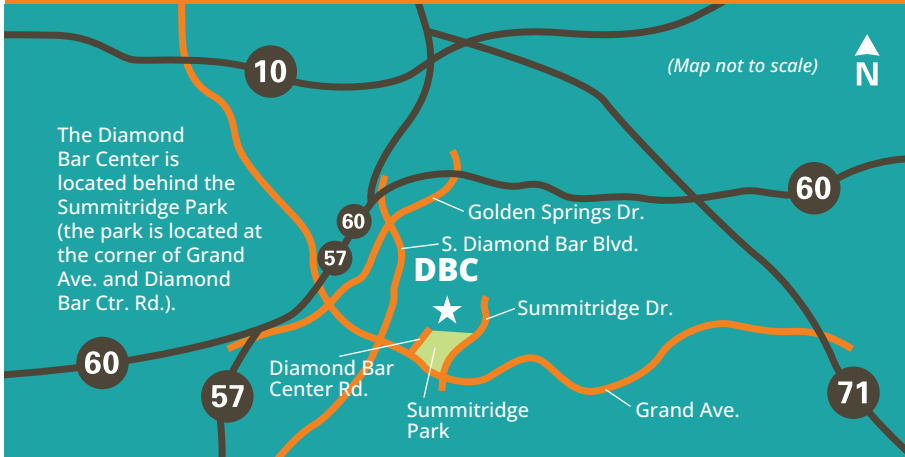
WHERE Diamond Bar Center
1600 Grand Avenue
Diamond Bar, CA 91765

**FEATURED
PRESENTATION** Wellness for Healthy Aging
Emily Mack, Associate Director of Health
Engagement Strategies from UnitedHealthcare



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Pasadena, CA
91109-7060

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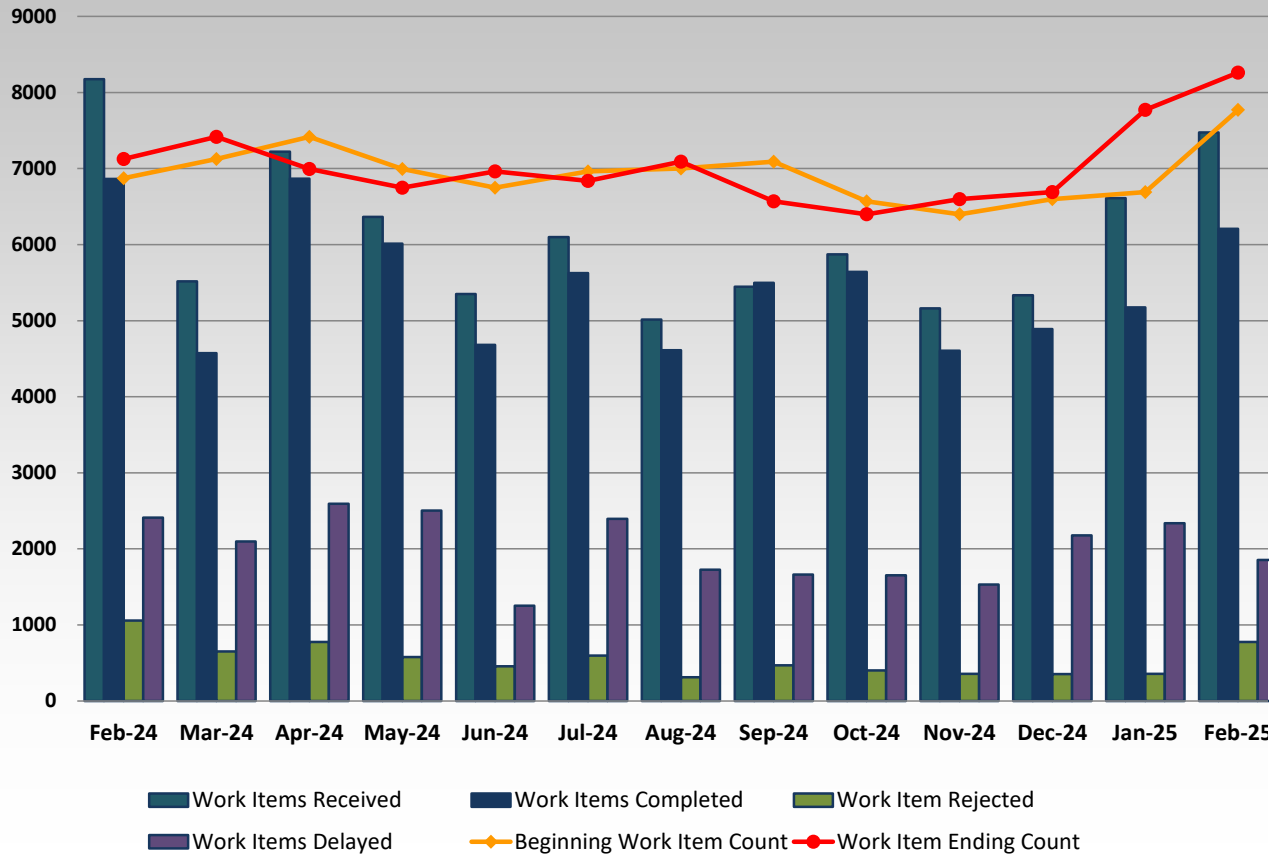


From eastbound Pomona (60) Freeway or northbound Orange (57) Freeway: Exit Grand Avenue, then turn right onto Grand Ave. (drive approx. 1.5 miles); Turn left onto Diamond Bar Center Rd. then turn right at intersection to reach Diamond Bar Center.

From westbound Pomona (60) Freeway or southbound Orange (57) Freeway: Exit Grand Avenue, then turn left onto Grand Ave. (drive approx. 1.5 miles); Turn left onto Diamond Bar Center Rd. then turn right at intersection to reach Diamond Bar Center.

Retiree Healthcare Division Trend Report

FEB. 2024 - FEB. 2025
Updated 3/21/2025

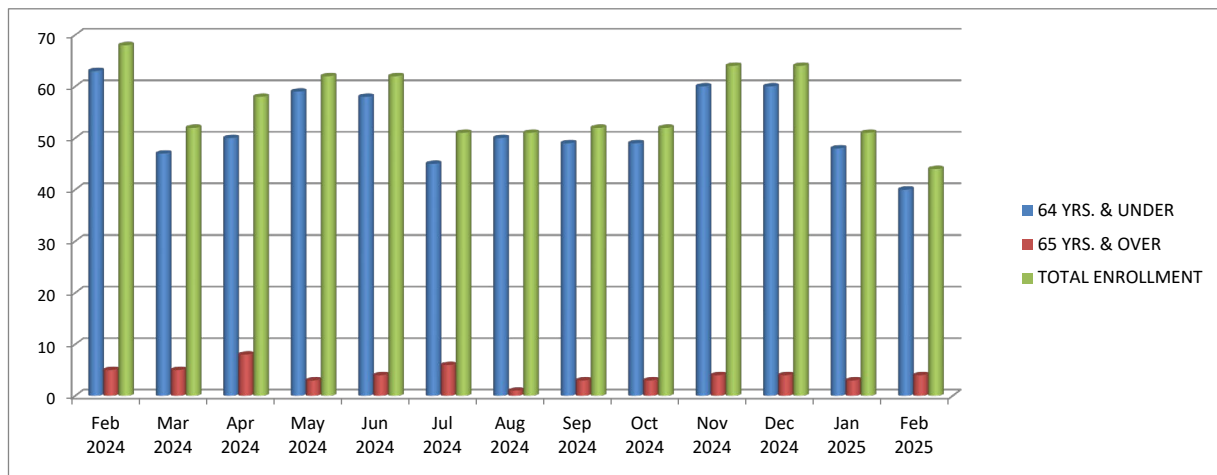


	Beginning Work Item Count	Work Items Received	Work Items Completed	Work Item Rejected	Work Items Delayed	Work Item Ending Count
Feb-24	6874	8174	6862	1059	2411	7127
Mar-24	7127	5516	4573	653	2097	7417
Apr-24	7417	7221	6865	775	2593	6994
May-24	6994	6363	6012	579	2504	6749
Jun-24	6749	5351	4681	458	1252	6961
Jul-24	6961	6098	5624	596	2396	6839
Aug-24	7000	5013	4611	313	1725	7089
Sep-24	7089	5447	5498	470	1663	6568
Oct-24	6568	5873	5640	403	1654	6398
Nov-24	6398	5163	4606	358	1530	6597
Dec-24	6597	5335	4889	353	2177	6690
Jan-25	6690	6611	5173	358	2337	7770
Feb-25	7770	7474	6208	775	1854	8261

Retirees Monthly Age Breakdown FEB. 2024 - FEB. 2025

Disability Retirement

MONTH	64 YRS. & UNDER	65 YRS. & OVER	TOTAL ENROLLMENT
Feb 2024	63	5	68
Mar 2024	47	5	52
Apr 2024	50	8	58
May 2024	59	3	62
Jun 2024	58	4	62
Jul 2024	45	6	51
Aug 2024	50	1	51
Sep 2024	49	3	52
Oct 2024	49	3	52
Nov 2024	60	4	64
Dec 2024	60	4	64
Jan 2025	48	3	51
Feb 2025	40	4	44



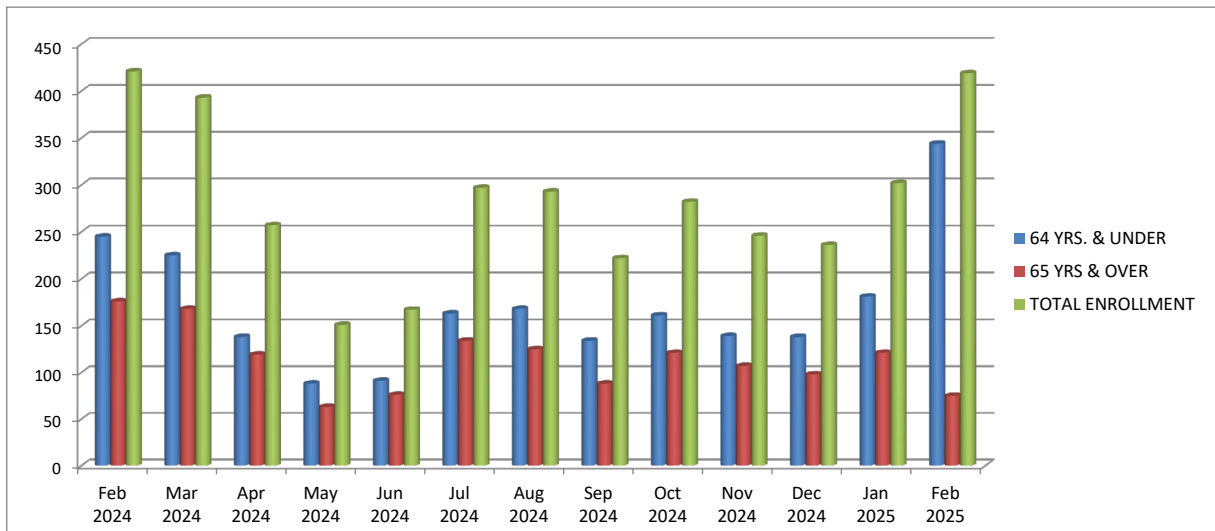
PLEASE NOTE:

- Next Report will include the following dates: March 1, 2024 through March 31, 2025

Retirees Monthly Age Breakdown FEB. 2024 - FEB. 2025

Service Retirement

MONTH	64 YRS. & UNDER	65 YRS & OVER	TOTAL ENROLLMENT
Feb 2024	245	176	421
Mar 2024	225	168	393
Apr 2024	138	119	257
May 2024	88	63	151
Jun 2024	91	76	167
Jul 2024	163	134	297
Aug 2024	168	125	293
Sep 2024	134	88	222
Oct 2024	161	121	282
Nov 2024	139	107	246
Dec 2024	138	98	236
Jan 2025	181	121	302
Feb 2025	344	75	419



PLEASE NOTE:

- Next Report will include the following dates: March 1, 2024, through March 31, 2025.

Medicare Part B Reimbursement and Penalty Report

PAY PERIOD 3/31/2025

Deduction Code	No. of Members	Reimbursement Amount	No. of Penalties	Penalty Amount
ANTHEM BC III				
240	7719	1310119.3	0	0
241	131	22443.5	0	0
242	959	164203.2	0	0
243	4675	1626627.66	0	0
244	13	2268.3	0	0
245	55	9951.7	0	0
246	15	1600.3	0	0
247	171	29504.8	0	0
248	14	4418.4	0	0
249	87	33236.1	0	0
250	17	5733.5	0	0
Plan Total:	13,856	\$3,210,106.76	0	\$0.00
CIGNA - PREFERRED with RX				
321	35	5429.7	0	0
322	7	1057.9	0	0
324	22	7203.7	0	0
327	1	104.9	0	0
Plan Total:	65	\$13,796.20	0	\$0.00
KAISER SR. ADVANTAGE				
394	23	3983.7	0	0
397	2	329.6	0	0
398	10	3700	0	0
403	12281	2051640.91	0	0
413	1518	265310.9	0	0
418	6432	2188609.17	0	0
419	204	31311	0	0
426	257	42885.3	0	0
445	2	370	0	0
451	35	5927.6	0	0
455	8	740	0	0
457	18	6424.3	0	0
459	2	740	0	0
462	83	13859.7	0	0
465	3	555	0	0
466	28	9220.2	0	0
472	26	4453.1	0	0
476	4	690.5	0	0
478	14	5057.6	0	0
479	1	144.6	0	0
482	83	13884.8	0	0
486	3	555	0	0
488	33	11564	0	0
491	1	148.5	0	0
492	1	185	0	0
Plan Total:	21,072	\$4,662,290.48	0	\$0.00

Medicare Part B Reimbursement and Penalty Report

PAY PERIOD 3/31/2025

Deduction Code	No. of Members	Reimbursement Amount	No. of Penalties	Penalty Amount
SCAN				
611	275	47021.5	0	0
613	99	34303.2	0	0
620	7	1203.6	0	0
622	15	2746.7	0	0
623	4	1319.8	0	0
Plan Total:	400	86,595	0	0
UNITED HEALTHCARE GROUP MEDICARE ADV. HMO				
701	2175	374727.3	0	0
702	396	69384.4	0	0
703	1421	503476.6	0	0
704	97	16058.3	0	0
705	52	16688.6	0	0
Plan Total:	4,141	\$980,335.20	0	\$0.00
Grand Total:	39,534	\$8,953,123.44	0	\$0.00

Medicare Part B Reimbursement and Penalty Report
PAY PERIOD 3/31/2025

Deduction Code	No. of Members	Reimbursement Amount	No. of Penalties	Penalty Amount
ANTHEM BC III				
240	7719	\$1,310,119.30	0	\$0.00
241	131	\$22,443.50	0	\$0.00
242	959	\$164,203.20	0	\$0.00
243	4675	\$1,626,627.66	0	\$0.00
244	13	\$2,268.30	0	\$0.00
245	55	\$9,951.70	0	\$0.00
246	15	\$1,600.30	0	\$0.00
247	171	\$29,504.80	0	\$0.00
248	14	\$4,418.40	0	\$0.00
249	87	\$33,236.10	0	\$0.00
250	17	\$5,733.50	0	\$0.00
Plan Total:	13,856	\$3,210,106.76	0	\$0.00
CIGNA - PREFERRED with RX				
321	35	\$5,429.70	0	\$0.00
322	7	\$1,057.90	0	\$0.00
324	22	\$7,203.70	0	\$0.00
327	1	\$104.90	0	\$0.00
Plan Total:	65	\$13,796.20	0	\$0.00
KAISER SR. ADVANTAGE				
394	23	\$3,983.70	0	\$0.00
397	2	\$329.60	0	\$0.00
398	10	\$3,700.00	0	\$0.00
403	12281	\$2,051,640.91	0	\$0.00
413	1518	\$265,310.90	0	\$0.00
418	6432	\$2,188,609.17	0	\$0.00
419	204	\$31,311.00	0	\$0.00
426	257	\$42,885.30	0	\$0.00
445	2	\$370.00	0	\$0.00
451	35	\$5,927.60	0	\$0.00
455	8	\$740.00	0	\$0.00
457	18	\$6,424.30	0	\$0.00
459	2	\$740.00	0	\$0.00
462	83	\$13,859.70	0	\$0.00
465	3	\$555.00	0	\$0.00
466	28	\$9,220.20	0	\$0.00
472	26	\$4,453.10	0	\$0.00
476	4	\$690.50	0	\$0.00
478	14	\$5,057.60	0	\$0.00
479	1	\$144.60	0	\$0.00
482	83	\$13,884.80	0	\$0.00
486	3	\$555.00	0	\$0.00
488	33	\$11,564.00	0	\$0.00
491	1	\$148.50	0	\$0.00
492	1	\$185.00	0	\$0.00
Plan Total:	21,072	\$4,662,290.48	0	\$0.00

Medicare Part B Reimbursement and Penalty Report

PAY PERIOD 3/31/2025

Deduction Code	No. of Members	Reimbursement Amount	No. of Penalties	Penalty Amount
SCAN				
611	275	\$47,021.50	0	\$0.00
613	99	\$34,303.20	0	\$0.00
620	7	\$1,203.60	0	\$0.00
622	15	\$2,746.70	0	\$0.00
623	4	\$1,319.80	0	\$0.00
Plan Total:	400	86,595	0	0
UNITED HEALTHCARE GROUP MEDICARE ADV. HMO				
701	2175	\$374,727.30	0	\$0.00
702	396	\$69,384.40	0	\$0.00
703	1421	\$503,476.60	0	\$0.00
704	97	\$16,058.30	0	\$0.00
705	52	\$16,688.60	0	\$0.00
Plan Total:	4,141	\$980,335.20	0	\$0.00
LOCAL 1014				
804	204	\$49,244.60	0	\$0.00
805	233	\$51,021.60	0	\$0.00
806	747	\$299,399.40	0	\$0.00
807	59	\$11,802.90	0	\$0.00
808	23	\$9,545.80	0	\$0.00
812	259	\$53,464.00	0	\$0.00
813	2	\$370.00	0	\$0.00
Plan Total:	1,527	\$474,848.30	0	\$0.00
Grand Total:	41,061	\$9,427,971.74	0	\$0.00

Medical and Dental Vision Insurance Premiums April 2025

Carrier Codes	Member Count	Premium Amount	Member Amount	County Subsidy Amount	Total	Adjustments	Total Paid
Medical Plan							
Anthem Blue Cross Prudent Buyer Plan							
201	424	\$475,807.92	\$70,231.82	\$399,991.50	\$470,223.32	\$0.00	\$470,223.32
202	214	\$472,591.50	\$40,445.07	\$425,552.13	\$465,997.20	\$0.00	\$465,997.20
203	70	\$173,653.20	\$25,254.08	\$150,879.88	\$176,133.96	\$0.00	\$176,133.96
204	26	\$37,328.46	\$9,820.25	\$26,072.50	\$35,892.75	\$0.00	\$35,892.75
SUBTOTAL	734	\$1,159,381.08	\$145,751.22	\$1,002,496.01	\$1,148,247.23	\$0.00	\$1,148,247.23
Anthem Blue Cross I							
211	515	\$765,148.16	\$46,735.85	\$721,366.55	\$768,102.40	\$2,954.24	\$771,056.64
212	217	\$577,929.59	\$29,775.24	\$548,154.35	\$577,929.59	\$0.00	\$577,929.59
213	78	\$248,186.40	\$27,080.59	\$252,521.81	\$279,602.40	\$0.00	\$279,602.40
214	23	\$46,906.80	\$2,267.16	\$40,730.74	\$42,997.90	\$0.00	\$42,997.90
215	2	\$997.94	\$159.67	\$838.27	\$997.94	\$0.00	\$997.94
SUBTOTAL	835	\$1,639,168.89	\$106,018.51	\$1,563,611.72	\$1,669,630.23	\$2,954.24	\$1,672,584.47
Anthem Blue Cross II							
221	2,412	\$3,592,355.84	\$173,442.76	\$3,430,422.54	\$3,603,865.30	(\$4,431.36)	\$3,599,433.94
222	2,032	\$5,465,030.04	\$125,066.83	\$5,252,410.77	\$5,377,477.60	(\$5,326.54)	\$5,372,151.06
223	943	\$2,971,953.60	\$119,521.84	\$2,870,844.12	\$2,990,365.96	\$0.00	\$2,990,365.96
224	237	\$465,159.10	\$44,717.79	\$418,486.86	\$463,204.65	\$0.00	\$463,204.65
SUBTOTAL	5,624	\$12,494,498.58	\$462,749.22	\$11,972,164.29	\$12,434,913.51	(\$9,757.90)	\$12,425,155.61

Medical and Dental Vision Insurance Premiums

April 2025

Carrier Codes	Member Count	Premium Amount	Member Amount	County Subsidy Amount	Total	Adjustments	Total Paid
Anthem Blue Cross III							
240	7,763	\$4,671,442.16	\$592,188.22	\$4,125,352.43	\$4,717,540.65	(\$18,041.10)	\$4,699,499.55
241	131	\$251,941.82	\$20,886.20	\$236,825.28	\$257,711.48	\$0.00	\$257,711.48
242	943	\$1,852,060.86	\$107,438.22	\$1,669,947.13	\$1,777,385.35	(\$1,923.22)	\$1,775,462.13
243	4,687	\$5,630,290.51	\$578,155.07	\$4,959,419.94	\$5,537,575.01	(\$5,902.88)	\$5,531,672.13
244	13	\$14,001.00	\$1,787.82	\$12,213.18	\$14,001.00	\$0.00	\$14,001.00
245	56	\$60,312.00	\$6,689.21	\$54,699.79	\$61,389.00	(\$2,154.00)	\$59,235.00
246	14	\$35,980.50	\$3,646.02	\$13,144.88	\$16,790.90	\$0.00	\$16,790.90
247	173	\$424,569.90	\$21,012.61	\$358,315.57	\$379,328.18	\$0.00	\$379,328.18
248	14	\$23,415.84	\$2,140.87	\$21,274.97	\$23,415.84	\$0.00	\$23,415.84
249	88	\$147,185.28	\$10,537.15	\$145,010.93	\$155,548.08	\$0.00	\$155,548.08
250	17	\$31,865.99	\$2,436.81	\$29,429.18	\$31,865.99	\$0.00	\$31,865.99
SUBTOTAL	13,899	\$13,143,065.86	\$1,346,918.20	\$11,625,633.28	\$12,972,551.48	(\$28,021.20)	\$12,944,530.28
CIGNA Network Model Plan							
301	214	\$405,386.62	\$100,955.77	\$306,325.18	\$407,280.95	(\$3,788.66)	\$403,492.29
302	54	\$184,712.94	\$44,252.07	\$140,460.87	\$184,712.94	(\$3,420.61)	\$181,292.33
303	6	\$28,273.56	\$6,264.56	\$17,969.95	\$24,234.51	\$0.00	\$24,234.51
304	13	\$32,677.71	\$11,401.31	\$18,762.73	\$30,164.04	\$0.00	\$30,164.04
SUBTOTAL	287	\$651,050.83	\$162,873.71	\$483,518.73	\$646,392.44	(\$7,209.27)	\$639,183.17
CIGNA Preferred w/ Rx - Phoenix, AZ							
321	35	\$12,140.10	\$1,429.07	\$10,711.03	\$12,140.10	\$0.00	\$12,140.10
322	7	\$13,111.98	\$749.25	\$12,362.73	\$13,111.98	\$0.00	\$13,111.98
324	22	\$15,085.84	\$2,194.32	\$12,891.52	\$15,085.84	\$0.00	\$15,085.84
327	1	\$2,492.31	\$498.46	\$1,993.85	\$2,492.31	\$0.00	\$2,492.31
SUBTOTAL	65	\$42,830.23	\$4,871.10	\$37,959.13	\$42,830.23	\$0.00	\$42,830.23

Medical and Dental Vision Insurance Premiums

April 2025

Carrier Codes	Member Count	Premium Amount	Member Amount	County Subsidy Amount	Total	Adjustments	Total Paid
Kaiser/Senior Advantage							
401	1,559	\$2,126,710.10	\$152,794.59	\$1,969,862.06	\$2,122,656.65	\$0.00	\$2,122,656.65
403	12,277	\$3,485,663.20	\$303,397.33	\$3,189,390.11	\$3,492,787.44	(\$11,296.00)	\$3,481,491.44
404	446	\$578,189.94	\$7,830.22	\$582,027.23	\$589,857.45	\$0.00	\$589,857.45
405	1,469	\$1,991,925.23	\$18,307.94	\$2,000,442.82	\$2,018,750.76	(\$1,354.13)	\$2,017,396.63
411	1,913	\$5,226,942.00	\$212,095.21	\$4,920,887.65	\$5,132,982.86	(\$2,807.36)	\$5,130,175.50
413	1,490	\$2,478,963.75	\$108,359.04	\$2,326,714.86	\$2,435,073.90	(\$4,876.65)	\$2,430,197.25
414	45	\$118,779.30	\$844.65	\$117,934.65	\$118,779.30	\$0.00	\$118,779.30
418	6,370	\$3,584,121.60	\$246,851.63	\$3,276,284.83	\$3,523,136.46	(\$1,113.60)	\$3,522,022.86
419	206	\$326,724.32	\$3,958.36	\$310,199.91	\$314,158.27	\$0.00	\$314,158.27
420	94	\$248,138.88	\$1,240.69	\$228,804.73	\$230,045.42	\$0.00	\$230,045.42
421	10	\$13,511.50	\$1,080.92	\$12,430.58	\$13,511.50	\$0.00	\$13,511.50
422	278	\$763,330.24	\$2,157.82	\$760,659.33	\$762,817.15	\$0.00	\$762,817.15
426	256	\$421,789.27	\$3,452.47	\$411,822.68	\$415,275.15	\$0.00	\$415,275.15
428	40	\$105,700.80	\$528.50	\$105,172.30	\$105,700.80	(\$2,642.52)	\$103,058.28
430	143	\$394,237.96	\$3,510.33	\$339,936.83	\$343,447.16	(\$2,700.26)	\$340,746.90
SUBTOTAL	26,596	\$21,864,728.09	\$1,066,409.70	\$20,552,570.57	\$21,618,980.27	(\$26,790.52)	\$21,592,189.75
Kaiser - Colorado							
450	5	\$6,571.75	\$525.74	\$11,303.41	\$11,829.15	\$0.00	\$11,829.15
451	36	\$10,724.40	\$1,412.04	\$9,312.36	\$10,724.40	\$0.00	\$10,724.40
453	8	\$23,265.76	\$2,279.19	\$20,986.57	\$23,265.76	\$0.00	\$23,265.76
455	7	\$12,834.00	\$866.29	\$5,550.71	\$6,417.00	\$0.00	\$6,417.00
457	18	\$10,580.40	\$1,058.04	\$9,522.36	\$10,580.40	\$0.00	\$10,580.40
459	2	\$3,788.30	\$75.77	\$3,712.53	\$3,788.30	\$0.00	\$3,788.30
SUBTOTAL	76	\$67,764.61	\$6,217.07	\$60,387.94	\$66,605.01	\$0.00	\$66,605.01

Medical and Dental Vision Insurance Premiums

April 2025

Carrier Codes	Member Count	Premium Amount	Member Amount	County Subsidy Amount	Total	Adjustments	Total Paid
Kaiser - Georgia							
441	4	\$6,242.08	\$333.60	\$5,908.48	\$6,242.08	\$0.00	\$6,242.08
442	8	\$12,484.16	\$667.20	\$11,816.96	\$12,484.16	\$0.00	\$12,484.16
445	2	\$3,924.74	\$0.00	\$3,924.74	\$3,924.74	\$0.00	\$3,924.74
461	15	\$23,407.80	\$2,816.74	\$20,591.06	\$23,407.80	\$0.00	\$23,407.80
462	82	\$34,017.55	\$4,565.71	\$29,041.99	\$33,607.70	\$0.00	\$33,607.70
463	3	\$9,339.12	\$2,680.94	\$6,658.18	\$9,339.12	\$0.00	\$9,339.12
465	3	\$5,887.11	\$313.98	\$5,573.13	\$5,887.11	\$0.00	\$5,887.11
466	27	\$22,727.60	\$1,607.17	\$20,308.73	\$21,915.90	\$0.00	\$21,915.90
SUBTOTAL	144	\$118,030.16	\$12,985.34	\$103,823.27	\$116,808.61	\$0.00	\$116,808.61
Kaiser - Hawaii							
471	5	\$4,773.20	\$572.78	\$4,200.42	\$4,773.20	\$0.00	\$4,773.20
472	26	\$11,620.44	\$1,591.11	\$10,029.33	\$11,620.44	\$0.00	\$11,620.44
473	1	\$2,147.75	\$670.63	\$1,477.12	\$2,147.75	\$0.00	\$2,147.75
474	4	\$7,605.12	\$0.00	\$7,605.12	\$7,605.12	\$0.00	\$7,605.12
475	3	\$8,543.76	\$0.00	\$8,543.76	\$8,543.76	\$0.00	\$8,543.76
476	4	\$5,574.32	\$1,226.36	\$4,347.96	\$5,574.32	\$0.00	\$5,574.32
478	14	\$12,402.32	\$602.40	\$11,799.92	\$12,402.32	\$0.00	\$12,402.32
479	1	\$2,586.69	\$0.00	\$2,586.69	\$2,586.69	\$0.00	\$2,586.69
SUBTOTAL	58	\$55,253.60	\$4,663.28	\$50,590.32	\$55,253.60	\$0.00	\$55,253.60

Medical and Dental Vision Insurance Premiums

April 2025

Carrier Codes	Member Count	Premium Amount	Member Amount	County Subsidy Amount	Total	Adjustments	Total Paid
Kaiser - Oregon							
481	1	\$1,306.65	\$653.32	\$653.33	\$1,306.65	\$0.00	\$1,306.65
482	84	\$46,069.80	\$6,241.36	\$39,828.44	\$46,069.80	\$0.00	\$46,069.80
483	4	\$6,542.80	\$988.83	\$5,553.97	\$6,542.80	\$0.00	\$6,542.80
484	5	\$13,026.50	\$0.00	\$13,026.50	\$13,026.50	\$0.00	\$13,026.50
486	3	\$5,541.30	\$0.00	\$5,541.30	\$5,541.30	\$0.00	\$5,541.30
488	33	\$35,933.70	\$5,313.82	\$30,619.88	\$35,933.70	\$0.00	\$35,933.70
491	1	\$1,848.38	\$0.00	\$1,848.38	\$1,848.38	\$0.00	\$1,848.38
492	1	\$2,176.15	\$0.00	\$2,176.15	\$2,176.15	\$0.00	\$2,176.15
SUBTOTAL	132	\$112,445.28	\$13,197.33	\$99,247.95	\$112,445.28	\$0.00	\$112,445.28
SCAN Health Plan							
611	278	\$74,226.00	\$15,320.46	\$59,439.54	\$74,760.00	(\$534.00)	\$74,226.00
613	99	\$52,600.00	\$9,604.76	\$41,417.24	\$51,022.00	\$0.00	\$51,022.00
SUBTOTAL	377	\$126,826.00	\$24,925.22	\$100,856.78	\$125,782.00	(\$534.00)	\$125,248.00
SCAN Health Plan, AZ							
620	7	\$1,869.00	\$496.62	\$1,372.38	\$1,869.00	\$0.00	\$1,869.00
SUBTOTAL	7	\$1,869.00	\$496.62	\$1,372.38	\$1,869.00	\$0.00	\$1,869.00
SCAN Health Plan, NV							
622	17	\$4,539.00	\$501.96	\$4,037.04	\$4,539.00	\$0.00	\$4,539.00
623	4	\$2,104.00	\$0.00	\$2,104.00	\$2,104.00	\$0.00	\$2,104.00
SUBTOTAL	21	\$6,643.00	\$501.96	\$6,141.04	\$6,643.00	\$0.00	\$6,643.00

Medical and Dental Vision Insurance Premiums April 2025

Carrier Codes	Member Count	Premium Amount	Member Amount	County Subsidy Amount	Total	Adjustments	Total Paid
UHC Medicare Adv.							
701	2,178	\$760,666.35	\$84,178.52	\$680,669.23	\$764,847.75	(\$1,045.35)	\$763,802.40
702	387	\$735,608.37	\$41,149.91	\$653,898.60	\$695,048.51	\$1,843.63	\$696,892.14
703	1,418	\$979,615.80	\$91,422.31	\$895,082.49	\$986,504.80	(\$1,377.80)	\$985,127.00
704	98	\$210,119.00	\$9,791.53	\$179,315.57	\$189,107.10	\$0.00	\$189,107.10
705	50	\$49,215.92	\$2,915.11	\$42,514.97	\$45,430.08	\$0.00	\$45,430.08
706	2	\$858.30	\$68.67	\$1,218.78	\$1,287.45	\$0.00	\$1,287.45
SUBTOTAL	4,133	\$2,736,083.74	\$229,526.05	\$2,452,699.64	\$2,682,225.69	(\$579.52)	\$2,681,646.17
United Healthcare							
707	570	\$865,831.68	\$83,395.90	\$771,913.52	\$855,309.42	\$1,503.18	\$856,812.60
708	492	\$1,353,728.70	\$82,163.99	\$1,285,294.21	\$1,367,458.20	\$0.00	\$1,367,458.20
709	391	\$1,279,576.56	\$99,469.99	\$1,183,362.49	\$1,282,832.48	\$0.00	\$1,282,832.48
SUBTOTAL	1,453	\$3,499,136.94	\$265,029.88	\$3,240,570.22	\$3,505,600.10	\$1,503.18	\$3,507,103.28

Medical and Dental Vision Insurance Premiums

April 2025

Carrier Codes	Member Count	Premium Amount	Member Amount	County Subsidy Amount	Total	Adjustments	Total Paid
Local 1014 Firefighters							
801	84	\$118,281.24	\$4,365.13	\$128,621.85	\$132,986.98	\$0.00	\$132,986.98
802	331	\$840,382.52	\$25,287.63	\$786,040.50	\$811,328.13	\$2,538.92	\$813,867.05
803	404	\$1,209,939.60	\$38,813.92	\$1,150,161.38	\$1,188,975.30	\$5,989.80	\$1,194,965.10
804	205	\$288,662.55	\$10,110.19	\$278,552.36	\$288,662.55	(\$49,244.60)	\$239,417.95
805	235	\$596,646.20	\$14,421.06	\$579,686.22	\$594,107.28	(\$51,021.60)	\$543,085.68
806	747	\$1,896,573.24	\$40,825.80	\$1,855,747.44	\$1,896,573.24	(\$301,938.32)	\$1,594,634.92
807	59	\$176,699.10	\$3,474.09	\$173,225.01	\$176,699.10	(\$14,797.80)	\$161,901.30
808	23	\$68,882.70	\$1,916.74	\$66,965.96	\$68,882.70	(\$9,545.80)	\$59,336.90
809	16	\$22,529.76	\$2,365.62	\$20,164.14	\$22,529.76	\$0.00	\$22,529.76
810	10	\$25,389.20	\$2,995.92	\$22,393.28	\$25,389.20	\$0.00	\$25,389.20
811	5	\$14,974.50	\$2,755.31	\$18,208.99	\$20,964.30	\$0.00	\$20,964.30
812	259	\$364,700.49	\$22,501.52	\$343,607.08	\$366,108.60	(\$53,464.00)	\$312,644.60
813	2	\$5,077.84	\$0.00	\$7,616.76	\$7,616.76	(\$370.00)	\$7,246.76
SUBTOTAL	2,380	\$5,628,738.94	\$169,832.93	\$5,430,990.97	\$5,600,823.90	(\$471,853.40)	\$5,128,970.50
Kaiser - Washington							
393	7	\$12,870.34	\$2,530.50	\$10,339.84	\$12,870.34	\$0.00	\$12,870.34
394	23	\$10,125.75	\$1,329.55	\$8,796.20	\$10,125.75	\$0.00	\$10,125.75
395	2	\$6,852.98	\$1,526.44	\$5,326.54	\$6,852.98	\$0.00	\$6,852.98
397	2	\$4,056.24	\$0.00	\$4,056.24	\$4,056.24	\$0.00	\$4,056.24
398	10	\$8,725.00	\$907.40	\$7,817.60	\$8,725.00	\$0.00	\$8,725.00
SUBTOTAL	44	\$42,630.31	\$6,293.89	\$36,336.42	\$42,630.31	\$0.00	\$42,630.31
Medical Plan Total	56,865	\$63,390,145.14	\$4,029,261.23	\$58,820,970.66	\$62,850,231.89	(\$540,288.39)	\$62,309,943.50

Medical and Dental Vision Insurance Premiums

April 2025

Carrier Codes	Member Count	Premium Amount	Member Amount	County Subsidy Amount	Total	Adjustments	Total Paid
Dental/Vision Plan							
CIGNA Indemnity Dental/Vision							
501	26,932	\$1,457,831.62	\$145,885.55	\$1,327,837.81	\$1,473,723.36	(\$2,975.05)	\$1,470,748.31
502	24,623	\$2,789,755.50	\$206,942.77	\$2,571,439.24	\$2,778,382.01	(\$4,282.67)	\$2,774,099.34
503	11	\$732.93	\$29.33	\$903.49	\$932.82	\$0.00	\$932.82
SUBTOTAL	51,566	\$4,248,320.05	\$352,857.65	\$3,900,180.54	\$4,253,038.19	(\$7,257.72)	\$4,245,780.47
CIGNA Dental HMO/Vision							
901	4,297	\$200,315.12	\$20,371.40	\$180,827.60	\$201,199.00	(\$930.40)	\$200,268.60
902	3,215	\$307,278.00	\$22,225.66	\$285,815.18	\$308,040.84	(\$95.28)	\$307,945.56
903	4	\$188.44	\$39.57	\$148.87	\$188.44	\$0.00	\$188.44
SUBTOTAL	7,516	\$507,781.56	\$42,636.63	\$466,791.65	\$509,428.28	(\$1,025.68)	\$508,402.60
Dental/Vision Plan Total	59,082	\$4,756,101.61	\$395,494.28	\$4,366,972.19	\$4,762,466.47	(\$8,283.40)	\$4,754,183.07
GRAND TOTALS	115,947	\$68,146,246.75	\$4,424,755.51	\$63,187,942.85	\$67,612,698.36	(\$548,571.79)	\$67,064,126.57

CARRIER DEDUCTION PREMIUMS*	CODES	DEDUCTION CODE DEFINITIONS
<u>Anthem Blue Cross Prudent Buyer Plan</u>		
\$630.26	201	Retiree Only
\$1,239.88	202	Retiree and Spouse/Domestic Partner
\$1,399.26	203	Retiree, Spouse/Domestic Partner and Children
\$810.01	204	Retiree and Children
\$172.06	205	Survivor Children Only Rates
<u>Anthem Blue Cross Plan I</u>		
\$904.25	211	Retiree Only
\$1,630.31	212	Retiree and Spouse/Domestic Partner
\$1,923.10	213	Retiree, Spouse/Domestic Partner and Children
\$1,196.44	214	Retiree and Children
\$299.58	215	Survivor Children Only Rates
<u>Anthem Blue Cross Plan II</u>		
\$904.25	221	Retiree Only
\$1,630.31	222	Retiree and Spouse/Domestic Partner
\$1,923.10	223	Retiree, Spouse/Domestic Partner and Children
\$1,196.44	224	Retiree and Children
\$299.58	225	Survivor Children Only Rates
<u>Anthem Blue Cross Plan III</u>		
\$365.20	240	Retiree Only with Medicare
\$1,167.61	241	Retiree and Spouse/Domestic Partner - One with Medicare (Non-Medicare has Anthem Blue Cross I)
\$1,167.61	242	Retiree and Spouse/Domestic Partner - One with Medicare (Non-Medicare has Anthem Blue Cross II)
\$726.87	243	Retiree and Spouse/Domestic Partner - Both with Medicare
\$653.93	244	Retiree and Children (Retiree has Medicare; Children have Anthem Blue Cross I)
\$653.93	245	Retiree and Children (Retiree has Medicare; Children have Anthem Blue Cross II)
\$1,456.25	246	Retiree, Spouse/Domestic Partner and Children - One with Medicare (Non-Medicare has Anthem Blue Cross I)
\$1,456.25	247	Retiree, Spouse/Domestic Partner and Children - One with Medicare (Non-Medicare has Anthem Blue Cross II)
\$1,015.45	248	Retiree, Spouse/Domestic Partner and Children - Two with Medicare (Children have Anthem Blue Cross I)
\$1,015.45	249	Retiree, Spouse/Domestic Partner and Children - Two with Medicare (Children have Anthem Blue Cross II)
\$1,138.02	250	Member, Spouse/Domestic Partner, Child (3 with Medicare)

*Benchmark premiums are bolded.

CARRIER DEDUCTION PREMIUMS*	CODES	DEDUCTION CODE DEFINITIONS
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CIGNA Network Model Plan

\$1,143.49	301	Retiree Only
\$2,064.71	302	Retiree and Spouse/Domestic Partner
\$2,438.35	303	Retiree, Spouse/Domestic Partner and Children
\$1,517.57	304	Retiree and Children
\$378.87	305	Survivor Children Only Rates

CIGNA Medicare Select Plus Rx (Available in the Phoenix, AZ area only)

\$328.00	321	Retiree Only with Medicare
\$1,249.22	322	Retiree and Spouse/Domestic Partner/Domestic Partner - One with Medicare
\$651.00	324	Retiree and Spouse/Domestic Partner -Both with Medicare
\$702.09	325	Retiree and Children
\$1,622.87	327	Retiree, Spouse/Domestic Partner and Children - One with Medicare
\$1,025.09	329	Retiree, Spouse/Domestic Partner and Children - Two with Medicare

Kaiser

\$774.10	401	Retiree Only ("Basic")
N/A	402	Retiree Only ("Supplement")
\$235.64	403	Retiree Only ("Senior Advantage")
\$894.95	404	Retiree Only ("Excess I")
\$795.39	405	Retiree Only - ("Excess II")
\$1,408.39	406	Retiree Only ("Excess III")
\$1,543.20	411	Retiree and Family (All family members are "Basic")
N/A	412	Retiree and Family (One family member is "Supplement"; others are "Basic")
\$1,004.74	413	Retiree and Family (One family member is "Senior Advantage"; others are "Basic")
\$1,664.05	414	Retiree and Family (One family member is "Excess I"; others are "Basic")
N/A	415	Retiree and Family (Two or more family members are "Supplement")
N/A	416	Retiree and Family (One family member is "Senior Advantage"; others are "Supplement")
N/A	417	Retiree and Family (One family member is "Excess I"; others are "Supplement")
\$466.28	418	Retiree and Family (Two or more family members are "Senior Advantage")
\$1,125.59	419	Retiree and Family (One family member is "Excess I"; others are "Senior Advantage")
\$1,784.90	420	Retiree and Family (Two or more family members are "Excess I")
N/A	421	Survivor Children Only Rates
\$1,564.49	422	Retiree and Family (One family member is "Excess II"; others are "Basic")
\$2,177.49	423	Retiree and Family (One family member is "Excess III"; others are "Basic")

*Benchmark premiums are bolded.

CARRIER DEDUCTION PREMIUMS*	CODES	DEDUCTION CODE DEFINITIONS
<u>Kaiser (continued)</u>		
N/A	424	Retiree and Family (One family member is "Supplement"; others are "Excess II")
N/A	425	Retiree and Family (One family member is "Supplement"; others are "Excess III")
\$1,026.03	426	Retiree and Family (One family member is "Senior Advantage"; others are "Excess II")
\$1,639.03	427	Retiree and Family (One family member is "Senior Advantage"; others are "Excess III")
\$1,685.34	428	Retiree and Family (One family member is "Excess I"; others are "Excess II")
\$2,298.34	429	Retiree and Family One family member is "Excess I"; others are "Excess III")
\$1,585.78	430	Retiree and Family (Two or more family members are "Excess II")
\$2,198.78	431	Retiree and Family (One family member is "Excess II"; others are "Excess III")
\$2,811.78	432	Retiree and Family (Two or more family members are "Excess III")
<u>Kaiser Colorado</u>		
\$793.06	450	Retiree Only ("Basic" under age 65)
\$327.27	451	Retiree Only ("Senior Advantage")
\$1,754.57	453	Retiree and Family (Two family members are "Basic")
\$2,369.25	454	Retiree and Family (Three or more family members are "Basic")
\$1,115.33	455	Retiree and Family (One family member is "Senior Advantage"; one family member is "Basic")
\$649.55	457	Retiree and Family (Two family members are "Senior Advantage")
\$1,857.56	458	Retiree and Family (One family member is "Senior Advantage"; two or more are "Basic")
\$1,437.60	459	Retiree and Family (Two family members are "Senior Advantage"; one or more are "Basic")
<u>Kaiser Georgia</u>		
\$847.24	440	Retiree Only ("Basic" over age 65 with Medicare Part B only)
\$847.24	441	Retiree Only ("Basic over age 65 with Medicare Part A only)
\$847.24	442	Retiree Only ("Basic over age 65 without Medicare Part A or Medicare Part B)
\$361.11	443	Retiree Only ("Basic" over age 65 - Medicare eligible who is classified as having renal failure)
\$1,203.35	444	Retiree and Family (One family member is "Senior Advantage"; one family member is "Basic" over age 65 with Medicare Part B only)
\$1,203.35	445	Retiree and Family (One family member is "Senior Advantage"; one family member is "Basic" over age 65 with Medicare Part A only)
\$1,203.35	446	Retiree and Family (One family member is "Senior Advantage"; one family member is "Basic" over age 65 without Medicare Part A and B)
\$847.24	461	Retiree Only ("Basic" under age 65)
\$361.11	462	Retiree Only ("Senior Advantage")

*Benchmark premiums are bolded.

CARRIER DEDUCTION PREMIUMS*	CODES	DEDUCTION CODE DEFINITIONS
<u>Kaiser Georgia (continued)</u>		
\$1,689.48	463	Retiree and Family (Two family members are "Basic")
\$2,531.72	464	Retiree and Family (Three or more family members are "Basic")
\$1,203.35	465	Retiree and Family (One family member is "Senior Advantage"; one is "Basic")
\$717.22	466	Retiree and Family (Two family members are "Senior Advantage")
\$2,045.59	467	Retiree and Family (One family member is "Senior Advantage"; two or more are "Basic")
\$1,559.46	468	Retiree and Family (Two family members are "Senior Advantage"; one is "Basic")
\$1,915.57	469	Retiree and Family (Three or more family members are "Senior Advantage"; one is "Basic")
\$2,045.59	470	Retiree and Family (Three or more family members are "Basic"; one is "Senior Advantage")
<u>Kaiser Hawaii</u>		
\$795.16	471	Retiree Only ("Basic" under age 65)
\$346.45	472	Retiree Only ("Senior Advantage")
\$1,381.42	473	Retiree Only (Over age 65 without Medicare Part A or Medicare Part B)
\$1,585.31	474	Retiree and Family (Two family members are "Basic")
\$2,375.47	475	Retiree and Family (Three or more family members are "Basic")
\$1,136.61	476	Retiree and Family (One family member is "Senior Advantage"; one is "Basic")
\$2,171.58	477	Retiree and Family (One family member is "Basic" under age 65; one is over age 65 without Medicare Part A or Medicare Part B)
\$687.90	478	Retiree and Family (Two family members are "Senior Advantage")
\$1,722.87	479	Retiree and Family (One family member is "Senior Advantage"; one is over age 65 without Medicare Part A or Medicare Part B)
<u>Kaiser Oregon</u>		
\$806.67	481	Retiree Only ("Basic" under age 65)
\$465.92	482	Retiree Only ("Senior Advantage")
\$1,205.27	483	Retiree Only (Over age 65 without Medicare Part A or Medicare Part B)
\$1,608.34	484	Retiree and Family (Two family members are "Basic")
\$2,410.01	485	Retiree and Family (Three or more family members are "Basic")
\$1,267.59	486	Retiree and Family (One family member is "Senior Advantage"; one is "Basic")
N/A	487	Retiree Only (Medicare Cost "Supplement" program)
\$926.84	488	Retiree and Family (Two family members are "Senior Advantage")
\$1,110.84	489	Retiree Only (Over age 65 with Medicare Part A only)
\$1,205.27	490	Retiree Only (Over age 65 with Medicare Part B only)

*Benchmark premiums are bolded.

CARRIER DEDUCTION PREMIUMS*	CODES	DEDUCTION CODE DEFINITIONS
<u>Kaiser Oregon (continued)</u>		
\$1,571.76	491	Retiree and Family (One family member is "Senior Advantage"; one is over age 65 with Medicare Par A only)
\$1,666.19	492	Retiree and Family (One family member is "Senior Advantage"; one is over age 65 without Medicare Part A or Medicare Part B)
\$2,069.26	493	Retiree and Family (One family member is "Senior Advantage"; two or more are "Basic")
\$1,728.51	494	Retiree and Family (Two family members are "Senior Advantage"; one is "Basic")
\$2,405.54	495	Retiree and Family (Two family members are over age 65 without Medicare Part A or Medicare Part B)
\$2,216.68	496	Retiree and Family (Two family members are over age 65 with Medicare Part A only)
\$2,216.68	497	Retiree and Family (One family member is "Basic"; one is over age 65 with Medicare Part A only)
\$2,006.94	498	Retiree and Family (One family member is "Basic"; one is over age 65 without Medicare Part A or Medicare Part B)

Kaiser Rate Category Definitions

"Basic" - includes those who are under age 65

Medicare Cost ("Supplement")

-Includes people who have both Part A and Part B of Medicare, who were enrolled in Kaiser's Medicare supplement ("M" coverage) before July 1, 1987, and who chose to stay in that Kaiser arrangement.

-It is not open to new enrollments.

-People who have left it cannot return to it.

"Senior Advantage"

-Includes participants who are age 65 or older and who have assigned both Medicare Part A and Part B to Kaiser.

"Excess I"

-Is for participants who have Medicare Part A only.

"Excess II"

-Is for participants in the Excess Plan who either have Medicare Part B only or are not eligible for Medicare.

"Excess III"

-Is for participants in the Excess Plan who either have Medicare Parts A and B and have not assigned their Medicare benefits to Kaiser or have not provided their Medicare status to LACERA. Premium is above the Anthem Blue Cross I and II Benchmark rate and II Benchmark.

PREMIUMS*	CARRIER DEDUCTION CODES	DEDUCTION CODE DEFINITIONS
<u>SCAN Health Plan</u>		
\$304.00	611	Retiree Only with SCAN
\$603.00	613	Retiree and 1 Dependent - Both with SCAN (Retiree and 1 Dependent = Retiree and Spouse/Domestic Partner OR Retiree and 1 Child. Both Retiree and Dependent must have Medicare.)
<u>United Healthcare Medicare Advantage (UHCMA)</u>		
(For both members and dependents who are enrolled in UHCMA, or a family combination of UHCMA/UHC)		
\$293.62	701	Retiree Only with Secure Horizons
\$1,203.81	702	Retiree and 1 Dependent - One with Secure Horizons (Retiree and 1 Dependent = Retiree and Spouse/Domestic Partner OR Retiree and 1 Child)
\$582.24	703	Retiree and 1 Dependent - Both with Secure Horizons (Retiree and 1 Dependent = Retiree and Spouse/Domestic Partner OR Retiree and 1 Child)
\$1,360.59	704	Retiree and 2 or More Dependents - One with Secure Horizons (Retiree and 2 or More Dependents = Retiree, Spouse/Domestic Partner and 1 or More Children OR Retiree and 2 or More Children)
\$739.02	705	Retiree and 2 or More Dependents - Two with Secure Horizons (Retiree and 2 or More Dependents = Retiree, Spouse/Domestic Partner and 1 or More Children OR Retiree and 2 or More Children)
\$261.24	706	Survivor Children Only Rates
<u>United Healthcare (UHC)</u>		
(For members and dependents under age 65 [no Medicare])		
\$915.18	707	Retiree Only
\$1,671.68	708	Retiree and 1 Dependent
\$1,982.16	709	Retiree and 2 Or More Dependents
<u>Local 1014 Firefighters</u>		
\$914.03	801	Member Under 65
\$1,648.06	802	Member + 1 Under 65
\$1,944.04	803	Member + 2 Under 65
\$914.03	804	Member with Medicare
\$1,648.06	805	Member + 1; 1 Medicare
\$1,648.06	806	Member + 1; 2 Medicare
\$1,944.04	807	Member + 2; 1 Medicare
\$1,944.04	808	Member + 2; 2 Medicare

*Benchmark premiums are bolded.

CARRIER DEDUCTION PREMIUMS*	CODES	DEDUCTION CODE DEFINITIONS
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Local 1014 Firefighters (continued)

\$914.03	809	Surviving Spouse Under 65
\$1,648.06	810	Surviving Spouse + 1; Under 65
\$1,944.04	811	Surviving Spouse + 2 Under 65
\$914.03	812	Surviving Spouse with Medicare
\$1,648.06	813	Surviving Spouse + 1; 1 Medicare
\$1,944.04	814	Spouse + 1; 1 Medicare
\$1,648.06	815	Surviving Spouse + 1; 2 Medicare

CIGNA Indemnity - Dental/Vision

\$46.55	501	Retiree Only
\$99.61	502	Retiree and Dependent(s)
\$57.81	503	Survivor Children Only Rates

CIGNA HMO - Dental/Vision

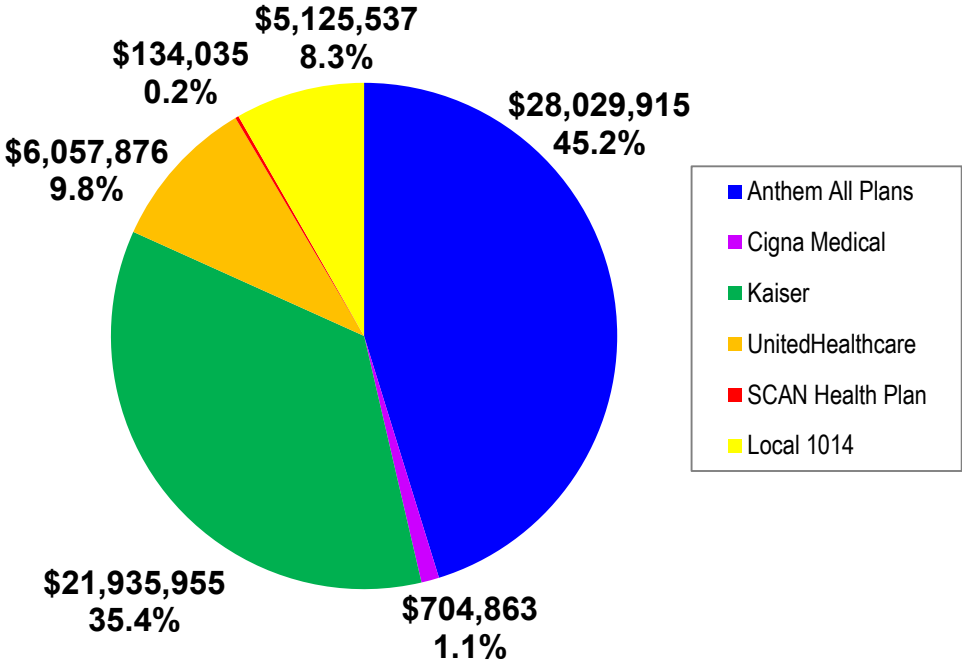
\$39.02	901	Retiree Only
\$81.07	902	Retiree and Dependent(s)
\$39.56	903	Survivor Children Only Rates

Los Angeles County Employees Retirement Association
Premium & Enrollment
Coverage Month Ending February 2025

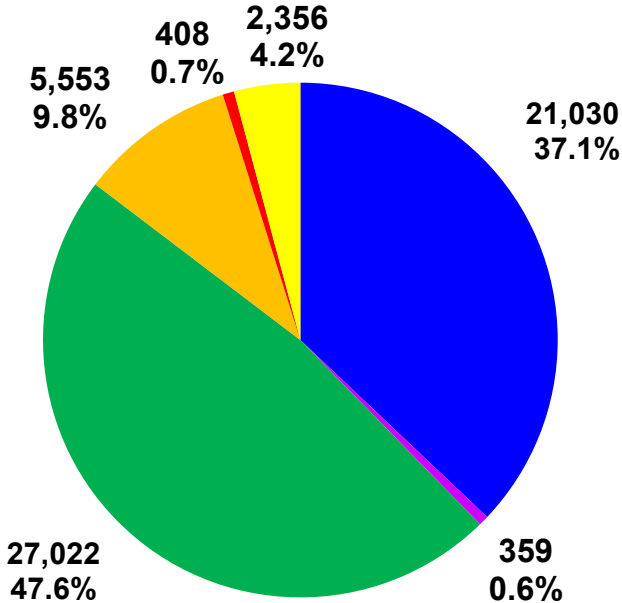
Carrier / Plan	Monthly Premium	Percent of Total	Retirees	Percent of Total
Anthem All Plans	\$28,029,915	45.2%	21,030	37.1%
Cigna Medical	\$704,863	1.1%	359	0.6%
Kaiser	\$21,935,955	35.4%	27,022	47.6%
UnitedHealthcare	\$6,057,876	9.8%	5,553	9.8%
SCAN Health Plan	\$134,035	0.2%	408	0.7%
Local 1014	\$5,125,537	8.3%	2,356	4.2%
Combined Medical	\$61,988,182	100.0%	56,728	100.0%

Cigna Dental & Vision (PPO and HMO)	\$4,731,682	58,899
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Monthly Premium

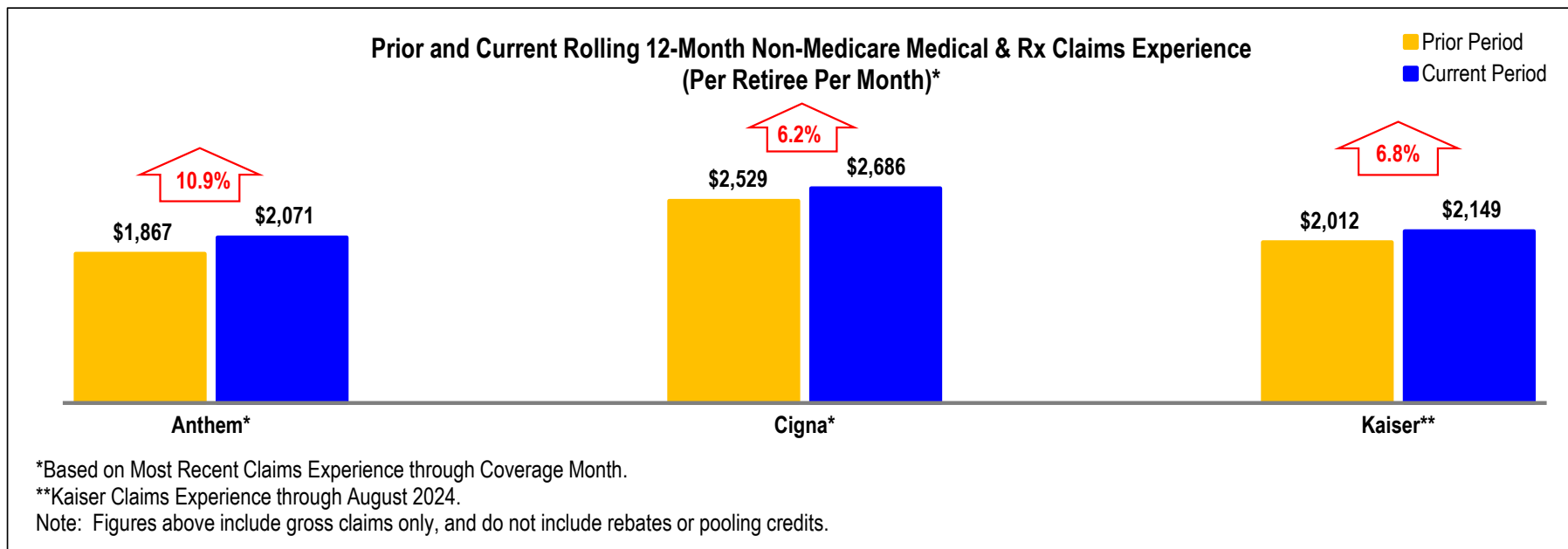
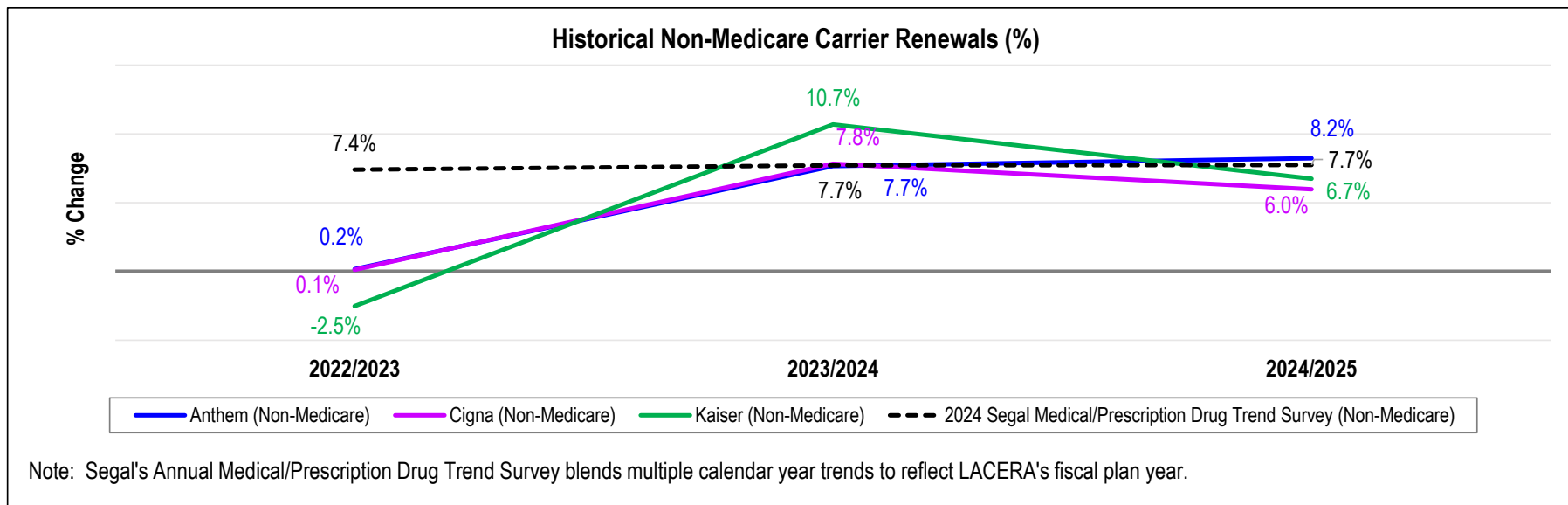


Retirees



Note: Premiums include LACERA's Administrative Fee of \$8.00 per member, per plan, per month.

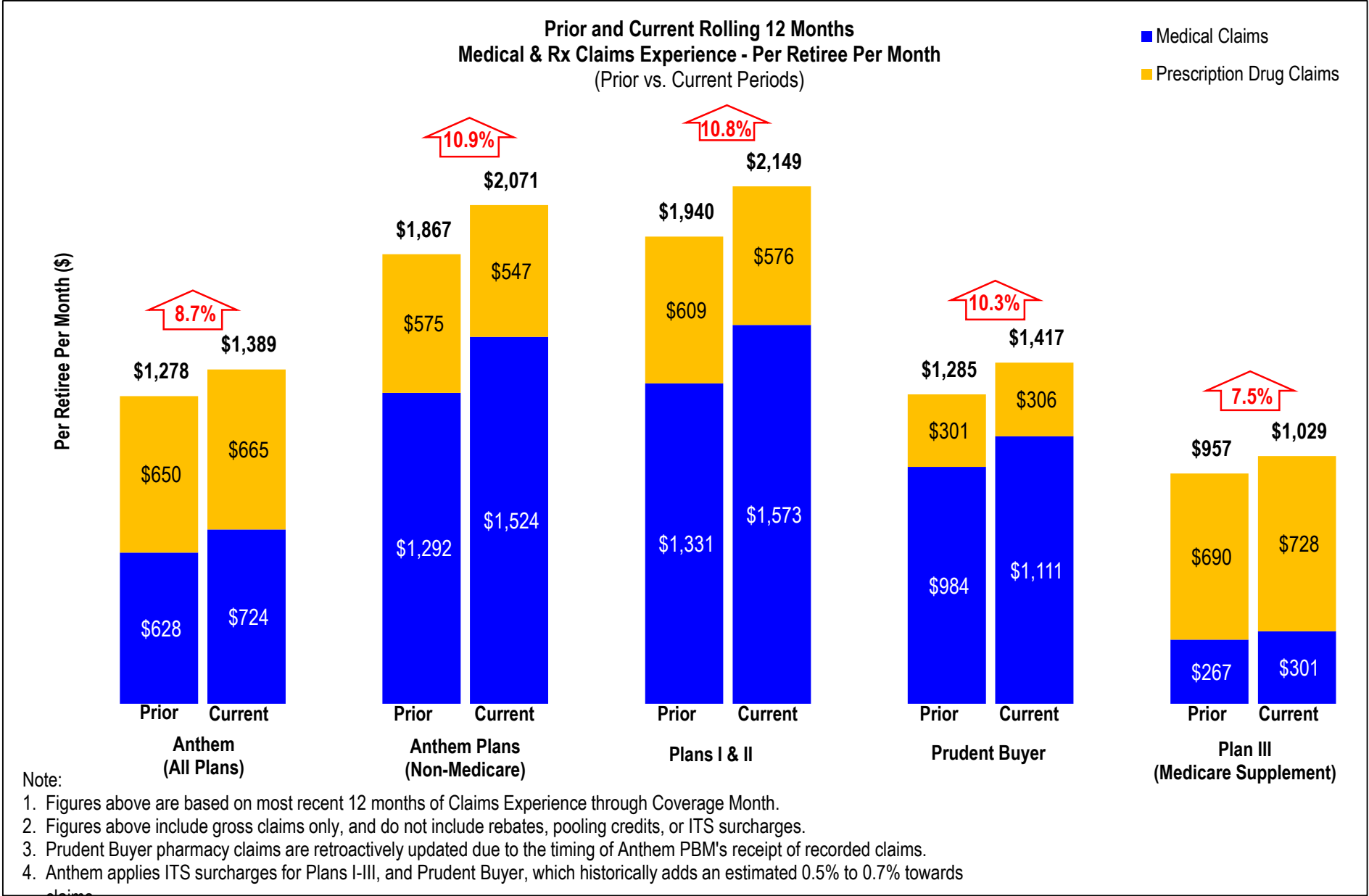
Los Angeles County Employees Retirement Association
Claims Experience by Carrier
Coverage Month Ending February 2025



Los Angeles County Employees Retirement Association

Anthem Claims Experience By Plan

Coverage Month Ending February 2025



Los Angeles County Employees Retirement Association

Kaiser Utilization

Coverage Month Ending February 2025

- Kaiser insures approximately 26,000 LACERA retirees with the majority enrolled in Medicare Advantage plans.
- Kaiser's Periodic Utilization Report (PUR) monitors utilization patterns of LACERA's non-Medicare population in Southern California.

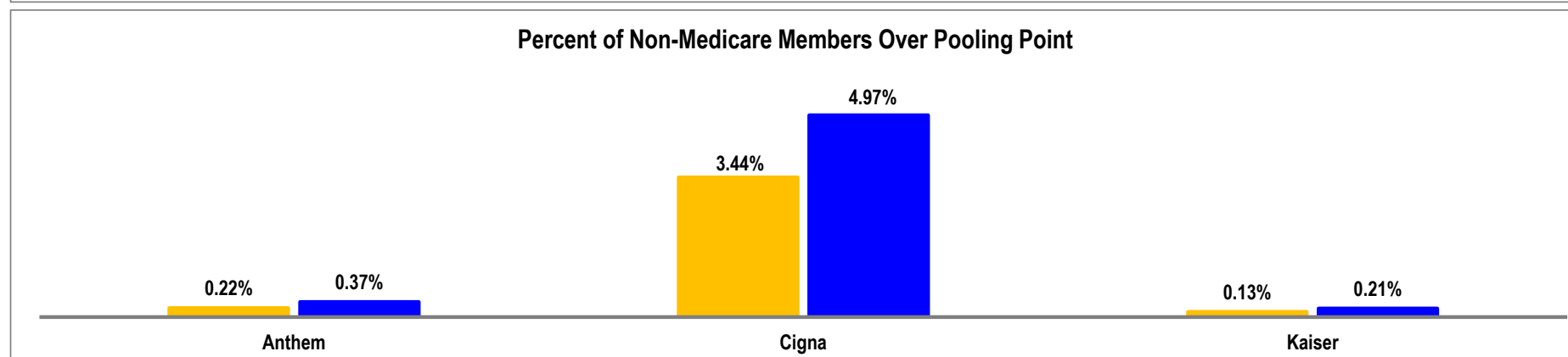
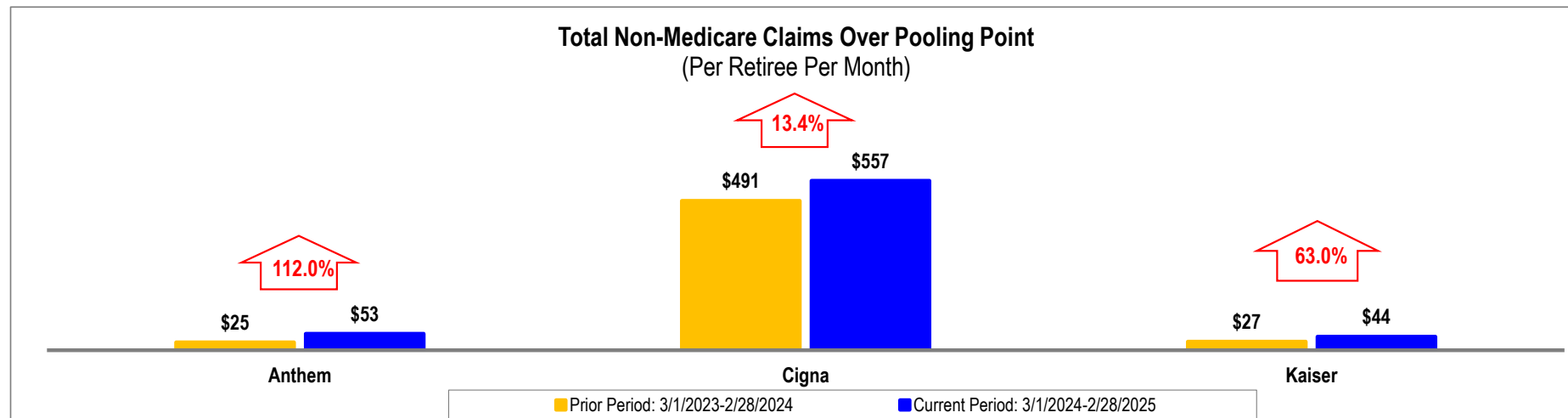
Category	Current Period 9/1/2023 - 8/31/2024	Prior Period 9/1/2022 - 8/31/2023	Change
Average Contract Size	2.34	2.36	-0.85%
Average Members	8,855	8,917	-0.70%
Inpatient Claims Per Member Per Month	\$209.11	\$239.18	-12.57%
Outpatient Claims Per Member Per Month	\$419.32	\$350.29	19.71%
Pharmacy Per Member Per Month	\$145.09	\$135.21	7.31%
Other Per Member Per Month	\$145.53	\$136.79	6.39%
Total Claims Per Member Per Month	\$919.05	\$861.47	6.68%
Total Paid Claims	\$97,658,482	\$92,175,937	5.95%
Large Claims over \$550,000 Pooling Point ¹			
Number of Claims over Pooling Point	8	5	
Amount over Pooling Point	\$2,005,620	\$1,225,669	63.63%
% of Total Paid Claims	2.05%	1.33%	
Inpatient Days / 1000	348.7	409.7	-14.89%
Inpatient Admits / 1000	52.5	52.7	-0.38%
Outpatient Visits / 1000	14,457.1	14,087.7	2.62%
Pharmacy Scripts Per Member Per Year	11.2	10.4	7.69%

¹ The pooling threshold is \$550,000 for the plan year beginning 7/1/2024 through 6/30/2025 .

Los Angeles County Employees Retirement Association

High Cost Claimants (Anthem, Cigna, & Kaiser)

Coverage Month Ending February 2025



Stop-Loss & Pooling Points Overview:

Plan sponsors mitigate the financial risk associated with individual large claimants through reinsurance. Claims exceeding the specified individual pooling threshold are deducted from the carrier's renewal calculation. The pooling credit is offset by the carrier's pooling expense, which is applied to all policyholders.

Anthem and Cigna figures are based on the most recent Claims Experience through Coverage Month. Kaiser's figures are based on Claims Experience period between September through August.

Pooling Points by Carrier:

1. Anthem's pooling points are \$400,000 for Plans I & II, and \$300,000 for Prudent Buyer.
2. Cigna's pooling point is \$100,000.
3. Kaiser's pooling point is \$550,000.

Los Angeles County Employees Retirement Association
Anthem Lifetime Max Accumulation Status By Plan
Coverage Month Ending February 2025

Prior Calendar Year: December 2023 ¹							Current Calendar Year: December 2024 ²		
Lifetime Claim Amount ³	Plans I & II	Prudent Buyer	Combined	Plans I & II	Prudent Buyer	Combined			
\$900K-\$999K	19	1	20	15	1	16			
\$800K-\$899K	27	2	29	18	1	19			
\$700K-\$799K	29	3	32	27	2	29			
\$600-\$699K	53	2	55	61	0	61			
\$500-\$599K	82	4	86	78	8	86			
Total	210	12	222	199	12	211			

Prior Month: January 2025 ⁴							Most Recent Month: February 2025 ⁵		
Lifetime Claim Amount ³	Plans I & II	Prudent Buyer	Combined	Plans I & II	Prudent Buyer	Combined			
\$900K-\$999K	13	1	14	8	2	10			
\$800K-\$899K	18	1	19	15	1	16			
\$700K-\$799K	24	3	27	29	2	31			
\$600-\$699K	52	0	52	46	1	47			
\$500-\$599K	75	9	84	82	8	90			
Total	182	14	196	180	14	194			

The number of members reported will fluctuate period to period due to multiple factors including migration from an Anthem plan to another LACERA-administered plan or members passing away.

¹ Based on data provided by Anthem on September 17, 2024.

² Based on data provided by Anthem on January 22, 2025.

³ Members identified by Anthem as terminated were excluded from the counts above.

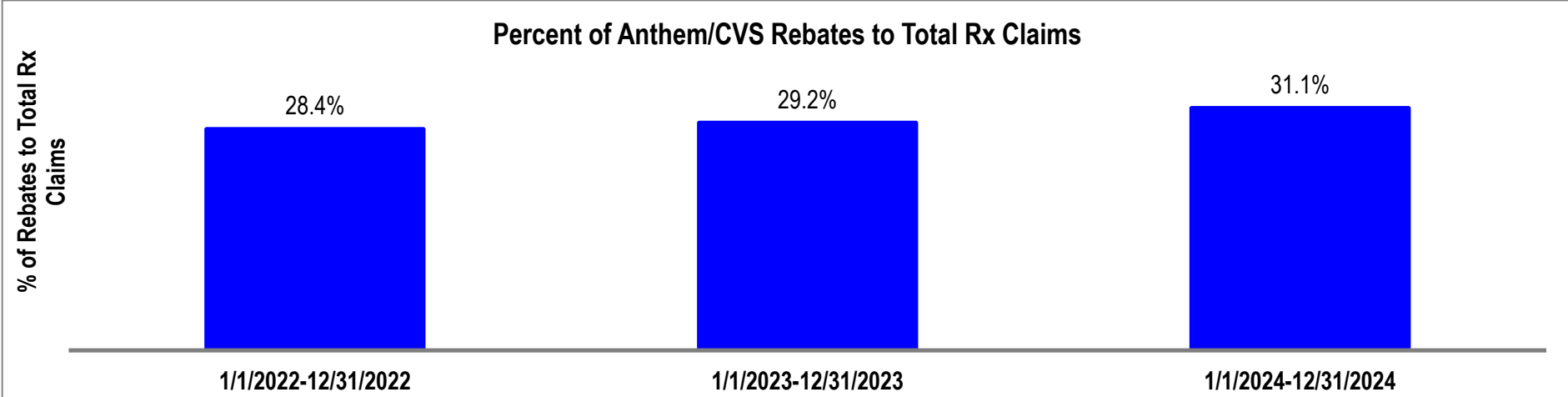
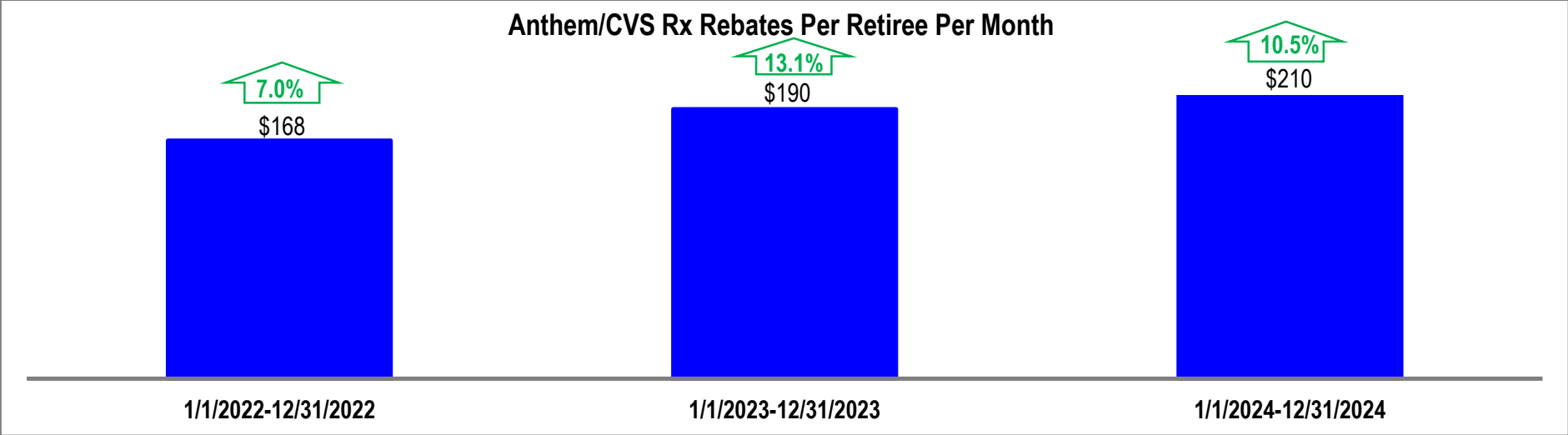
⁴ Based on data provided by Anthem on February 21, 2025.

⁵ Based on data provided by Anthem on March 19, 2025.

Los Angeles County Employees Retirement Association

Prescription Drug Rebates (Anthem)

Coverage Month Ending February 2025



Rebates Overview:

Pharmacy Benefit Managers negotiate volume-based rebates with drug manufacturers of brand medications. Manufacturer rebates are passed on to plan sponsors and are used to offset pharmaceutical claims expenses.

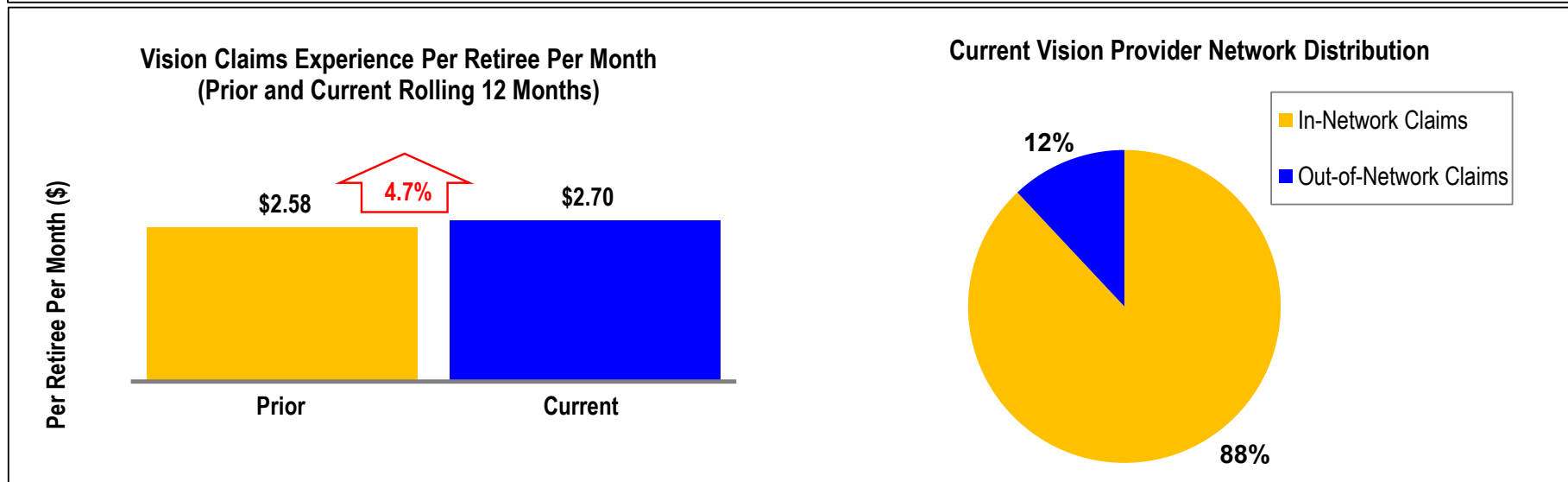
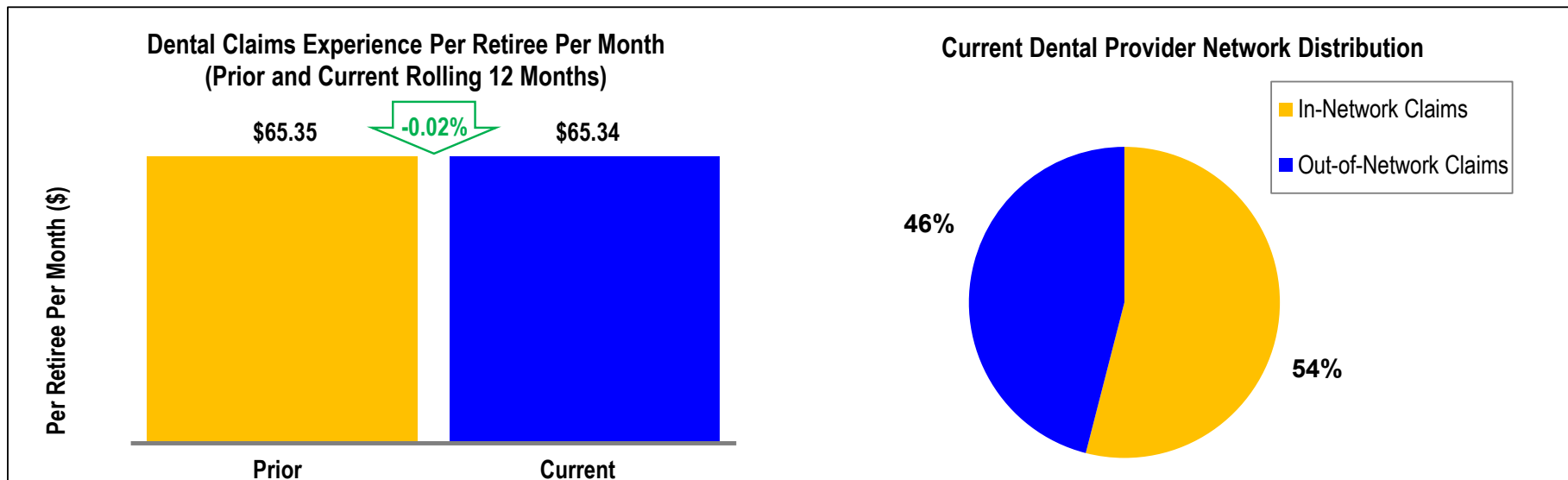
Note:

- 1. Prescription Claims and Rebates Data were provided by CVS.
- 2. Anthem Prudent Buyer prescription drugs are provided by CarelonRx and are not included in the charts above.

Los Angeles County Employees Retirement Association

Cigna Dental & Vision Claims Experience

Coverage Month Ending February 2025



Notes:

1. Figures above are based on most recent 12 months of Claims Experience through Coverage Month.
2. Dental Claims Experience reflects passive use of Cigna's PPO Dental Network.



Compliance News | March 21, 2025

Executive Order Targets Better Healthcare Price Transparency

President Trump recently signed an executive order to promote access to clear and accurate healthcare prices. The order states that meaningful price information can support a more competitive, innovative, affordable and higher-quality healthcare system.

The executive order directs the federal government to improve existing price transparency requirements, increase enforcement of price transparency requirements and identify opportunities to further empower patients with meaningful price information.

Given this heightened focus on healthcare transparency, sponsors of group health plans should be sure their plans comply with existing transparency requirements. New enforcement actions against health and hospitals are likely.



Background

In 2020, the Departments of Labor, Health and Human Services, and the Treasury (collectively, the Departments) issued a final health plan Transparency in Coverage (TIC) rule that implemented requirements established under the ACA. The rule required plans to post machine-readable files containing price information on their public websites and provide a self-service price comparison tool for use by plan participants.

Machine-readable files

Since 2022, non-grandfathered health plans and insurers have been required to publish their negotiated rates and allowable out-of-network charges on a public website, updated monthly through machine-readable files. The files show negotiated rates for in-network services as well as historical payments to and billed charges from out-of-network providers.

A requirement to publish historical net prices for covered prescription drugs was initially postponed and recently [reinstated](#), although the Departments have not yet published data requirements for prescription drug reporting.

Self-service price comparison tool

Since 2023, non-grandfathered health plans and insurers have been required to make an internet-based self-service tool available to participants, beneficiaries and enrollees that discloses the price and cost-sharing liability for covered items and services, including prescription drugs.

For plan years beginning on or after January 1, 2023, price comparison information was required for 500 items and services. For plan years beginning on or after January 1, 2024, price comparison information must be available for all covered items and services.

Similar to the rules for health plans, hospitals are also required to provide patients with consumer-friendly pricing information for up to 300 shoppable services and a machine-readable file with negotiated rates for all provided services.

Reviews of these transparency requirements are mixed

The machine-readable files are not accessible to plan participants but are available to health policy researchers and consultants that have access to large data storage systems for health cost research. However, some plan sponsors believe that disclosure of price information can impede price negotiation.

Few plan participants appear to use the internet-based self-service price tools, which may have limited usefulness for searches related to provider cost information.

The executive order

The [executive order](#) states that progress on healthcare price transparency at the federal level has stalled since the end of President Trump's first term. To ensure that patients have the information they need to make well-informed decisions about their healthcare, the executive order directs the Departments to take the following actions by May 26, 2025:

- Require the disclosure of actual prices of items and services, not estimates.
- Issue updated guidance or proposed regulations to ensure pricing information is standardized and easily comparable.
- Issue guidance or proposed regulations updating enforcement policies designed to ensure compliance with the transparent reporting of complete, accurate and meaningful data.

Impact on plan sponsors

As noted above, it is likely that the Departments will review existing regulations and enforcement actions against both health plans and hospitals. To implement the executive order, the Departments could revise existing regulations or sub-regulatory guidance concerning how machine-readable files and consumer-friendly price information is required to be created. It could also create renewed enforcement efforts, including audits, and, for hospitals, warnings and civil monetary penalties.

Additionally, the Departments may issue new data guidelines for prescription drug machine-readable files, which have never been fully implemented.

Plan sponsors should ensure that they are providing machine-readable files and self-service internet-based pricing tools, either directly or through their plan service providers. If a third-party service provider is hosting the machine-readable files or price tools, plan sponsors should obtain contractual guarantees that the services meet applicable federal guidelines.

It's also important for plan sponsors to look out for any new requirements published by the Departments.

If you're on our [mailing list](#), we'll keep you informed.

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