



Spotlight on retirement

LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION • DECEMBER 2016 • VOL. 27, NO. 4

YOUR SECURITY, OUR CONCERN

EMAIL FRAUD PROTECTION

We're dedicated to protecting your data and sensitive information, evidenced in a number of ways, including our state-of-the-art web security and fingerprint login to computers. Another way we protect your data is by remaining current on the latest breaches in internet security outside of LACERA. This allows us to take appropriate measures to ensure a security breach doesn't happen here. Lately we've observed elevated instances of email phishing attacks throughout the United States and have implemented training to educate staff on how to spot them.

The damage caused by phishing ranges from denial of access to email to financial loss. Nearly everyone is a

potential victim of these attacks, as most of us use email regularly, so we wanted to share the information with you so that you can protect yourself at home. Following are common types of email phishing attacks and examples of each:

- **Basic Phishing:**

An email seeking to obtain sensitive information such as usernames, passwords, and credit card details by masquerading as a trustworthy entity. The email can contain real company graphics and can look like a real company email.

Example: *"Your system password has expired, click on link to reset your password."*

- **Spear Phishing:**

Same as phishing, but includes specific information about you, leading you to believe the email is legitimate. Cyber threat actors leverage information about you taken from a third party.

Example: *"Your system password has expired, click on link to reset your password."*

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Moving Permanently Out of Your Plan's Network

The benefits offered under the LACERA-administered Retiree Healthcare Benefits Program's group healthcare plans change when an enrolled member moves outside of the provider's network. Moving to a new location outside of your plan's service

area can impact your plan's rates and coverage levels. Insurance requirements vary from state to state, and there may be specific state provisions that result in differences in plan benefits. For example, some wellness programs and routine

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Elected by General Members

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Ex-Officio Member

KEITH KNOX

Chief Deputy County Treasurer and Tax Collector
Alternate Ex-officio Member

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Elected by Retired Members

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From the
Executive Desk

Gregg Rademacher – CEO, LACERA



Hello and season's greetings! Another year has flown by and is coming to a close. With the end of the year comes a plethora of holiday activities. It always seems like there's a lot to do and not enough time in which to do it. But really, it's not about having time, it's about making time for the things that matter. In the last year, we made time at LACERA to innovate and improve in ways that support our longstanding mission to produce, protect, and provide the promised benefits. Join me in taking a look back at some of what happened here in the last year.

A Year of Exemplary Cross-Divisional Teamwork

The value system we adhere to at LACERA is one of professionalism, respect, open communication, fairness, integrity, and teamwork. As I think back on 2016, teamwork is the value that first comes to mind. When people with expertise in different areas collaborate to accomplish a task, a little magic happens.

The rollout of our newly designed My LACERA is a great example of this. As you probably know by now, My LACERA is our 24-hour, interactive web feature that connects you to your retirement account. This year, we revamped My LACERA to make it even more user-friendly and convenient. The latest feature is its capability to route electronic messages from you directly to our Retirement Benefits Specialists. See page 11 for details about this exciting new development.

Another example of cross-divisional teamwork is the work performed by the new Benefit Protection Unit (BPU), a team of LACERA staff responsible for investigating and resolving instances in which a member's identity and/or status has come into question. This team has streamlined processes set in place to protect our members' data

and their promised benefits. Since its inception, the BPU has reviewed approximately 200 cases, working in collaboration with multiple LACERA divisions to resolve them.

In general, security has been a big topic this year, and we accomplished a task that required the participation of every

“**The Fund remains stable and positioned to finance the promised benefits**”

single LACERA employee: brand-new photo ID badges. The purpose of this large effort is to ensure workplace security and is a result of discussions with LACERA's safety officer and the Boards of Retirement and Investments.

Finally, our Internal Audit division successfully teamed up with the Legal Office, Systems division, and Executive Office to perform an extensive privacy audit of LACERA. This allowed for a comprehensive assessment of our privacy protection posture against

EXECUTIVE DESK

requirements and external best practices, and it included reviewing how we're complying with our own privacy-related policies.

As you can see, teamwork is something we value quite a bit here at LACERA; it allows us to get a lot of great work done.

A Year of Helping People

We're all about helping people with their retirement. In the 2015–2016 fiscal year (July 1, 2015 to June 30, 2016), our experts answered more than 117,000 phone inquiries. LACERA processed 313,014 pieces of mail and scanned/indexed an impressive 864,640 member documents. Our team of Retirement

Benefits Specialists provided one-on-one counseling to 17,905 members in our offices, and LACERA's Benefits division put 2,629 new retirees and survivors on the retiree payroll. They also ensured that 62,010 retirement allowances were paid on time each month.

Meanwhile, we continue to prudently invest in accordance with the investment policy established by our Board of Investments. The Fund returned a total of 1.1 percent (gross of fees) and, at fiscal year-end, the Fund's net assets totaled \$47.8 billion. The Fund remains stable and positioned to finance the promised benefits to current as well as future recipients. If you'd like more

facts and figures on our financial condition and a breakdown of accomplishments, I encourage you to read the enclosed LACERA Popular Annual Financial Report (PAFR).

Goodbye 2016, Hello 2017

I'll close by saying I wish you all the best during the holidays and in the year to come. I encourage you to make time for what matters to you. At LACERA, we'll continue to make time for what matters to us: producing, protecting, and providing your promised benefits.



YOUR SECURITY, OUR CONCERN *cont'd from pg. 1*

• Clone Phishing:

Using a previously sent, legitimate email, cyber actors alter small and imperceptible elements of the email and resend it to the victim, prompting the victim to click on links and respond with private

information.

Example: *"Your last password request failed, please try again by clicking here."*

If you suspect that you have received a phishing email, don't click on the link, open the attachment, or respond to the



email. Instead, go to the official website to conduct business. Remaining vigilant is the best defense against email phishing and will go a long way in protecting you.



INSIDE LACERA.COM Direct Deposit

Direct deposit is the most secure way to receive your retirement allowance on a monthly basis. If you're new to direct deposit or want to update an existing account, **submit your information by the 13th of the month** (or the last business day beforehand, if the 13th falls on a holiday or weekend) to ensure that your direct deposit will occur at the end of that month.

For example, if you enroll on Monday, February 13th, your direct deposit will be on schedule for February 28th, the

last business day of that month. If you enroll in direct deposit after the 13th of that month, that retirement allowance will be paid by check; your direct deposit will start on the last day of the following month. A direct deposit account created on Tuesday, February 14th would result in a direct deposit on Friday, March 31st.

LACERA is mindful of getting retirees their payments on time. However, if incorrect information is recorded or information becomes outdated, banking issues or other delays in processing

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800-786-6464

YOUR 1099-R IS IN THE MAIL



LACERA will mail a Form 1099-R to all retirees and survivors by the end of January, in compliance with Internal Revenue Service (IRS) regulations. The IRS requires LACERA to file a 1099-R to report retirement fund distributions made to you during the year.

Access Your 1099-R on My LACERA

If you're a registered user of My LACERA, you can view and print your current and prior years' 1099-Rs. The 2016 1099-Rs will be available on My LACERA in February.



Hold on to Your December Check Stub or ADR

For ease of recordkeeping, you may find it helpful to keep your December check stub or automatic deposit receipt (ADR).

Both the ADR and the check stub show the total amount of your 2016 healthcare deductions. They may be especially useful if you need that information before your Form 1099-R arrives to you in the mail or is accessible on My LACERA.



Consider Switching to Generic Drugs To Save Money



Generic drugs often cost less than their brand-name equivalents. Why the cost difference? When prescription drug patents expire, generic equivalents become available at a lower cost because more companies can manufacture them. Ask your

doctor if a generic equivalent is available and right for you. You can also contact your individual medical plan providers for specific information about their prescription drug list.

Healthcare Subsidy for Registered Domestic Partners Subject to Federal Tax

If you have a registered domestic partner as a covered dependent on your LACERA-administered healthcare plan, the County subsidy provided for your domestic partner may be subject to federal tax. The federal government does not recognize a domestic partner as a legal dependent. Therefore, the IRS considers the amount the County pays toward your domestic partner's healthcare benefits to be imputed income—a non-cash, employer-provided benefit for any person who is not qualified as your tax

dependent. The IRS decision to treat legally married, same-sex couples as married for federal tax purposes does not apply to registered domestic partners.

Reported on a Separate Form 1099-R

The IRS requires LACERA to report, on a separate Form 1099-R, the annual imputed income of any member who covers a registered domestic partner on his or her LACERA-administered healthcare plan. In this scenario,

LACERA will mail two Form 1099-Rs to you by the end of January: one reporting your imputed income and one reporting your annual retirement fund distributions.

For questions regarding tax matters, consult with a professional advisor; LACERA does not offer tax or legal advice.



Attention Members Enrolled in LACERA-Administered Anthem Blue Cross Plans I, II, and III

Payment Process for Prescription Drugs Is About To Get Easier

Great news! There will be updates to your prescription drug benefit through CVS Caremark (Pharmacy Benefit Manager for Anthem Blue Cross Plans I, II, and III), beginning January 1, 2017. Your LACERA-administered Retiree Healthcare Benefits remain unchanged.

Retail Payment (Non-Maintenance/Short-Term Prescriptions)

At a retail pharmacy, you currently pay 100 percent of the discounted cost for your non-maintenance prescriptions. Anthem Blue Cross later reimburses you appropriately based on your plan design.

What's new? Beginning January 1, 2017, when you use a network retail pharmacy for your non-maintenance prescriptions, the pharmacy will calculate the 20 percent coinsurance at the time of purchase, after applying your deductible (there is no deductible for Anthem Blue Cross Plan III).^{*} The coinsurance amount is all you will need to pay! You will no longer have to wait for reimbursement from Anthem Blue Cross.

What do you need to do? Simply show your Anthem Blue Cross ID card at the pharmacy, and the pharmacy will do the rest.

CVS Caremark's network includes more than 68,000 pharmacies nationwide,

including chain pharmacies, 20,000 independent pharmacies, and 9,600 CVS pharmacy locations, many of which are now inside Target stores. All non-network retail medications will have a 40 percent coinsurance through the use of a paper claim form. Contact CVS Caremark if you have questions regarding paper claim forms.

Maintenance Choice® (Maintenance/Long-Term Prescriptions)**

As you may know, Maintenance Choice was introduced April 1, 2015, as another option to refill your maintenance medications in addition to mail-order service. Maintenance Choice allows you to fill your 90-day maintenance prescriptions at your local CVS pharmacy (including those CVS Caremark pharmacies inside Target stores) and pay the same cost as mail-order copays: \$10 (generic), \$30 (preferred brand name), and \$50 (non-preferred brand name). Currently, your plan allows unlimited 30-day fills of maintenance medications at any in-network pharmacy.

What's new? Beginning January 1, 2017, under Maintenance Choice, the plan will allow only three 30-day fills of long-term medications at in-network pharmacies; after that, your plan will cover long-term medications only if you have 90-day supplies filled through CVS Caremark mail service or Maintenance Choice and filled at a CVS pharmacy. If you continue to have 30-day supplies of long-term medications filled after three times, your

plan will not pay for them.

What do you need to do? With Maintenance Choice, you can avoid paying more for your long-term prescriptions. All you need to do is have 90-day supplies filled through mail-order service or at a CVS pharmacy.

Specialty Pharmacy

As a reminder, for high-cost specialty medications, you need to use CVS Specialty™ to receive coverage. Your applicable plan design coinsurance will apply. For assistance, call CVS Caremark Customer Care at 800-237-2767.

If you have questions about your prescription benefits for your Anthem Blue Cross Plans I, II, and III through CVS Caremark, call CVS Caremark Customer Care directly at 800-450-3755. You may also contact Anthem Blue Cross at **800-284-1110**.

If you have questions about your LACERA-administered Retiree Healthcare Benefits, contact the LACERA Retiree Healthcare Division at **800-786-6464** (press 1) or 626-564-6132, or you may send us an email at healthcare@lacera.com.

**Coinsurance refers to the amount you are required to pay for a prescription in accordance with a plan, which may be a deductible, a percentage of the prescription price, a fixed amount or other charge, with the balance, if any, paid by a plan.*

***A maintenance medication is a medication taken regularly for chronic conditions or long-term therapy. A few examples include medications for managing high blood pressure,*





LACERA ACCOMPLISHMENTS

LACERA Congratulates Re-elected Board Members

The results are in from the election held on Tuesday, August 9 to fill three safety member seats on the boards:



Shawn Kehoe, Lieutenant, was elected Seventh Member of the Board of Retirement and Fourth Member of the Board of Investments.



William Pryor, Battalion Chief, was elected Alternate Member of the Board of Retirement.

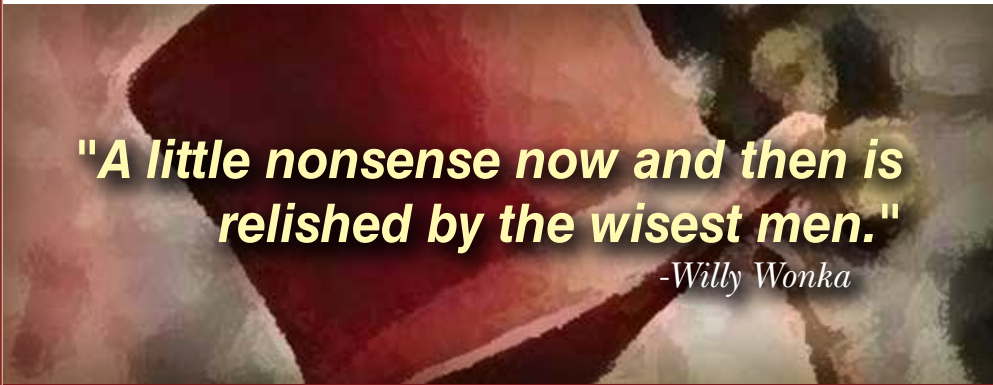
LACERA's active safety members voted in the election. The positions carry three-year terms that begin on January 1, 2017. Please join us in congratulating Shawn Kehoe and William Pryor on their successful LACERA board elections.

Team LACERA Makes Strides Against Breast Cancer

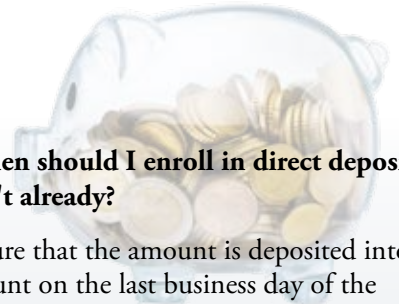
The Los Angeles County Board of Supervisors proclaimed October to be Breast Cancer Awareness Month throughout the County of Los Angeles, and LACERA staff and management stepped up to show support.

On October 15, 2016, LACERA joined the American Cancer Society's Making Strides Against Breast Cancer walk, the largest network of breast cancer awareness events in the United States. Twenty-five LACERA employees and their friends and family banded together on a Saturday morning to form Team LACERA, representing our association in the early-morning, three-mile walk.

Donations from LACERA employees and other individuals were generous, bolstering Team LACERA's ranking to 26th out of 402 participating teams, based on the amount fundraised. Moreover, as a company affiliate to the County of Los Angeles, Team LACERA contributed to the County's total fundraising amount of \$45,182.



Direct Deposit



1. Q: What are the advantages of enrolling in direct deposit for my retirement allowance or continuing benefits?

A: Direct deposit is the most secure, reliable, and convenient way of receiving your funds. With direct deposit, the money is deposited electronically into your checking or savings account, eliminating the risk of a paper check becoming lost or stolen. Your money will arrive like clockwork on the scheduled date, available to you that same day. Also, once you're enrolled, you won't have to fill out a deposit slip and stand in line at the bank with your allowance check.

2. Q: When should I enroll in direct deposit if I haven't already?

A: To ensure that the amount is deposited into your account on the last business day of the month, submit your direct deposit information no later than the 13th of that month.

3. Q: Is there a way to see the details of each direct deposit transaction?

A: For each month's automatic deposit, you'll be mailed an Automatic Deposit Receipt (ADR). To access your ADRs electronically, sign in to your My LACERA account on lacera.com and select "Direct Deposit" from the menu.

Moving Out of Your Plan's Network *cont'd from pg. 1*

checkups for adults are available in California but not in other states.

If you move outside California or out of your healthcare plan's service area, you may find:

- Your current health plan is not available. HMO plans are available in defined geographic areas.
- Your benefits may be reduced if the provider is not in-network. Anthem

Prudent Buyer is a California-based, preferred provider network.

If you decide to move outside California or out of your healthcare plan's service area, you may need to make changes to your plan. Before you move, please call us so that we can explain the impacts. **Also, notify LACERA first before disenrolling from your current healthcare plan.** For an overview of how each LACERA-administered group healthcare plan handles out-of-area benefits for those who

move permanently, go to lacera.com, Retiree Healthcare, Healthcare Plans.



3 THINGS:

RETIREMENT ACROSS THREE GENERATIONS

The Transamerica Center for Retirement Studies, a non-profit organization dedicated to educating the public on retirement trends in the United States, recently published "Perspectives on Retirement: Baby Boomers, Generation X, and Millennials." Here are three insights from the survey:

- Millennial workers (born 1979 to 2000) are getting a strong start on saving for retirement, contributing 7 percent of their annual salaries (median) to 401(k)s or similar plans at a median age of 22.
- Generation X workers (born 1964 to 1978), the first generation to have access to 401(k) plans across their careers,

have a median of \$69,000 saved for retirement.

- Baby Boomers (born 1946 to 1964) are redefining "retirement," with half planning to continue working after they retire and most taking steps to ensure they'll be able to continue working past 65 or in retirement.

Source: www.transamericacenter.org

2016/2017 Payday Calendar

December						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	H	27	28	29	B	31

January						
S	M	T	W	T	F	S
1	H	3	4	5	6	7
8	9	10	11	12	13	14
15	H	17	18	19	20	21
22	23	24	25	26	27	28
29	M	D				

February						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	H	21	22	23	24	25
26	M	D				

M = Check Mailing Date

D = Direct Deposit Date

B = Both Mailing Date and Direct Deposit Date

H = Holiday

800-786-6464

STAYING HEALTHY TOGETHER

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Fun at the Fall 2016 Staying Healthy Together Workshop

On September 28, 2016, LACERA's Retiree Wellness Program hosted the Staying Healthy Together fall workshop. Four hundred thirty members learned about "Fitness of the Mind and Body" at the event location in Carson Center. Elvira Garay from Kaiser Permanente provided an excellent interactive presentation, which included member participation in exercise routines using exercise bands.

Here's what a few of the attendees had to say:

- "I always enjoy these workshops. Very well organized."
- "This was an excellent workshop, especially because of the interactive activities."

- "Great event! Love LACERA!"
- "First one I have attended and it was great. The speaker was good and gave great exercises that can easily be done each day."

Members enjoyed giveaways and raffle prizes, and they also had a chance to have their blood pressure checked. This event was attended by carrier representatives Anthem Blue Cross, CVS Caremark, Kaiser Permanente, SCAN Health Plan, and UnitedHealthcare.

We hope you can join us in the spring. Look for details about the next workshop's date and location on lacera.com, Retiree Healthcare, Retiree Wellness Program.

FALL WORKSHOP



Healthier Versions of Your Holiday Favorites



The holiday months precede New Year's, a time that often inspires dieting and exercise resolutions. With all of the tempting traditional dishes and drinks that find their way to our tables during the holidays, it's easy to understand why our waistlines swell. There's no need to avoid calorie-laden foods altogether; it wouldn't be a celebration without them! Besides enjoying your favorites in moderation, mix things up with lighter versions of classic recipes.

Low-Fat Egnog

Ingredients

2 cups nonfat milk
2 large strips orange zest
1 vanilla bean
2 large eggs plus 1 egg yolk
1/3 cup sugar
1 teaspoon cornstarch
Freshly grated nutmeg



Preparation

Combine 1 1/2 cups of milk and the orange zest in a medium saucepan. Split the vanilla bean lengthwise and scrape out the seeds; add the seeds and the pod to the saucepan and bring to a simmer over medium heat. Meanwhile, whisk the eggs, egg yolk, sugar, and cornstarch in a medium bowl. Gradually pour the hot milk mixture into the egg mixture, whisking constantly, then pour back into the pan. Place over medium heat and stir with a wooden spoon for about 8 minutes, until the eggnog begins to thicken. Remove from heat and immediately stir in the remaining 1/2 cup of milk. Transfer the eggnog to a large bowl and place the bowl over a larger bowl of ice to cool. Chill until ready to serve. Before serving, remove the vanilla pod and zest. Garnish with nutmeg.

Preparation

Combine potatoes and parsnips in a large bowl. Add the onion, starch, baking powder, and salt and incorporate well. Preheat oven to 325°F. Heat the oil in a large nonstick or cast-iron pan on medium heat. Scoop a heaping tablespoon of the mixture and add to the pan; immediately flatten with a fork. Add as many latkes as will fit into the pan, leaving space to flip. Fry for about 3 minutes, until golden brown. Using a spatula, transfer onto baking sheet and bake at 325°F for approximately 10 minutes. Serve with applesauce and reduced-fat sour cream.

Collard Greens

Ingredients

2 1/2 lbs collard greens
2 garlic cloves, minced
1 tablespoon unsalted butter
1 tablespoon olive oil
1 teaspoon fresh lemon juice
Freshly ground pepper, to taste



Preparation

Remove and discard stems and center ribs of collard greens. Cut leaves into 1-inch pieces. Add greens to a pot of boiling water and cook for 15 minutes. Drain greens in a colander and, using the back of a wooden spoon, press out excess liquid. In a large, heavy skillet, heat butter and oil over moderately high heat until foam subsides. Stir in garlic, greens, and salt. Season with pepper. Sauté greens for about 5 minutes, stirring until well combined. Dress greens with lemon juice and toss well before serving.

Potato and Parsnip Latkes

Ingredients

3 medium potatoes, peeled, grated, and drained
2 medium parsnips, peeled and grated
1 small onion, finely chopped
1/2 teaspoon baking powder
2 teaspoons kosher salt
Freshly ground pepper, to taste
Grape seed oil for cooking



This material is given for general informational purposes only; LACERA does not offer medical or other healthcare advice. For medical or other healthcare advice, consult with a medical or healthcare professional.

No Retirees Qualify for 2017 STAR COLA Benefits

The Supplemental Targeted Adjustment for Retirees (STAR) is a cost-of-living adjustment (COLA) program developed to ease the impact of inflation for retirees whose retirement allowance has lost more than 20 percent of its purchasing power since retirement.

Each year, the Board of Retirement (BOR) reviews the Bureau of Labor Statistics Consumer Price Index (CPI)

for all urban consumers in the Los Angeles–Riverside–Orange County metro area to determine whether a STAR benefit is due to any LACERA retirees based on inflation experienced over their retirement years.

At this time, all retirees and eligible survivors in Plans A, B, C, and D have COLA Accumulation accounts below the 20 percent threshold for providing

additional STAR benefits.* Therefore, on September 15, 2016, the BOR determined that no current retirees or beneficiaries are entitled to additional benefits under the STAR 2017 Program Year. **Benefits to existing STAR participants are not affected and will continue unchanged.**

**Plan E members are not eligible for STAR COLA benefits.*

ADJUSTING YOUR TAX WITHHOLDING ELECTIONS

A new year is often the occasion for change. If one of those changes happens to be your tax situation, you can modify the amount deducted from your monthly benefit payment. For your convenience, LACERA offers three easy ways to adjust your tax withholding election.

1. Use **My LACERA** to make adjustments and submit them securely online:
 - a. Sign in to your My LACERA account.
 - b. Select "Manage Payments."
 - c. Select "Adjust Election."
 - d. To adjust your federal tax elections, complete Form W-4P, then click "confirm."
 - e. To adjust your California tax elections, complete Form DE-4P, then click "confirm."
 - f. After entering your name, click "submit."
2. To have your tax withholding forms mailed to you, call **800-786-6464** and relate your request to a Retirement Benefits Specialist.
3. If you'd prefer to print your federal and state tax withholding forms, you can find them on lacera.com. They're available on the **Brochures & Forms page** under "Manage Your Retirement Payments."

LACERA'S BOARDS

LACERA has two boards, a **Board of Retirement** and a **Board of Investments**. The Board of Retirement is responsible for the administration of the retirement system, the retiree healthcare program, and the review and processing of disability retirement applications. The Board of Investments is responsible for establishing LACERA's investment policy and objectives, as well as exercising authority and control over the investment management of the Fund.

Read more about our boards on lacera.com; each board member has a profile page.

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may occur, which would result in your retirement allowance being delayed. Be assured that, in this event, you would still be paid what is owed to you, either by direct deposit or by check.

How to Enroll or Make Changes

LACERA offers three simple methods for enrolling in, making changes to, or canceling an existing direct deposit account: on My LACERA, by phone, or by mail.

1. Sign in to your **My LACERA** account on lacera.com and select "Direct Deposit" from the menu.

2. By **phone**, call LACERA at 800-786-6464. Be ready to provide your account number and bank routing number.
3. If you prefer **mail**, visit the Brochures & Forms section of lacera.com, where you can print and complete the LACERA Direct Deposit Authorization form.

Verifying Enrollment or Account Changes

After LACERA receives your signed authorization form (or your call, if you enroll by phone), you'll receive a

confirmation notice from us asking you to verify your account information. If you change your direct deposit information in your My LACERA account, a confirmation page will display that you may print for your records. In addition, a confirmation letter will be mailed to your address on file. To report any errors, call LACERA immediately.

Be sure to take full advantage of this service by enrolling today. For more information, read "Direct Deposit" in the Retired Member section on lacera.com.

NOW ON MY LACERA: Send Us a Message

We're excited to announce our newest service option: the Secure Message Center on My LACERA. This new option allows you to interact with Retirement Benefits Specialists electronically in a secure environment. To access the Secure Message Center, sign in to your My LACERA account. Click the messages icon at the top of your screen (on smaller devices, this icon will appear at the bottom). This will take you to a page where you can choose from a number of topics and compose your retirement questions or requests. Once the Retirement Benefits Specialist's response is posted, you'll be sent an email notifying you that a message is waiting for you in the Secure Message Center. Access My LACERA anytime by going to lacera.com and clicking on the My LACERA logo at the bottom right of the page.



READ THE ENCLOSED PAFR, LEARN ABOUT OUR FINANCIAL CONDITION



What's a PAFR, you ask? It's short for "Popular Annual Financial Report." This year's PAFR, which reports on our financial condition and accomplishments for fiscal year 2015–2016, is enclosed for your review. We encourage you to take a few minutes to look it over. Our full Comprehensive Annual Financial Report (CAFR) will be available on lacera.com in January 2017.



LACERA ACCOMPLISHMENTS

LACERA BOARD MEMBERS, MANAGEMENT, AND STAFF ATTEND WOMEN'S LEADERSHIP CONFERENCE

On November 17, 2016, the Los Angeles County Women's Leadership Conference hosted approximately 900 County participants at its annual leadership conference. The corporate-sponsored event was attended by 65 LACERA employees (including four men) and three members of our boards: Yves Chery, Vivian Gray, and Keith Knox.

The message of this year's conference, "Dare to Be," was delivered in keynote speeches and breakout sessions throughout the day. County of Los

Angeles Chief Executive Officer Sachi Hamai welcomed attendees; Long Beach's Managing Director of Communications and Government Relations, Noelia Rodriguez, delivered a talk entitled, "Dare to Be Brave, Dare to Be Bold, Dare to Be Brilliant"; and *48 Hours* Senior Executive Producer Susan Zirinsky spoke about embracing fear in professional development. For those who attended, it was an excellent day, full of information and motivation to progress in professional and personal areas.

The Los Angeles County Women's Leadership Conference, a product of the Public Works Women's Leadership Council formed in 2004 to provide mentorship and support to women, held its first conference in 2010.



Public Service Announcement

BECOME A COURT APPOINTED SPECIAL ADVOCATE

You can apply your skills and experience to ensure that an abused and neglected child is safe and has the opportunity to thrive. Court Appointed Special Advocates (CASA) of Los Angeles is a nonprofit organization that recruits, trains, and supports volunteers to transform the lives of abused and neglected children in the foster care system. Volunteers work one-on-one with a child to advocate for his or her best interest in both the courtroom and the community. There are 30,000 children who are wards of the dependency court in L.A. County, and CASA currently has more than 100 children waiting to be paired with a volunteer advocate. Join us at one of our information sessions, where you can learn more about this volunteer opportunity. To sign up or learn more about CASA, visit casala.org/volunteer or call 323-859-2888.



Upcoming Holidays

LACERA will be closed on:

- **Monday, December 26**, in observance of Christmas Day
- **Monday, January 2**, in observance of New Year's Day
- **Monday, January 16**, for Martin Luther King, Jr.'s birthday
- **Monday, February 20**, for Washington's birthday



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Editor's Note: *Spotlight on Retirement* is published by the staff of LACERA and is for general informational purposes only. Consult with professional advisors regarding legal, tax, and/or medical matters; LACERA does not offer legal, tax, or medical advice.