

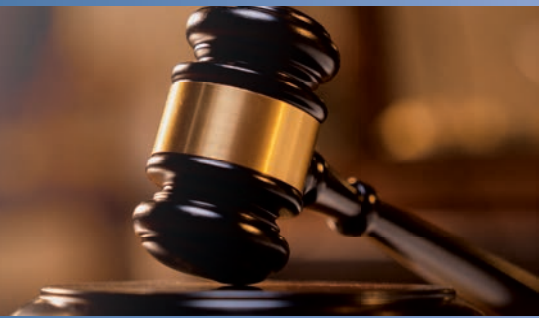


# Spotlight

September 2024  
Vol. 35, No. 3

LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION

## Court Authorizes LACERA to Set Employee Classifications and Salaries



As you may recall, LACERA filed a lawsuit against the County in 2021, seeking to affirm our authority under both the California Constitution and state statutes to establish employment classifications and set salaries for our employees. On June 24, the California Second Court of Appeals affirmed that authority and further clarified that the Los Angeles County Board of Supervisors (BOS) must accept and incorporate these classifications and salaries into the County's employment classifications and salary ordinance without modification. This landmark decision ensures that LACERA can fulfill its fiduciary duties to its members and beneficiaries.

### Background

In 2016 and 2017, LACERA conducted comprehensive personnel reviews, identifying the need for several new positions and salary adjustments to meet our strategic priorities and uphold our fiduciary duties. In 2018, the BOS rejected the changes to the salary ordinance, reversing 15

years of its own precedent of implementing such changes without hesitation. The BOS cited a 2003 decision from a different appellate district, claiming it provided them the authority to block LACERA's new proposed classifications and salaries.

LACERA attempted to negotiate with the County to resolve the dispute, but our efforts were unsuccessful. In 2021, LACERA filed for a writ of mandate and declaratory relief, directing the BOS to comply with the law and include classifications and salaries approved by LACERA's Boards into the salary ordinance. The trial court was bound to follow the decades-old case and ruled in favor of the County, but LACERA appealed the decision, which has resulted in the recent favorable ruling by the Second District.

### Ruling Summary

The Second District Court's detailed opinion is an exhaustive review of the California Constitution, state statutes, and

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# FROM THE EXECUTIVE DESK

SANTOS H. KREIMANN, CHIEF EXECUTIVE OFFICER

- LUIS A. LUGO, DEPUTY CHIEF EXECUTIVE OFFICER
- LAURA GUGLIELMO AND JJ POPOWICH, ASSISTANT EXECUTIVE OFFICERS

## BOARD OF RETIREMENT

**SHAWN R. KEHOE**

**Chair**  
Alternate Trustee  
Elected by Safety Members

**LES ROBBINS**

**Vice Chair**  
Elected by Retired Members

**RONALD OKUM**

**Secretary**  
Appointed by Board of Supervisors

**NANCY M. DURAZO**

Elected by General Members

**ELIZABETH B. GINSBERG**

County Treasurer and Tax Collector  
Ex-Officio Trustee

**VIVIAN H. GRAY**

Elected by General Members

**JASON E. GREEN**

Elected by Safety Members

**JAMES P. HARRIS**

Alternate Trustee  
Elected by Retired Members

**WAYNE MOORE**

Appointed by Board of Supervisors

**DAVID E. RYU**

Appointed by Board of Supervisors

**ANTONIO SANCHEZ**

Appointed by Board of Supervisors

## BOARD OF INVESTMENTS

**PATRICK L. JONES**

**Chair**  
Appointed by Board of Supervisors

**DAVID E. RYU**

**Vice Chair**  
Appointed by Board of Supervisors

**JASON E. GREEN**

**Secretary**  
Elected by Safety Members

**TREVOR G. FAY**

Appointed by Board of Supervisors

**MIKE GATTO**

Appointed by Board of Supervisors

**ELIZABETH B. GINSBERG**

County Treasurer and Tax Collector  
Ex-Officio Trustee

**DEBBIE MARTIN**

Elected by Retired Members

**NICOLE MI**

Elected by General Members

Hello, members! I hope your autumn is off to a pleasant and productive start. As we approach the general election in November, I want to say **thank you** to all of the election and other public service workers who facilitate our ability to participate in the democratic process, including the public safety personnel who prepare for every contingency in the lead up, day of, and post-election periods.

To all of our members, be sure to exercise your fundamental right to vote in our democracy. Your vote is your voice in shaping our future and making sure your values are represented.

“As we approach the general election in November, thank you to all of the election and other public service workers who facilitate our ability to participate in the democratic process.”

## Lawsuit Update

As detailed in our cover article, in June of this year the Second District Court of Appeals found in favor of LACERA in our lawsuit against the County. This ruling reinforces our autonomy and authority to manage our personnel and financial responsibilities effectively, ensuring that we can fulfill our fiduciary duties to our members and their beneficiaries.

The County filed a petition for review on August 2 to the California Supreme Court. While the review is pending, we will continue to work constructively with the County. If the Supreme Court accepts review, a final decision will be issued within 18 months.

I would like to thank our internal legal team and outside attorneys from Latham

& Watkins for their persistent work on this case, as well as our peer organizations that submitted “friend of the court” briefs supporting LACERA’s position: the San Bernardino County Employees’ Retirement Association, Coalition of County Unions, Retired Employees of Los Angeles County, and Alameda County Employees’ Retirement Association. Everyone’s hard work and cooperation were essential to the positive outcome in this case.

## Strategic Plan Update; LACERA Launches Ambitious Knowledge Management Project

I have provided regular updates in the last couple of years regarding the Board of Retirement’s 2023–2028 strategic plan. I am excited to now be able to share with you the major projects we are undertaking to achieve our five strategic priorities, starting with a new project related to Strategic Priority 2: Innovation Through Technology.

The action planning team assigned to Priority 2 recently presented their progress on an ambitious project for achieving Objective 2.2, implementing an enterprise-wide knowledge management system.

Currently, LACERA knowledge exists in a variety of formats across multiple divisions. The new system will combine all forms of LACERA knowledge under one umbrella for reliable, quick access, which translates to faster, more consistent service for you, no matter how you interact with us. The system will also enable us to create sophisticated tools for both your and our staff members’ use for accessing benefits information and conducting transactions, as well as help LACERA live up to our values of innovation and transparency.

So far, the team has identified the various sources of information to be included in the knowledge system; created a

## From the Executive Desk, cont.

communications plan; and presented the project goals to stakeholders. Next it will select a taxonomy consultant through the RFP process to develop the categorization, organization, and maintenance features of the system. The project completion date is estimated to be the end of 2029 in what will be a true game-changer for how our organization uses and shares information.

For more strategic plan progress milestones, please visit [www.lacera.com/leadership/strategic-plan](http://www.lacera.com/leadership/strategic-plan).

Until my next article, thank you for your ongoing contributions to our community. Take care and stay safe!



## Court Authorizes LACERA to Set Employee Classifications and Salaries, cont. from cover

relevant ballot initiatives pertaining to the County Employees Retirement Law of 1937, which governs LACERA and 19 other California counties. The court relied on Proposition 162, which passed in 1992 and explicitly conferred fiduciary responsibility on retirement boards for the investment of funds and system administration. The court stated that the proposition gave retirement boards like LACERA plenary authority to adopt employment classifications and set employee salaries, noting that fulfilling these responsibilities would be challenging if retirement boards lacked control over all system expenses.

The court emphasized that allowing a board of supervisors, which may have differing responsibilities, priorities, and agendas, to veto the employment classifications and

compensation set by a retirement board would undermine the board's ability to fulfill its duties under Proposition 162. Such a veto power would also erode the fiduciary relationship between the retirement board and system participants and beneficiaries.

The court concluded that the BOS has a "ministerial duty" to include the positions adopted by the LACERA Boards in the civil service classifications and to incorporate the salaries for retirement system employees into the County salary ordinance or resolution as adopted by the LACERA Boards.

*On August 2, as this issue was preparing for press, the County filed a petition for review with the California Supreme Court. We will keep you posted on any additional case developments.*

## LACERA Special Durable Power of Attorney

### Choosing an Attorney-in-Fact

Do you have a LACERA Special Durable Power of Attorney (SDPOA) on file? This legal document is used to delegate authority to another person (your attorney-in-fact) to make decisions on your behalf and can be extremely helpful in situations when you are unable to make your own decisions or would prefer someone else to act for you.

One frequently asked question we get from members is "Who can I designate as my attorney-in-fact?" The answer is: Any person over the age of 18 who is willing and able to act in your best interest can be designated as your attorney-in-fact. This person may be related to you, but they don't have to be. We do recommend that you choose carefully, as this person will likely make very significant decisions on your behalf relating to your LACERA retirement benefits.

In cases where a member without a Durable Power of Attorney becomes incapacitated or unable to handle their own affairs, LACERA must withhold the member's benefits until a court-appointed conservator is named.

You also have the option of designating an alternate attorney-in-fact. If you choose to designate an alternate, they will only act on your behalf if your designated attorney-in-fact is unable or unwilling to.

Please consult an attorney if you have any questions regarding the designation of an attorney-in-fact and/or alternate attorney-in-fact.



For more information, visit [lacera.com/retirement-planning/power-attorney](http://lacera.com/retirement-planning/power-attorney). The page includes a guide, instructions, and fillable digital form. We also offer monthly SDPOA workshops. Visit [lacera.com/retirement-planning/webinars](http://lacera.com/retirement-planning/webinars) to sign up!

Important reminder: The authority granted by the LACERA Special Durable Power of Attorney is limited to matters relating to LACERA retirement and retiree healthcare benefits only. Even with a LACERA Special Durable Power of Attorney on file, you can still handle your own affairs. Your attorney-in-fact will not have any authority over your other real or personal property.





# LACERA Accomplishments

## CIO Jon Grabel Makes Elite 100 List



Jonathan Grabel

Chief Investment Jonathan Grabel was recently included in the Markets Group's 2024 Elite 100 list, which celebrates 100 chief investment officers from public pension funds, endowments, foundations, and corporate pension funds. Markets Group selects these leaders for their contributions and innovative strategies—

specifically recognizing them for guiding their respective funds through volatile markets, achieving critical benchmarks, or strategically diversifying their investment portfolios while navigating mission-driven mandates and unique investment challenges.

Congratulations to Jon and the entire Investments team for this special recognition of their outstanding work on behalf of our members.

## Investments Division Expands Its Roster of Chartered Financial Analysts



Josiah Bezet



Adrian Gonzales

The number of chartered financial analysts (charterholders) in LACERA's Investments Division has grown to 11, with the addition of two newly credentialed members in April, Senior Investment Analysts Josiah Bezet (Credit and Risk Mitigation) and Adrian Gonzalez (Growth).

Becoming a charterholder represents a commitment to the completion of three rigorous levels of the CFA Institute curriculum and over 1,000 hours of study. Charterholders are equipped with an understanding of investment management and ethical standards, and their analytical skills help the investments team make well-informed decisions for the benefit of all members.

Congratulations to Josiah and Adrian on this substantial career achievement!

## Annual Report Wins Gold Stevie Award

We are proud to announce that LACERA's 2023 annual report has won the Gold Stevie Award in the government publications category from the Annual American Business Awards. Our "Designed to Last" themed report commemorates the 85th anniversary of our founding while interweaving decades of design and cultural history with the LACERA story.



Our Financial and Accounting Services and Communications divisions collaborate closely every year to produce our reports, in partnership with the investments team and other LACERA divisions. Congratulations to everyone involved for this distinctive publishing honor.

To see our award-winning entry, visit [www.lacera.com/accountability/annual-reports](http://www.lacera.com/accountability/annual-reports).

## LACERA Pitches In to Help Kids Start the School Year Off Right

In July, LACERA participated in the Department of Public Social Services' School Supply Drive, directly benefiting children served by the agency. Coordinated by LACERA's Employee Council Team, every division at LACERA contributed money and supplies, donating a total of 105 backpacks and extra school supplies to help area kids start the school year excited and well prepared.





## Join Us at a Webinar!

LACERA offers convenient online workshops to help you make the most of your benefits, even after you've retired. Webinars offered on a rotating basis include:

- **LACERA Special Durable Power of Attorney:** Provides you and your family options in the event you become incapacitated or unable to handle your LACERA benefits. This webinar takes you through completing all the appropriate paperwork, including filling out the LACERA Special Durable Power of Attorney form.
- **My LACERA:** Shows you how to sign up for My LACERA, access your information, and securely and conveniently conduct self-service transactions with our easy-to-use tools.
- **LACERA Active and Retired Death Benefits:** Covers the various benefits available to your loved ones should the worst happen—helping you make sure your survivors will have the ability to take care of themselves and giving you peace of mind.
- **LACERA Domestic Partnership:** Helps you understand the many details regarding domestic partnership requirements and the types of domestic partnerships LACERA can accept for benefit eligibility.
- **LACERA Post-Retirement:** Provides all the important



information you need to know as a newly retired LACERA member, including financial and medical processes.

- **Empower Mini-Webinars** for managing your savings accounts post-retirement: Comprehensive Account Review, Stay in the Plan, Inflation Risk/Equity Risk: What Is It and How to Manage It, Navigating the Website, Market Volatility and Building Your L.A. County Investment Strategy, and Fraud Prevention.

To register online, visit [lacera.com](http://lacera.com), then click on the Workshops tile on the homepage. We look forward to seeing you!

## Adopt-A-Family for the Holiday Season!

The Department of Public Social Services (DPSS) is gearing up for its annual Adopt-A-Family Program, which runs from October through December. With the holiday season around the corner, everyone is invited to get involved!

This special program gives individuals and groups the opportunity to sponsor families in need currently served by DPSS. Last year, DPSS provided gifts of clothing, toys, food, and other items to over 2,000 families.

Sponsoring a family is a wonderful way to celebrate the true spirit of giving during the holidays. It is a great project for families, co-workers, organizations, clubs, and schools. Sponsors and groups can choose the family size, general

location, and number of families they would like to sponsor, and there is no limit.

Once a sponsor is matched, they can review the family's wish list and decide what and how to give. Make a difference in the community and support this worthwhile program.

If you or your organization is interested in adopting a family, visit <https://dpss.lacounty.gov/en/community/volunteer.html> for more information.



## Using Your Message Center on My LACERA

Corresponding with LACERA is quick and convenient on My LACERA! Just click on "Messages" from your dashboard to view your inbox, see sent messages, and compose secure messages regarding any benefits-related matters. You can choose to send a message directly to our Member Services or Retiree Healthcare divisions, depending on what you need help with.

Messages are checked and responded to throughout the day, Monday through Friday, during business hours. (Not signed up for My LACERA? Visit [lacera.com](http://lacera.com) and click the green button on the upper right to register your account.)





## Three Things: Apples

Harvest season is upon us! What better way to enjoy the fruits of this season or celebrate Johnny Appleseed Day (September 26) than picking (or picking up) a bunch of apples? From preserves to decorative candleholders to sangria, apple picking is the activity that keeps on giving.

**1** Did you know that there are 75,000 varieties of apples around the world? Some have been specifically cultivated, while many are gifts of chance. A quick online search will help you determine local varieties or find an apple festival in your area.

**2** Extra apples have endless uses! You can leave apple slices out as a natural air freshener, rub apple slices gently on leather for stain removal, or add shine back to silverware by soaking pieces in a bowl of warm water and apples.

**3** For apples as far as the eye can see, take a short trip to Julian or Oak Glen California, two picturesque orchard destinations just two hours from L.A. These locations also offer fresh pie, cider, and great photo opportunities.

Sources: [www.treeplantation.com](http://www.treeplantation.com), [www.theinfatuation.com](http://www.theinfatuation.com)

“I have a day. If I know how to make the most of it, I have a treasure.”

—Gabriela Mistral





## Highlight on Hispanic American Heritage Month

September is Hispanic American Heritage Month, honoring the vibrant cultures and countless contributions of Hispanic and Latino Americans. First established as Hispanic Heritage Week by President Lyndon Johnson in 1968, Congressman Esteban Torres proposed a month-long celebration formally signed into law by President Ronald Reagan in 1988. The timing of this month was carefully selected to coincide with Independence Day for several Latin American nations and celebrates all facets of Hispanic and Latino American culture, but originally spotlighted the educational community.

L.A.'s culture is interwoven with Hispanic and Latino American history, as the city itself was founded by Mexican families in 1781 and ruled briefly by Mexico before being ceded to the United States in 1848. Olvera Street, known as "the birthplace of Los Angeles," transports visitors back in time with authentic cuisine and colorful small businesses. It is a short walk from La Plaza de Cultura y Artes, showcasing the fusion of Mexican and Angeleno culture, and from 24th Street Theatre, which offers bilingual performances and classes. There is no shortage of landmarks to visit or events to attend this month, so visit [www.lacounty.gov/celebrating-hispanic-heritage-month](http://www.lacounty.gov/celebrating-hispanic-heritage-month) to find one near you!



## Other Heritage Months

### September

- German American Heritage Month

### October

- Disability Employment Awareness Month
- Filipino American History Month
- Italian American Heritage Month

### November

- Native American Heritage Month/American Indian and Alaska Native Heritage Month

## Payday Calendar

Your monthly retirement allowance check is payable on the last business day of the month.

September 2024						
Su	Mo	Tu	We	Th	Fr	Sa
1	<b>H</b>	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	<b>M</b>	27	28
29	<b>D</b>					

October 2024						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	<b>H</b>	15	16	17	18	19
20	21	22	23	24	25	26
27	28	<b>M</b>	30	<b>D</b>		

November 2024						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	<b>H</b>	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	<b>M</b>	<b>H</b>	<b>D/H</b>	30

**M** = Check Mailing Date    **D** = Direct Deposit Date    **H** = Holiday



# STAYING HEALTHY TOGETHER

VOL. 18, ISSUE #3 • FALL 2024

## Caring for a Loved One With Dementia



### Ten Tips and Strategies

Taking care of a loved one with dementia can be both rewarding and challenging. As a caregiver, you play a crucial role in ensuring the person's wellbeing and maintaining their quality of life. Here are some practical tips to guide you through this journey:

#### 1. Understand the type of dementia.

**Knowledge is power.** Learn about the specific type of dementia your loved one has. Whether it's Alzheimer's disease, vascular dementia, or another form, understanding the progression and symptoms will help you know what you can expect, so you can provide better care.

#### 2. Assess the person's legal and financial status.

**Ensure your loved one's affairs are in order.** A will, a living will, and both a designated healthcare power of attorney and a financial power of attorney are necessary documents to have on file. If not, consider consulting with an eldercare lawyer for next steps.

**Watch for scammers.** Older adults in the early stages of dementia are particularly vulnerable to scammers. Pay attention to any new acquaintances, especially online ones, or unusual telephone calls or money habits, such as excessive charitable donations.

#### 3. Don't argue.

**Choose compassion.** Disagreeing with or correcting the memory of someone with dementia is fruitless. Instead, try agreeing with the person's version of events, diverting their attention, or gently changing the topic.

#### 4. Allow independence.

**Empower the person.** Depending on the stage of dementia, allow your loved one to perform daily activities independently. Use visual cues to help them set the table or get dressed.

#### 5. Create a safe home environment.

**Remove hazards.** Minimize risks by securing loose rugs, installing handrails, and ensuring good lighting.

### Lean on your Health Plan's Apps for Self-Care

Your LACERA-administered group medical healthcare plans provider offers a variety of wellness resources for you.

- Kaiser offers several emotional wellness apps, including Calm (for sleep and relaxation), Headspace (for one-on-one coaching and self-care activities), and myStrength (for making positive life changes).
- Anthem's SydneySM Health app
- Cigna's myCigna app
- United Healthcare's UnitedHealthcare® app and [www.myuhc.com](http://www.myuhc.com). Check out the special resources for caregivers page ([www.uhc.com/health-and-wellness/caregiver-resources](http://www.uhc.com/health-and-wellness/caregiver-resources)), which includes a downloadable care organizer.
- SCAN's ABRIDGE for Patients app. (Learn more at [www.abridge.com/patients](http://www.abridge.com/patients).)

## 6. Set a routine.

**Establish a daily routine.** Consistency provides comfort and reduces anxiety.

**Ensure regular meals and rest.** Ensure regular mealtimes and limit daytime napping to improve nighttime sleep.

## 7. Understand sundowning.

**Watch for evening agitation.** Many dementia patients experience increased confusion and restlessness in the evening (sundowning). Be patient and create a calming environment during these hours.

## 8. Use music.

**Play music to soothe.** Music has healing powers and can evoke fond memories. Create playlists with familiar tunes to uplift the person's spirits.

## 9. Seek professional help.

**Join a support network.** Connect with local support groups, dementia organizations, and healthcare professionals, or seek online forums for support.

**Look into respite care.** Consider respite care to give yourself a break and recharge.

## 10. Take care of yourself.

**Don't neglect your self-care.** Caring for someone with dementia can be emotionally draining. Prioritize your own wellbeing, seek support, and don't hesitate to ask for help.

Reach out to others, educate yourself, and approach each day with patience and compassion. Your love and dedication make a significant difference in your loved one's life.

# Stay Sharp! Ways To Keep Your Brain Healthy

It's never too late to stay mentally fit as you get older. Here are some top suggestions from the Mayo Clinic, Harvard, and Johns Hopkins.

- **Stay physically active.** Regular exercise is essential for brain health and improving blood flow to the brain, which enhances memory. Engage in aerobic activities like walking or swimming. Even chair yoga and stretching enhance overall fitness.
- **Prioritize quality sleep.** Good sleep is critical for overall wellbeing. Sleep helps consolidate memories and supports brain function. Aim for seven to nine hours of restful sleep each night.
- **Get connected.** Staying engaged with friends and family stimulates your brain and contributes to mental wellbeing. Join clubs, volunteer, or set a weekly lunch or date with a friend.
- **Manage stress.** Chronic stress can harm brain health. Stress reduction with relaxation techniques such as meditation, deep breathing, or yoga can help your brain maintain resiliency.
- **Eat brain-friendly foods.** A diet rich in antioxidants,



omega-3 fatty acids, and vitamins (like the Mediterranean diet) supports brain function. Include foods like blueberries, walnuts, fish, and leafy greens.

- **Reduce stroke risk.** Maintain good cardiovascular health by controlling blood pressure, cholesterol, and diabetes. Good heart health means a healthier brain.

Caring for your brain is a lifelong journey. Start promoting better brain aging and mental wellbeing today!

*This newsletter is for general informational purposes only. Consult professional advisors regarding medical matters; LACERA does not offer medical advice.*

Sources: [www.mayoclinic.org](http://www.mayoclinic.org), [www.heart.org](http://www.heart.org), [www.harvard.edu](http://www.harvard.edu), [www.hopkinsmedicine.org](http://www.hopkinsmedicine.org), [www.healthline.com](http://www.healthline.com)

## Plan to Join Our September Staying Healthy Together Workshop for Retirees

This issue about caregiving and healthy aging dovetails nicely with our next planned Staying Healthy Together workshop in September, which will focus on dementia care. Check out [lacera.com](http://lacera.com) for details as we get closer to the date of the event or look for your invitation in the mail.





## Retiree Healthcare Tips

**Important Reminder:** If you and/or your eligible dependent are enrolled in a LACERA-administered Medicare Advantage Prescription Drug Plan (MAPD)—Cigna Preferred Medicare with Rx, Kaiser Senior Advantage, SCAN Health Plan, or United Healthcare MA—or Medicare Supplement Plan (Anthem Blue Cross Plan III), **do not enroll in a non-LACERA Medicare Part D plan.**

Enrollment in a non-LACERA Part D plan may jeopardize your retiree healthcare coverage. Companies and organizations conduct aggressive marketing campaigns seeking to enroll Medicare-eligible beneficiaries, such as you, in other Medicare prescription drug programs. **Ignore these solicitations,** and remember the following important information:

- Signing up for a non-LACERA Medicare Part D plan could jeopardize your LACERA-administered medical plan, and you may not be able to get it back until later. If you wish to keep your LACERA-administered medical coverage, **do not enroll** in non-LACERA Medicare Part D plans. Contact the LACERA Retiree Healthcare Division first.

If you are enrolled in a LACERA-administered group health plan, please note there is **no annual open enrollment period.** You can change your health plan enrollment anytime; however, your change will be subject to a waiting period (six months for medical and 12 months for dental/vision). There are exceptions to the waiting periods. Please contact the LACERA

Retiree Healthcare Division or visit [lacera.com](http://lacera.com) > Retiree Healthcare > Manage Your Enrollment for more information.



## Mind Workout No. 1

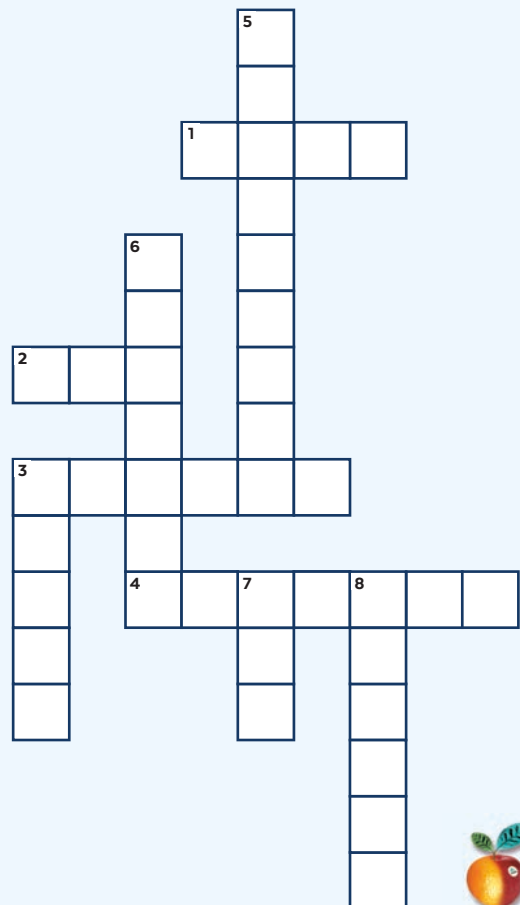
Crosswords are a great way to stimulate the mind and improve mental agility. This easy crossword puzzle can help you get started.

### Across

1. Large white bird with a long neck
2. Household pet that often purrs
3. Small red fruit often used in pies
4. Place where you can borrow books

### Down

3. Object used to tell time
5. Tool used to cut grass
6. Popular breakfast food made from oats
7. Small winged insect that buzzes around flowers
8. Season with falling leaves



Copyright [www.memorylanetherapy.com](http://www.memorylanetherapy.com). Download the free "Mind Workout: Easy Crossword for Seniors with Early Stages of Alzheimer's" for more puzzles like this.





## Stop! You Don't Have to Go!

Retired? Did you leave County service for a new adventure? Congratulations! Did you know that you can keep your assets in your 457(b) Horizons and/or 401(k) Savings Plan(s) even after you separate from County service? Keeping your money in the Plan(s) with Empower may provide you with better opportunities than other investment products.

Here are a few reasons why you might want to stay in the Plan(s):

- **Keep more of your money with low fees.** The Plans' 100,000-plus participants help keep administrative fees low and are generally more competitively priced than retail investment accounts. Paying lower fees means more money stays in your account to help you build retirement income. Make sure to compare administrative fee costs as well as investment fee costs before you decide to take any assets out of the Plan(s).
- **A wide choice of investment options:** You can build a portfolio that matches your goals. Investment options include Target Date Funds, Asset Class Funds, and the self-directed brokerage account (SDBA). The SDBA is intended for knowledgeable investors who acknowledge and understand the risks associated with the investments contained in the SDBA.
- **Get your money when and how you want it. Flexible payout options:** There are many distribution options available, including periodic payments (which you can schedule like a regular retirement paycheck), lump-sum withdrawals, partial withdrawals, or an annuity contract from one of the annuity providers of the Plan. Call **800-947-0845** to learn more about your options.
- **Convenient account management:** By phone, by chat through the website, or in-person by appointment, Empower is there for you. You can chat online at [www.countyla.com](http://www.countyla.com), call **800-947-0845** to speak with a representative, or make an in-person appointment at the local Pasadena office at 300 N. Lake Avenue, Suite 210, Pasadena, CA 91101. Please call **800-947-0845** to make an appointment.
- **Local noncommissioned representatives:** Empower representatives cannot offer investment advice, but they can help you understand your choices and answer your questions about the features of your Plans.
- **Account consolidation:** You may be able to roll over eligible retirement accounts from other employers and/or IRAs into your 457(b) Horizons and/or 401(k)

Savings Plan account(s). Consolidating accounts can make it easier to apply your strategy across all your assets—with fewer statements, less paperwork, and possibly fewer fees to pay! Consider all your options and their features and fees before moving money between accounts.

Things to Consider:

- **Before moving to a Roth IRA rollover upon retirement:** When you move money from your 457(b) Horizons and/or 401(k) Savings Plans to a Roth IRA, you must pay taxes on the amount of money that's converted. For some individuals, this immediate tax liability can significantly impact their retirement savings. Another consideration is that withdrawals of account earnings from Roth may be subject to additional taxation depending on your age and time of first Roth contributions or Roth conversion. In contrast, withdrawals from your 457(b) Horizons and/or 401(k) Savings Plans are available to you upon retirement or separation from service.
- **If you are considering taking assets out of the plan:** Please read and use the Before You Move Your Account flier that is available through the website at [www.countyla.com](http://www.countyla.com). This informative flier provides questions that you should be asking before you decide to move your funds to another provider.

**Keeping your 457(b) Horizons and/or 401(k) Savings Plan accounts after you stop working for the County may be a smart part of your own plan for the future. Contact your Empower representative at 800-947-0845.**

Money from other types of plans or accounts that are rolled over into a governmental 457 plan may still be subject to the 10 percent federal early withdrawal penalty upon distribution from the 457 account prior to the investor reaching age 59 1/2.

Under IRS regulations, you must receive at least the minimum amount required at your required beginning date (RBD). Your RBD is April 1 of the calendar year following the calendar year in which you reach age 73 (age 70 1/2 for years before 2020) or leave employment with the County of Los Angeles, whichever is later. If you wait until April 1 of the calendar year following the calendar year in which you reach age 73, you will be required to take a second distribution by December 31 of the same calendar year.

Withdrawals may be subject to ordinary income tax. Withdrawals made prior to the investor reaching age 59 1/2 may incur a 10 percent early withdrawal penalty.

Withdrawals may be subject to ordinary income tax. The 10 percent federal early withdrawal penalty does not apply to 457 plan withdrawals except for withdrawals attributable to rollovers from another type of plan or account.

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Investing involves risk, including possible loss of principal.

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## How to Connect With LACERA



### Call Us

M-F, 7 a.m.-5:30 p.m. PT  
800-786-6464



### Visit Us Online

lacera.com



### Make an Appointment

We offer virtual and in-person services. An appointment is required for in-person visits to our Member Service Center. Visit [lacera.com](http://lacera.com) and click "Appointment Reservations."



### Log in to Your Account

Visit [lacera.com](http://lacera.com) and click on the green My LACERA button at the top right of any page.



### Email Us

Retirement info: [welcome@lacera.com](mailto:welcome@lacera.com)  
Retiree Healthcare: [healthcare@lacera.com](mailto:healthcare@lacera.com)  
To send a secure email, log in to your My LACERA account.



### Mail Us

LACERA  
PO Box 7060  
Pasadena, CA 91109-7060



### Drop Off Documents

Our secure onsite mailbox is available 24/7 at 300 N. Lake in Pasadena. It is located outside, to the right of the lobby doors nearest the Member Service Center.

## Upcoming Holidays

LACERA will be closed on:

**Monday, September 2**  
For Labor Day

**Monday, October 14**  
For Indigenous Peoples Day

**Monday, November 11**  
For Veterans Day

**Thursday and Friday,  
November 28 and 29**  
For Thanksgiving

Email: [welcome@lacera.com](mailto:welcome@lacera.com)

**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.

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