

**Los Angeles County Employees Retirement Association (LACERA)
Executive Search Services RFP - Responses to Questions
October 15, 2020**

1. **Question:** Can you please indicate the compensation ranges for both the Deputy Chief Executive Officer (DCEO) and Assistant Executive Officer (AEO) positions?

Answer: The monthly compensation range per position are as follows:

- DCEO – Currently, \$15,894 - \$24,058.
Effective January 1, 2021, it will be \$16,292 - \$24,659.
- AEO – Currently, \$13,754 - \$20,818.
Effective January 1, 2021, it will be \$14,098 - \$21,338.

2. **Question:** Is it base only or is there potential of incentive compensation?

Answer: Compensation is base pay only, plus benefits. LACERA does not provide incentives.

3. **Question:** Do you expect internal candidates to raise their hand?

Answer: Yes, we anticipate that there will be internal candidates for both searches.

4. **Question:** Are you expecting to retain one search firm to conduct both searches?

Answer: LACERA is open to retaining one firm for both searches or a different firm for each search.

5. **Question:** Who comprises the Search Committee?

Answer: The Search Committee for both the DCEO and AEO will be comprised of LACERA's Chief Counsel, Chief Executive Officer (CEO), and Chief Investment Officer.

The goal of LACERA is to have a DCEO in place by March 1, 2021, followed by the AEO shortly after by May 1, 2021. The intention is to include the new DCEO in the final interviews and selection of the AEO, in addition to the listed Search Committee members.

6. **Question:** Will that committee make the final decision on the hiring of both roles?

Answer: The final decision for the hiring of the DCEO and AEO will be made by the CEO.

7. **Question:** Do we have to pre-register to submit to your RFPs?

Answer: You can respond to the RFPs without pre-registration.