

**Los Angeles County Employees Retirement Association (LACERA)  
Executive Search Services RFP - Responses to Questions  
July 18, 2019**

1. **Question:** What is the expected compensation range for this CEO role (base + any incentive compensation)?

**Answer:** Salary for LACERA's CEO position shall be set by LACERA's Boards and shall be a competitive rate based on the current job market.

2. **Question:** Is there an expectation that any internal candidates will apply for this role?

**Answer:** All qualified internal LACERA staff are encouraged to apply. It is anticipated internal candidates will apply for this opportunity.

3. **Question:** The RFP calls for a number of telephonic and in-person meetings with specific dates. By my count, there are 8 such in-person meetings. Is this number firm and are the corresponding dates firm, or is this just a pro-forma timetable?

**Answer:** The number of in person meetings and corresponding dates reflected in the RFP have been designated by LACERA's Search Committee based on their committed availability. It is expected the lead consultant of the selected Search Firm will personally appear at all in person meetings and participate in telephone calls on the dates so indicated in LACERA's RFP. The personal engagement and commitment of the lead consultant is very important to LACERA's Search Committee.

4. **Question:** Who are the members of LACERA's Search Committee?

**Answer:** The Search Committee represent a diverse cross section of LACERA Boards. The Committee includes Alan Bernstein, Gina Zapanta-Murphy, and Les Robbins from LACERA's Board of Retirement, and Shawn Kehoe, Wayne Moore, and David Muir from LACERA's Board of Investments.

5. **Question:** What does LACERA's ideal candidate look like?

**Answer:** The ideal candidate profile shall be developed by the Executive Search Firm hired for the CEO search with input from LACERA's Search Committee and other related parties as designated by the Search Committee.