

# IN PERSON & VIRTUAL BOARD MEETING



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Members of the public may address the Board orally and in writing. To provide Public Comment, you should visit the above link and complete the request form by selecting whether you will provide oral or written comment from the options located under Options next to the Board meeting.

**Attention:** If you have any questions, you may email [PublicComment@lacera.com](mailto:PublicComment@lacera.com). If you would like to make a public comment during the board meeting, review the [Public Comment instructions](#).

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

# AGENDA

## A REGULAR MEETING OF THE BOARD OF RETIREMENT

### LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION

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

9:00 A.M., WEDNESDAY, MARCH 1, 2023\*

*This meeting will be conducted by the Board of Retirement both in person and by teleconference under California Government Code Section 54953(b), (e), (f).*

*Any person may view the meeting in person at LACERA's offices or online at <https://LACERA.com/leadership/board-meetings>*

*The Board may take action on any item on the agenda, and agenda items may be taken out of order.*

*Teleconference Location for Trustees and the Public under California Government Code Section 54953(b)*

*Eden Roc Miami Beach Hotel: 4525 Collins Ave, Miami Beach, FL 33140*

- I. CALL TO ORDER
- II. PLEDGE OF ALLEGIANCE
- III. 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

(Memo dated February 23, 2023)
- IV. APPROVAL OF THE MINUTES
  - A. Approval of the Minutes of the Regular Meeting of February 1, 2023

V. PUBLIC COMMENT

(Members of the public may address the Board orally and in writing. To provide Public Comment, you should visit <https://LACERA.com/leadership/board-meetings> and complete the request form by selecting whether you will provide oral or written comment from the options located under Options next to the Board meeting.

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 Board. Oral comment request 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 or documentation on the above link 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](mailto:PublicComment@lacera.com).)

VI. EXECUTIVE UPDATE

- A. LACERA All Stars
- B. Member Spotlight
- C. Chief Executive Officer's Report

VII. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

VIII. CONSENT ITEMS

A. **Approval of the Use of Teleconference Meeting Under California Government Code Section 54953(e)**

Recommendation as submitted by Steven P. Rice, Chief Counsel: That, provided the State of Emergency is still in effect on March 1, 2023 for the Board of Retirement and March 8, 2023 for the Board of Investments, under AB 361 and Government Code Section 54953(e)(3) of the Brown Act, the Board of Retirement and Board of Investments separately consider whether to find that the Governor's COVID-19 State of Emergency continues to directly impact the ability of each Board and its Committees to meet safely in person and that other public agencies still recommend social distancing such that each

## VIII. CONSENT ITEMS (Continued)

- Board and its Committees shall hold teleconference meetings for the next 30 days as part of hybrid meetings also in person, so long as the State of Emergency remains in effect, and direct staff to comply with the agenda and public comment requirements of Section 54953(e)(3). Action taken by each Board will only apply to that Board and its Committees. (Memo dated February 23, 2023)
- B. Ratification of Reciprocal Disability Retirements**  
Recommendation as submitted by Louis Gittens, Interim Benefits Division Manager: That the Board approve the reciprocal disability retirement for the following named deferred members who were found to be disabled by the current reciprocal agency for the performance of their duties and have met the burden of proof.  
(Memo dated February 7, 2023)
- C. Ratification of Service Retirement and Survivor Benefit Application Approvals**  
Recommendation that the Board approve the service retirements and survivor benefit applications received as of February 21, 2023, along with any retirement rescissions and/or changes approved at last month's Board meeting. (Memo dated February 21, 2023)
- D. Appeal for the Board of Retirement's Meeting of March 1, 2023**  
Recommendation as submitted by Ricki M. Contreras, Division Manager, Disability Retirement Services: That the Board grant the appeal and request for administrative hearing received from the following applicant and direct the Disability Retirement Services Manager to refer this case to a referee: Jeff Victoroff and Seda K. Tum.  
(Memo dated February 17, 2023)
- E. Service Provider Invoice Approval Request – Joseph L. Stine**  
Recommendation as submitted by Ricki M. Contreras, Division Manager, Disability Retirement Services: That the Board approve the service provider invoice for Joseph L. Stine.  
(Memo dated February 17, 2023 – Attachment Confidential)

## IX. EXCLUDED FROM CONSENT ITEMS



X. NON-CONSENT ITEMS

A. **2023-2024 Plan Year Health Insurance Rate Renewals and Benefit Changes for LACERA's Retiree Healthcare Benefits Program**

Recommendation as submitted by Cassandra Smith, Director, Retiree Healthcare Division: That the Board approve the following:

1) Approve the fiscal year 2023-2024 rate renewal proposal and mandatory contractual changes, listed by carrier; and 2) Approve LACERA's administrative fee of \$8 per member, per plan, per month. (Memo dated February 21, 2023)

B. **Update LACERA's Ordinance of Positions – Retirement Benefits Specialist I, Retirement Benefits Specialist II, Senior Disability Retirement Specialist**

Recommendation as submitted by Santos H. Kreimann, Chief Executive Officer: That the Board 1) Approve an increase in the number of Retirement Benefit Specialist I (Item #1309) positions in the County of Los Angeles Salary Ordinance, Section 6.127.010 (Ordinance), by 17 positions, including submission to the Board of Supervisors (BOS) to provide operational flexibility to train staff; 2) Approve an increase in the number of Retirement Benefit Specialist II (Item #1310) positions in the County of Los Angeles Salary Ordinance, Section 6.127.010 (Ordinance), by 21 positions, including submission to the Board of Supervisors (BOS) to provide operational flexibility to train staff; 3) Approve an increase in the number of Senior Disability Retirement Specialist II (Item #1632) positions in the County of Los Angeles Salary Ordinance, Section 6.127.010 (Ordinance), by 3 positions, including submission to the Board of Supervisors (BOS) to provide operational flexibility to train staff.

(Memo dated February 23, 2023)

C. **Board Officers – Seniority List**

Recommendation as submitted by Santos H. Kreimann, Chief Executive Officer: That the Board consider whether 1) To restore the seniority of Les Robbins on the seniority list for Chair and Shawn R. Kehoe on the seniority list for Secretary; and/or 2) Provide direction to staff to revise the Board Officer Rotation Policy to allow for exemptions for seniority to be reset to zero. (Memo dated February 23, 2023)

X. NON-CONSENT ITEMS (Continued)

D. **Chief Executive Officer Compensation and Benefits – Transportation Allowance**

Recommendation as submitted by Carly Ntoya, Ph.D., Director, Human Resources: That the Board approve a \$600 per month Transportation Allowance for Chief Executive Officer, Santos H. Kreimann, effective July 1, 2021. (Memo dated February 15, 2023)

XI. REPORTS

A. **Disability Retirement Application Amendment – Earlier Effective Date**

Francis J. Boyd, Senior Staff Counsel  
(For Information Only) (Memo dated February 14, 2023)

B. **Application Processing Time Snapshot Reports**

Ricki M. Contreras, Division Manager  
(For Information Only) (Memo dated February 17, 2023)

C. **Monthly and Quarterly Trustee Travel & Education Reports**

Ted Granger, Interim Chief Financial Officer  
(For Information Only) (Memos dated February 21, 2023)  
Monthly Trustee Travel & Education Report – January 2023  
Comprehensive Monthly Trustee Travel & Education Report – January 2023 (Confidential memo dated February 21, 2023– Includes Pending Travel)  
FY 2022-2023 2<sup>nd</sup> Quarter Staff Travel Report  
FY 2022-2023 2<sup>nd</sup> Quarter Trustee Travel & Education Expenditure Reports

D. **Semi-Annual Interest Crediting for Reserves as of December 31, 2022 (Unaudited)**

Ted Granger, Interim Chief Financial Officer  
(For Information Only) (Memo dated January 25, 2023)

E. **February 2023 Fiduciary Counsel Contract and Billing Report**

Steven P. Rice, Chief Counsel  
(For Information Only) (Memo dated February 21, 2023)  
(Privileged and Confidential/Attorney-Client Communication/Attorney Work Product)

XII. 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.)

XIII. 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.)

XIV. GOOD OF THE ORDER

(For Information Purposes Only)

XV. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

A. Applications for Disability

B. Disability Retirement Appeals

XVI. ADJOURNMENT

***\*Although the meeting is scheduled for 9:00 a.m., it can start anytime thereafter, depending on the length of the Committee meeting preceding it.***

***Documents subject to public disclosure that relate to an agenda item for an open session of the Board of Retirement that are distributed to members of the Board of Retirement 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 Board of Retirement Trustees at LACERA's offices at 300 N. Lake Avenue, Suite 820, Pasadena, CA 91101, during normal business hours of 9:00 a.m. to 5:00 p.m. Monday through Friday and will also be posted on [lacera.com](http://lacera.com) at the same time, [Board Meetings | LACERA](http://lacera.com).***

***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](mailto:PublicComment@lacera.com), but no later than 48 hours prior to the time the meeting is to commence.***

February 23, 2023

TO: Each Trustee,  
Board of Retirement  
Board of Investments

FROM: Steven P. Rice, *SPR*  
Chief Counsel

FOR: March 1, 2023 Board of Retirement & Committee Meetings  
March 8, 2023 Board of Investments & Committee Meetings

SUBJECT: Procedure for Teleconference Meeting Attendance under AB 2449

At their February 2023 meetings, the Board of Retirement and Board of Retirement adopted the attached AB 2449 Teleconference Policy setting forth the procedures and limitations applicable to requests by Trustees for teleconference attendance at Board and Committee meetings based on Just Cause or Emergency Circumstances. All requests will be considered in accordance with the Policy after review by the applicable Chair. A public statement will be made at each meeting as to those Trustees who are granted attendance for Just Cause; such requests do not require Board or Committee approval. All requests based on Emergency Circumstances will be presented to the Board or Committee for approval at the beginning of each meeting. Trustees who teleconference under AB 2449 will be required to make a public statement at the beginning of the meeting disclosing all individuals 18 years or older who are present in the room with them and the general nature of each such person's relationship with the Trustee. All Trustees who teleconference under AB 2449 are required to participate by both video and audio throughout the meeting.

Meetings under AB 2449 can only proceed if there is a physical quorum of the Board or Committee in the noticed location for the entire duration of the meeting.

Trustees requested a summary comparing the AB 2449, traditional, and COVID emergency rules. A summary is also attached.

#### Attachments

c: Santos H. Kreimann  
Jonathan Gabel  
Luis Lugo  
JJ Popowich  
Laura Guglielmo

## **SUMMARY AND COMPARISON OF TELECONFERENCE METHODS<sup>1</sup>**

	<b>Traditional Method Gov't Code §54953(b)</b>	<b>COVID/Other Declared Public Health Emergency Gov't Code §54953(e)</b>	<b>Just Cause and Emergency Circumstances Gov't Code §54953(f)</b>
<b>Grounds</b>	None	Declared public health emergency under state law	Just cause or emergency circumstances as defined in statute; brief explanation of reasons must be provided
<b>Location of Quorum</b>	Quorum in LA County, in person or by teleconference	No limits	Physical quorum must be present
<b>Agenda</b>	Teleconference locations must be stated on agenda; agenda must be posted at all teleconference locations	Agendized action required every 30 days to find that (1) emergency affects ability to meet safely in public, and (2) state or local officials continue to impose/recommend social distancing	Request can be made up to the start of the meeting; action required to approve emergency circumstance requests, but not just cause
<b>Limitation on Number of Times Trustees Can Teleconference</b>	None	None	No more than two per calendar year for LACERA Boards and Committees; other forms of teleconference do not count for limit
<b>Trustee Participation</b>	Audio or visual	Audio or visual	Audio and visual
<b>Public Comment; Public Participation</b>	Available at all teleconference locations, which must be open to the public and ADA compliant	Audiovisual or telephonic public comment or internet-based option	Audiovisual or telephonic public comment and livestream
<b>Additional Requirements</b>	None	None	Teleconference participants must identify those 18 years or over who are present and state relationship
<b>Expiration</b>	None	January 1, 2024	January 1, 2026

<sup>1</sup> As of February 23, 2023. Statutory citations are current and will change in 2024 and 2026. More than one method can be used at a meeting, provided requirements of each are met. Consult with the Executive Board Assistants or Legal Office for full explanation of current legal requirements and implementation details.



## **AB 2449 TELECONFERENCE POLICY**

**Authorizing Manager:** Chief Counsel

**Effective Date:** February 8, 2023

**Last Updated:** Not Applicable

**Mandatory Review:** Before January 1, 2026

**Policy Type:** Joint Board Policy

**Approval Level:** Board of Retirement and Board of Investments

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### **1. PURPOSE**

The purpose of this AB 2449 Teleconference Policy (Policy) is to establish a process (1) for Trustees to request Teleconference attendance at a publicly noticed Board and Committee meeting under the Act for Just Cause or Emergency Circumstances, and (2) to select Trustees who shall be permitted under the Act to attend a meeting by Teleconference, including when more than the maximum number of Trustees (which is one less than the number constituting a quorum allowed of the Board or any Committee) make a request for the same meeting.

### **2. SCOPE**

This Policy applies only to Teleconference attendance at publicly noticed Board and Committee meetings for Trustees who request it based on a showing of Just Cause or Emergency Circumstances under AB 2449 (which enacted California Government Code Section 54953(f) for meetings until January 1, 2024, and Section 54953(e) for meetings from January 1, 2024 until January 1, 2026). This Policy expires and has no effect for meetings on and after January 1, 2026, unless extended.

The Policy does not apply to (1) teleconference meetings when the Board or Committee makes the findings required under California Government Code Section 54953(e) (applicable for meetings until January 1, 2024 during a proclaimed state of emergency), (2) teleconference meetings agendized under Section 54953(b) (which requires that all teleconference locations be identified on the agenda, open to the public, and ADA-compliant), or (3) to meetings that are not publicly noticed under the Brown Act. The Board of Retirement and Board of Investments' separate Teleconference Meeting Policies previously adopted shall continue to apply to requests for teleconference meetings under Government Code Section 54953(b).

To the extent that state law or federal law provides for additional restrictions or conflicts with this Policy, the law shall prevail over this Policy.

### **3. LEGAL AUTHORITY**

This Policy is adopted pursuant to the plenary authority of the Board of Retirement and Boards of Investments over the administration of the system (Cal. Const., art. XVI, sec 17), the County Employees Retirement Law of 1937 (CERL), including California

Government Code Sections 31520, 31520.1, 31520.2, and 31595, and other governing law. The authority of both Boards includes the ability to establish policies to implement the Brown Act (California Government Code Section 54950 *et seq.*), including AB 2449.

#### **4. DEFINITIONS**

**4.1 Just Cause** means any of the following:

- (A) Childcare or caregiving needs of a child, parent, grandparent, grandchild, sibling, spouse, or domestic partner that requires a Trustee to participate remotely. “Child,” “parent,” “grandparent,” “grandchild,” and “sibling” have the same meaning as those terms do in Government Code Section 12945.2;
- (B) A contagious illness that prevents a Trustee from attending in person;
- (C) A need related to a physical or mental disability as defined in California Government Code Sections 12926 and 12926.1, to the extent not otherwise accommodated under this Policy; or
- (D) Travel while on official business of LACERA or another state or local agency.

**4.2 Emergency Circumstances** means a physical or family medical emergency that prevents a Trustee from attending a meeting in person.

**4.3 Teleconference** means both audio and on camera visual participation throughout a meeting.

#### **5. LEGAL REQUIREMENTS AND PROCESS FOR TELECONFERENCE MEETING ATTENDANCE UNDER AB 2449**

##### **5.1 Teleconference Meeting Requests**

Subject to the other requirements of this Policy, a Trustee shall be eligible to attend a meeting by Teleconference if one of the following circumstances apply:

- (A) A Trustee submits an email request to attend by Teleconference for Just Cause to the Executive Board Assistants, at [boardoffices@lacera.com](mailto:boardoffices@lacera.com), as soon as possible prior to a Board or Committee meeting, but no later than the start of a meeting. The request must include a general description that need not exceed 20 words relating to their Just Cause. No action by the Board or Committee is required to approve a request based on Just Cause; or
- (B) A Trustee submits an email request to attend by Teleconference due to Emergency Circumstances to the Executive Board Assistants, at [boardoffices@lacera.com](mailto:boardoffices@lacera.com), as soon as possible prior to a Board or Committee meeting, but no later than the start of a meeting. The request must include an email statement that need not exceed 20 words of the Emergency Circumstances. The Board or Committee must take action to approve the

request. If a request is not submitted in time for it to be placed on the noticed agenda, a Board or Committee may take action at the beginning of the meeting under Government Code Section 54954.2(b).

The required email statement of Just Cause or Emergency Circumstance shall not disclose any medical diagnosis or disability, or any medical or private information exempt under applicable law, including the Confidentiality of Medical Information Act (California Civil Code Section 56 *et seq.*). However, it shall provide sufficient non-confidential information to provide a general description of the basis for the Just Cause or Emergency Circumstances and allow the request to be evaluated for compliance with the definitions of Just Cause or Emergency Circumstances.

## **5.2 Process for Deciding and Allocating Teleconference Requests**

In conjunction with the Board or Committee Chair, the Executive Board Assistants shall advise Trustees as soon as possible upon completion of the process described in this Section 5.2 as to whether their Teleconference request is allowed or denied or, in the case of a request based on Emergency Circumstances, recommended for approval or denial to a Board or Committee.

When less than a quorum of a Board or Committee request to attend a meeting via Teleconference, all requests shall be allowed if they are based on Just Cause and comply with this Policy, and all requests shall be recommended for approval by the Board or Committee if they are based on Emergency Circumstances and comply with this Policy.

When a quorum or more of a Board or Committee request to attend a meeting via Teleconference, attendance for Trustees whose requests comply with this Policy shall be allowed in the case of Just Cause or recommended in the case of Emergency Circumstances on a first come, first served basis based on the time the requests were first received by the Executive Board Assistants, including the statement describing Just Cause or Emergency Circumstances. Requests based on the Americans with Disabilities Act of 1990 (42 U.S.C. § 12132) (ADA) shall be given priority, notwithstanding when submitted.

In all cases, the Executive Board Secretaries shall review Teleconference requests for compliance with this Policy. They shall then submit all requests to the Chair of the Board or Committee and include information regarding compliance of each request with this Policy and recommendations as to which requests are proposed to be granted or denied. The Chair of the Board or Committee shall oversee the allocation process, including the final decision as to which requests are granted or denied, or recommended to be granted or denied in the case of Emergency Circumstances which require Board or Committee

approval, and to ensure that requests based on the ADA are given proper accommodation and priority.

As a condition of Teleconference meeting attendance that is allowed, at the beginning of a Teleconference meeting and, for requests based on Emergency Circumstances, before a Teleconference request is approved or acted upon, the Trustee shall publicly disclose whether any other individuals 18 years of age or older are present in the room from which the Trustee remotely attends, and the general nature of the Trustee's relationship with any such individuals. This information must be updated by each Trustee attending by Teleconference as needed during the meeting if other such individuals join the Trustee's meeting room.

Board and Committee agendas will include, at the beginning of each agenda, an item where those participating for Just Cause will be identified, for action regarding those requesting to attend for Emergency Circumstances, and the required statement as to other persons present in the room with Teleconference participants may be made.

If a Teleconference request is granted, the Trustee must participate by audio and on camera visual technology throughout a meeting.

### **5.3 A Quorum Must be Physically Present for the Entire Meeting**

A quorum of Trustees of a Board or Committee must be physically present together for the entire Teleconference meeting at the same single location in the County of Los Angeles stated in the meeting agenda and open to the public in order for Teleconference attendance under this Policy to be allowed. A physical quorum can be established through the in-person attendance of alternate members of a Board or Committee. No action can be taken by a Board or Committee if there is not a physical quorum or if the quorum is lost during the meeting.

### **5.4 Public Participation**

At any meeting of a Board or Committee at which Teleconference attendance is permitted under the Policy, the meeting must provide in-person attendance at the noticed location and one of the following means for the public to remotely hear and visually observe the meeting, and remotely address the meeting:

- (A) A two-way audiovisual platform; or
- (B) A two-way telephonic service and a live webcasting of the meeting.

The meeting agenda shall state the in-person and remote methods for the public to observe and participate in the meeting and provide instructions. Public comments must be allowed in real time up until the end of the Public Comment

section on the meeting agenda in the case of oral comment or until the end of the meeting in the case of written comment. If there is a technological disruption in the method for the public to remotely observe and participate, no further action may be taken by the Board or Committee until remote access is fully restored.

### **5.5 Limitation on Trustee Teleconference Attendance**

No more than two requests based on Just Cause may be granted per calendar year, whether the meetings are regular or special.

As to requests based on either Just Cause or Emergency Circumstances, the following limitations apply and will be monitored by the Executive Board Assistants:

- (A) Subject to (B) and (C), no more than three consecutive meetings, whether regular or special, of a Board or Committee within a calendar year, of which no more than two may be regular or special meetings for Just Cause;
- (B) Subject to (C), no more than 20% of the regular meetings of a Board or Committee within a calendar year, of which no more than two may be regular or special meetings for Just Cause; and
- (C) If a body meets regularly less than 10 times per calendar year, no more than two meetings, regular and special, per calendar year.

## **6. REFERENCES**

Ralph M. Brown Act ([California Government Code Section 54950 et seq.](#))  
[AB 2449 California Government Code Section 54953\(f\) for meetings until January 1, 2024 and Section 54953\(e\) for meetings from January 1, 2024 until January 1, 2026](#)).

[Americans With Disabilities Act of 1990 \(42 U.S.C. § 12132\).](#)

[Confidentiality of Medical Information Act](#) (California Civil Code Section 56 *et seq.*) and other applicable privacy and medical confidentiality laws.

[Board of Retirement Teleconference Meeting Policy.](#)

[Board of Investments Teleconference Meeting Policy.](#)

## **7. VERSION HISTORY**

First approved by the Board of Retirement on February 1 , 2023, and by the Board of Investments on February 8, 2023.

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**8. EFFECTIVE DATE AND REVIEW**

This Policy is effective on the day adopted by the Board of Retirement and Board of Investments. This Policy shall expire on January 1, 2026 and shall be reviewed by the Boards by that date in order to address legislative changes.

MINUTES OF A REGULAR MEETING OF THE BOARD OF RETIREMENT  
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION

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

9:00 A.M., WEDNESDAY, FEBRUARY 1, 2023

This meeting was conducted by the Board of Retirement both in person and by teleconference under California Government Code Section 54953(e).

TRUSTEES PRESENT:

Shawn R. Kehoe, Chair (Teleconference)

Alan Bernstein, Vice Chair (Teleconference)

Elizabeth Ginsberg, Alternate Ex-Officio Trustee (In-Person)

Vivian H. Gray, Secretary (Teleconference)

Jason E. Green (Teleconference)

Elizabeth Greenwood (Teleconference)

Ronald Okum (Teleconference)

Les Robbins (Teleconference)

Antonio Sanchez (Teleconference)

Herman Santos (In-Person)

TRUSTEES ABSENT:

JP Harris (Alternate Retired)

Keith Knox

STAFF ADVISORS AND PARTICIPANTS

Santos H. Kreimann, Chief Executive Officer

Luis A. Lugo, Deputy Chief Executive Officer

STAFF ADVISORS AND PARTICIPANTS (Continued)

Jonathan Grabel, Chief Investment Officer

JJ Popowich, Assistant Executive Officer

Laura Guglielmo, Assistant Executive Officer

Steven P. Rice, Chief Counsel

Francis J. Boyd, Senior Staff Counsel

Dr. Glenn Ehresmann, Medical Advisor

Ted Granger, Interim Chief Financial Officer

Barry W. Lew, Legislative Affairs Officer

Kathy Delino, Systems Interim Chief Information Technology Officer

Louis Gittens, Benefits Interim Division Manager

Carly Ntoya, Human Resources Director

Ricki Contreras, Disability Retirement Manager

Tamara Caldwell, Disability Retirement Specialist Supervisor

Vickie Neely, Disability Retirement Specialist Supervisor

Kerri Wilson, Disability Retirement Specialist Supervisor

Hernan Barrientos, Disability Retirement Specialist Supervisor

Ricardo Salinas, Disability Retirement Specialist Supervisor

Vincent Lim, Disability Litigation Manager

I. CALL TO ORDER

The meeting was called to order by Vice Chair Bernstein at 9:00 a.m. in the Board Room of Gateway Plaza.

II. RATIFICATION OF OFFICERS

A. **Board Officers: Revised Slate for 2023 Calendar Year (Chair & Vice Chair)**

Recommendation as submitted by Santos H. Kreimann, Chief Executive Officer: That the Board ratify the Chair and Vice Chair positions who will serve their term in the 2023 calendar year as the result of a vacancy: Shawn R. Kehoe as Chair and Alan J. Bernstein as Vice Chair. (Memo dated January 23, 2023)

Trustee Santos made a motion, Trustee Okum seconded, to ratify the Chair position. The motion passed by the following roll call vote:

Yes: Bernstein, Ginsberg, Gray, Green, Greenwood, Okum, Robbins, Sanchez, Santos

No: None

B. **Board Officers: Revised Slate for 2023 Calendar Year (Secretary)**

Recommendation as submitted by Santos H. Kreimann, Chief Executive Officer: That the Board ratify the Secretary position who will serve their term in the 2023 calendar year as the result of a vacancy: Vivian H. Gray as Secretary. (Memo dated January 23, 2023)

Trustee Greenwood made a motion, Trustee Okum seconded, to ratify its slate of board officers. The motion passed by the following roll call vote:

Yes: Bernstein, Ginsberg, Gray, Green, Greenwood, Okum, Robbins, Sanchez, Santos

No: None

### III. APPROVAL OF MINUTES

#### A. Approval of the Minutes of the Regular Meeting of January 4, 2023

Trustee Santos made a motion, Trustee Greenwood seconded, to approve the Minutes of the Regular Meeting of January 4, 2023. The motion passed by the following roll call vote:

Yes: Bernstein, Gray, Green, Harris, Okum, Sanchez, Santos, Ginsberg, Greenwood

No: None

### IV. PUBLIC COMMENT

There were no requests from the public to speak.

### V. EXECUTIVE UPDATE

#### A. LACERA All Stars

Mr. Popowich announced the winners for the month: Steven P. Rice, Eugenia Der, Linda El-Farra, and Marilu Bretado. The Rideshare winner was Regina Harris and Web Watcher was Valerie Calderon.

#### B. Chief Executive Officer's Report

Mr. Kreimann provided a brief presentation on the Chief Executive Officer's Report and answered questions from the Board.

### VI. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

#### Safety Law Enforcement

#### Service-Connected Disability Applications

On a motion by Trustee Kehoe, seconded by Trustee Green, the Board of Retirement approved a service-connected disability retirement for the following named employees who were found to be disabled for the performance of their duties and have met the burden of proof.



VI. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

Safety Law Enforcement (Continued)

Service-Connected Disability Applications

<u>APPLICATION NO.</u>	<u>NAME</u>
890D	RENE VASQUEZ
891D	KEVIN C. CONNORS
892D	JOHN KHOUNTHAVONG
893D	DARYL L. WILLIAMS
894D	JOHN T. DEYOUNG
895D	MICHAEL H. RAFTER
896D	ELIOTT M. URIBE
897D	HAROLD W. MORROW
898D	CLIFFORD L. AULDRIDGE
899D	JAIME VELASCO
900D	BRETT M. BINDER
901D	MARC W. SCHULTZ
902D	TODD C. MOHR
903D	TODD P. WEBER
904D	LAURENCE E. ZIMMERMAN
905D	EDWARD D. O'NEIL
906D	CHRISTOPHER J. FERNANDEZ
907D*	DONALD R. GIFFORD
908D	ERIN M. OBRIEN-KAUL

The motion passed by the following roll call vote:

Yes: Bernstein, Ginsberg, Gray, Green, Greenwood, Okum, Robbins, Sanchez, Santos

No: None

Safety Fire, Lifeguards

Service-Connected Disability Applications

On a motion by Trustee Green, seconded by Trustee Santos, the Board of Retirement approved a service-connected disability retirement for the following named employees who were found to be disabled for the performance of their duties and have met the burden of proof.

\*Granted SCD – Employer Cannot Accommodate

VI. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

Safety Fire, Lifeguards (Continued)

Service-Connected Disability Applications

<u>APPLICATION NO.</u>	<u>NAME</u>
1566B	KEIJI SETA
1567B	KENNETH W. DELLINGER, JR.
1568B	FRANK G. TRIPP
1569B	ANDREW S. MADLENER
1570B	THOMAS R. MERRILL
1571B	MICHAEL P. DMYTROWICZ
1572B	PATRICK V. VALERIO
1573B	GERARDO L. DELGADO
1574B	WILLIAM D. HALE, III
1575B	CHARLES A. MARTIN

The motion passed by the following roll call vote:

Yes: Bernstein, Ginsberg, Gray, Green, Greenwood, Okum, Robbins, Sanchez, Santos

No: None

General Members

Service-Connected Disability Applications

On a motion by Trustee Gray, seconded by Trustee Bernstein, the Board of Retirement made a motion to approve a service-connected disability retirement for the following named employees who were found to be disabled for the performance of their duties and have met the burden of proof.

<u>APPLICATION NO.</u>	<u>NAME</u>
2490C	MARCO A. SANDOVAL
2491C*	LIM KEN
2492C	LATONYA M. ALLEN
2493C	TRAVIS L. JONES
2494C**	JOHN L. HILL
2495C*	SUSAN S. ESGUERRA
2496C**	ANURA KIRIBATHGALAGE
2497C**	ANTONIO I. ACEVES
2498C*	JOHANA M. GOMEZ

\*Granted SCD – Employer Cannot Accommodate

\*\*Granted SCD Retroactive – Employer Cannot Accommodate

VI. DISABILITY RETIREMENT APPLICATIONS ON CONSENT CALENDAR

General Members (Continued)

Service-Connected Disability Applications

The motion passed by the following roll call vote:

Yes: Bernstein, Ginsberg, Gray, Green, Greenwood, Okum, Robbins, Sanchez, Santos

No: None

General Members

Nonservice-Connected Disability Applications

On a motion by Trustee Gray, seconded by Trustee Santos, the Board of Retirement made a motion to approve a nonservice-connected disability retirement for the following named employees who were found to be disabled for the performance of their duties and have met the burden of proof.

APPLICATION NO.

4418

NAME

ROBERT W. SCRIBNER

The motion passed by the following roll call vote:

Yes: Bernstein, Ginsberg, Gray, Green, Greenwood, Okum, Robbins, Sanchez, Santos

No: None

VII. CONSENT ITEMS

Trustee Bernstein made a motion, Trustee Santos seconded, to approve consent items VII. B through VII. D, except Item VII.A. The motion passed by the following roll call vote:

Yes: Bernstein, Ginsberg, Gray, Green, Greenwood, Okum, Robbins, Sanchez, Santos

No: None

VII. CONSENT ITEMS (Continued)

A. **Approval of the Use of Teleconference Meeting**

Recommendation as submitted by Steven P. Rice, Chief Counsel: That, under AB 361 and Government Code Section 54953(e)(3) of the Brown Act, the Board of Retirement and Board of Investments separately consider whether to find that the Governor's COVID-19 State of Emergency continues to directly impact the ability of each Board and its Committees to meet safely in person and that other public agencies still recommend social distancing such that each Board and its Committees shall hold teleconference meetings for the next 30 days as part of hybrid meetings also in person, so long as the State of Emergency remains in effect, and direct staff to comply with the agenda and public comment requirements of Section 54953(e)(3). Action taken by each Board will only apply to that Board and its Committees. (Memo dated January 23, 2023)

B. **Approval of AB 2449 Teleconference Policy**

Recommendation as submitted by Steven P. Rice, Chief Counsel: That the Board approve the proposed AB 2449 Teleconference Policy. (Memo dated January 23, 2023)

C. **Ratification of Service Retirement and Survivor Benefit Application Approvals**

Recommendation that the Board approve the service retirements and survivor benefit applications received as of January 24, 2023, along with any retirement rescissions and/or changes approved at last month's Board meeting. (Memo dated January 24, 2023)

D. **Appeal for the Board of Retirement's Meeting of February 1, 2023**

Recommendation as submitted by Ricki M. Contreras, Division Manager, Disability Retirement Services: That the Board grant the appeal and request for administrative hearing received from the following applicant and direct the Disability Retirement Services Manager to refer this case to a referee: Yesenia Valdez. (Memo dated January 19, 2023)

VIII. EXCLUDED FROM CONSENT ITEMS

Item VII. A. was pulled for further discussion. Mr. Rice was present and answered questions from the Board.

VIII. EXCLUDED FROM CONSENT ITEMS (Continued)

Trustee Bernstein made a motion, Trustee Santos seconded, to approve consent item VII.A. The motion passed by the following roll call vote:

Yes: Bernstein, Ginsberg, Gray, Green, Greenwood, Okum, Robbins, Sanchez, Santos

No: None

IX. NON-CONSENT ITEMS

A. **LACERA 2023 Election of Second and Eighth Members and Alternate Retired Member: Statement of Powers and Duties of Retirement Board Trustees**

Recommendation as submitted by Steven P. Rice, Chief Counsel: That the Board approve the document entitled "Powers and Duties of Retirement Board Trustees," which will be included with the ballot materials for the 2023 election of the Second, Eighth, and Alternate Retired Members of the Board of Retirement and posted on lacera.com. (Memo dated January 23, 2023)

Trustee Robbins made a motion, Trustee Greenwood seconded, to approve staff recommendation. The motion passed by the following roll call vote:

Yes: Bernstein, Ginsberg, Gray, Green, Greenwood, Okum, Robbins, Sanchez, Santos

No: None

B. **Legal Recruiting Services**

Recommendation as submitted by Santos H. Kreimann, Chief Executive Officer: That the Board approve payment for Legal Recruiting Services rendered by a successful bidder(s) in response to a Request for Quotation. The staff has estimated recruitment cost to be approximately \$309,000. (Memo dated January 18, 2023)

IX. NON-CONSENT ITEMS (Continued)

Trustee Greenwood made a motion, Trustee Sanchez seconded, to approve staff recommendation. The motion passed by the following roll call vote:

Yes: Bernstein, Ginsberg, Gray, Green, Greenwood, Okum, Robbins, Sanchez, Santos

No: None

C. **Retirement Election Submission Policy**

Recommendation as submitted by Louis Gittens, Interim Benefits Division Manager: That the Board approve the Retirement Election Submission Policy. (Memo dated January 20, 2023)

Trustee Greenwood made a motion, Trustee Bernstein seconded, to approve staff recommendation. The motion passed by the following roll call vote:

Yes: Bernstein, Gray, Green, Robbins, Okum, Sanchez, Santos, Ginsberg, Greenwood

No: None

D. **Cost-of-Living Adjustments Effective April 1, 2023**

Recommendation as submitted by Ted Granger, Interim Chief Financial Officer: That the Board, For the year ended December 2022, determine the Consumer Price Index changed by 4.9% (or when rounded to the nearest one-half of 1.0% as the COLA benefit rules require, 5.0%: the LACERA 2023 COLA Award), and approve cost-of-living adjustments to retirement allowances and respective COLA Accumulation changes for retired LACERA members and beneficiaries, based on retirement plan and date of retirement or death, to become effective April 1, 2023 in accordance with applicable California Government Code Sections. (Memo dated January 24, 2023)

Trustee Okum made a motion, Trustee Santos seconded, to approve staff recommendation. The motion passed by the following roll call vote:

IX. NON-CONSENT ITEMS (Continued)

Yes: Bernstein, Ginsberg, Gray, Green, Greenwood, Okum, Robbins, Sanchez, Santos

No: None

X. REPORTS

A. **2023 General Member, Retired Member, and Retired Alternate Trustee Election Update**

JJ Popowich, Assistant Executive Officer

(Verbal Presentation) (Memo dated January 24, 2023)

Mr. Popowich provided a verbal a presentation and addressed questions from the Board. This item was received and filed.

B. **Application Processing Time Snapshot Reports**

Ricki M. Contreras, Division Manager

(For Information Only) (Memo dated January 20, 2023)

This item was received and filed.

C. **Trustee Travel & Education Reports – December 2022**

Ted Granger, Interim Chief Financial Officer

(For Information Only)

Monthly Trustee Travel & Education Report – December 2022

(Memo dated January 19, 2023)

Comprehensive Monthly Trustee Travel & Education Report – December 2022 (Confidential memo dated January 19, 2023 – Includes Pending Travel)

This item was received and filed.

D. **2022 Quarterly Reports of Paid Invoices 4th Quarter – October 1, 2022 to December 31, 2022**

Ricki Contreras, Disability Retirement Services Division Manager

(For Information Only) (Memo dated January 19, 2023)

This item was received and filed.



X. REPORTS (Continued)

E. **January 2023 Fiduciary Counsel Contract and Billing Report**

Steven P. Rice, Chief Counsel

(For Information Only) (Memo dated January 23, 2023)

(Privileged and Confidential/Attorney-Client Communication/Attorney Work Product)

This item was received and filed.

XI. 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 Bernstein requested that the requirements for AB 2449 be communicated to the Board as updates are made available.

XII. 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.)

Trustee Ginsberg and Trustee Santos requested that we revisit the Board of Retirement Board Officer Rotation Policy and seniority list as it pertains to the 2023 Board Officers.

XIII. GOOD OF THE ORDER

(For Information Purposes Only)

Trustees congratulated the new Board officers.

XIV. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

A. Applications for Disability

APPLICATION NO. & NAME AND BOARD ACTION

5291B – ALADDINCHKEANGTIP TUNGMEAS

Trustee Okum made a motion, Trustee Ginsberg seconded, to grant a nonservice-connected disability retirement pursuant to

XIV. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

A. Applications for Disability (Continued)

APPLICATION NO. & NAME AND BOARD ACTION

Government Code Section 31720. The motion passed by the following roll call vote:

Yes: Bernstein, Ginsberg, Gray, Green, Greenwood, Okum, Robbins, Sanchez, Santos

No: None

5292B – RAYMOND M. DELGADO

Trustee Santos made a motion, Trustee Robbins seconded, to deny a service-connected disability retirement. The motion passed by the following roll call vote:

Yes: Bernstein, Ginsberg, Gray, Green, Greenwood, Okum, Robbins, Sanchez, Santos

No: None

5293B – SEDA K. TUM

Trustee Okum made a motion, Trustee Gray seconded, to grant a nonservice-connected disability retirement pursuant to Government Code Section 31720. The motion passed by the following roll call vote:

Yes: Bernstein, Ginsberg, Gray, Green, Greenwood, Okum, Robbins, Sanchez, Santos

No: None

XIV. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

A. Applications for Disability (Continued)

APPLICATION NO. & NAME AND BOARD ACTION

5294B – LOISMARIE A. GARCIA

Trustee Greenwood made a motion, Trustee Bernstein seconded, to grant a service-connected disability retirement retroactive since employer cannot accommodate pursuant to Government Code Sections 31720 and 31724. The motion passed by the following roll call vote:

Yes: Bernstein, Ginsberg, Gray, Green, Greenwood, Okum, Robbins, Sanchez, Santos

No: None

5295B – TIMOTHY H. DEL CANO

Trustee Okum made a motion, Trustee Greenwood seconded, to grant a service-connected disability retirement since employer cannot accommodate pursuant to Government Code Section 31720. The motion passed by the following roll call vote:

Yes: Bernstein, Ginsberg, Gray, Green, Greenwood, Okum, Robbins, Sanchez, Santos

No: None

5296B – GREGORY R. JENKINS, JR.\*

Trustee Gray made a motion, Trustee Santos seconded, to grant a service-connected disability retirement salary supplement pursuant to Government Code Sections 31720 and 31725.65, based on the opinion of LACERA's medical advisor. The motion passed by the following roll call vote:

Yes: Bernstein, Ginsberg, Gray, Green, Greenwood, Okum, Robbins, Sanchez, Santos

No: None

\*Applicant Present

#### XIV. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

##### A. Applications for Disability (Continued)

###### APPLICATION NO. & NAME AND BOARD ACTION

###### 5297B – ALLAN B. AMADOR (DECEASED)

Trustee Bernstein made a motion, Trustee Santos seconded, to return to staff for further development. The motion passed by the following roll call vote:

Yes: Bernstein, Ginsberg, Greenwood, Okum, Robbins, Sanchez, Santos

No: Gray, Green

###### 5186B – TIMOTHY P. FINN\*

Trustee Santos made a motion, Trustee Okum seconded, to grant a nonservice-connected disability retirement retroactive pursuant to Government Code Sections 31720 and 31724. The motion passed by the following roll call vote:

Yes: Bernstein, Ginsberg, Gray, Green, Greenwood, Okum, Robbins, Sanchez, Santos

No: None

##### B. Staff Recommendations

###### 1. **Service Provider Invoice Approval Request – Stuart Fischer, M.D. c/o Los Alamitos Cardiovascular**

Recommendation as submitted by Ricki M. Contreras, Division Manager, Disability Retirement Services: That the Board approve the service provider invoice for Stuart Fischer, M.D. c/o Los Alamitos Cardiovascular. (Memo dated January 23, 2023)

Trustee Bernstein made a motion, Trustee Greenwood seconded, to approve staff's recommendation. The motion passed by the following roll call vote:

\*Applicant Attorney Present

XIV. DISABILITY RETIREMENT CASES TO BE HELD IN CLOSED SESSION

B. Staff Recommendations (Continued)

Yes: Bernstein, Ginsberg, Gray, Green, Greenwood, Okum,  
Robbins, Sanchez, Santos

No: None

XV. ADJOURNMENT

There being no further business to come before the Board, the meeting was  
adjourned at 11:01 a.m.

\_\_\_\_\_  
VIVIAN GRAY, SECRETARY

\_\_\_\_\_  
SHAWN R. KEHOE, CHAIR



# Recognizing Our Members' Service and Accomplishments

LACERA has nearly 100,000 active members working in dozens of L.A. County departments, many of whom dedicate their working lives to serving the community. Meet some of our long-serving members as they prepare to enjoy their well-earned retirement.



## MEMBER SPOTLIGHT

# Active Member Norma Duran

**Staff Analyst, Health Correctional Health Services**

**Years of Service: 22**

**Estimated Retirement: In 10 to 13 years**

**Most Fulfilling Part of County Job:** “Working with a lot of people from different backgrounds, providing them help with anything they need, and being able to meet our goals.”

**LACERA Experience/Before:** “I was very concerned as far as the numbers...I just felt very nervous, not knowing what to expect.” **After:** “I came out with a huge smile on my face...my retirement benefits specialist was able to help me so much in understanding a lot of things.”

**Current Goal:** “Right now I’m starting to see if I can plan on going on trips every year with my daughters, and I want to keep it going even until I retire.”

**Retirement Plans :** Traveling, playing tennis, going to the gym, and taking on some new hobbies. “Just a lot of things so I can keep myself busy,”





February 21, 2023

TO: Each Trustee,  
Board of Retirement  
Board of Investments

FROM: Santos H. Kreimann *SHK*  
Chief Executive Officer

SUBJECT: **CHIEF EXECUTIVE OFFICER'S REPORT – MARCH 2023**

The following Chief Executive Officer's Report highlights key operational and administrative activities that have taken place during the past month.

### **Strategic Plan Update**

Upon the conclusion of the February Board of Retirement (BOR) offsite on February 22 and 23, 2023, LACERA staff will now compile and finalize the Strategic Planning document incorporating trustee feedback. The Strategic Plan will then be presented for the BOR's formal approval and adoption during its April 2023 public meeting.

### **Member Services Update**

On February 15, 2023, Allan Cochran, Division Manager for Member Services retired. Mr. Cochran has been an integral part of our efforts to provide service to our members. Over the last seven years he has worked tirelessly to improve the member experience. During his tenure he was responsible for helping to standardize the level of service provided in the Call Center and Member Service Center, created the new Member Care Unit to handle the more difficult and longer member requests including escalations, active death counseling, and hardships, and of course, helped Member Services navigate through the COVID-19 Pandemic and the complete modernization of our Call Centers. These are just a few of his accomplishments, and we will sorely miss him and wish him an enjoyable retirement with his wife and new dog Sparky.

In his stead, the three Section Heads, Kelly Puga (Contact Center), Vanessa Gonzalez (Outreach-Member Service Center), and David Bayha (Member Services Quality Control) will work with AEO JJ Popowich to provide oversight and direction for Member Services. We will be launching a search for a permanent Division Manager in the very near future.



### **Member Services Call Center**

We continue to focus on improving the performance of the Member Services Call Center as measured by our Call Center's Key Performance Indicator. As reported in the last CEO Report, we have seen a five (5) point increase since September. However, this month we experienced a spike in calls which caused a slight decrease in our Grade of Service (GOS) (one of four metrics that factor into our overall KPI score), which in turn caused a slight dip in our efforts to improve our KPI. The GOS measures our speed of answering the call, and the target is to answer 80% of calls in 60 seconds or less. In January, there was a slight decrease in the GOS which resulted in approximately 39% of calls being answered within 60 seconds.

The decrease in the GOS was due to a combination of factors including:

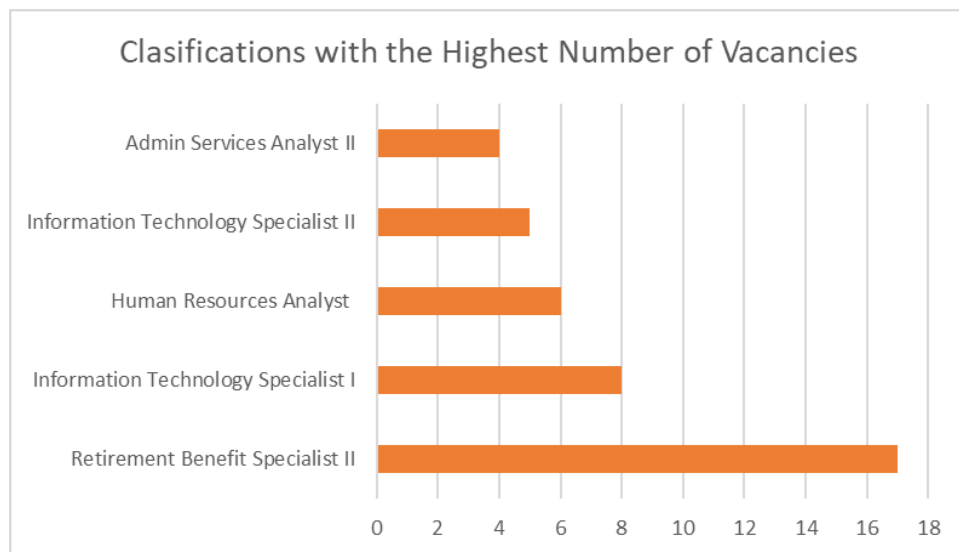
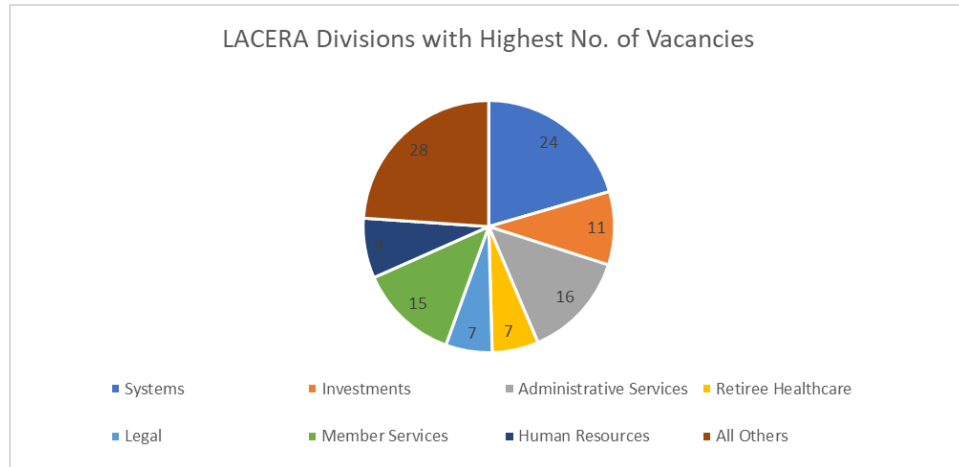
- 30% increase in calls
- 54% increase in calls through the MY LACERA Support Queue due to the rollout of Multi Factor Authorization
- Significant increase in the calls the last week in January regarding 1099-R inquiries

We are pleased to announce that trainees from Class I began to take calls on their own while Class II was still in training. This was just in time for our March Madness retirement counseling season. This will make the members experience better during March Madness.

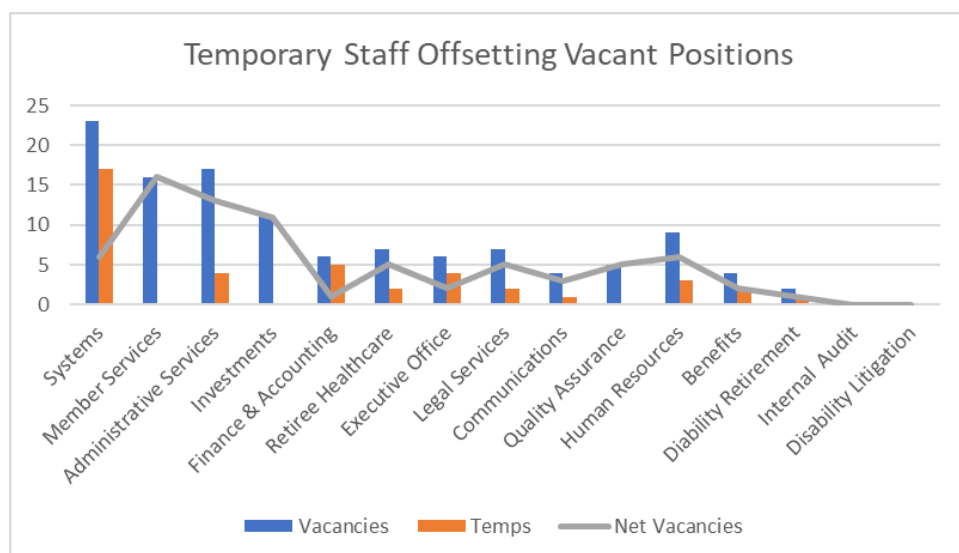
The increase in calls regarding 1099-R is an annual event. Many members call to find out when we are mailing the 1099-R as many companies make the year-end tax forms available earlier in January. We are working with Systems to move up the 1099-R availability date and mail date for next year to improve the Member Experience. Additionally, this year was complicated by a severe winter storm in Texas, where our mail print and mail vendor is located. This led to delays as the storm halted all transportation in the area for several days. The weather delay also caused the spike in calls to continue into February, possibly impacting our February GOS as well.

### **Recruitment Updates**

LACERA has 530 budgeted positions, of which 117 are vacant (22% vacancy rate). The Divisions with the highest number of vacancies, and the classifications with the highest number of vacancies, are shown below.



The chart below highlights temporary hires across divisions to address critical vacancy needs in the short term.



### *Investment Recruitment and Hiring*

LACERA is actively collaborating with EFL Associates to secure a pool of qualified and diverse candidates for the Deputy Chief Investment Officer position. EFL continues to narrow the pool of interested candidates. LACERA is exploring the use of EFL to target very well qualified candidates with experience in specific asset classes that have proven difficult to attract using traditional methods.

### *Other External Recruitments*

The Chief, Information Technology, and Information Security Officer positions closed on January 27, 2023. Candidate interviews are being scheduled in in March.

### *Development*

The recruitments/assessments for the following classifications are currently in development in partnership with the various hiring divisions:

- Retirement Systems Specialist
- Division Manager
- Senior Writer

### *Investments*

The Finance Analyst II bulletin was posted. Applications will be accepted on a continuous basis. Candidates will be screened and scored to be placed on the eligible register to be available for selection interviews.

### *Legal Services Recruitments*

A two-week promotional recruitment for the Legal Analyst position started on February 9, 2023 to fill one vacancy. The RFQ selection process continues for a legal recruiting firm to fill vacancies in the following positions:

- Senior Staff Counsel (Investments)
- Staff Counsel (Investments)
- Staff Counsel (Benefits)

### *Human Resources Recruitments*

The examinations for the Human Resources Analyst, Senior Human Resources Analyst, and Senior Human Resources Assistant assessments continue. The Senior Human Resources Assistant written examination is being scored. The interviews for the Senior Human Resources Analyst position are pending. The Human Resources Analyst applications review is completed.

### *New Lists Promulgated, Hiring and Promotions*

Eleven (11) members of the February 2022 Retirement Benefits Specialist II Trainee Class were appointed effective February 1, 2023. A Procurement and Supply Clerk was hired effective February 1, 2023, in Administrative Services.

Selection interviews for Retirement Benefits Specialist I took place in January and February. Candidate selections have been made with 26 pending offers. Interviews will continue once additional candidates are reachable to hire.

### **Retiree Healthcare**

#### *2023 Medicare Part B Verification Process Status Update*

In September 2022, CMS announced the Medicare Part B 2023 premium cost would be decreasing. Accordingly, LACERA staff were able to automatically reduce the Medicare Part B premium reimbursements issued to over 21,330 retirees/dependents who received the 2022 standard Part B premium. In LACERA's annual member notification, members were informed if they were receiving the standard reimbursement in 2022, no actions were needed on their part, all others were instructed to submit their verification. Since December 2022, LACERA staff has received over 8700 Part B verifications, many of which have already been auto processed. RHC staff currently has a little over 1,700 verifications to be processed. This is a significant decrease from prior years.

SHK  
CEO report March 2023.doc

### **Attachments**



# CEO DASHBOARD








March 1, 2023



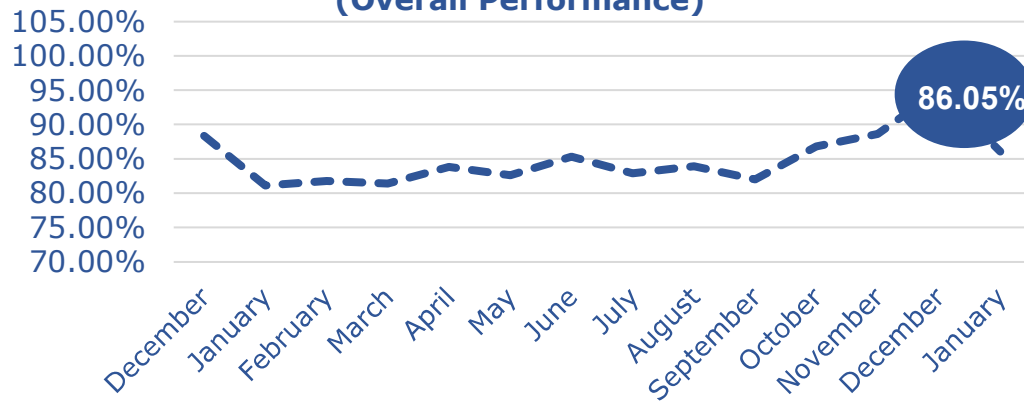
# Striving for Excellence

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: January 2023

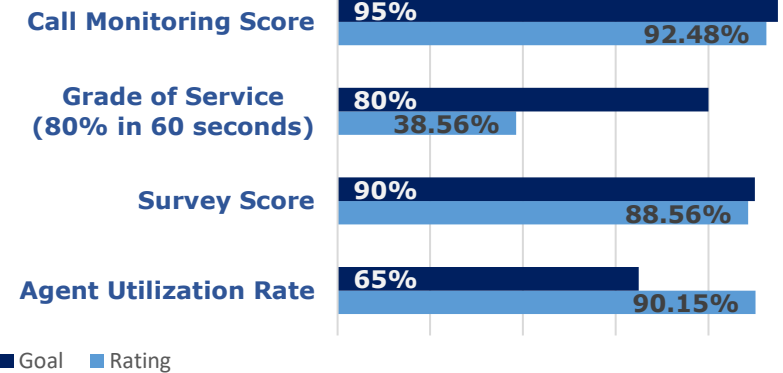
<div><div><div>WORKSHOP ATTENDANCE</div><div>643</div><div>Year-to-Date: 4,680</div></div></div>	<div><div><div>OUTREACH EVENTS</div><div>14</div><div>Year-to-Date: 112</div></div></div>	<div><div><div><div><div>WORKSHOP SATISFACTION</div><div>0</div></div></div><div><div>Resp. Rate</div><div>0.0%</div></div><div><div>Change</div><div>0</div></div></div></div>	<div><div><div><div><div>MSC OVERALL SATISFACTION</div><div>98.03%</div></div></div><div><div>Resp. Rate</div><div>21.6%</div></div><div><div>Change</div><div>1.48%</div></div></div></div>	<div><div><div><div>MEMBER SERVICES CALL CENTER</div><div>11,609</div><div>3 Month Average 9,663</div></div></div></div>
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## Key Performance Indicator (Overall Performance)

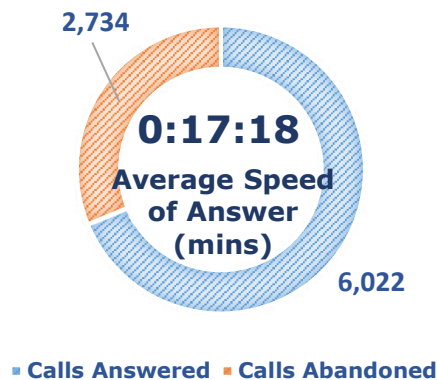
Goal: 100%



## Key Performance Indicator (Components)



Member Services  
##



## Top Calls

1. Retirement Counseling: Process Overview
2. Retirement Counseling: Estimate
3. Retirement Counseling: Plan Overview



## Emails

574

Avg. Response Time (ART)

4:00 hours

Secure Message  
1,081



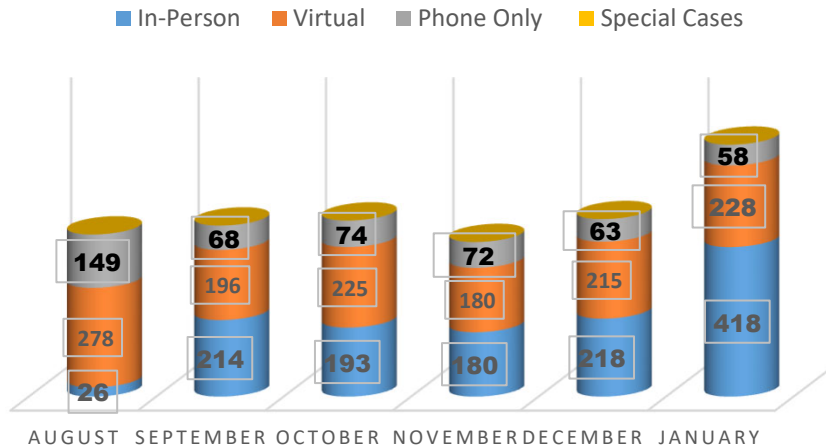


# Striving for Excellence

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: January 2023

## Member Services

### Member Service Center Appointments

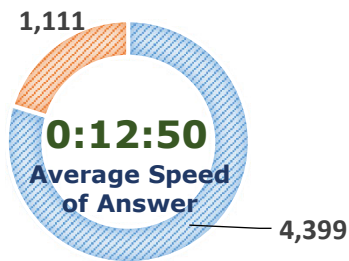


COMING SOON

## Retiree Healthcare



Total RHC Calls: 6,895



■ Calls Answered ■ Calls Abandoned

### Top Calls

1. Medical/Dental Enrollments

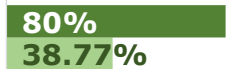
2. Medical Inquiries

3. General Inquiries

Call Monitoring Score



Grade of Service  
(80% in 60 seconds)



Survey Score



Agent Utilization Rate



■ Goal ■ Rating



Emails 472

Avg. Response Time (ART) 5 Days



Secure Messages

427



# Striving for Excellence

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: January 2023

**Applications**  
**968**

**In Process**  
**As Of**  
**1/31/2023**

**990** Pending on: 12/31/2022

**55** Received

**484** Year-to-Date

**0** Re-Opened

**0** Year-to-Date

**59** To Board - Initial

**370** Year-to-Date

**18** Closed

**41** Year-to-Date

**Appeals**  
**70**

**In Process**  
**As Of**  
**1/31/2023**

**72** Pending on: 12/31/2022

**1** Received

**7** Year-to-Date

**2** Admin Closed/Rule 32

**8** Year-to-Date

**1** Referee Recommended

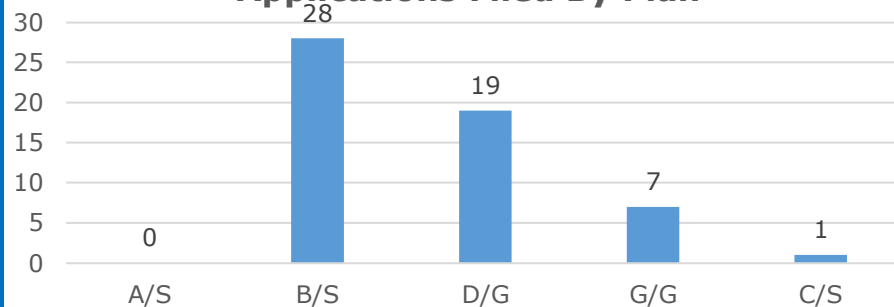
**4** Year-to-Date

**0** Revised/Reconsidered for Granting

**2** Year-to-Date

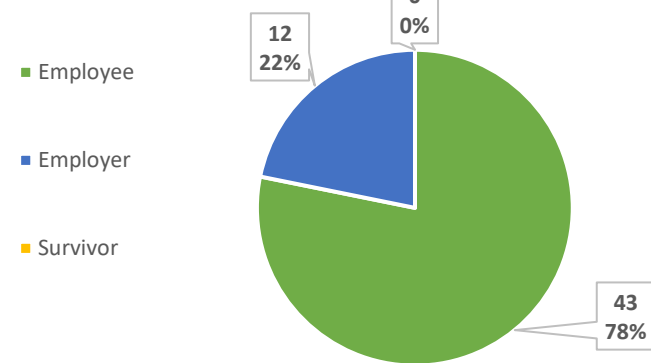
Disability

### Applications Filed By Plan

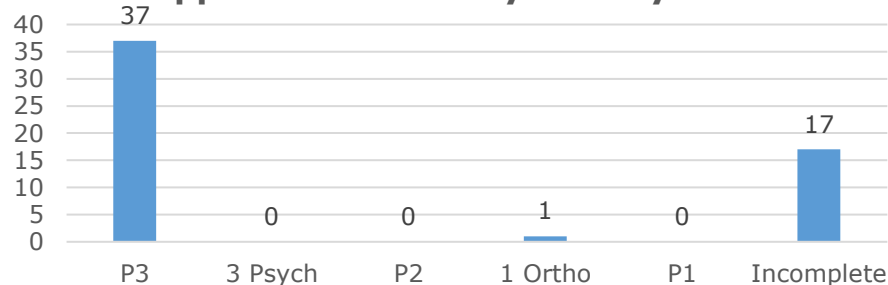


A/S: Plan A Safety - B/S: Plan B Safety - D/G: Plan D General  
G/G: Plan G General - C/S Plan C Safety

### Applications Filed By Source

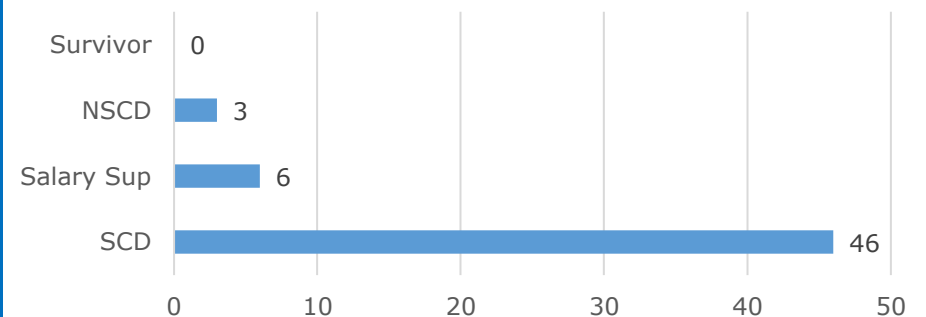


### Applications Filed By Priority Level



Priority Level

### Applications Filed By Type



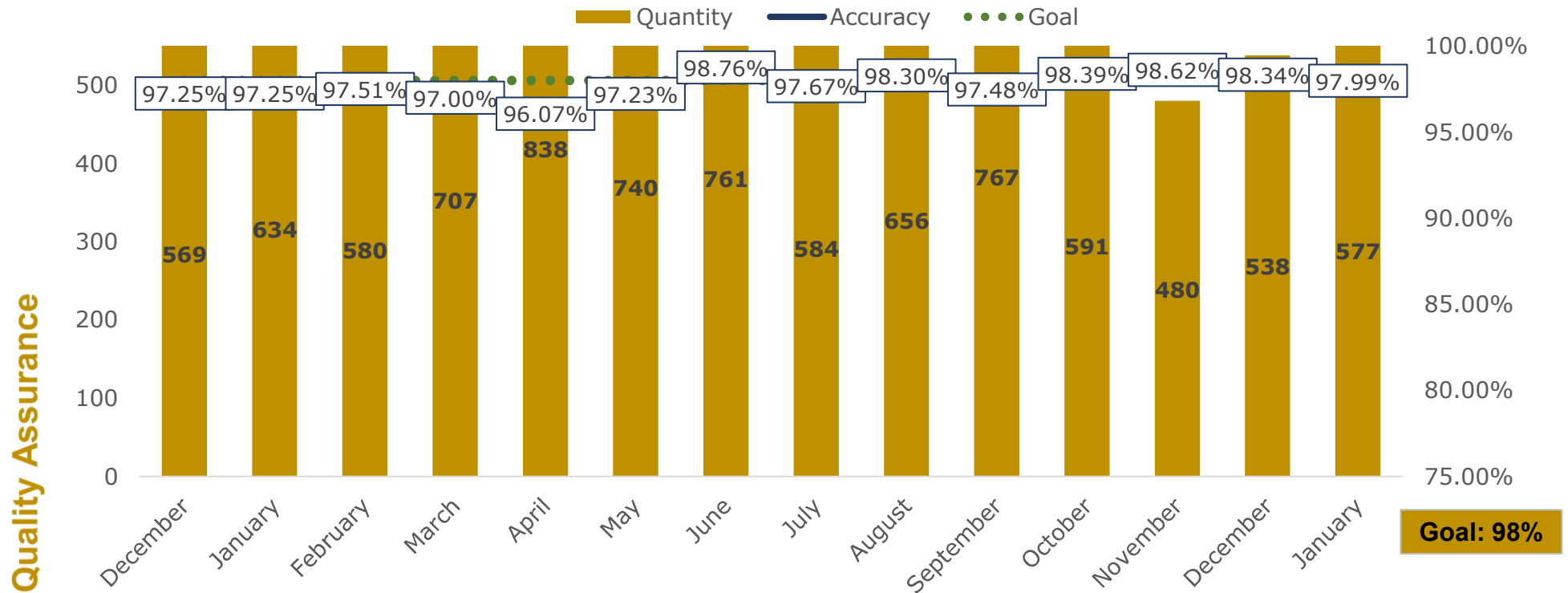




## Striving for Excellence in Quality

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: January 2023

Audits of Retirement Elections, Payment Contracts, and Data Entry Completed by QA



**January**

**97.99%**



### Retirement Elections

**251**

Samples

**97.82%**

Accuracy

### Payment Contracts

**236**

Samples

**98.08%**

Accuracy

### Data Entry

**90**

Samples

**98.08%**

Accuracy

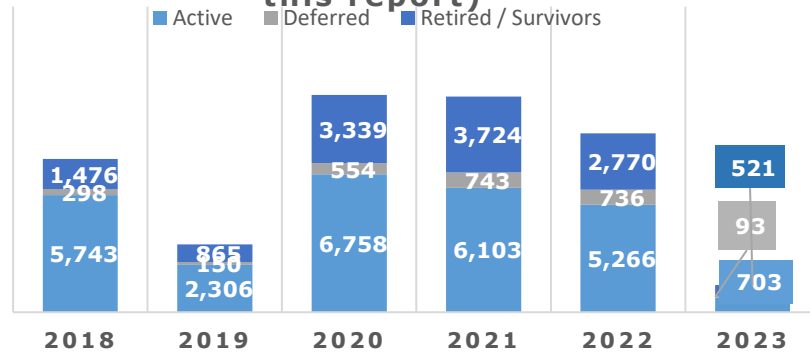


## Service On-Line for All

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: January 2023

Serving Members Through LACERA.com and MyLACERA

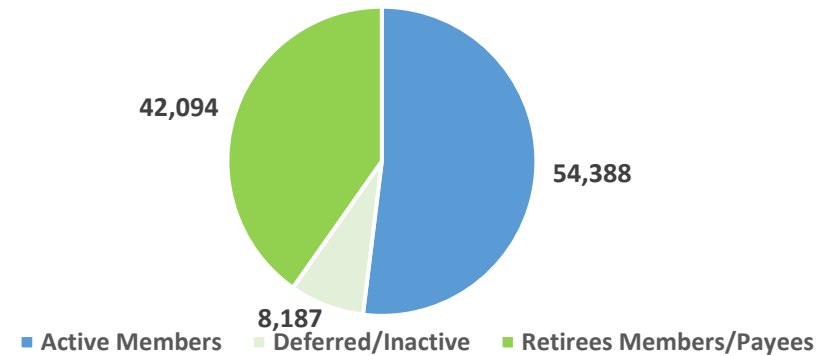
### MyLACERA Annual Registration (as of the 15th of the month prior to this report)



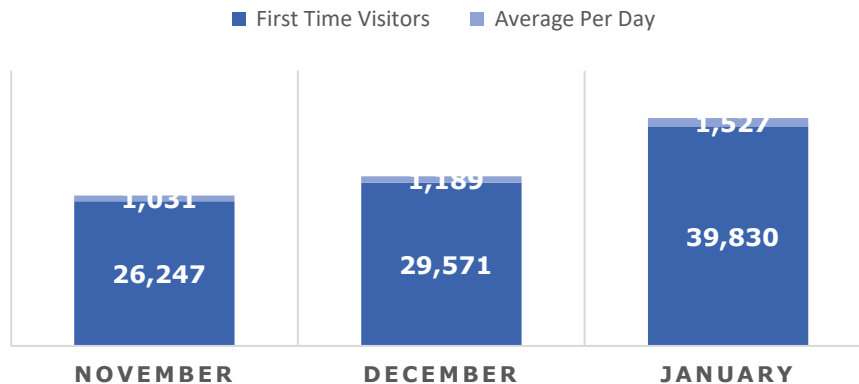
### Total Registered Members

104,669 56%

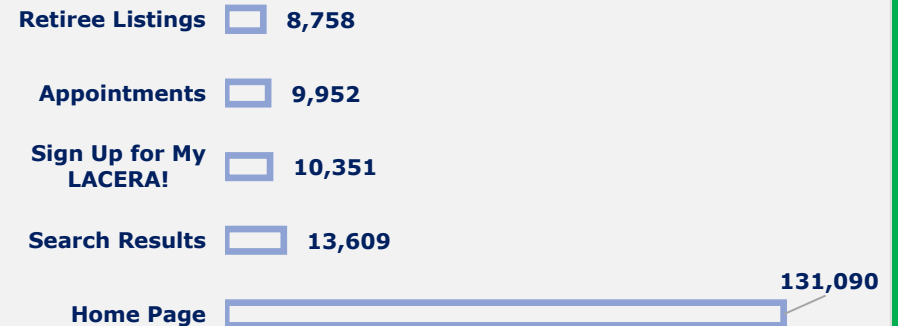
### Total Registrations By Member Type



### LACERA.com User Traffic



### Top Five LACERA.com Page Views



Home Page "I Would Like To" View			Home Page Tile Views		
Views	% of Change		Views	% of Change	
See my retirement options	5,401	45%	My LACERA	10,351	48%
View Pre-Retirement Workshops	3,026	15%	Pre-Retirement Workshops	3,520	27%
Start my retirement planning	3,996	-7%	Careers	2,571	16%
Add or update my beneficiary	1,747	23%	Investments	2,331	37%
View job opportunities	3,324	37%	Annual Reports	1,129	6%
Busiest Day of the Month:	Monday, 1/30/2023		Forms and Publications	337	29%



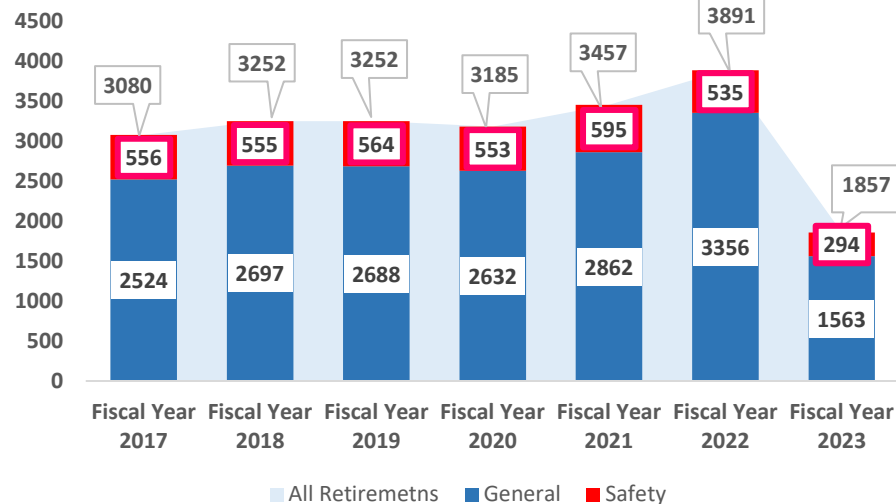
# Member Snapshot

Service Metrics Reported on a Fiscal Year Basis (July 1) Through: January 2023

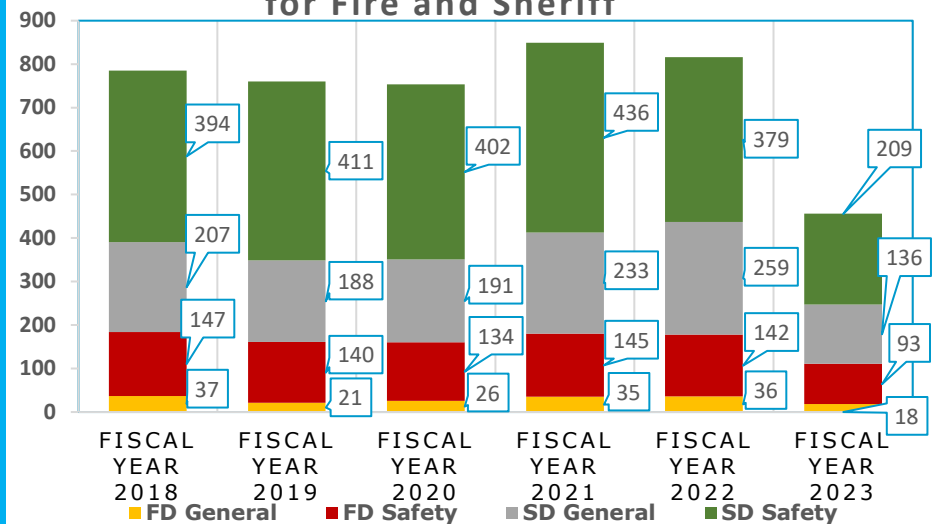
Membership Count as of: 02/15/23

PLAN		ACTIVE		INACTIVE		RETIRED				Totals by Plan/Type
		Vested	Non-Vested	Vested	Non-Vested	Service	SCD - Disability	NSCD - Disability	Survivors	
General	PLAN A	52	-	16	32	12,221	983	173	4,104	17,581
	PLAN B	14	-	5	3	577	42	8	71	720
	PLAN C	16	-	5	8	365	40	8	66	508
	PLAN D	34,743	140	4,567	3,355	18,109	1,939	440	1,918	65,211
	PLAN E	13,443	24	2,964	100	15,103	-	-	1,585	33,219
	PLAN G	17,156	18,368	1,432	6,242	217	23	5	19	43,462
	TOTAL GENERAL	65,424	18,532	8,989	9,740	46,592	3,027	634	7,763	160,701
Safety	PLAN A	1	-	2	2	1,862	2,476	26	1,641	6,010
	PLAN B	7,767	77	598	233	3,267	4,320	55	396	16,713
	PLAN C	2,303	2,606	111	478	11	14	-	2	5,525
	TOTAL SAFETY	10,071	2,683	711	713	5,140	6,810	81	2,039	28,248
TOTAL ALL TYPES		75,495	21,215	9,700	10,453	51,732	9,837	715	9,802	188,949

Total Retirements Compared by Type



General vs. Safety Retirements for Fire and Sheriff





## Member Snapshot

### Average Monthly Benefit Allowance Distribution 02/18/2023

	General	Safety	Total	%
<b>\$0 to \$3,999</b>	30,176	1,495	31,671	50.9%
<b>\$4,000 to \$7,999</b>	14,302	3,447	17,749	28.5%
<b>\$8,000 to \$11,999</b>	4,069	4,295	8,364	13.4%
<b>\$12,000 to \$15,999</b>	1,124	2,165	3,289	5.3%
<b>\$16,000 to \$19,999</b>	378	447	825	1.3%
<b>\$20,000 to \$23,999</b>	109	140	249	0.4%
<b>\$24,000 to \$27,999</b>	31	40	71	0.1%
<b>&gt; \$28,000</b>	21	6	27	0.0%
<b>Totals</b>	50,210	12,035	62,245	100%

### Average Monthly Benefit Amount:

\$ **4,720.00**

#### Healthcare Program

(Mo. Ending:01/31/2023)

	Employer	Member
Medical	\$349.0	\$25.5
Dental	\$27.5	\$2.6
Part B	\$54.5	\$0.0
<b>Total</b>	<b>\$431.0</b>	<b>\$28.1</b>

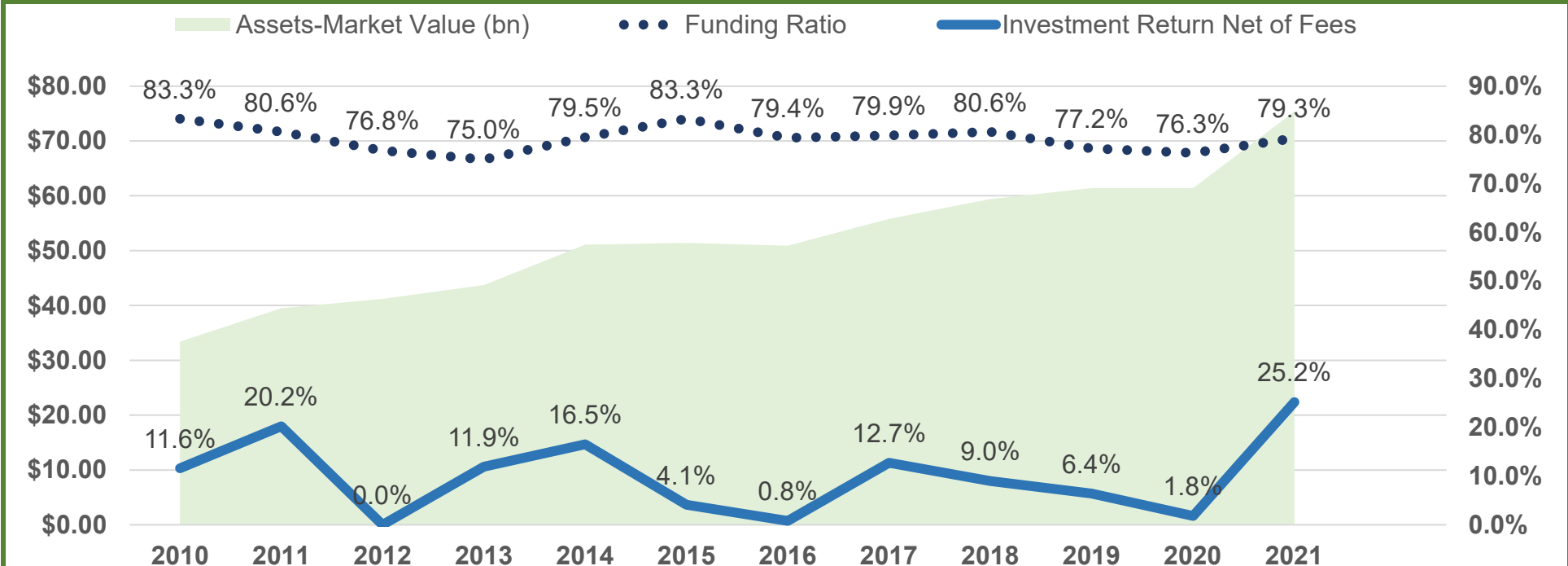
#### Health Care Enrollments

(Mo. Ending:01/31/2023)

Medical	54,600
Dental	56,378
Part B	37,232
LTC	505
<b>Total</b>	<b>148,715</b>

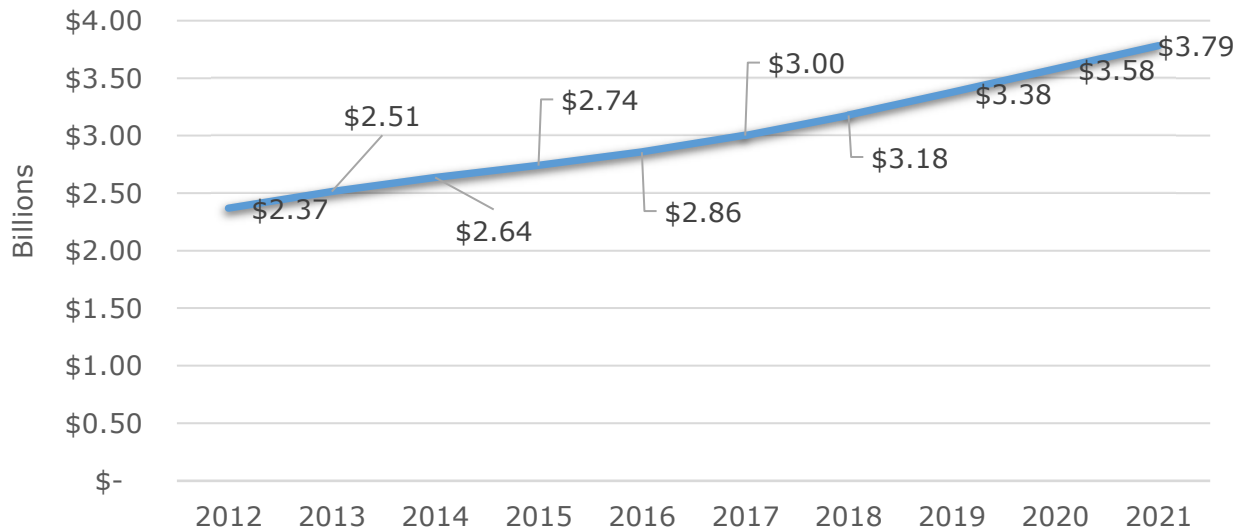
## KEY FINANCIAL METRICS

Fiscal Year End Financial Update (as of 06/30/2021)



## Key Financial Metrics

### Retiree Payroll by Year



### FUNDING METRICS (as of 6/30/21)

Employer NC	10.88%
UAAL	13.58%
Assumed Rate	7.00%
Star Reserve	\$614m
Total Assets	\$73.0b

### Contributions (as of 6/30/21)

	Employer	Member
Annual Add	\$2.0b	\$761.0m
% of Payroll	24.46%	7.87%

### Contributions (as of 6/30/21)

(Net of Fees)

5 YR:	10.8%	10 YR:	8.6%
-------	-------	--------	------

### Retired Members Payroll

(As of 01/31/2023)

Monthly Payroll	\$353.46m
Payroll YTD	\$2.5b
New Retired Payees Added	328
Seamless %	97.56%
New Seamless Payees Added	2,109
Seamless YTD	96.02%
By Check %	2.00%
By Direct Deposit %	98.00%

**QUIET PERIOD LIST**  
Last Update 02/28/2023

**ADMINISTRATIVE/OPERATIONS**

<b>RFP/RFQ/RFI Name</b>	<b>Issuing Division</b>	<b>Date Issued</b>	<b>Status*</b>	<b>Quiet Period for Respondents*</b>
<b>Search for Classification &amp; Compensation Study Services (HR)</b>	Human Resources	5/24/2021	Bid Review	<ul style="list-style-type: none"> <li>• Grant Thornton</li> <li>• Koff and Associates</li> <li>• Magnova Consultant</li> <li>• Reward Strategy Group</li> </ul>
<b>Search for Classification &amp; Compensation Study Services (RHC)</b>	Human Resources	5/24/2021	Selection Process	<ul style="list-style-type: none"> <li>• Grant Thornton</li> <li>• Koff and Associates</li> <li>• Magnova Consultant</li> <li>• Reward Strategy Group</li> </ul>
<b>Specialized Legal Recruitment</b>	Human Resources	12/15/2022	Selection Process	<ul style="list-style-type: none"> <li>• Major Lindsay &amp; Africa</li> <li>• Gennard and Potratz</li> </ul>
<b>External Financial Auditor</b>	Internal Audit	11/03/2022	Selection Process	<ul style="list-style-type: none"> <li>• Clifton Larson Allen</li> <li>• Crowe</li> <li>• Eide Bailey</li> <li>• Plante Moran</li> <li>• Moss Adams</li> <li>• RSM</li> </ul>
<b>Prepaid Debit Card Services</b>	Benefits	6/15/2022 Posted on ISD's solicitation website 08/ 2022	Vendor selection in process; reviewing references	<ul style="list-style-type: none"> <li>• Conduent</li> <li>• US Bank</li> </ul>
<b>Federal Legislative Advocacy Services</b>	Legal Division	11/09/2022	Solicitation Process	<ul style="list-style-type: none"> <li>• Williams &amp; Jensen / Doucet Consulting Solutions</li> </ul>
<b>State Legislative Advocacy Services</b>	Legal Division	11/09/2022	Solicitation Process	<ul style="list-style-type: none"> <li>• McHugh Koepke &amp; Associates</li> </ul>

RFP/RFQ/RFI Name	Issuing Division	Date Issued	Status*	Quiet Period for Respondents*
Securities Litigation Monitoring and Approved Counsel	Legal Division	11/14/2022	Selection Process	<ul style="list-style-type: none"> <li>• Barack Rodos</li> <li>• Berman Tabacco</li> <li>• Bernstein, Litowitz, Berger &amp; Grossmann</li> <li>• Bleichmar Fonti Auld</li> <li>• Cohen Milstein</li> <li>• Dividex</li> <li>• Grant &amp; Eisenhofer</li> <li>• Kaplan Fox</li> <li>• Kessler Topaz</li> <li>• Kirby McInerney</li> <li>• Labaton</li> <li>• Lieff Cabraser</li> <li>• Motley Rice</li> <li>• Pomerantz</li> <li>• Quinn Emanuel</li> <li>• Robbins Geller Rudman &amp; Dowd</li> <li>• Rosen</li> <li>• Saxena White</li> </ul>

\*Subject to change

## INVESTMENTS QUIET PERIOD FOR SEARCH RESPONDENTS

### INVESTMENTS

RFP/RFQ/RFI Name	Date Issued	Status*	Quiet Period for Respondents*
Real Assets Emerging Manager Program Discretionary Separate Account Manager	1/30/2023	Solicitation Process	<ul style="list-style-type: none"> <li>• ACRES Capital</li> <li>• Aether Investment Partners</li> <li>• ORG Portfolio Management</li> <li>• Barings</li> <li>• Belay Investment Group</li> <li>• Encore Enterprises, Inc.</li> <li>• Stable</li> <li>• Cambridge Associates</li> <li>• GCM Grosvenor</li> <li>• The Townsend Group</li> <li>• Cypress Creek Partners</li> <li>• Hamilton Lane Advisors</li> <li>• Neuberger Berman Group</li> <li>• Wafra Inc.</li> <li>• Artemis Real Estate Partners</li> <li>• Hawkeye Partners, LP</li> <li>• BlackRock</li> <li>• Astarte Capital Partners</li> <li>• Bentall Green Oak</li> <li>• Clear Sky Advisers</li> <li>• Clear Investment Group</li> <li>• Poverni Sheikh Group</li> <li>• Trilogy</li> <li>• Stepstone</li> <li>• Oak Street</li> <li>• White Deer</li> </ul>

\*Subject to change



Date	Conference
<b>March, 2023</b>	
1-3	Pacific Pension Institute (PPI) Winter Roundtable La Jolla, CA
4-7	CALAPRS (California Association of Public Retirement Systems) General Assembly Meeting Monterey, CA
6-8	Council of Institutional Investors (CII) Spring Conference Washington D.C.
7-8	20 Year Legacy – The Montgomery Summit 2023 presented by March Capital Santa Monica, CA
14-16	AHIP (America's Health Insurance Plans) Health Policy and Markets Forum Washington D.C.
20-23	2023 Infrastructure Investor Global Summit Berlin, Germany
22-23	PREA (Pension Real Estate Association) Spring Conference Seattle, WA
23-24	National Association of Corporate Directors (NACD) Master Class ( <i>Cyber-Risk Oversight</i> ) Washington D.C.
29-31	CALAPRS (California Association of Public Retirement Systems) Advanced Principles of Pension Governance for Trustees at UCLA Los Angeles, CA
<b>April, 2023</b>	
17-21	Investment Strategies & Portfolio Management Wharton School, University of Pennsylvania
21	CALAPRS (California Association of Public Retirement Systems) Round Table – Trustees Virtual
23-26	CRCEA (California Retired County Employees Association) Spring Conference Ontario, CA
24-25	IFEBP (International Foundation of Employment Benefit Plans) Health Care Mgmt. Conference Miami, FL
24-25	IFEBP (International Foundation of Employment Benefit Plans) Investments Institute New Orleans, LA
30-May 3	Milken Institute Global Conference Los Angeles, CA

Date	Conference
<b>May, 2023</b>	
9-12	SACRS Spring Conference San Diego, CA
20-21	NCPERS (National Conference on Public Employee Retirement Systems) Trustee Educational Seminar (TEDS) New Orleans, LA
20-21	NCPERS (National Conference on Public Employee Retirement Systems) Accredited Fiduciary (NAF) Program New Orleans, LA
21-24	NCPERS (National Conference on Public Employee Retirement Systems) Annual Conference & Exhibition (ACE) New Orleans, LA
21-24	Government Finance Officers Association (GFOA) Annual Conference Portland, OR
22-23	IFEBC (International Foundation of Employment Benefit Plans) Washington Legislative Update Washington D.C.
22-26	Pacific Pension Institute - PPI in Residence Montreal, Quebec, Canada
24	Pacific Pension Institute (PPI) Salon Montreal, Quebec, Canada – In-Person and Videoconference
<b>June, 2023</b>	
5-9	2023 SuperReturn International Berlin, Germany
13-15	AHIP (America's Health Insurance Plans) 2023 Portland, OR
19-21	ICGN (International Corporate Governance Network) 2023 Annual Conference Toronto, Ontario, Canada
22	CALAPRS (California Association of Public Retirement Systems) Round Table – Benefits Virtual
<b>July, 2023</b>	
19-21	Pacific Pension Institute (PPI) Summer Roundtable San Francisco, CA
24-26	National Association of Securities Professionals (NASP) Annual Financial Services Conference Philadelphia, PA

Date	Conference
<b>August, 2023</b>	
20-22	NCPERS (National Conference on Public Employee Retirement Systems) Public Pension Funding Forum Chicago, IL
28-31	CALAPRS (California Association of Public Retirement Systems) Principles of Pension Governance for Trustees Malibu, CA ( <i>Pepperdine University</i> )
<b>September, 2023</b>	
11-13	Council of Institutional Investors (CII) Fall Conference Long Beach, CA
<b>October, 2023</b>	
1-4	IFEBP (International Foundation of Employment Benefit Plans) Annual Employee Benefits Conference Boston, MA
8-11	National Association of Corporate Directors (NACD) Summit 2023 Fort Washington, MD
16-20	Investment Strategies & Portfolio Management Wharton School, University of Pennsylvania
18-20	PREA (Pension Real Estate Association) Annual Institutional Investor Conference Boston, MA
22-25	NCPERS (National Conference on Public Employee Retirement Systems) FALL (Financial, Actuarial, Legislative & Legal) Conference Las Vegas, NV
22-24	Pacific Pension Institute (PPI) Executive Seminar-Japan at a Crossroads Tokyo, Japan
25-27	Pacific Pension Institute (PPI) Asia Pacific Roundtable Tokyo, Japan
27	CALAPRS (California Association of Public Retirement Systems) Round Table – Trustees Virtual
<b>November, 2023</b>	
7-9	Institutional Limited Partners Association (ILPA) General Partner Summit New York, NY
7-10	SACRS Fall Conference Rancho Mirage, CA

Date	Conference
<b>December, 2023</b> 1	CALAPRS (California Association of Public Retirement Systems) Round Table – Benefits Virtual

**Documents not attached are exempt from disclosure under the California Public Records Act and other legal authority.**

**For further information, contact:  
LACERA  
Attention: Public Records Act Requests  
300 N. Lake Ave., Suite 620  
Pasadena, CA 91101**

February 23, 2023

TO: Each Trustee,  
Board of Retirement  
Board of Investments

FROM: Steven P. Rice, *SPR*  
Chief Counsel

FOR: March 1, 2023 Board of Retirement Meeting  
March 8, 2023 Board of Investments Meeting

SUBJECT: Approval of the Use of Teleconference Meeting Technology Under AB 361 and Government Code Section 54953(e), including as Part of Hybrid Board and Committee Meetings

## **RECOMMENDATION**

Provided the State of Emergency is still in effect on March 1, 2023 for the Board of Retirement and March 8, 2023 for the Board of Investments, that, under AB 361 and Government Code Section 54953(e)(3) of the Brown Act, the Board of Retirement and Board of Investments separately consider whether to find that the Governor's COVID-19 State of Emergency continues to directly impact the ability of each Board and its Committees to meet safely in person and that other public agencies still recommend social distancing such that each Board and its Committees shall hold teleconference meetings for the next 30 days as part of hybrid meetings also in person, so long as the State of Emergency remains in effect, and direct staff to comply with the agenda and public comment requirements of Section 54953(e)(3). Action taken by each Board will only apply to that Board and its Committees.

Pursuant to the action of both Boards at the joint meeting on September 23, 2022, starting with the November 2022 Board and Committee meetings, teleconference meetings, if approved, will be agendized as hybrid meetings under Section 54953(e) where trustees may attend by teleconference or in person in the boardroom at LACERA's offices at 300 N. Lake Avenue, Pasadena, California 91101, with adequate provision being made for public comment via teleconference, in person, and in writing and for public attendance via teleconference and in person.

## **LEGAL AUTHORITY**

Under Article XVI, Section 17 of the California Constitution, the Boards have plenary authority and exclusive fiduciary responsibility for the fund's administration and investments. This authority includes the ability of each Board to manage their own Board and Committee meetings and evaluate legal options for such meetings, such as whether

to invoke teleconferencing of meetings under AB 361 and Government Code Section 54953(e) of the Brown Act to protect the health and safety of Trustees, staff, and the public. The Boards previously took this action at their meetings since October 2021. Findings made under this memo will be effective for meetings during the next 30 days, so long as the State of Emergency remains in effect.

## **DISCUSSION**

### ***A. Summary of Law.***

On September 16, 2021, the Governor signed AB 361 which enacted new Government Code Section 54953(e) of the Brown Act to put in place, effective immediately and through December 31, 2023, new teleconferencing rules that may be invoked by local legislative bodies, such as the LACERA Boards and Committees, upon making certain findings and following certain agenda and public comment requirements.

Specifically, Section 54953(e)(3) provides that the Boards and Committees may hold teleconference meetings without the need to comply with the more stringent procedural requirements of Section 54953(b)(3) if a state of emergency under Section 8625 of the California Emergency Services Act impacts the safety of in-person meetings or state or local officials have imposed or recommended social distancing rules, provided that the Board or any Committee makes the following findings by majority vote:

(A) The body has considered the circumstances of the state of emergency; and

(B) Any of the following circumstances exist:

- (i) The state of emergency continues to directly impact the ability of the Trustees to meet safely in person; or
- (ii) State or local officials continue to impose or recommend measures to promote social distancing.

If each Board makes the required findings, that Board and its Committees may hold teleconference meetings for the next 30 days without the need to comply with the regular rules of Section 54953(b)(3) provided that: agendas are prepared and posted under the Brown Act; members of the public are allowed to access the meeting via a call-in option or an internet-based service option; and the agenda provides an opportunity for public comment in real time and provides notice of the means of accessing the meeting for public comment. Upon making the required findings, the Boards have discretion to hold meetings either entirely by teleconference or as hybrid meetings with individual trustees and the public able to attend either by teleconference or in person.

So long as the COVID State of Emergency remains in effect, the AB 361 rules under Section 54953(e) remain in effect even after AB 2449, which became law on January 1,

2023 and creates additional new grounds for teleconference attendance at Board and Committee meetings.

***B. Information Supporting the Required Findings and Process if the Boards Determine to Invoke Section 54953(e).***

The Governor's State of Emergency for the COVID-19 pandemic as declared in the Proclamation of a State of Emergency dated March 4, 2020 remains active. The Proclamation was issued under the authority of Section 8625 of the California Emergency Services Act. Over the past year, the Governor actively terminated many emergency provisions. See, e.g., Order No. N-21-21, issued November 10, 2021, Order No. N-04-22, issued February 25, 2022, Order No. N-11-22, issued June 17, 2022. In the press release for the June 17 Order, the Governor's Office stated that, after June 30, 2022, "only 5 percent of the COVID-19 related executive order provisions issued throughout the pandemic will remain in place."

On October 17, 2022, the Governor announced that the COVID State of Emergency will end on February 28, 2023. However, the State of Emergency remains in effect at least until then, and as of the date of this memo it has not been lifted. The Governor's press release stated that one of the purposes of deferring the end of pandemic until 2023 was to "provid[e] state and local partners the time needed to prepare for this phaseout and set themselves up for success afterwards." Among the transition items reasonably interpreted as included for local agencies such as LACERA is a phaseout of teleconference meetings.

The Los Angeles County Department of Public Health still maintains guidance for employers: "Reduce indoor crowding. A few example strategies to decrease crowding include, but are not limited to: • Host larger meetings outdoors or virtually. • Reduce occupancy and spread-out seating in meeting rooms and other small spaces such as locker rooms, weight rooms, restrooms, and saunas. Ensure good ventilation . . . • Establish procedures to prevent crowding among persons waiting to enter or exit a large event. Limiting attendance, establishing unidirectional foot traffic patterns, reservations, online waiting lists, timed entry or exit, and using staff to help direct traffic and limit access if the area becomes too crowded can help." <http://publichealth.lacounty.gov/acd/ncorona2019/bestpractices/>.

On January 10, 2023, the Board of Supervisors again approved AB 361 findings to permit teleconference meetings given the current Public Health Order. The Board of Supervisors also acted upon the issue and approved the findings at its February 7, 2023 meeting. The Board of Supervisors' website states, "Meetings of the Board of Supervisors are held virtually on Tuesdays at 9:30 a.m., while the Public Health Order is in effect."



<https://bos.lacounty.gov/board-meeting-agendas/>. The LACERA Boards are not required to follow the Board of Supervisors' decision with regard to how meetings are conducted, but the County's change in practices is instructive.

The City of Pasadena (City), where LACERA's offices are located and Board and Committee meetings are held, has substantially revised its guidance to give more flexibility. The City still offers guidance that businesses recognize that COVID-19 continues to pose a risk to communities, and it is important for employers to continue to take steps to reduce the risk of COVID-19 transmission among their workers and visitors. <https://www.cityofpasadena.net/economicdevelopment/covid-19-business-resources/>. Earlier guidance promoting physical distancing by business in certain circumstances also remains posted on the City's COVID web page as a reference. However, as of the date of this memo, the City Council has not renewed its teleconference findings, and the Council has resumed meetings for public in-person participation.

The Centers for Disease Control and Prevention (CDC) recently updated its guidance, but the CDC still advises the public that they can "Prevent the Spread of COVID-19." Among the methods cited by CDC is "Keeping a Safe Distance Helps Stop COVID-19: Stay away from people who are sick. Stay away from people who have COVID-19. Stay away from people with COVID-19 even if they don't feel sick. Stay away from crowds. Stay away from inside places with lots of people." <https://www.cdc.gov/coronavirus/2019-ncov/easy-to-read/prevent-getting-sick/how-covid-spreads.html>.

Under these circumstances, the Boards may reasonably conclude and find that teleconferencing under Section 54953(e) is appropriate for Board and Committee meetings, including on a hybrid basis, during the next 30 days, so long as the State of Emergency remains in effect, because (1) the State of Emergency continues to impact the ability of the Trustees to meet safely in person, or (2) the County and other authorities continue to recommend measures to promote a safe workplace, including physical distancing to avoid crowding, as required by the statute. Either finding is sufficient under Section 54953(e) to support continued teleconference meetings.

If each Board makes these findings and directs teleconferencing under Section 54953(e), procedures exist and will be implemented to ensure compliance with the agenda and public comment requirements of the statute, as stated above. As required by the Boards' September 23, 2022 action, hybrid in-person and teleconference meetings will be implemented in accordance with procedures required by the Brown Act.

Finally, LACERA management recently updated staff work standards in light of changes in transmission rate to again permit hybrid work. Management continues to support hybrid office/telework procedures and continues a balance between hybrid and in office

work, in division manager discretion based on business needs. Management will adjust staff working conditions as required based on future changes in COVID transmission and infection rates.

## **CONCLUSION**

Based on the above information, staff recommends that, if the State of Emergency is still in effect on March 1, 2023 for the Board of Retirement and March 8, 2023 for the Board of Retirement, under AB 361 and Government Code Section 54953(e)(3) of the Brown Act, the Board of Retirement and Board of Investments separately consider whether to find that the Governor's COVID-19 State of Emergency continues to directly impact the ability of each Board and its Committees to meet safely in person and that other public agencies still maintain guidelines regarding distancing such that each Board and its Committees shall hold teleconference meetings for the next 30 days as part of hybrid meetings also in person, so long as the State of Emergency remains in effect, and if so, direct staff to comply with the agenda and public comment requirements of the statute. Action taken by each Board will only apply to that Board and its Committees.

If the required findings are made, teleconference technology will be used as part of hybrid Board and Committee meetings conducted by teleconference and in person at LACERA's Pasadena offices, so long as permissible under applicable law.

c:	Santos H. Kreimann	Luis A. Lugo	JJ Popowich
	Jonathan Gabel	Laura Guglielmo	Carly Ntoya

February 7, 2023

TO: Each Trustee,  
Board of Retirement

From: Louis Gittens *LG*  
Interim Division Manager, Benefits

For: March 1, 2023 Board of Retirement Meeting

**SUBJECT: RATIFICATION OF RECIPROCAL DISABILITY RETIREMENTS**

IT IS RECOMMENDED that the Board approve the reciprocal disability retirement for the following named deferred members who were found to be disabled by the current reciprocal agency for the performance of their duties and have met the burden of proof.

**BACKGROUND**

When a member terminates from County employment and then begins employment with a public agency covered by a reciprocal retirement system, such as CalPERS, they may qualify for reciprocal benefits. When a member is granted a disability retirement with that system, CERL Section 31837 allows LACERA to approve their disability and calculate their retirement benefits accordingly.

It is therefore recommended that the Board of Retirement approve the following deferred members.

RECIPROCAL AGENCY	DEPARTMENT	NAME	SAFETY / GENERAL MEMBER	DISABILITY TYPE	RETIREMENT DATE
OCERS	Sheriff	Jeffrey S. Anderson	Safety	SCD	10/14/2022
CALPERS	Sheriff	David B Syvock	Safety	SCD	12/10/2016

LG:am

February 21, 2023

**TO:** Trustees, Board of Retirement

**FOR:** Board of Retirement Meeting on March 1, 2023

**SUBJECT:** Ratification of Service Retirement and Survivor Benefit Application Approvals

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The attached report reflects service retirements and survivor benefit applications received as of the date of this memo, along with any retirement rescissions and/or changes approved at last month's Board meeting. Any retirement rescissions or changes received after the date of this memo up to the date of the Board's approval, will be reflected in next month's report.

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ALFREDO ALCALA	SHERIFF Dept.#SH	01-27-2023	31 YRS 05 MOS
JOHN P. APOSTOL	SHERIFF Dept.#SH	03-30-2023	32 YRS 08 MOS
CARMEN A. ARBALLO	SHERIFF Dept.#SH	03-31-2023	32 YRS 10 MOS
MANUEL D. AVINA	SHERIFF Dept.#SH	03-31-2023	34 YRS 02 MOS
JASON E. BAZYOUROS	SHERIFF Dept.#SH	03-31-2023	27 YRS 07 MOS
MICHAEL S. BRANDRIFF	SHERIFF Dept.#SH	03-19-2023	33 YRS 03 MOS
DAVID P. BROWN	L A COUNTY FIRE DEPT Dept.#FR	03-31-2023	33 YRS 07 MOS
MICHAEL S. BROWN	L A COUNTY FIRE DEPT Dept.#FR	03-26-2023	35 YRS 00 MOS
RYCKI M. BURWELL	SHERIFF Dept.#SH	03-27-2023	30 YRS 10 MOS

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
JAY M. BUTKI	L A COUNTY FIRE DEPT Dept.#FR	03-31-2023	27 YRS 11 MOS
GINA M. CALI	SHERIFF Dept.#SH	03-31-2023	32 YRS 06 MOS
CHRISTOPHER L. CHAVEZ	SHERIFF Dept.#SH	03-31-2023	28 YRS 02 MOS
LA TONYA R. CLARK	SHERIFF Dept.#SH	03-31-2023	36 YRS 11½ MOS
GREG A. DAHLMEIER	L A COUNTY FIRE DEPT Dept.#FR	03-03-2023	33 YRS 08½ MOS
LAURIE A. DEVINE-KNIER	DISTRICT ATTORNEY Dept.#DA	03-21-2023	33 YRS 06 MOS
DENNIS R. DOMINGUEZ JR.	SHERIFF Dept.#SH	02-27-2023	31 YRS 00 MOS
GREGORY A. EMERSON	SHERIFF Dept.#SH	02-28-2023	31 YRS 05 MOS
JOSEPH L. EMMERT	SHERIFF Dept.#SH	02-28-2023	31 YRS 01 MOS

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MARK A. ERBACKER	SHERIFF Dept.#SH	02-27-2023	37 YRS 03 MOS
GLEN F. EWART	L A COUNTY FIRE DEPT Dept.#FR	01-31-2023	17 YRS 07½ MOS
DONALD J. FARON	L A COUNTY FIRE DEPT Dept.#FR	02-27-2023	19 YRS 00 MOS
MICHAEL W. FUJINO	SHERIFF Dept.#SH	03-31-2023	34 YRS 05½ MOS
KENNETH W. GARCIA	L A COUNTY FIRE DEPT Dept.#FR	03-31-2023	33 YRS 05½ MOS
SONIA GARCIA	SHERIFF Dept.#SH	03-25-2023	31 YRS 06 MOS
JEREMY G. HARKINS	L A COUNTY FIRE DEPT Dept.#FR	01-31-2023	25 YRS 01½ MOS
VICTOR M. HERNANDEZ	L A COUNTY FIRE DEPT Dept.#FR	02-28-2023	25 YRS 10 MOS
LARRY V. HOERNER	L A COUNTY FIRE DEPT Dept.#FR	03-31-2023	21 YRS 05 MOS

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
KENNETH J. KAUFMANN	SHERIFF Dept.#SH	03-31-2023	30 YRS 09 MOS
ERNIE P. KING	SHERIFF Dept.#SH	03-31-2023	30 YRS 07 MOS
TIMOTHY C. KOCH	L A COUNTY FIRE DEPT Dept.#FR	03-27-2023	31 YRS 07 MOS
FRANK E. LA PIANA	SHERIFF Dept.#SH	02-26-2023	29 YRS 04 MOS
ANDREW J. LEOS	SHERIFF Dept.#SH	02-02-2023	32 YRS 08 MOS
JOHN D. LIPP	L A COUNTY FIRE DEPT Dept.#FR	03-29-2023	28 YRS 10 MOS
DARRYL L. LITTLE	L A COUNTY FIRE DEPT Dept.#FR	03-31-2023	30 YRS 01 MOS
KENNY S. LORD	SHERIFF Dept.#SH	03-25-2023	32 YRS 10 MOS
JUDITH S. LUERA	SHERIFF Dept.#SH	03-29-2023	28 YRS 00 MOS



# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
GORDON LUKEHART III	SHERIFF Dept.#SH	03-31-2023	33 YRS 09½ MOS
PETE J. MARTINEZ	L A COUNTY FIRE DEPT Dept.#FR	03-31-2023	36 YRS 10 MOS
ROBERT W. MAUS	DISTRICT ATTORNEY Dept.#DA	03-25-2023	30 YRS 09 MOS
CARLOS D. MORAN	SHERIFF Dept.#SH	02-25-2023	25 YRS 01 MOS
TIMOTHY S. O'DONNELL	L A COUNTY FIRE DEPT Dept.#FR	03-31-2023	31 YRS 06 MOS
COLIN H. ORPE	SHERIFF Dept.#SH	02-02-2023	33 YRS 07½ MOS
STEVEN POWELL	L A COUNTY FIRE DEPT Dept.#FR	03-31-2023	32 YRS 06½ MOS
THOMAS RAY	L A COUNTY FIRE DEPT Dept.#FR	03-31-2023	31 YRS 00 MOS
JULIA P. RENTERIA	SHERIFF Dept.#SH	03-31-2023	33 YRS 10 MOS

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
JAMES W. ROBINSON	L A COUNTY FIRE DEPT Dept.#FR	02-28-2023	33 YRS 10 MOS
ERIC J. RODRIGUEZ	L A COUNTY FIRE DEPT Dept.#FR	03-31-2023	28 YRS 09 MOS
GUILLERMO RODRIGUEZ	SHERIFF Dept.#SH	03-31-2023	28 YRS 10 MOS
ERIC K. ROELOFSON	SHERIFF Dept.#SH	03-31-2023	31 YRS 11 MOS
DON R. SANCHEZ JR	SHERIFF Dept.#SH	03-30-2023	32 YRS 10 MOS
BRITTON H. SCHAEFER	DISTRICT ATTORNEY Dept.#DA	03-18-2023	29 YRS 00 MOS
KEITH G. SCHUMAKER	SHERIFF Dept.#SH	03-31-2023	33 YRS 00 MOS
RICHARD A. SHEAR	SHERIFF Dept.#SH	03-11-2023	33 YRS 07½ MOS
MARVIN A. SMITH	SHERIFF Dept.#SH	03-30-2023	34 YRS 00 MOS

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### SAFETY MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
DAVID K. TAKIGAWA	SHERIFF Dept.#SH	03-17-2023	29 YRS 10 MOS
ELIOTT M. URIBE	SHERIFF Dept.#SH	02-28-2023	31 YRS 06 MOS
DON VAN DOREN	L A COUNTY FIRE DEPT Dept.#FR	03-02-2023	30 YRS 01½ MOS
IVAN WILKINS	L A COUNTY FIRE DEPT Dept.#FR	03-28-2023	30 YRS 08 MOS
TRACY H. WRIGHT	SHERIFF Dept.#SH	03-31-2023	31 YRS 09 MOS
JI Y. YU	SHERIFF Dept.#SH	02-28-2023	25 YRS 10 MOS

## BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

### BENEFIT APPROVAL LIST

#### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
HERMELINDA ABARCA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-28-2023	31 YRS 03 MOS
VAHAK ABCARIANS	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-30-2023	23 YRS 05 MOS
GODDY O. AGBO	SHERIFF Dept.#SH	02-28-2023	10 YRS 11 MOS
JANET N. AGU	MENTAL HEALTH Dept.#MH	03-31-2023	26 YRS 06 MOS
EVA MARIA ALBA	PUBLIC DEFENDER Dept.#PD	03-06-2023	22 YRS 11½ MOS
MICHAEL ALMANZA	PUBLIC HEALTH PROGRAM Dept.#PH	01-24-2023	31 YRS 01½ MOS
FRANCISCA AMAYA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-28-2023	31 YRS 04 MOS
MARIA M. AMILIATEGUI	MENTAL HEALTH Dept.#MH	03-31-2023	25 YRS 05½ MOS
KIMBERLY C. AN	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	02-25-2023	38 YRS 09 MOS

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MARJORIE A. ANCLA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-28-2023	32 YRS 11 MOS
BARBARA G. ANDERSON	PUBLIC HEALTH PROGRAM Dept.#PH	03-31-2023	24 YRS 05 MOS
GUADALUPE O. ANDERSON	PUBLIC HEALTH PROGRAM Dept.#PH	02-24-2023	33 YRS 07 MOS
MARY J. ANKELE	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-25-2023	25 YRS 06 MOS
VIVIAN ARLINE	CHILDREN & FAMILY SERVICES Dept.#CH	02-28-2023	26 YRS 10 MOS
MARIA M. AVECILLA-DUB	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-18-2023	33 YRS 11 MOS
JAMES G. BAILEY	L A COUNTY FIRE DEPT Dept.#FR	01-27-2023	41 YRS 00 MOS
LISA E. BATCHELOR	AMBULATORY CARE NETWORK Dept.#HN	01-31-2023	15 YRS 08½ MOS
DANIEL BEAL	INTERNAL SERVICES Dept.#IS	02-25-2023	25 YRS 05 MOS

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
DARVI G. BELL	CHILD SUPPORT SERVICES Dept.#CD	01-31-2023	32 YRS 02½ MOS
SHARON A. BENJAMIN	MENTAL HEALTH Dept.#MH	03-09-2023	10 YRS 01½ MOS
LANOMAY D. BENJAMIN	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-01-2023	30 YRS 10½ MOS
VANESSA BLAKLEY	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-30-2023	25 YRS 00 MOS
LISA S. BOLDEN	MENTAL HEALTH Dept.#MH	03-31-2023	19 YRS 08 MOS
CATHERINE D. BRENNAN	PROBATION DEPARTMENT Dept.#PB	03-31-2023	33 YRS 04 MOS
ROBERT S. BRIEFF	AGING DEPARTMENT Dept.#AG	02-28-2023	27 YRS 00 MOS
GLENDA BRISBANE	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-31-2023	28 YRS 06 MOS
SHEILA BROCK	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-31-2023	30 YRS ½ MOS

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
BARBARA M. BROWN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-31-2023	42 YRS 11½ MOS
DERRICK D. BROWN	INTERNAL SERVICES Dept.#IS	01-21-2023	16 YRS 04 MOS
KESTER T. BUI	SUPERIOR COURT/COUNTY CLERK Dept.#SC	02-25-2023	33 YRS 06 MOS
WENDY E. BURTON	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	02-25-2023	35 YRS 00 MOS
ROY N. CAGUNGAO	CORRECTIONAL HEALTH Dept.#HC	01-26-2023	17 YRS 06 MOS
KELLY CALL	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-31-2023	30 YRS 00 MOS
CHRISTY L. CALLAHAN	SHERIFF Dept.#SH	03-29-2023	41 YRS 10 MOS
ROSA CAMARENA	CHILD SUPPORT SERVICES Dept.#CD	02-24-2023	32 YRS 06 MOS
ARELIA D. CANNON	INTERNAL SERVICES Dept.#IS	02-25-2023	27 YRS 11 MOS

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MARTHA CASTANEDA-GU	ASSESSOR Dept.#AS	03-31-2023	11 YRS 11½ MOS
SALVADOR CASTELLANOS	INTERNAL SERVICES Dept.#IS	03-31-2023	37 YRS 02½ MOS
IRMA CASTILLO	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	02-15-2023	43 YRS 03½ MOS
MARIA C. CERDAS	AGING DEPARTMENT Dept.#AG	03-30-2023	21 YRS 06 MOS
JULIE Y. CHANG	PROBATION DEPARTMENT Dept.#PB	03-01-2023	25 YRS 04½ MOS
AKBER A. CHARLIE	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	01-31-2023	34 YRS 01 MOS
MELVIN W. CHIN	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-31-2023	40 YRS 06 MOS
KAREN M. CHOI	PUBLIC WORKS Dept.#PW	03-31-2023	28 YRS 05 MOS
DONZALEA Y. CLEMENTS	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-30-2023	35 YRS 04 MOS



# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ALLAN E. COCHRAN	LACERA Dept.#NL	02-15-2023	07 YRS 02½ MOS
JANE D. COWART	AMBULATORY CARE NETWORK Dept.#HN	02-25-2023	31 YRS 00 MOS
JAMES R. CRABTREE	HEALTH SERVICES ADMINISTRATION Dept.#HS	03-31-2023	36 YRS 03 MOS
MARIA N. CRULEY	PUBLIC HEALTH PROGRAM Dept.#PH	03-31-2023	28 YRS 10 MOS
MARIA G. CRUZ	SUPERIOR COURT/COUNTY CLERK Dept.#SC	02-28-2023	34 YRS 00 MOS
JEFFERSON A. CRUZ	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	03-31-2023	20 YRS 09½ MOS
MIREYA P. CUEVAS	SUPERIOR COURT/COUNTY CLERK Dept.#SC	01-21-2023	26 YRS 10 MOS
DONNA R. CULPEPPER	CHILDREN & FAMILY SERVICES Dept.#CH	02-28-2023	34 YRS 02½ MOS
CARRIE L. CURRIE	SHERIFF Dept.#SH	03-30-2023	35 YRS 03 MOS

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
NICOLAS DE LA ROSA J	SHERIFF Dept.#SH	03-31-2023	27 YRS 02½ MOS
ANOUSHIRAVAN DEJBAKSH	PUBLIC WORKS Dept.#PW	03-31-2023	38 YRS 04½ MOS
CARIDAD F. DEL CASTILLO	ASSESSOR Dept.#AS	03-31-2023	34 YRS 00 MOS
MILAGROS F. DEMANDANTE	MENTAL HEALTH Dept.#MH	03-31-2023	15 YRS 02 MOS
HRATCH K. DERDERIAN	PUBLIC HEALTH PROGRAM Dept.#PH	02-28-2023	23 YRS 00 MOS
HOURIK DONABEDIAN	PUBLIC DEFENDER Dept.#PD	03-30-2023	21 YRS 05 MOS
SUZANNE DONOVAN	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	02-28-2023	29 YRS 08 MOS
LYNN A. ELLIOTT	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-24-2023	29 YRS 02 MOS
SALVADOR ESPINOSA	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-31-2023	30 YRS 08 MOS

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ARMIDA ESPINOZA-HER	PUBLIC WORKS Dept.#PW	03-31-2023	31 YRS 04 MOS
DAREN C. ESQUIVEL	SHERIFF Dept.#SH	02-25-2023	30 YRS 03 MOS
ROBIN D. EVANS	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-28-2023	21 YRS 03 MOS
CARMEN FERNANDEZ	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	03-15-2023	31 YRS 10½ MOS
BELLONA FERNANDEZ-PA	AMBULATORY CARE NETWORK Dept.#HN	03-31-2023	23 YRS 02 MOS
JEANNETTE M. FLORES	SUPERIOR COURT/COUNTY CLERK Dept.#SC	02-28-2023	32 YRS 10 MOS
DONNA N. FRAIJO-JUARE	ASSESSOR Dept.#AS	02-28-2023	31 YRS 04 MOS
TAMMY GALLEHUGH	SUPERIOR COURT/COUNTY CLERK Dept.#SC	02-28-2023	40 YRS 03 MOS
SUSAN GARCIA	INTERNAL SERVICES Dept.#IS	03-31-2023	40 YRS 08 MOS

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
JOSEPH L. GARCIA	SHERIFF Dept.#SH	02-28-2023	39 YRS 08 MOS
ARMANDO GARCIA	DEPARTMENT OF HUMAN RESOURCES Dept.#HM	02-28-2023	40 YRS 06 MOS
IRMA GARCIA	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	01-11-2023	12 YRS 11½ MOS
EVELYN T. GLEMA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-31-2023	25 YRS 01½ MOS
GILBERT GLORIOSO	SUPERIOR COURT/COUNTY CLERK Dept.#SC	02-28-2023	33 YRS 00 MOS
LILIA M. GODOY	SUPERIOR COURT/COUNTY CLERK Dept.#SC	02-25-2023	41 YRS 01 MOS
ALEXANDER B. GOMEZ	CORRECTIONAL HEALTH Dept.#HC	03-31-2023	18 YRS 00 MOS
JACQUELINE GONZALES	SHERIFF Dept.#SH	02-25-2023	37 YRS 01 MOS
DIANE L. GONZALEZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-31-2023	31 YRS 01½ MOS

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MARTHA A. GONZALEZ	REG-RECORDER/COUNTY CLERK Dept.#RR	02-28-2023	36 YRS 08 MOS
MARIA G. GONZALEZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-31-2023	32 YRS 00 MOS
JOCELYN J. GOROSPE	ASSESSOR Dept.#AS	01-17-2023	31 YRS 07 MOS
SANDRA S. GOYAL	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	03-31-2023	21 YRS 04 MOS
GREGORY A. GRAAM	PROBATION DEPARTMENT Dept.#PB	03-31-2023	35 YRS 09½ MOS
GREGORY L. GRAHAM	PUBLIC WORKS Dept.#PW	03-29-2023	35 YRS 04 MOS
DEBRA R. GRIFFIN	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	02-01-2023	25 YRS 05½ MOS
RUBY GUILLEN	CHILDREN & FAMILY SERVICES Dept.#CH	03-31-2023	22 YRS 09½ MOS
RENE A. GUTIERREZ	PARKS AND RECREATION Dept.#PK	03-31-2023	25 YRS 04 MOS

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
SERGIO E. GUTIERREZ	PROBATION DEPARTMENT Dept.#PB	03-31-2023	26 YRS 02 MOS
LUZ M. H-LUZ	PUBLIC LIBRARY Dept.#PL	03-31-2023	18 YRS 04 MOS
MOHAMMED HAFEEZ	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-31-2023	31 YRS 11½ MOS
SCOTT HANADA	MENTAL HEALTH Dept.#MH	03-31-2023	20 YRS 02½ MOS
DIANE E. HANVILLE	PUBLIC LIBRARY Dept.#PL	03-31-2023	04 YRS 05 MOS
ROSS HARRELL	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	02-23-2023	27 YRS 11 MOS
PATRICIA S. HASLEY	PROBATION DEPARTMENT Dept.#PB	03-31-2023	35 YRS 00 MOS
JEFFREY W. HENSLEY	PUBLIC WORKS Dept.#PW	01-28-2023	36 YRS 07 MOS
MARIA T. HERNANDEZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-31-2023	28 YRS 01½ MOS

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MIGUEL R. HERNANDEZ	SHERIFF Dept.#SH	03-30-2023	27 YRS 09 MOS
MARIA L. HERNANDEZ-AR	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	02-25-2023	38 YRS 08 MOS
NAM N. HO	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-25-2023	33 YRS 03 MOS
AMANDA HORNE	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	02-25-2023	34 YRS 04 MOS
LIXIN HU	SHERIFF Dept.#SH	03-31-2023	28 YRS 02½ MOS
CAROLYN S. JAMES	ASSESSOR Dept.#AS	02-25-2023	32 YRS 07 MOS
MERCETA M. JEFFERSON	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-28-2023	25 YRS 00 MOS
JESSE D. JIMENEZ	SUPERIOR COURT/COUNTY CLERK Dept.#SC	01-31-2023	34 YRS 04½ MOS
MIT L. JOHNSON	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	02-28-2023	35 YRS 04 MOS

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
TAUNYA D. JOHNSON	PUBLIC HEALTH PROGRAM Dept.#PH	03-01-2023	32 YRS 08 MOS
TERESA JOHNSON-WILL	AMBULATORY CARE NETWORK Dept.#HN	01-31-2023	15 YRS 03 MOS
MARGARET A. JONES	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-25-2023	41 YRS 08½ MOS
ROSALIE H. KELDJIAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-31-2023	16 YRS 09 MOS
JOEL D. KELLOGG	CORRECTIONAL HEALTH Dept.#HC	02-24-2023	38 YRS 00 MOS
IRENE KELSEY	CHILDREN & FAMILY SERVICES Dept.#CH	03-15-2023	30 YRS 02½ MOS
FRIDA J. KING	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-31-2023	27 YRS 08 MOS
GRACE H. KO	AUDITOR - CONTROLLER Dept.#AU	01-28-2023	15 YRS 10 MOS
KEN J. KRANTZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-15-2023	32 YRS 01½ MOS



## BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

### BENEFIT APPROVAL LIST

#### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MARTHA I. LANDEROS	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-31-2023	17 YRS ½ MOS
TERESA PIK LAU	AMBULATORY CARE NETWORK Dept.#HN	03-31-2023	36 YRS 08½ MOS
BICHLOAN T. LE	MENTAL HEALTH Dept.#MH	01-11-2023	21 YRS 11 MOS
CHANH T. LE	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-31-2023	36 YRS 03 MOS
BARRY LEE	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-31-2023	28 YRS 03 MOS
CHIEN-CHUNG LEE	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-31-2023	30 YRS 01 MOS
TEBLET LEMMA	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-31-2023	30 YRS 11½ MOS
MONICA V. LERMA	SUPERIOR COURT/COUNTY CLERK Dept.#SC	02-25-2023	32 YRS 03 MOS
CHARLES LIN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-31-2023	10 YRS 02½ MOS

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
STELLA P. LIN	SUPERIOR COURT/COUNTY CLERK Dept.#SC	02-25-2023	25 YRS 01 MOS
JOSEPH LIN	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	02-01-2023	05 YRS 06½ MOS
JE WEN LO	PROBATION DEPARTMENT Dept.#PB	02-15-2023	24 YRS 07½ MOS
MICHAEL LOPEZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-31-2023	40 YRS 10½ MOS
RAMON LOPEZ	SHERIFF Dept.#SH	03-31-2023	25 YRS 08 MOS
KRISTI LOUSTEAU	SUPERIOR COURT/COUNTY CLERK Dept.#SC	02-24-2023	29 YRS 05 MOS
BINH LUONG	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-31-2023	26 YRS 00 MOS
KAREN MA	PUBLIC HEALTH PROGRAM Dept.#PH	02-25-2023	16 YRS 02 MOS
EDITA P. MALABAD	CORRECTIONAL HEALTH Dept.#HC	03-31-2023	25 YRS 03½ MOS

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ANNIE M. MARQUEZ	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	02-25-2023	39 YRS 11 MOS
FRANK G. MARTINEZ	SHERIFF Dept.#SH	01-31-2023	05 YRS 05½ MOS
EMILY MATA	CHILD SUPPORT SERVICES Dept.#CD	01-28-2023	43 YRS 04 MOS
JAMES P. MCGEE	PUBLIC LIBRARY Dept.#PL	03-31-2023	39 YRS 02½ MOS
CORRINE K. MCLEMORE	SHERIFF Dept.#SH	01-27-2023	30 YRS 06½ MOS
GIL MELENDEZ	PROBATION DEPARTMENT Dept.#PB	01-18-2023	25 YRS 01½ MOS
LUIS R. MELENDEZ	PROBATION DEPARTMENT Dept.#PB	01-31-2023	20 YRS ½ MOS
ANDREA MERRILL	HEALTH SERVICES ADMINISTRATION Dept.#HS	03-30-2023	32 YRS 10 MOS
SHANNON C. MEYER	SHERIFF Dept.#SH	03-31-2023	21 YRS 10 MOS

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ANNA M. MEZA	PUBLIC HEALTH PROGRAM Dept.#PH	02-25-2023	40 YRS 01 MOS
ANIE K. MIKAELIAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-31-2023	35 YRS 06 MOS
DEBRA MILLER	SHERIFF Dept.#SH	02-28-2023	36 YRS 10 MOS
JASMINE Z. MING	CHILD SUPPORT SERVICES Dept.#CD	03-31-2023	16 YRS 03½ MOS
MARIA G. MONTES	SHERIFF Dept.#SH	03-30-2023	38 YRS 02 MOS
MARIETA C. MONTIAGUE	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	02-28-2023	36 YRS 04 MOS
DEWAYNE E. MOORE	PUBLIC WORKS Dept.#PW	02-28-2023	32 YRS 06 MOS
DONNA M. MOORE	CHILDREN & FAMILY SERVICES Dept.#CH	02-28-2023	42 YRS 04 MOS
ANTONIO MORALES	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-31-2023	25 YRS 10 MOS

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
CRISTINA MORALES	CHILDREN & FAMILY SERVICES Dept.#CH	02-25-2023	38 YRS 09 MOS
ROSA M. MORENO	SHERIFF Dept.#SH	01-31-2023	43 YRS 03½ MOS
RICHARD A. MULLIKIN	PROBATION DEPARTMENT Dept.#PB	02-01-2023	29 YRS 10½ MOS
MARICELA MUNGUIA	SHERIFF Dept.#SH	03-31-2023	32 YRS 10 MOS
DOROTHIEA MUNN VAUGHN	CHILDREN & FAMILY SERVICES Dept.#CH	03-31-2023	31 YRS 09 MOS
NOEL AGUSTIN R. NABUA	PUBLIC DEFENDER Dept.#PD	04-01-2023	15 YRS 02½ MOS
GLENN R. NAKAGAKI	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-31-2023	34 YRS 10 MOS
VICKIE NAVAL-DURAND	SHERIFF Dept.#SH	03-31-2023	31 YRS 11 MOS
WILMA J. NEZART	PUBLIC WORKS Dept.#PW	01-31-2023	43 YRS 09 MOS

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
SO-LING NG	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-31-2023	31 YRS 00 MOS
TAMMY T. NGO	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-31-2023	34 YRS 00 MOS
DUC Q. NGUYEN	INTERNAL SERVICES Dept.#IS	03-31-2023	36 YRS 04 MOS
PHILIP C. NNOLI	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	03-31-2023	28 YRS 00 MOS
RICHARD A. NOLTE	INTERNAL SERVICES Dept.#IS	03-31-2023	19 YRS 06 MOS
BORINA NOU GARCIA	CHILDREN & FAMILY SERVICES Dept.#CH	02-27-2023	30 YRS 10 MOS
CURT O'BRYAN	PUBLIC WORKS Dept.#PW	02-28-2023	40 YRS 07 MOS
MARIA DE LOU OLIVARES DE	SHERIFF Dept.#SH	02-28-2023	12 YRS ½ MOS
STELLA T. ONG	CHILDREN & FAMILY SERVICES Dept.#CH	02-28-2023	32 YRS 03 MOS

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
GULSHAN PAGE	INTERNAL SERVICES Dept.#IS	03-31-2023	44 YRS 02 MOS
JOHN DONGIL PARK	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-31-2023	22 YRS 02½ MOS
RAJESH V. PATEL	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-31-2023	23 YRS 10 MOS
CECELIA PEGGESE	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	01-31-2023	05 YRS 01½ MOS
SANDRA M. PEREZ	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-31-2023	05 YRS 00 MOS
BONNIE J. PHIPPEN	SHERIFF Dept.#SH	01-26-2023	25 YRS 02 MOS
ARSEN PILIKYAN	CHILD SUPPORT SERVICES Dept.#CD	03-09-2023	25 YRS 04½ MOS
ELEANOR PLUMA	SHERIFF Dept.#SH	03-31-2023	32 YRS 08½ MOS
MICHELLE N. POTTER	CHILDREN & FAMILY SERVICES Dept.#CH	03-31-2023	29 YRS 02 MOS

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
RUBY R. PRICE	CHILDREN & FAMILY SERVICES Dept.#CH	03-01-2023	15 YRS 07½ MOS
NEERJA PURI	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	03-31-2023	35 YRS 01 MOS
KIM-PHUONG T. REGALADO	AGING DEPARTMENT Dept.#AG	03-31-2023	29 YRS 01½ MOS
ILEAN A. RICHARD	DISTRICT ATTORNEY Dept.#DA	01-30-2023	36 YRS 01 MOS
ACQUALYN RILEY	REG-RECORDER/COUNTY CLERK Dept.#RR	02-03-2023	22 YRS 11 MOS
RANDALL W. ROBERTS	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	03-31-2023	25 YRS 04 MOS
MARIA E. ROBERTS	PROBATION DEPARTMENT Dept.#PB	02-01-2023	36 YRS 08½ MOS
ROMLA P. ROBINSON	LACERA Dept.#NL	03-31-2023	36 YRS 02½ MOS
ROXANNE ROBINSON	CHILDREN & FAMILY SERVICES Dept.#CH	02-25-2023	32 YRS 07½ MOS



# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
CAROL RODRIGUEZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-31-2023	34 YRS 10 MOS
CLEMENTINA RODRIGUEZ	AMBULATORY CARE NETWORK Dept.#HN	02-28-2023	40 YRS 09 MOS
MARILYN A. RODRIGUEZ	PROBATION DEPARTMENT Dept.#PB	02-01-2023	14 YRS 09½ MOS
NADIA ROFAIL	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-31-2023	25 YRS 01 MOS
ESTHER M. ROJAS	PROBATION DEPARTMENT Dept.#PB	02-28-2023	25 YRS 00 MOS
RANAE I. ROWLES	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-28-2023	13 YRS 05 MOS
JESSICA C. RUDNER	SHERIFF Dept.#SH	03-31-2023	25 YRS 05 MOS
LILLY M. RUIZ	DISTRICT ATTORNEY Dept.#DA	02-25-2023	43 YRS 01 MOS
YVETTE RUIZ	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	03-31-2023	23 YRS 00 MOS

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MUHAMMAD J. SADEK	AGRICULTURAL COMM./WTS & MEAS. Dept.#AW	03-31-2023	28 YRS 02½ MOS
SOMSONG SAKULTHANA	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	02-28-2023	32 YRS 10 MOS
NORMA J. SALDIVAR	CHILDREN & FAMILY SERVICES Dept.#CH	03-31-2023	34 YRS 08½ MOS
JAMES P. SAMANO	PUBLIC WORKS Dept.#PW	02-25-2023	19 YRS 05 MOS
MERLIE G. SAMIA	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	03-31-2023	18 YRS 04 MOS
GABRIEL E. SANCHEZ	PUBLIC WORKS Dept.#PW	03-23-2023	40 YRS 00 MOS
ALYSA M. SERDENGECTI	AUDITOR - CONTROLLER Dept.#AU	03-31-2023	33 YRS 02 MOS
EMMA SHADKAMYAN	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-28-2023	28 YRS 00 MOS
TYMON SHIPP	PROBATION DEPARTMENT Dept.#PB	03-31-2023	37 YRS 08½ MOS

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ANNIE H. SHYONG	SHERIFF Dept.#SH	03-31-2023	25 YRS 06 MOS
PAUL A. SIMON	PUBLIC HEALTH PROGRAM Dept.#PH	02-28-2023	24 YRS 02 MOS
JOSEPH D. SIMS	CHILDREN & FAMILY SERVICES Dept.#CH	03-31-2023	33 YRS 06½ MOS
ELLA M. SIMS	CHILD SUPPORT SERVICES Dept.#CD	01-28-2023	27 YRS ½ MOS
ERVIN P. SMITH JR	SHERIFF Dept.#SH	03-31-2023	21 YRS 05 MOS
SODAREY T. SOK	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-31-2023	32 YRS 05 MOS
STEPHONIE K. STEINRUCK	PROBATION DEPARTMENT Dept.#PB	02-28-2023	33 YRS 09 MOS
MICHAEL P. STEWART	DISTRICT ATTORNEY Dept.#DA	01-31-2023	36 YRS ½ MOS
DAVID C. STONE	MENTAL HEALTH Dept.#MH	02-25-2023	34 YRS 01 MOS

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
WENDY T. TAGLE	PUBLIC WORKS Dept.#PW	03-31-2023	38 YRS 06½ MOS
THERESA W. TAM	PUBLIC HEALTH PROGRAM Dept.#PH	03-29-2023	36 YRS 08 MOS
SHU-LANE TAN	SHERIFF Dept.#SH	03-31-2023	10 YRS 08 MOS
MIGUEL TAPIA	CHILDREN & FAMILY SERVICES Dept.#CH	03-30-2023	32 YRS 10 MOS
LISA TATUM	CHILDREN & FAMILY SERVICES Dept.#CH	01-23-2023	17 YRS ½ MOS
JOAN TAYLOR	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	02-28-2023	41 YRS 08 MOS
DEEDEE TRAN	PUBLIC HEALTH PROGRAM Dept.#PH	03-31-2023	23 YRS 07½ MOS
JEFFREY TRELOAR	PUBLIC DEFENDER Dept.#PD	03-31-2023	32 YRS 03½ MOS
LYNN TREVINO	HEALTH SERVICES ADMINISTRATION Dept.#HS	02-24-2023	46 YRS 06½ MOS

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
FATIMA TUCKER-HICKS	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-28-2023	37 YRS 08 MOS
BEVERLY J. UKOHA	PUBLIC HEALTH PROGRAM Dept.#PH	03-31-2023	36 YRS 05½ MOS
TIMOTHY VALE	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-30-2023	40 YRS 04½ MOS
MICHAEL VAN METER	SUPERIOR COURT/COUNTY CLERK Dept.#SC	02-28-2023	40 YRS 08 MOS
NOPHAWAN VANIJJAKORNV	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	03-31-2023	35 YRS 05½ MOS
USANEE VANIJJAKORNV	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	03-31-2023	35 YRS 07½ MOS
RAUL VASQUEZ	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-31-2023	33 YRS 02½ MOS
SILVIA VICO	SUPERIOR COURT/COUNTY CLERK Dept.#SC	03-30-2023	15 YRS 11 MOS
ANA O. VILLALOBOS	SFV CLUSTER-OLIVE VIEW/UCLA MC Dept.#HO	03-31-2023	18 YRS 05½ MOS

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
JOSEPH D. VILLASENOR	PROBATION DEPARTMENT Dept.#PB	01-12-2023	22 YRS 04 MOS
THUY T. VU	INTERNAL SERVICES Dept.#IS	03-01-2023	41 YRS 04½ MOS
TERESA C. WAGGONER	CORRECTIONAL HEALTH Dept.#HC	03-31-2023	17 YRS 05 MOS
BARBARA E. WATTS	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-28-2023	30 YRS 11½ MOS
STAR L. WILKINSON	SUPERIOR COURT/COUNTY CLERK Dept.#SC	01-31-2023	44 YRS 10½ MOS
FREDDIE E. WILLIAMS	MENTAL HEALTH Dept.#MH	03-31-2023	17 YRS 04 MOS
PAMELA WILLIAMS	CHILD SUPPORT SERVICES Dept.#CD	03-31-2023	22 YRS 03 MOS
FENELLA WILLIAMS	CHILDREN & FAMILY SERVICES Dept.#CH	03-31-2023	18 YRS 03 MOS
ALLEN L. WITHROW	CHILDREN & FAMILY SERVICES Dept.#CH	03-01-2023	32 YRS ½ MOS

## BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

### BENEFIT APPROVAL LIST

#### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
JESSICA P. WONG	AMBULATORY CARE NETWORK Dept.#HN	02-15-2023	24 YRS 05½ MOS
ELIZABETH WONG	INTERNAL SERVICES Dept.#IS	03-29-2023	42 YRS 04 MOS
GREGORY M. WOODS	PUBLIC HEALTH PROGRAM Dept.#PH	01-21-2023	30 YRS 00 MOS
LINDA P. WRIGHT	CORRECTIONAL HEALTH Dept.#HC	01-26-2023	13 YRS 01 MOS
SHIRLEY WU	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	03-31-2023	31 YRS 03½ MOS
DAVID K. YADA	CHILDREN & FAMILY SERVICES Dept.#CH	03-30-2023	36 YRS 11 MOS
KAYE YOUNG	PUBLIC HEALTH PROGRAM Dept.#PH	03-30-2023	40 YRS ½ MOS
TAMMY L. YOUNG	SUPERIOR COURT/COUNTY CLERK Dept.#SC	02-01-2023	23 YRS 02½ MOS
JACQUELINE ZAVALETA	PUBLIC HEALTH PROGRAM Dept.#PH	03-30-2023	31 YRS 01½ MOS

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
PAULETTE ZIMMERMAN	CHILDREN & FAMILY SERVICES Dept.#CH	02-28-2023	34 YRS 06 MOS



# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### GENERAL SURVIVOR APPLICATIONS

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
JOHN A. MATTHYS	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-01-2023	24 YRS 10 MOS
HUSBAND of CATHERINE MATTHYS dec'd on 12-31-2022, Sect. #31781.1			

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
MELINEH K. ALLARD	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-15-2023	25 YRS 07½ MOS
PATRICIA ALMANZA	SHERIFF Dept.#SH	02-13-2023	33 YRS 11 MOS
JUDY M. ANDERSON	PROBATION DEPARTMENT Dept.#PB	01-13-2023	44 YRS 10 MOS
SABRENA L. BALANCIER-CH	SOUTHWEST CLUSTER (MLK JR MC) Dept.#HK	12-29-2022	17 YRS 08 MOS
MARLYN K. BEEBE	PUBLIC LIBRARY Dept.#PL	08-09-2022	00 YRS 06 MOS
DEBRA L. CACIANTI	MENTAL HEALTH Dept.#MH	11-01-2022	00 YRS 09½ MOS
VANCE L. COOK	PROBATION DEPARTMENT Dept.#PB	01-09-2023	10 YRS 05 MOS
LYDIA CORTEZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-06-2023	25 YRS 04 MOS
MARIBELLE D. DE LEON	TREASURER AND TAX COLLECTOR Dept.#TT	01-18-2023	35 YRS 08 MOS

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
DAVID O. DIX	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	01-09-2023	27 YRS 04½ MOS
RAMON J. DY	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	01-06-2023	05 YRS ½ MOS
MAUREEN A. FORTE-UNDZIS	RANCHO LOS AMIGOS HOSPITAL Dept.#HR	01-30-2023	13 YRS 05 MOS
LA RAE Y. FRERS	PROBATION DEPARTMENT Dept.#PB	03-31-2023	37 YRS 10 MOS
KENNETH D. GATES	CHIEF EXECUTIVE OFFICE Dept.#AO	01-26-2023	11 YRS 05 MOS
ALBERT Z. GOODALL	PROBATION DEPARTMENT Dept.#PB	01-04-2023	13 YRS 02 MOS
ARSANIOUS M. HANNA	PUBLIC WORKS Dept.#PW	01-31-2023	22 YRS 04½ MOS
VINCENT A. HARPER	COASTAL CLUSTER-HARBOR/UCLA MC Dept.#HH	11-10-2022	37 YRS 03½ MOS
CHAN HONG	MENTAL HEALTH Dept.#MH	01-13-2023	38 YRS 08½ MOS

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
ANTHENY IBARRA	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	02-03-2023	27 YRS 09 MOS
PATRICIA JARJOUR	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	02-12-2023	16 YRS 02½ MOS
SHERRIE M. LEWIS	SHERIFF Dept.#SH	01-31-2023	14 YRS 06 MOS
ALBERTO J. LOPEZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-15-2023	11 YRS 02 MOS
SEAN R. MARTIN	L A COUNTY FIRE DEPT Dept.#FR	02-09-2023	08 YRS 02 MOS
CYNTHIA A. MUNOZ	SHERIFF Dept.#SH	01-28-2023	17 YRS 10 MOS
IRMA G. NUNEZ	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	02-02-2023	12 YRS 03 MOS
ROBERT SERNA	DISTRICT ATTORNEY Dept.#DA	02-12-2023	18 YRS 04 MOS
DIANA SHAHBANDARI	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-06-2023	16 YRS 07 MOS

# BOARD OF RETIREMENT MEETING OF MARCH 1, 2023

## BENEFIT APPROVAL LIST

### GENERAL MEMBER APPLICATIONS FOR: SERVICE RETIREMENT FROM DEFERRED

<u>NAME</u>	<u>DEPARTMENT</u>	<u>RETIRED</u>	<u>SERVICE</u>
VALERIE A. SHIVERS WHIT	SHERIFF Dept.#SH	01-22-2023	37 YRS 00 MOS
FREDERICK S. SMITH	PROBATION DEPARTMENT Dept.#PB	01-05-2023	21 YRS 01½ MOS
NANCY SMITH	SOUTHWEST CLUSTER (MLK JR MC) Dept.#HK	01-26-2023	23 YRS 10 MOS
AMERICA L. SOSA	CHILDREN & FAMILY SERVICES Dept.#CH	01-23-2023	15 YRS 09½ MOS
FLORO V. TAMBAOAN	CHILD SUPPORT SERVICES Dept.#CD	01-31-2023	25 YRS 00 MOS
GUO-CHUAN E. TSAI	MENTAL HEALTH Dept.#MH	02-01-2023	14 YRS 03½ MOS
ROBERT E. WARE	DEPT OF PUBLIC SOCIAL SERVICES Dept.#SS	01-11-2023	05 YRS 09 MOS
IDOLINE V. YOUNG	NORTHEAST CLUSTER (LAC+USC) Dept.#HG	01-16-2023	19 YRS 03 MOS

**BOARD OF RETIREMENT MEETING OF MARCH 1, 2023  
RESCISSIONS/CHANGES FROM BENEFIT APPROVAL LIST  
APPROVED ON FEBRUARY 1, 2023**

**SAFETY MEMBER APPLICATIONS FOR SERVICE RETIREMENT**

<b>NAME</b>	<b>DEPARTMENT</b>	<b>UPDATE</b>
JOHN T CRYDER JR	L A COUNTY FIRE DEPT	CHANGE OF DATE TO January 31, 2023

**GENERAL MEMBER APPLICATIONS FOR SERVICE RETIREMENT**

<b>NAME</b>	<b>DEPARTMENT</b>	<b>UPDATE</b>
DANIEL RIOS	NORTHEAST CLUSTER (LAC+USC)	CHANGE OF DATE TO January 20, 2023
OCTAVIO OROZCO	CHILDREN & FAMILY SERVICES	CHANGE OF DATE TO January 28, 2023
JACQUELINE C TRIMBLE	CHILDREN & FAMILY SERVICES	RESCISSION OF RETIREMENT
IVEY L BURTON	CORRECTIONAL HEALTH	CHANGE OF DATE TO January 25, 2023
KIMBERLY LAM-HA	MENTAL HEALTH	CHANGE OF DATE TO January 25, 2023
CINDY Y OH	AGING DEPARTMENT	CHANGE OF DATE TO January 31, 2023
RUTH H CONTRERAS	SUPERIOR COURT/COUNTY CLERK	CHANGE OF DATE TO January 31, 2023



February 17, 2023

TO: Each Trustee  
Board of Retirement

FROM: Ricki Contreras, Division Manager  
Disability Retirement Services

SUBJECT: **APPEALS FOR THE BOARD OF RETIREMENT'S MEETING  
OF MARCH 1, 2023**

**IT IS RECOMMENDED** that the Board of Retirement grant the appeal(s) and request(s) for administrative hearing received from the following applicant(s), and direct the Disability Retirement Services Manager to refer each case to a referee:

5287B	Jeff Victoroff	Thomas Wicke	Grant SCD – Deny Option of an Earlier Effective Date
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5293B	Seda K. Tum	In Pro Per	Deny SCD – Grant NSCD
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RC:kw

**Documents not attached are exempt from disclosure under the California Public Records Act and other legal authority.**

**For further information, contact:  
LACERA  
Attention: Public Records Act Requests  
300 N. Lake Ave., Suite 620  
Pasadena, CA 91101**



February 17, 2023

TO: Each Trustee  
Board of Retirement

FROM: Ricki Contreras, Manager   
Disability Retirement Services

FOR: March 1, 2023, Board of Retirement meeting

**SUBJECT: SERVICE PROVIDER INVOICE APPROVAL REQUEST**

On January 1, 2015, the Board of Retirement adopted a policy whereby staff is authorized to approve and pay vendor invoices up to a cumulative amount of \$15,000.00 per vendor. Invoices from vendors exceeding \$15,000.00 per case shall be submitted to the Board of Retirement for approval prior to payment.

As of February 17, 2023, a total of \$400.00 has been paid to Referee Joseph L. Stine for his hearing officer fees for application of Diane Santiago (Dec'd). Referee Stine has completed his Final Proposed Findings of Fact and Recommended Decision and is requesting approval for payment of the attached invoice. The total outstanding balance is \$14,920.00.


**IT IS THEREFORE RECOMMENDED THAT** the Board approve the service provider invoice for Joseph L. Stine.

RC:mb

Attachment

February 21, 2023

TO: Trustees  
Operations Oversight Committee

FROM: Cassandra Smith, Director   
Retiree HealthCare Division

FOR: March 1, 2023 Board of Retirement Meeting

SUBJECT: 2023-2024 Plan Year Health Insurance Rate Renewals and Benefit  
Changes for LACERA's Retiree Healthcare Benefits Program

### **RECOMMENDATION**

1. Approve the fiscal year 2023-2024 rate renewal proposal and mandatory contractual changes, listed by carrier; and
2. Approve LACERA's administrative fee of \$8 per member, per plan, per month.

### **EXECUTIVE SUMMARY**

The 2023-2024 plan year contract negotiation with LACERA's health insurance carriers concluded with an overall rate renewal increase of 4.6%. This reflects a 2.1% decrease from the preliminary renewal proposals of 6.7% or approximately \$15.3 million in annual premium cost avoidance.

Renewal negotiations excluding the impact of the decrease in Medicare Part B premiums resulted in an overall increase of 5.7%.

Based on our benefit consultant's internal plan trend survey, the blended Non-Medicare and Medicare Trend for the 2023-2024 plan year is projected to increase by 6.4%. Non-Medicare medical trends for the HMO and Open-Access PPO/POS plans are projected to increase by 7.0% and 7.4%, respectively, and 9.8% for prescription drugs. Medicare medical trends for the HMO and Medicare Supplemental Plan are projected to increase by 4.2% and 4.3%, respectively and 7.5% for prescription drugs.

The blended Dental Trend for the 2023-2024 plan year is projected to increase by 4.0%, with the Indemnity and DMO plans projected to increase by 4.0% and 3.5%, respectively.

LACERA's renewals have performed below projected plan trends for the three most recent plan years.

Annual Premiums	Current	Preliminary	Negotiated	Change (%) from Negotiated to Current
Total Medical	\$672,546,000	\$718,773,000	\$704,036,000	4.7%
Total Dental/Vision	51,389,000	53,785,000	53,195,000	3.5%
<b>Total Medical/ Dental/Vision</b>	<b>\$723,935,000</b>	<b>\$775,169,000</b>	<b>\$757,231,000</b>	<b>4.6%</b>
<b>Total Negotiated Premium Cost Avoidance from Preliminary Renewal</b>				<b>(\$15,327,000)</b>

During this year's renewal process, we observed health plans return to pre-pandemic levels of utilization throughout 2022.

Staff and Segal continuously monitor emerging healthcare trends and will routinely update you on the healthcare landscape, which is as complex as ever. We will continue to engage with our health plan partners to identify what they are doing in response to external factors, as it may impact or apply to our healthcare program. We are extremely pleased with the results of these negotiations.

## **RATE RENEWAL AND BENEFIT CHANGE PROPOSALS**

### **Anthem Blue Cross Plans I, II, III, and Prudent Buyer Plan**

- ❖ Accept the overall renewal rate increase of 7.7% with the following separate increases:
  - Accept the overall rate increase of 7.9% for Plans I and II
  - Accept the rate increase of 7.7% for Plan III
  - Accept the rate increase of 5.5% for Prudent Buyer Plan
  - Accept the mandatory contractual changes as included in the Appendix.
- ❖ Instruct Anthem Blue Cross to release the year-end 2021/2022 surplus of \$9.3 million including changes in the Claims Stabilization Reserves to reflect the 2021/2022 rate concessions.

### **Cigna Medical**

- ❖ Accept the overall renewal rate increase of 7.0% with the following separate increases:
  - Accept the rate increase of 7.8% for the Cigna Network Model HMO Plan
  - Accept the rate decrease of 10.3% for the Cigna Preferred Medicare HMO Plan
  - Accept the mandatory contractual changes included in the Appendix.

### **Cigna Dental and Vision**

- ❖ Accept the overall renewal rate increase of 3.5% with the following separate results:
  - Accept the overall rate increase of 4.3% for the indemnity dental and vision plan
  - Accept the overall rate decrease of 2.7% for the pre-paid dental and vision plan
  - No mandatory contractual changes apply for the 2023/2024 plan year

### **Kaiser California**

- ❖ Accept the overall renewal rate increase of 4.4% with the following separate results:
  - Accept the rate increase of 10.7% for the Basic/Pre-65 plan
  - Accept the rate decrease of 4.9% for Kaiser Senior Advantage plan
  - Accept the rate increase of 7.9% for Kaiser Excess plan
  - Accept the mandatory contractual changes included in the Appendix

### **Kaiser - Out of State**

- ❖ Accept the overall renewal rate increase of 2.5% for Medicare and non-Medicare Out-of-State plans with the following separate results:
  - Accept the Kaiser Colorado overall rate increase of 2.4%
  - Accept the Kaiser Georgia overall rate increase of 0.7%
  - Accept the Kaiser Hawaii overall rate increase of 0.5%
  - Accept the Kaiser Oregon overall rate increase of 3.6%
  - Accept the Kaiser Washington overall rate increase of 8.1%
  - Accept the mandatory contractual changes included in the Appendix

### **SCAN**

- ❖ Accept the overall renewal rate decrease of 12.9%:
  - Accept the mandatory contractual changes included in the Appendix

### **United HealthCare (UHC)**

- ❖ Accept the overall renewal rate increase of 3.1% with the following separate increases:
  - Accept the rate increase of 6.6% for the Pre-65 HMO Plan

- Accept the rate decrease of 4.5% for the Medicare Advantage Plan
- Accept the mandatory contractual changes as included in the Appendix

### **Administrative Fee**

The administrative fee covers LACERA's cost of administering the retiree health care benefits program, including staff costs, consulting services, vendor fees and administrative overhead incurred by the pension system in support of the retiree healthcare program. It is charged per member per plan and included as part of the premium.

Last fiscal year the Board adopted an administrative fee of \$10, an increase of \$2 or 20% from the prior year based on anticipated increases in program costs. However, the actual program costs remain at just below \$8 per member per plan. Additionally, a program balance of more than \$15 million remains from prior years. Therefore, staff recommends approving a flat monthly fee of \$8.00 per member per plan for fiscal year 2023-24; a decrease from the current fee of \$10.00 per member per plan. As part of our analysis, staff reviewed the program's actual expenditures, changes to the number of plan participants, revenues, and fund balances. Based on this analysis and forecast modeling, we are confident that \$8 is sufficient to cover the administrative costs of the program for the fiscal year 2023-24.

We are working collaboratively with the County of Los Angeles CEO's Office to negotiate a Memorandum of Agreement (MOA) documenting the desired level of Administrative Fee reserves, performance metrics, regular communication protocols, and forecast modeling to better anticipate and plan for future administrative rate increases prior to the healthcare renewal process. The MOA will be placed on the agenda for consideration by the Board by the end of FYE 2023.

### **CONCLUSION**

The overall increase of 4.6% for our healthcare benefits program resulted in a projected increase in premiums of \$33.3 million and a negotiated overall total premium cost avoidance of \$15.3 million annually when compared to the preliminary proposals received from various carrier partners.

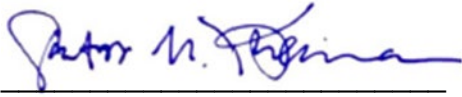
The LACERA Retiree Healthcare staff, executive office, and healthcare business partners are continuously monitoring the healthcare industry and landscape to stay ahead of the many changes both locally and nationally to ensure proper advocacy among our retirees. Detailed information regarding the renewal proposal can be found in the enclosed 2023/2024 Renewal Evaluation Report prepared by Segal.

### **IT IS THEREFORE RECOMMENDED THAT THE COMMITTEE:**

1. Approve the fiscal year 2023-2024 rate renewal proposal and mandatory contractual changes, listed by carrier; and

2. Approve LACERA's administrative fee of \$8 per member, per plan, per month.

**NOTED AND REVIEWED:**



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Santos H. Kreimann  
Chief Executive Officer

CS:cs

Attachment



**Los Angeles County Employees  
Retirement Association**

***2023-2024 Renewal Evaluation Report  
Presented on March 1, 2023***

**Renewal Analysis - Effective 7/1/2023**  
**Los Angeles County Employees Retirement Association**

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*The projections of annual premium in this report are estimates of future costs and are based on information available to Segal at the time the projections were made. Segal has not audited the information provided. Projections are not a guarantee of future results. Actual experience may differ due to, but not limited to, such variables as changes in the regulatory environment, local market pressure, health trend rates and claims volatility. The accuracy and reliability of health projections decrease as the projection period increases.*



**Renewal Analysis - Effective 7/1/2023**  
**Los Angeles County Employees Retirement Association**

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## Renewal Analysis - Effective 7/1/2023

### Los Angeles County Employees Retirement Association

## 2023-2024 Renewal Overview

This report summarizes the final 2023-2024 renewal results for the LACERA-administered Retiree Healthcare Benefits Program (RHCBP).

- The 2023-2024 renewal budget was forecasted to increase by 8.5%, prior to the renewal process.
- Negotiations during the renewal process and reduction in LACERA's administrative fees resulted in a final overall increase of 4.6%.
  - This reflects a 2.1% decrease from the preliminary renewal increase of 6.7%.
- Negotiations resulted in a premium cost avoidance of approximately \$15.3 million annually.
- Preliminary and Negotiated Premiums, excluding the reduction in Medicare Part B premiums, resulted in overall premium increases of 8.1% and 5.7%, respectively.

### Medical Plans

- The overall negotiated medical renewal increase is 4.7%.

### Dental/Vision Plans

- The overall negotiated dental/vision renewal increase is 3.5%.

Annual Premiums	Current	Preliminary	Negotiated	Change (%)
Total Medical	\$ 671,687,000	\$ 717,863,000	\$ 703,126,000	4.7%
Total Dental/Vision	51,389,000	53,785,000	53,195,000	3.5%
<b>Total Medical/Dental/Vision (1)</b>	<b>\$ 723,076,000</b>	<b>\$ 771,648,000</b>	<b>\$ 756,321,000</b>	<b>4.6%</b>
<b>Total Negotiated Premium Cost Avoidance from Preliminary Renewal</b>				<b>\$ (15,327,000)</b>

Note: Renewal Premiums and Rate Changes include LACERA's Proposed Administrative Fee of \$8.00 per member, per plan, per month.

**Renewal Analysis - Effective 7/1/2023**  
**Los Angeles County Employees Retirement Association**

## KEY FINDINGS

### Anthem Blue Cross Plans

- Anthem initially proposed an overall rate increase of 12.5%. Initial rate increases were 12.9% for Plans I and II, 12.6% for Plan III, and 7.1% for Prudent Buyer.
- After negotiations with Segal and Staff, Anthem reduced the overall rate increase to 7.7%. Anthem agreed to reduce the rate increase to 7.9% for Plans I & II, 7.7% for Plan III, and 5.5% for Prudent Buyer.
- Concessions represent an estimated premium cost avoidance of \$13.8 million annually.

Annual Premiums	Current	Preliminary	Negotiated	Change (%)
Anthem BC Plan I & II	\$ 143,945,000	\$ 162,476,000	\$ 155,245,000	7.9%
Anthem BC Plan III	127,235,000	143,321,000	136,974,000	7.7%
Anthem BC Prudent Buyer	12,740,000	13,641,000	13,445,000	5.5%
<b>Total</b>	<b>\$ 283,920,000</b>	<b>\$ 319,438,000</b>	<b>\$ 305,664,000</b>	<b>7.7%</b>

Note: Renewal Premiums and Rate Changes include LACERA's Proposed Administrative Fee of \$8.00 per member, per plan, per month.

**Renewal Analysis - Effective 7/1/2023**  
**Los Angeles County Employees Retirement Association**

## KEY FINDINGS

### Cigna - Medical Plans

- Cigna initially proposed an overall increase of 8.9%. The Network Model (HMO) plan received an initial rate increase of 9.3%, while the Cigna Preferred Medicare HMO MAPD plan received a rate decrease of 0.5%.
- After negotiations with Segal and Staff, Cigna agreed to an overall rate increase of 7.0%. The rate increase for the Network Model (HMO) plan was reduced to 7.8%. and the Cigna Preferred medicare HMO MAPD plan received a rate decrease of 10.3%.
- Concessions represent an estimated premium cost avoidance of \$0.2 million annually.

Annual Premiums	Current	Preliminary	Negotiated	Change (%)
<b>Total Cigna Medical</b>	<b>\$ 8,490,000</b>	<b>\$ 9,244,000</b>	<b>\$ 9,084,000</b>	<b>7.0%</b>

Note: Renewal Premiums and Rate Changes include LACERA's Proposed Administrative Fee of \$8.00 per member, per plan, per month.

**Renewal Analysis - Effective 7/1/2023**  
**Los Angeles County Employees Retirement Association**

## KEY FINDINGS

### Cigna - Dental/Vision Plans

- Cigna proposed an overall rate increase of 4.7%. Cigna initially proposed a rate increase of 5.6% for the Indemnity Dental/Vision plan, and a rate decrease of 2.6% for the Dental/Vision HMO plan.
- After negotiations with Segal and Staff, Cigna agreed to an overall rate increase of 3.5%. Cigna reduced renewals to an increase of 4.3% for the Indemnity Dental/Vision plan and a decrease of 2.7% for the Dental/Vision HMO plan.
- For the 2022-2023 Plan Year, Cigna reduced premiums by 1.6% for the Indemnity Dental/Vision plan to reflect the suspension of non-essential Healthcare Services during the COVID-19 pandemic. Current Dental and Vision claims experience are beginning to reach pre-pandemic levels.
- Concessions represents an estimated premium cost avoidance of \$0.6 million annually.

Annual Premiums	Current	Preliminary	Negotiated	Change (%)
<b>Total Cigna Dental/Vision</b>	<b>\$ 51,389,000</b>	<b>\$ 53,785,000</b>	<b>\$ 53,195,000</b>	<b>3.5%</b>

Note: Renewal Premiums and Rate Changes include LACERA's Proposed Administrative Fee of \$8.00 per member, per plan, per month.

**Renewal Analysis - Effective 7/1/2023**  
**Los Angeles County Employees Retirement Association**

## KEY FINDINGS

### Kaiser - California

- Kaiser proposed an overall rate increase of 4.4%. The rate increases for the Basic/Pre-65 and Excess <sup>(1)</sup> rates were 10.7% and 7.7%, respectively. Kaiser proposed a rate decrease of 4.9% for the Senior Advantage rates.
  - Kaiser Non-Medicare utilization was higher than expected when compared to prior renewal assumptions. The proposed rate increase was largely due to unfavorable plan experience and higher than projected claims.

Annual Premiums	Current	Preliminary	Negotiated	Change (%)
<b>Kaiser California</b>	<b>\$ 223,846,000</b>	<b>\$ 233,792,000</b>	<b>\$ 233,792,000</b>	<b>4.4%</b>

<sup>(1)</sup> Excess apply to participants who do not qualify for Basic/Pre-65 or Kaiser Senior Advantage rates, on account of being 65 or older without Medicare assignment.

Note: Renewal Premiums and Rate Changes **include** LACERA's Proposed Administrative Fee of \$8.00 per member, per plan, per month.

**Renewal Analysis - Effective 7/1/2023**  
**Los Angeles County Employees Retirement Association**

## KEY FINDINGS

### Kaiser - Out of State (OOS)

- The initial overall increase for Kaiser's OOS plans for the 2023-2024 policy period was 2.5%.
- After negotiations with Segal and Staff, the overall increase for Kaiser's OOS plans remains unchanged.

Annual Premiums	Current	Preliminary	Negotiated	Change (%)
Kaiser OOS	\$ 4,282,000	\$ 4,390,000	\$ 4,390,000	2.5%

Note: Renewal Premiums and Rate Changes **include** LACERA's Proposed Administrative Fee of \$8.00 per member, per plan, per month.

**Renewal Analysis - Effective 7/1/2023**  
**Los Angeles County Employees Retirement Association**

## KEY FINDINGS

### SCAN Health Plan

- SCAN proposed an overall rate decrease of 12.8%.
- After negotiations with Segal and Staff, SCAN agreed to an overall decrease of 12.9%.
- Concessions represent an estimated premium cost avoidance of \$2,000 annually.

Annual Premiums	Current	Preliminary	Negotiated	Change (%)
<b>SCAN</b>	<b>\$ 1,526,000</b>	<b>\$ 1,331,000</b>	<b>\$ 1,329,000</b>	<b>-12.9%</b>

Note: Renewal Premiums and Rate Changes include LACERA's Proposed Administrative Fee of \$8.00 per member, per plan, per month.



**Renewal Analysis - Effective 7/1/2023**  
**Los Angeles County Employees Retirement Association**

## KEY FINDINGS

### UnitedHealthcare (UHC)

- UHC initially proposed an overall rate increase of 4.4%. The initial rate increase was 6.6% for Pre-65 rates and a decrease of 0.6% for UnitedHealthcare Medicare Advantage (UHC MA) rates.
- After negotiations with Segal and Staff, UHC reduced the overall rate increase to 3.1%. The UHC-MA rate was reduced to a 4.5% decrease.
- Concessions represent an estimated premium cost avoidance of \$0.8 million annually.

Annual Premiums	Current	Preliminary	Negotiated	Change (%)
UHC	\$ 62,190,000	\$ 64,907,000	\$ 64,106,000	3.1%

Note: Renewal Premiums and Rate Changes **include** LACERA's Proposed Administrative Fee of \$8.00 per member, per plan, per month.

## RECOMMENDATIONS

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### Anthem Blue Cross Plans Overall

- Accept the 7.7% overall rate increase, based on the individual plan increase/decrease noted below:
  - 7.9% overall rate increase to Anthem Blue Cross Plans I and II.
  - 7.7% rate increase to Anthem Blue Cross Plan III.
  - 5.5% rate increase to Anthem Blue Cross Prudent Buyer Plan.
- Instruct Anthem Blue Cross to release year-end 2021-2022 surpluses for all plans. The amount is estimated at \$9.3 million including changes in the Claims Stabilization Reserves to reflect the 2021-2022 rate concessions.
- Accept the mandatory contractual changes included in the appendix.

## **RECOMMENDATIONS**

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### **Cigna Medical**

- Accept the overall rate increase of 7.0% to Cigna medical plans, based on the individual plan rate actions noted below:
  - 7.8% rate increase to the Network Model Plan HMO.
  - 10.3% rate decrease to the Cigna Preferred Medicare HMO Plan (MAPD).
- Accept the mandatory contractual changes included in the appendix.

### **Cigna Dental/Vision**

- Accept the 3.5% overall increase to Cigna Dental/Vision plans, based on the individual plans noted below:
  - 4.3% overall rate increase to the Cigna Indemnity Dental/Vision Plan.
  - 2.7% overall rate decrease to the Cigna Dental/Vision HMO Plan.
- No mandatory contractual changes apply for the 2023-2024 policy period.

**Renewal Analysis - Effective 7/1/2023**  
**Los Angeles County Employees Retirement Association**

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## **RECOMMENDATIONS**

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### **Kaiser California**

- Accept the 4.4% overall increase, based on the plan increase listed below:
  - 10.7% rate increase to the Basic/Pre-65 Plan.
  - 4.9% rate decrease to the Kaiser Senior Advantage Plan.
  - 7.7% rate increase to the Kaiser Excess <sup>(1)</sup> Plan.
- Accept the mandatory contractual changes included in the appendix.

### **Kaiser Out of State (OOS)**

- Accept the 2.5% overall increase for Non-Medicare and Medicare combined OOS plans, based on the plan increase/decrease listed below:
  - 2.4% overall rate increase to Kaiser-Colorado Plans.
  - 0.7% overall rate increase to Kaiser-Georgia Plans.
  - 0.5% overall rate increase to Kaiser-Hawaii Plans.
  - 3.6% overall rate increase to Kaiser-Oregon Plans.
  - 8.1% overall rate increase to Kaiser-Washington Plans.
- Accept the mandatory contractual changes included in the appendix.

<sup>(1)</sup> Excess plans apply to participants who do not qualify for Basic/Pre-65 or Kaiser Senior Advantage rates, on account of being 65 or older without Medicare assignment.

Note: Renewal Premiums and Rate Changes **include** LACERA's Proposed Administrative Fee of \$8.00 per member, per plan, per month.

**Renewal Analysis - Effective 7/1/2023**  
**Los Angeles County Employees Retirement Association**

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## **RECOMMENDATIONS**

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### **SCAN Health Plan**

- Accept the overall rate decrease of 12.9%.
- Accept the mandatory contractual changes included in the appendix.

### **UnitedHealthcare**

- Accept the 3.1% overall increase, based on the plan increase listed below:
  - 6.6% increase for the Pre-65 HMO Plan.
  - 4.5% decrease for the MAPD HMO Plan.
- Accept the mandatory contractual changes included in the appendix.

### **LACERA Administrative Fee**

- Segal recommends LACERA adjust its Administrative Fee to \$8.00 per member, per plan, per month for the 2023-2024 policy period as requested by LACERA.
  - The fee is for administering the Retiree Healthcare Program, based on budget forecast.

Note: Renewal Premiums and Rate Changes include LACERA's Proposed Administrative Fee of \$8.00 per member, per plan, per month.

Renewal Analysis - Effective 7/1/2023  
Los Angeles County Employees Retirement Association

## PREMIUM PROJECTIONS FOR JULY 1, 2023 THROUGH JUNE 30, 2024

	Retiree Count	Current Premiums	Preliminary		Negotiated	
			Premiums	Change (%)	Premiums	Change (%)
Medical Plans						
Anthem BC Plan I & II	6,406	\$143,945,000	\$162,476,000	12.9%	\$155,245,000	7.9%
Anthem BC Plan III	13,099	127,235,000	143,321,000	12.6%	136,974,000	7.7%
Anthem BC Prudent Buyer	834	12,740,000	13,641,000	7.1%	13,445,000	5.5%
Cigna HMO & MAPD	401	8,490,000	9,244,000	8.9%	9,084,000	7.0%
Kaiser California	25,764	223,846,000	233,792,000	4.4%	233,792,000	4.4%
Kaiser Out of State (OOS)	447	4,282,000	4,390,000	2.5%	4,390,000	2.5%
SCAN Health Plan	366	1,526,000	1,331,000	-12.8%	1,329,000	-12.9%
United Healthcare	5,113	62,190,000	64,907,000	4.4%	64,106,000	3.1%
Medicare Part B	37,225	87,433,000	84,761,000	-3.1%	84,761,000	-3.1%
Total Medical	52,430	\$671,687,000	\$717,863,000	6.9%	\$703,126,000	4.7%
Dental / Vision Plans						
Indemnity Dental / Vision	49,611	\$45,758,000	\$48,300,000	5.6%	\$47,716,000	4.3%
Prepaid Dental / Vision	6,767	5,631,000	5,485,000	-2.6%	5,479,000	-2.7%
Total Dental/Vision	56,378	\$51,389,000	\$53,785,000	4.7%	\$53,195,000	3.5%
Total Medical/Dental/Vision <sup>(1)</sup>		\$723,076,000	\$771,648,000	6.7%	\$756,321,000	4.6%
Total Negotiated Premium Cost Avoidance from Preliminary Premium					(\$15,327,000)	-2.1%

<sup>(1)</sup> Preliminary and Negotiated Premiums, excluding the reduction in Medicare Part B premiums, resulted in overall premium increases of 8.1% and 5.7%, respectively.

Note: Renewal Premiums and Rate Changes include LACERA's Proposed Administrative Fee of \$8.00 per member, per plan, per month.

Renewal Analysis - Effective 7/1/2023  
Los Angeles County Employees Retirement Association

**GROUP INSURANCE RATES EFFECTIVE JULY 1, 2023 THROUGH JUNE 30, 2024**

	Count	Current 2022-2023 Rates	Admin Fee	Total Rate	Preliminary 2023-2024 Rates	Admin Fee	Total Rate	% Change	Final 2023-2024 Rates	Admin Fee	Total Rate	% Change
<b>Anthem BC Plan I&amp;II</b>												
211 Retiree Only	594	\$1,265.39	\$10.00	\$1,275.39	\$1,430.52	\$8.00	\$1,438.52	12.8%	\$1,366.62	\$8.00	\$1,374.62	7.8%
221 Retiree Only	2,327	1,265.39	10.00	1,275.39	1,430.52	8.00	1,438.52	12.8%	1,366.62	8.00	1,374.62	7.8%
212 Retiree & Spouse	234	2,287.06	10.00	2,297.06	2,585.52	8.00	2,593.52	12.9%	2,470.02	8.00	2,478.02	7.9%
222 Retiree & Spouse	2,032	2,287.06	10.00	2,297.06	2,585.52	8.00	2,593.52	12.9%	2,470.02	8.00	2,478.02	7.9%
213 Retiree & Family	74	2,699.06	10.00	2,709.06	3,051.29	8.00	3,059.29	12.9%	2,914.98	8.00	2,922.98	7.9%
223 Retiree & Family	914	2,699.06	10.00	2,709.06	3,051.29	8.00	3,059.29	12.9%	2,914.98	8.00	2,922.98	7.9%
214 Retiree & Children	22	1,676.53	10.00	1,686.53	1,895.32	8.00	1,903.32	12.9%	1,810.65	8.00	1,818.65	7.8%
224 Retiree & Children	208	1,676.53	10.00	1,686.53	1,895.32	8.00	1,903.32	12.9%	1,810.65	8.00	1,818.65	7.8%
215 Survivor	1	414.51	10.00	424.51	468.60	8.00	476.60	12.3%	447.67	8.00	455.67	7.3%
225 Survivor	-	422.89	10.00	432.89	478.08	8.00	486.08	12.3%	456.72	8.00	464.72	7.4%
Total	6,406	\$143,176,438		\$143,945,158	\$161,860,848		\$162,475,824	12.9%	\$154,630,317		\$155,245,293	7.9%
<b>Anthem BC Plan III</b>												
240 One Medicare	7,378	\$511.08	\$10.00	\$521.08	\$577.78	\$8.00	\$585.78	12.4%	\$551.97	\$8.00	\$559.97	7.5%
241 Retiree & Spouse- 1 Medicare	142	1,649.63	10.00	1,659.63	1,864.91	8.00	1,872.91	12.9%	1,781.60	8.00	1,789.60	7.8%
242 Retiree & Spouse- 1 Medicare	886	1,649.63	10.00	1,659.63	1,864.91	8.00	1,872.91	12.9%	1,781.60	8.00	1,789.60	7.8%
243 Retiree & Spouse- 2 Medicare	4,369	1,024.26	10.00	1,034.26	1,157.93	8.00	1,165.93	12.7%	1,106.20	8.00	1,114.20	7.7%
244 Retiree & Children- 1 Medicare	17	920.76	10.00	930.76	1,040.92	8.00	1,048.92	12.7%	994.42	8.00	1,002.42	7.7%
245 Retiree & Children- 1 Medicare	53	920.76	10.00	930.76	1,040.92	8.00	1,048.92	12.7%	994.42	8.00	1,002.42	7.7%
246 Retiree & Family- 1 Medicare	16	2,059.18	10.00	2,069.18	2,327.90	8.00	2,335.90	12.9%	2,223.91	8.00	2,231.91	7.9%
247 Retiree & Family- 1 Medicare	142	2,059.18	10.00	2,069.18	2,327.90	8.00	2,335.90	12.9%	2,223.91	8.00	2,231.91	7.9%
248 Retiree & Family- 2 Medicare	11	1,433.73	10.00	1,443.73	1,620.83	8.00	1,628.83	12.8%	1,548.43	8.00	1,556.43	7.8%
249 Retiree & Family- 2 Medicare	68	1,433.73	10.00	1,443.73	1,620.83	8.00	1,628.83	12.8%	1,548.43	8.00	1,556.43	7.8%
250 Retiree & Family- 3 Medicare	17	1,607.64	10.00	1,617.64	1,817.44	8.00	1,825.44	12.8%	1,736.25	8.00	1,744.25	7.8%
Total	13,099	\$125,663,496		\$127,235,376	\$142,063,190		\$143,320,694	12.6%	\$135,716,840		\$136,974,344	7.7%
<b>Anthem BC Prudent Buyer</b>												
201 Retiree Only	482	\$892.57	\$10.00	\$902.57	\$957.55	\$8.00	\$965.55	7.0%	\$943.76	\$8.00	\$951.76	5.4%
202 Retiree & Spouse	248	1,762.82	10.00	1,772.82	1,891.15	8.00	1,899.15	7.1%	1,863.92	8.00	1,871.92	5.6%
203 Retiree & Family	79	1,990.33	10.00	2,000.33	2,135.23	8.00	2,143.23	7.1%	2,104.48	8.00	2,112.48	5.6%
204 Retiree & Children	25	1,149.16	10.00	1,159.16	1,232.82	8.00	1,240.82	7.0%	1,215.07	8.00	1,223.07	5.5%
205 Survivor	-	238.48	10.00	248.48	255.84	8.00	263.84	6.2%	252.15	8.00	260.15	4.7%
Total	834	\$12,640,358		\$12,740,438	\$13,560,576		\$13,640,640	7.1%	\$13,365,302		\$13,445,366	5.5%
<b>Cigna</b>												
301 Network- Retiree Only	252	\$1,647.81	\$10.00	\$1,657.81	\$1,804.29	\$8.00	\$1,812.29	9.3%	\$1,779.58	\$8.00	\$1,787.58	7.8%
302 Network- Retiree & Spouse	64	2,981.10	10.00	2,991.10	3,264.18	8.00	3,272.18	9.4%	3,219.48	8.00	3,227.48	7.9%
303 Network- Retiree & Family	7	3,521.49	10.00	3,531.49	3,855.77	8.00	3,863.77	9.4%	3,802.99	8.00	3,810.99	7.9%
304 Network- Retiree & Children	13	2,188.92	10.00	2,198.92	2,396.69	8.00	2,404.69	9.4%	2,363.89	8.00	2,371.89	7.9%
305 Network- Survivor	-	515.62	10.00	525.62	564.54	8.00	572.54	8.9%	556.82	8.00	564.82	7.5%
321 Risk- Retiree Only	34	376.49	10.00	386.49	376.49	8.00	384.49	-0.5%	338.86	8.00	346.86	-10.3%
322 Risk- Retiree & Spouse	7	1,709.78	10.00	1,719.78	1,836.38	8.00	1,844.38	7.2%	1,778.76	8.00	1,786.76	3.9%
324 Risk- Retiree & Spouse (Both Risk)	23	752.98	10.00	762.98	752.98	8.00	760.98	-0.3%	677.72	8.00	685.72	-10.1%
325 Risk- Retiree & Children	-	918.28	10.00	928.28	969.57	8.00	977.57	5.3%	923.85	8.00	931.85	0.4%
327 Risk- Retiree & Family (1 Medicare)	1	2,250.85	10.00	2,260.85	2,428.65	8.00	2,436.65	7.8%	2,362.95	8.00	2,370.95	4.9%
329 Risk- Retiree & Family (2 Medicare)	-	1,334.91	10.00	1,344.91	1,386.20	8.00	1,394.20	3.7%	1,317.84	8.00	1,325.84	-1.4%
Total	401	\$8,441,801		\$8,489,921	\$9,205,662		\$9,244,158	8.9%	\$9,045,305		\$9,083,801	7.0%

**Renewal Analysis - Effective 7/1/2023**  
**Los Angeles County Employees Retirement Association**

**GROUP INSURANCE RATES EFFECTIVE JULY 1, 2023 THROUGH JUNE 30, 2024**

	Count	Current 2022-2023 Rates	Admin Fee	Total Rate	Preliminary 2023-2024 Rates	Admin Fee	Total Rate	% Change	Final 2023-2024 Rates	Admin Fee	Total Rate	% Change
<b>Kaiser California</b>												
401 Retiree Basic (Under 65)	1,509	\$1,133.57	\$10.00	\$1,143.57	\$1,257.81	\$8.00	\$1,265.81	10.7%	\$1,257.81	\$8.00	\$1,265.81	10.7%
403 Retiree Risk (Senior Advantage)	11,721	253.09	10.00	263.09	242.28	8.00	250.28	-4.9%	242.28	8.00	250.28	-4.9%
404 Retiree Excess	507	1,168.97	10.00	1,178.97	1,178.60	8.00	1,186.60	0.6%	1,178.60	8.00	1,186.60	0.6%
405 Retiree Excess - Part B	1,313	1,138.18	10.00	1,148.18	1,260.44	8.00	1,268.44	10.5%	1,260.44	8.00	1,268.44	10.5%
406 Excess - Medicare Not Provided (MNP); Terminated 2/1/2021*	-	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
411 Family Basic	1,862	2,267.14	10.00	2,277.14	2,515.62	8.00	2,523.62	10.8%	2,515.62	8.00	2,523.62	10.8%
413 One Advantage, One Basic	1,565	1,386.66	10.00	1,396.66	1,500.09	8.00	1,508.09	8.0%	1,500.09	8.00	1,508.09	8.0%
414 One Excess, One Basic	69	2,302.54	10.00	2,312.54	2,436.41	8.00	2,444.41	5.7%	2,436.41	8.00	2,444.41	5.7%
418 Two+ Advantage	6,114	506.18	10.00	516.18	484.56	8.00	492.56	-4.6%	484.56	8.00	492.56	-4.6%
419 One Excess, One Advantage	236	1,422.06	10.00	1,432.06	1,420.88	8.00	1,428.88	-0.2%	1,420.88	8.00	1,428.88	-0.2%
420 Two+ Excess	113	2,337.94	10.00	2,347.94	2,357.20	8.00	2,365.20	0.7%	2,357.20	8.00	2,365.20	0.7%
422 One Excess - Part B, One Basic	264	2,271.75	10.00	2,281.75	2,518.25	8.00	2,526.25	10.7%	2,518.25	8.00	2,526.25	10.7%
423 One Excess (MNP), One Basic; Transitional only. Closed effective 7/1/2021*	2	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
426 One Advantage, One Excess - Part B	247	1,391.27	10.00	1,401.27	1,502.72	8.00	1,510.72	7.8%	1,502.72	8.00	1,510.72	7.8%
427 One Advantage, One Excess (MNP); Transitional only. Closed effective 7/1/2021*	37	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
428 One Excess, One Excess - Part B	46	2,307.15	10.00	2,317.15	2,439.04	8.00	2,447.04	5.6%	2,439.04	8.00	2,447.04	5.6%
429 One Excess, One Excess (MNP); Transitional only. Closed effective 7/1/2021*	3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
430 Two Excess - Part B	144	2,276.36	10.00	2,286.36	2,520.88	8.00	2,528.88	10.6%	2,520.88	8.00	2,528.88	10.6%
431 One Excess - Part B, One Excess (MNP); Transitional only. Closed effective 7/1/2021*	3	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
432 Two Excess - Both (MNP); Terminated 2/1/2021*	-	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
421 Survivor	9	1,133.57	10.00	1,143.57	1,257.81	8.00	1,265.81	10.7%	1,257.81	8.00	1,265.81	10.7%
Total	25,764	\$220,759,517		\$223,845,797	\$231,323,382		\$233,792,406	4.4%	\$231,323,382		\$233,792,406	4.4%
<b>Kaiser- Colorado</b>												
450 Retiree Basic	3	\$1,051.33	\$10.00	\$1,061.33	\$1,095.25	\$8.00	\$1,103.25	3.9%	\$1,095.25	\$8.00	\$1,103.25	3.9%
451 Retiree Risk (Senior Advantage)	37	289.90	10.00	299.90	289.90	8.00	297.90	-0.7%	289.90	8.00	297.90	-0.7%
453 Retiree Basic (Two Party)	9	2,334.06	10.00	2,344.06	2,431.56	8.00	2,439.56	4.1%	2,431.56	8.00	2,439.56	4.1%
454 Retiree Basic Family	1	3,154.09	10.00	3,164.09	3,285.85	8.00	3,293.85	4.1%	3,285.85	8.00	3,293.85	4.1%
455 One Risk, One Basic	4	1,341.23	10.00	1,351.23	1,385.15	8.00	1,393.15	3.1%	1,385.15	8.00	1,393.15	3.1%
457 Two Retiree Risk	11	579.80	10.00	589.80	579.80	8.00	587.80	-0.3%	579.80	8.00	587.80	-0.3%
458 One Risk, Two or More Dependents	-	2,331.41	10.00	2,341.41	2,416.70	8.00	2,424.70	3.6%	2,416.70	8.00	2,424.70	3.6%
459 Two Risk, Two or More Dependents	2	1,631.13	10.00	1,641.13	1,675.05	8.00	1,683.05	2.6%	1,675.05	8.00	1,683.05	2.6%
Total	67	\$636,551		\$644,591	\$653,405		\$659,837	2.4%	\$653,405		\$659,837	2.4%

\*LACERA and Kaiser are assisting members enrolled in Kaiser California's Excess Plans to transition into the appropriate deduction codes effective 3/1/2023.



Renewal Analysis - Effective 7/1/2023  
Los Angeles County Employees Retirement Association

**GROUP INSURANCE RATES EFFECTIVE JULY 1, 2023 THROUGH JUNE 30, 2024**

	Count	Current 2022-2023 Rates	Admin Fee	Total Rate	Preliminary 2023-2024 Rates	Admin Fee	Total Rate	% Change	Final 2023-2024 Rates	Admin Fee	Total Rate	% Change
<b>Kaiser- Georgia</b>												
440 One Medicare Member with Part B Only	-	\$1,155.24	\$10.00	\$1,165.24	\$1,287.50	\$8.00	\$1,295.50	11.2%	\$1,287.50	\$8.00	\$1,295.50	11.2%
441 One Medicare Member with Part A only	4	1,155.24	10.00	1,165.24	1,287.50	8.00	1,295.50	11.2%	1,287.50	8.00	1,295.50	11.2%
442 One Member without Medicare Part A&B	7	1,155.24	10.00	1,165.24	1,287.50	8.00	1,295.50	11.2%	1,287.50	8.00	1,295.50	11.2%
443 One Medicare Member (Renal Failure)	-	415.47	10.00	425.47	386.39	8.00	394.39	-7.3%	386.39	8.00	394.39	-7.3%
444 One Medicare Member + One Medicare with Part B only	-	1,570.71	10.00	1,580.71	1,673.89	8.00	1,681.89	6.4%	1,673.89	8.00	1,681.89	6.4%
445 One Medicare Member + One Medicare with Part A only	2	1,570.71	10.00	1,580.71	1,673.89	8.00	1,681.89	6.4%	1,673.89	8.00	1,681.89	6.4%
446 One Medicare Member + One Medicare without Part A&B	1	1,570.71	10.00	1,580.71	1,673.89	8.00	1,681.89	6.4%	1,673.89	8.00	1,681.89	6.4%
461 Basic, or Over 65 without Medicare A&B	15	1,155.24	10.00	1,165.24	1,287.50	8.00	1,295.50	11.2%	1,287.50	8.00	1,295.50	11.2%
462 Retiree Risk (Senior Advantage)	80	415.47	10.00	425.47	386.39	8.00	394.39	-7.3%	386.39	8.00	394.39	-7.3%
463 Retiree (Two Party)	3	2,310.49	10.00	2,320.49	2,574.99	8.00	2,582.99	11.3%	2,574.99	8.00	2,582.99	11.3%
464 Retiree Basic Family	-	3,465.73	10.00	3,475.73	3,862.49	8.00	3,870.49	11.4%	3,862.49	8.00	3,870.49	11.4%
465 One Retiree Risk One Basic	5	1,570.71	10.00	1,580.71	1,673.89	8.00	1,681.89	6.4%	1,673.89	8.00	1,681.89	6.4%
466 Two Retiree Risk	29	830.94	10.00	840.94	772.78	8.00	780.78	-7.2%	772.78	8.00	780.78	-7.2%
467 One Retiree Risk, Two Retiree Basic	-	2,725.96	10.00	2,735.96	2,961.39	8.00	2,969.39	8.5%	2,961.39	8.00	2,969.39	8.5%
468 Two Retiree Risk, One Basic	-	1,986.18	10.00	1,996.18	2,060.28	8.00	2,068.28	3.6%	2,060.28	8.00	2,068.28	3.6%
469 Three Retiree Risk, One Basic	-	1,246.41	10.00	1,256.41	1,159.17	8.00	1,167.17	-7.1%	1,159.17	8.00	1,167.17	-7.1%
470 Any other Family, at least one Retiree Risk	-	<u>2,725.96</u>	10.00	<u>2,735.96</u>	<u>2,961.39</u>	8.00	<u>2,969.39</u>	<u>8.5%</u>	<u>2,961.39</u>	8.00	<u>2,969.39</u>	<u>8.5%</u>
Total	146	\$1,282,419		\$1,299,939	\$1,294,955		\$1,308,971	0.7%	\$1,294,955		\$1,308,971	0.7%
<b>Kaiser- Hawaii</b>												
471 Retiree Basic (Under 65)	6	\$911.53	\$10.00	\$921.53	\$946.64	\$8.00	\$954.64	3.6%	\$946.64	\$8.00	\$954.64	3.6%
472 Retiree Risk (Senior Advantage)	29	439.43	10.00	449.43	427.20	8.00	435.20	-3.2%	427.20	8.00	435.20	-3.2%
473 Retiree Over 65 without Medicare A&B	1	1,842.78	10.00	1,852.78	1,974.56	8.00	1,982.56	7.0%	1,974.56	8.00	1,982.56	7.0%
474 Retiree Basic (Two Party)	4	1,823.05	10.00	1,833.05	1,893.28	8.00	1,901.28	3.7%	1,893.28	8.00	1,901.28	3.7%
475 Retiree Basic Family (Under 65)	1	2,734.58	10.00	2,744.58	2,839.92	8.00	2,847.92	3.8%	2,839.92	8.00	2,847.92	3.8%
476 One Retiree Risk, One Basic	3	1,350.96	10.00	1,360.96	1,373.84	8.00	1,381.84	1.5%	1,373.84	8.00	1,381.84	1.5%
477 Over 65 without Medicare A&B, One Basic	1	2,754.31	10.00	2,764.31	2,921.20	8.00	2,929.20	6.0%	2,921.20	8.00	2,929.20	6.0%
478 Two Retiree Risk	15	878.86	10.00	888.86	854.40	8.00	862.40	-3.0%	854.40	8.00	862.40	-3.0%
479 One Risk, One Over 65 without Medicare A&B	1	<u>2,282.21</u>	10.00	<u>2,292.21</u>	<u>2,401.76</u>	8.00	<u>2,409.76</u>	<u>5.1%</u>	<u>2,401.76</u>	8.00	<u>2,409.76</u>	<u>5.1%</u>
Total	61	\$628,254		\$635,574	\$632,601		\$638,457	0.5%	\$632,601		\$638,457	0.5%

Renewal Analysis - Effective 7/1/2023  
Los Angeles County Employees Retirement Association

**GROUP INSURANCE RATES EFFECTIVE JULY 1, 2023 THROUGH JUNE 30, 2024**

	Count	Current 2022-2023 Rates	Admin Fee	Total Rate	Preliminary 2023-2024 Rates	Admin Fee	Total Rate	% Change	Final 2023-2024 Rates	Admin Fee	Total Rate	% Change
<b>Kaiser- Oregon</b>												
481 Retiree Basic (Under 65)	3	\$1,121.18	\$10.00	\$1,131.18	\$1,160.43	\$8.00	\$1,168.43	3.3%	\$1,160.43	\$8.00	\$1,168.43	3.3%
482 Retiree Risk (Senior Advantage)	79	471.92	10.00	481.92	489.98	8.00	497.98	3.3%	489.98	8.00	497.98	3.3%
483 Retiree Over 65 unassigned Medicare A&B	2	1,373.12	10.00	1,383.12	1,449.16	8.00	1,457.16	5.4%	1,449.16	8.00	1,457.16	5.4%
484 Retiree Basic (Two Party)	4	2,242.36	10.00	2,252.36	2,320.86	8.00	2,328.86	3.4%	2,320.86	8.00	2,328.86	3.4%
485 Retiree Basic Family (Under 65)	-	3,363.54	10.00	3,373.54	3,481.29	8.00	3,489.29	3.4%	3,481.29	8.00	3,489.29	3.4%
486 One Retiree Risk, One Basic	3	1,593.10	10.00	1,603.10	1,650.41	8.00	1,658.41	3.5%	1,650.41	8.00	1,658.41	3.5%
488 Two Retiree Risk	42	943.84	10.00	953.84	979.96	8.00	987.96	3.6%	979.96	8.00	987.96	3.6%
489 Retiree/Part A Only	1	1,122.62	10.00	1,132.62	1,184.44	8.00	1,192.44	5.3%	1,184.44	8.00	1,192.44	5.3%
490 Retiree/Part B Only	-	1,373.12	10.00	1,383.12	1,449.16	8.00	1,457.16	5.4%	1,449.16	8.00	1,457.16	5.4%
491 One Risk, One Medicare Part A Only	1	1,594.54	10.00	1,604.54	1,674.42	8.00	1,682.42	4.9%	1,674.42	8.00	1,682.42	4.9%
492 One Risk, One Over 65 No Medicare	-	1,845.04	10.00	1,855.04	1,939.14	8.00	1,947.14	5.0%	1,939.14	8.00	1,947.14	5.0%
493 One Risk, Two Basic	-	2,714.28	10.00	2,724.28	2,810.84	8.00	2,818.84	3.5%	2,810.84	8.00	2,818.84	3.5%
494 Two Risk, One Basic	-	2,065.02	10.00	2,075.02	2,140.39	8.00	2,148.39	3.5%	2,140.39	8.00	2,148.39	3.5%
495 Two Over 65 No Medicare	-	2,746.24	10.00	2,756.24	2,898.32	8.00	2,906.32	5.4%	2,898.32	8.00	2,906.32	5.4%
496 Two Medicare Part A Only	-	2,255.24	10.00	2,265.24	2,368.88	8.00	2,376.88	5.4%	2,368.88	8.00	2,376.88	5.4%
497 One Basic, One Medicare Part A Only	-	2,243.80	10.00	2,253.80	2,344.87	8.00	2,352.87	4.4%	2,344.87	8.00	2,352.87	4.4%
498 One Basic, One Over 65 no Medicare A&B	2	2,494.30	10.00	2,504.30	2,609.59	8.00	2,617.59	4.5%	2,609.59	8.00	2,617.59	4.5%
Total	137	\$1,253,847		\$1,270,287	\$1,302,709		\$1,315,861	3.6%	\$1,302,709		\$1,315,861	3.6%
<b>Kaiser- Washington</b>												
393 Retiree Basic	4	\$1,419.49	\$10.00	\$1,429.49	\$1,632.41	\$8.00	\$1,640.41	14.8%	\$1,632.41	\$8.00	\$1,640.41	14.8%
394 Retiree Risk (Senior Advantage)	17	439.46	10.00	449.46	439.52	8.00	447.52	-0.4%	439.52	8.00	447.52	-0.4%
395 Retiree Basic (Two Party)	3	2,650.75	10.00	2,660.75	3,048.37	8.00	3,056.37	14.9%	3,048.37	8.00	3,056.37	14.9%
396 Retiree Basic Family	-	4,438.60	10.00	4,448.60	5,104.39	8.00	5,112.39	14.9%	5,104.39	8.00	5,112.39	14.9%
397 One Risk, One Basic	5	1,670.72	10.00	1,680.72	1,855.48	8.00	1,863.48	10.9%	1,855.48	8.00	1,863.48	10.9%
398 Two Retiree Risk	7	878.92	10.00	888.92	879.04	8.00	887.04	-0.2%	879.04	8.00	887.04	-0.2%
399 One Risk, Two or More Dependents	-	3,458.57	10.00	3,468.57	3,911.50	8.00	3,919.50	13.0%	3,911.50	8.00	3,919.50	13.0%
400 Two Risk, Two or More Dependents	-	2,666.77	10.00	2,676.77	2,935.06	8.00	2,943.06	9.9%	2,935.06	8.00	2,943.06	9.9%
Total	36	\$427,285		\$431,605	\$462,927		\$466,383	8.1%	\$462,927		\$466,383	8.1%
<b>SCAN Health Plan</b>												
611 Retiree Only	280	\$275.60	\$10.00	\$285.60	\$241.00	\$8.00	\$249.00	-12.8%	\$240.59	\$8.00	\$248.59	-13.0%
613 Retiree & 1 Dependent (2 Medicare)	81	551.20	10.00	561.20	482.00	8.00	490.00	-12.7%	481.18	8.00	489.18	-12.8%
620 Arizona - Retiree Only	1	275.60	10.00	285.60	241.00	8.00	249.00	-12.8%	240.59	8.00	248.59	-13.0%
621 Arizona - Retiree & 1 Dependent (2 Medicare)	-	551.20	10.00	561.20	482.00	8.00	490.00	-12.7%	481.18	8.00	489.18	-12.8%
622 Nevada - Retiree Only	3	275.60	10.00	285.60	241.00	8.00	249.00	-12.8%	240.59	8.00	248.59	-13.0%
623 Nevada - Retiree & 1 Dependent (2 Medicare)	1	551.20	10.00	561.20	482.00	8.00	490.00	-12.7%	481.18	8.00	489.18	-12.8%
Total	366	\$1,481,626		\$1,525,546	\$1,295,616		\$1,330,752	-12.8%	\$1,293,412		\$1,328,548	-12.9%

Renewal Analysis - Effective 7/1/2023  
Los Angeles County Employees Retirement Association

**GROUP INSURANCE RATES EFFECTIVE JULY 1, 2023 THROUGH JUNE 30, 2024**

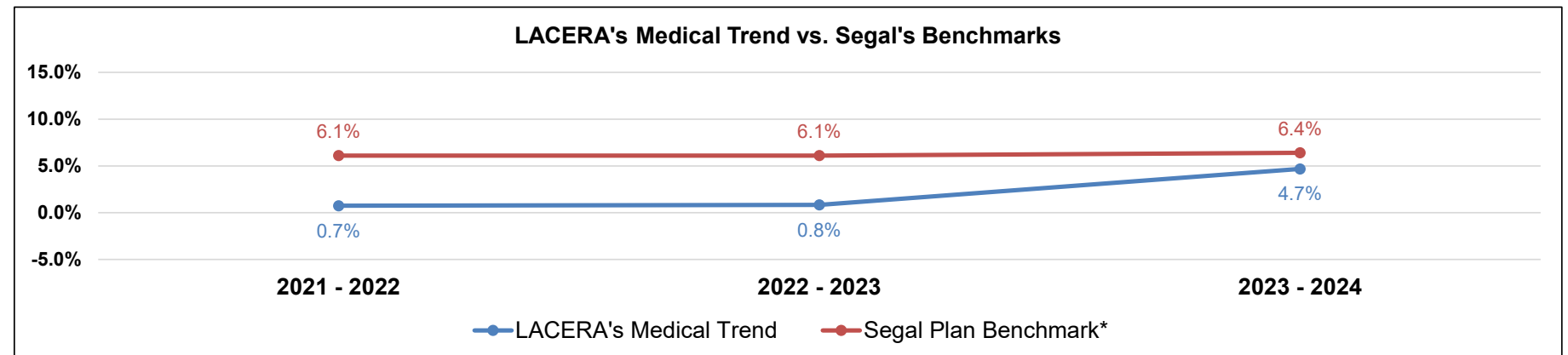
	Count	Current 2022-2023 Rates	Admin Fee	Total Rate	Preliminary 2023-2024 Rates	Admin Fee	Total Rate	% Change	Final 2023-2024 Rates	Admin Fee	Total Rate	% Change
<b>UnitedHealthcare</b>												
701 Retiree Only	1,946	\$328.45	\$10.00	\$338.45	\$328.45	\$8.00	\$336.45	-0.6%	\$315.31	\$8.00	\$323.31	-4.5%
702 Retiree & 1 Dependent (1 Medicare)	374	1,614.11	10.00	1,624.11	1,701.95	8.00	1,709.95	5.3%	1,688.81	8.00	1,696.81	4.5%
703 Retiree & 1 Dependent (2 Medicare)	1,290	656.90	10.00	666.90	656.90	8.00	664.90	-0.3%	630.62	8.00	638.62	-4.2%
704 Retiree & 2 + Deps. (1 Medicare)	93	1,835.58	10.00	1,845.58	1,938.56	8.00	1,946.56	5.5%	1,925.42	8.00	1,933.42	4.8%
705 Retiree & 2 + Deps. (2 Medicare)	43	878.37	10.00	888.37	893.51	8.00	901.51	1.5%	867.23	8.00	875.23	-1.5%
706 Survivor (Child only)	2	362.13	10.00	372.13	386.87	8.00	394.87	6.1%	386.87	8.00	394.87	6.1%
707 UnitedHealthcare Single	511	1,285.66	10.00	1,295.66	1,373.50	8.00	1,381.50	6.6%	1,373.50	8.00	1,381.50	6.6%
708 UnitedHealthcare Two-Party	479	2,354.24	10.00	2,364.24	2,515.09	8.00	2,523.09	6.7%	2,515.09	8.00	2,523.09	6.7%
709 UnitedHealthcare Family	375	2,792.79	10.00	2,802.79	2,983.61	8.00	2,991.61	6.7%	2,983.61	8.00	2,991.61	6.7%
Total	5,113	\$61,576,733		\$62,190,293	\$64,416,181		\$64,907,029	4.4%	\$63,615,325		\$64,106,173	3.1%
<b>Medicare Part B</b>												
Total	37,225	\$195.73	\$0.00	\$195.73	\$189.75	\$0.00	\$189.75	-3.1%	\$189.75	\$0.00	\$189.75	-3.1%
Total	37,225	\$87,432,591		\$87,432,591	\$84,761,325		\$84,761,325	-3.1%	\$84,761,325		\$84,761,325	-3.1%
<b>Cigna Dental (Indemnity) / Vision</b>												
501 Retiree Only	25,750	\$41.42	\$10.00	\$51.42	\$45.29	\$8.00	\$53.29	3.6%	\$44.68	\$8.00	\$52.68	2.5%
502 Retiree & Dependents	23,851	94.33	10.00	104.33	103.20	8.00	111.20	6.6%	101.81	8.00	109.81	5.2%
503 Survivor / Minor	10	52.67	10.00	62.67	57.60	8.00	65.60	4.7%	56.82	8.00	64.82	3.4%
Total	49,611	\$39,804,549		\$45,757,869	\$43,537,294		\$48,299,950	5.6%	\$42,953,291		\$47,715,947	4.3%
<b>Cigna Dental (Prepaid) / Vision</b>												
901 Retiree only	3,857	\$38.43	\$10.00	\$48.43	\$38.56	\$8.00	\$46.56	-3.9%	\$38.52	\$8.00	\$46.52	-4.0%
902 Retiree & Dependents	2,908	87.09	10.00	97.09	87.38	8.00	95.38	-1.8%	87.28	8.00	95.28	-1.9%
903 Survivor/ Minor	2	38.99	10.00	48.99	39.17	8.00	47.17	-3.7%	39.11	8.00	47.11	-3.8%
Total	6,767	\$4,818,857		\$5,630,897	\$4,835,079		\$5,484,711	-2.6%	\$4,829,503		\$5,479,135	-2.7%

**Renewal Analysis - Effective 7/1/2023**  
**Los Angeles County Employees Retirement Association**

## **HISTORICAL AGGREGATE PREMIUMS - MEDICAL <sup>(1)</sup>**

Policy Period	2020-2021	2021-2022		2022-2023		2023-2024	
	Aggregate Premium	Aggregate Premium	Change (%)	Aggregate Premium	Change (%)	Aggregate Premium	Change (%)
Anthem	\$265,297,000	\$276,281,000	4.1%	\$283,920,000	2.8%	\$305,664,000	7.7%
Cigna	9,411,000	8,922,000	-5.2%	8,490,000	-4.8%	9,084,000	7.0%
Kaiser	230,996,000	229,270,000	-0.7%	228,128,000	-0.5%	238,182,000	4.4%
SCAN	1,629,000	1,632,000	0.2%	1,526,000	-6.5%	1,329,000	-12.9%
UnitedHealthcare	55,564,000	58,610,000	5.5%	62,190,000	6.1%	64,106,000	3.1%
Medicare Part B	72,307,000	77,483,000	7.2%	87,433,000	12.8%	84,761,000	-3.1%
<b>Total Premium</b>	<b>\$635,204,000</b>	<b>\$652,198,000</b>	<b>2.7%</b>	<b>\$671,687,000</b>	<b>3.0%</b>	<b>\$703,126,000</b>	<b>4.7%</b>
<b>Total Retirees Insured</b>	<b>50,364</b>	<b>51,329</b>	<b>1.9%</b>	<b>52,430</b>	<b>2.1%</b>	<b>52,430</b>	<b>0.0%</b>
<b>Premiums per Retiree per Month</b>	<b>\$1,051.02</b>	<b>\$1,058.85</b>	<b>0.7%</b>	<b>\$1,067.59</b>	<b>0.8%</b>	<b>\$1,117.56</b>	<b>4.7%</b>

<sup>(1)</sup> The 2020-2021 and 2021-2022 premiums are projected based on enrollment from LACERA's January 2021 and January 2022 Staff Activity reports, respectively. The 2022-2023 and 2023-2024 premiums are projected based on enrollment from LACERA's January 2023 Staff Activity report.



\*Benchmarks are based on Segal's Annual Trend Surveys, weighted by LACERA's enrollment distribution in Non-Medicare (33%) and Medicare (67%) Plans.

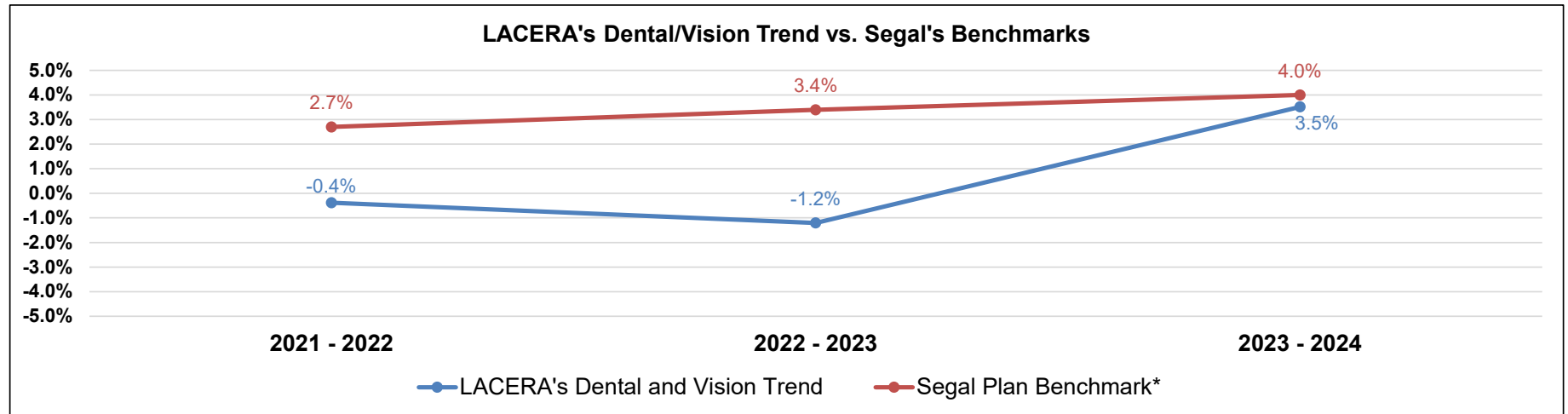
Note: Renewal Premiums and Rate Changes **include** LACERA's Proposed Administrative Fee of \$8.00 per member, per plan, per month.

**Renewal Analysis - Effective 7/1/2023**  
**Los Angeles County Employees Retirement Association**

## **HISTORICAL AGGREGATE PREMIUMS - DENTAL AND VISION <sup>(1)</sup>**

Policy Period	2020-2021	2021-2022		2022-2023		2023-2024	
	Aggregate Premium	Aggregate Premium	Change (%)	Aggregate Premium	Change (%)	Aggregate Premium	Change (%)
Cigna Indemnity Dental / Vision	\$45,209,000	\$45,815,000	1.3%	\$45,758,000	-0.1%	\$47,716,000	4.3%
Cigna Prepaid Dental / Vision	4,651,000	5,019,000	7.9%	5,631,000	12.2%	5,479,000	-2.7%
<b>Total Premium</b>	<b>\$49,860,000</b>	<b>\$50,834,000</b>	<b>2.0%</b>	<b>\$51,389,000</b>	<b>1.1%</b>	<b>\$53,195,000</b>	<b>3.5%</b>
<b>Total Retirees Insured</b>	<b>53,831</b>	<b>55,096</b>	<b>2.3%</b>	<b>56,378</b>	<b>2.3%</b>	<b>56,378</b>	<b>0.0%</b>
<b>Premiums per Retiree per Month</b>	<b>\$77.19</b>	<b>\$76.89</b>	<b>-0.4%</b>	<b>\$75.96</b>	<b>-1.2%</b>	<b>\$78.63</b>	<b>3.5%</b>

<sup>(1)</sup> The 2020-2021 and 2021-2022 premiums are projected based on enrollment from LACERA's January 2021 and January 2022 Staff Activity reports, respectively. The 2022-2023 and 2023-2024 premiums are projected based on enrollment from LACERA's January 2023 Staff Activity report.



\*Benchmarks are based on Segal's Annual Trend Surveys, weight by LACERA's enrollment distribution in Indemnity (90%) and Prepaid (10%) Dental Plans.

Note: Renewal Premiums and Rate Changes **include** LACERA's Proposed Administrative Fee of \$8.00 per member, per plan, per month.

**Renewal Analysis - Effective 7/1/2023**  
**Los Angeles County Employees Retirement Association**

## **RETIREE HEALTHCARE CONTRIBUTIONS**

### **County Contributions and Benchmark**

County contributions are provided for medical and dental/vision insurance premiums based on the completed years of service credit, the plan chosen, and the number of eligible dependents covered.

- Fewer than 10 years of service credit - Not eligible for the County contributions.
- 10 or more years of service credit - Initial 40% County contribution, increasing by 4% for each additional year of service up to a maximum of 100% for 25 years of service credit.

County contribution percentage is applied to the monthly premium of the selected healthcare plan or the monthly premium of the benchmark plan, whichever is less. The retiree is responsible for any premium difference over the benchmark rates.

### **Plan(s) Exceeding Benchmark Monthly Premium**

<b>Coverage Tier</b>	<b>Benchmark Anthem BC Plan I &amp; II</b>	<b>Cigna Network Model (HMO)</b>	<b>Amount over the Benchmark (Member Portion)</b>
Retiree Only	\$1,374.62	\$1,787.58	\$412.96
Retiree & Spouse	2,478.02	3,227.48	749.46
Retiree & Family	2,922.98	3,810.99	888.01
Retiree & Children	1,818.65	2,371.89	553.24

Note: Renewal Premiums and Rate Changes **include** LACERA's Proposed Administrative Fee of \$8.00 per member, per plan, per month.

**Renewal Analysis - Effective 7/1/2023****Los Angeles County Employees Retirement Association**

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**RETIREE HEALTHCARE CONTRIBUTIONS**

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**LACERA Retiree Healthcare Benefits Program - Tier 1**

**Tier 1** applies to all eligible County employees prior to July 1, 2014. Tier 1 County contributions are based on the selected coverage tier (retiree only, retiree and eligible dependents) and years of service credit.

The following **benchmark plans** are used to determine County contributions:

- **Anthem Blue Cross I & II** is used to determine maximum County contribution applied to **all** Non-Medicare and Medicare Medical plans.
- **Cigna Indemnity Dental/Vision** is used to determine maximum County contribution applied to **all** Dental Plans.

**LACERA Retiree Healthcare Benefits Program - Tier 2**

**Tier 2** applies to all eligible County employees hired after June 30, 2014. Tier 2 County contributions are based on **retiree-only coverage**, regardless of the selected coverage tier and years of service credit. The County contribution applies to the monthly premiums up to the benchmark plan(s) rate, whichever is less. Any subsidy portion remaining upon the member portion being paid, may be used toward satisfying the dependent premium. Members are responsible for premium amounts above the benchmark plan(s) rates.

The following provisions also apply for Tier 2 County contributions:

- Medicare-eligible retirees and eligible dependents must enroll in Medicare Parts A and B and in a corresponding Medicare health plan.
- Retirees and eligible dependents must be enrolled in the same medical plan.
- Medicare Part B Premium Reimbursement (standard rate) applies to Retiree/Survivor only.

The following **benchmark plans** are used to determine County contribution:

- **Anthem Blue Cross I & II** is used to determine maximum County contribution applied when Retiree is not Medicare-eligible.
- **Anthem Blue Cross III** is used to determine maximum County contribution applied when Retiree is Medicare-eligible.
- **Cigna Indemnity Dental/Vision** is used to determine maximum County contribution for most Dental plans.

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## MEDICARE HISTORY

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### LACERA and Medicare

The LACERA-administered Retiree Healthcare Benefits Program (RHCBP) is directly and indirectly impacted by Medicare. In the early 1990s, Medicare Plus Choice HMO plans were introduced to the market. Under these plans, retirees would sign over their Medicare Benefits, and the HMO would provide all benefits. In many cases, the benefits provided by Medicare HMOs were better than those provided by traditional Medicare - often at the same price.

In 1992, with the County Board of Supervisors approval, LACERA implemented the Medicare Part B Premium Reimbursement program. Continuance of the Medicare Part B Premium Reimbursement program, which is limited to the Medicare Part B base rate, is subject to annual Board of Supervisors' approval. The Part B Premium Reimbursement Program included the LACERA-administered Medicare Supplement Plan and Medicare Risk plans now referred to as Medicare Advantage Prescription Drug Plans (MAPD). In addition, LACERA added a Pre-65 HMO product through UnitedHealthcare (UHC).

In 1997, the Balanced Budget Act was passed, which put pressure on Medicare HMOs. Several of the plans reduced their service areas; the largest impact to the LACERA-administered RHCBP was Cigna's exit from the Medicare HMO Market in California.

In 2003, the Medicare Modernization Act (MMA) was passed, which introduced Medicare Part D (prescription drug) benefits. The MMA also established means testing on Part B premiums (higher premiums for higher income individuals).

In 2010, Health Care Reform set forth means testing for the Part D premiums. In addition, there continues to be political pressure for reduction in Medicare's physician reimbursements, as well as on Medicare HMOs (now known as Medicare Advantage Prescription Drug or MAPD plans).



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## HEALTHCARE REFORM AND DEVELOPMENTS

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### HEALTHCARE REFORM

As retiree only plans, LACERA's plans are mostly exempt from health care reform requirements with the exception of the few listed below:

- The H.R. 1865 Further Consolidated Appropriations Act, 2020 became law on December 20, 2019. This law repeals the 40% ACA Excise tax completely and removes the Health Insurer Fee permanently beginning January 1, 2021.
- On November 20, 2020, the Department of Health and Human Services (HHS) released a final rule that will eliminate rebates in favor of point-of-sale discounts in the Medicare Part D and Medicaid managed care organization programs. For Part D programs, the final rule is applicable as of January 1, 2022, although the Biden administration could consider postponing the effective date. The final rule is also likely to face legal challenge by the pharmacy benefit management industry. If the final rule is implemented in its current form, plan sponsors that cover retirees will need to review and possibly revise certain contracts, as well as evaluate their benefit design, including drug copayments and coinsurance.

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - Anthem Blue Cross I**

<b>Years of Service</b>	<b>Retiree Only 211</b>	<b>Retiree &amp; Spouse 212</b>	<b>Retiree, Spouse, &amp; Children 213</b>	<b>Retiree &amp; Children 214</b>
Less than 10*	\$1,374.62	\$2,478.02	\$2,922.98	\$1,818.65
10-11*	\$824.77	\$1,486.81	\$1,753.79	\$1,091.19
11-12*	\$769.79	\$1,387.69	\$1,636.87	\$1,018.44
12-13*	\$714.80	\$1,288.57	\$1,519.95	\$945.70
13-14	\$659.82	\$1,189.45	\$1,403.03	\$872.95
14-15	\$604.83	\$1,090.33	\$1,286.11	\$800.21
15-16	\$549.85	\$991.21	\$1,169.19	\$727.46
16-17	\$494.86	\$892.09	\$1,052.27	\$654.71
17-18	\$439.88	\$792.97	\$935.35	\$581.97
18-19	\$384.89	\$693.85	\$818.43	\$509.22
19-20	\$329.91	\$594.72	\$701.52	\$436.48
20-21	\$274.92	\$495.60	\$584.60	\$363.73
21-22	\$219.94	\$396.48	\$467.68	\$290.98
22-23	\$164.95	\$297.36	\$350.76	\$218.24
23-24	\$109.97	\$198.24	\$233.84	\$145.49
24-25	\$54.98	\$99.12	\$116.92	\$72.75
25 or more	\$0.00	\$0.00	\$0.00	\$0.00
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>				
	\$687.31	\$1,239.01	\$1,461.49	\$909.32
COBRA	\$1,402.11	\$2,527.58	\$2,981.44	\$1,855.02

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - Anthem Blue Cross II**

<b>Years of Service</b>	<b>Retiree Only 221</b>	<b>Retiree &amp; Spouse 222</b>	<b>Retiree, Spouse, &amp; Children 223</b>	<b>Retiree &amp; Children 224</b>
Less than 10*	\$1,374.62	\$2,478.02	\$2,922.98	\$1,818.65
10-11*	\$824.77	\$1,486.81	\$1,753.79	\$1,091.19
11-12*	\$769.79	\$1,387.69	\$1,636.87	\$1,018.44
12-13*	\$714.80	\$1,288.57	\$1,519.95	\$945.70
13-14	\$659.82	\$1,189.45	\$1,403.03	\$872.95
14-15	\$604.83	\$1,090.33	\$1,286.11	\$800.21
15-16	\$549.85	\$991.21	\$1,169.19	\$727.46
16-17	\$494.86	\$892.09	\$1,052.27	\$654.71
17-18	\$439.88	\$792.97	\$935.35	\$581.97
18-19	\$384.89	\$693.85	\$818.43	\$509.22
19-20	\$329.91	\$594.72	\$701.52	\$436.48
20-21	\$274.92	\$495.60	\$584.60	\$363.73
21-22	\$219.94	\$396.48	\$467.68	\$290.98
22-23	\$164.95	\$297.36	\$350.76	\$218.24
23-24	\$109.97	\$198.24	\$233.84	\$145.49
24-25	\$54.98	\$99.12	\$116.92	\$72.75
25 or more	\$0.00	\$0.00	\$0.00	\$0.00
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>				
	\$687.31	\$1,239.01	\$1,461.49	\$909.32
COBRA	\$1,402.11	\$2,527.58	\$2,981.44	\$1,855.02

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - Anthem Blue Cross III (Medicare Supplement Plan)**

<b>Years of Service</b>	<b>Retiree Only w/ Medicare 240</b>	<b>Retiree &amp; Spouse - 1 w/ Medicare 241 <sup>(1)</sup></b>	<b>Retiree &amp; Spouse - 1 w/ Medicare 242 <sup>(2)</sup></b>	<b>Retiree &amp; Spouse - Both w/ Medicare 243</b>
Less than 10*	\$559.97	\$1,789.60	\$1,789.60	\$1,114.20
10-11*	\$335.98	\$1,073.76	\$1,073.76	\$668.52
11-12*	\$313.58	\$1,002.18	\$1,002.18	\$623.95
12-13*	\$291.18	\$930.59	\$930.59	\$579.38
13-14	\$268.79	\$859.01	\$859.01	\$534.82
14-15	\$246.39	\$787.42	\$787.42	\$490.25
15-16	\$223.99	\$715.84	\$715.84	\$445.68
16-17	\$201.59	\$644.26	\$644.26	\$401.11
17-18	\$179.19	\$572.67	\$572.67	\$356.54
18-19	\$156.79	\$501.09	\$501.09	\$311.98
19-20	\$134.39	\$429.50	\$429.50	\$267.41
20-21	\$111.99	\$357.92	\$357.92	\$222.84
21-22	\$89.60	\$286.34	\$286.34	\$178.27
22-23	\$67.20	\$214.75	\$214.75	\$133.70
23-24	\$44.80	\$143.17	\$143.17	\$89.14
24-25	\$22.40	\$71.58	\$71.58	\$44.57
25 or more	\$0.00	\$0.00	\$0.00	\$0.00
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>				
	\$279.98	\$894.80	\$894.80	\$557.10
COBRA	\$571.17	\$1,825.39	\$1,825.39	\$1,136.48

<sup>(1)</sup> Non-Medicare has Anthem Blue Cross I

<sup>(2)</sup> Non-Medicare has Anthem Blue Cross II

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - Anthem Blue Cross III (Medicare Supplement Plan)**

<b>Years of Service</b>	<b>Retiree &amp; Children 244 <sup>(3)</sup></b>	<b>Retiree &amp; Children 245 <sup>(4)</sup></b>	<b>Retiree, Spouse, &amp; Children - 1 w/ Medicare 246 <sup>(5)</sup></b>	<b>Retiree, Spouse, &amp; Children - 1 w/ Medicare 247 <sup>(6)</sup></b>	<b>Retiree, Spouse, &amp; Children - 2 w/ Medicare 248 <sup>(7)</sup></b>	<b>Retiree, Spouse, &amp; Children - 2 w/ Medicare 249 <sup>(8)</sup></b>	<b>Retiree, Spouse, &amp; Children - each w/ Medicare 250 <sup>(9)</sup></b>
Less than 10*	\$1,002.42	\$1,002.42	\$2,231.91	\$2,231.91	\$1,556.43	\$1,556.43	\$1,744.25
10-11*	\$601.45	\$601.45	\$1,339.15	\$1,339.15	\$933.86	\$933.86	\$1,046.55
11-12*	\$561.36	\$561.36	\$1,249.87	\$1,249.87	\$871.60	\$871.60	\$976.78
12-13*	\$521.26	\$521.26	\$1,160.59	\$1,160.59	\$809.34	\$809.34	\$907.01
13-14	\$481.16	\$481.16	\$1,071.32	\$1,071.32	\$747.09	\$747.09	\$837.24
14-15	\$441.06	\$441.06	\$982.04	\$982.04	\$684.83	\$684.83	\$767.47
15-16	\$400.97	\$400.97	\$892.76	\$892.76	\$622.57	\$622.57	\$697.70
16-17	\$360.87	\$360.87	\$803.49	\$803.49	\$560.31	\$560.31	\$627.93
17-18	\$320.77	\$320.77	\$714.21	\$714.21	\$498.06	\$498.06	\$558.16
18-19	\$280.68	\$280.68	\$624.93	\$624.93	\$435.80	\$435.80	\$488.39
19-20	\$240.58	\$240.58	\$535.66	\$535.66	\$373.54	\$373.54	\$418.62
20-21	\$200.48	\$200.48	\$446.38	\$446.38	\$311.29	\$311.29	\$348.85
21-22	\$160.39	\$160.39	\$357.11	\$357.11	\$249.03	\$249.03	\$279.08
22-23	\$120.29	\$120.29	\$267.83	\$267.83	\$186.77	\$186.77	\$209.31
23-24	\$80.19	\$80.19	\$178.55	\$178.55	\$124.51	\$124.51	\$139.54
24-25	\$40.10	\$40.10	\$89.28	\$89.28	\$62.26	\$62.26	\$69.77
25 or more	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>							
	\$501.21	\$501.21	\$1,115.95	\$1,115.95	\$778.21	\$778.21	\$872.12
COBRA	\$1,022.47	\$1,022.47	\$2,276.55	\$2,276.55	\$1,587.56	\$1,587.56	\$1,779.14

<sup>(3)</sup> Retiree has Medicare; Children have Anthem Blue Cross I

<sup>(4)</sup> Retiree has Medicare; Children have Anthem Blue Cross II

<sup>(5)</sup> Non-Medicare has Anthem Blue Cross I

<sup>(6)</sup> Non-Medicare has Anthem Blue Cross II

<sup>(7)</sup> Children have Anthem Blue Cross I

<sup>(8)</sup> Children have Anthem Blue Cross II

<sup>(9)</sup> Please note only two parties will qualify for Medicare Part B Premium Reimbursement Program, approved annually by Los Angeles County Board of Supervisors.

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - Anthem Blue Cross Prudent Buyer Plan**

<b>Years of Service</b>	<b>Retiree Only 201</b>	<b>Retiree &amp; Spouse 202</b>	<b>Retiree, Spouse, &amp; Children 203</b>	<b>Retiree &amp; Children 204</b>
Less than 10*	\$951.76	\$1,871.92	\$2,112.48	\$1,223.07
10-11*	\$571.06	\$1,123.15	\$1,267.49	\$733.84
11-12*	\$532.99	\$1,048.28	\$1,182.99	\$684.92
12-13*	\$494.92	\$973.40	\$1,098.49	\$636.00
13-14	\$456.84	\$898.52	\$1,013.99	\$587.07
14-15	\$418.77	\$823.64	\$929.49	\$538.15
15-16	\$380.70	\$748.77	\$844.99	\$489.23
16-17	\$342.63	\$673.89	\$760.49	\$440.31
17-18	\$304.56	\$599.01	\$675.99	\$391.38
18-19	\$266.49	\$524.14	\$591.49	\$342.46
19-20	\$228.42	\$449.26	\$507.00	\$293.54
20-21	\$190.35	\$374.38	\$422.50	\$244.61
21-22	\$152.28	\$299.51	\$338.00	\$195.69
22-23	\$114.21	\$224.63	\$253.50	\$146.77
23-24	\$76.14	\$149.75	\$169.00	\$97.85
24-25	\$38.07	\$74.88	\$84.50	\$48.92
25 or more	\$0.00	\$0.00	\$0.00	\$0.00
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>				
	\$475.88	\$935.96	\$1,056.24	\$611.53
COBRA	\$970.80	\$1,909.36	\$2,154.73	\$1,247.53

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - Cigna Network Model Plan**

<b>Years of Service</b>	<b>Retiree Only 301</b>	<b>Retiree &amp; Spouse 302</b>	<b>Retiree, Spouse, &amp; Children 303</b>	<b>Retiree &amp; Children 304</b>
Less than 10*	\$1,787.58	\$3,227.48	\$3,810.99	\$2,371.89
10-11*	\$1,237.73	\$2,236.27	\$2,641.80	\$1,644.43
11-12*	\$1,182.75	\$2,137.15	\$2,524.88	\$1,571.68
12-13*	\$1,127.76	\$2,038.03	\$2,407.96	\$1,498.94
13-14	\$1,072.78	\$1,938.91	\$2,291.04	\$1,426.19
14-15	\$1,017.79	\$1,839.79	\$2,174.12	\$1,353.45
15-16	\$962.81	\$1,740.67	\$2,057.20	\$1,280.70
16-17	\$907.82	\$1,641.55	\$1,940.28	\$1,207.95
17-18	\$852.84	\$1,542.43	\$1,823.36	\$1,135.21
18-19	\$797.85	\$1,443.31	\$1,706.44	\$1,062.46
19-20	\$742.87	\$1,344.18	\$1,589.53	\$989.72
20-21	\$687.88	\$1,245.06	\$1,472.61	\$916.97
21-22	\$632.90	\$1,145.94	\$1,355.69	\$844.22
22-23	\$577.91	\$1,046.82	\$1,238.77	\$771.48
23-24	\$522.93	\$947.70	\$1,121.85	\$698.73
24-25	\$467.94	\$848.58	\$1,004.93	\$625.99
25 or more	\$412.96	\$749.46	\$888.01	\$553.24
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>				
	\$1,100.27	\$1,988.47	\$2,349.50	\$1,462.56
COBRA	\$1,823.33	\$3,292.03	\$3,887.21	\$2,419.33

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - Cigna Preferred Medicare HMO**  
(available in Maricopa County and Apache Junction, Pinal County, Arizona only)

<b>Years of Service</b>	<b>Retiree Only with Medicare 321</b>	<b>Retiree &amp; Spouse/Domestic Partner - 1 w/ Medicare 322</b>	<b>Retiree &amp; Spouse/Domestic Partner - Both w/ Medicare 324</b>	<b>Retiree &amp; Children 325</b>	<b>Retiree, Spouse/Domestic Partner &amp; Children - 1 w/ Medicare 327</b>	<b>Retiree, Spouse/Domestic Partner &amp; Children - 2 w/ Medicare 329</b>
Less than 10*	\$346.86	\$1,786.76	\$685.72	\$931.85	\$2,370.95	\$1,325.84
10-11*	\$208.12	\$1,072.06	\$411.43	\$559.11	\$1,422.57	\$795.50
11-12*	\$194.24	\$1,000.59	\$384.00	\$521.84	\$1,327.73	\$742.47
12-13*	\$180.37	\$929.12	\$356.57	\$484.56	\$1,232.89	\$689.44
13-14	\$166.49	\$857.64	\$329.15	\$447.29	\$1,138.06	\$636.40
14-15	\$152.62	\$786.17	\$301.72	\$410.01	\$1,043.22	\$583.37
15-16	\$138.74	\$714.70	\$274.29	\$372.74	\$948.38	\$530.34
16-17	\$124.87	\$643.23	\$246.86	\$335.47	\$853.54	\$477.30
17-18	\$111.00	\$571.76	\$219.43	\$298.19	\$758.70	\$424.27
18-19	\$97.12	\$500.29	\$192.00	\$260.92	\$663.87	\$371.24
19-20	\$83.25	\$428.82	\$164.57	\$223.64	\$569.03	\$318.20
20-21	\$69.37	\$357.35	\$137.14	\$186.37	\$474.19	\$265.17
21-22	\$55.50	\$285.88	\$109.72	\$149.10	\$379.35	\$212.13
22-23	\$41.62	\$214.41	\$82.29	\$111.82	\$284.51	\$159.10
23-24	\$27.75	\$142.94	\$54.86	\$74.55	\$189.68	\$106.07
24-25	\$13.87	\$71.47	\$27.43	\$37.27	\$94.84	\$53.03
25 or more	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>						
	\$173.43	\$893.38	\$342.86	\$465.92	\$1,185.47	\$662.92
COBRA	\$353.80	\$1,822.50	\$699.43	\$950.49	\$2,418.37	\$1,352.36



**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - Kaiser Permanente / Kaiser Senior Advantage (California Residents)**

Years of Service	Retiree Only 401	Retiree Only 403	Retiree Only 404	Retiree Only 405
Less than 10*	\$1,265.81	\$250.28	\$1,186.60	\$1,268.44
10-11*	\$759.49	\$150.17	\$711.96	\$761.06
11-12*	\$708.85	\$140.16	\$664.50	\$710.33
12-13*	\$658.22	\$130.15	\$617.03	\$659.59
13-14	\$607.59	\$120.13	\$569.57	\$608.85
14-15	\$556.96	\$110.12	\$522.10	\$558.11
15-16	\$506.32	\$100.11	\$474.64	\$507.38
16-17	\$455.69	\$90.10	\$427.18	\$456.64
17-18	\$405.06	\$80.09	\$379.71	\$405.90
18-19	\$354.43	\$70.08	\$332.25	\$355.16
19-20	\$303.79	\$60.07	\$284.78	\$304.43
20-21	\$253.16	\$50.06	\$237.32	\$253.69
21-22	\$202.53	\$40.04	\$189.86	\$202.95
22-23	\$151.90	\$30.03	\$142.39	\$152.21
23-24	\$101.26	\$20.02	\$94.93	\$101.48
24-25	\$50.63	\$10.01	\$47.46	\$50.74
25 or more	\$0.00	\$0.00	\$0.00	\$0.00
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>				
	\$632.90	\$125.14	\$593.30	\$634.22
COBRA	\$1,291.13	\$255.29	\$1,210.33	\$1,293.81

**Deduct Codes:**

401 - "Basic"

403 - "Senior Advantage"

404 - "Excess I"

405 - "Excess II"

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - Kaiser Permanente / Kaiser Senior Advantage (California Residents)**

Years of Service	Retiree & Family 411	Retiree & Family 413	Retiree & Family 414
Less than 10*	\$2,523.62	\$1,508.09	\$2,444.41
10-11*	\$1,514.17	\$904.85	\$1,466.65
11-12*	\$1,413.23	\$844.53	\$1,368.87
12-13*	\$1,312.28	\$784.21	\$1,271.09
13-14	\$1,211.34	\$723.88	\$1,173.32
14-15	\$1,110.39	\$663.56	\$1,075.54
15-16	\$1,009.45	\$603.24	\$977.76
16-17	\$908.50	\$542.91	\$879.99
17-18	\$807.56	\$482.59	\$782.21
18-19	\$706.61	\$422.27	\$684.43
19-20	\$605.67	\$361.94	\$586.66
20-21	\$504.72	\$301.62	\$488.88
21-22	\$403.78	\$241.29	\$391.11
22-23	\$302.83	\$180.97	\$293.33
23-24	\$201.89	\$120.65	\$195.55
24-25	\$100.94	\$60.32	\$97.78
25 or more	\$0.00	\$0.00	\$0.00
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>			
	\$1,261.81	\$754.04	\$1,222.20
COBRA	\$2,574.09	\$1,538.25	\$2,493.30

**Deduct Codes:**

411 - All family members are "Basic"

413 - One family member is "Senior Advantage"; others are "Basic"

414 - One family member is "Excess I"; others are "Basic"

**Definitions:**

"Basic" - includes participants who are under age 65.

"Senior Advantage" - includes participants who are age 65 or over and who have assigned both Medicare Parts A & B to Kaiser.

"Excess I" - participants who have Medicare Part A only.

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

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - Kaiser Permanente / Kaiser Senior Advantage (California Residents)**

Years of Service	Retiree & Family 418	Retiree & Family 419	Retiree & Family 420	Retiree & Family 422
Less than 10*	\$492.56	\$1,428.88	\$2,365.20	\$2,526.25
10-11*	\$295.54	\$857.33	\$1,419.12	\$1,515.75
11-12*	\$275.83	\$800.17	\$1,324.51	\$1,414.70
12-13*	\$256.13	\$743.02	\$1,229.90	\$1,313.65
13-14	\$236.43	\$685.86	\$1,135.30	\$1,212.60
14-15	\$216.73	\$628.71	\$1,040.69	\$1,111.55
15-16	\$197.02	\$571.55	\$946.08	\$1,010.50
16-17	\$177.32	\$514.40	\$851.47	\$909.45
17-18	\$157.62	\$457.24	\$756.86	\$808.40
18-19	\$137.92	\$400.09	\$662.26	\$707.35
19-20	\$118.21	\$342.93	\$567.65	\$606.30
20-21	\$98.51	\$285.78	\$473.04	\$505.25
21-22	\$78.81	\$228.62	\$378.43	\$404.20
22-23	\$59.11	\$171.47	\$283.82	\$303.15
23-24	\$39.40	\$114.31	\$189.22	\$202.10
24-25	\$19.70	\$57.16	\$94.61	\$101.05
25 or more	\$0.00	\$0.00	\$0.00	\$0.00
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>				
	\$246.28	\$714.44	\$1,182.60	\$1,263.12
COBRA	\$502.41	\$1,457.46	\$2,412.50	\$2,576.78

**Deduct Codes:**

- 418 - Two or more family members are "Senior Advantage"  
419 - One family member is "Excess I"; others are "Senior Advantage"  
420 - Two or more family members are "Excess I"  
422 - One family member is "Excess II"; others are "Basic"

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - Kaiser Permanente / Kaiser Senior Advantage (California Residents)**

Years of Service	Retiree & Family 426	Retiree & Family 428	Retiree & Family 430
Less than 10*	\$1,510.72	\$2,447.04	\$2,528.88
10-11*	\$906.43	\$1,468.22	\$1,517.33
11-12*	\$846.00	\$1,370.34	\$1,416.17
12-13*	\$785.57	\$1,272.46	\$1,315.02
13-14	\$725.15	\$1,174.58	\$1,213.86
14-15	\$664.72	\$1,076.70	\$1,112.71
15-16	\$604.29	\$978.82	\$1,011.55
16-17	\$543.86	\$880.93	\$910.40
17-18	\$483.43	\$783.05	\$809.24
18-19	\$423.00	\$685.17	\$708.09
19-20	\$362.57	\$587.29	\$606.93
20-21	\$302.14	\$489.41	\$505.78
21-22	\$241.72	\$391.53	\$404.62
22-23	\$181.29	\$293.64	\$303.47
23-24	\$120.86	\$195.76	\$202.31
24-25	\$60.43	\$97.88	\$101.16
25 or more	\$0.00	\$0.00	\$0.00
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>			
	\$755.36	\$1,223.52	\$1,264.44
COBRA	\$1,540.93	\$2,495.98	\$2,579.46

**Deduct Codes:**

426 - One family member is "Senior Advantage"; others are "Excess II"

428 - One family member is "Excess I"; others are "Excess II"

430 - Two or more family members are "Excess II"

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - Kaiser Permanente Colorado**

Years of Service	Retiree Only 450	Retiree Only 451	*Retiree & Family 453	Retiree & Family 454	*Retiree & Family 455
Less than 10*	\$1,103.25	\$297.90	\$2,439.56	\$3,293.85	\$1,393.15
10-11*	\$661.95	\$178.74	\$1,463.74	\$2,124.66	\$835.89
11-12*	\$617.82	\$166.82	\$1,366.15	\$2,007.74	\$780.16
12-13*	\$573.69	\$154.91	\$1,268.57	\$1,890.82	\$724.44
13-14	\$529.56	\$142.99	\$1,170.99	\$1,773.90	\$668.71
14-15	\$485.43	\$131.08	\$1,073.41	\$1,656.98	\$612.99
15-16	\$441.30	\$119.16	\$975.82	\$1,540.06	\$557.26
16-17	\$397.17	\$107.24	\$878.24	\$1,423.14	\$501.53
17-18	\$353.04	\$95.33	\$780.66	\$1,306.22	\$445.81
18-19	\$308.91	\$83.41	\$683.08	\$1,189.30	\$390.08
19-20	\$264.78	\$71.50	\$585.49	\$1,072.39	\$334.36
20-21	\$220.65	\$59.58	\$487.91	\$955.47	\$278.63
21-22	\$176.52	\$47.66	\$390.33	\$838.55	\$222.90
22-23	\$132.39	\$35.75	\$292.75	\$721.63	\$167.18
23-24	\$88.26	\$23.83	\$195.16	\$604.71	\$111.45
24-25	\$44.13	\$11.92	\$97.58	\$487.79	\$55.73
25 or more	\$0.00	\$0.00	\$0.00	\$370.87	\$0.00
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>					
	\$551.62	\$148.95	\$1,219.78	\$1,832.36	\$696.57
COBRA	\$1,125.32	\$303.86	\$2,488.35	\$3,359.73	\$1,421.01

**Deduct Codes:**

450 - "Basic" under age 65

451 - "Senior Advantage"

453 - Two family members are "Basic"

454 - Three or more family members are "Basic"

455 - One family member is "Senior Advantage"; one is "Basic"

\*Deduct codes 453 & 455 represent 2-party contract

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - Kaiser Permanente Colorado**

<b>Years of Service</b>	<b>*Retiree &amp; Family 457</b>	<b>Retiree &amp; Family 458</b>	<b>Retiree &amp; Family 459</b>
Less than 10*	\$587.80	\$2,424.70	\$1,683.05
10-11*	\$352.68	\$1,454.82	\$1,009.83
11-12*	\$329.17	\$1,357.83	\$942.51
12-13*	\$305.66	\$1,260.84	\$875.19
13-14	\$282.14	\$1,163.86	\$807.86
14-15	\$258.63	\$1,066.87	\$740.54
15-16	\$235.12	\$969.88	\$673.22
16-17	\$211.61	\$872.89	\$605.90
17-18	\$188.10	\$775.90	\$538.58
18-19	\$164.58	\$678.92	\$471.25
19-20	\$141.07	\$581.93	\$403.93
20-21	\$117.56	\$484.94	\$336.61
21-22	\$94.05	\$387.95	\$269.29
22-23	\$70.54	\$290.96	\$201.97
23-24	\$47.02	\$193.98	\$134.64
24-25	\$23.51	\$96.99	\$67.32
25 or more	\$0.00	\$0.00	\$0.00
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>			
	\$293.90	\$1,212.35	\$841.52
COBRA	\$599.56	\$2,473.19	\$1,716.71

**Deduct Codes:**

457 - Two family members are "Senior Advantage"

458 - One family member is "Senior Advantage"; two or more are "Basic"

459 - Two family members are "Senior Advantage"; one or more are "Basic"

\*Deduct code 457 represent 2-party contract

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - Kaiser Permanente Georgia**

<b>Years of Service</b>	<b>Retiree Only 440</b>	<b>Retiree Only 441</b>	<b>Retiree Only 442</b>	<b>Retiree Only 443</b>	<b>*Retiree &amp; Family 444</b>	<b>*Retiree &amp; Family 445</b>	<b>*Retiree &amp; Family 446</b>
Less than 10*	\$1,295.50	\$1,295.50	\$1,295.50	\$394.39	\$1,681.89	\$1,681.89	\$1,681.89
10-11*	\$777.30	\$777.30	\$777.30	\$236.63	\$1,009.13	\$1,009.13	\$1,009.13
11-12*	\$725.48	\$725.48	\$725.48	\$220.86	\$941.86	\$941.86	\$941.86
12-13*	\$673.66	\$673.66	\$673.66	\$205.08	\$874.58	\$874.58	\$874.58
13-14	\$621.84	\$621.84	\$621.84	\$189.31	\$807.31	\$807.31	\$807.31
14-15	\$570.02	\$570.02	\$570.02	\$173.53	\$740.03	\$740.03	\$740.03
15-16	\$518.20	\$518.20	\$518.20	\$157.76	\$672.76	\$672.76	\$672.76
16-17	\$466.38	\$466.38	\$466.38	\$141.98	\$605.48	\$605.48	\$605.48
17-18	\$414.56	\$414.56	\$414.56	\$126.20	\$538.20	\$538.20	\$538.20
18-19	\$362.74	\$362.74	\$362.74	\$110.43	\$470.93	\$470.93	\$470.93
19-20	\$310.92	\$310.92	\$310.92	\$94.65	\$403.65	\$403.65	\$403.65
20-21	\$259.10	\$259.10	\$259.10	\$78.88	\$336.38	\$336.38	\$336.38
21-22	\$207.28	\$207.28	\$207.28	\$63.10	\$269.10	\$269.10	\$269.10
22-23	\$155.46	\$155.46	\$155.46	\$47.33	\$201.83	\$201.83	\$201.83
23-24	\$103.64	\$103.64	\$103.64	\$31.55	\$134.55	\$134.55	\$134.55
24-25	\$51.82	\$51.82	\$51.82	\$15.78	\$67.28	\$67.28	\$67.28
25 or more	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>							
	\$647.75	\$647.75	\$647.75	\$197.19	\$840.94	\$840.94	\$840.94
COBRA	\$1,321.41	\$1,321.41	\$1,321.41	\$402.28	\$1,715.53	\$1,715.53	\$1,715.53

**Deduct Codes:**

440 - "Basic" over age 65 with Medicare Part B only

441 - "Basic" over age 65 with Medicare Part A only

442 - "Basic" over age 65 without Medicare Parts A or B

443 - "Basic" over age 65 - Medicare-eligible who is classified as having renal failure

444 - One family member in "Senior Advantage"; one is "Basic" over age 65 with Medicare Part B only

445 - One family member in "Senior Advantage"; one is "Basic" over age 65 with Medicare Part A only

446 - One family member in "Senior Advantage"; one is "Basic" over age 65 without Medicare Parts A & B

\*Deduct codes 444, 445, & 446 represent 2-party contract

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - Kaiser Permanente Georgia**

<b>Years of Service</b>	<b>Retiree Only 461</b>	<b>Retiree Only 462</b>	<b>*Retiree &amp; Family 463</b>	<b>Retiree &amp; Family 464</b>	<b>*Retiree &amp; Family 465</b>
Less than 10*	\$1,295.50	\$394.39	\$2,582.99	\$3,870.49	\$1,681.89
10-11*	\$777.30	\$236.63	\$1,591.78	\$2,701.30	\$1,009.13
11-12*	\$725.48	\$220.86	\$1,492.66	\$2,584.38	\$941.86
12-13*	\$673.66	\$205.08	\$1,393.54	\$2,467.46	\$874.58
13-14	\$621.84	\$189.31	\$1,294.42	\$2,350.54	\$807.31
14-15	\$570.02	\$173.53	\$1,195.30	\$2,233.62	\$740.03
15-16	\$518.20	\$157.76	\$1,096.18	\$2,116.70	\$672.76
16-17	\$466.38	\$141.98	\$997.06	\$1,999.78	\$605.48
17-18	\$414.56	\$126.20	\$897.94	\$1,882.86	\$538.20
18-19	\$362.74	\$110.43	\$798.82	\$1,765.94	\$470.93
19-20	\$310.92	\$94.65	\$699.69	\$1,649.03	\$403.65
20-21	\$259.10	\$78.88	\$600.57	\$1,532.11	\$336.38
21-22	\$207.28	\$63.10	\$501.45	\$1,415.19	\$269.10
22-23	\$155.46	\$47.33	\$402.33	\$1,298.27	\$201.83
23-24	\$103.64	\$31.55	\$303.21	\$1,181.35	\$134.55
24-25	\$51.82	\$15.78	\$204.09	\$1,064.43	\$67.28
25 or more	\$0.00	\$0.00	\$104.97	\$947.51	\$0.00
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>					
	\$647.75	\$197.19	\$1,343.98	\$2,409.00	\$840.94
COBRA	\$1,321.41	\$402.28	\$2,634.65	\$3,947.90	\$1,715.53

**Deduct Codes:**

461 - "Basic" under age 65

462 - "Senior Advantage"

463 - Two family members are "Basic"

464 - Three or more family members are "Basic"

465 - One family member is "Senior Advantage"; one is "Basic"

\*Deduct codes 463 & 465 represent 2-party contract



**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - Kaiser Permanente Georgia**

<b>Years of Service</b>	<b>*Retiree &amp; Family 466</b>	<b>Retiree &amp; Family 467</b>	<b>Retiree &amp; Family 468</b>	<b>Retiree &amp; Family 469</b>	<b>Retiree &amp; Family 470</b>
Less than 10*	\$780.78	\$2,969.39	\$2,068.28	\$1,167.17	\$2,969.39
10-11*	\$468.47	\$1,800.20	\$1,240.97	\$700.30	\$1,800.20
11-12*	\$437.24	\$1,683.28	\$1,158.24	\$653.62	\$1,683.28
12-13*	\$406.01	\$1,566.36	\$1,075.51	\$606.93	\$1,566.36
13-14	\$374.77	\$1,449.44	\$992.77	\$560.24	\$1,449.44
14-15	\$343.54	\$1,332.52	\$910.04	\$513.55	\$1,332.52
15-16	\$312.31	\$1,215.60	\$827.31	\$466.87	\$1,215.60
16-17	\$281.08	\$1,098.68	\$744.58	\$420.18	\$1,098.68
17-18	\$249.85	\$981.76	\$661.85	\$373.49	\$981.76
18-19	\$218.62	\$864.84	\$579.12	\$326.81	\$864.84
19-20	\$187.39	\$747.93	\$496.39	\$280.12	\$747.93
20-21	\$156.16	\$631.01	\$413.66	\$233.43	\$631.01
21-22	\$124.92	\$514.09	\$330.92	\$186.75	\$514.09
22-23	\$93.69	\$397.17	\$248.19	\$140.06	\$397.17
23-24	\$62.46	\$280.25	\$165.46	\$93.37	\$280.25
24-25	\$31.23	\$163.33	\$82.73	\$46.69	\$163.33
25 or more	\$0.00	\$46.41	\$0.00	\$0.00	\$46.41
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>					
	\$390.39	\$1,507.90	\$1,034.14	\$583.58	\$1,507.90
COBRA	\$796.40	\$3,028.78	\$2,109.65	\$1,190.51	\$3,028.78

**Deduct Codes:**

466 - Two family members are "Senior Advantage"

467 - One family member is "Senior Advantage"; two are "Basic"

468 - Two family members are "Senior Advantage"; one is "Basic"

469 - Three or more family members are "Senior Advantage"; one is "Basic"

470 - Three or more family members are "Basic"; one is "Senior Advantage"

\*Deduct code 466 represents 2-party contract

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - Kaiser Permanente Hawaii**

Years of Service	Retiree Only 471	Retiree Only 472	Retiree Only 473	*Retiree & Family 474	Retiree & Family 475
Less than 10*	\$954.64	\$435.20	\$1,982.56	\$1,901.28	\$2,847.92
10-11*	\$572.78	\$261.12	\$1,432.71	\$1,140.77	\$1,708.75
11-12*	\$534.60	\$243.71	\$1,377.73	\$1,064.72	\$1,594.84
12-13*	\$496.41	\$226.30	\$1,322.74	\$988.67	\$1,480.92
13-14	\$458.23	\$208.90	\$1,267.76	\$912.61	\$1,367.00
14-15	\$420.04	\$191.49	\$1,212.77	\$836.56	\$1,253.08
15-16	\$381.86	\$174.08	\$1,157.79	\$760.51	\$1,139.17
16-17	\$343.67	\$156.67	\$1,102.80	\$684.46	\$1,025.25
17-18	\$305.48	\$139.26	\$1,047.82	\$608.41	\$911.33
18-19	\$267.30	\$121.86	\$992.83	\$532.36	\$797.42
19-20	\$229.11	\$104.45	\$937.85	\$456.31	\$683.50
20-21	\$190.93	\$87.04	\$882.86	\$380.26	\$569.58
21-22	\$152.74	\$69.63	\$827.88	\$304.20	\$455.67
22-23	\$114.56	\$52.22	\$772.89	\$228.15	\$341.75
23-24	\$76.37	\$34.82	\$717.91	\$152.10	\$227.83
24-25	\$38.19	\$17.41	\$662.92	\$76.05	\$113.92
25 or more	\$0.00	\$0.00	\$607.94	\$0.00	\$0.00
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>					
	\$477.32	\$217.60	\$1,295.25	\$950.64	\$1,423.96
COBRA	\$973.73	\$443.90	\$2,022.21	\$1,939.31	\$2,904.88

**Deduct Codes:**

471 - "Basic" under age 65

472 - "Senior Advantage"

473 - Over age 65 without Medicare Parts A or B

474 - Two family members are "Basic"

475 - Three or more family members are "Basic"

\*Deduct code 474 represents 2-party contract

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - Kaiser Permanente Hawaii**

Years of Service	*Retiree & Family 476	*Retiree & Family 477	*Retiree & Family 478	*Retiree & Family 479
Less than 10*	\$1,381.84	\$2,929.20	\$862.40	\$2,409.76
10-11*	\$829.10	\$1,937.99	\$517.44	\$1,445.86
11-12*	\$773.83	\$1,838.87	\$482.94	\$1,349.47
12-13*	\$718.56	\$1,739.75	\$448.45	\$1,253.08
13-14	\$663.28	\$1,640.63	\$413.95	\$1,156.68
14-15	\$608.01	\$1,541.51	\$379.46	\$1,060.29
15-16	\$552.74	\$1,442.39	\$344.96	\$963.90
16-17	\$497.46	\$1,343.27	\$310.46	\$867.51
17-18	\$442.19	\$1,244.15	\$275.97	\$771.12
18-19	\$386.92	\$1,145.03	\$241.47	\$674.73
19-20	\$331.64	\$1,045.90	\$206.98	\$578.34
20-21	\$276.37	\$946.78	\$172.48	\$481.95
21-22	\$221.09	\$847.66	\$137.98	\$385.56
22-23	\$165.82	\$748.54	\$103.49	\$289.17
23-24	\$110.55	\$649.42	\$68.99	\$192.78
24-25	\$55.27	\$550.30	\$34.50	\$96.39
25 or more	\$0.00	\$451.18	\$0.00	\$0.00
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>				
	\$690.92	\$1,690.19	\$431.20	\$1,204.88
COBRA	\$1,409.48	\$2,987.78	\$879.65	\$2,457.96

**Deduct Codes:**

476 - One family member is "Senior Advantage"; one is "Basic"

477 - One family member is "Basic" under age 65; one is over age 65 without Medicare Parts A or B

478 - Two family members are "Senior Advantage"

479 - One family member is "Senior Advantage"; one is over age 65 without Medicare Parts A or B

\*Deduct codes 476, 477, 478, & 479 represent 2-party contract

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - Kaiser Permanente Oregon**

<b>Years of Service</b>	<b>Retiree Only 481</b>	<b>Retiree Only 482</b>	<b>Retiree Only 483</b>	<b>*Retiree &amp; Family 484</b>	<b>Retiree &amp; Family 485</b>
Less than 10*	\$1,168.43	\$497.98	\$1,457.16	\$2,328.86	\$3,489.29
10-11*	\$701.06	\$298.79	\$907.31	\$1,397.32	\$2,320.10
11-12*	\$654.32	\$278.87	\$852.33	\$1,304.16	\$2,203.18
12-13*	\$607.58	\$258.95	\$797.34	\$1,211.01	\$2,086.26
13-14	\$560.85	\$239.03	\$742.36	\$1,117.85	\$1,969.34
14-15	\$514.11	\$219.11	\$687.37	\$1,024.70	\$1,852.42
15-16	\$467.37	\$199.19	\$632.39	\$931.54	\$1,735.50
16-17	\$420.63	\$179.27	\$577.40	\$838.39	\$1,618.58
17-18	\$373.90	\$159.35	\$522.42	\$745.24	\$1,501.66
18-19	\$327.16	\$139.43	\$467.43	\$652.08	\$1,384.74
19-20	\$280.42	\$119.52	\$412.45	\$558.93	\$1,267.83
20-21	\$233.69	\$99.60	\$357.46	\$465.77	\$1,150.91
21-22	\$186.95	\$79.68	\$302.48	\$372.62	\$1,033.99
22-23	\$140.21	\$59.76	\$247.49	\$279.46	\$917.07
23-24	\$93.47	\$39.84	\$192.51	\$186.31	\$800.15
24-25	\$46.74	\$19.92	\$137.52	\$93.15	\$683.23
25 or more	\$0.00	\$0.00	\$82.54	\$0.00	\$566.31
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>					
	\$584.21	\$248.99	\$769.85	\$1,164.43	\$2,027.80
COBRA	\$1,191.80	\$507.94	\$1,486.30	\$2,375.44	\$3,559.08

**Deduct Codes:**

481 - "Basic" under age 65

482 - "Senior Advantage"

483 - Over age 65 without Medicare Parts A or B

484 - Two family members are "Basic"

485 - Three or more family members are "Basic"

\*Deduct code 484 represents 2-party contract

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - Kaiser Permanente Oregon**

<b>Years of Service</b>	<b>*Retiree &amp; Family 486</b>	<b>*Retiree &amp; Family 488</b>	<b>Retiree Only 489</b>	<b>Retiree Only 490</b>
Less than 10*	\$1,658.41	\$987.96	\$1,192.44	\$1,457.16
10-11*	\$995.05	\$592.78	\$715.46	\$907.31
11-12*	\$928.71	\$553.26	\$667.77	\$852.33
12-13*	\$862.37	\$513.74	\$620.07	\$797.34
13-14	\$796.04	\$474.22	\$572.37	\$742.36
14-15	\$729.70	\$434.70	\$524.67	\$687.37
15-16	\$663.36	\$395.18	\$476.98	\$632.39
16-17	\$597.03	\$355.67	\$429.28	\$577.40
17-18	\$530.69	\$316.15	\$381.58	\$522.42
18-19	\$464.35	\$276.63	\$333.88	\$467.43
19-20	\$398.02	\$237.11	\$286.19	\$412.45
20-21	\$331.68	\$197.59	\$238.49	\$357.46
21-22	\$265.35	\$158.07	\$190.79	\$302.48
22-23	\$199.01	\$118.56	\$143.09	\$247.49
23-24	\$132.67	\$79.04	\$95.40	\$192.51
24-25	\$66.34	\$39.52	\$47.70	\$137.52
25 or more	\$0.00	\$0.00	\$0.00	\$82.54
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>				
	\$829.20	\$493.98	\$596.22	\$769.85
COBRA	\$1,691.58	\$1,007.72	\$1,216.29	\$1,486.30

**Deduct Codes:**

486 - One family member is "Senior Advantage"; one is "Basic"

488 - Two family members are "Senior Advantage"

489 - Over age 65 with Medicare Part A only

490 - Over age 65 with Medicare Part B only

\*Deduct codes 486 & 488 represent 2-party contract

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - Kaiser Permanente Oregon**

<b>Years of Service</b>	<b>*Retiree &amp; Family 491</b>	<b>*Retiree &amp; Family 492</b>	<b>Retiree &amp; Family 493</b>	<b>Retiree &amp; Family 494</b>	<b>*Retiree &amp; Family 495</b>
Less than 10*	\$1,682.42	\$1,947.14	\$2,818.84	\$2,148.39	\$2,906.32
10-11*	\$1,009.45	\$1,168.28	\$1,691.30	\$1,289.03	\$1,915.11
11-12*	\$942.16	\$1,090.40	\$1,578.55	\$1,203.10	\$1,815.99
12-13*	\$874.86	\$1,012.51	\$1,465.80	\$1,117.16	\$1,716.87
13-14	\$807.56	\$934.63	\$1,353.04	\$1,031.23	\$1,617.75
14-15	\$740.26	\$856.74	\$1,240.29	\$945.29	\$1,518.63
15-16	\$672.97	\$778.86	\$1,127.54	\$859.36	\$1,419.51
16-17	\$605.67	\$700.97	\$1,014.78	\$773.42	\$1,320.39
17-18	\$538.37	\$623.08	\$902.03	\$687.48	\$1,221.27
18-19	\$471.08	\$545.20	\$789.28	\$601.55	\$1,122.15
19-20	\$403.78	\$467.31	\$676.52	\$515.61	\$1,023.02
20-21	\$336.48	\$389.43	\$563.77	\$429.68	\$923.90
21-22	\$269.19	\$311.54	\$451.01	\$343.74	\$824.78
22-23	\$201.89	\$233.66	\$338.26	\$257.81	\$725.66
23-24	\$134.59	\$155.77	\$225.51	\$171.87	\$626.54
24-25	\$67.30	\$77.89	\$112.75	\$85.94	\$527.42
25 or more	\$0.00	\$0.00	\$0.00	\$0.00	\$428.30
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>					
	\$841.21	\$973.57	\$1,409.42	\$1,074.19	\$1,667.31
COBRA	\$1,716.07	\$1,986.08	\$2,875.22	\$2,191.36	\$2,964.45

**Deduct Codes:**

491 - One family member is "Senior Advantage"; one is over age 65 with Medicare Part A only

492 - One family member is "Senior Advantage"; one is over age 65 without Medicare Parts A or B

493 - One family member is "Senior Advantage"; two or more are "Basic"

494 - Two family members are "Senior Advantage"; one is "Basic"

495 - Two family members are over age 65 without Medicare Parts A or B

\*Deduct codes 491, 492, & 495 represent 2-party contract

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - Kaiser Permanente Oregon**

<b>Years of Service</b>	<b>*Retiree &amp; Family 496</b>	<b>*Retiree &amp; Family 497</b>	<b>*Retiree &amp; Family 498</b>
Less than 10*	\$2,376.88	\$2,352.87	\$2,617.59
10-11*	\$1,426.13	\$1,411.72	\$1,626.38
11-12*	\$1,331.05	\$1,317.61	\$1,527.26
12-13*	\$1,235.98	\$1,223.49	\$1,428.14
13-14	\$1,140.90	\$1,129.38	\$1,329.02
14-15	\$1,045.83	\$1,035.26	\$1,229.90
15-16	\$950.75	\$941.15	\$1,130.78
16-17	\$855.68	\$847.03	\$1,031.66
17-18	\$760.60	\$752.92	\$932.54
18-19	\$665.53	\$658.80	\$833.42
19-20	\$570.45	\$564.69	\$734.29
20-21	\$475.38	\$470.57	\$635.17
21-22	\$380.30	\$376.46	\$536.05
22-23	\$285.23	\$282.34	\$436.93
23-24	\$190.15	\$188.23	\$337.81
24-25	\$95.08	\$94.11	\$238.69
25 or more	\$0.00	\$0.00	\$139.57
<b>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</b>			
	\$1,188.44	\$1,176.43	\$1,378.58
<b>COBRA</b>	<b>\$2,424.42</b>	<b>\$2,399.93</b>	<b>\$2,669.94</b>

**Deduct Codes:**

496 - Two family members are over age 65 with Medicare Part A only

497 - One family member is "Basic"; one is over age 65 with Medicare Part A only

498 - One family member is "Basic"; one is over age 65 without Medicare Parts A or B

\*Deduct codes 496, 497, & 498 represent 2-party contract

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - Kaiser Permanente Washington**

Years of Service	Retiree Only 393	Retiree Only 394	*Retiree & Family 395	Retiree & Family 396	*Retiree & Family 397
Less than 10*	\$1,640.41	\$447.52	\$3,056.37	\$5,112.39	\$1,863.48
10-11*	\$1,090.56	\$268.51	\$2,065.16	\$3,943.20	\$1,118.09
11-12*	\$1,035.58	\$250.61	\$1,966.04	\$3,826.28	\$1,043.55
12-13*	\$980.59	\$232.71	\$1,866.92	\$3,709.36	\$969.01
13-14	\$925.61	\$214.81	\$1,767.80	\$3,592.44	\$894.47
14-15	\$870.62	\$196.91	\$1,668.68	\$3,475.52	\$819.93
15-16	\$815.64	\$179.01	\$1,569.56	\$3,358.60	\$745.39
16-17	\$760.65	\$161.11	\$1,470.44	\$3,241.68	\$670.85
17-18	\$705.67	\$143.21	\$1,371.32	\$3,124.76	\$596.31
18-19	\$650.68	\$125.31	\$1,272.20	\$3,007.84	\$521.77
19-20	\$595.70	\$107.40	\$1,173.07	\$2,890.93	\$447.24
20-21	\$540.71	\$89.50	\$1,073.95	\$2,774.01	\$372.70
21-22	\$485.73	\$71.60	\$974.83	\$2,657.09	\$298.16
22-23	\$430.74	\$53.70	\$875.71	\$2,540.17	\$223.62
23-24	\$375.76	\$35.80	\$776.59	\$2,423.25	\$149.08
24-25	\$320.77	\$17.90	\$677.47	\$2,306.33	\$74.54
25 or more	\$265.79	\$0.00	\$578.35	\$2,189.41	\$0.00
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>					
	\$953.10	\$223.76	\$1,817.36	\$3,650.90	\$931.74
COBRA	\$1,673.22	\$456.47	\$3,117.50	\$5,214.64	\$1,900.75

**Deduct Codes:**

393 - "Basic" under age 65

394 - "Senior Advantage"

395 - Two family members are "Basic"

396 - Three or more family members are "Basic"

397 - One family member is "Senior Advantage"; one is "Basic"

\*Deduct codes 395 & 397 represent 2-party contract



**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - Kaiser Permanente Washington**

<b>Years of Service</b>	<b>*Retiree &amp; Family 398</b>	<b>Retiree &amp; Family 399</b>	<b>Retiree &amp; Family 400</b>
Less than 10*	\$887.04	\$3,919.50	\$2,943.06
10-11*	\$532.22	\$2,750.31	\$1,773.87
11-12*	\$496.74	\$2,633.39	\$1,656.95
12-13*	\$461.26	\$2,516.47	\$1,540.03
13-14	\$425.78	\$2,399.55	\$1,423.11
14-15	\$390.30	\$2,282.63	\$1,306.19
15-16	\$354.82	\$2,165.71	\$1,189.27
16-17	\$319.33	\$2,048.79	\$1,072.35
17-18	\$283.85	\$1,931.87	\$955.43
18-19	\$248.37	\$1,814.95	\$838.51
19-20	\$212.89	\$1,698.04	\$721.60
20-21	\$177.41	\$1,581.12	\$604.68
21-22	\$141.93	\$1,464.20	\$487.76
22-23	\$106.44	\$1,347.28	\$370.84
23-24	\$70.96	\$1,230.36	\$253.92
24-25	\$35.48	\$1,113.44	\$137.00
25 or more	\$0.00	\$996.52	\$20.08
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>			
	\$443.52	\$2,458.01	\$1,481.57
COBRA	\$904.78	\$3,997.89	\$3,001.92

**Deduct Codes:**

398 - Two family members are "Senior Advantage"

399 - One family member is "Senior Advantage"; two or more are "Basic"

400 - Two family members are "Senior Advantage"; one or more are "Basic"

\*Deduct code 398 represent 2-party contract

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - SCAN Health Plan California**

<b>Years of Service</b>	<b>Retiree Only with SCAN 611</b>	<b>Retiree &amp; 1 Dependent - Both with SCAN 613 <sup>(1)</sup></b>
Less than 10*	\$248.59	\$489.18
10-11*	\$149.15	\$293.51
11-12*	\$139.21	\$273.94
12-13*	\$129.27	\$254.37
13-14	\$119.32	\$234.81
14-15	\$109.38	\$215.24
15-16	\$99.44	\$195.67
16-17	\$89.49	\$176.10
17-18	\$79.55	\$156.54
18-19	\$69.61	\$136.97
19-20	\$59.66	\$117.40
20-21	\$49.72	\$97.84
21-22	\$39.77	\$78.27
22-23	\$29.83	\$58.70
23-24	\$19.89	\$39.13
24-25	\$9.94	\$19.57
25 or more	\$0.00	\$0.00
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>		
	\$124.29	\$244.59
COBRA	\$253.56	\$498.96

<sup>(1)</sup> Retiree & 1 Dependent = Retiree & Spouse/Domestic Partner or Retiree & 1 Child. Both Retiree & eligible dependent must be enrolled in Medicare Parts A & B.

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - SCAN Health Plan Arizona**

<b>Years of Service</b>	<b>Retiree Only with SCAN 620</b>	<b>Retiree &amp; 1 Dependent - Both with SCAN 621 <sup>(1)</sup></b>
Less than 10*	\$248.59	\$489.18
10-11*	\$149.15	\$293.51
11-12*	\$139.21	\$273.94
12-13*	\$129.27	\$254.37
13-14	\$119.32	\$234.81
14-15	\$109.38	\$215.24
15-16	\$99.44	\$195.67
16-17	\$89.49	\$176.10
17-18	\$79.55	\$156.54
18-19	\$69.61	\$136.97
19-20	\$59.66	\$117.40
20-21	\$49.72	\$97.84
21-22	\$39.77	\$78.27
22-23	\$29.83	\$58.70
23-24	\$19.89	\$39.13
24-25	\$9.94	\$19.57
25 or more	\$0.00	\$0.00
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>		
	\$124.29	\$244.59
COBRA	\$253.56	\$498.96

<sup>(1)</sup> Retiree & 1 Dependent = Retiree & Spouse/Domestic Partner or Retiree & 1 Child. Both Retiree & eligible dependent must be enrolled in Medicare Parts A & B.

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - SCAN Health Plan Nevada**

<b>Years of Service</b>	<b>Retiree Only with SCAN 622</b>	<b>Retiree &amp; 1 Dependent - Both with SCAN 623 <sup>(1)</sup></b>
Less than 10*	\$248.59	\$489.18
10-11*	\$149.15	\$293.51
11-12*	\$139.21	\$273.94
12-13*	\$129.27	\$254.37
13-14	\$119.32	\$234.81
14-15	\$109.38	\$215.24
15-16	\$99.44	\$195.67
16-17	\$89.49	\$176.10
17-18	\$79.55	\$156.54
18-19	\$69.61	\$136.97
19-20	\$59.66	\$117.40
20-21	\$49.72	\$97.84
21-22	\$39.77	\$78.27
22-23	\$29.83	\$58.70
23-24	\$19.89	\$39.13
24-25	\$9.94	\$19.57
25 or more	\$0.00	\$0.00
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>		
	\$124.29	\$244.59
COBRA	\$253.56	\$498.96

<sup>(1)</sup> Retiree & 1 Dependent = Retiree & Spouse/Domestic Partner or Retiree & 1 Child. Both Retiree & eligible dependent must be enrolled in Medicare Parts A & B.

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - United Healthcare Group Medicare Advantage HMO/UnitedHealthcare**

<b>Years of Service</b>	<b>Retiree Only with UnitedHealthcare Group Medicare Advantage HMO 701</b>	<b>Retiree &amp; 1 Dependent - 1 with UnitedHealthcare Group Medicare Advantage HMO 702 <sup>(1)</sup></b>	<b>Retiree &amp; 1 Dependent - Both with UnitedHealthcare Group Medicare Advantage HMO 703 <sup>(1)</sup></b>	<b>Retiree &amp; 2 or More Dependents - 1 with UnitedHealthcare Group Medicare Advantage HMO 704 <sup>(2)</sup></b>	<b>Retiree &amp; 2 or More Dependents - 2 with UnitedHealthcare Group Medicare Advantage HMO 705 <sup>(2)</sup></b>
Less than 10*	\$323.31	\$1,696.81	\$638.62	\$1,933.42	\$875.23
10-11*	\$193.99	\$1,018.09	\$383.17	\$1,160.05	\$525.14
11-12*	\$181.05	\$950.21	\$357.63	\$1,082.72	\$490.13
12-13*	\$168.12	\$882.34	\$332.08	\$1,005.38	\$455.12
13-14	\$155.19	\$814.47	\$306.54	\$928.04	\$420.11
14-15	\$142.26	\$746.60	\$280.99	\$850.70	\$385.10
15-16	\$129.32	\$678.72	\$255.45	\$773.37	\$350.09
16-17	\$116.39	\$610.85	\$229.90	\$696.03	\$315.08
17-18	\$103.46	\$542.98	\$204.36	\$618.69	\$280.07
18-19	\$90.53	\$475.11	\$178.81	\$541.36	\$245.06
19-20	\$77.59	\$407.23	\$153.27	\$464.02	\$210.06
20-21	\$64.66	\$339.36	\$127.72	\$386.68	\$175.05
21-22	\$51.73	\$271.49	\$102.18	\$309.35	\$140.04
22-23	\$38.80	\$203.62	\$76.63	\$232.01	\$105.03
23-24	\$25.86	\$135.74	\$51.09	\$154.67	\$70.02
24-25	\$12.93	\$67.87	\$25.54	\$77.34	\$35.01
25 or more	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>					
	\$161.65	\$848.40	\$319.31	\$966.71	\$437.61
COBRA	\$329.78	\$1,730.75	\$651.39	\$1,972.09	\$892.73

<sup>(1)</sup> Retiree & 1 Dependent = Retiree & Spouse/Domestic Partner or Retiree & 1 Child

<sup>(2)</sup> Retiree & 2 or More Dependents = Retiree, Spouse/Domestic Partner & 1 or More Children or Retiree & 2 or More Children

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - UnitedHealthcare**

<b>Years of Service</b>	<b>Retiree Only 707</b>	<b>Retiree &amp; 1 Dependent 708</b>	<b>Retiree &amp; 2 or More Dependents 709</b>
Less than 10*	\$1,381.50	\$2,523.09	\$2,991.61
10-11*	\$831.65	\$1,531.88	\$1,822.42
11-12*	\$776.67	\$1,432.76	\$1,705.50
12-13*	\$721.68	\$1,333.64	\$1,588.58
13-14	\$666.70	\$1,234.52	\$1,471.66
14-15	\$611.71	\$1,135.40	\$1,354.74
15-16	\$556.73	\$1,036.28	\$1,237.82
16-17	\$501.74	\$937.16	\$1,120.90
17-18	\$446.76	\$838.04	\$1,003.98
18-19	\$391.77	\$738.92	\$887.06
19-20	\$336.79	\$639.79	\$770.15
20-21	\$281.80	\$540.67	\$653.23
21-22	\$226.82	\$441.55	\$536.31
22-23	\$171.83	\$342.43	\$419.39
23-24	\$116.85	\$243.31	\$302.47
24-25	\$61.86	\$144.19	\$185.55
25 or more	\$6.88	\$45.07	\$68.63
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>			
	\$694.19	\$1,284.08	\$1,530.12
COBRA	\$1,409.13	\$2,573.55	\$3,051.44

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - Cigna Indemnity Dental/Vision**

<b>Years of Service</b>	<b>Retiree Only 501</b>	<b>Retiree &amp; Dependent(s) 502</b>
Less than 10*	\$52.68	\$109.81
10-11*	\$31.61	\$65.89
11-12*	\$29.50	\$61.49
12-13*	\$27.39	\$57.10
13-14	\$25.29	\$52.71
14-15	\$23.18	\$48.32
15-16	\$21.07	\$43.92
16-17	\$18.96	\$39.53
17-18	\$16.86	\$35.14
18-19	\$14.75	\$30.75
19-20	\$12.64	\$26.35
20-21	\$10.54	\$21.96
21-22	\$8.43	\$17.57
22-23	\$6.32	\$13.18
23-24	\$4.21	\$8.78
24-25	\$2.11	\$4.39
25 or more	\$0.00	\$0.00
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>		
	\$26.34	\$54.90
COBRA	\$53.73	\$112.01

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - Cigna Prepaid Dental/Vision**

<b>Years of Service</b>	<b>Retiree Only 901</b>	<b>Retiree &amp; Dependent(s) 902</b>
Less than 10*	\$46.52	\$95.28
10-11*	\$27.91	\$57.17
11-12*	\$26.05	\$53.36
12-13*	\$24.19	\$49.55
13-14	\$22.33	\$45.73
14-15	\$20.47	\$41.92
15-16	\$18.61	\$38.11
16-17	\$16.75	\$34.30
17-18	\$14.89	\$30.49
18-19	\$13.03	\$26.68
19-20	\$11.16	\$22.87
20-21	\$9.30	\$19.06
21-22	\$7.44	\$15.24
22-23	\$5.58	\$11.43
23-24	\$3.72	\$7.62
24-25	\$1.86	\$3.81
25 or more	\$0.00	\$0.00
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>		
	\$23.26	\$47.64
COBRA	\$47.45	\$97.19



**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - Non-Medicare Surviving Spouse**

Years of Service	Blue Cross Plan I & II	Kaiser	Blue Cross Prudent Buyer	Cigna	UHC HMO	Cigna Indemnity Dental/Vision	Cigna Prepaid Dental/Vision
Less than 10*	\$1,374.62	\$1,265.81	\$951.76	\$1,787.58	\$1,381.50	\$52.68	\$46.52
10-11*	\$824.77	\$759.49	\$571.06	\$1,237.73	\$831.65	\$31.61	\$27.91
11-12*	\$769.79	\$708.85	\$532.99	\$1,182.75	\$776.67	\$29.50	\$26.05
12-13*	\$714.80	\$658.22	\$494.92	\$1,127.76	\$721.68	\$27.39	\$24.19
13-14	\$659.82	\$607.59	\$456.84	\$1,072.78	\$666.70	\$25.29	\$22.33
14-15	\$604.83	\$556.96	\$418.77	\$1,017.79	\$611.71	\$23.18	\$20.47
15-16	\$549.85	\$506.32	\$380.70	\$962.81	\$556.73	\$21.07	\$18.61
16-17	\$494.86	\$455.69	\$342.63	\$907.82	\$501.74	\$18.96	\$16.75
17-18	\$439.88	\$405.06	\$304.56	\$852.84	\$446.76	\$16.86	\$14.89
18-19	\$384.89	\$354.43	\$266.49	\$797.85	\$391.77	\$14.75	\$13.03
19-20	\$329.91	\$303.79	\$228.42	\$742.87	\$336.79	\$12.64	\$11.16
20-21	\$274.92	\$253.16	\$190.35	\$687.88	\$281.80	\$10.54	\$9.30
21-22	\$219.94	\$202.53	\$152.28	\$632.90	\$226.82	\$8.43	\$7.44
22-23	\$164.95	\$151.90	\$114.21	\$577.91	\$171.83	\$6.32	\$5.58
23-24	\$109.97	\$101.26	\$76.14	\$522.93	\$116.85	\$4.21	\$3.72
24-25	\$54.98	\$50.63	\$38.07	\$467.94	\$61.86	\$2.11	\$1.86
25 or more	\$0.00	\$0.00	\$0.00	\$412.96	\$6.88	\$0.00	\$0.00
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>							
	\$687.31	\$632.90	\$475.88	\$1,100.27	\$694.19	\$26.34	\$23.26
COBRA	\$1,402.11	\$1,291.13	\$970.80	\$1,823.33	\$1,409.13	\$53.73	\$47.45

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - Children Only Rates**

<b>Years of Service</b>	<b>Anthem Plan I &amp; II 215 or 225</b>	<b>Kaiser One Child 421</b>	<b>Kaiser 2 or More 411</b>	<b>Prudent Buyer 205</b>	<b>Cigna 305</b>	<b>UHC HMO 706</b>	<b>Cigna Indemnity Dental/Vision 503</b>	<b>Cigna Prepaid Dental/Vision 903</b>
Less than 10*	\$464.72	\$1,265.81	\$2,523.62	\$260.15	\$564.82	\$394.87	\$64.82	\$47.11
10-11*	\$278.83	\$759.49	\$1,514.17	\$156.09	\$338.89	\$236.92	\$38.89	\$28.27
11-12*	\$260.24	\$708.85	\$1,413.23	\$145.68	\$316.30	\$221.13	\$36.30	\$26.38
12-13*	\$241.65	\$658.22	\$1,312.28	\$135.28	\$293.71	\$205.33	\$33.71	\$24.50
13-14	\$223.07	\$607.59	\$1,211.34	\$124.87	\$271.11	\$189.54	\$31.11	\$22.61
14-15	\$204.48	\$556.96	\$1,110.39	\$114.47	\$248.52	\$173.74	\$28.52	\$20.73
15-16	\$185.89	\$506.32	\$1,009.45	\$104.06	\$225.93	\$157.95	\$25.93	\$18.84
16-17	\$167.30	\$455.69	\$908.50	\$93.65	\$203.34	\$142.15	\$23.34	\$16.96
17-18	\$148.71	\$405.06	\$807.56	\$83.25	\$180.74	\$126.36	\$20.74	\$15.08
18-19	\$130.12	\$354.43	\$706.61	\$72.84	\$158.15	\$110.56	\$18.15	\$13.19
19-20	\$111.53	\$303.79	\$605.67	\$62.44	\$135.56	\$94.77	\$15.56	\$11.31
20-21	\$92.94	\$253.16	\$504.72	\$52.03	\$112.96	\$78.97	\$12.96	\$9.42
21-22	\$74.36	\$202.53	\$403.78	\$41.62	\$90.37	\$63.18	\$10.37	\$7.54
22-23	\$55.77	\$151.90	\$302.83	\$31.22	\$67.78	\$47.38	\$7.78	\$5.65
23-24	\$37.18	\$101.26	\$201.89	\$20.81	\$45.19	\$31.59	\$5.19	\$3.77
24-25	\$18.59	\$50.63	\$100.94	\$10.41	\$22.59	\$15.79	\$2.59	\$1.88
25 or more	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>								
	\$232.36	\$632.90	\$1,261.81	\$130.07	\$282.41	\$197.43	\$32.41	\$23.55
COBRA	\$474.01	\$1,291.13	\$2,574.09	\$265.35	\$576.12	\$402.77	\$66.12	\$48.05

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - COBRA Rates**

<b>Blue Cross and CIGNA COBRA Rates</b>	<b>Retiree Only</b>	<b>Retiree &amp; Spouse</b>	<b>Retiree, Spouse &amp; Children</b>	<b>Retiree &amp; Children</b>	<b>Spouse Only</b>	<b>Under 26 Child or Children Only</b>	<b>Spouse &amp; Children</b>	<b>Over 26 Child</b>
Plan I & II	\$1,402.11	\$2,527.58	\$2,981.44	\$1,855.02	\$1,402.11	\$474.01	\$1,855.02	\$1,402.11
Blue Cross Prudent Buyer	\$970.80	\$1,909.36	\$2,154.73	\$1,247.53	\$970.80	\$265.35	\$1,247.53	\$970.80
Cigna	\$1,823.33	\$3,292.03	\$3,887.21	\$2,419.33	\$1,823.33	\$576.12	\$2,419.33	\$1,823.33
Cigna Indemnity Dental/Vision	\$53.73	\$112.01	\$112.01	\$112.01	\$53.73	\$66.12	\$112.01	\$53.73
Cigna Prepaid Dental/Vision	\$47.45	\$97.19	\$97.19	\$97.19	\$47.45	\$48.05	\$97.19	\$47.45

<b>UHC Without Medicare COBRA Rates</b>	<b>Retiree Only 707</b>	<b>Retiree &amp; 1 Dependent 708</b>	<b>Retiree &amp; 2 or More Dependents 709</b>	<b>Spouse Only 707</b>	<b>Spouse &amp; 1 Dependent 708</b>	<b>Spouse &amp; 2 or More Dependents 709</b>	<b>Under 26 Child or Children Only 706</b>	<b>Over 26 Child 707</b>
	\$1,409.13	\$2,573.55	\$3,051.44	\$1,409.13	\$2,573.55	\$3,051.44	\$402.77	\$1,409.13

<b>Plan III* COBRA Rates</b>	<b>Retiree Only w/ Medicare 240</b>	<b>Spouse Only w/ Medicare 240</b>	<b>Retiree &amp; Spouse - One w/ Medicare 241/242</b>	<b>Retiree &amp; Spouse - Both w/ Medicare 243</b>	<b>Retiree w/ Medicare &amp; Children 244/245</b>	<b>Spouse w/ Medicare &amp; Children 244/245</b>	<b>Retiree, Spouse &amp; Children - One w/ Medicare 246/247</b>	<b>Retiree, Spouse &amp; Children - Two w/ Medicare 248/249</b>
	\$571.17	\$571.17	\$1,825.39	\$1,136.48	\$1,022.47	\$1,022.47	\$2,276.55	\$1,587.56

\*See Plan I & II where no family member has Medicare

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - COBRA Rates - Cigna Medicare Risk**

<b>Cigna Medicare Risk COBRA Rates</b>	<b>Retiree Only w/ Medicare 321</b>	<b>Retiree &amp; Spouse - One w/ Medicare 322</b>	<b>Retiree &amp; Spouse - Both w/ Medicare 324</b>	<b>Retiree &amp; Children 325</b>	<b>Retiree, Spouse &amp; Children - One w/ Medicare 327</b>	<b>Retiree, Spouse &amp; Children - Two w/ Medicare 329</b>
	\$353.80	\$1,822.50	\$699.43	\$950.49	\$2,418.37	\$1,352.36

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - COBRA Rates - UHC MAPD Risk**

<b>UHC MAPD Risk COBRA Rates</b>	<b>Retiree Only w/ Medicare 701</b>	<b>Retiree &amp; 1 Dependent - One w/ Medicare 702</b>	<b>Retiree &amp; 1 Dependent - Both w/ Medicare 703</b>	<b>Retiree &amp; 2 Or More Dependents - One w/ Medicare 704</b>	<b>Retiree &amp; 2 Or More Dependents - Two w/ Medicare 705</b>	<b>Under 26 Child or Children Only 706</b>	<b>Over 26 Child 707</b>
	\$329.78	\$1,730.75	\$651.39	\$1,972.09	\$892.73	\$402.77	\$1,409.13

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - COBRA Rates - SCAN Health Plan**

<b>SCAN COBRA Rates</b>	<b>Retiree Only w/ Medicare Risk 611</b>	<b>Retiree &amp; 1 Dependent - Both w/ Medicare Risk 613</b>	<b>Retiree Only w/ Medicare Risk 620</b>	<b>Retiree &amp; 1 Dependent - Both w/ Medicare Risk 621</b>	<b>Retiree Only w/ Medicare Risk 622</b>	<b>Retiree &amp; 1 Dependent - Both w/ Medicare Risk 623</b>
	\$253.56	\$498.96	\$253.56	\$498.96	\$253.56	\$498.96

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 1 - COBRA Rates - Kaiser**

<b>Kaiser - COBRA Rates</b>	
Single "Basic"	\$1,291.13
Single "Senior Advantage"	\$255.29
Single "Excess"	\$1,210.33
All family members are "Basic"	\$2,574.09
One family member is "Senior Advantage"; others are "Basic"	\$1,538.25
One family member is "Excess"; others are "Basic"	\$2,493.30
Two or more family members are "Senior Advantage"	\$502.41
One family member is "Excess"; another is "Senior Advantage"	\$1,457.46
Two family members are "Excess"	\$2,412.50
Child under 26	\$1,291.13
Children under 26	\$2,574.09

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 2 - Anthem Blue Cross I**

<b>Years of Service</b>	<b>Retiree Only 211</b>	<b>Retiree &amp; Spouse 212</b>	<b>Retiree, Spouse, &amp; Children 213</b>	<b>Retiree &amp; Children 214</b>
Less than 10*	\$1,374.62	\$2,478.02	\$2,922.98	\$1,818.65
10-11*	\$824.77	\$1,928.17	\$2,373.13	\$1,268.80
11-12*	\$769.79	\$1,873.19	\$2,318.15	\$1,213.82
12-13*	\$714.80	\$1,818.20	\$2,263.16	\$1,158.83
13-14	\$659.82	\$1,763.22	\$2,208.18	\$1,103.85
14-15	\$604.83	\$1,708.23	\$2,153.19	\$1,048.86
15-16	\$549.85	\$1,653.25	\$2,098.21	\$993.88
16-17	\$494.86	\$1,598.26	\$2,043.22	\$938.89
17-18	\$439.88	\$1,543.28	\$1,988.24	\$883.91
18-19	\$384.89	\$1,488.29	\$1,933.25	\$828.92
19-20	\$329.91	\$1,433.31	\$1,878.27	\$773.94
20-21	\$274.92	\$1,378.32	\$1,823.28	\$718.95
21-22	\$219.94	\$1,323.34	\$1,768.30	\$663.97
22-23	\$164.95	\$1,268.35	\$1,713.31	\$608.98
23-24	\$109.97	\$1,213.37	\$1,658.33	\$554.00
24-25	\$54.98	\$1,158.38	\$1,603.34	\$499.01
25 or more	\$0.00	\$1,103.40	\$1,548.36	\$444.03
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>				
	\$687.31	\$1,790.71	\$2,235.67	\$1,131.34
COBRA	\$1,402.11	\$2,527.58	\$2,981.44	\$1,855.02



**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 2 - Anthem Blue Cross II**

<b>Years of Service</b>	<b>Retiree Only 221</b>	<b>Retiree &amp; Spouse 222</b>	<b>Retiree, Spouse, &amp; Children 223</b>	<b>Retiree &amp; Children 224</b>
Less than 10*	\$1,374.62	\$2,478.02	\$2,922.98	\$1,818.65
10-11*	\$824.77	\$1,928.17	\$2,373.13	\$1,268.80
11-12*	\$769.79	\$1,873.19	\$2,318.15	\$1,213.82
12-13*	\$714.80	\$1,818.20	\$2,263.16	\$1,158.83
13-14	\$659.82	\$1,763.22	\$2,208.18	\$1,103.85
14-15	\$604.83	\$1,708.23	\$2,153.19	\$1,048.86
15-16	\$549.85	\$1,653.25	\$2,098.21	\$993.88
16-17	\$494.86	\$1,598.26	\$2,043.22	\$938.89
17-18	\$439.88	\$1,543.28	\$1,988.24	\$883.91
18-19	\$384.89	\$1,488.29	\$1,933.25	\$828.92
19-20	\$329.91	\$1,433.31	\$1,878.27	\$773.94
20-21	\$274.92	\$1,378.32	\$1,823.28	\$718.95
21-22	\$219.94	\$1,323.34	\$1,768.30	\$663.97
22-23	\$164.95	\$1,268.35	\$1,713.31	\$608.98
23-24	\$109.97	\$1,213.37	\$1,658.33	\$554.00
24-25	\$54.98	\$1,158.38	\$1,603.34	\$499.01
25 or more	\$0.00	\$1,103.40	\$1,548.36	\$444.03
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>				
	\$687.31	\$1,790.71	\$2,235.67	\$1,131.34
COBRA	\$1,402.11	\$2,527.58	\$2,981.44	\$1,855.02

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 2 - Anthem Blue Cross III (Medicare Supplement Plan)**

<b>Years of Service</b>	<b>Retiree Only 240</b>	<b>Retiree &amp; Spouse - Retiree w/ Medicare (Plan III Benchmark) 241 <sup>(1)</sup>/242</b>	<b>Retiree &amp; Spouse - Dependent w/ Medicare (Plan I, II Benchmark) 241/242 <sup>(2)</sup></b>	<b>Retiree &amp; Spouse - Both w/ Medicare (Plan III Benchmark) 243</b>
Less than 10*	\$559.97	\$1,789.60	\$1,789.60	\$1,114.20
10-11*	\$335.98	\$1,565.61	\$1,239.75	\$890.21
11-12*	\$313.58	\$1,543.21	\$1,184.77	\$867.81
12-13*	\$291.18	\$1,520.81	\$1,129.78	\$845.41
13-14	\$268.79	\$1,498.42	\$1,074.80	\$823.02
14-15	\$246.39	\$1,476.02	\$1,019.81	\$800.62
15-16	\$223.99	\$1,453.62	\$964.83	\$778.22
16-17	\$201.59	\$1,431.22	\$909.84	\$755.82
17-18	\$179.19	\$1,408.82	\$854.86	\$733.42
18-19	\$156.79	\$1,386.42	\$799.87	\$711.02
19-20	\$134.39	\$1,364.02	\$744.89	\$688.62
20-21	\$111.99	\$1,341.62	\$689.90	\$666.22
21-22	\$89.60	\$1,319.23	\$634.92	\$643.83
22-23	\$67.20	\$1,296.83	\$579.93	\$621.43
23-24	\$44.80	\$1,274.43	\$524.95	\$599.03
24-25	\$22.40	\$1,252.03	\$469.96	\$576.63
25 or more	\$0.00	\$1,229.63	\$414.98	\$554.23
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>				
	\$279.98	\$1,509.61	\$1,102.29	\$834.21
COBRA	\$571.17	\$1,825.39	\$1,825.39	\$1,136.48

<sup>(1)</sup> Non-Medicare has Anthem Blue Cross I

<sup>(2)</sup> Non-Medicare has Anthem Blue Cross II

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 2 - Anthem Blue Cross III (Medicare Supplement Plan)**

Years of Service	Retiree with Medicare and Children 244 <sup>(3)</sup> /245 <sup>(4)</sup>	Retiree & Children - Dependent w/ Medicare (Plan I & II Benchmark) 244 <sup>(3)</sup> /245 <sup>(4)</sup>	Retiree, Spouse, & Children - Retiree w/ Medicare (Plan III Benchmark) 246 <sup>(3)</sup> /247 <sup>(4)</sup>	Retiree, Spouse, & Children - 1 Dependent w/ Medicare (Plan I, II Benchmark) 246 <sup>(3)</sup> /247 <sup>(4)</sup>	Retiree, Spouse, & Children - Retiree + 1 w/ Medicare (Plan III Benchmark) 248 <sup>(3)</sup> /249 <sup>(4)</sup>	Retiree, Spouse, & Children - Dependent + 1 w/ Medicare (Plan I, II Benchmark) 248 <sup>(3)</sup> /249 <sup>(4)</sup>	Retiree, Spouse, & Children - each w/ Medicare (Plan III Benchmark) 250 <sup>(5)</sup>
Less than 10*	\$1,002.42	\$1,002.42	\$2,231.91	\$2,231.91	\$1,556.43	\$1,556.43	\$1,744.25
10-11*	\$778.43	\$601.45	\$2,007.92	\$1,682.06	\$1,332.44	\$1,006.58	\$1,520.26
11-12*	\$756.03	\$561.36	\$1,985.52	\$1,627.08	\$1,310.04	\$951.60	\$1,497.86
12-13*	\$733.63	\$521.26	\$1,963.12	\$1,572.09	\$1,287.64	\$896.61	\$1,475.46
13-14	\$711.24	\$481.16	\$1,940.73	\$1,517.11	\$1,265.25	\$841.63	\$1,453.07
14-15	\$688.84	\$441.06	\$1,918.33	\$1,462.12	\$1,242.85	\$786.64	\$1,430.67
15-16	\$666.44	\$400.97	\$1,895.93	\$1,407.14	\$1,220.45	\$731.66	\$1,408.27
16-17	\$644.04	\$360.87	\$1,873.53	\$1,352.15	\$1,198.05	\$676.67	\$1,385.87
17-18	\$621.64	\$320.77	\$1,851.13	\$1,297.17	\$1,175.65	\$621.69	\$1,363.47
18-19	\$599.24	\$280.68	\$1,828.73	\$1,242.18	\$1,153.25	\$566.70	\$1,341.07
19-20	\$576.84	\$240.58	\$1,806.33	\$1,187.20	\$1,130.85	\$511.72	\$1,318.67
20-21	\$554.44	\$200.48	\$1,783.93	\$1,132.21	\$1,108.45	\$456.73	\$1,296.27
21-22	\$532.05	\$160.39	\$1,761.54	\$1,077.23	\$1,086.06	\$401.75	\$1,273.88
22-23	\$509.65	\$120.29	\$1,739.14	\$1,022.24	\$1,063.66	\$346.76	\$1,251.48
23-24	\$487.25	\$80.19	\$1,716.74	\$967.26	\$1,041.26	\$291.78	\$1,229.08
24-25	\$464.85	\$40.10	\$1,694.34	\$912.27	\$1,018.86	\$236.79	\$1,206.68
25 or more	\$442.45	\$0.00	\$1,671.94	\$857.29	\$996.46	\$181.81	\$1,184.28
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>							
	\$722.43	\$501.21	\$1,951.92	\$1,544.60	\$1,276.44	\$869.12	\$1,464.26
COBRA	\$1,022.47	\$1,022.47	\$2,276.55	\$2,276.55	\$1,587.56	\$1,587.56	\$1,779.14

<sup>(3)</sup> Non-Medicare has Anthem Blue Cross I

<sup>(4)</sup> Non-Medicare has Anthem Blue Cross II

<sup>(5)</sup> Please note only retirees or eligible survivors will qualify for Medicare Part B Premium Reimbursement Program, approved annually by Los Angeles Board of Supervisors

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 2 - Anthem Blue Cross Prudent Buyer Plan**

<b>Years of Service</b>	<b>Retiree Only 201</b>	<b>Retiree &amp; Spouse 202</b>	<b>Retiree, Spouse, &amp; Children 203</b>	<b>Retiree &amp; Children 204</b>
Less than 10*	\$951.76	\$1,871.92	\$2,112.48	\$1,223.07
10-11*	\$571.06	\$1,322.07	\$1,562.63	\$733.84
11-12*	\$532.99	\$1,267.09	\$1,507.65	\$684.92
12-13*	\$494.92	\$1,212.10	\$1,452.66	\$636.00
13-14	\$456.84	\$1,157.12	\$1,397.68	\$587.07
14-15	\$418.77	\$1,102.13	\$1,342.69	\$538.15
15-16	\$380.70	\$1,047.15	\$1,287.71	\$489.23
16-17	\$342.63	\$992.16	\$1,232.72	\$440.31
17-18	\$304.56	\$937.18	\$1,177.74	\$391.38
18-19	\$266.49	\$882.19	\$1,122.75	\$342.46
19-20	\$228.42	\$827.21	\$1,067.77	\$293.54
20-21	\$190.35	\$772.22	\$1,012.78	\$244.61
21-22	\$152.28	\$717.24	\$957.80	\$195.69
22-23	\$114.21	\$662.25	\$902.81	\$146.77
23-24	\$76.14	\$607.27	\$847.83	\$97.85
24-25	\$38.07	\$552.28	\$792.84	\$48.92
25 or more	\$0.00	\$497.30	\$737.86	\$0.00
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>				
	\$475.88	\$1,184.61	\$1,425.17	\$611.53
COBRA	\$970.80	\$1,909.36	\$2,154.73	\$1,247.53

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 2 - Cigna Network Model Plan**

<b>Years of Service</b>	<b>Retiree Only 301</b>	<b>Retiree &amp; Spouse 302</b>	<b>Retiree, Spouse, &amp; Children 303</b>	<b>Retiree &amp; Children 304</b>
Less than 10*	\$1,787.58	\$3,227.48	\$3,810.99	\$2,371.89
10-11*	\$1,237.73	\$2,677.63	\$3,261.14	\$1,822.04
11-12*	\$1,182.75	\$2,622.65	\$3,206.16	\$1,767.06
12-13*	\$1,127.76	\$2,567.66	\$3,151.17	\$1,712.07
13-14	\$1,072.78	\$2,512.68	\$3,096.19	\$1,657.09
14-15	\$1,017.79	\$2,457.69	\$3,041.20	\$1,602.10
15-16	\$962.81	\$2,402.71	\$2,986.22	\$1,547.12
16-17	\$907.82	\$2,347.72	\$2,931.23	\$1,492.13
17-18	\$852.84	\$2,292.74	\$2,876.25	\$1,437.15
18-19	\$797.85	\$2,237.75	\$2,821.26	\$1,382.16
19-20	\$742.87	\$2,182.77	\$2,766.28	\$1,327.18
20-21	\$687.88	\$2,127.78	\$2,711.29	\$1,272.19
21-22	\$632.90	\$2,072.80	\$2,656.31	\$1,217.21
22-23	\$577.91	\$2,017.81	\$2,601.32	\$1,162.22
23-24	\$522.93	\$1,962.83	\$2,546.34	\$1,107.24
24-25	\$467.94	\$1,907.84	\$2,491.35	\$1,052.25
25 or more	\$412.96	\$1,852.86	\$2,436.37	\$997.27
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>				
	\$1,100.27	\$2,540.17	\$3,123.68	\$1,684.58
COBRA	\$1,823.33	\$3,292.03	\$3,887.21	\$2,419.33

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 2 - Cigna Preferred Medicare HMO**  
(available in Maricopa County and Apache Junction, Pinal County, Arizona only)

<b>Years of Service</b>	<b>Retiree Only with Medicare 321</b>	<b>Retiree &amp; Spouse/Domestic Partner - Retiree w/ Medicare (Plan III Benchmark) 322</b>	<b>Retiree &amp; Spouse/Domestic Partner - Both w/ Medicare 324</b>	<b>Retiree &amp; Children 325</b>	<b>Retiree, Spouse/Domestic Partner &amp; Children - Retiree w/ Medicare (Plan III Benchmark) 327</b>	<b>Retiree, Spouse/Domestic Partner, &amp; Children - Retiree + 1 w/ Medicare (Plan III Benchmark) 329</b>
Less than 10*	\$346.86	\$1,786.76	\$685.72	\$931.85	\$2,370.95	\$1,325.84
10-11*	\$208.12	\$1,562.77	\$461.73	\$707.86	\$2,146.96	\$1,101.85
11-12*	\$194.24	\$1,540.37	\$439.33	\$685.46	\$2,124.56	\$1,079.45
12-13*	\$180.37	\$1,517.97	\$416.93	\$663.06	\$2,102.16	\$1,057.05
13-14	\$166.49	\$1,495.58	\$394.54	\$640.67	\$2,079.77	\$1,034.66
14-15	\$152.62	\$1,473.18	\$372.14	\$618.27	\$2,057.37	\$1,012.26
15-16	\$138.74	\$1,450.78	\$349.74	\$595.87	\$2,034.97	\$989.86
16-17	\$124.87	\$1,428.38	\$327.34	\$573.47	\$2,012.57	\$967.46
17-18	\$111.00	\$1,405.98	\$304.94	\$551.07	\$1,990.17	\$945.06
18-19	\$97.12	\$1,383.58	\$282.54	\$528.67	\$1,967.77	\$922.66
19-20	\$83.25	\$1,361.18	\$260.14	\$506.27	\$1,945.37	\$900.26
20-21	\$69.37	\$1,338.78	\$237.74	\$483.87	\$1,922.97	\$877.86
21-22	\$55.50	\$1,316.39	\$215.35	\$461.48	\$1,900.58	\$855.47
22-23	\$41.62	\$1,293.99	\$192.95	\$439.08	\$1,878.18	\$833.07
23-24	\$27.75	\$1,271.59	\$170.55	\$416.68	\$1,855.78	\$810.67
24-25	\$13.87	\$1,249.19	\$148.15	\$394.28	\$1,833.38	\$788.27
25 or more	\$0.00	\$1,226.79	\$125.75	\$371.88	\$1,810.98	\$765.87
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>						
	\$173.43	\$1,506.77	\$405.73	\$651.86	\$2,090.96	\$1,045.85
COBRA	\$353.80	\$1,822.50	\$699.43	\$950.49	\$2,418.37	\$1,352.36

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 2 - Kaiser Permanente / Kaiser Senior Advantage (California Residents)**

Years of Service	Retiree Basic (Under 65) 401	Retiree with Medicare 403
Less than 10*	\$1,265.81	\$250.28
10-11*	\$759.49	\$150.17
11-12*	\$708.85	\$140.16
12-13*	\$658.22	\$130.15
13-14	\$607.59	\$120.13
14-15	\$556.96	\$110.12
15-16	\$506.32	\$100.11
16-17	\$455.69	\$90.10
17-18	\$405.06	\$80.09
18-19	\$354.43	\$70.08
19-20	\$303.79	\$60.07
20-21	\$253.16	\$50.06
21-22	\$202.53	\$40.04
22-23	\$151.90	\$30.03
23-24	\$101.26	\$20.02
24-25	\$50.63	\$10.01
25 or more	\$0.00	\$0.00
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>		
	\$632.90	\$125.14
COBRA	\$1,291.13	\$255.29

**Deduct Codes:**

401 - "Basic"

403 - "Senior Advantage"

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 2 - Kaiser Permanente / Kaiser Senior Advantage (California Residents)**

<b>Years of Service</b>	<b>Retiree with Family (Basic) 411</b>	<b>Retiree with Medicare 413</b>	<b>Dependent with Medicare 413</b>	<b>Two or more Family members with Medicare 418</b>
Less than 10*	\$2,523.62	\$1,508.09	\$1,508.09	\$492.56
10-11*	\$1,973.77	\$1,284.10	\$958.24	\$295.54
11-12*	\$1,918.79	\$1,261.70	\$903.26	\$275.83
12-13*	\$1,863.80	\$1,239.30	\$848.27	\$256.13
13-14	\$1,808.82	\$1,216.91	\$793.29	\$236.43
14-15	\$1,753.83	\$1,194.51	\$738.30	\$216.73
15-16	\$1,698.85	\$1,172.11	\$683.32	\$197.02
16-17	\$1,643.86	\$1,149.71	\$628.33	\$177.32
17-18	\$1,588.88	\$1,127.31	\$573.35	\$157.62
18-19	\$1,533.89	\$1,104.91	\$518.36	\$137.92
19-20	\$1,478.91	\$1,082.51	\$463.38	\$118.21
20-21	\$1,423.92	\$1,060.11	\$408.39	\$98.51
21-22	\$1,368.94	\$1,037.72	\$353.41	\$78.81
22-23	\$1,313.95	\$1,015.32	\$298.42	\$59.11
23-24	\$1,258.97	\$992.92	\$243.44	\$39.40
24-25	\$1,203.98	\$970.52	\$188.45	\$19.70
25 or more	\$1,149.00	\$948.12	\$133.47	\$0.00
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>				
	\$1,836.31	\$1,228.10	\$820.78	\$246.28
COBRA	\$2,574.09	\$1,538.25	\$1,538.25	\$502.41

**Deduct Codes:**

411 - All family members are "Basic"

413 - One family member is "Senior Advantage"; others are "Basic"

418 - Two or more family members are "Senior Advantage"



**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 2 - Kaiser Permanente Colorado**

Years of Service	Retiree Only 450	Retiree Only 451	Retiree & Family 453	Retiree & Family 454	Retiree & Family - Retiree w/ Medicare (Plan III Benchmark) 455	Retiree & Family - Dependent w/ Medicare (Plan I, II Benchmark) 455
Less than 10*	\$1,103.25	\$297.90	\$2,439.56	\$3,293.85	\$1,393.15	\$1,393.15
10-11*	\$661.95	\$178.74	\$1,889.71	\$2,744.00	\$1,169.16	\$843.30
11-12*	\$617.82	\$166.82	\$1,834.73	\$2,689.02	\$1,146.76	\$788.32
12-13*	\$573.69	\$154.91	\$1,779.74	\$2,634.03	\$1,124.36	\$733.33
13-14	\$529.56	\$142.99	\$1,724.76	\$2,579.05	\$1,101.97	\$678.35
14-15	\$485.43	\$131.08	\$1,669.77	\$2,524.06	\$1,079.57	\$623.36
15-16	\$441.30	\$119.16	\$1,614.79	\$2,469.08	\$1,057.17	\$568.38
16-17	\$397.17	\$107.24	\$1,559.80	\$2,414.09	\$1,034.77	\$513.39
17-18	\$353.04	\$95.33	\$1,504.82	\$2,359.11	\$1,012.37	\$458.41
18-19	\$308.91	\$83.41	\$1,449.83	\$2,304.12	\$989.97	\$403.42
19-20	\$264.78	\$71.50	\$1,394.85	\$2,249.14	\$967.57	\$348.44
20-21	\$220.65	\$59.58	\$1,339.86	\$2,194.15	\$945.17	\$293.45
21-22	\$176.52	\$47.66	\$1,284.88	\$2,139.17	\$922.78	\$238.47
22-23	\$132.39	\$35.75	\$1,229.89	\$2,084.18	\$900.38	\$183.48
23-24	\$88.26	\$23.83	\$1,174.91	\$2,029.20	\$877.98	\$128.50
24-25	\$44.13	\$11.92	\$1,119.92	\$1,974.21	\$855.58	\$73.51
25 or more	\$0.00	\$0.00	\$1,064.94	\$1,919.23	\$833.18	\$18.53
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>						
	\$551.62	\$148.95	\$1,752.25	\$2,606.54	\$1,113.16	\$705.84
COBRA	\$1,125.32	\$303.86	\$2,488.35	\$3,359.73	\$1,421.01	\$1,421.01

**Deduct Codes:**

450 - "Basic" under age 65

451 - "Senior Advantage"

453 - Two family members are "Basic"

454 - Three or more family members are "Basic"

455 - One family member is "Senior Advantage"; one is "Basic"

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 2 - Kaiser Permanente Colorado**

Years of Service	Retiree & Family 457	Retiree & Family - Retiree w/ Medicare (Plan III Benchmark) 458	Retiree & Family - Dependent w/ Medicare (Plan I, II Benchmark) 458	Retiree & Family - Retiree w/ Medicare (Plan III Benchmark) 459	Retiree & Family - Dependent w/ Medicare (Plan I, II Benchmark) 459
Less than 10*	\$587.80	\$2,424.70	\$2,424.70	\$1,683.05	\$1,683.05
10-11*	\$363.81	\$2,200.71	\$1,874.85	\$1,459.06	\$1,133.20
11-12*	\$341.41	\$2,178.31	\$1,819.87	\$1,436.66	\$1,078.22
12-13*	\$319.01	\$2,155.91	\$1,764.88	\$1,414.26	\$1,023.23
13-14	\$296.62	\$2,133.52	\$1,709.90	\$1,391.87	\$968.25
14-15	\$274.22	\$2,111.12	\$1,654.91	\$1,369.47	\$913.26
15-16	\$251.82	\$2,088.72	\$1,599.93	\$1,347.07	\$858.28
16-17	\$229.42	\$2,066.32	\$1,544.94	\$1,324.67	\$803.29
17-18	\$207.02	\$2,043.92	\$1,489.96	\$1,302.27	\$748.31
18-19	\$184.62	\$2,021.52	\$1,434.97	\$1,279.87	\$693.32
19-20	\$162.22	\$1,999.12	\$1,379.99	\$1,257.47	\$638.34
20-21	\$139.82	\$1,976.72	\$1,325.00	\$1,235.07	\$583.35
21-22	\$117.43	\$1,954.33	\$1,270.02	\$1,212.68	\$528.37
22-23	\$95.03	\$1,931.93	\$1,215.03	\$1,190.28	\$473.38
23-24	\$72.63	\$1,909.53	\$1,160.05	\$1,167.88	\$418.40
24-25	\$50.23	\$1,887.13	\$1,105.06	\$1,145.48	\$363.41
25 or more	\$27.83	\$1,864.73	\$1,050.08	\$1,123.08	\$308.43
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>					
	\$307.81	\$2,144.71	\$1,737.39	\$1,403.06	\$995.74
COBRA	\$599.56	\$2,473.19	\$2,473.19	\$1,716.71	\$1,716.71

**Deduct Codes:**

457 - Two family members are "Senior Advantage"

458 - One family member is "Senior Advantage"; two or more are "Basic"

459 - Two family members are "Senior Advantage"; one or more is "Basic"

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 2 - Kaiser Permanente Georgia**

<b>Years of Service</b>	<b>Retiree Only 443</b>	<b>Retiree Only 461</b>	<b>Retiree Only 462</b>	<b>Retiree &amp; Family - Retiree w/ Medicare (Plan III Benchmark) 463</b>	<b>Retiree &amp; Family - Dependent w/ Medicare (Plan I, II Benchmark) 463</b>
Less than 10*	\$394.39	\$1,295.50	\$394.39	\$2,582.99	\$2,582.99
10-11*	\$236.63	\$777.30	\$236.63	\$2,359.00	\$2,033.14
11-12*	\$220.86	\$725.48	\$220.86	\$2,336.60	\$1,978.16
12-13*	\$205.08	\$673.66	\$205.08	\$2,314.20	\$1,923.17
13-14	\$189.31	\$621.84	\$189.31	\$2,291.81	\$1,868.19
14-15	\$173.53	\$570.02	\$173.53	\$2,269.41	\$1,813.20
15-16	\$157.76	\$518.20	\$157.76	\$2,247.01	\$1,758.22
16-17	\$141.98	\$466.38	\$141.98	\$2,224.61	\$1,703.23
17-18	\$126.20	\$414.56	\$126.20	\$2,202.21	\$1,648.25
18-19	\$110.43	\$362.74	\$110.43	\$2,179.81	\$1,593.26
19-20	\$94.65	\$310.92	\$94.65	\$2,157.41	\$1,538.28
20-21	\$78.88	\$259.10	\$78.88	\$2,135.01	\$1,483.29
21-22	\$63.10	\$207.28	\$63.10	\$2,112.62	\$1,428.31
22-23	\$47.33	\$155.46	\$47.33	\$2,090.22	\$1,373.32
23-24	\$31.55	\$103.64	\$31.55	\$2,067.82	\$1,318.34
24-25	\$15.78	\$51.82	\$15.78	\$2,045.42	\$1,263.35
25 or more	\$0.00	\$0.00	\$0.00	\$2,023.02	\$1,208.37
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>					
	\$197.19	\$647.75	\$197.19	\$2,303.00	\$1,895.68
COBRA	\$402.28	\$1,321.41	\$402.28	\$2,634.65	\$2,634.65

**Deduct Codes:**

443 - "Basic" over age 65 - Medicare-eligible who is classified as having renal failure (ESRD)  
461 - "Basic" under age 65  
462 - "Senior Advantage"  
463 - Two family members are "Basic"

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 2 - Kaiser Permanente Georgia**

<b>Years of Service</b>	<b>Retiree &amp; Family 464</b>	<b>Retiree &amp; Family - Retiree w/ Medicare (Plan III Benchmark) 465</b>	<b>Retiree &amp; Family - Dependent w/ Medicare (Plan I, II Benchmark) 465</b>
Less than 10*	\$3,870.49	\$1,681.89	\$1,681.89
10-11*	\$3,320.64	\$1,457.90	\$1,132.04
11-12*	\$3,265.66	\$1,435.50	\$1,077.06
12-13*	\$3,210.67	\$1,413.10	\$1,022.07
13-14	\$3,155.69	\$1,390.71	\$967.09
14-15	\$3,100.70	\$1,368.31	\$912.10
15-16	\$3,045.72	\$1,345.91	\$857.12
16-17	\$2,990.73	\$1,323.51	\$802.13
17-18	\$2,935.75	\$1,301.11	\$747.15
18-19	\$2,880.76	\$1,278.71	\$692.16
19-20	\$2,825.78	\$1,256.31	\$637.18
20-21	\$2,770.79	\$1,233.91	\$582.19
21-22	\$2,715.81	\$1,211.52	\$527.21
22-23	\$2,660.82	\$1,189.12	\$472.22
23-24	\$2,605.84	\$1,166.72	\$417.24
24-25	\$2,550.85	\$1,144.32	\$362.25
25 or more	\$2,495.87	\$1,121.92	\$307.27
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>			
	\$3,183.18	\$1,401.90	\$994.58
COBRA	\$3,947.90	\$1,715.53	\$1,715.53

**Deduct Codes:**

464 - Three or more family members are "Basic"

465 - One family member is "Senior Advantage"; one is "Basic"

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 2 - Kaiser Permanente Georgia**

<b>Years of Service</b>	<b>Retiree &amp; Family 466</b>	<b>Retiree &amp; Family - Retiree w/ Medicare (Plan III Benchmark) 467</b>	<b>Retiree &amp; Family - Dependent w/ Medicare (Plan I, II Benchmark) 467</b>	<b>Retiree &amp; Family - Retiree w/ Medicare (Plan III Benchmark) 468</b>	<b>Retiree &amp; Family - Dependent w/ Medicare (Plan I, II Benchmark) 468</b>
Less than 10*	\$780.78	\$2,969.39	\$2,969.39	\$2,068.28	\$2,068.28
10-11*	\$556.79	\$2,745.40	\$2,419.54	\$1,844.29	\$1,518.43
11-12*	\$534.39	\$2,723.00	\$2,364.56	\$1,821.89	\$1,463.45
12-13*	\$511.99	\$2,700.60	\$2,309.57	\$1,799.49	\$1,408.46
13-14	\$489.60	\$2,678.21	\$2,254.59	\$1,777.10	\$1,353.48
14-15	\$467.20	\$2,655.81	\$2,199.60	\$1,754.70	\$1,298.49
15-16	\$444.80	\$2,633.41	\$2,144.62	\$1,732.30	\$1,243.51
16-17	\$422.40	\$2,611.01	\$2,089.63	\$1,709.90	\$1,188.52
17-18	\$400.00	\$2,588.61	\$2,034.65	\$1,687.50	\$1,133.54
18-19	\$377.60	\$2,566.21	\$1,979.66	\$1,665.10	\$1,078.55
19-20	\$355.20	\$2,543.81	\$1,924.68	\$1,642.70	\$1,023.57
20-21	\$332.80	\$2,521.41	\$1,869.69	\$1,620.30	\$968.58
21-22	\$310.41	\$2,499.02	\$1,814.71	\$1,597.91	\$913.60
22-23	\$288.01	\$2,476.62	\$1,759.72	\$1,575.51	\$858.61
23-24	\$265.61	\$2,454.22	\$1,704.74	\$1,553.11	\$803.63
24-25	\$243.21	\$2,431.82	\$1,649.75	\$1,530.71	\$748.64
25 or more	\$220.81	\$2,409.42	\$1,594.77	\$1,508.31	\$693.66
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>					
	\$500.79	\$2,689.40	\$2,282.08	\$1,788.29	\$1,380.97
COBRA	\$796.40	\$3,028.78	\$3,028.78	\$2,109.65	\$2,109.65

**Deduct Codes:**

466 - Two family members are "Senior Advantage"

467 - One family member is "Senior Advantage"; two are "Basic"

468 - Two family members are "Senior Advantage"; one is "Basic"

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 2 - Kaiser Permanente Georgia**

<b>Years of Service</b>	<b>Retiree &amp; Family - Retiree w/ Medicare (Plan III Benchmark) 469</b>	<b>Retiree &amp; Family - Dependent w/ Medicare (Plan I, II Benchmark) 469</b>	<b>Retiree &amp; Family - Retiree w/ Medicare (Plan III Benchmark) 470</b>	<b>Retiree &amp; Family - Dependent w/ Medicare (Plan I, II Benchmark) 470</b>
Less than 10*	\$1,167.17	\$1,167.17	\$2,969.39	\$2,969.39
10-11*	\$943.18	\$700.30	\$2,745.40	\$2,419.54
11-12*	\$920.78	\$653.62	\$2,723.00	\$2,364.56
12-13*	\$898.38	\$606.93	\$2,700.60	\$2,309.57
13-14	\$875.99	\$560.24	\$2,678.21	\$2,254.59
14-15	\$853.59	\$513.55	\$2,655.81	\$2,199.60
15-16	\$831.19	\$466.87	\$2,633.41	\$2,144.62
16-17	\$808.79	\$420.18	\$2,611.01	\$2,089.63
17-18	\$786.39	\$373.49	\$2,588.61	\$2,034.65
18-19	\$763.99	\$326.81	\$2,566.21	\$1,979.66
19-20	\$741.59	\$280.12	\$2,543.81	\$1,924.68
20-21	\$719.19	\$233.43	\$2,521.41	\$1,869.69
21-22	\$696.80	\$186.75	\$2,499.02	\$1,814.71
22-23	\$674.40	\$140.06	\$2,476.62	\$1,759.72
23-24	\$652.00	\$93.37	\$2,454.22	\$1,704.74
24-25	\$629.60	\$46.69	\$2,431.82	\$1,649.75
25 or more	\$607.20	\$0.00	\$2,409.42	\$1,594.77
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>				
	\$887.18	\$583.58	\$2,689.40	\$2,282.08
COBRA	\$1,190.51	\$1,190.51	\$3,028.78	\$3,028.78

**Deduct Codes:**

469 - Three or more family members are "Senior Advantage"; one is "Basic"

470 - Three or more family members are "Basic"; one is "Senior Advantage"

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 2 - Kaiser Permanente Hawaii**

Years of Service	Retiree Only 471	Retiree Only 472	Retiree & Dependent 474	Retiree & Family 475
Less than 10*	\$954.64	\$435.20	\$1,901.28	\$2,847.92
10-11*	\$572.78	\$261.12	\$1,351.43	\$2,298.07
11-12*	\$534.60	\$243.71	\$1,296.45	\$2,243.09
12-13*	\$496.41	\$226.30	\$1,241.46	\$2,188.10
13-14	\$458.23	\$208.90	\$1,186.48	\$2,133.12
14-15	\$420.04	\$191.49	\$1,131.49	\$2,078.13
15-16	\$381.86	\$174.08	\$1,076.51	\$2,023.15
16-17	\$343.67	\$156.67	\$1,021.52	\$1,968.16
17-18	\$305.48	\$139.26	\$966.54	\$1,913.18
18-19	\$267.30	\$121.86	\$911.55	\$1,858.19
19-20	\$229.11	\$104.45	\$856.57	\$1,803.21
20-21	\$190.93	\$87.04	\$801.58	\$1,748.22
21-22	\$152.74	\$69.63	\$746.60	\$1,693.24
22-23	\$114.56	\$52.22	\$691.61	\$1,638.25
23-24	\$76.37	\$34.82	\$636.63	\$1,583.27
24-25	\$38.19	\$17.41	\$581.64	\$1,528.28
25 or more	\$0.00	\$0.00	\$526.66	\$1,473.30
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>				
	\$477.32	\$217.60	\$1,213.97	\$2,160.61
COBRA	\$973.73	\$443.90	\$1,939.31	\$2,904.88

**Deduct Codes:**

471 - "Basic" under age 65

472 - "Senior Advantage"

474 - Two family members are "Basic"

475 - Three or more family members are "Basic"

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 2 - Kaiser Permanente Hawaii**

<b>Years of Service</b>	<b>Retiree &amp; Family - Retiree w/ Medicare (Plan III Benchmark) 476</b>	<b>Retiree &amp; Family - Dependent w/ Medicare (Plan I, II Benchmark) 476</b>	<b>Retiree &amp; Family 478</b>
Less than 10*	\$1,381.84	\$1,381.84	\$862.40
10-11*	\$1,157.85	\$831.99	\$638.41
11-12*	\$1,135.45	\$777.01	\$616.01
12-13*	\$1,113.05	\$722.02	\$593.61
13-14	\$1,090.66	\$667.04	\$571.22
14-15	\$1,068.26	\$612.05	\$548.82
15-16	\$1,045.86	\$557.07	\$526.42
16-17	\$1,023.46	\$502.08	\$504.02
17-18	\$1,001.06	\$447.10	\$481.62
18-19	\$978.66	\$392.11	\$459.22
19-20	\$956.26	\$337.13	\$436.82
20-21	\$933.86	\$282.14	\$414.42
21-22	\$911.47	\$227.16	\$392.03
22-23	\$889.07	\$172.17	\$369.63
23-24	\$866.67	\$117.19	\$347.23
24-25	\$844.27	\$62.20	\$324.83
25 or more	\$821.87	\$7.22	\$302.43
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>			
	\$1,101.85	\$694.53	\$582.41
COBRA	\$1,409.48	\$1,409.48	\$879.65

**Deduct Codes:**

476 - One family member is "Senior Advantage"; one is "Basic"

478 - Two family members are "Senior Advantage"



**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 2 - Kaiser Permanente Oregon**

Years of Service	Retiree Only 481	Retiree Only 482	Retiree & Family 484	Retiree & Family 485
Less than 10*	\$1,168.43	\$497.98	\$2,328.86	\$3,489.29
10-11*	\$701.06	\$298.79	\$1,779.01	\$2,939.44
11-12*	\$654.32	\$278.87	\$1,724.03	\$2,884.46
12-13*	\$607.58	\$258.95	\$1,669.04	\$2,829.47
13-14	\$560.85	\$239.03	\$1,614.06	\$2,774.49
14-15	\$514.11	\$219.11	\$1,559.07	\$2,719.50
15-16	\$467.37	\$199.19	\$1,504.09	\$2,664.52
16-17	\$420.63	\$179.27	\$1,449.10	\$2,609.53
17-18	\$373.90	\$159.35	\$1,394.12	\$2,554.55
18-19	\$327.16	\$139.43	\$1,339.13	\$2,499.56
19-20	\$280.42	\$119.52	\$1,284.15	\$2,444.58
20-21	\$233.69	\$99.60	\$1,229.16	\$2,389.59
21-22	\$186.95	\$79.68	\$1,174.18	\$2,334.61
22-23	\$140.21	\$59.76	\$1,119.19	\$2,279.62
23-24	\$93.47	\$39.84	\$1,064.21	\$2,224.64
24-25	\$46.74	\$19.92	\$1,009.22	\$2,169.65
25 or more	\$0.00	\$0.00	\$954.24	\$2,114.67
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>				
	\$584.21	\$248.99	\$1,641.55	\$2,801.98
COBRA	\$1,191.80	\$507.94	\$2,375.44	\$3,559.08

**Deduct Codes:**

481 - "Basic" under age 65

482 - "Senior Advantage"

484 - Two family members are "Basic"

485 - Three or more family members are "Basic"

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 2 - Kaiser Permanente Oregon**

<b>Years of Service</b>	<b>Retiree &amp; Family - Retiree w/ Medicare (Plan III Benchmark) 486</b>	<b>Retiree &amp; Family - Dependent w/ Medicare (Plan I, II Benchmark) 486</b>	<b>Retiree &amp; Family 488</b>
Less than 10*	\$1,658.41	\$1,658.41	\$987.96
10-11*	\$1,434.42	\$1,108.56	\$763.97
11-12*	\$1,412.02	\$1,053.58	\$741.57
12-13*	\$1,389.62	\$998.59	\$719.17
13-14	\$1,367.23	\$943.61	\$696.78
14-15	\$1,344.83	\$888.62	\$674.38
15-16	\$1,322.43	\$833.64	\$651.98
16-17	\$1,300.03	\$778.65	\$629.58
17-18	\$1,277.63	\$723.67	\$607.18
18-19	\$1,255.23	\$668.68	\$584.78
19-20	\$1,232.83	\$613.70	\$562.38
20-21	\$1,210.43	\$558.71	\$539.98
21-22	\$1,188.04	\$503.73	\$517.59
22-23	\$1,165.64	\$448.74	\$495.19
23-24	\$1,143.24	\$393.76	\$472.79
24-25	\$1,120.84	\$338.77	\$450.39
25 or more	\$1,098.44	\$283.79	\$427.99
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>			
	\$1,378.42	\$971.10	\$707.97
COBRA	\$1,691.58	\$1,691.58	\$1,007.72

**Deduct Codes:**

486 - One family member is "Senior Advantage"; one is "Basic"

488 - Two family members are "Senior Advantage"

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 2 - Kaiser Permanente Oregon**

<b>Years of Service</b>	<b>Retiree &amp; Family - Retiree w/ Medicare (Plan III Benchmark) 493</b>	<b>Retiree &amp; Family - Dependent w/ Medicare (Plan I, II Benchmark) 493</b>	<b>Retiree &amp; Family - Retiree w/ Medicare (Plan III Benchmark) 494</b>	<b>Retiree &amp; Family - Dependent w/ Medicare (Plan I, II Benchmark) 494</b>
Less than 10*	\$2,818.84	\$2,818.84	\$2,148.39	\$2,148.39
10-11*	\$2,594.85	\$2,268.99	\$1,924.40	\$1,598.54
11-12*	\$2,572.45	\$2,214.01	\$1,902.00	\$1,543.56
12-13*	\$2,550.05	\$2,159.02	\$1,879.60	\$1,488.57
13-14	\$2,527.66	\$2,104.04	\$1,857.21	\$1,433.59
14-15	\$2,505.26	\$2,049.05	\$1,834.81	\$1,378.60
15-16	\$2,482.86	\$1,994.07	\$1,812.41	\$1,323.62
16-17	\$2,460.46	\$1,939.08	\$1,790.01	\$1,268.63
17-18	\$2,438.06	\$1,884.10	\$1,767.61	\$1,213.65
18-19	\$2,415.66	\$1,829.11	\$1,745.21	\$1,158.66
19-20	\$2,393.26	\$1,774.13	\$1,722.81	\$1,103.68
20-21	\$2,370.86	\$1,719.14	\$1,700.41	\$1,048.69
21-22	\$2,348.47	\$1,664.16	\$1,678.02	\$993.71
22-23	\$2,326.07	\$1,609.17	\$1,655.62	\$938.72
23-24	\$2,303.67	\$1,554.19	\$1,633.22	\$883.74
24-25	\$2,281.27	\$1,499.20	\$1,610.82	\$828.75
25 or more	\$2,258.87	\$1,444.22	\$1,588.42	\$773.77
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>				
	\$2,538.85	\$2,131.53	\$1,868.40	\$1,461.08
COBRA	\$2,875.22	\$2,875.22	\$2,191.36	\$2,191.36

**Deduct Codes:**

493 - One family member is "Senior Advantage"; two or more are "Basic"

494 - Two family members are "Senior Advantage"; one is "Basic"

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 2 - Kaiser Permanente Washington**

Years of Service	Retiree Only 393	Retiree Only 394	Retiree & Family 395	Retiree & Family 396	Retiree & Family - Retiree w/ Medicare (Plan III Benchmark) 397	Retiree & Family - Dependent w/ Medicare (Plan I, II Benchmark) 397
Less than 10*	\$1,640.41	\$447.52	\$3,056.37	\$5,112.39	\$1,863.48	\$1,863.48
10-11*	\$1,090.56	\$268.51	\$2,506.52	\$4,562.54	\$1,639.49	\$1,313.63
11-12*	\$1,035.58	\$250.61	\$2,451.54	\$4,507.56	\$1,617.09	\$1,258.65
12-13*	\$980.59	\$232.71	\$2,396.55	\$4,452.57	\$1,594.69	\$1,203.66
13-14	\$925.61	\$214.81	\$2,341.57	\$4,397.59	\$1,572.30	\$1,148.68
14-15	\$870.62	\$196.91	\$2,286.58	\$4,342.60	\$1,549.90	\$1,093.69
15-16	\$815.64	\$179.01	\$2,231.60	\$4,287.62	\$1,527.50	\$1,038.71
16-17	\$760.65	\$161.11	\$2,176.61	\$4,232.63	\$1,505.10	\$983.72
17-18	\$705.67	\$143.21	\$2,121.63	\$4,177.65	\$1,482.70	\$928.74
18-19	\$650.68	\$125.31	\$2,066.64	\$4,122.66	\$1,460.30	\$873.75
19-20	\$595.70	\$107.40	\$2,011.66	\$4,067.68	\$1,437.90	\$818.77
20-21	\$540.71	\$89.50	\$1,956.67	\$4,012.69	\$1,415.50	\$763.78
21-22	\$485.73	\$71.60	\$1,901.69	\$3,957.71	\$1,393.11	\$708.80
22-23	\$430.74	\$53.70	\$1,846.70	\$3,902.72	\$1,370.71	\$653.81
23-24	\$375.76	\$35.80	\$1,791.72	\$3,847.74	\$1,348.31	\$598.83
24-25	\$320.77	\$17.90	\$1,736.73	\$3,792.75	\$1,325.91	\$543.84
25 or more	\$265.79	\$0.00	\$1,681.75	\$3,737.77	\$1,303.51	\$488.86
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>						
	\$953.10	\$223.76	\$2,369.06	\$4,425.08	\$1,583.49	\$1,176.17
COBRA	\$1,673.22	\$456.47	\$3,117.50	\$5,214.64	\$1,900.75	\$1,900.75

**Deduct Codes:**

393 - "Basic" under age 65

394 - "Senior Advantage"

395 - Two family members are "Basic"

396 - Three or more family members are "Basic"

397 - One family member is "Senior Advantage"; one is "Basic"

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 2 - Kaiser Permanente Washington**

Years of Service	Retiree & Family 398	Retiree & Family - Retiree w/ Medicare (Plan III Benchmark) 399	Retiree & Family - Dependent w/ Medicare (Plan I, II Benchmark) 399	Retiree & Family - Retiree w/ Medicare (Plan III Benchmark) 400	Retiree & Family - Dependent w/ Medicare (Plan I, II Benchmark) 400
Less than 10*	\$887.04	\$3,919.50	\$3,919.50	\$2,943.06	\$2,943.06
10-11*	\$663.05	\$3,695.51	\$3,369.65	\$2,719.07	\$2,393.21
11-12*	\$640.65	\$3,673.11	\$3,314.67	\$2,696.67	\$2,338.23
12-13*	\$618.25	\$3,650.71	\$3,259.68	\$2,674.27	\$2,283.24
13-14	\$595.86	\$3,628.32	\$3,204.70	\$2,651.88	\$2,228.26
14-15	\$573.46	\$3,605.92	\$3,149.71	\$2,629.48	\$2,173.27
15-16	\$551.06	\$3,583.52	\$3,094.73	\$2,607.08	\$2,118.29
16-17	\$528.66	\$3,561.12	\$3,039.74	\$2,584.68	\$2,063.30
17-18	\$506.26	\$3,538.72	\$2,984.76	\$2,562.28	\$2,008.32
18-19	\$483.86	\$3,516.32	\$2,929.77	\$2,539.88	\$1,953.33
19-20	\$461.46	\$3,493.92	\$2,874.79	\$2,517.48	\$1,898.35
20-21	\$439.06	\$3,471.52	\$2,819.80	\$2,495.08	\$1,843.36
21-22	\$416.67	\$3,449.13	\$2,764.82	\$2,472.69	\$1,788.38
22-23	\$394.27	\$3,426.73	\$2,709.83	\$2,450.29	\$1,733.39
23-24	\$371.87	\$3,404.33	\$2,654.85	\$2,427.89	\$1,678.41
24-25	\$349.47	\$3,381.93	\$2,599.86	\$2,405.49	\$1,623.42
25 or more	\$327.07	\$3,359.53	\$2,544.88	\$2,383.09	\$1,568.44
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>					
	\$607.05	\$3,639.51	\$3,232.19	\$2,663.07	\$2,255.75
COBRA	\$904.78	\$3,997.89	\$3,997.89	\$3,001.92	\$3,001.92

**Deduct Codes:**

398 - Two family members are "Senior Advantage"

399 - One family member is "Senior Advantage"; two or more are "Basic"

400 - Two family members are "Senior Advantage"; one or more is "Basic"

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 2 - SCAN Health Plan California**

<b>Years of Service</b>	<b>Retiree Only with SCAN 611</b>	<b>Retiree &amp; 1 Dependent - Both with SCAN 613 <sup>(1)</sup></b>
Less than 10*	\$248.59	\$489.18
10-11*	\$149.15	\$293.51
11-12*	\$139.21	\$273.94
12-13*	\$129.27	\$254.37
13-14	\$119.32	\$234.81
14-15	\$109.38	\$215.24
15-16	\$99.44	\$195.67
16-17	\$89.49	\$176.10
17-18	\$79.55	\$156.54
18-19	\$69.61	\$136.97
19-20	\$59.66	\$117.40
20-21	\$49.72	\$97.84
21-22	\$39.77	\$78.27
22-23	\$29.83	\$58.70
23-24	\$19.89	\$39.13
24-25	\$9.94	\$19.57
25 or more	\$0.00	\$0.00
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>		
	\$124.29	\$244.59
COBRA	\$253.56	\$498.96

<sup>(1)</sup> Retiree & 1 Dependent = Retiree & Spouse/Domestic Partner or Retiree & 1 Child. Both retiree & eligible dependent must be enrolled in Medicare Parts A & B.

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 2 - SCAN Health Plan Arizona**

<b>Years of Service</b>	<b>Retiree Only with SCAN 620</b>	<b>Retiree &amp; 1 Dependent - Both with SCAN 621 <sup>(1)</sup></b>
Less than 10*	\$248.59	\$489.18
10-11*	\$149.15	\$293.51
11-12*	\$139.21	\$273.94
12-13*	\$129.27	\$254.37
13-14	\$119.32	\$234.81
14-15	\$109.38	\$215.24
15-16	\$99.44	\$195.67
16-17	\$89.49	\$176.10
17-18	\$79.55	\$156.54
18-19	\$69.61	\$136.97
19-20	\$59.66	\$117.40
20-21	\$49.72	\$97.84
21-22	\$39.77	\$78.27
22-23	\$29.83	\$58.70
23-24	\$19.89	\$39.13
24-25	\$9.94	\$19.57
25 or more	\$0.00	\$0.00
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>		
	\$124.29	\$244.59
COBRA	\$253.56	\$498.96

<sup>(1)</sup> Retiree & 1 Dependent = Retiree & Spouse/Domestic Partner or Retiree & 1 Child. Both retiree & eligible dependent must be enrolled in Medicare Parts A & B.

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 2 - SCAN Health Plan Nevada**

<b>Years of Service</b>	<b>Retiree Only with SCAN 622</b>	<b>Retiree &amp; 1 Dependent - Both with SCAN 623 <sup>(1)</sup></b>
Less than 10*	\$248.59	\$489.18
10-11*	\$149.15	\$293.51
11-12*	\$139.21	\$273.94
12-13*	\$129.27	\$254.37
13-14	\$119.32	\$234.81
14-15	\$109.38	\$215.24
15-16	\$99.44	\$195.67
16-17	\$89.49	\$176.10
17-18	\$79.55	\$156.54
18-19	\$69.61	\$136.97
19-20	\$59.66	\$117.40
20-21	\$49.72	\$97.84
21-22	\$39.77	\$78.27
22-23	\$29.83	\$58.70
23-24	\$19.89	\$39.13
24-25	\$9.94	\$19.57
25 or more	\$0.00	\$0.00
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>		
	\$124.29	\$244.59
COBRA	\$253.56	\$498.96

<sup>(1)</sup> Retiree & 1 Dependent = Retiree & Spouse/Domestic Partner or Retiree & 1 Child. Both retiree & eligible dependent must be enrolled in Medicare Parts A & B.



**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 2 - United Healthcare Group Medicare Advantage HMO/UnitedHealthcare**

<b>Years of Service</b>	<b>Retiree Only with UnitedHealthcare Group Medicare Advantage HMO 701</b>	<b>Retiree &amp; 1 Dependent - Retiree with UnitedHealthcare Group Medicare Advantage HMO 702 <sup>(1)</sup></b>	<b>Retiree &amp; 1 Dependent - Both with UnitedHealthcare Group Medicare Advantage HMO 703 <sup>(1)</sup></b>	<b>Retiree &amp; 2 or More Dependents - Retiree w/ Medicare UnitedHealthCare Group Medicare Advantage HMO 704 <sup>(2)</sup></b>	<b>Retiree &amp; 2 or More Dependents - Retiree + 1 w/ Medicare UnitedHealthCare Group Medicare Advantage HMO 705 <sup>(2)</sup></b>
Less than 10*	\$323.31	\$1,696.81	\$638.62	\$1,933.42	\$875.23
10-11*	\$193.99	\$1,472.82	\$414.63	\$1,709.43	\$651.24
11-12*	\$181.05	\$1,450.42	\$392.23	\$1,687.03	\$628.84
12-13*	\$168.12	\$1,428.02	\$369.83	\$1,664.63	\$606.44
13-14	\$155.19	\$1,405.63	\$347.44	\$1,642.24	\$584.05
14-15	\$142.26	\$1,383.23	\$325.04	\$1,619.84	\$561.65
15-16	\$129.32	\$1,360.83	\$302.64	\$1,597.44	\$539.25
16-17	\$116.39	\$1,338.43	\$280.24	\$1,575.04	\$516.85
17-18	\$103.46	\$1,316.03	\$257.84	\$1,552.64	\$494.45
18-19	\$90.53	\$1,293.63	\$235.44	\$1,530.24	\$472.05
19-20	\$77.59	\$1,271.23	\$213.04	\$1,507.84	\$449.65
20-21	\$64.66	\$1,248.83	\$190.64	\$1,485.44	\$427.25
21-22	\$51.73	\$1,226.44	\$168.25	\$1,463.05	\$404.86
22-23	\$38.80	\$1,204.04	\$145.85	\$1,440.65	\$382.46
23-24	\$25.86	\$1,181.64	\$123.45	\$1,418.25	\$360.06
24-25	\$12.93	\$1,159.24	\$101.05	\$1,395.85	\$337.66
25 or more	\$0.00	\$1,136.84	\$78.65	\$1,373.45	\$315.26
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>					
	\$161.65	\$1,416.82	\$358.63	\$1,653.43	\$595.24
COBRA	\$329.78	\$1,730.75	\$651.39	\$1,972.09	\$892.73

<sup>(1)</sup> Retiree & 1 Dependent = Retiree & Spouse/Domestic Partner or Retiree & 1 Child

<sup>(2)</sup> Retiree & 2 or More Dependents = Retiree, Spouse/Domestic Partner & 1 or More Children or Retiree & 2 or More Children

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 2 - UnitedHealthcare**

<b>Years of Service</b>	<b>Retiree Only 707</b>	<b>Retiree &amp; 1 Dependent 708</b>	<b>Retiree &amp; 2 or More Dependents 709</b>
Less than 10*	\$1,381.50	\$2,523.09	\$2,991.61
10-11*	\$831.65	\$1,973.24	\$2,441.76
11-12*	\$776.67	\$1,918.26	\$2,386.78
12-13*	\$721.68	\$1,863.27	\$2,331.79
13-14	\$666.70	\$1,808.29	\$2,276.81
14-15	\$611.71	\$1,753.30	\$2,221.82
15-16	\$556.73	\$1,698.32	\$2,166.84
16-17	\$501.74	\$1,643.33	\$2,111.85
17-18	\$446.76	\$1,588.35	\$2,056.87
18-19	\$391.77	\$1,533.36	\$2,001.88
19-20	\$336.79	\$1,478.38	\$1,946.90
20-21	\$281.80	\$1,423.39	\$1,891.91
21-22	\$226.82	\$1,368.41	\$1,836.93
22-23	\$171.83	\$1,313.42	\$1,781.94
23-24	\$116.85	\$1,258.44	\$1,726.96
24-25	\$61.86	\$1,203.45	\$1,671.97
25 or more	\$6.88	\$1,148.47	\$1,616.99
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>			
	\$694.19	\$1,835.78	\$2,304.30
COBRA	\$1,409.13	\$2,573.55	\$3,051.44

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 2 - Cigna Indemnity Dental/Vision**

Years of Service	Retiree Only 501	Retiree & Dependent(s) 502
Less than 10*	\$52.68	\$109.81
10-11*	\$31.61	\$88.74
11-12*	\$29.50	\$86.63
12-13*	\$27.39	\$84.52
13-14	\$25.29	\$82.42
14-15	\$23.18	\$80.31
15-16	\$21.07	\$78.20
16-17	\$18.96	\$76.09
17-18	\$16.86	\$73.99
18-19	\$14.75	\$71.88
19-20	\$12.64	\$69.77
20-21	\$10.54	\$67.67
21-22	\$8.43	\$65.56
22-23	\$6.32	\$63.45
23-24	\$4.21	\$61.34
24-25	\$2.11	\$59.24
25 or more	\$0.00	\$57.13
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>		
	\$26.34	\$83.47
COBRA	\$53.73	\$112.01

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 2 - Cigna Prepaid Dental/Vision**

<b>Years of Service</b>	<b>Retiree Only 901</b>	<b>Retiree &amp; Dependent(s) 902</b>
Less than 10*	\$46.52	\$95.28
10-11*	\$27.91	\$74.21
11-12*	\$26.05	\$72.10
12-13*	\$24.19	\$69.99
13-14	\$22.33	\$67.89
14-15	\$20.47	\$65.78
15-16	\$18.61	\$63.67
16-17	\$16.75	\$61.56
17-18	\$14.89	\$59.46
18-19	\$13.03	\$57.35
19-20	\$11.16	\$55.24
20-21	\$9.30	\$53.14
21-22	\$7.44	\$51.03
22-23	\$5.58	\$48.92
23-24	\$3.72	\$46.81
24-25	\$1.86	\$44.71
25 or more	\$0.00	\$42.60
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>		
	\$23.26	\$68.94
COBRA	\$47.45	\$97.19

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 2 - Children Only Rates**

Years of Service	Anthem Plan I & II 215 or 225	Kaiser One Child 421	Kaiser 2 or More 411	Prudent Buyer 205	Cigna 305	UHC HMO 706	Cigna Indemnity Dental/Vision 503	Cigna Prepaid Dental/Vision 903
Less than 10*	\$464.72	\$1,265.81	\$2,523.62	\$260.15	\$564.82	\$394.87	\$64.82	\$47.11
10-11*	\$278.83	\$759.49	\$1,973.77	\$156.09	\$338.89	\$236.92	\$38.89	\$28.27
11-12*	\$260.24	\$708.85	\$1,918.79	\$145.68	\$316.30	\$221.13	\$36.30	\$26.38
12-13*	\$241.65	\$658.22	\$1,863.80	\$135.28	\$293.71	\$205.33	\$33.71	\$24.50
13-14	\$223.07	\$607.59	\$1,808.82	\$124.87	\$271.11	\$189.54	\$31.11	\$22.61
14-15	\$204.48	\$556.96	\$1,753.83	\$114.47	\$248.52	\$173.74	\$28.52	\$20.73
15-16	\$185.89	\$506.32	\$1,698.85	\$104.06	\$225.93	\$157.95	\$25.93	\$18.84
16-17	\$167.30	\$455.69	\$1,643.86	\$93.65	\$203.34	\$142.15	\$23.34	\$16.96
17-18	\$148.71	\$405.06	\$1,588.88	\$83.25	\$180.74	\$126.36	\$20.74	\$15.08
18-19	\$130.12	\$354.43	\$1,533.89	\$72.84	\$158.15	\$110.56	\$18.15	\$13.19
19-20	\$111.53	\$303.79	\$1,478.91	\$62.44	\$135.56	\$94.77	\$15.56	\$11.31
20-21	\$92.94	\$253.16	\$1,423.92	\$52.03	\$112.96	\$78.97	\$12.96	\$9.42
21-22	\$74.36	\$202.53	\$1,368.94	\$41.62	\$90.37	\$63.18	\$10.37	\$7.54
22-23	\$55.77	\$151.90	\$1,313.95	\$31.22	\$67.78	\$47.38	\$7.78	\$5.65
23-24	\$37.18	\$101.26	\$1,258.97	\$20.81	\$45.19	\$31.59	\$5.19	\$3.77
24-25	\$18.59	\$50.63	\$1,203.98	\$10.41	\$22.59	\$15.79	\$2.59	\$1.88
25 or more	\$0.00	\$0.00	\$1,149.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<i>*If you are on a service connected disability retirement with less than 13 years of service, you pay:</i>								
	\$232.36	\$632.90	\$1,836.31	\$130.07	\$282.41	\$197.43	\$32.41	\$23.55
COBRA	\$474.01	\$1,291.13	\$2,574.09	\$265.35	\$576.12	\$402.77	\$66.12	\$48.05

**Los Angeles County Employees Retirement Association**  
**Rates Effective July 1, 2023**  
**Tier 2 - COBRA Rates - Kaiser**

<b>Kaiser - COBRA Rates</b>	
Single "Basic"	\$1,291.13
Single "Senior Advantage"	\$255.29
Single "Excess"	\$1,210.33
All family members are "Basic"	\$2,574.09
One family member is "Senior Advantage"; others are "Basic"	\$1,538.25
One family member is "Excess"; others are "Basic"	\$2,493.30
Two or more family members are "Senior Advantage"	\$502.41
One family member is "Excess"; another is "Senior Advantage"	\$1,457.46
Two family members are "Excess"	\$2,412.50
Child under 26	\$1,291.13
Children under 26	\$2,574.09

### California Mandatory Contract Changes

Contract Changes checklists are a tool to be utilized in conjunction with the enclosed notice of contract language changes upon renewal. If not already included, the following is the list of changes that will be added to contract documents. Effective dates are shown and apply at renewal on or after that date. Please note: Some of the changes below will be or have been submitted to State regulatory agencies and will require approval prior to implementation.

#### Prudent Buyer (Including Lumenos)

Product Unit	Product Name	Provision	Description of Change	Type of Change	Date of Change	Group Type	Grand - fathered	Effective	Does this Change also Apply to Bluecard Plans?
All PPO		Consolidated Appropriations Act of 2021 (CAA)	Further revised and clarified the notice in the EOC regarding Consolidated Appropriations Act of 2021 (CAA) per revised guidance received in 2022. Changes were made to the Provider Directory and Transparency Requirements provisions in order to clarify the provision further and how Anthem complies with the requirements. Changes were also made to the Emergency Services benefit to clarify member's should contact Anthem once stabilized and that if they do not call Anthem, it will not result in a determination of services being not medically necessary.	Federal Regulatory Change: Consolidated Appropriations Act of 2021 (CAA)	1/1/2023	Non-Pooled	All Plans	At Renewal	Yes
All PPO		Exclusion: Fraud, Waste, Abuse, and Other Inappropriate Billing	Added exclusions for Fraud, Waste, Abuse, and Other Inappropriate Billing. These are services from an Out-of-Network Provider that are determined to be not payable as a result of fraud, waste, abuse or inappropriate billing activities. This includes an Out-of-Network Provider's failure to submit medical records required to determine the appropriateness of a claim. This is a clarification and not a change in benefits from last year's plan.	Company Change	1/1/2023	Non-Pooled	All Plans	At Renewal	Yes
All PPO		Policies, Procedures, and Pilot Programs	Revised language under the "Policies, Procedures, and Pilot Programs" provision to accommodate future pilot program offerings such as case management.	Company Change	1/1/2023	Non-Pooled	All Plans	At Renewal	Yes
All PPO		Continuation of Care after Termination of Provider	Under the Continuation of Care after Termination of Provider provision, clarified a member may be able to continue seeing a terminated provider if the group changes plans or the Group's contract with Anthem ends.	Company Change	1/1/2023	Non-Pooled	All Plans	At Renewal	Yes
All PPO		Precertification	Revised the Precertification requirements to remove unique exception notes/language for mastectomy surgery, Coronary Artery Bypass Surgeries as being included with Organ and Tissue Transplants and specified diagnostic procedures. This is a clarification in Anthem's medical review procedures and not a change in benefits from last year's plan.	Company Change	1/1/2023	Non-Pooled	All Plans	At Renewal	Yes
All PPO		How Decisions are Made	Added information about finding Anthem's medical policies to the How Decisions are Made provision.	Company Change	1/1/2023	Non-Pooled	All Plans	At Renewal	Yes
All PPO		Treatment of Accidental Dental Injury	Removed requirement that accidental dental coverage only allows a 12-month claim file requirement from date of accident to be covered. There is no claim file requirement from date of accident to be covered.	Company Change	1/1/2023	Non-Pooled	All Plans	At Renewal	Yes

### California Mandatory Contract Changes

Contract Changes checklists are a tool to be utilized in conjunction with the enclosed notice of contract language changes upon renewal. If not already included, the following is the list of changes that will be added to contract documents. Effective dates are shown and apply at renewal on or after that date. Please note: Some of the changes below will be or have been submitted to State regulatory agencies and will require approval prior to implementation.

#### Prudent Buyer (Including Lumenos)

Product Unit	Product Name	Provision	Description of Change	Type of Change	Date of Change	Group Type	Grand - fathered	Effective	Does this Change also Apply to Bluecard Plans?
All PPO		Exclusion: Drugs That Do Not Need a Prescription	Revised the Drugs That Do Not Need a Prescription exclusions to clarify they do not apply to drugs covered under the Preventive Care benefit. This is a clarification and not a change in benefits from last year's plan.	Company Change	1/1/2023	Non-Pooled	All Plans	At Renewal	Yes
All PPO		Member Rights and Responsibilities	Language updated under the "Member Rights and Responsibilities" to be more reader-friendly.	Company Change	1/1/2023	Non-Pooled	All Plans	At Renewal	Yes
All PPO		Third Party Liability and Reimbursement	Language updated under the "Third Party Liability and Reimbursement" provision to address the application of the provision and to clarify the operation of California Civil Code section 3040 in regard to the Plan's lien.	Company Change	1/1/2023	Non-Pooled	All Plans	At Renewal	Yes
All PPO		Binding Arbitration	Revised language under the Binding Arbitration provision to be consistent across other Plan documents, such as the employee application.	Company Change	1/1/2023	Non-Pooled	All Plans	At Renewal	Yes
All PPO		Program Incentives	Revised language under the "Program Incentives" provision to include additional program options for members to assist with overall health and well-being.	Company Change	1/1/2023	Non-Pooled	All Plans	At Renewal	Yes
All PPO		Definition: Ambulatory Surgery Center	Revised the definition of an Ambulatory Surgery Center for clarity.	Company Change	1/1/2023	Non-Pooled	All Plans	At Renewal	Yes
All PPO		Definition: Facility	Revised the definition of a Facility for clarity.	Company Change	1/1/2023	Non-Pooled	All Plans	At Renewal	Yes
All PPO		Definition: Home Health Care Agency	Revised the definition of a Home Health Care Agency for clarity.	Company Change	1/1/2023	Non-Pooled	All Plans	At Renewal	Yes
All PPO		Definition: Hospital	Revised the definition of a Hospital for clarity.	Company Change	1/1/2023	Non-Pooled	All Plans	At Renewal	Yes
All PPO		Definition: Prescription Drug (Drug)	Revised the definition of a Prescription Drug (Drug) for clarity.	Company Change	1/1/2023	Non-Pooled	All Plans	At Renewal	Yes
All PPO		Definition: Residential Treatment Center	Revised the definition of a Residential Treatment Center for clarity.	Company Change	1/1/2023	Non-Pooled	All Plans	At Renewal	Yes
All PPO		Definition: Skilled Nursing Facility	Revised the definition of a Skilled Nursing Facility for clarity.	Company Change	1/1/2023	Non-Pooled	All Plans	At Renewal	Yes
All PPO		Hospice Care	<i>Removed benefit limit of 5 consecutive days per admission for inpatient respite care under the Hospice Care benefit.</i>	Company Change	1/1/2023	Non-Pooled	All Plans	At Renewal	Yes



### California Mandatory Contract Changes

Contract Changes checklists are a tool to be utilized in conjunction with the enclosed notice of contract language changes upon renewal. If not already included, the following is the list of changes that will be added to contract documents. Effective dates are shown and apply at renewal on or after that date. Please note: Some of the changes below will be or have been submitted to State regulatory agencies and will require approval prior to implementation.

#### Prescription Drug

Product Unit	Product Name	Provision	Description of Change	Type of Change	Date of Change	Group Type	Grand - fathered	Effective
All Rx		Exclusion: Drugs That Do Not Need a Prescription	Revised the Drugs That Do Not Need a Prescription exclusions to clarify they do not apply to drugs covered under the Preventive Care benefit. This is a clarification and not a change in benefits from last year's plan.	Company Change	1/1/2023	Non-Pooled	All Plans	At Renewal
All Rx		Definition: Prescription Drug (Drug)	Revised the definition of a Prescription Drug (Drug) for clarity.	Company Change	1/1/2023	Non-Pooled	All Plans	At Renewal
All Rx		Exclusion: Fraud, Waste, Abuse, and Other Inappropriate Billing	Added exclusions for Fraud, Waste, Abuse, and Other Inappropriate Billing. These are services from an Out-of-Network Provider that are determined to be not payable as a result of fraud, waste, abuse or inappropriate billing activities. This includes an Out-of-Network Provider's failure to submit medical records required to determine the appropriateness of a claim. This is a clarification and not a change in benefits from last year's plan.	Company Change	1/1/2023	Non-Pooled	All Plans	At Renewal



Anthem Blue Cross  
21215 Burbank Blvd.  
Woodland Hills, CA 91367

February 1, 2023

## IMPORTANT INFORMATION ABOUT YOUR GROUP COVERAGE

Thank you for allowing Anthem Blue Cross (Anthem) to provide healthcare coverage to you and your employees.

Due to new laws, Anthem made updates to the health plan(s) you offer to your employees. These changes went into effect on January 1, 2022 and January 1, 2023. The changes to these plans are summarized below. Your plan documents will be updated accordingly and will be viewable upon regulatory approval.

If you have any questions about the changes or this mailing, please feel free to contact your Anthem representative.

- Your Anthem Team

## Summary of health plan changes

We made the following changes to your health plan. For full details, view your Evidence of Coverage by logging in to [anthem.com/ca](https://anthem.com/ca).

In keeping with California law, all Anthem Large Group health plans will cover abortion and related services with no cost sharing as well as home test kits for sexually transmitted diseases (STDs).

### **Abortion Services**

Benefits include all abortion and abortion-related services, including pre-abortion and follow-up services effective upon your renewal on or after January 1, 2023. Precertification is not required for outpatient abortion services. Covered services are not subject to the deductible, copayment, or coinsurance. However, a deductible will apply if your plan is defined as a high deductible health plan under federal law.

### **Home STD test kits**

Benefits include home test kits for STDs, including any laboratory processing costs as part of your renewal on or after January 1, 2022.

The test must be deemed medically necessary or appropriate and ordered directly by a clinician or furnished through a standing order for patient use based on clinical guidelines and individual patient health needs, when ordered by an in-network provider.

**From:** [Auer, Jason 319](#)  
**To:** [Szeto, Michael C.](#)  
**Cc:** [Murphy, Stephen E](#); [Ward, Richard](#); [Kuhlman, Jessica](#); [Clare, Wesley A](#)  
**Subject:** [Not Virus Scanned] RE: LACERA - 2023/2024 Renewal Follow-Up [Cigna]  
**Date:** Monday, December 12, 2022 5:42:04 PM  
**Attachments:** [3211439 - \[REDACTED\].xlsx](#)  
[LACERA - \[REDACTED\] V2.1.xls](#)

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**CAUTION:** External Sender

Hi Michael,

Attached is the updated client package reflecting the settlement for the recent plan year. This was just completed. The account ended with a \$713,507 margin and will be returned to LACERA via ACH per their ask; that will occur this week (12/16). I'll send them a copy of the package and the upcoming date separately so they're internal contacts are expecting that.

On the medical increase, Underwriting has updated the rates on that tab to reflect the \$556.14 noted below which is the correct rate for the upcoming plan year.

There are no quoted changes on the Cigna medical plan. The benefit changes reflected on the MAPD plan as previously noted include:

- CMS Defined Standard Benefits Part D – These changes are reflected in the rate and benefit summary.
  - The Initial Coverage Limit increased from \$4,430 to \$4,660
  - The True Out-of-Pocket Threshold (TrOOP) increased from \$7,050 to \$7,400
  - The Standard Part D Catastrophic Phase (CAT) increased to greater of 5% or \$4.15 for generic or \$10.35 for brand

Best regards,

Jason



**LACERA**  
**Cigna Medicare Advantage Employer Group Plan**  
**Summary of Benefits**

Benefit Description	What the Member pays
<b>Diagnostic Services, Labs &amp; Imaging</b>	<b>In-Network</b>
Diagnostic Procedures/Tests	\$0
Lab Services (Pathology)	\$0
X-ray Services	\$0
Diagnostic Radiological Services (such as MRIs, CT Scans)	Mammography and Ultrasounds - \$0 Non-Cardiac Nuclear Studies - \$0 Cardiac Nuclear Studies - \$12 Routine Stress Test - \$12 All Other - \$125
Therapeutic Radiological Services	\$12
<b>Foot Care</b>	<b>In-Network</b>
Podiatry Services (Medicare Covered)	\$12
Podiatry Services (Non-Medicare Covered)	\$12
<b>Chiropractic Care</b>	<b>In-Network</b>
Chiropractic Visit (Medicare Covered)	\$12
Chiropractic Visit (Non-Medicare Covered)	\$12 per visit for up to 12 routine visits per year
<b>Acupuncture Care</b>	<b>In-Network</b>
Acupuncture Visit (Medicare Covered)	\$12
Acupuncture Visit (Non-Medicare Covered)	Healthy Rewards Discounts available
<b>Rehabilitation Services</b>	<b>In-Network</b>
Cardiac Rehabilitation	\$10
Pulmonary Rehabilitation	\$10
Short Term Rehabilitation Service - Physical, Occupational, and Speech Language Therapy	\$12
Physical Therapy & Speech Therapy - Additional Telehealth Services	\$0
<b>Medical Equipment, Supplies and Part B Drugs</b>	<b>In-Network</b>
Durable Medical Equipment (DME)	\$0
Medical Supplies	\$0
Prosthetics	\$0
Diabetic Supplies	\$0
Part B Drugs including Chemotherapy drugs - Medicare-covered Part B Drugs may be subject to step therapy requirements.	20%
<b>Dental Services</b>	<b>In-Network</b>
Dental Services (Medicare Covered)	\$12
Dental Services (Non-Medicare Covered)	Not Covered
<b>Vision Services</b>	<b>In-Network</b>
Eye Exams (Medicare Covered)	Diabetic Retinal Exams - \$0 All Other Medicare-Covered - \$12
Eye Wear (Medicare Covered)	\$0
Eye Exams (Routine)	\$0 Copay for 1 exam every year
Eye Wear (Routine)	Contact Lenses: 1 every year, Eye Glass Lenses: 1 every year, Eye Glass Frames: 1 every year, Eyewear annual limit: up to maximum of \$100
<b>Hearing Services</b>	<b>In-Network</b>
Hearing Exams (Medicare Covered)	\$12
Routine Hearing Exams	\$0 Copay for 1 exam every year
Hearing Aid Evaluation/Fitting	\$0
Hearing Aids	\$1400 maximum allowance
<b>Supplemental Benefits</b>	<b>In-Network</b>
Health Education	Members will be provided with access to video and written content on a variety of health and wellness topics through the Cigna Medicare website.
Health Information Line	\$0 copay. The Health Information Line assists individuals in understanding the right level of treatment at the right time. Nurse advocates are available 24 hours a day, 7 days a week, 365 days a year to provide health and medical information and direction to the most appropriate care and resources.
Meal Benefit	\$0 copay. After discharge from a qualified inpatient hospital stay directly to home (for traumatic or chronic illness), members are eligible to receive a one-time delivery of 14 nutritional meals delivered to their home free of charge. Members are eligible to receive this benefit for up to three qualified hospital stays per year. Benefit only applies to discharge during an acute inpatient stay and does not apply to a behavioral health discharge.
Meal Benefit for ESRD members in Case Management	\$0 copay. Plan offers a meal delivery to members diagnosed with ESRD and enrolled in an ESRD-related case management program. Members are eligible for benefit once per year.
Fitness	\$0 cost to member through Silver & Fit program. Customers can visit multiple facilities in the same month.
Fitness Allowance	Not Covered
Pet Allowance	Not Covered
Vision Allowance	Not Covered
Hearing Allowance	Not Covered
Home Life Referrals	With our Home Life Referrals program, you'll have quick and convenient access to trusted local resources to assist you with your everyday needs such as finding child care, eldercare, pet care, home repairs, and more.
Wigs for Hair Loss due to Cancer Treatment	Not covered
Routine Transportation	Not covered
Over-the-Counter Items	Not covered
In-Home Support	Not covered



**LACERA**  
**Cigna Medicare Advantage Employer Group Plan**  
**Summary of Benefits**

Caregiver Support	Not covered
Outpatient Private Duty Nursing	Not covered
Compression Stockings not Covered by Medicare	Not covered
Foot Orthotics not Covered by Medicare	Not covered
Part B Premium Reduction	Not Covered

Only retirees and their dependents who are entitled to Medicare Part A and enrolled in Part B are included in this quote. If a retiree or dependent is not entitled to Medicare Part A and/or not enrolled in Part B, then they are not eligible to join a Medicare Advantage plan.

Billing for this product is on a Per Medicare Beneficiary Per Month basis. Each enrollee will be set up on their own eligibility record/ID and charged a single per Medicare beneficiary Per Month premium rate.

Cigna companies reserve the right to adjust the benefits and/or premiums in this proposal if such adjustments are necessary to comply with current Centers for Medicare & Medicaid Services (CMS) rules and regulations.

**Benefits we do not cover (exclusions):**

Below is a list of services and items that either are not covered under any condition or are covered only under specific conditions.

- 1) Services considered not reasonable and necessary, according to the standards of Original Medicare.
- 2) Experimental medical procedures, surgical procedures, equipment and medications. Experimental procedures and items are those items and procedures determined by our plan and Original Medicare to not be generally accepted by the medical community. Experimental procedures and items may be covered by Original Medicare under a Medicare approved clinical research study or by our plan.
- 3) Private room charges in a hospital are not covered unless medically necessary.
- 4) Personal items in your room at a hospital or a skilled nursing facility such as a telephone or a television.
- 5) Full-time nursing care in your home.
- 6) Custodial care. Custodial care is care provided in a nursing home, hospice, or other facility setting when you do not require skilled medical care or skilled nursing care. Custodial care is personal care that does not require the continuing attention of trained medical or paramedical personnel, such as care that helps you with activities of daily living, such as bathing or dressing.
- 7) Homemaker services. Homemaker services include basic household assistance, including light housekeeping or light meal preparation.
- 8) Fees charged for care by your immediate relatives or customers of your household.
- 9) Cosmetic surgery or procedures. Cosmetic surgery or procedures may be covered in cases of an accidental injury or for improvement of the functioning of a malformed body member. Covered for all stages of reconstruction for a breast after a mastectomy, as well as for the unaffected breast to produce a symmetrical appearance.
- 10) Routine foot care. Some limited coverage is provided according to Medicare guidelines, e.g., if you have diabetes.
- 11) Orthopedic shoes. If shoes are part of a leg brace and are included in the cost of the brace, or the shoes are for a person with diabetic foot disease.
- 12) Supportive devices for the feet. Orthopedic or therapeutic shoes for people with diabetic foot disease.
- 13) Reversal of sterilization procedures and/or non-prescription contraceptive supplies.
- 14) Naturopath services (uses natural or alternative treatments).

All Cigna products and services are provided exclusively by or through operating subsidiaries of Cigna Corporation. The Cigna name, logos, and other Cigna marks are owned by Cigna Intellectual Property, Inc. Cigna contracts with Medicare to offer Medicare Advantage HMO and PPO plans and Part D Prescription Drug Plans (PDP) in select states, and with select State Medicaid programs. Enrollment in Cigna depends on contract renewal.

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Lacera  
Cigna Medicare Advantage Prescription Drug Plan  
Summary of Benefits

Plan Type		Custom Rx
Effective Dates		1/1/2023-6/30/2023
Pharmacy Premium Rate		\$137.27
Number of Medicare Beneficiaries		79
Funding Type		Fully Insured
Situs State		Arizona
Benefit Option Code		
Rx Formulary		AZ MAPD
Pharmacy Accumulation Period		Calendar Year
Benefit Description		What the Member pays
Deductible Phase		
Individual Deductible		\$0
Individual Deductible Applies to		Not applicable
Initial Coverage Level		
Initial Coverage Level (Total Drug Spend)		\$4,660
Retail (1-30 Day Supply)	Tier 1 Preferred Generic Drugs	\$0
	Tier 2 Generic Drugs	\$10
	Tier 3 Preferred Brand Drugs	\$45
	Tier 4 Non Preferred Drugs	\$95
	Tier 5 Specialty Drugs	33%
Retail (31-60 Day Supply)	Tier 1 Preferred Generic Drugs	\$0
	Tier 2 Generic Drugs	\$20
	Tier 3 Preferred Brand Drugs	\$90
	Tier 4 Non Preferred Drugs	\$190
	Tier 5 Specialty Drugs	Not Available - Specialty drugs only available up to 30-day
Retail (61-90 Day Supply)	Tier 1 Preferred Generic Drugs	\$0
	Tier 2 Generic Drugs	\$30
	Tier 3 Preferred Brand Drugs	\$135
	Tier 4 Non Preferred Drugs	\$285
	Tier 5 Specialty Drugs	Not Available - Specialty drugs only available up to 30-day
Long-Term Care (1-31 Day Supply)	Tier 1 Preferred Generic Drugs	\$0
	Tier 2 Generic Drugs	\$10
	Tier 3 Preferred Brand Drugs	\$45
	Tier 4 Non Preferred Drugs	\$95
	Tier 5 Specialty Drugs	33%
Mail Order (30 Day Supply)	Tier 1 Preferred Generic Drugs	\$0
	Tier 2 Generic Drugs	\$10
	Tier 3 Preferred Brand Drugs	\$45
	Tier 4 Non Preferred Drugs	\$95
	Tier 5 Specialty Drugs	33%
Mail Order (31-60 Day Supply)	Tier 1 Preferred Generic Drugs	\$0
	Tier 2 Generic Drugs	\$20
	Tier 3 Preferred Brand Drugs	\$90
	Tier 4 Non Preferred Drugs	\$190
	Tier 5 Specialty Drugs	Not Available - Specialty drugs only available up to 30-day
Mail Order (61-90 Day Supply)	Tier 1 Preferred Generic Drugs	\$0
	Tier 2 Generic Drugs	\$30
	Tier 3 Preferred Brand Drugs	\$135
	Tier 4 Non Preferred Drugs	\$285
	Tier 5 Specialty Drugs	Not Available - Specialty drugs only available up to 30-day
Out of Network Coverage (Member Liability) (up to 30 day supply)		Same as in-network retail benefits
Applies to all phases		
Member Out of Pocket Maximum		None
Benefit Description		What the Member pays
Coverage Gap (from \$4,660 in Drug Spend up to True Out-of-Pocket of \$7,400)		
Retail (1-30 Day Supply)	Tier 1 Preferred Generic Drugs	\$0
	Tier 2 Generic Drugs	\$10
	Tier 3 Preferred Brand Drugs	\$45
	Tier 4 Non Preferred Drugs	\$95
	Tier 5 Specialty Drugs	25%
Retail (31-60 Day Supply)	Tier 1 Preferred Generic Drugs	\$0
	Tier 2 Generic Drugs	\$20
	Tier 3 Preferred Brand Drugs	\$90
	Tier 4 Non Preferred Drugs	\$190
	Tier 5 Specialty Drugs	Not Available - Specialty drugs only available up to 30-day
Retail (61-90 Day Supply)	Tier 1 Preferred Generic Drugs	\$0
	Tier 2 Generic Drugs	\$30
	Tier 3 Preferred Brand Drugs	\$135
	Tier 4 Non Preferred Drugs	\$285
	Tier 5 Specialty Drugs	Not Available - Specialty drugs only available up to 30-day
Long-Term Care (1-31 Day Supply)	Tier 1 Preferred Generic Drugs	\$0
	Tier 2 Generic Drugs	\$10
	Tier 3 Preferred Brand Drugs	\$45
	Tier 4 Non Preferred Drugs	\$95
	Tier 5 Specialty Drugs	25%



**Lacera**  
**Cigna Medicare Advantage Prescription Drug Plan**  
**Summary of Benefits**

<b>Mail Order (30 Day Supply)</b>	Tier 1 Preferred Generic Drugs	\$0
	Tier 2 Generic Drugs	\$10
	Tier 3 Preferred Brand Drugs	\$45
	Tier 4 Non Preferred Drugs	\$95
	Tier 5 Specialty Drugs	25%
<b>Mail Order (31-60 Day Supply)</b>	Tier 1 Preferred Generic Drugs	\$0
	Tier 2 Generic Drugs	\$20
	Tier 3 Preferred Brand Drugs	\$90
	Tier 4 Non Preferred Drugs	\$190
	Tier 5 Specialty Drugs	Not Available - Specialty drugs only available up to 30-day
<b>Mail Order (61-90 Day Supply)</b>	Tier 1 Preferred Generic Drugs	\$0
	Tier 2 Generic Drugs	\$30
	Tier 3 Preferred Brand Drugs	\$135
	Tier 4 Non Preferred Drugs	\$285
	Tier 5 Specialty Drugs	Not Available - Specialty drugs only available up to 30-day
<b>Catastrophic Phase (True Out-of-Pocket)</b>		<b>\$7,400</b>
Generic Drugs		Standard Part D (the greater of \$4.15 or 5%)
Brand Drugs		Standard Part D (the greater of \$10.35 or 5%)
<b>Benefit Description</b>		<b>What the Member pays</b>
<b>Clinical Management</b>		
The following clinical programs are always included:		
Step Therapy		Included
Prior Authorizations		Included
Quantity Limits		Included
<b>Opioids</b>		
Opioids (all tiers)		Limited to one month supply
<b>Non-Part D Supplemental Coverage</b>		
Are the following non-formulary drugs covered?		
Fertility Drugs		No
Prescription Vitamins		No
Cold & Cough Preps		No
Weight Loss/Weight Gain		No
Erectile Dysfunction		No
<b>Formulary Enhancements</b>		
Approved non-standard?		None
If yes, please specify:		Not applicable

**Caveats, Exclusions and Definitions**

Only retirees and their dependents who are entitled to Medicare Part A and enrolled in Part B are included in this quote. If a retiree or dependent is not entitled to Medicare Part A and/or not enrolled in Part B, then they are not eligible to join a Medicare Advantage plan.

Billing for this product is on a Per Medicare Beneficiary Per Month basis. Each enrollee will be set up on their own eligibility record/ID and charged a single per Medicare Beneficiary Per Month premium rate.

Cigna companies reserve the right to adjust the benefits and/or premiums in this proposal if such adjustments are necessary to comply with current Centers for Medicare & Medicaid Services (CMS) rules and regulations.

**Drug Exclusions:**

A Medicare Prescription Drug Plan can't cover a drug that would be covered under Medicare Part A or Part B. Also, while a Medicare Prescription Drug Plan can cover off label uses (meaning for uses other than those indicated on a drug's label as approved by the Food and Drug Administration) of a prescription drug, we cover the off-label use only in cases where the use is supported by certain reference book citations. Congress specifically listed the reference books that list whether the off-label use would be permitted (these reference books are: (1) American Hospital Formulary Service Drug Information, (2) the DRUGDEX Information System.

By law, certain types of drugs, or categories of drugs, are not covered by Medicare Prescription Drug Plans. These drugs are not considered Part D drugs and may be referred to as "exclusions" or "non-Part D drugs." These drugs include:

- Non-prescription drugs (or over-the counter drugs).
- Drugs when used for anorexia, weight loss, or weight gain.
- Drugs when used to promote fertility.
- Drugs when used for cosmetic purposes or hair growth.
- Drugs when used for the symptomatic relief of cough or colds.
- Prescription vitamins and mineral products, except prenatal vitamins and fluoride preparations.
- Outpatient drugs for which the manufacturer seeks to require that associated tests or monitoring services be purchased exclusively from the manufacturer as a condition of sale.
- Drugs, such as Viagra, Cialis, Levitra, and Caverject, when used for the treatment of sexual or erectile dysfunction.

In addition, the following exclusions apply to any service that is a Covered Expense under this plan, but is not covered by Medicare:

- Expenses for supplies, care, treatment, or surgery that are not Medically Necessary.
- To the extent that payment is unlawful where the person resides when the expenses are incurred.
- Charges which you are not obligated to pay or for which you are not billed or for which you would not have been billed except that they were covered under this plan.



**Lacera**  
**Cigna Medicare Advantage Prescription Drug Plan**  
**Summary of Benefits**

**Definitions**

**1-30 Day Supply for Retail and 1-31 Day Supply for Long-Term Care Facilities (Proration):**

Usually, the amount for a covered prescription drug is a one-month supply. However, if the amount is less than a one-month supply for oral solid prescriptions, then the amount paid is prorated based on the actual amount received.

**Retail Example:** Plan has a \$10 copay for a 30 day supply. Actual day supply filled is 10 day supply. Copay is prorated as follows: \$10 divided by 30 or \$.3333 per day, rounded to \$.33, times the day supply of 10, equals \$3.30 copay owed by member.

**Long-Term Care Facility Example:** Plan has a \$10 copay for a 31 day supply. Actual day supply filled is 10 day supply. Copay is prorated as follows: \$10 divided by 31 or \$.3226 per day, rounded to \$.32, times the day supply of 10, equals \$3.20 copay owed by member.

**Coverage Gap:**

During the coverage gap stage, Cigna will pay the better of the plan or Medicare Part D Defined Standard.

**Employer Group Waiver Plans (EGWP)** facilitate the offering of Medicare plans to employer/union group health plan sponsors. Employer/union plan sponsors can contract with an insurer or directly with CMS to provide coverage for medical and/or prescription drug benefits. CMS grants certain program waivers and/or modifications for EGWP plans that do not apply to individual plans.

**Non-Part D Drugs:**

The following drug categories are excluded from CMS coverage. If a plan deductible applies, any non-Part D coverage added to the plan will not be subject to the plan deductible. These drugs will be paid based on the cost share for generic drugs (tier 1) or brand drugs (tier 2) based on the drug classification.

**Non-Part D Drugs automatically included in the Standard and Enhanced Formulary options are:**

- **Courtesy Drugs:** refers to drugs normally covered under commercial pharmacy plans but are excluded by CMS.
- **DESI (Drug Efficacy Study Implementation) Drugs:** refers to drugs that were introduced between 1938-1962 and approved for safety but not effectiveness. DESI drugs are not "grandfathered" or generally recognized as safe and effective (GRAS/E).

**Additional Non Part D Drug Buy-ups include:**

- **Fertility Drugs** - drugs used to promote fertility
- **Prescription Vitamins** - drugs used for prescription vitamins and mineral products, except prenatal vitamins and fluoride preparations.
- **Cold & Cough Preps** - drugs used for symptomatic relief of cough and colds
- **Weight Loss/Weight Gain** - drugs used for anorexia, weight loss, weight gain
- **Erectile Dysfunction** - drugs used for erectile dysfunction

**Opioid drugs**

Limited to 30 day supply at Retail and Mail Order Pharmacies and 31 day supply at Long Term Care Facilities.

**Out-of-Network Coverage:**

Generally, we cover drugs filled at an out of network pharmacy only when the plan participant is not able to use a network pharmacy. Here are the circumstances when we would cover prescriptions filled at an out of network pharmacy:

- If the plan participant is unable to obtain a covered drug in a timely manner within our service area because there is no network pharmacy within a reasonable driving distances that provides 24-hour service.
- If the plan participant is trying to fill a covered prescription drug that is not regularly stocked at an accessible network retail or mail-order pharmacy (these drugs include orphan drugs or other specialty pharmaceuticals).
- If a covered Part D drug is dispensed by an out of network, institution-based pharmacy to a patient who is in the emergency department, provider based clinic, outpatient surgery or other outpatient surgery or other outpatient settings.
- When the plan participant is away from our service area for an extended period of time (for example, during travel), they may use a participating mail order pharmacy. This will ensure they have a sufficient supply of medication with them at all times.

Prescriptions purchased out-of-network are limited to a one-month supply.

**Preventive Drugs at \$0 Copay:**

The Cigna Preventive Drug List includes select preventive medications on Tier 1 and Tier 2 from the Standard Medicare Part D formulary in the following usage categories: high blood pressure, high cholesterol, diabetes, asthma, osteoporosis, stroke blood thinners, and prenatal nutrient deficiency. These selected drugs are not subject to the Deductible (if applicable), Copay, or Coinsurance.

**Tier Labeling**

Cigna Medicare Advantage Rx Plan is not always able to keep all generic medications in the Preferred Generic (Tier 1) drug tiers. Some generic medications may be in the Preferred Brand (Tier 2) and Non-Preferred/Specialty Drug (Tier 3) tiers. Keep in mind that the name of the tier is just a description of the majority of the drugs in the tier. It does not mean that there are only generic or only brand drugs in that tier. Cost share shown is for all drugs in the Tier unless otherwise noted.

All Cigna products and services are provided exclusively by or through operating subsidiaries of Cigna Corporation. The Cigna name, logos, and other Cigna marks are owned by Cigna Intellectual Property, Inc. Cigna contracts with Medicare to offer Medicare Advantage HMO and PPO plans and Part D Prescription Drug Plans (PDP) in select states, and with select State Medicaid programs. Enrollment in Cigna depends on contract renewal.

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**LACERA**  
**Cigna Medicare Advantage Employer Group Plan**  
**Rating Assumptions and Stipulations**

The following assumptions and stipulations apply to the Proposal provided. Cigna may revise or withdraw this Proposal if there are discrepancies to any of the below items:

- The quoted rates are valid only for the specified effective date and are offered for the time period specified.
  - In the event the effective date is other than 01/01/2023-06/30/2023, the rates are subject to change.
  - The rates are contingent upon the retiree residing in the service areas of the quoted Medicare Advantage (MA) plan. The enrollment will be based on the retiree's primary residence as defined by CMS.
  - Information provided here is pending CMS approval unless otherwise noted.
  - The premium(s) and plan(s) quoted cannot be altered or adjusted in anyway, up or down, without Cigna's approval.
  - The quoted rates do not include a possible reduction for those eligible for CMS regulated low income subsidy. Once a person is enrolled, CMS will notify Cigna of any customers eligible for Low Income Subsidy premium adjustments. CMS will pass the adjustment onto Cigna and we in turn will pass the adjustment onto the Group via the Employer monthly billing invoice. A separate detailed monthly billing adjustment report will provide the names of the applicable customers and will contain the amount of the Low Income Subsidy premium adjustments. The Group will reduce the premium amount due up to the amount the customer contributes towards premiums by reducing the premium amount due up front.
  - This proposal assumes all retirees are enrolled in Medicare Part A and Part B.
  - This quote is on an incurred basis. Cigna will be responsible for all eligible claims incurred on or after the effective date through the end of the contract period.
  - These rates are based on the assumption there is no secondary plan wrapping around Cigna plan.
  - The benefits presented in the Proposal are a high-level summary. Please consult the summary of benefits for a more detailed list of benefits proposed in this Cigna plan. Due to annual changes in CMS mandated benefits, benefits may differ for certain service categories.
  - Although this proposal may include multiple plans/options for the employer sponsored plan, Cigna reserves the right to limit the number of plans/options based on the offering environment and the total number of Medicare eligible retirees. Final plan selection requires approval by underwriting prior to implementation.
  - The information and materials provided for evaluation of this quote were assumed to be correct. If material errors or omissions are found after the quote is issued, Cigna reserves the right to revise or rescind the quote.
  - Cigna requires a minimum of 20 enrolled members per standard product offering to renew an Employer Sponsored plan.
  - To the extent that this proposal includes Medicare Advantage and/or Medicare Part D products, certain administrative services, such as audits and certifications, will be integrated. Account management and implementations are also integrated, but with special processes for Medicare Advantage and/or Medicare Part D.
  - Due to regulatory requirements for the Medicare Advantage and/or Medicare Part D products, services and timing may differ. Some areas of difference include, but are not limited to: reporting, web services, disease and wellness management, quality incentives, provider directories and networks, eligibility timing, communication pieces for pre-enrollment and members, billing, pharmacy and medical data integration, customer service, claims and appeals.
- 
- Unless otherwise stated, performance guarantees are not applicable to the Medicare products at this time.
  - This proposal is subject to change if there is a change in law, regulation, tax rates, or the application of any of these that affects Cigna's costs.
  - This proposal may change if the employer changes its level of contribution toward the cost of the coverage.
  - This proposal may also change if there are less than 70% of total eligible employees enroll in the Plan or if enrollment increases or decreased by 10% or more by product from the enrollment assumptions used to establish the rates and fees.
  - This proposal may change if there is a request to modify Commissions / benefit advisor fees.
  - This proposal may change if Cigna is requested to interface with a third party vendor.
  - This proposal may change if there is a request to provide optional services beyond those being included in the quote.
  - The proposal may change if the census data or experience data provided is deemed inaccurate.

All Cigna products and services are provided exclusively by or through operating subsidiaries of Cigna Corporation. The Cigna name, logos, and other Cigna marks are owned by Cigna Intellectual Property, Inc. Cigna contracts with Medicare to offer Medicare Advantage HMO and PPO plans and Part D Prescription Drug Plans (PDP) in select states, and with select State Medicaid programs. Enrollment in Cigna depends on contract renewal.

## 2023 RENEWAL PORTFOLIO

# Preliminary changes to 2023 benefits

The purpose of this document is to provide an overview of benefit changes we're planning to make to:

- ▶ 2023 Kaiser Foundation Health Plan, Inc. (KFHP) *Group Agreement* and *Evidence of Coverage* documents
- ▶ 2023 Kaiser Permanente Insurance Company (KPIC) *Group Policy* and *Certificate of Insurance* documents

Unless otherwise noted, these changes apply to all the plans we offer, and they'll become effective as contracts renew starting in January 2023.

This summary does not include all changes that may be made in 2023, including changes to Medicare coverage and state-mandated changes. You'll find all the information on the final changes in your:

- ▶ 2023 *Group Agreement Summary of Changes and Clarifications Notice* or renewal contract for KFHP coverage
- ▶ 2023 *Summary of Benefit Changes* for KPIC coverage

For more information, please see your renewal notice, renewal contract, or Summary of Benefit Changes document.

## National plan changes

### Compliance with Mental Health Parity and Addiction Equity Act

Kaiser Permanente reviews benefit plans in accordance with the parity requirements of the Mental Health Parity and Addiction Equity Act (MHPAEA). Proactive steps are taken to ensure the 2023 plans will meet the MHPAEA parameters.

### Changes to HSA-qualified HDHPs in 2023

Effective January 1, 2023, the IRS is raising minimum deductible levels for health savings account (HSA)-qualified plans. These will apply upon your 2023 contract renewal.

See below for how this might affect your employees' plans.

#### Minimum deductible levels:

	2022	2023
Self-only	\$1,400	\$1,500
Family	\$2,800	\$3,000

Kaiser Permanente will increase deductibles on 2023 HSA-qualified plans to ensure compliance. Some deductibles and out-of-pocket maximums also may increase beyond the new IRS requirements to maintain current proportionality in plan design.

### The following changes are being made to align with Affordable Care Act (ACA) requirements:

#### Bright Futures Periodicity Schedule

As part of our coverage for the Health Resources and Services Administration's (HRSA) Bright Futures Periodicity Schedule (which provides recommendations for preventive pediatric health care), additional coverages are being added for:

- ▶ Sudden cardiac arrest and sudden cardiac death risk assessment
- ▶ Hepatitis B virus infection risk assessment for children

Additionally, suicide risk is being added as an element of depression screening for individuals aged 12 to 21.

**Obesity prevention in women**

Behavioral counseling for women aged 40 to 60 with a BMI between 18.5 and 29.0 will be covered under the preventive benefit to prevent obesity in accordance with HRSA recommendations.

**Breastfeeding services and supplies**

Coverage for breast milk storage supplies will be included, as well as additional equipment and supplies as clinically indicated to support dyads with breastfeeding difficulties in accordance with HRSA recommendations.

**Contraception – male condoms**

Male condoms are included in the FDA Birth Control Guide and will be covered without cost sharing in accordance with HRSA recommendations.

**Well-woman preventive visits**

Postpartum visits will be covered under well-woman preventive visits in accordance with HRSA recommendations.

## California plan changes

### Compliance with Mental Health Parity and Addiction Equity Act

Starting January 1, 2023, upon renewal, certain cost share amounts will change in specific California large group commercial copayment and deductible plans. Please refer to the 2023 *Evidence of Coverage* document to see if the changes apply to your plan. Cost share will be \$0, subject to the plan deductible (if applicable), for the following mental health and substance use disorder benefits in the Outpatient Other Items and Services classification:

- ▶ Mental Health Outpatient - Intensive Outpatient Program
- ▶ Mental Health Outpatient - Partial Hospitalization Program
- ▶ Mental Health Outpatient - Intensive Applied Behavioral Analysis (ABA) Program for Autism
- ▶ Substance Use Disorder Outpatient - Intensive Outpatient Program
- ▶ Substance Use Disorder Outpatient - Methadone Maintenance Program

## Colorado plan changes

### Compliance with Mental Health Parity and Addiction Equity Act

Starting January 1, 2023, upon renewal, Large Group plans that have split benefits (copay for the office visit and deductible/coinsurance for other office services) on Outpatient Mental Health and Outpatient Substance Use Disorder will be updated to remove the split benefit for the following services:

- ▶ Outpatient Mental Health
- ▶ Outpatient Substance Use Disorder
- ▶ ABA Therapies
- ▶ Physical, Occupational, and Speech Therapies for autism diagnoses

Plan will follow Office Visit and have either a straight copay or coinsurance only.

### **Adding coverage for gender-affirming facial surgery**

In alignment with Kaiser Permanente national policy, gender-affirming facial surgeries will be covered as a standard under the gender affirming benefits.

### **Coverage for infertility services**

All large group plans will comply with state mandate 22-1008, which dictates that all fully insured large groups must cover infertility including IVF, oocyte retrievals, embryo transfers, and medications at the same cost share as other plan benefits for both infertility and standard fertility preservation services.

## **Georgia plan changes**

### **Adding coverage for gender-affirming facial surgery**

In alignment with Kaiser Permanente national policy, gender-affirming facial surgeries will be covered as a standard under the gender affirming benefits.

### **Iatrogenic fertility preservation (IFP)**

In alignment with policy across Kaiser Permanente, coverage for iatrogenic fertility preservation will be added as an optional offering. This will include the harvesting of eggs or sperm and storage (cryopreservation) for up to one year for enrollees for whom a covered treatment may directly or indirectly cause "iatrogenic infertility."

## **Hawaii plan changes**

### **Adding coverage for gender-affirming facial surgery**

In alignment with Kaiser Permanente national policy, gender-affirming facial surgeries will be covered as a standard under the gender affirming benefits.

## **Mid-Atlantic States plan changes**

### **Adding coverage for facial masculinization**

In alignment with Kaiser Permanente national policy, coverage is being added for facial masculinization in addition to the current coverage for facial feminization.

## Northwest plan changes

At this time, there are no substantial benefit changes that will impact commercial health plans in the Northwest market in 2023 beyond what is included in the National plan changes section.

## Washington plan changes

At this time, there are no substantial benefit changes that will impact commercial health plans in the Washington market in 2023 beyond what is included in the National plan changes section.

## 2023 RENEWAL PORTFOLIO | CALIFORNIA

# Preliminary changes to 2023 benefits

The purpose of this document is to provide an overview of California benefit changes we're planning to make to the:

- ▶ 2023 Kaiser Foundation Health Plan, Inc. (KFHP) *Group Agreement* and *Evidence of Coverage* documents
- ▶ 2023 Kaiser Permanente Insurance Company (KPIC) *Group Policy* and *Certificate of Insurance* documents

For more information, please see your renewal notice, renewal contract, or Summary of Benefit Changes document.

This summary does not include all changes that may be made in 2023, including changes to Medicare coverage. You'll find all the information on the final changes in your:

- ▶ 2023 *Group Agreement Summary of Changes and Clarifications* Notice or renewal contract for KFHP coverage
- ▶ 2023 *Summary of Benefit Changes* for KPIC coverage

## Changes to HSA-qualified HDHPs in 2023

Effective January 1, 2023, the IRS is raising minimum deductible levels for health savings account (HSA)-qualified plans. These will apply upon your 2023 contract renewal.

See below for how this might affect your employees' plans.

Minimum deductible levels:

	2022	2023
Self-only	\$1,400	\$1,500
Family	\$2,800	\$3,000

Kaiser Permanente will increase deductibles on 2023 HSA-qualified plans to ensure compliance. Some deductibles and out-of-pocket maximums also may increase beyond the new IRS requirements to maintain current proportionality in plan design.

[kp.org/choosebetter](https://kp.org/choosebetter)





### Compliance with Mental Health Parity and Addiction Equity Act:

Kaiser Permanente reviews benefit plans in accordance with the parity requirements of the Mental Health Parity and Addiction Equity Act (MHPAEA). Proactive steps are taken to ensure the 2023 plans will meet the MHPAEA parameters.

Starting January 1, 2023, upon renewal, certain cost share amounts will change in specific California large group commercial copayment and deductible plans. Please refer to the 2023 *Evidence of Coverage* document to see if the changes apply to your plan. Cost share will be \$0, subject to the plan deductible (if applicable), for the following mental health and substance use disorder benefits in the Outpatient Other Items and Services classification:

- ▶ Mental Health Outpatient - Intensive Outpatient Program
- ▶ Mental Health Outpatient - Partial Hospitalization Program
- ▶ Mental Health Outpatient - Intensive Applied Behavioral Analysis (ABA) Program for Autism
- ▶ Substance Use Disorder Outpatient - Intensive Outpatient Program
- ▶ Substance Use Disorder Outpatient - Methadone Maintenance Program



## Over-the-Counter (OTC) Wellness Benefit

**As a Kaiser Permanente Medicare health plan group member, you can get OTC health and wellness products delivered to your home. And all at no cost.**



**You can use your benefit to order:**

- Vitamins and minerals
- Allergy, cough, and cold remedies
- Antacids, laxatives, and stomach aids
- Pain relievers and fever reducers
- First aid kits, joint supports, and incontinence products
- Blood pressure monitors and thermometers
- Diabetic supplies such as compression stockings and sharps containers

Your Kaiser Permanente Senior Advantage (HMO) plan includes a **\$70** quarterly benefit limit for OTC products.<sup>1</sup>

**Ready to order? It's easy – visit our website or call today.**

Place your order for your OTC health and wellness products in one of the following ways:



Visit **[kp.org/otc/ca](https://kp.org/otc/ca)**



Call **1-833-569-2360 (TTY 711)**,  
Monday through Friday,  
7 a.m. to 6 p.m.

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### Who can use this benefit?

You must be a Kaiser Permanente Medicare health plan member covered under your employer group.

### Need a catalog?

Call **1-833-569-2360** (TTY **711**), Monday through Friday, 7 a.m. to 6 p.m. to have a print catalog mailed to you. You can also view our digital catalog at **[kp.org/otc/ca](https://kp.org/otc/ca)**.

If you have questions or to learn more about the OTC health and wellness benefit, call the Member Service Contact Center at **1-800-443-0815** (TTY **711**), 7 days a week, 8 a.m. to 8 p.m.

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<sup>1</sup>Please refer to your *Evidence of Coverage* for details. OTC benefits may change each year on January 1. Minimum order value is \$25. Shipments must be delivered to an address within California. Your benefit limit resets on January 1, April 1, July 1, and October 1. Any unused portion of the quarterly benefit will not carry forward to the next quarter. Your order may not exceed your quarterly benefit limit. Limitations and restrictions may apply. Cash, checks, credit cards, or money orders are not accepted. Kaiser Permanente is an HMO plan with a Medicare contract. Enrollment in Kaiser Permanente depends on contract renewal. You must reside in the Kaiser Permanente Medicare health plan service area in which you enroll.



## **KAISER FOUNDATION HEALTH PLAN OF COLORADO**

### **Summary of 2023 Benefit Changes**

#### **Large Group/Non-Medicare**

#### **Traditional HMO Plans**

*(Unless otherwise noted, changes are effective upon Renewal on or after January 1, 2023)*

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### **CLARIFICATIONS**

No clarifications.

### **BASE PLAN CHANGES**

**Acupuncture Services** – If Acupuncture Services are covered, there must be a minimum of six visits and the services will be covered the same as an Essential Health Benefit. This applies to non-grandfathered plans.

**Gender-Affirming Body Contouring** – Medically necessary gender-affirming body contouring required for the treatment of gender dysphoria will be covered.

**Gender-Affirming Body Hair Removal** – Medically necessary gender-affirming body hair removal required for the treatment of gender dysphoria will be covered.

**Gender-Affirming Facial Surgery** – Medically necessary gender-affirming facial surgery required for the treatment of gender dysphoria will be covered. The coverage includes but is not limited to the below procedures. This change is effective for all health benefit plans issued or renewed on or after January 1, 2023.

1. Blepharoplasty (eye and lid modification)
2. Face/forehead and/or neck tightening
3. Facial bone remodeling for facial feminization
4. Genioplasty (chin width reduction)
5. Rhytidectomy (cheek, chin, and neck)
6. Cheek, chin, and nose implants
7. Lip lift/augmentation
8. Mandibular angle augmentation/creation/reduction (jaw)
9. Orbital recontouring
10. Rhinoplasty (nose reshaping)

**Intensive Outpatient (IOP) and Partial Hospitalization** – Cost share for IOP and Partial Hospitalization Services for Mental Health and Substance Use Disorder may be different than the office visit cost share. This change applies to plans with a copayment for IOP and Partial Hospitalization.

**Mental Health Parity** – This change applies to plans with split benefits (copayment for the office visit and a deductible/coinsurance for other office services). The plan will be updated to have either a copayment that covers the visit and other services received during the visit or coinsurance only for the following services:

- Outpatient Mental Health
- Outpatient Substance Use Disorder
- ABA Therapies
- Physical, Occupational, and Speech Therapies for the treatment of autism spectrum disorders

### **CHANGES DUE TO LEGISLATION AND REGULATION**

**Colorado HB21-1068 Insurance Coverage Mental Health Wellness Exam** – Large group fully-insured health benefit plans (including grandfathered health benefit plans) must cover an annual mental health wellness exam of up to 60 minutes that is performed by a qualified mental health care provider. The mental health wellness exam must be no less extensive than the coverage provided for a physical exam and must comply with the requirements of the Mental Health Parity and Addiction Equity Act (MHPAEA). The mental health wellness exam must not require any deductibles, copayments, or coinsurance. This change is effective for health benefit plans issued or renewed on or after November 1, 2022.

**Colorado HB22-1008 Implementation of Fertility Coverage** – Large group fully-insured health benefit plans (including grandfathered health benefit plans) must provide coverage for the diagnosis of and treatment for infertility and standard fertility preservation services. The coverage includes three (3) completed egg retrievals and unlimited embryo transfers in accordance with the guidelines of the American Society for Reproductive Medicine (ASRM). Religious employers may request, and a carrier shall grant, an exclusion from the required coverage. This change is effective for health benefit plans issued or renewed on or after January 1, 2023.

**Expanded Preventive Services** – The following changes apply:

- For non-grandfathered plans and grandfathered plans with ACA preventive coverage, these services are provided at no cost share.
  - Breastfeeding services and supplies - Coverage for breast milk storage supplies will be included, as well as additional equipment and supplies as clinically indicated to support dyads with breastfeeding difficulties
  - Obesity prevention in women - Behavioral counseling for women aged 40 to 60 with a BMI between 18.5 and 29.0 will be covered under the preventive benefit to prevent obesity
  - Contraception - male condoms
  - Well-women preventive visits - Postpartum visits will be covered under well-woman preventive visits
  - Bright Futures Periodicity Schedule
    - Sudden cardiac arrest and sudden cardiac death risk assessment
    - Hepatitis B virus infection risk assessment for children
    - Suicide risk is added as an element of depression screening for individuals aged 12 to 21

### **REMINDERS**

In accord with the “**WOMEN’S HEALTH AND CANCER RIGHTS ACT OF 1998,**” and as determined in consultation with the attending physician and the patient, we provide the following coverage after a mastectomy:

- Reconstruction of the breast on which the mastectomy was performed.
- Surgery and reconstruction of the other breast to produce a symmetrical (balanced) appearance.
- Prostheses (artificial replacements).
- Services for physical complications resulting from the mastectomy.

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**NOTE:** To the extent this Summary of 2023 Benefit Changes conflicts with, modifies or supplements the information contained in your 2023 renewal packet, the information contained in your 2023 renewal packet shall supersede what is set forth above.

# Summary of 2022 to 2023 Northwest Plan Changes

The following changes will be made to large group standard plan designs, effective at renewal or after January 1, 2023, unless stated otherwise.

## Medical plan benefit changes and clarifications

Benefit	Summary of changes	Reason for change
<b>Chemical dependency (Oregon only)</b>	“Chemical dependency” terminology will be replaced with “substance use disorder” in all 2023 OR plan-related documents.	Alignment with more commonly used terminology. This is the same change made to the 2022 WA documents.
<b>Donor milk for infants (Washington only)</b>	Coverage of donor milk for inpatient use for infants will be added to the <i>Evidence of Coverage (EOC)</i> .	Benefit description to comply with E2SSB 5702.
<b>Grievances, Claims and Appeals</b>	Information about appeals will be enhanced to include that: <ul style="list-style-type: none"> <li>• Members will receive a decision on an appeal concerning experimental or investigational determination within 20 days of our receipt of their request.</li> <li>• Members have five business days to submit additional information for the IRO to consider when conducting an external review of the member’s appeal.</li> </ul>	Clarification to align with how appeals are administered
<b>Insulin for treatment of diabetes</b>	The cost share cap for insulin for the treatment of diabetes will be reduced to \$35 for a 30-day supply, not subject to deductible.	Benefit enhancement to comply with WA SSB 5546.

		Kaiser Permanente is also applying this change in Oregon for consistency, member affordability, and to promote medication adherence.
<b>Lab, radiology, imaging, and special diagnostic procedures</b>	The EOC will be revised to address procedures that can be preventive or diagnostic, to ensure that coverage detail is in the appropriate benefit sections.	Benefit clarification.
<b>No Surprises Act and balance billing</b>	<p>Plan documents will be modified to align with the federal No Surprises Act, including:</p> <ul style="list-style-type: none"> <li>• Adding or revising definitions and benefit descriptions about emergency services and post-stabilization care services.</li> <li>• Clarifying that we will cover services provided by out-of-network providers at in-network facilities.</li> <li>• Incorporating a revised Consumer Notice about balance billing in our WA EOC's.</li> </ul>	Benefit description to comply with Consolidated Appropriations Act of 2021, (HR 133, No Surprises Act) and applicable state laws.
<b>Preventive care</b>	<p>We are updating our preventive care coverage policies, including:</p> <ul style="list-style-type: none"> <li>• Coverage for breast milk storage supplies and equipment to support individuals with breastfeeding difficulties</li> <li>• Male condoms as an additional method for women to use for pregnancy prevention</li> <li>• Clarifying coverage for colonoscopies when performed after a positive noninvasive stool-based screening test or direct visualization screening test</li> </ul>	<p>Revised HRSA guidelines.</p> <p>HHS, DOL and Treasury FAQ Part 51.</p>



	<ul style="list-style-type: none"> <li>• Coverage of venipuncture services for preventive lab screenings</li> <li>• Coverage of behavioral counseling interventions for adults with cardiovascular disease risk factors and type 2 diabetes</li> </ul>	Kaiser Permanente's national preventive care benefits package updates.
<b>Telemedicine (Washington only)</b>	Language will be added to the <i>EOC</i> section that describes telemedicine benefits, including the definition of an "established relationship" between a provider and member.	Enhanced benefit description to comply with ESHB 1821, and ESHB 1196 from the 2021 legislative session.

### Traditional health plans

Summary of changes	Reason for change
Dependent out-of-area (OOA) coverage: Naturopathic provider visits will be included in the services that a dependent may receive out of area from nonparticipating providers. These visits may be used toward a member's OOA coverage.	Benefit enhancement.
Kaiser Permanente at Home™ (KP@Home) is a patient-centered program that will be offered to provide hospital-level acute care and clinical services to members with certain diagnoses at home under the direction of Northwest Permanente physicians.	Benefit enhancement. When clinically appropriate, this benefit will provide an alternative to hospitalization. Members will have the option to be treated and receive support in the comfort of their own home.

### Deductible health plans

Summary of changes	Reason for change
Dependent out-of-area (OOA) coverage: Naturopathic provider visits will be included in the services that a dependent may receive out of area from nonparticipating providers. These visits may be used toward a member's OOA coverage.	Benefit enhancement.

Kaiser Permanente at Home™ (KP@Home) is a patient-centered program that will be offered to provide hospital-level acute care and clinical services to members with certain diagnoses at home under the direction of Northwest Permanente physicians.		Benefit enhancement. When clinically appropriate, this benefit will provide an alternative to hospitalization. Members will have the option to be treated and receive support in the comfort of their own home.
<ul style="list-style-type: none"> <li>• Ambulance will change to coinsurance after deductible.</li> <li>• Outpatient surgery will be offered at plan coinsurance.</li> <li>• Durable medical equipment benefits will be offered at plan coinsurance.</li> </ul>		Benefit alignment on select plans for ambulance, outpatient surgery, and durable medical equipment benefits.
Plans affected	Changed from	Changed to
<b>New Deductible Plans:</b> DED PLAN L 6000/35/20%/7500 DED PLAN M 7500/35/30%/8500	Plans not offered.	Two new plans offered. Dual Choice PPO® plans are available to pair with these options.
DED PLAN A 250/10/10%/2000 DED PLAN A 250/15/20%/2500 DED PLAN B 500/10%/10%/2000 DED PLAN B 500/10/20%/2000 DED PLAN C 750/20/20%/3000 DED PLAN C 750/20%/20%/3000 DED PLAN D 1000/20/20%/3000 DED PLAN E 1500/20/30%/4000 DED PLAN E 1500/30%/30%/4000 DED PLAN G 2500/30/30%/5000	Ambulance: 20% coinsurance	Ambulance: 20% coinsurance after deductible

DED PLAN G 2500/30%/30%/5000		
DED PLAN A 250/10/10%/2000 DED PLAN B 500/10/20%/2000 DED PLAN C 750/20/20%/3000 DED PLAN D 1000/20/20%/3000 DED PLAN E 1500/20/30%/4000 DED PLAN G 2500/30/30%/5000	Outpatient Surgery: Copay \$10 copay after deductible \$10 copay after deductible \$20 copay after deductible \$20 copay after deductible \$20 copay after deductible \$30 copay after deductible	Outpatient Surgery: Plan Coinsurance 10% coinsurance after deductible 20% coinsurance after deductible 20% coinsurance after deductible 20% coinsurance after deductible 30% coinsurance after deductible 30% coinsurance after deductible
DED PLAN A 250/10/10%/2000 DED PLAN B 500/10%/10%/2000 DED PLAN E 1500/20/30%/4000 DED PLAN E 1500/30%/30%/4000 DED PLAN G 2500/30/30%/5000 DED PLAN G 2500/30%/30%/5000	Durable Medical Equipment: 20% coinsurance after deductible	Durable Medical Equipment: 10% coinsurance after deductible 10% coinsurance after deductible 30% coinsurance after deductible 30% coinsurance after deductible 30% coinsurance after deductible 30% coinsurance after deductible

### High Deductible health plans

Summary of changes	Reason for change
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Dependent out-of-area (OOA) coverage: Naturopathic provider visits will be included in the services that a dependent may receive out of area from nonparticipating providers. These visits may be used toward a member's OOA coverage.	Benefit enhancement.	
Telemedicine Services: The Benefit Summary language will be revised to clarify that the member cost share for telemedical services received from nonparticipating providers is the same as if the member received the services in person.	Benefit clarification.	
<ul style="list-style-type: none"> <li>Two HDHP plans have been removed from the portfolio.</li> <li>Groups will be asked to migrate to new plans and/or accept changes.</li> </ul>	The IRS revised limits for minimum deductible and maximum out-of-pocket for HSA-compliant plans.	
Plans affected	Changed from	Changed to
HDHP PLAN D 2800/20%/5600 HDHP PLAN D 2800/30%/5600	Plans offered.	Plans no longer offered. Groups will move to the following respective plans:  <i>HDHP PLAN E 3000/20%/6000</i> <i>HDHP PLAN E 3000/30%/6000</i>

### Dual Choice PPO® health plans

Summary of changes	Reason for change
Kaiser Permanente at Home™ (KP@Home) is a patient-centered program that will be offered to provide hospital-level acute care and clinical services to members with certain diagnoses at home under the direction of Northwest Permanente physicians.  KP@home is not available for HDHP plans.	Benefit enhancement. When clinically appropriate, this benefit will provide an alternative to hospitalization. Members will have the option to be treated and receive support in the comfort of their own home.
Telemedicine Services: The Benefit Summary language will be revised to clarify that the member cost share for telemedical services received from out-of-network providers is the same as if the member received the services in person.	Benefit clarification.

<ul style="list-style-type: none"> <li>• Ambulance will change to coinsurance after deductible.</li> <li>• Outpatient surgery will be offered at plan coinsurance.</li> <li>• Durable medical equipment benefits will be offered at plan coinsurance.</li> </ul>		Benefit alignment on select plans for ambulance, outpatient surgery, and durable medical equipment benefits.
<ul style="list-style-type: none"> <li>• Two HDHP plans have been removed from the portfolio.</li> <li>• Groups will be asked to migrate to new plans and/or accept changes.</li> </ul>		The IRS revised limits for minimum deductible and maximum out-of-pocket for HSA-compliant plans.
Plans affected	Changed from	Changed to
<b>New Deductible Plans:</b> DUAL CHOICE PPO PLAN L 6000/35/20%/8000 DUAL CHOICE PPO PLAN M 7500/35/30%/8500	Plans not offered.	Two new plans offered.
PPO PLAN A 250/10/10%/2500 PPO PLAN A 250/15/20%/3000 PPO PLAN B 500/10%/10%/3000 PPO PLAN B 500/10/20%/3000 PPO PLAN C 750/20%/20%/3500 PPO PLAN D 1000/20/20%/4000 PPO PLAN E 1500/20/30%/5000 PPO PLAN E 1500/30%/30%/5000 PPO PLAN G 2500/30%/30%/6000 PPO PLAN G 2500/30/30%/6000	Ambulance — PPO Network: 20% coinsurance	Ambulance — PPO Network: 20% coinsurance after deductible

PPO PLAN A 250/10/10%/2500 PPO PLAN B 500/10/20%/3000 PPO PLAN C 750/20/20%/3500 (w/o SPLIT COPAYS) PPO PLAN E 1500/20/30%/5000 PPO PLAN G 2500/30/30%/6000	Outpatient Surgery — PPO Network: \$10 copay after deductible \$10 copay after deductible \$20 copay after deductible \$20 copay after deductible \$30 copay after deductible	Outpatient Surgery — PPO Network: 10% coinsurance after deductible 20% coinsurance after deductible 20% coinsurance after deductible 30% coinsurance after deductible 30% coinsurance after deductible
PPO PLAN A 250/10/10%/2500 PPO PLAN B 500/10%/10%/3000 PPO PLAN E 1500/20/30%/5000 PPO PLAN E 1500/30%/30%/5000 PPO PLAN G 2500/30%/30%/6000 PPO PLAN G 2500/30/30%6000	Durable Medical Equipment — PPO Network: 20% coinsurance after deductible	Durable Medical Equipment — PPO Network: 10% coinsurance after deductible 10% coinsurance after deductible 30% coinsurance after deductible 30% coinsurance after deductible 30% coinsurance after deductible 30% coinsurance after deductible
Plan name change made to all Dual Choice plans	Plan names do not include Dual Choice. <i>Example:</i> PPO PLAN D 1000/20/20%/4000	Plan names include Dual Choice. <i>Example:</i> DUAL CHOICE PPO PLAN D 1000/20/20%/4000
PPO HDHP PLAN D 2800/20%/5600 PPO HDHP PLAN D	Plans offered.	Plans no longer offered. Groups will move to the following respective plans: DUAL CHOICE PPO HDHP PLAN E

2800/30%/5600		3000/20%/6000 <i>DUAL CHOICE PPO HDHP PLAN E</i> 3000/30%/6000
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### Added Choice® point-of-service plans

Summary of changes		Reason for change
<p>Kaiser Permanente at Home™ (KP@Home) is a patient-centered program that will be offered to provide hospital-level acute care and clinical services to members with certain diagnoses at home under the direction of Northwest Permanente physicians.</p> <p>KP@home is not available for HDHP plans.</p>		Benefit enhancement. When clinically appropriate, this benefit will provide an alternative to hospitalization. Members will have the option to be treated and receive support in the comfort of their own home.
Telemedicine Services: The Benefit Summary language will be revised to clarify that the member cost share for telemedical services received from out-of-network providers is the same as if the member received the services in person.		Benefit clarification.
The designation types, TRAD (traditional copay) and DED (deductible), will be removed from plan names.		Alignment across Choice product plan names.
Groups currently on these plans will be asked to move to a new Dual Choice PPO plan within one renewal cycle. Please discuss your group's transition needs with your Kaiser Permanente account manager.		New Dual Choice PPO offering intended to replace Added Choice point-of-service plans.
<ul style="list-style-type: none"> <li>Two HDHP plan deductibles will change.</li> <li>Groups will be asked to accept changes.</li> </ul>		The IRS revised limits for minimum deductible for HSA-compliant plans.
Plans affected	Changed from	Changed to

All Added Choice POS traditional copay and deductible plan names.	Plan names include TRAD and DED. <i>Examples:</i> TRAD POS PLAN 70 15/750 POS DED PLAN DK 4000/30/20%/7350	Plan names do not include TRAD and DED. <i>Examples:</i> POS PLAN 70 15/750 POS PLAN DK 4000/30/20%/7350
POS HDHP EE 3000/10%/4000	PMG and Direct Contracts Tier: <ul style="list-style-type: none"> <li>\$2,800 IND DED</li> </ul>	PMG and Contracts Tier: <ul style="list-style-type: none"> <li>\$3,000 IND DED</li> </ul>
POS HDHP EE 3000/10%/6000 POS HDHP EE 3000/20%/6000	<u>Deductible</u> (IND/FAM): <ul style="list-style-type: none"> <li>\$2,800/\$5,600 PMG and direct contracts</li> <li>\$3,600/\$7,200 First Choice Health</li> <li>\$4,600/\$9,200 non-contracted</li> </ul> <u>Maximum out-of-pocket</u> (IND/FAM): <ul style="list-style-type: none"> <li>\$5,600/\$11,200 PMG and direct contracts</li> <li>\$6,200/\$12,400 First Choice Health</li> </ul>	<u>Deductible</u> (IND/FAM): <ul style="list-style-type: none"> <li>\$3,000/\$6,000 PMG and direct contracts</li> <li>\$4,000/\$8,000 First Choice Health</li> <li>\$5,000/\$10,000 non-contracted</li> </ul> <u>Maximum out-of-pocket</u> (IND/FAM): <ul style="list-style-type: none"> <li>\$6,000/\$12,000 PMG and direct contracts</li> <li>\$6,000/\$12,000 First Choice Health</li> </ul>

### Out-of-area PPO Plus® plans

Summary of changes	Reason for change
<p>Kaiser Permanente at Home™ (KP@Home) is a patient-centered program that will be offered to provide hospital-level acute care and clinical services to members with certain diagnoses at home under the direction of Northwest Permanente physicians.</p> <p>(Available only in Oregon PPO Plus plans)</p>	<p>Benefit enhancement. When clinically appropriate, this benefit will provide an alternative to hospitalization. Members will have the option to be treated and receive support in the comfort of their own home.</p>



Telemedicine Services: The Benefit Summary language will be revised to clarify that the member cost share for telemedical services received from out-of-network providers is the same as if the member received the services in person.		Benefit clarification.
Groups will be required to take the change in individual deductible.		The IRS revised limits for minimum deductible for HSA-compliant plans.
The designation type, DED (deductible), will be removed from plan name.		Alignment across Choice product plan names.
Plans affected	Changed from	Changed to
PPO PLUS HDHP EE PLAN WAT 3000/20%/4000	PMG and Direct Contracts Tier: <ul style="list-style-type: none"> <li>\$2,800 IND DED</li> </ul>	PMG and Direct Contracts Tier: <ul style="list-style-type: none"> <li>\$3,000 IND DED</li> </ul>
All PPO Plus deductible plan names	Plan names include DED. <i>Example:</i> <i>PPO PLUS DED PLAN WDP 1500/30%/6000</i>	Plan names do not include DED. <i>Example:</i> <i>PPO PLUS PLAN WDP 1500/30%/6000</i>

### Senior Advantage plans

Summary of changes
There are not any changes or clarifications that apply to the Senior Advantage plans.

### Dental benefit plan changes

Benefit	Summary of changes	Reason for change
---------	--------------------	-------------------

<b>Dental third-party administrator (TPA)</b>	The TPA for dental benefits will change and any references to a specific TPA name in the <i>EOCs</i> will be removed.	Allows for more flexibility as we continue to optimize the dental customer service experience.
<b>Emergent and urgent visit cost share</b>	The additional \$25 cost share will no longer be charged when members have an emergency or urgent dental visit at a Kaiser Permanente dental office. Members will simply pay the applicable cost share for the dental services they receive and will not be charged additional amounts for an emergent or urgent visit.	Removing the financial barrier to dental care and improving market alignment.
<b>PPO dental only</b>	<p>The benefit for amalgam and composite fillings will be enhanced from once per tooth every 36 months to once per tooth surface every 24 months.</p> <p>Either a complete full-mouth series or a panoramic X-ray will be covered by Kaiser Permanente once every 3 years.</p>	<p>Benefit enhancement.</p> <p>Clarifying benefit coverage for dental X-rays.</p>



3800 Kilroy Airport Way, Suite 100  
Long Beach, CA 90806  
562-989-5106

October 21, 2022

Mr. Michael Szeto  
Senior Actuarial Associate  
Segal

**Sent Via Email 10.21.2022**

Subject: **LACERA Medical Renewal July 1, 2023 – June 30, 2024**

Dear Michael:

SCAN Health Plan appreciates the opportunity to continue to serve the health care needs of the Los Angeles County Employees Retirement Association (LACERA). We are excited to inform you, The Centers for Medicare and Medicaid Services (CMS), has once again awarded SCAN Health Plan a 4.5 Star rating for six consecutive years 2023, 2022, 2021, 2020, 2019 and 2018. We have also been awarded a 91%-member satisfaction source Medicare & You.

**Supplemental Benefits:**

SCAN Health Plan medical benefits are comprehensive and inclusive of value-added benefits:

- Independent Living Power Services, a program designed to assist retirees to stay out of nursing homes and keep their independence, as long as they can safely do so in the comfort of their home. The benefits are inclusive of a Personal Care Planner who performs assessments, routine telephonic calls to ensure care is being met and identify gaps in care, Personal Emergency Response device (like Life Alert), Caregiving, home delivered meals by Life Spring and/or Meals on Wheels, adult day care, custodial care, and respite care. Services are only available in California Los Angeles, Orange, Riverside, San Bernardino, and San Diego Counties.
- Routine transportation services. Unlimited rides; 75-mile max limit per each ride.
- Routine hearing coverage provided by TruHearing.
- Gym Fitness program designed exclusively for retirees.
- Generic drug discounts using our preferred pharmacy network (CVS, Rite-Aid, Costco, Vons, and more).
- Telehealth.
- Brain HQ, a brain fitness program application that strengthens the retirees mind through games that focus on attention, memory, brain speed, intelligence, navigation, and people skills exercises.
- SCAN Health tech, a technology support line that provides training and education on how to use a computer or tablet to access medical care, Brain HQ and/or information.
- Abridge: It helps retirees stay on top of their health with Abridge, a smartphone app that helps retirees remember their doctor's advice. Securely record the doctors' visits, and afterwards receive an interactive transcript of the medical parts of their conversation. Retirees can decide with their health professional what to record. If a family couldn't attend the visit, they can securely share a conversation to keep everyone on the same page. Abridge uses HIPAA-compliant servers and products to protect the retirees privacy and abides by HIPAA security principles to safeguard the retiree's data.
- Headspace: Mindfulness has been shown to help people stress less, increase focus, and sleep more soundly, and Headspace is a personal guide. With hundreds of exercises for meditation, sleep, focus, and movement, they'll help retirees start and end the day feeling like their best self.

- Caregiver Training: Virtual and in-person skill training and support for caregivers. The 4-week series is designed to fit into a busy schedule and is offered several times throughout the year.
- Home-Delivered Meals: up to 28 days of home delivered meals available to members with chronic conditions. Home-delivered meals help members maintain a nutritionally balanced lifestyle, recover after a hospital stay and provide a jump start to healthy eating for chronic conditions. Fully prepared meals delivered to the retiree's doorstep. Health specific menu options (nine health support menus, e.g., lower sodium, diabetic-friendly, etc.)

**What's New Effective July 1, 2023:**

- Nurse Advice Line available 24/7 days a week.
- Independent Living Power Services - Monthly allowance increase from \$650 to \$850



# Make your move with Apple Fitness+

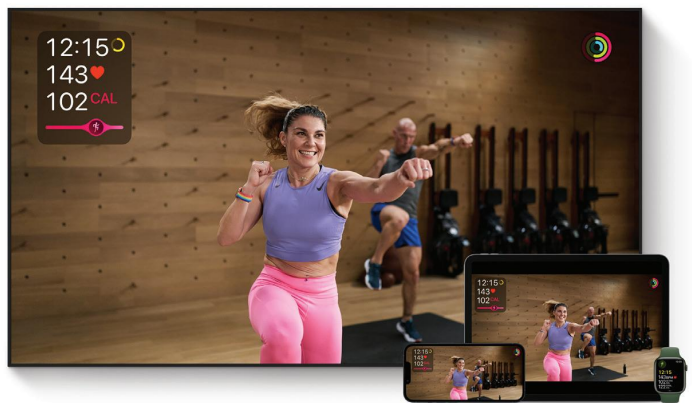
## Now included in your health plan

UnitedHealthcare is committed to providing a variety of health and wellness options, which is why we've added 12 months of Apple Fitness+ to your health plan—at no additional cost. Get ready for a different type of fitness experience with welcoming trainers who work hard to help bring out the best in you.

## The first fitness service powered by Apple Watch

Your journey to a healthier body and mind starts here. Apple Fitness+ brings to life real-time fitness metrics from Apple Watch to your iPhone, iPad and Apple TV—and helps keep you motivated with:

- 11 workout types, ranging from HIIT to core to yoga
- New workouts added every week, lasting from 5 to 45 minutes
- Handpicked music from your favorite artists to help keep you going
- A subscription that can be shared with up to 5 family members



## No additional cost

**A \$79.99 value\***

(Apple Watch required)

## Let's do this

Get started at [uhc.com/apple-fitness-plus](https://uhc.com/apple-fitness-plus)

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Apple Fitness+

\*\$9.99 per month for 12 months. Must be 13+ years of age and covered under applicable health plan.

Apple Fitness+ requires Apple Watch Series 3 or later with watchOS 7.2 or later and one of the following Apple devices: iPhone 6s or later with iOS 14.3 or later, iPad with iPadOS 14.3 or later, or Apple TV with tvOS 14.3 or later. Available to applicable UnitedHealthcare plans for fully insured customers who register for an account with Apple Fitness+. Subject to state legal and regulatory review.

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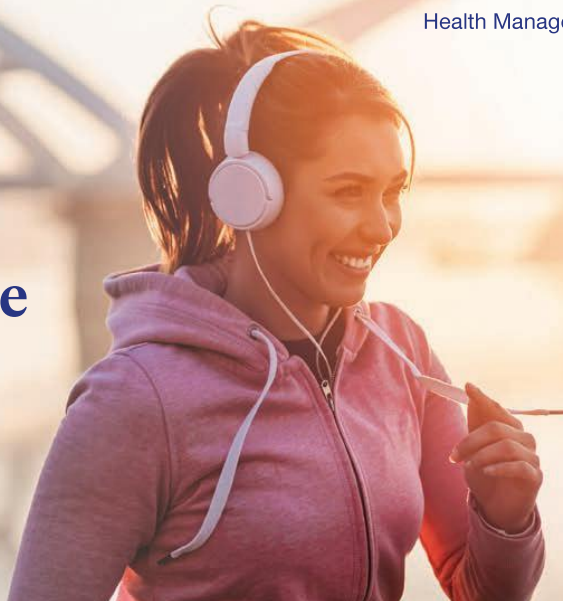
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Insurance coverage provided by or through UnitedHealthcare Insurance Company or its affiliates.

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## Stronger with the Peloton App



Your health plan benefits include a 1-year Peloton App Membership—available to you at no additional cost. Start your Membership today for access to thousands of live and on-demand fitness classes—from cardio and HIIT to strength training and yoga. Ready for a Peloton Bike, Bike+ or Tread? Get special pricing just for being a member.

### Your fitness, your way



#### Access thousands of fitness classes

There's something for nearly every fitness interest, ability and schedule — from 5-minute meditation to 60-minute outdoor running classes.



#### Get active anytime, anywhere

The App is available on any iOS or Android device, Apple TV, Fire TV, Roku TVs, and Chromecast and Android TV—and no fitness equipment is required.



#### Save on Peloton equipment

Eligible UnitedHealthcare members can purchase the Peloton Bike, Bike+ and Tread at \$100 off retail price. View details on [myuhc.com](https://myuhc.com)®.

### Get in on the App — a value of \$155

You and each covered family member can enjoy this benefit at no additional cost—just for being a UnitedHealthcare member.\*

## Get started

Sign in to [myuhc.com/peloton](https://myuhc.com/peloton) then go to **Coverage & Benefits** to get your access code

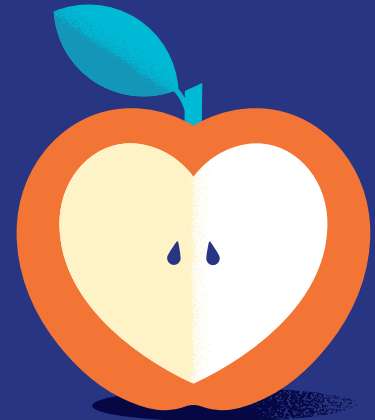
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United  
Healthcare





# Your journey to a healthier lifestyle begins here



## Welcome to Rally

Rally® is designed to help you take charge of your health by putting your benefits and resources in one place.

Hitting your goals can be fun with personalized recommendations, as well as missions and challenges that may help make getting healthier more enjoyable. Plus, you can earn rewards along the way.



### 1. Register and create your Rally profile

If you're a first-time user, create a username that's fun and memorable—but not your real name—and choose an avatar. If you're already a member, simply sign in.



### 2. Take the Health Survey

The Health Survey is designed to help you assess your overall health. You may use the results to help set your health goals.



### 3. Get personalized recommendations

Based on your Health Survey results, you'll receive personalized recommendations to help you live a healthier lifestyle—including well-being programs, everyday activities called missions and more.



### 4. Choose healthy activities to hit your goals

Take your pick of a wide variety of missions designed to help improve your fitness, diet and mood. Compete in challenges against friends or other members—or go for a personal best.



### 5. Get rewarded for healthy actions

Take healthy actions to achieve your goals and earn Rally Coins, which are redeemable for a variety of rewards.



### 6. Dive into communities

Interact with other members in a positive, friendly environment to get tips, motivation and support on everything from diet and fitness, to sleep, back pain and even relationships.



Visit [myuhc.com](https://myuhc.com)® > Health Resources > Rally

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RALLY®

Rally Health® provides health and well-being information and support as part of your health plan. It does not provide medical advice or other health services, and is not a substitute for your doctor's care. If you have specific health care needs, consult an appropriate health care professional. Participation in the health survey is voluntary. Your responses will be kept confidential in accordance with the law and will only be used to provide health and wellness recommendations or conduct other plan activities.

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## A flexible approach to fitness memberships



One Pass™ is a single membership that gives you access to a nationwide network of fitness locations.

### Here's how One Pass works

No matter what your fitness goals are, One Pass is designed with flexibility in mind to help meet your needs.



#### Choose the membership for your budget

There are several membership tiers to choose from—starting at just \$25 per month—so you can select the one that best fits your needs. You can even change tiers monthly.



#### Visit any fitness location within your membership tier

Enjoy multi-location access to gyms and studios anywhere in the country.



#### Create your fitness routine

Explore a variety of group classes and workouts that match your interests.

#### A Rally experience

One Pass is available to eligible members as part of your Rally® experience. Sign in to your [myuhc.com](https://myuhc.com)® account to access One Pass.

**Learn more**

Visit [uhc.com/joinonepass](https://uhc.com/joinonepass) and select the **One Pass** tile

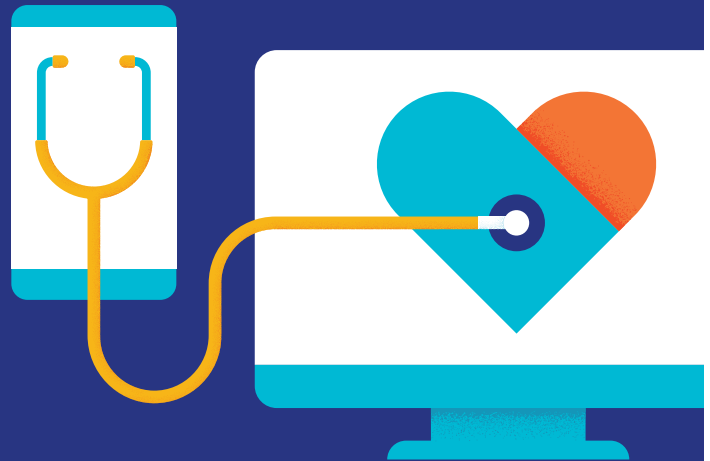
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Healthcare**

One Pass is a voluntary program. The information provided under this program is for general informational purposes only and is not intended to be nor should be construed as medical advice. Individuals should consult an appropriate health care professional before beginning any exercise program and/or to determine what may be right for them. Purchasing discounted gym and fitness studio memberships may have tax implications. Employers and individuals should consult an appropriate tax professional to determine if they have any tax obligations with respect to the purchase of these discounted memberships under this program.

Insurance coverage provided by or through UnitedHealthcare Insurance Company or its affiliates. Health plan coverage provided by or through UnitedHealthcare Insurance Company, UHC of California and UnitedHealthcare Benefits Plan of California. Administrative services provided by United Healthcare Services, Inc., OptumRx or OptumHealth Care Solutions, Inc. Behavioral health products are provided by U.S. Behavioral Health Plan, California (USBHPC).

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# Activate your myuhc.com account

Put your health plan at your fingertips

## Get the most out of your benefits

Your personalized website, **myuhc.com**<sup>®</sup>, features tools designed to help you:

- **Find, price and save on care**—you can save with Virtual Visits\* and other tools. You can save an average of 36%<sup>1</sup> when you compare costs for providers and services
- **Get care from anywhere** with Virtual Visits. A doctor can diagnose common conditions by phone or video 24/7
- **Understand your benefits** and the financial impact of care decisions
- **Find tailored recommendations** regarding providers, products and services. You can even generate an out-of-pocket estimate based on your specific health plan status
- **Access claim details**, plan balances and your health plan ID card quickly
- **Follow through on clinical recommendations** and access wellness programs
- **Order prescription refills**, get estimates and compare medication pricing\*\*
- **Check your plan balances**, access financial accounts and more



### Download the UnitedHealthcare<sup>®</sup> app

It's perfect for on-the-go access, help finding a nearby doctor and more.

\*Virtual Visits phone and video chat with a doctor are not an insurance product, health care provider or a health plan. Unless otherwise required, benefits are available only when services are delivered through a Designated Virtual Network Provider. Virtual Visits are not intended to address emergency or life threatening medical conditions and should not be used in those circumstances. Services may not be available at all times, or in all locations, or for all members. Check your benefit plan to determine if these services are available.

\*\*Available only for insured plans and self-funded plans with Optum Rx integrated pharmacy benefits.

continued

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Healthcare**

## Activation is quick

- 1** Go to [myuhc.com](https://myuhc.com) > Register Now
- 2** Fill out the required fields and create your username/password
- 3** Enter your contact information and security questions
- 4** Agree to the website's policies and be sure to opt-in for email updates. We promise you'll only see our name in your inbox with relevant news and wellness updates



Get started at [myuhc.com](https://myuhc.com)

United  
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<sup>1</sup> UnitedHealthcare Internal Claims Analysis, 2019.

All UnitedHealthcare members can access a cost estimate online or on the mobile app. None of the cost estimates are intended to be a guarantee of your costs or benefits. Your actual costs may vary. When accessing a cost estimate, please refer to the Website or Mobile application terms of use under Find Care & Costs section.

The UnitedHealthcare® app is available for download for iPhone® or Android®. iPhone is a registered trademark of Apple, Inc. Android is a registered trademark of Google LLC.

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## Summary of changes to Medicare and the impact to your medical plan:

### 2023 CMS In-Network Cost Sharing Limits

In 2023, CMS has modified Maximum Out-of-Pocket (MOOP) and increased the limit from \$7,500 to \$8,300. Beginning in 2023, MOOP will be broken out into 3 categories (modified from 2 currently):

- Lower- \$0 - \$3,650
- Intermediate- \$3,651 - \$6,000
- Mandatory- \$6,001- \$8,300

CMS has also adjusted service category limits within the Maximum Out-of-Pocket limits. *Please see the attached benefit summary for the cost sharing limits specific to your plan.*

## Current Plan Features of your Medical Plan

Your current MAPD plan includes the following additional benefits not covered by Medicare:

### UnitedHealthcare Healthy at Home

Designed to help members transition back home after an inpatient admission or a convalescent stay, this unique post-discharge support program delivers needed support, care, and measurable results to the members we serve. Our market leading program UnitedHealthcare Healthy at Home, provides a combination of Meal Delivery, Transportation, and In-Home Personal Care benefits to members in an easy-to-use comprehensive program:

- Our post-discharge meal delivery benefit administered through Mom's Meals, includes 2 meals per day for 2 weeks, for members following all inpatient or skilled nursing facility discharges when referred by a UnitedHealthcare advocate.
- Our post-discharge transportation benefit includes 12 rides to and from medically related appointments and pharmacies for our members, up to 30 days following inpatient or skilled nursing facility discharges when referred by a UnitedHealthcare advocate.
- Our in-home personal care benefit administered through our national partner CareLinx, and offered exclusively to UnitedHealthcare Group Medicare Advantage members, includes up to 6 hours of personal care post discharge. This may include grocery shopping, meal preparation, personal care, medication reminders and more.

### Renew Active

Our fitness benefit provides a free gym membership at a participating Renew Active location including access to many premium gyms and fitness locations — the largest of all Medicare fitness programs. It also allows members to bring a companion to the gym to assist in their workout, at no additional cost. Renew Active provides access to thousands of on-demand digital workout videos and live streaming

fitness classes, along with social activities at local health and wellness classes and events, and an online brain health program from AARP® Staying Sharp®.

#### **Member Rewards and Incentives**

Our Renew Rewards program motivates members to take action by rewarding the achievement of certain milestone activities. Renew Rewards is based on characteristics shown by research to be effective at providing timely “nudges” to improve member engagement and help retirees make healthy lifestyle choices. Members can receive merchant gift cards for completing an annual wellness visit, accepting a HouseCalls or completing certain eligible health care screenings.

#### **Personal Emergency Response System (PERS)**

Help is a button push away. The PERS device provides quick access to help in any emergency 24 hours a day and provides members the confidence and independence they need, while providing peace of mind to family members, friends, and caregivers.

#### **Virtual Medical and Behavioral Health Visits**

Virtual Medical and Behavioral Health Visits continue to be an important part of being able to provide your members care safely, conveniently, and efficiently. While the spike in virtual visits seen during 2020 has decreased, we are still seeing utilization above what we saw pre-COVID.

In 2023 and beyond, UnitedHealthcare will continue to promote Virtual Visits to improve accessibility for your members. Examples include greater access to behavioral health specialists, following up with members after medical events such as an emergency department visit, virtual house calls when an in-person visit is not appropriate. If desired, we can partner with clients on virtual visit education and registration strategies for retirees.

## **Additional benefit opportunities for the 2023 Medical Plan:**

**Our care for our members goes beyond providing medical and pharmacy benefits. We offer the following benefits and services that can be added to your UnitedHealthcare Group Medicare Advantage plan as a buy-up.**

#### **Standard Transportation Benefit**

The standard transportation benefit provides non-emergency ground transportation services nationally for medically related appointments and to the pharmacy, up to 24 one-way trips or 12 round trips per year, with a 50 mile limit each way.

#### **In-Home Personal Care through CareLinx**

This benefit provides in-home non-medical personal care to assist members with day-to-day tasks and assist with functional limitations such as meal prep, laundry, shopping, bathing, dressing, mobility, and respite/companionship. Care is offered in either 4-, 8-, 12- or 16-hour packages per month. Unused hours do not roll over.

#### **Rally Coach**

UnitedHealthcare has developed a retiree-driven solution that enables our members to age in place through a combination of digitally facing programs that address whole person health and combat social

isolation. As part of Rally Coach members have access to three unique programs that provide varying levels of online coaching and digital engagement designed to promote health and wellness; Wellness Coaching, Quit For Life® and Real Appeal®, including our CDC-accredited diabetes prevention program.

## Summary of changes to Medicare and the impact to your Rx plan

### 2023 CMS Cost Sharing Thresholds

In 2023, the CMS cost sharing thresholds or amounts members must pay for Part D have changed. The chart below lists the changes to the 2023 CMS cost sharing thresholds for your reference. *Please see the attached benefit summary that includes the specific Part D coverage for your plan.*

Benefit	2023	2022
<b>Deductible</b>	\$505	\$480
<b>Initial Coverage Limit</b>	\$4,660	\$4,430
<b>Standard Coverage Gap (your plan may have additional coverage)</b>	Generic Drugs – 75% coverage Brand Drugs – 70% manufacturer discount PLUS 5% plan coverage	Generic Drugs – 75% coverage Brand Drugs – 70% manufacturer discount PLUS 5% plan coverage
<b>Catastrophic Phase Begins</b>	\$7,400 TrOOP	\$7,050 TrOOP
<b>Standard Catastrophic Member Cost Share</b>	The greater of \$4.15 or 5% coinsurance for generic drugs The greater of \$10.35 or 5% coinsurance for brand name drugs	The greater of \$3.95 or 5% coinsurance for generic drugs The greater of \$9.85 or 5% coinsurance for brand name drugs
<b>Maximum copayments</b>		
<b>Tier 1 Generics</b>	\$15*	\$15*
<b>Tier 2 Preferred Brand</b>	\$47	\$47
<b>Tier 3 Non-Preferred Brand</b>	\$100	\$100
<b>Tier 4 Specialty Drugs</b>	\$100	\$100

\*CMS permits cost sharing up to \$20. However, UHC limits member cost sharing at \$15. Requests for Tier 1 cost shares above \$15 must be approved through our exception process.

## Current plan features of your Rx plan

### **Brand over Generic Approaches**

To maintain an affordable and sustainable Part D benefit, we may from time to time implement “brand over generic” strategies. While new generic products coming to market are often lower in price than their brand-name equivalents, this is not always the case: sometimes they cost more. Depending on market conditions, we may choose not to add certain new generic medications to our plan formulary until the generic drug’s price falls enough to become the lowest-net-cost product. In these instances, the brand-name medication will remain on the plan formulary at the same or better coverage tier for a period of time.

### **Authorized Generics (aka “Authorized Brand Alternatives”)**

Several manufacturers have recently launched authorized generics of brand drugs. Contrary to the name, authorized generics are brand drugs. To manage Part D plan cost, we may prefer the originator brand product over the authorized generic by either covering the authorized generic at a higher tier or not adding the authorized generic to the formulary.

## Clinical Program Transformation

We have redesigned and enhanced our support programs. Using advanced data and analytics, our new approach offers retirees highly personalized support and guidance to address their health concerns.

In addition to our traditional nurse-led telephonic programs, our enriched engagement programs include:

- Resources and interventions based on retiree preferences
- Digital tools—like remote monitoring for heart failure, diabetes or blood pressure— to better support caregivers and retirees at high or emerging risk
- Advanced approaches to manage chronic conditions, like diabetes and heart failure in a more robust and holistic way
- Improved methods to identify and engage retirees in their health

These changes will lead to improved clinical outcomes and reduced care costs and offer retirees an improved quality of care and life.

## Digital Experience

### **Retiree.uhc.com (formerly UHCRetiree.com)**

UnitedHealthcare continues to invest in our Medicare and Retirement member portals.

Group members continue to be able access the UHC member portal as soon as they receive their member ID card (prior to plan start date). This allows members to set-up their accounts right away including setting their preferences for e-deliver.

Our efforts to optimize our members' online digital experience continues, UHC has significant portal enhancements planned for 2023 and beyond that will help members manage care and utilize their plan. These include:

- Enhanced Login/Registration experience
- Benefits and coverage enhancements
- Ancillary Dental Accumulators
- Prior Year Medicare Accumulators
- Savings Center for Rx
- Enhanced Rx Management capabilities (cost savings/refill status)
- Enhanced rewards experiences (card management / step tracking)
- Mobile App enhancements

February 23, 2023

TO: Each Trustee  
Board Retirement  
Board of Investments

FROM: Santos H. Kreimann *SHK*  
Chief Executive Officer

FOR: March 1, 2023 Board of Retirement Meeting  
March 8, 2023 Board of Retirement Meeting

SUBJECT: **UPDATE LACERA'S ORDINANCE OF POSITIONS** – Retirement Benefits Specialist I, Retirement Benefits Specialist II, Senior Disability Retirement Specialist

## **RECOMMENDATIONS**

It is recommended that the Board approve an increase in the number of Retirement Benefit Specialist I (Item #1309) positions in the County of Los Angeles Salary Ordinance, Section 6.127.010 (Ordinance), by 17 positions, including submission to the Board of Supervisors (BOS) to provide operational flexibility to train staff.

It is recommended that the Board approve an increase in the number of Retirement Benefit Specialist II (Item #1310) positions in the County of Los Angeles Salary Ordinance, Section 6.127.010 (Ordinance), by 21 positions, including submission to the Board of Supervisors (BOS) to provide operational flexibility to train staff.

It is recommended that the Board approve an increase in the number of Senior Disability Retirement Specialist II (Item #1632) positions in the County of Los Angeles Salary Ordinance, Section 6.127.010 (Ordinance), by 3 positions, including submission to the Board of Supervisors (BOS) to provide operational flexibility to train staff.

The request is for ordinance positions only and funding for the position will be recommended as part of the budget and/or mid-year budget adjustment process.

## **DISCUSSION**

The Retirement Benefit Specialist (RBS) series (RBS I, RBS II, RBS III, and Sr. RBS) are critical positions that provide frontline and processing services to members. Staffing in the various units in Benefits and Member Services are determined based on historical trend data and projected future needs. If any of the various units does not have sufficient trained staff LACERA cannot meet its expected service levels leading to delays in processing member requests, high call wait times in the call centers and insufficient



capacity to offer enough appointments (virtual or in-person) in the Member Service Center, and a lack of our ability to provide enough webinars and in-person events. Staff shortages also leads to increased overtime costs and staff burnout as the remaining staff step in to fill the void.

It should also be noted that the RBS series is also often a feeder series for higher level positions in Disability Retirement Services and Quality Assurance. An additional result of not being able to keep the RBS positions in Benefits and Member Services fully staffed can lead to long term vacancies in these other divisions – especially Quality Assurance which requires highly trained and proficient staff that can only be produced through gaining work experience in the RBS series.

Therefore, this request is designed to create flexibility and an adequate pipeline of trainees to meet the needs of the Member Operations Group. The request is specifically aimed at increasing our ordinance. We will address any increases to our budget as part of annual or mid-year budgetary process.

### **Predicting Future Needs**

Each year, the management teams for the Member Operations Group review staffing needs. This involves both a data driven look at historical attrition trends combined with an intuitive predictive effort based on demographic data and staff comments shared about future plans. The team also considers what positions are likely to be available for promotion and what feeder positions are most likely to be successful in promoting. Using this data, along with insights based on past experiences, and the current vacancy rates the team determines how many new RBS I we will need to hire. At times this projected need exceeds the number of Ordinance and budgeted positions.

Based on historical data the average attrition rate for the RBS series (Retirement Benefits Specialist II, Retirement Benefits Specialist III, Senior Retirement Benefits Specialist) we are estimating annual attrition at approximately 5.4%.

### **Filling the Predicted Needs**

To prepare for this, LACERA will hire more RBS I's in the training program to be promoted to RBS II's in one year, than is needed to fill current vacancies. Specifically, LACERA will hire 32 RBS I for 2023 training class and expects those same 32 individuals to onboard as permanent RBS IIs in April 2024. During this time frame, LACERA anticipates four additional vacancies due to attrition, for 21 total RBS II vacancies. The number of current and anticipated RBS II vacancies is insufficient to hire the 32 Trainees.

In order to allow for the necessary flexibility to keep staffing consistent, LACERA will need to seek changes to the number of Ordinance positions for both the RBS I and RBS II positions as discussed below.

## Requested Changes

Before we discuss the requested changes here is a summary of our current Ordinance and budgeted positions.

### Retirement Benefits Specialist I and II as of February 1, 2023

<u>Item Number</u>	<u>Position Title</u>	<u>Ordinance</u>	<u>Budgeted</u>	<u>Vacant</u>
1309	Retirement Benefits Specialist I, LACERA	18	0	n/a
1310	Retirement Benefits Specialist II, LACERA	79	85	17

We are requesting the following:

### Summary of Request

<u>Item Number</u>	<u>Position Title</u>	<u>Ordinance</u>	<u>Request</u>	<u>Total</u>
1309	Retirement Benefits Specialist I, LACERA	18	17	35
1310	Retirement Benefits Specialist II, LACERA	79	21	100

The changes we are requesting are all in the Ordinance position numbers. We will address the budget later in this memo.

### Retirement Benefits Specialist I

The Retirement Benefits Specialist I (RBS I) classification is used as the entry point to the Retirement Benefits Specialist series. RBS I's are hired as temporary staff members to participate in a one-year Core Benefits Training (CBT) program. Once the RBS I's successfully complete the training program, they are hired as Retirement Benefits Specialist II's and are placed in the Member Services (MS) or Benefits Division.

There are currently 18 RBS I and 79 RBS II positions approved in the Ordinance. The addition of 17 RBS I positions (for a total of 35 positions) and 21 RBS II positions (for a total of 100 positions) gives LACERA the ability to train and onboard a sufficient number of staff to ensure a consistent level of service to our members.

The additional Ordinance positions are required due to the way in which RBS I positions are funded. The RBS I positions are not budgeted; RBS I staff members are assigned to vacant RBS II positions and are paid via salary savings. Assigning RBS I staff members to RBS II positions prevents hiring more RBS I's than can be promoted to RBS IIs.

This practice limits the number of CBT participants to the number of vacant RBS IIs at the time the training program starts.

Increasing the number of RBS I positions in the Ordinance allows more participants in the CBT program. Having additional positions in the Ordinance allows LACERA's management the flexibility to hire more Trainees at one time, to meet forecasted staffing needs, and to ensure a more consistent member experience. The intent of this request is to maintain a consistent, fully trained staffing level at the currently authorized budget (zero vacancy rate) for staff directly serving members.

There are currently 17 RBS I positions in the Ordinance available for Member Services and Benefits to use. There is currently one RBS I position available in the Ordinance for RHC to use. All 18 positions are vacant. This number of vacancies is insufficient to meet current needs. Management requests to hire 32 RBS I's to participate in the training classes – six in RHC and 26 between Member Services and Benefits. Therefore, a minimum of 14 RBS I positions need to be added to the Ordinance. LACERA is requesting to add 17 RBS I positions, for a total of 35 RBS I positions to allow for flexibility in the future.

#### Retirement Benefit Specialist II

Ideally, our forecasting described earlier and the natural attrition that occurs during a training class would be addressed by the RBS I staff in training creating a smooth pipeline to fill vacancies. However, there is a risk that we may be off in our predicted vacancies. In this case, we would have trained RBS I staff, but no RBS II Ordinance positions available. Increasing the number of RBS II Ordinance positions would allow us to have reasonable flexibility if this situation were to occur. In the event, we exceeded the number of RBS I we need to fill RBS II vacancies, we would pause future CBT program activity until we saw the natural attrition catch up to the available trained RBS II from the last CBT program.

Additionally, the number of budgeted RBS II positions exceeds the number of positions in the Ordinance. There are currently 79 RBS II positions in the Ordinance and 85 RBS II positions in the Budget. The Human Resources and Budget teams could not pinpoint when this mismatch occurred, but it pre-dates 2015. Historically, the mismatch has not caused a problem since LACERA had vacancies in the classification. As we fill the vacancies, the number of budgeted and Ordinance positions need to match.

To match the number of budgeted positions, account for anticipated attrition, and permanently hire all 32 Trainees, LACERA is requesting to increase the number of RBS II positions in the Ordinance from 79 to 100.

#### Senior Disability Retirement Specialist

The Disability Retirement Services (DRS) Division is requesting three additional Senior Disability Retirement Specialist positions in the 2023-2024 Budget Request to address the current and anticipated workload. Should this request be approved, the current

number of positions in the Ordinance will need to increase from 22 to 25. This request is being made ahead of the Budget approval process because Ordinance changes routinely take six months to complete. If the Boards do not approve the additional positions in the 2023-2024 Budget, they will not be filled even if the additional positions are added to the Ordinance. In support of the need in DRS, the Executive Team reprioritized the Senior Disability Retirement Specialist examination from Tier 3 to Tier 1.

## **BUDGET IMPACT**

There are no currently Budgeted RBS I positions. By hiring 32 Trainees LACERA will “overhire” – fill more positions than listed in the budget. However, RBS I positions are filled with County Temporary employees. Since these positions are not being filled with permanent staff, regular permanent funding is not required to hire eligible candidates this year. The funding for 32 RBS I staff members from March 2023 through June 2023 is estimated at \$650,000. This can be funded with salary savings as staff attrition will continue over the course of the fiscal year. This action will ensure LACERA maintains the current authorized staffing levels for staff directly serving members.

The RBS II positions will be filled in April 2024, when the current class of RBS I Trainees are hired permanently. The funding for 11 RBS II (32 Trainees – 21 anticipated vacancies) staff members from April 2024 through June 2024 is currently estimated at \$270,000. If this cannot be funded via salary savings, LACERA will make a mid-year request to fund the full or remaining portion of the cost.

The Senior Disability Retirement Specialist funding request is included in the 2023-2024 Budget. There is no fiscal year 2022–2023-year budget impact. The request to increase the number of positions in the ordinance is being made ahead of the budget request to facilitate administrative processing. Ordinance change requests routinely take six months to be approved and implemented.

## **IMPLEMENTATION**

Under Article XVI, Section 17 of the California Constitution, the Board of Retirement and Board of Investments have plenary authority and exclusive fiduciary responsibility for the administration of LACERA in the paramount interest of providing benefits to members and their beneficiaries. Government Code Section 31522.1 authorizes the LACERA Boards to “appoint such administrative, technical, and clerical staff personnel as are required to accomplish the necessary work” of the Boards, and further provides such personnel “shall be county employees and shall be subject to the county civil service or merit system rules and shall be included in the salary ordinance or resolution adopted by the boards of supervisors for the compensation of county officers and employees.” Ensuring adequate staff to perform LACERA’s member service functions is a high organizational priority to enable the fund its fiduciary duty to provide benefits to members and their beneficiaries. For the reasons stated above, staff recommends that the Boards

find the additional ordinance positions to be required to provide adequate service to members in furtherance of LACERA's fiduciary duty.

The proposed change to LACERA's Ordinance will need to be added Title 6 – Salaries, Section 6.127.010 Positions in the Los Angeles County Code. Therefore, upon your approval, LACERA's Human Resources will work with LACERA's Legal Office to prepare and forward the information to the Los Angeles County Board of Supervisors to make the changes to LACERA's portion of the County Code.

## **RECOMMENDATIONS**

Therefore, it is recommended that the Board approve an increase in the number of Retirement Benefit Specialist I (Item #1309) positions in the County of Los Angeles Salary Ordinance, Section 6.127.010 (Ordinance), by 17 positions, including submission to the Board of Supervisors (BOS) to provide operational flexibility to train staff.

It is recommended that the Board approve an increase in the number of Retirement Benefit Specialist II (Item #1310) positions in the County of Los Angeles Salary Ordinance, Section 6.127.010 (Ordinance), by 21 positions including submission to the Board of Supervisors (BOS) to provide operational flexibility to train staff.

It is recommended that the Board approve an increase in the number of Senior Disability Retirement Specialist II (Item #1632) positions in the County of Los Angeles Salary Ordinance, Section 6.127.010 (Ordinance), by 3 positions, including submission to the Board of Supervisors (BOS) to provide operational flexibility to train staff.

The request is for ordinance positions only and funding for the position will be recommended as part of the budget and/or mid-year budget adjustment process.

CN:AC:ac

cc: Luis Lugo  
Laura Guglielmo  
JJ Popowich  
Steven P. Rice  
Carly Ntoya

February 23, 2023

TO: Each Trustee  
Board of Retirement

FROM: Santos H. Kreimann *SHK*  
Chief Executive Officer

FOR: March 1, 2023 Board of Retirement Meeting

SUBJECT: **Board Officers—Seniority List**

## RECOMMENDATION

That the Board of Retirement consider whether—

1. To restore the seniority of Les Robbins on the seniority list for Chair and Shawn R. Kehoe on the seniority list for Secretary; and/or
2. Provide direction to staff to revise the Board Officer Rotation Policy to allow for exemptions for seniority to be reset to zero.

## LEGAL AUTHORITY

The [Board of Retirement \(BOR\) Board Officer Rotation Policy](#) provides that in the event of a vacancy in the office of Chair, Vice Chair, or Secretary, the seniority list for that board officer position will be used to determine which trustee is eligible to serve out the remaining term of office as a successor. The BOR shall vote to ratify the filling of such vacancy at the next meeting following the vacancy. A trustee who opts to serve out the remaining term of office resulting from a vacancy shall not have his or her seniority reset to zero, and if eligible, may serve as an officer in this position the following year.

## DISCUSSION

At its meeting on February 1, 2023, the BOR ratified a revised slate of board officers who will serve their term in the 2023 calendar year:

- Chair: Shawn R. Kehoe
- Vice Chair: Alan J. Bernstein
- Secretary: Vivian H. Gray

The revised slate of board officers was the result of Trustee Les Robbins resigning from his position as Chair effective January 23, 2023. Shawn R. Kehoe was next in line of seniority on the Chair seniority list and opted to serve as successor to Trustee Robbins. Accordingly, Trustee Kehoe vacated his position as Secretary to serve as Chair, and Trustee Gray opted to serve as successor to Trustee Kehoe as Secretary. Trustee Kehoe and Trustee Gray's new positions were ratified by the Board of Retirement at its February 1, 2023 meeting. Trustee Robbins and Trustee Kehoe had just held their

original positions since they were ratified at the January 4, 2023 meeting, or a total of only 27 days.

Trustee Ginsberg and Trustee Santos requested staff to agendaize for consideration on restoring Trustee Robbins and Trustee Kehoe's seniority on the seniority lists for Chair and Secretary, respectively.

Seniority List: Chair

Before the first regular meeting on January 4, 2023, trustee Robbins opted to serve as Chair and was on the slate of board officers ratified at that meeting. Therefore, his seniority on the seniority list for Chair reset to zero. By opting to serve as a successor in the office of Chair due to a vacancy, Trustee Kehoe maintains his seniority on this list.

Seniority List: Secretary

Before the first regular meeting on January 4, 2023, Trustee Kehoe opted to serve as Secretary and was on the slate of board officers ratified at that meeting. Therefore, his seniority on the seniority list for Secretary reset to zero.

The BOR Rotation Policy provides that a Trustee's seniority is reset to zero once they opt to serve as a Board Officer. Currently, the Policy does not specify any circumstances under which seniority may be retained or restored after opting to serve as a Board Officer.

**IT IS THEREFORE RECOMMENDED THAT THE BOARD** consider whether—

1. To restore the seniority of Les Robbins on the seniority list for Chair and Shawn R. Kehoe on the seniority list for Secretary; and/or
2. Provide direction to staff to revise the Board Officer Rotation Policy to allow for exemptions for seniority to be reset to zero.

Attachments

cc: Luis Lugo  
JJ Popowich  
Laura Guglielmo  
Steven P. Rice  
Bonnie Nolley

## BOARD OF RETIREMENT SENIORITY LIST

## CHAIR

Trustee Name	Priority Date*	Seniority
Shawn R. Kehoe	01/01/2011	12 Years
Vivian H. Gray	01/01/2013	10 Years
Ronald Okum	07/13/2015	7 Years, 6 Months
JP Harris	01/01/2008	7 Years, 3 Months
Herman B. Santos	09/14/2017	5 Years, 3 Months
Keith Knox, Ex-Officio	07/13/2019	3 Years, 5 Months
Alan J. Bernstein	01/01/2022	2 Year
Antonio Sanchez	01/01/22	1 Year
Elizabeth Greenwood	12/01/2022	1 Month
Jason Green	01/01/2023	0 Years
Les Robbins	01/01/2023	0 Years

## VICE CHAIR

Trustee Name	Priority Date*	Seniority
Les Robbins	11/01/1997	22 Years, 2 Months
Ronald Okum	07/13/2015	7 Years, 6 Months
JP Harris	01/01/2008	7 Years, 3 Months
Herman B. Santos	09/14/2017	5 Years, 3 Months
Keith Knox, Ex-Officio	07/13/2019	3 Years, 5 Months
Vivian H. Gray	01/01/2022	2 Year
Antonio Sanchez	01/01/2022	1 Year
Elizabeth Greenwood	12/01/2022	1 Month
Shawn R. Kehoe	01/01/2011	1 Year
Jason Green	01/01/2023	0 Years
Alan J. Bernstein	01/01/2023	0 Years

## SECRETARY

Trustee Name	Priority Date*	Seniority
Les Robbins	11/01/1997	22 Years, 2 Months
Vivian H. Gray	01/01/2013	10 Years
Ronald Okum	07/13/2015	7 Years, 6 Months
JP Harris	01/01/2008	7 Years, 3 Months
Herman B. Santos	09/14/2017	5 Years, 3 Months
Keith Knox, Ex-Officio	07/13/2019	3 Years, 5 Months
Antonio Sanchez	01/01/2022	1 Year
Elizabeth Greenwood	12/01/2022	1 Month
Alan J. Bernstein	02/01/2011	1 Year
Jason Green	01/01/2023	0 Years
Shawn R. Kehoe	01/01/2023	0 Years

\*Priority Date reflects the first term date of the Trustee on the Board as of January 2023.

2022 Officers have been placed at the end of the list and the priority date reset to one year of service.



## **BOARD OF RETIREMENT BOARD OFFICER ROTATION POLICY**

### **PURPOSE**

The Board of Retirement (BOR) has three officers who provide leadership and facilitate the operations of the board as provided by the BOR Charter: Chair, Vice Chair, and Secretary. The BOR Regulations provide that each January the BOR shall elect a trustee to serve as an officer in each of these positions for a term of one year. This policy replaces the process of electing board officers by prescribing a seniority-based system to select board officers each January.

### **AUTHORITY**

Pursuant to Article XVI, Section 17 of the California Constitution, the BOR has plenary authority and exclusive fiduciary responsibility for the administration of the system. As such, the BOR may make administrative policies related to the governance of its board operations.

### **DEFINITIONS**

“Appointed” means appointed by the Board of Supervisors.

“Board Officer” means Chair, Vice Chair, or Secretary.

“Elected” means elected by the general, safety, or retired members of LACERA.

“Ex officio” means the Treasurer and Tax Collector.

“Opt out” means a trustee’s choice to not commence service as a board officer when eligible based on seniority.

“Seniority” means a trustee’s total accumulated service.

“Seniority list” means a list of appointed, elected, and ex officio trustees ordered by seniority from highest to lowest in each trustee’s years of service. In case of a tie for years of service between trustees, the trustee who has served fewer times in the board officer position for which the seniority list is promulgated shall be higher in position on the list.

“Service” means the trustee’s service while in office as a member of the BOR and includes all combinations of service in his or her capacity as an appointed, elected, or ex officio trustee, including interim ex officio service. Service for an appointed trustee includes the one year between consecutive appointments during which the trustee is not in service to the BOR. Service for an appointed trustee does not include the time he or she remains on the BOR after the expiration of his or her term because his or her successor has not

been appointed in time to take office in January. Service for an elected trustee does not include any breaks in elected service on the BOR.

## **STATEMENT OF POLICY**

### Seniority List

For each board officer position of Chair, Vice Chair, and Secretary, a separate seniority list shall be maintained.

The seniority list shall also include the alternate seventh and alternate retired trustees but not the alternate ex officio trustee.

### Board Officer Selection

With reasonable and sufficient time before the first regular meeting in January, the Executive Board Assistant shall verify the seniority of each trustee on the list for each board officer position who would be in office during the calendar year commencing in January and ascertain in order of seniority which trustee opts to serve as a board officer for the upcoming year. There is no minimum service requirement for eligibility to serve as a board officer. A trustee may serve in only one board officer position during any year.

At the first regular meeting in January, the BOR shall hold a vote to ratify the slate of board officers determined by the Executive Board Assistant under this policy.

An appointed trustee whose term of service has ended but remains on the BOR because his or her successor has not been appointed in time to take office in January is not eligible to serve as a board officer.

A trustee who opts to serve as a board officer shall have his or her seniority reset to zero and begin accruing seniority anew.

Although the alternate seventh and alternate retired trustees may serve as board officers, they shall not vote on board matters unless their voting rights are invoked under the County Employees Retirement Law of 1937.

### Opting Out

A trustee who is eligible to commence service as a board officer based on seniority may opt out of serving without loss of seniority. There is no limit to the number of times a trustee may opt out. A trustee who has seniority in more than one officer position and opts to serve in one position shall not be considered as having opted out of serving in the other position.

### Vacancy

In the event of a vacancy in the office of Chair, Vice Chair, or Secretary, the seniority list for that board officer position will be used to determine which trustee is eligible to serve out the remaining term of office as a successor. The BOR shall vote to ratify the filling of

such vacancy at the next meeting following the vacancy. A trustee who opts to serve out the remaining term of office resulting from a vacancy shall not have his or her seniority reset to zero and, if eligible, may serve as an officer in this position the following year.

Adopted: November 3, 2021

February 15, 2023

TO: Each Trustee  
Board of Retirement  
Board of Investments

FROM: Carly Ntoya, Ph.D.  
Director, Human Resources

FOR: March 1, 2023 Board of Retirement Meeting  
March 8, 2023 Board of Investments Meeting

SUBJECT: Chief Executive Officer Compensation and Benefits – Transportation Allowance

### **RECOMMENDATION**

The Board of Retirement and the Board of Investments approve a \$600 per month Transportation Allowance for Chief Executive Officer, Santos H. Kreimann, effective July 1, 2021.

### **LEGAL AUTHORITY**

Los Angeles County Salary Ordinance Section 6.127.030 B

1. Compensation and Benefits. Notwithstanding any other provision of Title 6 of this code, the salary and benefits for any person designated to act as retirement administrator pursuant to Section 6.127.020 may be determined by written agreement between the boards of retirement and investments and such designated person. In the event of any inconsistency between the provision of Title 6 of this code and any such written agreement, the provisions of the written agreement shall control.

The Brown Act provides in Government Code Section 54953(c) (3) that action on senior executive compensation must be taken in open session and that a summary of the terms of the compensation, including benefits, must be orally announced before final action is taken.

### **DISCUSSION**

Previous employment contracts between LACERA's Boards and the Chief Executive Officer have specified the dollar amount to be paid to the Chief Executive Officer as a transportation allowance or vehicle allowance. Mr. Kreimann's employment contract does not specify a monthly allowance amount but rather provides that an allowance

## Transportation Allowance

February 15, 2023

Page 2

alternatively to a LACERA vehicle will be “separately negotiated.” LACERA Human Resources documents indicated that since at least 2011, LACERA has paid a \$600 per month transportation or vehicle allowance. Therefore, this request is made to document the Board's approval of a \$600 per month allowance for Mr. Kreimann.

A LACERA leased vehicle was issued to Mr. Kreimann on January 2, 2020. Mr. Kreimann used the vehicle for 18 months and returned the vehicle on June 30, 2021. Per his employment contract Mr. Kreimann should have been paid a transportation allowance effective July 1, 2021 in lieu of using the LACERA vehicle.


The Board's decision will be documented and implemented by staff. Mr. Kreimann will acknowledge the Board's decision by way of a counter-signed memorandum.

CN:cn

**FOR INFORMATION ONLY**

February 14, 2023

TO: Each Trustee  
Board of Retirement

FROM: Francis J. Boyd   
Senior Staff Counsel

FOR: March 1, 2023, Board of Retirement Meeting

**SUBJECT: DISABILITY-RETIREMENT APPLICATION AMENDMENT - EARLIER  
EFFECTIVE DATE**

**INTRODUCTION**

Previously, a November 28, 2022, memorandum advised the Board of Retirement that Disability Retirement Services was changing its process for presenting disability-retirement applications when, after being evaluated by the Board's panel physician, the member requested to amend the application to include an earlier-effective date for his or her disability retirement. These changes were implemented to comply with Article VII, Section 2 of the Board of Retirement's Regulations. A copy of this memorandum is attached.

Since December 1, 2022, these post-evaluation amendment requests have been placed on the nonconsent agenda with a supporting memo from legal counsel advising whether the member demonstrated good cause to amend the application to include a request for an earlier-effective date. When the application is called, the Board has been instructed to first make a good-cause finding on the request to amend the application and then make a finding to grant or deny the benefit. Upon further review, it has been determined that this two-step process is unnecessary when legal counsel advises that good cause has been shown to amend the application. As explained below, Disability Retirement Services will only place these applications on the nonconsent agenda when the evidence fails to establish good cause to amend the application. This change is effective March 1, 2023.

**CHANGE IN PROCESS**

In cases where the applicant requests to amend the application to include an earlier-effective date after being evaluated by the Board's panel physician, a legal recommendation will be included in the Board Packet advising whether the member has shown good cause to amend the application. When good cause has been shown, the application will be placed on the consent agenda, and the "other" box under Staff's

Board of Retirement

Re: Disability-Retirement Application Amendment - Earlier Effective Date

February 14, 2023

Page 2

Recommendation on the Disability Retirement Evaluation Summary will be checked with the following recommendation:

Applicant has demonstrated good cause to amend the application to include an earlier-effective date.

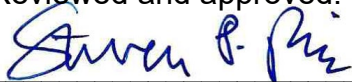
Any Board Trustee who disagrees with this recommendation may pull the case for discussion during closed session.

When staff determines that an applicant has not demonstrated good cause to amend the application to include the earlier effective date, the application will be placed on the nonconsent agenda, and the "other" box under Staff Recommendation on the Disability Retirement Evaluation Summary will state:

Applicant has not demonstrated good cause to amend the application to include an earlier-effective date.

This change in process should allow applications to be processed in a more efficient manner and comply with the Board's regulations.

Reviewed and approved.

A handwritten signature in blue ink, appearing to read "Steven P. Rice", is written over a horizontal line.

Steven P. Rice, Chief Counsel


FJB

Attachment

**FOR INFORMATION ONLY**

November 28, 2022

TO: Each Trustee  
Board of Retirement

FROM: Francis J. Boyd   
Senior Staff Counsel

FOR: December 7, 2022, Board of Retirement Meeting

**SUBJECT: DISABILITY RETIREMENT APPLICATION AMENDMENT—EARLIER  
EFFECTIVE DATE**

**INTRODUCTION**

Government Code section 31724 allows a member to receive a disability retirement effective date earlier than the application date if the member was unable to ascertain the permanency of his or her incapacity on the date following the day the member last received regular compensation.

At the request of the Board of Retirement, staff has over the years (since approximately 2013) provided an analysis of the evidence as to whether the member was able to ascertain the permanency of his or her incapacity on the day following the last date of regular compensation, regardless of whether the member requested the earlier effective date on the application. And the Board has granted or denied the benefit based on staff's recommendation. However, this practice does not comport with Article VII Sections 2(b) and (c) of the Board of Retirement Regulations, which require that the member amend the application before the Board can decide eligibility for the benefit.

As described below, staff will now reach out to members who are potentially eligible for the earlier effective date, explain the benefit, and ask whether they wish to amend their application to request an earlier effective date before bringing the application to the Board for a decision.

**LAW****A. Government Code section 31724—Option of an Earlier Effective Date**

Under Government Code section 31724, the date the member files the disability-retirement application is the disability retirement effective date; however, a member is entitled to an earlier effective date on the day after the member last received regular compensation “[w]hen it has been demonstrated to the satisfaction of the board that the



filing of the member's application was delayed by administrative oversight or by inability to ascertain the permanency of the member's incapacity until after the date following the day for which the member last received regular compensation . . ." However, under no circumstances can the disability-retirement effective date be earlier than the date following the last day of regular compensation.

**B. The purpose of the County Employees Retirement Law of 1937 is to provide for retirement of members "without inflicting a hardship" upon them.**

Section 31451 states the purpose of the County Employees Retirement Law of 1937 (CERL) in the following manner:

The purpose of this chapter is to recognize a public obligation to county and district employees who become incapacitated by age or long service in public employment and its accompanying physical disabilities by making provision for retirement compensation and death benefit as additional elements of compensation for future services and to provide a means by which public employees who become incapacitated may be replaced by more capable employees to the betterment of the public service **without prejudice and without inflicting a hardship upon the employees removed.** (Emphasis added.)

**C. Board of Retirement's Regulations are Binding Law**

The California Legislature granted to public retirement agencies, the authority to create regulations consistent with the statutes of the Government Code. Regulations become effective when adopted by the County Board of Supervisors.<sup>1</sup>

Adopted Regulations pursuant to Government Code section 31525 have the force of law and are binding until abrogated and cannot be modified except in the manner prescribed by the statute.<sup>2</sup>

**D. Board of Retirement Regulations, Article VII Section 2**

**2. Effective Date of Disability Retirement Allowance**

(a) The effective date of a disability retirement allowance shall be established pursuant to Government Code section 31724.

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<sup>1</sup> Government Code section 31525.

<sup>2</sup> *Wilson v. Civil Service Com.* (1964) 224 Cal.App.2d 340, 344-345; *Globe v. County of Los Angeles* (1958) 163 Cal.App.2d 595, 598; *Viner v. Civil Service Com.* 59 (1943) Cal.App.2d 458, 465.

(b) The applicant may apply to have the disability retirement allowance become effective earlier than the date the application is filed upon a showing the application was delayed due to administrative oversight or by the inability to determine the permanency of the disability until after the date following the last day for which the applicant received regular compensation, by completing the applicable section of the Application for Disability Retirement form. **The failure of the applicant to apply for an earlier effective date at the time the application is filed shall constitute a waiver of the right to apply for an earlier effective date.**

(c) Notwithstanding subsection (b) of this Section 2, **the application may be amended, without cause, to seek an earlier effective date, provided the amended application is filed prior to the date the applicant is referred to a Board-appointed physician for a medical examination. Thereafter, an amended application shall not be permitted unless so ordered by the Board upon a showing of good cause.** (Emphasis added.)

#### **E. Good Cause**

When a statute does not define good cause, it is “‘equated to a good reason for a party’s failure to perform that specific requirement for which he has been excused.’”<sup>3</sup>

#### **F. Section III of LACERA’s Disability-Retirement Application**

Section III of LACERA’s disability-retirement application asks members if they intend to request an earlier effective date for their disability retirement. Section III also contains the following warning:

Warning: Failure to complete this section will constitute the waiver of the right to application for an earlier effective date unless 1) you amend your application prior to the date you are referred to a LACERA-appointed physician for an examination, or 2) you amend this application at a later date by showing good cause for an amendment in accordance with Article VIII, 2(c) of the Bylaws of the Board of Retirement.<sup>4</sup> Please initial your acknowledgement of this warning.

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<sup>3</sup> *Katz v. Campbell Union High School Dist.* (2006) 144 Cal.App.4th 1024, 1036.

<sup>4</sup> Upon approval of the Board of Supervisors on May 5, 2015, the Board of Retirement Bylaws were incorporated into the Board of Retirement Regulations. Article III Section 2 of Bylaws referred to on the application is now Article VII Section 2 of the Board of Retirement Regulations.

## DISCUSSION

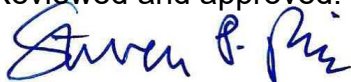
As noted above, the Board of Retirement has been granting disability-retirement benefits with an earlier effective date under Section 31724 based on staff's recommendation in circumstances where the member has not requested the benefit on the application. Though this practice follows CERL's stated purpose of avoiding hardship on entitled members by providing a continuous stream of uninterrupted income following the day the member last received regular compensation, the practice of granting a benefit not requested on the application runs contrary to Article VII Section 2 of the Board's Regulations. To avoid this conflict, Disability Retirement staff, from now on, will reach out to members who both failed to request an earlier-effective date on their application *and* whose last day of regular compensation predates their application. Staff will explain to these members the benefits of an earlier effective date and confirm whether they want to amend their application to request the additional benefit. This conversation will take place before the member is referred to a Board-appointed physician so that there will be no need for the Board make a finding of good cause if the member chooses to amend the application.

However, there are several outstanding cases where members have already been evaluated by the Board-appointed physician. For these cases, Article VII section 2(c) of the Regulations require the Board to determine whether there is good cause to amend the application to include a request for an earlier effective date. Staff is placing these cases on the Board's nonconsent agenda with a legal recommendation so that the Board can first determine whether there is good cause to amend the application and then grant or deny the benefit based on its findings.

## CONCLUSION

The above-described changes were made immediately upon the discovery that Disability Retirement Services' (DRS) process contradicted the Board of Retirement's Regulations. These changes efficiently square DRS' process and the Board's actions with the current Regulations and provide eligible members with the appropriate benefits.

Reviewed and approved.

A handwritten signature in blue ink, appearing to read "Steven P. Rice", is written over a horizontal line.

Steven P. Rice, Chief Counsel

**FOR INFORMATION ONLY**

February 17, 2023

TO: Each Trustee  
Board of Retirement

FROM: Ricki Contreras, Division Manager  
Disability Retirement Services

FOR: March 1, 2023, Board of Retirement Meeting

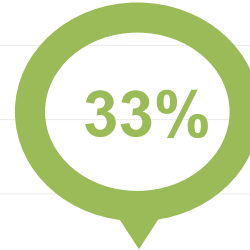
SUBJECT: **Application Processing Time Snapshot Reports**

The following chart shows the total processing time from receipt of the application to the first Board action for all cases on the March 1, 2023, Disability Retirement Applications Agenda.

<b>Consent &amp; Non-Consent Calendar</b>	
Number of Applications	55
Average Processing Time (in Months)	15.36
<b>Revised/Held Over Calendar</b>	
Number of Applications	1
Processing Time Per Case (in Months)	Case 1 14
Total Average Processing Time All <u>56</u> <b>Cases</b> on Agenda	15.38

# DISABILITY RETIREMENT SERVICES

## Application Processing Time

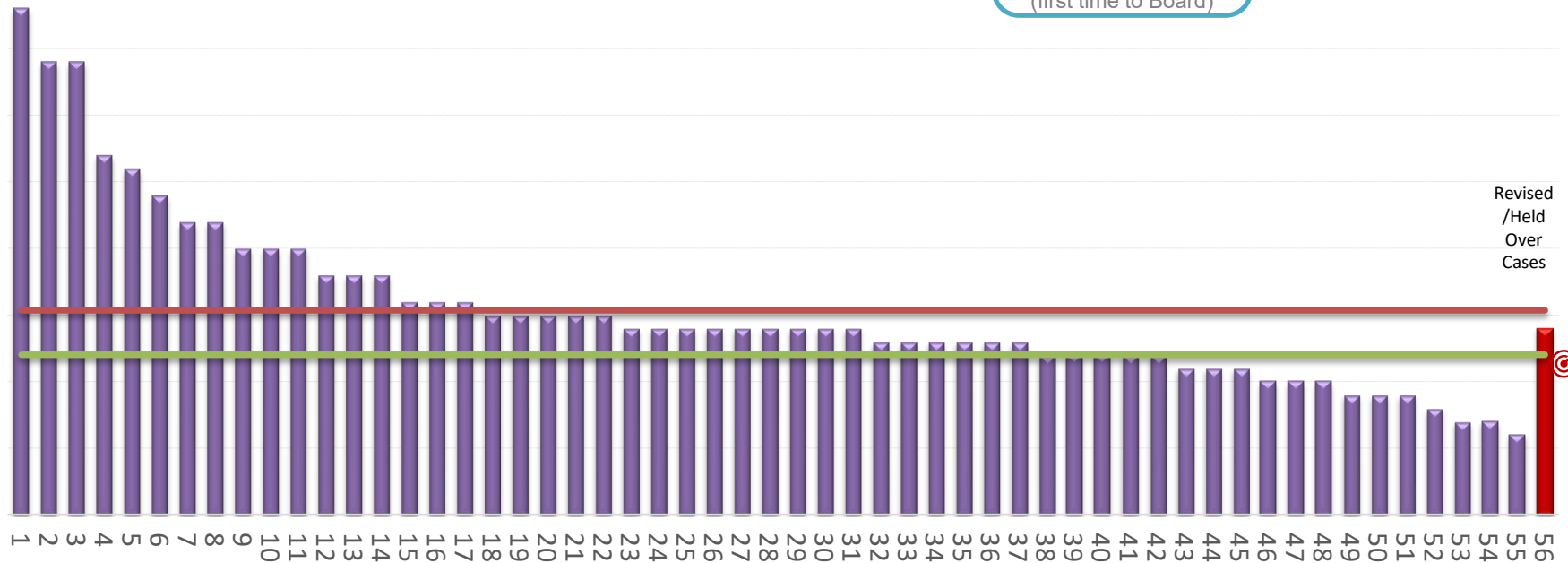


Total Cases  
on Agenda

Processed in  
12 months  
or less

Average  
Processing  
in months  
(first time to Board)

MONTHS

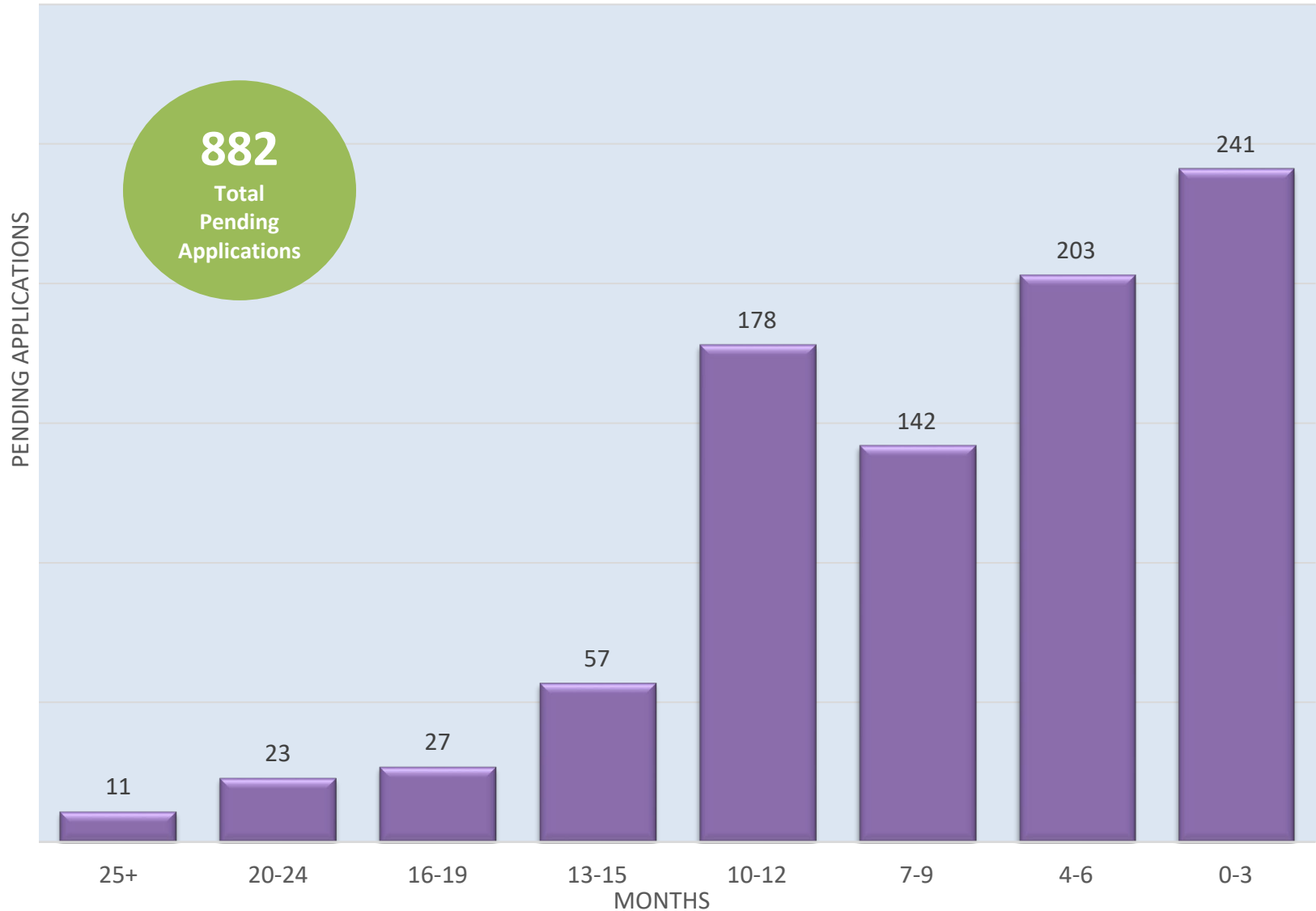


Revised  
/Held  
Over  
Cases

March 1, 2023 Disability Agenda

# DISABILITY RETIREMENT SERVICES

## Pending Applications/Months



As of February 17, 2023

**FOR INFORMATION ONLY**

February 21, 2023

TO: Each Trustee  
Board of Retirement  
Board of Investments

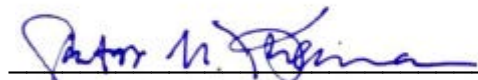
FROM: Ted Granger   
Interim Chief Financial Officer

FOR: March 1, 2023 Board of Retirement Meeting  
March 8, 2023 Board of Investments Meeting

SUBJECT: **MONTHLY TRAVEL & EDUCATION REPORT – JANUARY 2023**

Attached for your review is the Trustee Travel & Education Report. This report includes all events (i.e., attended and canceled) from the beginning of the fiscal year through January 2023. Staff travel and education reports are provided to the Chief Executive Officer monthly and to the Boards quarterly.

REVIEWED AND APPROVED:



Santos H. Kreimann  
Chief Executive Officer

TG/EW/SC/se

**Attachments**

c: L. Lugo  
J. Popowich  
L. Guglielmo  
J. Gabel  
S. Rice  
R. Van Nortrick

**TRUSTEE TRAVEL AND EDUCATION REPORT**  
**FOR FISCAL YEAR 2022 - 2023**  
**JANUARY 2023**

Attendee Purpose of Travel - Location			Event Dates	Travel Status
<b>Alan Bernstein</b>				
A	1	Edu - CII Fall 2022 Conference - Boston MA	09/21/2022 - 09/23/2022	Attended
	2	Edu - NCPERS 2022 Public Safety Conference - Nashville TN	10/23/2022 - 10/26/2022	Attended
B	-	Edu - SACRS 2022 Fall Conference - Long Beach CA	11/08/2022 - 11/11/2022	Attended
V	-	Edu - NACD: The Theranos Implosion - VIRTUAL	09/28/2022 - 09/28/2022	Attended
X	-	Edu - NCPERS 2023 Legislative Conference - Washington, DC MD	01/22/2023 - 01/24/2023	Canceled
<b>Elizabeth Ginsberg</b>				
B	-	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
V	-	Edu - NACD Cyber-Risk Oversight Certificate - At Your Own Pace - VIRTUAL	11/04/2022 - 11/04/2022	Attended
<b>Vivian Gray</b>				
A	1	Edu - CII Fall 2022 Conference - Boston MA	09/21/2022 - 09/23/2022	Attended
B	-	Edu - NCPERS 2022 Public Pension Funding Forum - Los Angeles CA	08/21/2022 - 08/23/2022	Attended
	-	Admin - SACRS Board of Directors Meeting - Los Angeles CA	08/22/2022 - 08/22/2022	Attended
	-	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	-	Admin - SACRS Program Committee & Board of Directors Meeting - Santa Barbara CA	09/26/2022 - 09/27/2022	Attended
	-	Admin - SACRS Board of Directors Meeting - San Diego CA	12/01/2022 - 12/01/2022	Attended
	-	Admin - SACRS Board of Directors Meeting - Sacramento CA	01/09/2023 - 01/10/2023	Attended
V	-	Edu - The Global Conversation on Gender Diversity - VIRTUAL	11/02/2022 - 11/02/2022	Attended
	-	Edu - 50/50 Women on Boards - VIRTUAL	11/02/2022 - 11/02/2022	Attended
X	-	Edu - TLF Annual Convening 2022 - Cambridge MA	07/18/2022 - 07/20/2022	Canceled
	-	Edu - SACRS 2022 Fall Conference - Long Beach CA	11/08/2022 - 11/11/2022	Canceled
	-	Edu - NCPERS 2023 Legislative Conference - Washington, DC MD	01/22/2023 - 01/24/2023	Canceled
<b>David Green</b>				
A	1	Edu - PPI 2022 Summer Roundtable - Canada, Vancouver	07/13/2022 - 07/15/2022	Attended
	2	Edu - NCPERS 2023 Legislative Conference - Washington, DC MD	01/22/2023 - 01/24/2023	Attended
B	-	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	-	Edu - SACRS 2022 Fall Conference - Long Beach CA	11/08/2022 - 11/11/2022	Attended
<b>Jason Green</b>				
C	-	Edu - NCPERS 2023 Legislative Conference - Washington, DC MD	01/22/2023 - 01/24/2023	Attended
	-	Admin - Federal Engagement Visit with Congress - Washington, DC MD	01/24/2023 - 01/25/2023	Attended
<b>Elizabeth Greenwood</b>				
A	1	Edu - 16th Annual Small and Emerging Managers (SEM) Conference - Chicago IL	10/12/2022 - 10/13/2022	Attended



**TRUSTEE TRAVEL AND EDUCATION REPORT**  
**FOR FISCAL YEAR 2022 - 2023**  
**JANUARY 2023**

Attendee Purpose of Travel - Location			Event Dates	Travel Status
<b>Patrick Jones</b>				
A	1	Edu - Leading in Artificial Intelligence: Exploring Technology and Policy - Harvard Kennedy School - Cambridge MA	07/17/2022 - 07/22/2022	Attended
	2	Edu - 2022 Infrastructure Investor America Forum - New York NY	12/06/2022 - 12/07/2022	Attended
B	-	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	-	Edu - SACRS 2022 Fall Conference - Long Beach CA	11/08/2022 - 11/11/2022	Attended
<b>Onyx Jones</b>				
A	1	Edu - SACRS Public Pension Investment Management Program - San Francisco CA	07/17/2022 - 07/20/2022	Attended
	2	Edu - 2022 CALAPRS Principles of Pension Governance for Trustees - Tiburon CA	08/29/2022 - 09/01/2022	Attended
	3	Edu - 2022 SuperReturn Summit Africa - Cape Town, South Africa	12/05/2022 - 12/07/2022	Attended
B	-	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	-	Edu - Women in Institutional Investments Network - Los Angeles CA	10/12/2022 - 10/12/2022	Attended
V	-	Edu - The World to Africa Webinar - VIRTUAL	07/27/2022 - 07/27/2022	Attended
<b>Shawn Kehoe</b>				
V	-	Edu - 2022 Board of Investments Offsite - VIRTUAL	09/13/2022 - 09/14/2022	Attended
<b>Joseph Kelly</b>				
A	1	Edu - PPI Executive Seminar and the Asia Pacific Roundtable - Singapore	10/16/2022 - 10/21/2022	Attended
	2	Edu - CII-NYU Corporate Governance Bootcamp - New York NY	11/16/2022 - 11/18/2022	Attended
B	-	Edu - 2022 Pension Bridge Alternatives - Los Angeles CA	11/30/2022 - 12/01/2022	Attended
V	-	Edu - NACD Conflict, Climate, Cyber: What's Next? - VIRTUAL	08/23/2022 - 08/23/2022	Attended
	-	Edu - 2022 Board of Investments Offsite - VIRTUAL	09/13/2022 - 09/14/2022	Attended
	-	Edu - NACD Risk Mitigation Through Board Quality and Compliance Committees: Lessons from Theranos - VIRTUAL	09/28/2022 - 09/28/2022	Attended
	-	Edu - Institute of Internal Auditors 2022 Cybersecurity Virtual Conference - VIRTUAL	10/27/2022 - 10/27/2022	Attended
	-	Edu - NACD Wake Up! Are You Prepared for Post-Pandemic Industry Disruption? - VIRTUAL	01/25/2023 - 01/25/2023	Attended
<b>Keith Knox</b>				
B	-	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
V	-	Edu - What Makes an Effective Trustee - VIRTUAL	01/30/2023 - 01/30/2023	Host Canceled
<b>William Pryor</b>				
A	1	Edu - NCPERS 2022 Public Safety Conference - Nashville TN	10/23/2022 - 10/26/2022	Attended
B	-	Edu - NCPERS 2022 Public Pension Funding Forum - Los Angeles CA	08/21/2022 - 08/23/2022	Attended
<b>Les Robbins</b>				
B	-	Edu - SACRS 2022 Fall Conference - Long Beach CA	11/08/2022 - 11/11/2022	Attended

**TRUSTEE TRAVEL AND EDUCATION REPORT**  
**FOR FISCAL YEAR 2022 - 2023**  
**JANUARY 2023**

Attendee	Purpose of Travel - Location	Event Dates	Travel Status
<b>Gina Sanchez</b>			
A	1 Edu - PPI Executive Seminar and the Asia Pacific Roundtable - Singapore	10/16/2022 - 10/21/2022	Attended
B	- Edu - NCPERS 2022 Public Pension Funding Forum - Los Angeles CA	08/21/2022 - 08/23/2022	Attended
	- Edu - 2022 Fall Editorial Advisory Board Meeting – Institutional Real Estate Americas - Pasadena CA	09/06/2022 - 09/08/2022	Attended
	- Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	- Edu - SACRS 2022 Fall Conference - Long Beach CA	11/08/2022 - 11/11/2022	Attended
	- Edu - 2022 Toigo Foundation Gala - Los Angeles CA	11/17/2022 - 11/17/2022	Attended
V	- Edu - NACD Summit 2022 - VIRTUAL	10/08/2022 - 10/11/2022	Attended
<b>Herman Santos</b>			
A	1 Edu - PPI 2022 Summer Roundtable - Canada, Vancouver	07/13/2022 - 07/15/2022	Attended
	2 Edu - CII Fall 2022 Conference - Boston MA	09/21/2022 - 09/23/2022	Attended
	3 Edu - 2022 AAAIM Elevate National Conference - New York NY	09/28/2022 - 09/30/2022	Attended
B	- Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	- Edu - 2022 Toigo Foundation Gala - Los Angeles CA	11/17/2022 - 11/17/2022	Attended
C	- Edu - NCPERS 2023 Legislative Conference - Washington, DC MD	01/22/2023 - 01/24/2023	Attended
	- Admin - Federal Engagement Visit with Congress - Washington, DC MD	01/24/2023 - 01/25/2023	Attended
X	- Edu - SACRS 2022 Fall Conference - Long Beach CA	11/08/2022 - 11/11/2022	Canceled

Category Legend:

A - Pre-Approved/Board Approved

B - Educational Conferences and Administrative Meetings in CA where total cost is no more than \$3,000 per Trustee Travel Policy; Section III.A

C - Second of two conferences and/or meetings counted as one conference per Trustee Education Policy Section IV.C.2 and Trustee Travel Policy Section IV.

V – Virtual Event

X - Canceled events for which expenses have been incurred.

Z - Trip was Canceled - Balance of \$0.00

**Documents not attached are exempt from disclosure under the California Public Records Act and other legal authority.**

**For further information, contact:  
LACERA  
Attention: Public Records Act Requests  
300 N. Lake Ave., Suite 620  
Pasadena, CA 91101**

**FOR INFORMATION ONLY**

February 21, 2023

TO: Trustees  
Board of Retirement  
Board of Investments

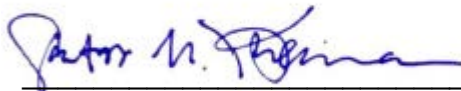
FROM: Ted Granger   
Interim Chief Financial Officer

FOR: March 1, 2023 Board of Retirement Meeting  
March 8, 2023 Board of Investments Meeting

SUBJECT: **2ND QUARTER TRUSTEE TRAVEL & EDUCATION EXPENDITURE  
REPORTS**

Attached for your review, is the Trustee Travel & Education Expenditure Report which includes expenses paid and submitted for reimbursement of events between July 1, 2022 to December 31, 2022. The Trustee Cancellation & Credit Expenditures Report which includes credits and expenses associated with trip cancellations, for Fiscal Years 2020-2021, 2021-2022, and 2022-2023 are also attached for your reference.

REVIEWED AND APPROVED:



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Santos H. Kreimann  
Chief Executive Officer

TG/EW/SC/se

**Attachments**

c: L. Lugo  
J. Popowich  
L. Guglielmo  
J. Grabel  
S. Rice  
R. Van Nortrick

**2ND QUARTER TRUSTEE  
TRAVEL AND EDUCATION EXPENDITURE REPORT  
FOR FISCAL YEAR 2023  
FOR EVENTS DURING JULY 2022 - DECEMBER 2022**

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
<b>Alan Bernstein</b>													
A	1 Edu - CII Fall 2022 Conference - Boston MA - 09/21/2022 - 09/23/2022	Attended	\$4,221.72	\$0.00	\$0.00	\$3,846.59	\$169.13	\$0.00	\$0.00	\$0.00	\$0.00	\$128.00	\$78.00
	2 Edu - NCPERS 2022 Public Safety Conference - Nashville TN - 10/23/2022 - 10/26/2022	Attended	\$4,890.71	\$750.00	\$1,312.34	\$1,515.20	\$833.49	\$0.00	\$0.00	\$180.68	\$0.00	\$236.00	\$63.00
B	- Edu - SACRS 2022 Fall Conference - Long Beach CA - 11/08/2022 - 11/11/2022	Attended	\$1,385.41	\$120.00	\$979.04	\$0.00	\$0.00	\$65.63	\$0.00	\$62.74	\$0.00	\$138.00	\$20.00
V	- Edu - NACD: The Theranos Implosion - VIRTUAL - 09/28/2022 - 09/28/2022	Attended	\$30.00	\$30.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Totals for Alan Bernstein:</b>			\$10,527.84	\$900.00	\$2,291.38	\$5,361.79	\$1,002.62	\$65.63	\$0.00	\$243.42	\$0.00	\$502.00	\$161.00

**2ND QUARTER TRUSTEE  
TRAVEL AND EDUCATION EXPENDITURE REPORT  
FOR FISCAL YEAR 2023  
FOR EVENTS DURING JULY 2022 - DECEMBER 2022**

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
<b>Vivian Gray</b>													
A	1 Edu - CII Fall 2022 Conference - Boston MA - 09/21/2022 - 09/23/2022	Attended	\$2,986.23	\$0.00	\$1,149.36	\$1,597.20	\$239.67	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
B	- Edu - NCPERS 2022 Public Pension Funding Forum - Los Angeles CA - 08/21/2022 - 08/23/2022	Attended	\$820.00	\$820.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	- Admin - SACRS Board of Directors Meeting - Los Angeles CA - 08/22/2022 - 08/22/2022	Attended	\$656.08	\$0.00	\$656.08	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	- Admin - SACRS Program Committee & Board of Directors Meeting - Santa Barbara CA - 09/26/2022 - 09/27/2022	Attended	\$1,410.17	\$179.00	\$1,057.17	\$0.00	\$0.00	\$0.00	\$0.00	\$108.00	\$0.00	\$51.00	\$15.00
	- Admin - SACRS Board of Directors Meeting - San Diego CA - 12/01/2022 - 12/01/2022	Attended	\$931.44	\$0.00	\$629.44	\$0.00	\$0.00	\$154.00	\$0.00	\$0.00	\$0.00	\$138.00	\$10.00
V	- Edu - 50/50 Women on Boards - VIRTUAL - 11/02/2022 - 11/02/2022	Attended	\$51.80	\$51.80	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
X	- Edu - SACRS 2022 Fall Conference - Long Beach CA - 11/08/2022 - 11/11/2022	Canceled	\$135.00	\$135.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Totals for Vivian Gray:</b>			\$6,990.72	\$1,185.80	\$3,492.05	\$1,597.20	\$239.67	\$154.00	\$0.00	\$108.00	\$0.00	\$189.00	\$25.00
<b>David Green</b>													
A	1 Edu - PPI 2022 Summer Roundtable - Canada, Vancouver - 07/13/2022 - 07/15/2022	Attended	\$3,548.56	\$950.00	\$1,094.09	\$727.21	\$354.26	\$0.00	\$0.00	\$0.00	\$0.00	\$291.00	\$132.00
B	- Edu - SACRS 2022 Fall Conference - Long Beach CA - 11/08/2022 - 11/11/2022	Attended	\$1,218.02	\$120.00	\$979.02	\$0.00	\$0.00	\$57.00	\$0.00	\$0.00	\$0.00	\$52.00	\$10.00
<b>Totals for David Green:</b>			\$4,766.58	\$1,070.00	\$2,073.11	\$727.21	\$354.26	\$57.00	\$0.00	\$0.00	\$0.00	\$343.00	\$142.00

**2ND QUARTER TRUSTEE  
TRAVEL AND EDUCATION EXPENDITURE REPORT  
FOR FISCAL YEAR 2023  
FOR EVENTS DURING JULY 2022 - DECEMBER 2022**

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
<b>Onyx Jones</b>													
A	1 Edu - SACRS Public Pension Investment Management Program - San Francisco CA - 07/17/2022 - 07/20/2022	Attended	\$4,556.29	\$2,500.00	\$1,536.96	\$392.96	\$40.37	\$0.00	\$0.00	\$0.00	\$0.00	\$86.00	\$0.00
	2 Edu - 2022 CALAPRS Principles of Pension Governance for Trustees - Tiburon CA - 08/29/2022 - 09/01/2022	Attended	\$746.36	\$0.00	\$0.00	\$392.96	\$353.40	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	3 Edu - 2022 SuperReturn Summit Africa - Cape Town, South Africa - 12/05/2022 - 12/07/2022	Attended	\$13,996.79	\$131.63	\$13,675.12	\$0.00	\$70.04	\$0.00	\$0.00	\$0.00	\$0.00	\$120.00	\$0.00
B -	Edu - Women in Institutional Investments Network - Los Angeles CA - 10/12/2022 - 10/12/2022	Attended	\$85.00	\$85.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Totals for Onyx Jones:</b>			\$19,384.44	\$2,716.63	\$15,212.08	\$785.92	\$463.81	\$0.00	\$0.00	\$0.00	\$0.00	\$206.00	\$0.00
<b>Patrick Jones</b>													
A	1 Edu - Leading in Artificial Intelligence: Exploring Technology and Policy - Harvard Kennedy School - Cambridge MA - 07/17/2022 - 07/22/2022	Attended	\$10,997.68	\$9,400.00	\$398.42	\$765.35	\$147.91	\$0.00	\$0.00	\$0.00	\$0.00	\$256.00	\$30.00
	2 Edu - 2022 Infrastructure Investor America Forum - New York NY - 12/06/2022 - 12/07/2022	Attended	\$4,183.20	\$0.00	\$1,026.00	\$3,007.20	\$0.00	\$0.00	\$0.00	\$0.00	\$150.00	\$0.00	\$0.00
B -	Edu - SACRS 2022 Fall Conference - Long Beach CA - 11/08/2022 - 11/11/2022	Attended	\$988.01	\$120.00	\$868.01	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Totals for Patrick Jones:</b>			\$16,168.89	\$9,520.00	\$2,292.43	\$3,772.55	\$147.91	\$0.00	\$0.00	\$0.00	\$150.00	\$256.00	\$30.00
<b>Joseph Kelly</b>													
A	1 Edu - PPI Executive Seminar and the Asia Pacific Roundtable - Singapore - 10/16/2022 - 10/21/2022	Attended	\$6,574.63	\$950.00	\$1,921.73	\$3,529.48	\$18.42	\$0.00	\$0.00	\$0.00	\$0.00	\$155.00	\$0.00

**2ND QUARTER TRUSTEE  
TRAVEL AND EDUCATION EXPENDITURE REPORT  
FOR FISCAL YEAR 2023  
FOR EVENTS DURING JULY 2022 - DECEMBER 2022**

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
<b>Joseph Kelly</b>													
A	2 Edu - CII-NYU Corporate Governance Bootcamp - New York NY - 11/16/2022 - 11/18/2022	Attended	\$7,483.52	\$5,035.00	\$1,443.24	\$565.20	\$204.08	\$0.00	\$0.00	\$0.00	\$0.00	\$236.00	\$0.00
V	- Edu - NACD Conflict, Climate, Cyber: What's Next? - VIRTUAL - 08/23/2022 - 08/23/2022	Attended	\$140.00	\$140.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	- Edu - NACD Risk Mitigation Through Board Quality and Compliance Committees: Lessons from Theranos - VIRTUAL - 09/28/2022 - 09/28/2022	Attended	\$30.00	\$30.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	- Edu - Institute of Internal Auditors 2022 Cybersecurity Virtual Conference - VIRTUAL - 10/27/2022 - 10/27/2022	Attended	\$539.00	\$539.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Totals for Joseph Kelly:</b>			\$14,767.15	\$6,694.00	\$3,364.97	\$4,094.68	\$222.50	\$0.00	\$0.00	\$0.00	\$0.00	\$391.00	\$0.00
<b>William Pryor</b>													
A	1 Edu - NCPERS 2022 Public Safety Conference - Nashville TN - 10/23/2022 - 10/26/2022	Attended	\$1,189.96	\$0.00	\$0.00	\$1,189.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
B	- Edu - NCPERS 2022 Public Pension Funding Forum - Los Angeles CA - 08/21/2022 - 08/23/2022	Attended	\$288.84	\$0.00	\$288.84	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Totals for William Pryor:</b>			\$1,478.80	\$0.00	\$288.84	\$1,189.96	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Les Robbins</b>													
B	- Edu - SACRS 2022 Fall Conference - Long Beach CA - 11/08/2022 - 11/11/2022	Attended	\$120.00	\$120.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Totals for Les Robbins:</b>			\$120.00	\$120.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00



**2ND QUARTER TRUSTEE  
TRAVEL AND EDUCATION EXPENDITURE REPORT  
FOR FISCAL YEAR 2023  
FOR EVENTS DURING JULY 2022 - DECEMBER 2022**

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
<b>Gina Sanchez</b>													
A	1 Edu - PPI Executive Seminar and the Asia Pacific Roundtable - Singapore - 10/16/2022 - 10/21/2022	Attended	\$18,075.99	\$950.00	\$1,641.82	\$15,232.17	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$174.00	\$78.00
B	- Edu - NCPERS 2022 Public Pension Funding Forum - Los Angeles CA - 08/21/2022 - 08/23/2022	Attended	\$820.00	\$820.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	- Edu - 2022 Fall Editorial Advisory Board Meeting – Institutional Real Estate Americas - Pasadena CA - 09/06/2022 - 09/08/2022	Attended	\$350.00	\$350.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	- Edu - SACRS 2022 Fall Conference - Long Beach CA - 11/08/2022 - 11/11/2022	Attended	\$165.38	\$120.00	\$0.00	\$0.00	\$0.00	\$45.38	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	- Edu - 2022 Toigo Foundation Gala - Los Angeles CA - 11/17/2022 - 11/17/2022	Attended	\$150.00	\$150.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
V	- Edu - NACD Summit 2022 - VIRTUAL - 10/08/2022 - 10/11/2022	Attended	\$2,555.00	\$2,555.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Totals for Gina Sanchez:</b>			\$22,116.37	\$4,945.00	\$1,641.82	\$15,232.17	\$0.00	\$45.38	\$0.00	\$0.00	\$0.00	\$174.00	\$78.00
<b>Herman Santos</b>													
A	1 Edu - PPI 2022 Summer Roundtable - Canada, Vancouver - 07/13/2022 - 07/15/2022	Attended	\$3,333.80	\$950.00	\$1,053.99	\$393.35	\$92.40	\$120.88	\$0.00	\$107.93	\$0.00	\$440.00	\$175.25
	2 Edu - CII Fall 2022 Conference - Boston MA - 09/21/2022 - 09/23/2022	Attended	\$4,199.76	\$0.00	\$1,614.03	\$2,026.80	\$60.55	\$121.13	\$0.00	\$114.25	\$0.00	\$238.00	\$25.00
	3 Edu - 2022 AAAIM Elevate National Conference - New York NY - 09/28/2022 - 09/30/2022	Attended	\$3,429.25	\$500.00	\$2,278.62	\$0.00	\$161.38	\$0.00	\$0.00	\$114.25	\$0.00	\$350.00	\$25.00

**2ND QUARTER TRUSTEE  
TRAVEL AND EDUCATION EXPENDITURE REPORT  
FOR FISCAL YEAR 2023  
FOR EVENTS DURING JULY 2022 - DECEMBER 2022**

Cat	Purpose of Travel - Location - Travel Dates	Travel Status	Total Expense	Registration	Lodging	Airfare	Ground Transp.	Mileage	Porterage	Parking	Meals	Per Diem	Misc.
<b>Herman Santos</b>													
B -	Edu - 2022 Toigo Foundation Gala - Los Angeles CA - 11/17/2022 - 11/17/2022	Attended	\$150.00	\$150.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
X -	Edu - SACRS 2022 Fall Conference - Long Beach CA - 11/08/2022 - 11/11/2022	Canceled	\$120.00	\$120.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Totals for Herman Santos:</b>			\$11,232.81	\$1,720.00	\$4,946.64	\$2,420.15	\$314.33	\$242.01	\$0.00	\$336.43	\$0.00	\$1,028.00	\$225.25
<hr/>													
<b>Cnt: 16</b>	<b>Grand Totals:</b>		\$107,553.60	\$28,871.43	\$35,603.32	\$35,181.63	\$2,745.10	\$564.02	\$0.00	\$687.85	\$150.00	\$3,089.00	\$661.25

Category Legend:

- A - Pre-Approved/Board Approved
- B - Educational Conferences and Administrative Meetings in CA where total cost is no more than \$3,000 per Trustee Travel Policy; Section III.A
- C - Second of two conferences and/or meetings counted as one conference per Trustee Education Policy Section IV.C.2 and Trustee Travel Policy Section IV.
- V - Virtual Event
- X - Canceled events for which expenses have been incurred.
- Z - Trip was Canceled - Balance of \$0.00

**TRUSTEE CANCELLATION AND CREDIT EXPENDITURES**  
**REPORT FOR FISCAL YEAR 2021**  
**FOR TRAVEL DURING JULY 2020 - JUNE 2021**

Purpose of Travel - Location - Date - Travel Status	Category	Total Expense	Registration (Reg.)	Lodging	Airfare	Other Misc. Travel Exp.	Chair Pardon	Reg. Credit	Reg. Credit Expiration Date	Airfare Credit	Airfare Credit Expiration Date	Refund Pending
<b>Alan Bernstein</b>												
Edu - IFEBP 66th Annual Employee Benefits Conference - Honolulu HI - 11/15/2020 - 11/18/2020 - Host Canceled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>Attendee Totals:</b>		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>Vivian Gray</b>												
Edu - CII & NYU Corporate Governance Bootcamp - VIRTUAL -9/23/2020 - 9/25/2020 - Canceled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>Attendee Totals:</b>		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>Shawn Kehoe</b>												
Edu - IFEBP 66th Annual Employee Benefits Conference - Honolulu HI - 11/15/2020 - 11/18/2020 - Host Canceled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>Attendee Totals:</b>		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>Les Robbins</b>												
Edu - IFEBP 66th Annual Employee Benefits Conference - Honolulu HI - 11/15/2020 - 11/18/2020 - Host Canceled	X	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$2,125.00	12/31/2023	\$0.00		\$0.00
Edu- 2020 SACRS Fall Virtual Conference -VIRTUAL - 11/10/2020 - 11/13/2020 - Canceled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>Attendee Totals:</b>		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$2,125.00		\$0.00		\$0.00
<b>Grand Totals:</b>		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$2,125.00		\$0.00		\$0.00

Category Legend:

X - Canceled events for which expenses have been incurred.  
Z - Trip was Canceled - Balance of \$0.00

**TRUSTEE CANCELLATION AND CREDIT EXPENDITURES REPORT**  
**FOR FISCAL YEAR 2022**  
**FOR EVENTS DURING JULY 2021 - JUNE 2022**

Purpose of Travel - Location - Date - Travel Status	Category	Total Expense	Registration (Reg.)	Lodging	Airfare	Other Misc. Travel Exp.	Chair Pardon	Reg. Credit	Reg. Credit Expiration Date	Airfare Credit	Airfare Credit Expiration Date	Refund Pending
<b>Alan Bernstein</b>												
Edu - SuperReturn International Berlin - Berlin, Germany - 11/09/2021 - 11/12/2021 - Canceled	X	\$375.02	\$375.02	\$0.00	\$0.00	\$0.00	Yes	\$0.00		\$0.00		\$0.00
<b>Attendee Totals:</b>		\$375.02	\$375.02	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>David Green</b>												
Edu - 2021 CII Fall Conference - Chicago IL - 09/22/2021 - 09/24/2021 - Host Canceled	X	\$387.13	\$0.00	\$0.00	\$387.13	\$0.00	Yes	\$0.00		\$0.00		\$0.00
<b>Attendee Totals:</b>		\$387.13	\$0.00	\$0.00	\$387.13	\$0.00		\$0.00		\$0.00		\$0.00
<b>Patrick Jones</b>												
Edu - Duke University Executive Education Program - Corporate Social Responsibility - Durham NC - 09/23/2021 - 09/25/2021 - Host Canceled	X	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$616.80	12/31/2023	\$0.00
<b>Attendee Totals:</b>		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$616.80		\$0.00
<b>Shawn Kehoe</b>												
Edu - 2021 Milken Institute Global Conference - Los Angeles CA - 10/17/2021 - 10/20/2021 - Canceled	X	\$23.96	\$0.00	\$23.96	\$0.00	\$0.00	Yes	\$0.00		\$0.00		\$0.00
Edu - SACRS Fall Conference - Los Angeles CA - 11/09/2021 - 11/12/2021 - Canceled	X	\$120.00	\$120.00	\$0.00	\$0.00	\$0.00	Yes	\$0.00		\$0.00		\$0.00
<b>Attendee Totals:</b>		\$143.96	\$120.00	\$23.96	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>Joseph Kelly</b>												
Edu - Global Investors Annual Meeting - New York NY - 12/13/2021 - 12/14/2021 - Canceled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>Attendee Totals:</b>		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>Keith Knox</b>												
Edu - 2022 Milken Institute Global Conference - Los Angeles CA - 05/01/2022 - 05/04/2022 - Canceled	X	\$1,646.94	\$0.00	\$1,646.94	\$0.00	\$0.00	Yes	\$0.00		\$0.00		\$0.00
<b>Attendee Totals:</b>		\$1,646.94	\$0.00	\$1,646.94	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>Les Robbins</b>												
Edu - AHIP Health Conference - Las Vegas NV - 06/21/2022 - 06/23/2022 - Canceled	X	\$519.28	\$0.00	\$519.28	\$0.00	\$0.00		\$400.00	6/30/2023	\$97.96	12/31/2040	\$0.00
<b>Attendee Totals:</b>		\$519.28	\$0.00	\$519.28	\$0.00	\$0.00		\$400.00		\$97.96		\$0.00

Purpose of Travel - Location - Date - Travel Status	Category	Total Expense	Registration (Reg.)	Lodging	Airfare	Other Misc. Travel Exp.	Chair Pardon	Reg. Credit	Reg. Credit Expiration Date	Airfare Credit	Airfare Credit Expiration Date	Refund Pending
<b>Gina Sanchez</b>												
Edu - 2021 CII Fall Conference - Chicago IL - 09/22/2021 - 09/24/2021 - Host Canceled	X	\$282.80	\$0.00	\$0.00	\$282.80	\$0.00		\$0.00		\$0.00		\$0.00
<b>Attendee Totals:</b>		\$282.80	\$0.00	\$0.00	\$282.80	\$0.00		\$0.00		\$0.00		\$0.00
<b>Herman Santos</b>												
Edu - Global Investors Annual Meeting - New York NY - 12/13/2021 - 12/14/2021 - Canceled	X	\$4.99	\$4.99	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
Edu - NASP Southern California "Day of Education in Private Equity Conference" - Los Angeles CA - 03/23/2022 - 03/24/2022 - Cancelled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>Attendee Totals:</b>		\$4.99	\$4.99	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		\$0.00
<b>Grand Totals:</b>		\$3,360.12	\$500.01	\$2,190.18	\$669.93	\$0.00		\$400.00		\$714.76		\$0.00

Category Legend:

X - Canceled events for which expenses have been incurred.  
Z - Trip was Canceled - Balance of \$0.00

TRUSTEE CANCELLATION AND CREDIT EXPENDITURES REPORT

FOR FISCAL YEAR 2023

FOR EVENTS DURING JULY 2022 - DECEMBER 2022

Purpose of Travel - Location - Date - Travel Status	Category	Total Expense	Registration (Reg.)	Lodging	Airfare	Other Misc. Travel Exp.	Chair Pardon	Reg. Credit	Reg. Credit Expiration Date	Airfare Credit	Airfare Credit Expiration Date	Refund Pending
Vivian Gray												
Edu - TLF Annual Convening 2022 - Cambridge MA - 07/18/2022 - 07/20/2022 - Canceled	Z	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		
Edu - SACRS 2022 Fall Conference - Long Beach CA - 11/08/2022 - 11/11/2022 - Canceled	X	\$135.00	\$135.00	\$0.00	\$0.00	\$0.00	Yes	\$0.00		\$0.00		
Attendee Totals:		\$135.00	\$135.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		
Herman Santos												
Edu - SACRS 2022 Fall Conference - Long Beach CA - 11/08/2022 - 11/11/2022 - Canceled	X	\$120.00	\$120.00	\$0.00	\$0.00	\$0.00	Yes	\$0.00		\$0.00		
Attendee Totals:		\$120.00	\$120.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		
Grand Totals:		\$255.00	\$255.00	\$0.00	\$0.00	\$0.00		\$0.00		\$0.00		

Category Legend:


X - Canceled events for which expenses have been incurred.

Z - Trip was Canceled - Balance of \$0.00

**FOR INFORMATION ONLY**

February 21, 2023

TO: Trustees  
Board of Retirement  
Board of Investments

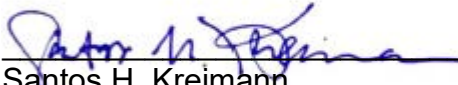
FROM: Ted Granger   
Interim Chief Financial Officer

FOR: March 1, 2023 Board of Retirement Meeting  
March 8, 2023 Board of Investments Meeting

SUBJECT: **2ND QUARTER STAFF TRAVEL REPORT**

Attached for your information, is the Staff Travel Report for trips between July 1, 2022 to December 31, 2022.

REVIEWED AND APPROVED:



Santos H. Kreimann  
Chief Executive Officer

TG/EW/SC/se

Attachments

c: L. Lugo  
J. Popowich  
L. Guglielmo  
J. Grabel  
S. Rice  
R. Van Nortrick

**STAFF TRAVEL REPORT  
FOR FISCAL YEAR 2022 - 2023  
DECEMBER 2022**

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
<b>Administrative Services</b>				
Debra Gonzalez	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
Martin Sandoval	1	Edu - CALAPRS 2022 Management/Leadership Academy Session #3 - Pasadena CA	07/25/2022 - 07/27/2022	Attended
Elizabeth Smith	1	Edu - CALAPRS 2022 Management/Leadership Academy Session #3 - Pasadena CA	07/25/2022 - 07/27/2022	Attended
<b>Benefits</b>				
Sylvia Botros	1	Edu - SACRS 2022 Fall Conference - Long Beach CA	11/08/2022 - 11/11/2022	Attended
Angel Calvo	1	Edu - SACRS 2022 Fall Conference - Long Beach CA	11/08/2022 - 11/11/2022	Attended
Alisa Gavaller	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
Louis Gittens	1	Edu - Los Angeles Digital Government Summit 2022 - Los Angeles CA	10/24/2022 - 10/24/2022	Attended
	2	Admin - CEM 2022 Conference - Phoenix AZ	11/07/2022 - 11/10/2022	Attended
Dmitriy Khaytovich	1	Edu - SACRS 2022 Fall Conference - Long Beach CA	11/08/2022 - 11/11/2022	Attended
Alejandro Ochoa	1	Edu - 2022 CALAPRS Intermediate Course in Retirement Plan Administration - Oakland CA	11/02/2022 - 11/04/2022	Attended
	2	Edu - 2022 CALAPRS Advanced Course in Retirement Plan Administration - Oakland CA	12/07/2022 - 12/09/2022	Attended
Latonya Robinson	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
<b>Disability Retirement Services</b>				
Tamara Caldwell	1	Edu - SACRS 2022 Fall Conference - Long Beach CA	11/08/2022 - 11/11/2022	Attended
Ruby Minjares	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
Sarah Robles	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
Ricardo Salinas	1	Edu - CALAPRS 2022 Management/Leadership Academy Session #3 - Pasadena CA	07/25/2022 - 07/27/2022	Attended
Melena Sarkisian	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
Maria Silva	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended



**STAFF TRAVEL REPORT  
FOR FISCAL YEAR 2022 - 2023  
DECEMBER 2022**

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
<b>Executive Offices</b>				
Linda Ghazarian	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
Santos Kreimann	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
	2	Edu - CALAPRS Administrators' Institute 2022 - Long Beach CA	09/28/2022 - 09/30/2022	Attended
	3	Admin - CVS Due Diligence Site Visit - Chicago IL	09/28/2022 - 09/30/2022	Attended
	4	Edu - IFEBP 68th Annual Employee Benefits Conference - Las Vegas NV	10/23/2022 - 10/26/2022	Attended
Luis Lugo	1	Edu - IFEBP 68th Annual Employee Benefits Conference - Las Vegas NV	10/23/2022 - 10/26/2022	Attended
John Popowich	1	Edu - Los Angeles Digital Government Summit 2022 - Los Angeles CA	10/24/2022 - 10/24/2022	Attended
	2	Edu - SACRS 2022 Fall Conference - Long Beach CA	11/08/2022 - 11/11/2022	Attended
<b>Financial &amp; Accounting Services</b>				
Ana Chang	1	Edu - 2022 P2F2 Conference - Philadelphia PA	10/23/2022 - 10/26/2022	Attended
Margaret Chwa	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
	2	Edu - 2022 P2F2 Conference - Philadelphia PA	10/23/2022 - 10/26/2022	Attended
Weiyi Guan	1	Edu - 2022 P2F2 Conference - Philadelphia PA	10/23/2022 - 10/26/2022	Canceled
Giselle Jaimes	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
Ervin Wu	1	Edu - 2022 P2F2 Conference - Philadelphia PA	10/23/2022 - 10/26/2022	Attended
<b>Human Resources</b>				
Michael Cordial	1	Edu - CALPELRA's 47th Annual Training Conference - Monterey CA	11/15/2022 - 11/18/2022	Attended
Julia Ray	1	Edu - Disability Management Compliance Framework Certification Training at LA County Pubic Works - Alhambra CA	08/09/2022 - 08/10/2022	Canceled
	2	Edu - Disability Management Compliance Framework Certification Training at LA County Pubic Works - Alhambra CA	10/11/2022 - 10/12/2022	Attended
Melissa Slaton	1	Edu - Disability Management Compliance Framework Certification Training at LA County Pubic Works - Alhambra CA	08/09/2022 - 08/10/2022	Canceled
	2	Edu - Disability Management Compliance Framework Certification Training at LA County Pubic Works - Alhambra CA	10/11/2022 - 10/12/2022	Attended
<b>Internal Audit</b>				
Leisha Collins	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
	2	Edu - SACRS 2022 Fall Conference - Long Beach CA	11/08/2022 - 11/11/2022	Attended
Perla Gonzalez	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
Christina Logan	1	Edu - SACRS 2022 Fall Conference - Long Beach CA	11/08/2022 - 11/11/2022	Attended

**STAFF TRAVEL REPORT  
FOR FISCAL YEAR 2022 - 2023  
DECEMBER 2022**

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
<b>Investments</b>				
Didier Acevedo	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	2	Admin - Innovation Endeavors Portfolio Company Visit (Machina Labs) - Chatsworth CA	09/21/2022 - 09/21/2022	Attended
	3	Admin - Great Hill Partners AGM and LPAC + Summit Partners and OpenView visits - Boston MA	09/28/2022 - 09/29/2022	Attended
	4	Admin - Center bridge LPAC meeting; meeting with Long Ridge Capital - New York City NY	11/02/2022 - 11/03/2022	Attended
	5	Admin - Primary Ventures LPAC and AGM and BDCM LPAC and AGM - New York City NY	11/09/2022 - 11/10/2022	Attended
	6	Edu - 2022 Toigo Foundation Gala - Los Angeles CA	11/17/2022 - 11/17/2022	Attended
Amit Aggarwal	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	2	Admin - Meet with Blackstone and Brookfield real estate team, conduct site inspections of Milford Hotel and Knickerboker Retail in New York. Attend Pension Real Estate Association (PREA) investor conference in Washington, DC - New York and Washington, DC NY	10/17/2022 - 10/21/2022	Attended
	3	Admin - Attend Aermont Capital Real Estate Fund IV, LPAC and meet with Blackstone Real Estate Partners X, Brookfield Strategic Real Estate Partners IV, CapMan Nordic Fund II, CapMan Nordic Fund III, Angelo Gordon Europe Fund II, Prologis European Logistics Fund, NREP (potential manager) and Harrison Street (potential manager) - London, UK	11/12/2022 - 11/18/2022	Attended
	4	Edu - 2022 Toigo Foundation Gala - Los Angeles CA	11/17/2022 - 11/17/2022	Attended
	5	Admin - Due diligence meetings with CBRE US Core Partners - New York NY	12/15/2022 - 12/16/2022	Attended
Magdalia Armstrong	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	2	Admin - BlackRock's Women's Investment Series Luncheon - Santa Monica CA	10/24/2022 - 10/24/2022	Attended
Calvin Chang	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	2	Admin - Veritas Annual General Meeting and LPAC - New York City NY	10/18/2022 - 10/20/2022	Attended
Noah Damsky	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	2	Admin - Attend Real Assets ILPA training, meet with GPs (DigitalBridge, Macquarie, GIP, Ridgewood) - New York City NY	10/02/2022 - 10/05/2022	Attended
Esmeralda Del Bosque	1	Admin - First Energy deposition preparation sessions with Robbins Geller Rudman & Dowd LLP - Pasadena CA	07/14/2022 - 07/15/2022	Attended
	2	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
Terra Elijah	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	2	Admin - 17th annual MSCI Institutional Investor Conference - Sacramento CA	10/17/2022 - 10/19/2022	Attended
Jon Grabel	1	Admin - Guest Speaker-The Investment Diversity Exchange (TIDE) Spark 2022 - Dana Point CA	07/06/2022 - 07/07/2022	Attended

**STAFF TRAVEL REPORT  
FOR FISCAL YEAR 2022 - 2023  
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Attendee		Purpose of Travel - Location	Event Dates	Travel Status
<b>Investments</b>				
Jon Grabel	2	Edu - Miami RFK Compass Conference - Miami FL	10/02/2022 - 10/04/2022	Host Canceled
	3	Admin - Nossaman's 2022 Fiduciary Forum - Los Angeles CA	10/17/2022 - 10/18/2022	Attended
	4	Edu - Reuters ESG Conference - Guest Speaker - New York City NY	10/31/2022 - 11/04/2022	Attended
	5	Edu - SACRS 2022 Fall Conference - Long Beach CA	11/08/2022 - 11/11/2022	Attended
	6	Edu - 2022 Toigo Foundation Gala - Los Angeles CA	11/17/2022 - 11/17/2022	Attended
	7	Edu - KKR's 2022 Chief Investment Officers' Symposium - Washington, DC MD	12/05/2022 - 12/06/2022	Attended
Eduardo Ibanez	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
Pushpam Jain	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	2	Admin - Current and potential manager meetings - Chicago IL	10/05/2022 - 10/06/2022	Attended
	3	Admin - Board meeting for TIAA CREF Farmland I and TIAA CREF Farmland II, Site Visits to farms + meeting with potential JV partner APG + meeting with other LPs (AP2, CDPQ, TIAA, others) - Santiago, Chile	10/22/2022 - 10/28/2022	Attended
Dale Johnson	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	2	Edu - CII Fall 2022 Conference - Boston MA	09/21/2022 - 09/23/2022	Attended
Daniel Joye	1	Admin - Southern California Institutional Forum-Markets Group - Marina Del Rey CA	07/21/2022 - 07/21/2022	Attended
	2	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	3	Admin - Institutional Investing in Infrastructure Advisory Board Mtg - Newport Beach CA	11/03/2022 - 11/03/2022	Attended
	4	Admin - Infrastructure Guest Speaker-Pension Bridge Alts - Beverly Hills CA	11/30/2022 - 11/30/2022	Attended
	5	Admin - Antin MidCap Fund LPAC and meet with current managers: DIF, Antin, Partners Groups, and prospective managers: Asterion, Meridiam, InfraRed, Ardian, Cube, Ancala, InfraVia, Macquarie - London (UK), Paris (France), & Zug (Switzerland)	12/03/2022 - 12/11/2022	Attended
John Kim	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
Derek Kong	1	Admin - CVC Annual General Meeting, LPAC and Fund IX Onsite and meet with prospective managers (Bregal and IK Partners) and secondary placement agents (Lazard, Rede, Evercore) - London, UK	09/06/2022 - 09/09/2022	Attended
	2	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	3	Admin - Attend Montefiore Investment V LPAC and Fund VI Onsite, attend Blackfin Financial Services IV Onsite - Paris, France	11/06/2022 - 11/11/2022	Attended
	4	Admin - STG Onsite - Menlo Park CA	12/01/2022 - 12/01/2022	Attended
Cheryl Lu	1	Admin - Attend GGV 2022 Annual Meeting and LPAC Roundtable - San Francisco CA	09/12/2022 - 09/13/2022	Attended

**STAFF TRAVEL REPORT  
FOR FISCAL YEAR 2022 - 2023  
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Attendee		Purpose of Travel - Location	Event Dates	Travel Status
<b>Investments</b>				
Cheryl Lu	2	Admin - Attend BRV Aster 2022 Annual General Meeting and Limited Partner Advisory Committee, meet with existing (GGV) and potential (Jungle Ventures, LYFE Capita) managers, and attend SuperReturn Asia - Singapore	09/20/2022 - 09/27/2022	Attended
	3	Admin - Attend Revelstoke Capital Partners 2022 Annual General Meeting and Limited Partner Advisory Committee meeting - Boulder CO	10/12/2022 - 10/13/2022	Attended
	4	Admin - MBK Capital Partners 2022 Annual General Meeting and Investor Advisory Committee meetings - Seoul Korea	11/14/2022 - 11/16/2022	Attended
	5	Admin - LPAC lunch and annual general meeting for Lilly Asia Ventures - Menlo Park CA	11/29/2022 - 11/30/2022	Attended
Vache Mahseredjian	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
Quoc Nguyen	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
Jude Perez	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
Krista Powell	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
Jim Rice	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
Cindy Rivera	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	2	Admin - Brookfield 2022 Private Fund Investor Conference - Beverly Hills CA	11/15/2022 - 11/15/2022	Attended
	3	Edu - 2022 Toigo Foundation Gala - Los Angeles CA	11/17/2022 - 11/17/2022	Attended
Michael Romero	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	2	Edu - 2022 Toigo Foundation Gala - Los Angeles CA	11/17/2022 - 11/17/2022	Attended
Ron Senkandwa	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
David Simpson	1	Admin - One Rock Annual General Meeting (AGM) and Limited Partner Advisory Committee (LPAC) meeting, Siris AGM and LPAC, Riverside AGM, WM Partners AGM - New York, NY and Fort Lauderdale, FL	11/14/2022 - 11/18/2022	Attended
Shelly Tilaye	1	Admin - Vista Partners LPAC meeting and Hellman & Friedman Due Diligence meetings - New York City NY	11/07/2022 - 11/14/2022	Attended
Chad Timko	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
Mel Tsao	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	2	Admin - Due diligence meetings with CBRE US Core Partners - New York NY	12/15/2022 - 12/16/2022	Attended
Christopher Wagner	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
Scott Zdrazil	1	Admin - Guest Speaker-The Investment Diversity Exchange (TIDE) Spark 2022 - Dana Point CA	07/06/2022 - 07/07/2022	Attended
	2	Admin - Council of Institutional Investors Board Meeting - Washington, DC MD	08/01/2022 - 08/03/2022	Attended
	3	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended
	4	Edu - CII Fall 2022 Conference - Boston MA	09/21/2022 - 09/23/2022	Attended
	5	Admin - Stanford Institutional Investor Forum - Stanford CA	12/01/2022 - 12/02/2022	Attended

**STAFF TRAVEL REPORT  
FOR FISCAL YEAR 2022 - 2023  
DECEMBER 2022**

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
<b>Legal Services</b>				
Jasmine Bath	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
	2	Admin - Nossaman's 2022 Fiduciary Forum - Los Angeles CA	10/17/2022 - 10/18/2022	Attended
Michael Herrera	1	Edu - SACRS 2022 Fall Conference - Long Beach CA	11/08/2022 - 11/11/2022	Attended
Steven Rice	1	Admin - Nossaman's 2022 Fiduciary Forum - Los Angeles CA	10/17/2022 - 10/18/2022	Attended
Jessica Rivas	1	Edu - SACRS 2022 Fall Conference - Long Beach CA	11/08/2022 - 11/11/2022	Attended
Christine Roseland	1	Edu - 2022 Association of Corporate Counsel (ACC) Annual Meeting - Las Vegas NV	10/23/2022 - 10/26/2022	Attended
Elizabeth Tirado	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
<b>Member Services</b>				
Stephanie Kawai	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
Laura Magallanes	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
Alejandro Ochoa	1	Edu - CALAPRS 2022 Management/Leadership Academy Session #3 - Pasadena CA	07/25/2022 - 07/27/2022	Attended
Aurelia Okafor-Smith	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
Maritza Perez	1	Admin - CEM 2022 Conference - Phoenix AZ	11/07/2022 - 11/10/2022	Attended
Victor Tafolla	1	Admin - CEM 2022 Conference - Phoenix AZ	11/07/2022 - 11/10/2022	Attended
<b>QA &amp; Metrics</b>				
Bernardo Buenaflor	1	Admin - CEM 2022 Conference - Phoenix AZ	11/07/2022 - 11/10/2022	Attended


**STAFF TRAVEL REPORT  
FOR FISCAL YEAR 2022 - 2023  
DECEMBER 2022**

Attendee		Purpose of Travel - Location	Event Dates	Travel Status
<b>Retiree Healthcare</b>				
Tionna Fredericks	1	Edu - IFEBP 68th Annual Employee Benefits Conference - Las Vegas NV	10/23/2022 - 10/26/2022	Attended
Nicole Howard	1	Edu - 2022 Los Angeles County Women's Leadership Conference - Los Angeles CA	09/01/2022 - 09/01/2022	Attended
Leilani Ignacio	1	Edu - IFEBP 68th Annual Employee Benefits Conference - Las Vegas NV	10/23/2022 - 10/26/2022	Attended
Kathy Migita	1	Admin - Anthem Blue Cross Due Diligence Site Visit - Rancho Cordova CA	09/14/2022 - 09/14/2022	Attended
	2	Admin - CVS Due Diligence Site Visit - Chicago IL	09/28/2022 - 09/30/2022	Attended
	3	Edu - IFEBP 68th Annual Employee Benefits Conference - Las Vegas NV	10/23/2022 - 10/26/2022	Attended
	4	Admin - Kaiser Permanente - Diligence Meeting - Washington DC	10/27/2022 - 10/30/2022	Attended
	5	Admin - CIGNA - Due Diligence - Bloomfield CT	11/02/2022 - 11/03/2022	Attended
Cassandra Smith	1	Admin - Anthem Blue Cross Due Diligence Site Visit - Rancho Cordova CA	09/14/2022 - 09/14/2022	Attended
	2	Admin - CVS Due Diligence Site Visit - Chicago IL	09/28/2022 - 09/30/2022	Attended
	3	Edu - IFEBP 68th Annual Employee Benefits Conference - Las Vegas NV	10/23/2022 - 10/26/2022	Attended
	4	Admin - Kaiser Permanente - Diligence Meeting - Washington DC	10/27/2022 - 10/30/2022	Attended
	5	Admin - CIGNA - Due Diligence - Bloomfield CT	11/02/2022 - 11/03/2022	Attended
<b>Systems</b>				
Joe Aguilar	1	Edu - Allegion - Sielox Product Certification Training - Pleasanton CA	09/12/2022 - 09/16/2022	Attended
Celso Templo	1	Admin - CEM 2022 Conference - Phoenix AZ	11/07/2022 - 11/10/2022	Attended
Alex Yin	1	Edu - 2022 Board of Investments Offsite - Long Beach CA	09/13/2022 - 09/14/2022	Attended

**FOR INFORMATION ONLY**

January 25, 2023

TO: Trustees – Board of Investments

FROM: Ted Granger   
Interim Chief Financial Officer

FOR: February 8, 2023 – Board of Investments Meeting

SUBJECT: Semi-Annual Interest Crediting for Reserves as of December 31, 2022  
(UNAUDITED)

Pursuant to the County Employees Retirement Law of 1937, California Government Code Section 31591, regular interest shall be credited semi-annually on June 30 and December 31 to all eligible member contributions in the retirement fund, which have been on deposit six months immediately prior to such date at an interest rate of 2.5% per annum, until otherwise determined by the Board.

The Retirement Benefit Funding Policy requires that LACERA conduct an experience study every three years and perform annual valuations of the retirement benefits plan. Milliman, LACERA's consulting actuary, prepares the valuation to confirm the existing actuarial assumptions and methods, and calculate the employer and employee contribution rates for the beginning of the upcoming fiscal year.

Interest Credit Application - Fiscal Year 2022-2023

The semi-annual interest crediting rate applicable for this cycle, December 31, 2022, was 3.50% (i.e., one-half of the 7.00% annual rate). Looking back, the Board approved a reduction in the investment return assumption from 7.25% to 7.00% in January 2020 based on the 2019 experience study. This rate was originally implemented effective July 1, 2020 with the Board's adoption of the June 30, 2019 actuarial valuation.

Plan sponsors and LACERA require ample time to prepare for annual changes to employer and employee contribution rates and interest crediting rates, so the rates for July 1 of a given fiscal year are based on the actuarial valuation from one year prior. This means for the fiscal year beginning July 1, 2022, which includes the 6-month period ended December 31, 2022, the interest crediting should be based on one-half of the 7.00% return assumption used in the June 30, 2021 valuation (no change from the prior valuation).

The Retirement Benefit Funding Policy stipulates that interest credits for Reserve accounts are allocated based on realized earnings for the six-month period and in the same priority order as the allocation of actuarial assets.

As of December 31, 2022, there were sufficient Realized Earnings to meet the required interest credit rates for Priority 1, the Member Reserve. In as much as there were no balances in the Advanced Employer Contributions Reserve at the beginning of the fiscal year, the remaining realized earnings were applied to Priority 3, the Employer Reserve.



Semi-Annual Interest Crediting for Reserves as of December 31, 2022 (UNAUDITED)

January 25, 2023

Page 2 of 2


The table below depicts the actual interest credit allocations for the six-month period ended December 31, 2022.

Priority Order	Reserve Account	Interest Credit Rate Applied
1	Member	3.50%
2	Advanced Employer Contributions	N/A
3	Employer	3.20%

Fiscal Year 2023-2024

For next fiscal year 2023-2024, the actuarial assumptions and methods, and employer and employee contribution rates will be based on the June 30, 2022 actuarial valuation report which is not yet complete. The Board approved Milliman's draft 2022 Investigation of Experience Study report at the December 2022 Board of Investments meeting. Milliman is preparing the 2022 Actuarial Valuation of Retirement Benefits for presentation to the Board at the up-coming March 2023 meeting. The new and re-confirmed actuarial assumptions and methods, including the 7.00% investment return assumption, and new employer and employee contribution rates will become effective July 1, 2023.

**REVIEWED AND APPROVED:**



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Santos H. Kreimann  
Chief Executive Officer

SHK:tg:mh

c: Board of Retirement, LACERA  
Fesia Davenport, CEO, Los Angeles County



**Documents not attached are exempt from disclosure under the California Public Records Act and other legal authority.**

**For further information, contact:  
LACERA  
Attention: Public Records Act Requests  
300 N. Lake Ave., Suite 620  
Pasadena, CA 91101**

**Documents not attached are exempt from disclosure under the California Public Records Act and other legal authority.**

**For further information, contact:  
LACERA  
Attention: Public Records Act Requests  
300 N. Lake Ave., Suite 620  
Pasadena, CA 91101**