

IN PERSON & VIRTUAL BOARD MEETING

*The Committee meeting will be held prior to the Board of Retirement meeting scheduled prior.



TO VIEW VIA WEB



TO PROVIDE PUBLIC COMMENT

Members of the public may address the Committee 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 Committee meeting.

Attention: If you have any questions, you may email PublicComment@lacera.com. If you would like to make a public comment during the committee 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 INSURANCE, BENEFITS & LEGISLATIVE

COMMITTEE AND BOARD OF RETIREMENT*

LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION

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

8:30 A.M., WEDNESDAY, MARCH 1, 2023

This meeting will be conducted by the Insurance, Benefits and Legislative Committee and Board of Retirement both in person and by teleconference under California Government Code Section 54953(e).

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

The Committee 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*

COMMITTEE TRUSTEES:

Les Robbins, Chair
Vivian H. Gray, Vice Chair
Shawn R. Kehoe, Trustee
Ronald Okum, Trustee
JP Harris, Alternate Trustee

- I. CALL TO ORDER
- II. 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)

III. APPROVAL OF MINUTES

- A. Approval of the Minutes of the Regular Meeting of February 1, 2023

IV. PUBLIC COMMENT

(Members of the public may address the Committee 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 Committee meeting.

If you select oral comment, we will contact you via email with information and instruction as to how to access the meeting as a speaker. You will have up to 3 minutes to address the Committee. 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.)

V. NON-CONSENT ITEMS

A. **Selection of Federal and State Legislative Advocates**

Recommendation as submitted by Barry W. Lew, Legislative Affairs Officer: That the Committee recommend the Board of Retirement

- 1) Approve the engagement of Williams & Jensen and Doucet Consulting Solutions as LACERA's federal legislative advocates; and
- 2) Approve the engagement of McHugh Koepke & Associates as LACERA's state legislative advocate. (Memo dated February 15, 2023)

VI. REPORTS

A. **Engagement Report for February 2023**

Barry W. Lew, Legislative Affairs Officer
(For Information Only)

VI. REPORTS (Continued)

B. **Staff Activities Report for February 2023**

Cassandra Smith, Director, Retiree Healthcare
(For Information Only)

C. **LACERA Claims Experience**

Michael Szeto, Segal Consulting
(For Information Only)

D. **Federal Legislation**

Stephen Murphy, Segal Consulting
(For Discussion Purposes)

VII. 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.)

VIII. 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.)

IX. GOOD OF THE ORDER

(For Information Purposes Only)

X. ADJOURNMENT

***The Board of Retirement has adopted a policy permitting any member of the Board to attend a standing committee meeting open to the public. In the event five or more members of the Board of Retirement (including members appointed to the Committee) are in attendance, the meeting shall constitute a joint meeting of the Committee and the Board of Retirement. Members of the Board of Retirement who are not members of the Committee may attend and participate in a meeting of a Board Committee but may not vote on any matter discussed at the meeting. The only action the Committee may take at the meeting is approval of a recommendation to take further action at a subsequent meeting of the Board.**

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

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, 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 METHODS¹

	Traditional Method Gov't Code §54953(b)	COVID/Other Declared Public Health Emergency Gov't Code §54953(e)	Just Cause and Emergency Circumstances Gov't Code §54953(f)
Grounds	None	Declared public health emergency under state law	Just cause or emergency circumstances as defined in statute; brief explanation of reasons must be provided
Location of Quorum	Quorum in LA County, in person or by teleconference	No limits	Physical quorum must be present
Agenda	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
Limitation on Number of Times Trustees Can Teleconference	None	None	No more than two per calendar year for LACERA Boards and Committees; other forms of teleconference do not count for limit
Trustee Participation	Audio or visual	Audio or visual	Audio and visual
Public Comment; Public Participation	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
Additional Requirements	None	None	Teleconference participants must identify those 18 years or over who are present and state relationship
Expiration	None	January 1, 2024	January 1, 2026

¹ 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

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, 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, 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 THE REGULAR MEETING OF THE INSURANCE, BENEFITS &
LEGISLATIVE COMMITTEE AND BOARD OF RETIREMENT*

LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION

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

8:30 A.M. – 9:00 A.M., WEDNESDAY, FEBRUARY 1, 2023

This meeting was conducted by the Insurance, Benefits & Legislative
Committee both in person and by teleconference under California
Government Code Section 54953(e)

COMMITTEE TRUSTEES

PRESENT: Les Robbins, Chair (Teleconference)
Vivian H. Gray, Vice Chair (Teleconference)
Shawn R. Kehoe, Trustee (Teleconference)
Ronald Okum, Trustee (Teleconference)

ABSENT: JP Harris, Alternate Trustee

OTHER BOARD OF RETIREMENT TRUSTEES

Alan Bernstein, Trustee (Teleconference)
Elizabeth Ginsberg, Alternate Ex-Officio (In-Person)
Jason E. Green, Trustee (Teleconference) (*Joined at 8:54 a.m.*)
Elizabeth Greenwood, Trustee (Teleconference)
Antonio Sanchez, Trustee (Teleconference)
Herman B. Santos, Trustee (In-Person)

STAFF, ADVISORS AND PARTICIPANTS

Cassandra Smith, Director, Retiree Healthcare

Santos H. Kreimann, Chief Executive Officer

Luis Lugo, Deputy Chief Executive Officer

JJ Popowich, Assistant Executive Officer

Steven P. Rice, Chief Counsel

Barry W. Lew, Legislative Affairs Officer

Segal Consulting

Stephen Murphy, Sr. Vice President

Michael Szeto, Senior Actuarial Associate

I. CALL TO ORDER

This meeting was called to order by Chair Robbins at 8:30 a.m.

II. APPROVAL OF MINUTES

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

Trustee Kehoe made a motion, Trustee Okum seconded, to approve the minutes of the regular meeting of January 4, 2023. The motion passed by the following roll call vote:

Yes: Gray, Kehoe, Okum

No: None

Abstain: Robbins

III. PUBLIC COMMENT

There were no requests from the public to speak.

IV. REPORTS

A. **Engagement Report for January 2023**

Barry W. Lew, Legislative Affairs Officer
(For Information Only)

The engagement report was discussed. This item was received and filed.

B. **Staff Activities Report for January 2023**

Cassandra Smith, Director, Retiree Healthcare
(For Information Only)

The staff activities report was discussed. This item was received and filed.

C. **LACERA Claims Experience**

Michael Szeto, Segal Consulting
(For Information Only)

The LACERA Claims Experience reports through December were discussed. This item was received and filed.

D. **Federal Legislation**

Stephen Murphy, Segal Consulting
(For Discussion Purposes)

Segal Consulting gave an update on federal legislation.

V. 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.)

There was nothing to report.

VI. 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.)

There was nothing to report.

VII. GOOD OF THE ORDER

(For Information Purposes Only)

There was nothing to report.


VIII. ADJOURNMENT

There being no further business to come before the Committee, the meeting was adjourned at 9:00 a.m.

***The Board of Retirement has adopted a policy permitting any member of the Board to attend a standing committee meeting open to the public. In the event five or more members of the Board of Retirement (including members appointed to the Committee) are in attendance, the meeting shall constitute a joint meeting of the Committee and the Board of Retirement. Members of the Board of Retirement who are not members of the Committee may attend and participate in a meeting of a Board Committee but may not vote on any matter discussed at the meeting. The only action the Committee may take at the meeting is approval of a recommendation to take further action at a subsequent meeting of the Board.**

February 15, 2023

TO: Insurance, Benefits, and Legislative Committee
Les Robbins, Chair
Vivian H. Gray, Vice Chair
Shawn R. Kehoe
Ronald Okum
JP Harris, Alternate

FROM: Barry W. Lew 
Legislative Affairs Officer

FOR: March 1, 2023 Insurance, Benefits, and Legislative Committee Meeting

SUBJECT: **Selection of Federal and State Legislative Advocates**

RECOMMENDATION

That the Insurance, Benefits, and Legislative Committee recommend that the Board of Retirement:

1. Approve the engagement of Williams & Jensen and Doucet Consulting Solutions as LACERA's federal legislative advocates; and
2. Approve the engagement of McHugh Koepke & Associates as LACERA's state legislative advocate.

LEGAL AUTHORITY

The Board of Retirement's (BOR) oversight of legislative affairs and legislative advocacy on pension, health, and plan administration issues is within the plenary authority and fiduciary duty of the BOR under Section 17 of Article XVI of the California Constitution to administer the plan, giving precedence to the interest of members and their beneficiaries. Board oversight concerning these legislative issues is consistent with the BOR's Legislative Policy and Engagement Policy. The Insurance, Benefits, and Legislative Committee has the initial responsibility to address these issues and make a recommendation to the BOR. The BOR has the authority to select such vendors as are needed to assist in the performance of its duties.

BACKGROUND

At its meeting on November 2, 2022, the Insurance, Benefits, and Legislative Committee approved the issuance of separate Requests for Proposal (RFP) for federal and state legislative advocacy services. LACERA's contract with its state legislative advocate McHugh Koepke & Associates was to expire on December 31, 2022. LACERA's contract

with its federal legislative advocates Williams & Jensen and Doucet Consulting Solutions was to expire on January 31, 2023.

Staff posted the RFPs on lacera.com and on the job boards or discussion forums of the following organizations that pertain to public sector pension plans:

- National Conference on Public Employee Retirement Systems (NCPERS)
- National Association of State Retirement Administrators (NASRA)
- National Association of Public Pension Attorneys (NAPPA)
- State Association of County Retirement Systems (SACRS)
- California Association of Public Retirement Systems (CALAPRS)

There were three firms that made inquiries about the RFP for federal legislative advocacy services, and staff invited the firms to submit responses. Ultimately, staff received responses for both RFPs only from the incumbents: Williams & Jensen, Doucet Consulting Solutions, and McHugh Koepke & Associates.

EVALUATION

A four-member team consisting of representatives from the Executive Office, Legal Office, and Retiree Healthcare reviewed and discussed the proposals. Although there was some initial concern about the lack of responses from firms other than the incumbents, the team was comfortable with recommending that the engagement of the firms be approved. Staff has worked with the federal and state legislative advocates and have had positive evaluations of their work over the prior contract period. Based on their prior engagement with LACERA and their proposal, the firms meet the minimum qualifications of the current RFPs. Since no firms except the incumbents responded, staff reviewed and evaluated the proposals against the RFPs' selection criteria but did not score or rank them as would have been done had other responses been received.

Williams & Jensen and Doucet Consulting Solutions

Anthony J. Roda of Williams & Jensen and Shane Doucet of Doucet Consulting Solutions have represented LACERA during the past five years on federal legislative matters. They have provided weekly reports on retirement and healthcare issues to staff, organized regular calls with the Legislative Affairs Officer, briefed trustees at board meetings, organized in-person and virtual meetings with Congressional offices, and worked with public pension stakeholders to advance LACERA's interests. Most recently, they assisted the Legislative Affairs Officer in advocating for the successful enactment of an amendment to the direct payment requirement related to the tax exclusion for public safety officers, which will ease the administrative burden on LACERA and improve service to our members.

In addition to the National Conference on Public Employee Retirement Systems, Williams & Jensen represents other public sector plans such as the California State Teachers' Retirement System, Colorado Public Employees Retirement Association, and the Houston Firefighters' Relief and Retirement Fund as well as other public plans in Georgia, Kentucky, Ohio, and Tennessee.

Diversity, Equity, and Inclusion

Williams & Jensen has provided responses to Exhibit H (see attached) of the RFP on diversity, equity, and inclusion as well as charts outlining its workplace composition.

Fees

Williams & Jensen's prior contract with LACERA was \$15,000 per month, which included the services of Doucet Consulting Solutions. Williams & Jensen is proposing a 10-percent increase of \$1,500 to \$16,500 per month for advocacy services. Staff confirmed that Williams & Jensen will commit to this amount for any potential contract extensions as well.

McHugh Koepke & Associates

McHugh Koepke & Associates (MKA) was initially part of a joint engagement with the late Joe Ackler of Ackler & Associates, LACERA's original state legislative advocate. Mr. Ackler and Naomi Padron of MKA were the lead contacts with the Legislative Affairs Officer. During the course of the engagement, Mr. Ackler and Ms. Padron monitored retirement matters, conducted regular calls with the Legislative Affairs Officer, arranged in-person meetings with state legislators and staff, and provided periodic briefings to the Board of Retirement. In addition to achieving enactment of a bill on disability retirement sponsored by LACERA, they also assisted LACERA in defeating a bill that would have had adverse effects on benefits for surviving spouses.

After the passing of Mr. Ackler in April 2022, MKA partner Shari McHugh and Naomi Padron, who was made an MKA partner in August 2022, continued as the lead engagement partners for LACERA for the remainder of the contract. The firm is also in the process of updating its name to McHugh Koepke Padron Government Relations.

In addition to LACERA, MKA has provided advocacy services to other related public sector clients such as the Retired Employees of Kern County and the California Correctional Peace Officers Association.

Diversity, Equity, and Inclusion

MKA has provided responses to Exhibit H (see attached) of the RFP on diversity, equity, and inclusion as well as charts outlining its workplace composition.

Fees

MKA's prior contract with LACERA was \$6,250 per month. MKA is proposing a monthly fee of \$7,000. This would represent a 12-percent increase of an additional \$750 per

month. Staff confirmed that MKA will commit to this amount for any potential contract extensions as well.

CONCLUSION

Staff has had a positive working relationship with and evaluation of the federal and state legislative advocates. They have been instrumental in fostering LACERA's relationship with legislators and their staff with respect to retirement policy matters. The fee proposals by each firm include reasonable increases from their prior contracts.

IT IS THEREFORE RECOMMENDED THAT THE COMMITTEE recommend that the Board of Retirement:

1. Approve the engagement of Williams & Jensen and Doucet Consulting Solutions as LACERA's federal legislative advocates; and
2. Approve the engagement of McHugh Koepke & Associates as LACERA's state legislative advocate.

Reviewed and Approved:



Steven P. Rice, Chief Counsel

Attachments

Attachment A—Williams & Jensen and Doucet Consulting Solutions: Response to Exhibit H Diversity, Equity, and Inclusion Questionnaire

Attachment B—McHugh Koepke & Associates: Response to Exhibit H Diversity, Equity, and Inclusion Questionnaire

cc: Santos H. Kreimann
Luis Lugo
JJ Popowich
Laura Guglielmo
Steven P. Rice
Cassandra Smith

ATTACHMENT A

EXHIBIT H

DIVERSITY, EQUITY, AND INCLUSION

QUESTIONNAIRE

LACERA values diversity, equity, and inclusion (“DEI”), and believes that effectively accessing and managing diverse talent leads to improved outcomes. LACERA takes a broad view of diversity, inclusive of varied backgrounds including, but not limited to, age, experience, race, ethnicity, sexual orientation, gender, gender identity, disability status, national origin, and culture. LACERA expects external asset managers and other third-party providers to respect and reflect LACERA’s value of DEI. LACERA’s ongoing monitoring of third-party service providers incorporate an assessment of vendors’ commitment to, adherence with, and track record of accessing and retaining diverse and inclusive workforces.

I (Policy)

1. Describe your firm’s approach to diversity, equity, and inclusion (“DEI”) in the workplace and its relation to your strategic objectives.

W&J is committed to the full utilization of all human resources and to a policy of equal employment opportunity. The Firm makes employment decisions based on each person’s performance, qualifications, and abilities. It will not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, marital status, national origin, physical or mental disability, age, and/or any other characteristic protected by federal, state, or local law. Each employee of the Firm will be treated on an equal basis with all other employees in accordance with applicable federal, state, and local laws. This policy applies to every phase of the employment relationship, including recruitment, hiring, promotion, demotion, transfer, discipline, layoff, termination, rates of pay, and other benefits. We believe this policy places W&J in the position possible to represent and advocate for the interests of our clients.

2. Does your firm have a written policy (or policies) addressing workplace DEI (“Policy”)? A Policy defines the firm’s commitment, policies, and practices regarding equal employment opportunity, including the recruitment, development, retention, and promotion of a diverse and inclusive workforce and non-discrimination based on gender, race, ethnicity, sexual orientation, gender identity, age, veteran’s status, and other legally protected categories. A Policy (or policies) may be a standalone document or part of a larger firm document. Please provide a copy of your firm’s Policy.

The policy stated above is the verbatim policy from W&J’s Employee Manual.

3. Does your Policy address sexual harassment in the workplace? If not, please explain.

It is the policy of W&J that all employees should be able to work in an atmosphere free from all forms of discrimination, including sexual harassment. Unwelcome sexual advances (either verbal or physical), requests for sexual favors, and other verbal, visual or physical conduct of a sexual nature constitute sexual harassment when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of employment; (2) submission or rejection

of the conduct is used as a basis for making employment decisions; or, (3) the conduct has the purpose or effect of interfering with work performance or creating an intimidating, hostile, or offensive work environment W&J prohibits all unwelcome sexual flirtations, advances or propositions, verbal abuse of a sexual nature, subtle pressure or requests for sexual activities, unnecessary touching of an individual, graphic verbal commentaries about an individual's body, sexually degrading words used to describe an individual, displays in the workplace of sexually suggestive objects or pictures, sexually explicit or offensive jokes and physical assault.

No supervisor, other employee, or third party shall threaten or insinuate, either explicitly or implicitly, that another employee's refusal to submit to sexual advances will adversely affect that person's employment, work status, evaluation, wages, advancement, assigned duties, shifts, or any other condition of employment or career development. Similarly, no employee shall promise, imply, or grant any preferential treatment in connection with another employee or applicant engaging in sexual conduct.

This policy against sexual harassment applies both at the W&J's offices and at all off-site meetings or events.

Any employee, who feels he or she is a victim of sexual or other harassment by any supervisor, management official, another employee, or other third party, should bring the matter to the immediate attention of his or her supervisor. If for any reason the employee is uncomfortable with discussing the matter with his/her immediate supervisor, he/she should contact the President of W&J or the Chairman of the Human Resources Committee. Any question about this policy or potential sexual harassment issues should also be addressed to the same individuals.

The Chairman of the Human Resources Committee will investigate all allegations of sexual or other harassment. Proven offenses will result in disciplinary action up to and including dismissal and may lead to personal legal and financial liability.

Subject to the W&J's need to investigate claims of sexual harassment, the Firm attempts to respect requests that complaints of harassment remain confidential. When the investigation is completed, the employee will be informed of the outcome of the investigation.

W&J strictly prohibits any form of retaliation against any employee filing a bona fide complaint under this policy or for assisting in a complaint investigation. However, if after investigation the Firm determines that the complaint is not bona fide or that an employee has provided false information regarding the complaint, disciplinary action may be taken against the individual who filed the complaint or who gave false information.

Any supervisor or manager who becomes aware of possible sexual or other unlawful harassment must immediately advise the chairman of the Human Resources Committee or any member of the Human Resources Committee so it can be investigated in a timely manner. Any employee who engages in sexual or other unlawful harassment will be subject to disciplinary action, up to and including termination of employment.

In addition to sexual harassment, the Firm expressly prohibits any form of unlawful harassment based upon a person's sex race, color, religion, national origin, age, disability, and/or any other legally protected characteristic. If an employee believes that he or she has been subject to such harassment, the employee shall follow the procedures set forth above.

4. If your firm does not have a written policy, do you commit to promptly adopting and providing a copy of a Policy, if your firm is awarded a mandate/contract with LACERA?

W&J's written policy is restated in the responses to the questions above.

II. Oversight

5. Who is responsible for overseeing the Policy's implementation? Please provide name and title. What processes are employed to implement and enforce the firm's Policy?

The Firm's Chairman of the Human Resources Committee will investigate all allegations of sexual or other harassment. That role is currently held by Matt Hoekstra, Principal at W&J.

6. Who is responsible for overseeing compliance with the Policy? Please provide name and title. What processes are employed to promote compliance with the Policy?

The Firm's Chairman of the Human Resources Committee will investigate all allegations of sexual or other harassment. That role is currently held by Matt Hoekstra, Principal at W&J.

7. What oversight, if any, does your firm's board and/or executive team exercise regarding the firm's DEI policy and efforts?

W&J's Principals vote on the membership of all firm committees, including the Human Resources Committee, at its annual meeting.

8. What data, trends, or analysis does the firm's board or executive committee receive regarding the firm's effectiveness in adhering to DEI policies, objectives, and compliance?

W&J's Human Resources Committee is aware of materials provided by the D.C. Office of Human Rights.

9. Under what circumstances would an allegation of non-compliance with the Policy prompt

notification and/or consideration by the firm's board or executive committee?

As a small firm with only 39 total employees, our internal reporting requirement is quick and efficient. Any claim that a Principal or supervisor is not complying with our policy will be investigated by the Chairman of the Human Resources. If the Chairman is the indicated violator, another member of the Human Resources will lead the investigation.

III. Track Record

10. Please complete the charts in Section II regarding your firm's workplace composition as defined by the Equal Employment Opportunity Commission categories for employees of your firm's U.S. operations. We also request completion of similar information for non-U.S. employees, absent any applicable legal or regulatory restrictions.

The chart has been completed with regard to U.S. employees. W&J does not have any non-U.S. employees.

11. Does your firm commit to providing the firm's workforce composition in a format similar to Section II on a periodic basis, if awarded with a mandate/contract with LACERA?

Yes

12. Has your firm been subject to any judicial, regulatory, or other legal finding, formal action, or claims related to equal employment opportunity, workplace discrimination, or sexual harassment during the past twelve years? Please describe.

No

13. Please identify the number of confidential settlements and/or non-disclosure agreements related to workplace discrimination and/or sexual harassment entered into by your firm during the past twelve years. Please describe the nature of each settlement within the terms of the confidential settlement.

I am not aware of any such settlements or non-disclosure agreements.

IV. Objectives and Compliance Strategies

14. Does your firm integrate DEI into executives' performance reviews and/or incentive pay objectives? Please describe.

Not at this time.

15. Does your firm conduct pay disparity analyses to discern any disparities by gender, race, ethnicity, or other attributes of diversity? Please describe or explain why not.

W&J's annual compensation decisions for Principals are made by a three-person Compensation Committee, one member of the committee is a woman who is also the CEO of the firm. The Human Resources Committee makes compensation decisions for other employees. The Human Resources Committee is comprised of five persons, three of whom are women. Being a small firm, both committees are keenly aware of the demographics of the workforce and make compensation decisions based on performance reviews.

16. Does your firm have a clawback or recoupment policy in place by which workplace misconduct, such as sexual harassment, may trigger recoupment of incentive pay, awards, bonuses, or other compensation?

There is no formal policy of recoupment.

17. Does your firm provide paid family leave provisions? If yes, please describe.

W&J is in compliance with the provisions of the D.C. Family and Medical Leave Act as well as all applicable federal laws.

18. Please explain any other incentives or risk mitigation strategies your firm employs to promote compliance with your DEI policies.

I am not aware of any specific incentives or risk mitigation strategies. However, our policy of equal opportunity applies to every phase of the employment relationship, including recruitment, hiring, promotion, demotion, transfer, discipline, layoff, termination, rates of pay, and other benefits.

19. How does your firm promote an accessible workplace for employees with disabilities?

W&J is in compliance with the Americans with Disabilities Act.

20. Please describe any DEI objectives or goals your firm has.

W&J is committed to the full utilization of all human resources and to a policy of equal employment opportunity. The Firm makes employment decisions based on each person's performance, qualifications, and abilities. It will not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, marital status, national origin, physical or mental disability, age, and/or any other characteristic protected by federal, state, or local law.

21. Describe any affiliations or leadership positions related to DEI in the financial services industry with which your firm *is involved*.

Not applicable.

Exhibit H Questionnaire Addendum

General Note

Doucet Consulting Solutions is a sole practitioner that does not have any employees other than Shane Doucet. However, to reflect the complete team that will be representing LACERA under this joint response to the RFP, Shane Doucet is added to the numerical chart showing all employees. Shane is a retired veteran of the U.S. Air Force. In addition, Shane values the principles of diversity, equity, and inclusion and has committed to employ those principles in any future hiring decisions.

Explanatory Statement related to Question 4

Principals comprise 20 of 35 total employees at Williams & Jensen and DCS combined. The principals are experienced, often former Congressional or Executive Branch employees, who generate the revenues for the firm. Principals also serve in all management functions. Principals are paid roughly 85% of the profits of the firm. Other employees are mostly administrative in function and receive the remainder of the profits.

Firm Name

TABLE 1
Firmwide for U.S. Operations

Job Categories	Hispanic or Latino			Non-Hispanic Or Latino															All								
	Total	M	F	Black or African American			Asian			Native Hawaiian or Other Pacific Islander			American Indian or Alaska Native			Two or More Races						White			Other/Undisclosed Race		
				Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F
1 Board of Directors and CEO, CFO & COO																			7	5	2				7	5	2
2 Management Professionals				1		1													12	8	4				13	8	5
3 Management Support				2		2													13	6	7				15	6	9
4 For Management Professionals: Total Compensation %, including Profit Sharing																											
Total Employees	0	0	0	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0	32	19	13	0	0	0	35	19	16

TABLE 2
Employees in Non-U.S. Operations (optional)

[illegible]

Table 3: Firm Ownership of Attributes Consistent with EEO-1 Categories

		# of Owners	% Ownership
Hispanic or Latino	F		
	M		
	Total		
Black or African American	F		
	M		
	Total		
Asian	F		
	M		
	Total		
Native Hawaiian or Other Pacific Islander	F		
	M		
	Total		
American Indian or Alaska Native	F		
	M		
	Total		
Two or More Races	F		
	M		
	Total		
White	F	4	
	M	11	
	Total		
Other Race/Ethnicity	F		
	M		
	Total		
Not disclosed	F		
	M		
	Total		
TOTAL	F	4	0%
	M	11	0%
	Total	15	0%

LACERA invites disclosure of any diversity attributes among your firm's ownership (where applicable) and the percentage of ownership of each individual. LACERA takes a broad view of diversity (inclusive of gender, race and ethnicity, sexual orientation, gender identity, disability, and other attributes). We invite you to describe how your firm defines diversity in your ownership profile below.

U.S. firms are also requested to provide the baseline demographic information of the firm's owners, consistent with EEO-1 categories, in Table 3.

ATTACHMENT B

EXHIBIT H

DIVERSITY, EQUITY, AND INCLUSION QUESTIONNAIRE

McHugh Koepke & Associates Government Relations is committed to a workplace environment that honors and values diversity, equity and inclusion among all of its partners and employees. Additionally, we strongly support and expect engagement with external stakeholders, policymakers and all individuals that aligns with the firm's policy and values supporting diversity, equity and inclusion. Further, our firm has a zero tolerance policy associated with sexual harassment of any kind.

To review our Policy, please see Attachment 1.

As outlined in the attached Policy, partners Shari McHugh and Dawn Koepke serve as leads for overseeing implementation and compliance with the Policy provisions; however, employees and external individuals may raise concerns with any partner with whom the individual feels comfortable discussing the concern. In such a situation where an employee or individual may not choose the designated leads to discuss the issue with, the partner contacted shall raise the concern with all partners immediately for resolution.

McHugh Koepke & Associate's hiring processes aim to ensure a diverse, equitable and inclusive environment that prioritizes employees with a variety of lived experiences, educational and career background, and reflection of the diversity of California's citizenry.

Upon hire, all employees are provided a copy of the Policy and its provisions are outlined by the partners in the hiring process. Notably, McHugh Koepke & Associates is a small firm that currently has three named partners and two employees on staff, one of which will become a named partner as of January 1, 2023. Open lines of communication are encouraged daily and all partners endeavor to ensure an open, welcoming, diverse, equal and inclusionary environment every day and with all issues the firm engages. Given the small nature and open communication within our boutique firm, we do not have a formal tracking system for data, trends or analysis. However, to date we have not had a single violation of our Policy raised or brought to our attention in the 23 years our firm has been in business nor has the firm been the subject of any confidential settlement or litigation issues. As outlined in the Policy, if an issue were to arise and be brought to the partners' attention whatever the level of severity, the partners would convene for immediate discussion and resolution of the concern that is the subject of a potential violation of the Policy.

McHugh Koepke & Associates commits to providing its clients requested information regarding our approach to diversity, equity and inclusion including an overview of the firm's workforce composition. As for compensation of the firm's partners and employees, McHugh Koepke & Associates and its partners provide compensation and benefits in line with all state and federal requirements while also ensuring equity and performance-based incentives in line with industry standards and competition.

Paid Family Leave

In accordance with state and federal requirements, McHugh Koepke & Associates provides information regarding and access to paid family leave, through employee withholdings through the California State Disability Insurance (SDI) program that takes contributions from employee paychecks and provides them to the Employment Development Department (EDD). McHugh Koepke & Associates then engages with EDD for employee claims. Under current California laws and regulations, an employee may submit a claim for Paid Family Leave insurance benefits for the following reasons:

- To care for a seriously ill child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner.
- To bond with a new child entering the family through birth, adoption, or foster care placement of the child with the employee or the employee's spouse or registered domestic partner.
- To participate in a qualifying event because of the military deployment of their spouse, registered domestic partner, parent, or child to a foreign country.

To qualify for such benefits, an employee must meet the following requirements per California law:

- They can't do their regular or customary work due to their need for family leave.
- They are employed or actively looking for work at the time their family leave begins.
- They lost wages because of their need to take family leave.
- They earned at least \$300 from which State Disability Insurance (SDI) deductions were withheld during their base period.
- They must complete and submit their claim form no earlier than the first day their family leave begins, but no later than 41 days after their family leave begins or they may lose benefits.
- They must provide all supplemental documentation required for bonding, care, or military assist claims.
- They must provide a medical certificate on their care claim for the seriously ill family member. The certificate must be completed by the care recipient's licensed health professional.

ATTACHMENT 1

**MKA DIVERSITY, EQUITY & INCLUSION POLICY
2023**

McHugh Koepke & Associates Government Relations is committed to ensuring a healthy, safe, diverse, equitable, inclusive, and engaging environment for all its employees and partners as well as its colleague stakeholders, public officials, legislative and agency staff. Through this approach, our goal is to ensure a vibrant place of employment where individuals are accepted, valued, and supported as we know a positive, equitable, diverse, and inclusive environment is critical to employee morale, confidence, success and productivity. We aim to support diversity, equity, and inclusivity in all of our operations, investments, policy initiatives and work environment. Diversity, equity, and inclusion is realized when:

1. Race, sexual orientation and identity, age, religion, genetic information, national origin, pregnancy, childbirth, medical conditions, disability, citizenship, status, uniform servicemember status or any other protected class under federal, state or local law is not a determinant of or factor in employment, partnership opportunity and status, engagement, growth and benefits.
2. All employees and partners have access to a safe, diverse, healthy, equitable and inclusive environment.
3. All employees and partners are accepted, valued, and supported for their individuality, perspectives, and engagement.
4. Our firm is comprised of a diverse team of staff and partners that reflect the diversity of the state of California and the legislature, agency and public the policies our firm engages on effect.
5. All employees, partners, and colleague stakeholders, public officials, and legislative and agency staff have access to accurate information needed to meaningfully engage, participate, promote, and be heard in the processes, advocacy efforts, and day to day business activities that may impact their position and livelihoods.

Equal Employment Opportunity

McHugh Koepke & Associates Government Relations is committed to equal employment opportunity. We will not discriminate against employees or applicants for employment on any legal-recognized basis ["protected class"] including, but not limited to: race, color, religion, genetic information, national origin, sex, pregnancy, childbirth, or

related medical conditions, age, disability, citizenship, status, uniform servicemember status, or any other protected class under federal, state, or local law.

In California, the following also are a protected class: race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, including genetic characteristics, genetic information, marital status, sex, pregnancy, childbirth or related medical conditions, perceived pregnancy, actual or perceived gender, gender identity or expression, sexual orientation, service in the military forces of the State of California or of the United States, military and veteran status, lawful conduct occurring during nonworking hours away from company premises, and age. Included in the definition of each protected category is the perception of membership in a protected category and an individual's association with an actual or perceived member of a protected category.

You may discuss equal employment opportunity related questions with a partner.

Employee Relations Philosophy

We are committed to providing the best possible climate for maximum development and goal achievement for all employees. Our practice is to treat each employee as an individual. We seek to develop a spirit of teamwork; individuals working together to attain a common goal.

In order to maintain an atmosphere where these goals can be accomplished, we provide a comfortable and progressive workplace. Most importantly, we have a workplace where communication is open and problems can be discussed and resolved in a mutually respectful atmosphere. We take into account individual circumstances and the individual employee.

We firmly believe that with direct communication, we can continue to resolve any difficulties that may arise and develop a mutually beneficial relationship.

No Harassment

We prohibit harassment of one employee by another employee, supervisor or third part for any reason based upon an individual's race, color, religion, genetic information, national origin, sex, pregnancy, childbirth, or related medical conditions, age, disability, or any other category protected under federal, state, or local law ["protected class"].

In California, the following are also a protected class: race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, including genetic characteristics, genetic information, marital status, sex, pregnancy, childbirth or related medical conditions, perceived pregnancy, actual or perceived gender, gender identity or expression, sexual orientation, service in the military forces of the State of California or United States, military and veteran status, lawful conduct occurring during nonworking hours away from company premises, and age. Included in

the definition of each protected category is the perception of membership in a protected category and an individual's association with an actual or perceived member of a protected category.

Violation of this policy will result in disciplinary action, up to and including immediate discharge.

If you have any questions about what constitutes harassing behavior or what conduct is prohibited by this policy, please discuss the questions with a partner of the firm. At a minimum, the term "harassment" as used in this policy includes any of the following activities pertaining to an individual's protected class:

- Offensive remarks, comments, jokes, slurs, threats, or verbal conduct.
- Offensive pictures, drawings, photographs, figurines, writings, or other graphic images, conduct, or communications, including text messages, instant messages, websites, voicemails, social media postings, e-mails, faxes and copies.
- Offensive sexual remarks, sexual advances, or requests for sexual favors regardless of the gender of the individuals involved.
- Offensive conduct, including touching and gestures, regardless of the gender of the individuals involved.

We also absolutely prohibit retaliation, which includes: threatening an individual or taking any adverse action against an individual for (1) reporting a possible violation of this policy, or (2) participating in an investigation conducted under this policy.

All partners are covered by this policy and are prohibited from engaging in any form of harassing, discriminatory, or retaliatory conduct. No partner has the authority to suggest to any applicant or employee that employment or advancement will be affected by the individual entering into (or refusing to enter into) a personal relationship with any partner, or for tolerating (or refusing to tolerate) conduct or communication that might violate this policy. Such conduct is a direct violation of this policy.

Even non-employees are covered by this policy. We prohibit harassment, discrimination, or retaliation of our employees in connection with their work by non-employees. Immediately report any harassing or discriminating behavior by non-employees, including vendors, clients, and employees of contractors or subcontractors. Any employee who experiences or observes harassment, discrimination, or retaliation should report it using the steps listed below.

If you have any concern that our *No Harassment* policy may have been violated by anyone, you must immediately report the matter. Due to the very serious nature of harassment, discrimination, and retaliation, you must report your concerns to one of the individuals listed below:

1. Shari McHugh, Partner at (916) 769-4872 cell or 915 L Street, Suite 1250, Sacramento, CA 95814.
2. Dawn Koepke, Partner at (916) 606-5309 cell or 915 L Street, Suite 1250, Sacramento, CA 95814.

If any employee makes a report to any person listed above and that person either does not respond or does not respond in a timely manner the employee deems satisfactory or consistent with this policy, the employee is required to report the situation to one of the other persons on the list above to receive complaints.

You should report any actions that you believe may violate our policy no matter how slight the actions may seem.

We will investigate the report and then take prompt, appropriate remedial action. The company will protect the confidentiality of employees reporting suspected violations to the extent possible consistent with our investigation.

You will not be penalized or retaliated against for reporting improper conduct, harassment, discrimination, retaliation, or other actions that you believe may violate this policy.

We are serious about enforcing our policy against harassment. Persons who violate this or any other company policy are subject to discipline, up to and including discharge. We cannot resolve a potential policy violation unless we know about it. You are responsible for reporting possible policy violations to us so that we can take appropriate actions to address your concerns.

Disability Access & Inclusion

McHugh Koepke & Associates values all individuals and employees regardless of their mobility and cognitive abilities. Further, our firm complies with all applicable accessibility and inclusion requirements for all employees regardless of their mobility and cognitive abilities.

Feedback

We encourage you to bring your questions, suggestions and complaints to our attention. We will carefully consider each of these in our continuing effort to improve operations.

If you feel you have a problem, present the situation to a partner so that the problem can be settled by examination and discussion of the facts. We hope that a partner will be able to satisfactorily resolve most matters.

If you still have questions after meeting with a partner or if you would like further clarification on the matter, request a meeting with a partner. They will review the issues and meet with you to discuss possible solutions.

Your suggestions and comments on any subject are important, and we encourage you to take every opportunity to discuss them with us. Your job will not be adversely affected in any way because you choose to use this procedure.

If at any time you do not feel comfortable with a partner, discuss your concern with any other partner with whom you feel comfortable

Firm Name

TABLE 1

Job Categories	Hispanic or Latino			Non-Hispanic Or Latino															Other/Undisclosed Race			All		
	Total	M	F	Black or African American			Asian			Native Hawaiian or Other Pacific Islander			American Indian or Alaska Native			Two or More Races								
	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F	Total	M	F
1 Board of Directors and CEO, CFO & COO																			0	0	0			
2 Management Professionals																3	1	2	3	1	2			
3 Management Support		2	0	2															2	0	2			
For Management Professionals: Total																100	45%	55%						
4 Compensation %, including Profit Sharing																								
Total Employees	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	3	1	2	5	1	4			

TABLE 2

[illegible]

Table 3: Firm Ownership of Attributes Consistent with EEO-1 Categories

		# of Owners	% Ownership
Hispanic or Latino	F		
	M		
	Total		
Black or African American	F		
	M		
	Total		
Asian	F		
	M		
	Total		
Native Hawaiian or Other Pacific Islander	F		
	M		
	Total		
American Indian or Alaska Native	F		
	M		
	Total		
Two or More Races	F		
	M		
	Total		
White	F	2	30%
	M	1	70%
	Total	3	100%
Other Race/Ethnicity	F		
	M		
	Total		
Not disclosed	F		
	M		
	Total		
TOTAL	F	2	30%
	M	1	70%
	Total	3	100%

LACERA invites disclosure of any diversity attributes among your firm's ownership (where applicable) and the percentage of ownership of each individual. LACERA takes a broad view of diversity (inclusive of gender, race and ethnicity, sexual orientation, gender identity, disability, and other attributes). We invite you to describe how your firm defines diversity in your ownership profile below.

U.S. firms are also requested to provide the baseline demographic information of the firm's owners, consistent with EEO-1 categories, in Table 3.

**INSURANCE, BENEFITS & LEGISLATIVE COMMITTEE
ENGAGEMENT REPORT
FEBRUARY 2023
FOR INFORMATION ONLY**

NCPERS 2023 Public Retirement Systems Study

The National Conference on Public Employee Retirement Systems has released its most recent annual study exploring the retirement practices of the public sector. The current study was conducted during September – December 2022 and includes responses from 195 state and local government pension funds comprising 19.6 million active and retired members and assets exceeding \$3 trillion. About 56 percent are local funds, and 44 percent are state funds. The following are key findings from the study:

- The average one-year return was 11.4 percent, an increase from the prior study, which saw 10.3 percent.
- The average funded level was 77.8 percent, up from 74.7 percent last year.
- The average assumed rate of return was 6.86 percent, compared with 7.07 percent last year.
- The average expense to administer the funds and to pay investment management fees was 64 basis points, up from 54 basis points from the prior year.
- The average cost-of-living adjustment provided was 2.0 percent, up from 1.7 percent last year. ([Source](#))

TIAA Survey: How Life Expectancy Knowledge Influences Retirement Choices

According to a 2022 survey by the TIAA Institute, most Americans have low “longevity literacy.” The survey asked 3,582 individuals for life expectancy at age 60 for people of the respondent’s gender.

For men, the answers were 16, 22, or 28 more years to ages 76, 82, or 88. For women, the answers were 19, 25, or 31 more years to ages 79, 85, or 91. The correct answer was the middle choice. Among men, 32% answered correctly, 27% didn’t know, 11% overestimated, and 31% underestimated. Among women, 43% answered correctly, 28% didn’t know, 10% overestimated, and 19% underestimated.

The results indicate that although women often trail men in general financial literacy, this survey suggests that men may trail women in longevity literacy. This may be related to traditional roles in a household division of labor, where men were more likely to handle finances and women health care.

The survey also found that those who overestimated or correctly estimated their life expectancy tend to have higher self-reported confidence and satisfaction in their

retirement as well as the same retirement preparation behaviors than those who didn't know or underestimated. Eighty percent of respondents who answered correctly said they saved for retirement on a regular basis. Fifty-four percent who answered correctly have also tried to calculate how much they would need for retirement. [\(Source\)](#) [\(Source\)](#)

North Carolina Pension Spiking Case

A North Carolina county school system is in litigation over whether it owes \$197,000 to the State Retirement System to comply with a 2014 state law on pension spiking. The law was dealing with employers giving employees large pay raises near the end of their careers to boost retirement benefits.

The law set a contribution-based benefit cap on state retirement benefits and required a retiree's last employer to pay money into the system to cover any shortfall in the amount of expected funding for the retirement benefit. The benefit cap is used to determine whether the employer would need to pay an additional lump-sum contribution.

Originally, four local school boards argued that the state retirement system should have gone through the state's rule-making process when adopting the benefit cap. Multiple legal challenges have since been moving through the legal system. [\(Source\)](#) [\(Source\)](#)

Alaska Governor Drops College Degree Requirement For Most State Jobs

Alaska Governor Mike Dunleavy is dropping the college degree requirement for most state jobs to address the shortage of public sector workers. This follows similar moves in Maryland, Utah, and Pennsylvania.

The Governor's executive order directs the Department of Administration to review the state's job descriptions and determine whether practical experience could be used in lieu of a four-year college degree. State job postings will be changed based on the review.

The state has struggled to retain and hire government workers. In 2014, the state government employed 27,300 people, and that number plummeted to 21,900 in December 2022. [\(Source\)](#)

**INSURANCE, BENEFITS & LEGISLATIVE COMMITTEE
RETIREE HEALTHCARE BENEFITS PROGRAM
STAFF ACTIVITIES REPORT
FEBRUARY 2023
FOR INFORMATION ONLY**

**Centers for Medicare and Medicaid Services (CMS) Medicare Part D
Retiree Drug Subsidy (RDS) Applications for Plan Year 7/1/2023 –
6/30/2024**

Staff started the application process for the 2023-2024 Plan Year RDS Applications for the following healthcare plans:

- Anthem Blue Cross
- Cigna Medical
- Kaiser Permanente
- LACFF Local 1014

We are working with our carriers and Segal's actuary to ensure that the application process is completed and all applications are submitted to CMS/RDS by the deadline.

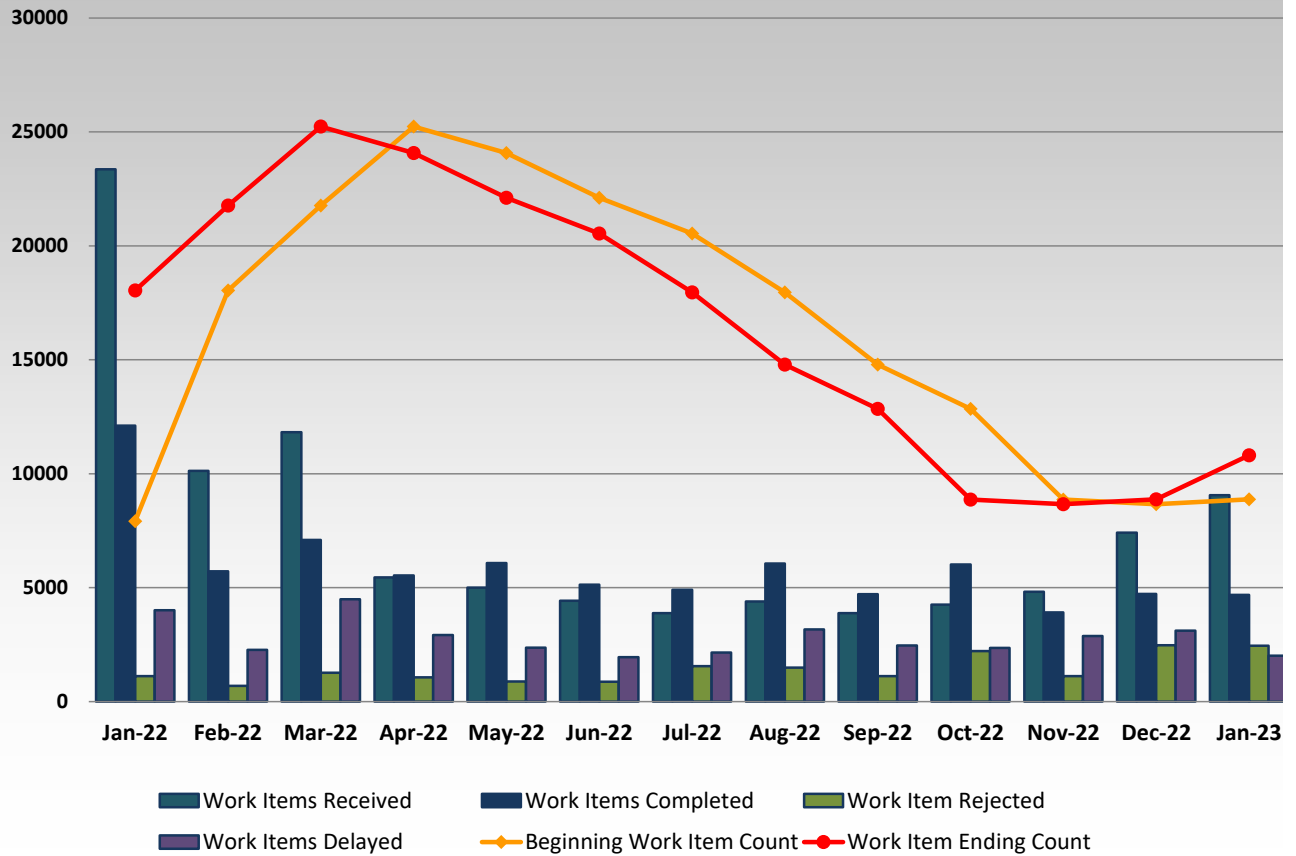
As a background, the Retiree Drug Subsidy (RDS) program was authorized by Medicare Part D of the Medicare Modernization Act and permits employers and unions with qualifying prescription drug plans to receive retiree drug subsidy payments from the federal government

Retiree Healthcare Division

Trend Report

JANUARY 2022 - JANUARY 2023

Updated 2/21/2023

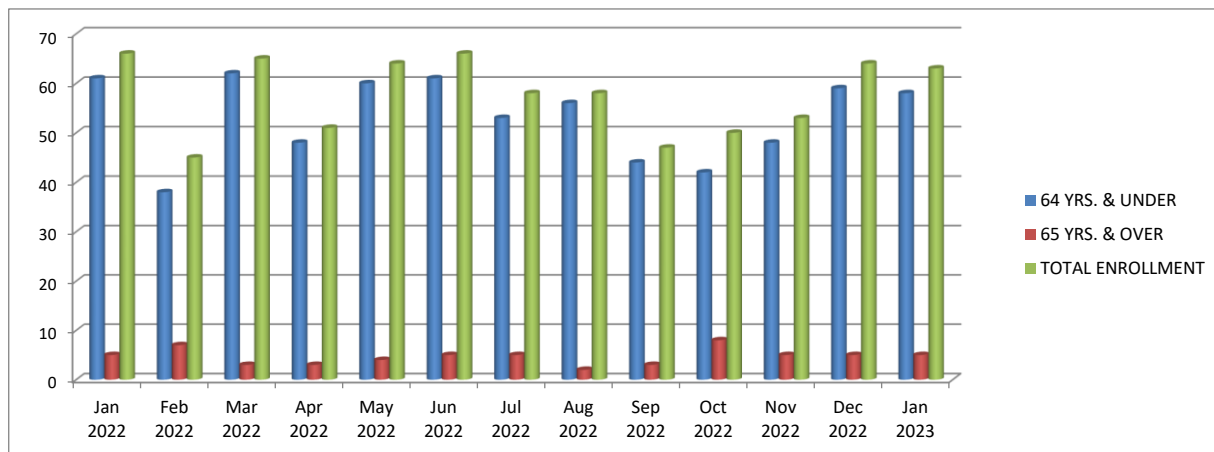


	Beginning Work Item Count	Work Items Received	Work Items Completed	Work Item Rejected	Work Items Delayed	Work Item Ending Count
Jan-22	7918	23364	12115	1117	4012	18050
Feb-22	18050	10131	5715	691	2272	21775
Mar-22	21775	11821	7090	1271	4489	25235
Apr-22	25235	5451	5542	1067	2922	24077
May-22	24077	4999	6078	883	2364	22115
Jun-22	22115	4423	5128	870	1950	20540
Jul-22	20540	3880	4911	1552	2154	17957
Aug-22	17957	4394	6060	1496	3171	14795
Sep-22	14795	3885	4712	1121	2464	12847
Oct-22	12847	4252	6013	2218	2361	8868
Nov-22	8868	4822	3911	1114	2884	8665
Dec-22	8665	7418	4728	2476	3116	8879
Jan-23	8879	9057	4680	2448	2010	10808

Retirees Monthly Age Breakdown JANUARY 2022 - JANUARY 2023

Disability Retirement

MONTH	64 YRS. & UNDER	65 YRS. & OVER	TOTAL ENROLLMENT
Jan 2022	61	5	66
Feb 2022	38	7	45
Mar 2022	62	3	65
Apr 2022	48	3	51
May 2022	60	4	64
Jun 2022	61	5	66
Jul 2022	53	5	58
Aug 2022	56	2	58
Sep 2022	44	3	47
Oct 2022	42	8	50
Nov 2022	48	5	53
Dec 2022	59	5	64
Jan 2023	58	5	63



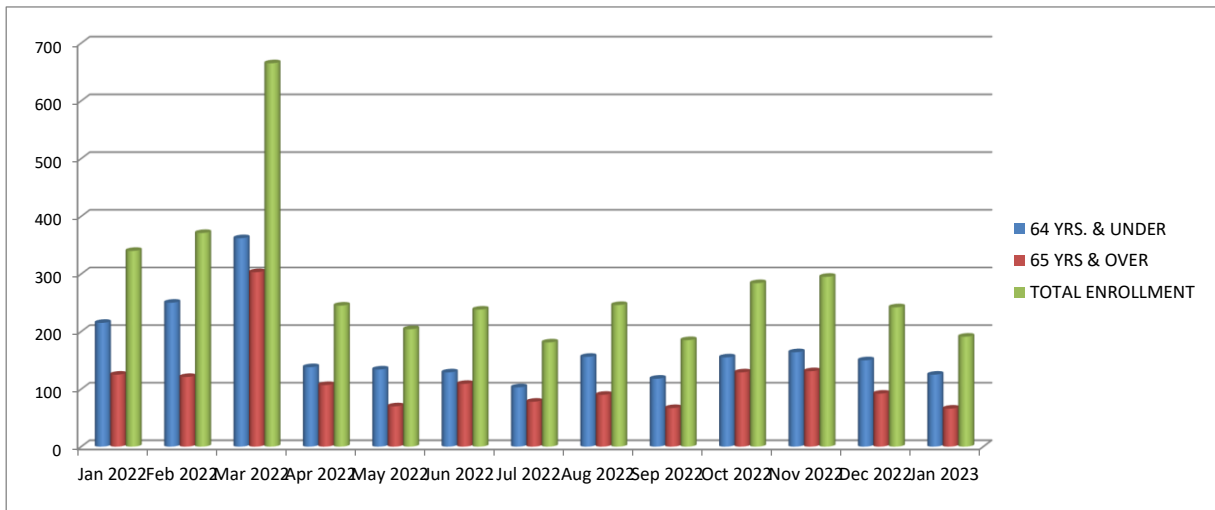
PLEASE NOTE:

- Next Report will include the following dates: February 1, 2022, through February 28, 2023.

Retirees Monthly Age Breakdown JANUARY 2022 - JANUARY 2023

Service Retirement

MONTH	64 YRS. & UNDER	65 YRS & OVER	TOTAL ENROLLMENT
Jan 2022	215	125	340
Feb 2022	250	121	371
Mar 2022	362	303	665
Apr 2022	138	107	245
May 2022	134	70	204
Jun 2022	129	109	238
Jul 2022	103	78	181
Aug 2022	156	90	246
Sep 2022	118	67	185
Oct 2022	155	129	284
Nov 2022	164	131	295
Dec 2022	150	92	242
Jan 2023	125	66	191



PLEASE NOTE:

- Next Report will include the following dates: February 1, 2022, through February 28, 2023.

Medicare Part B Reimbursement and Penalty Report				
		PAY PERIOD	2/28/2023	
Deduction Code	No. of Members	Reimbursement Amount	No. of Penalties	Penalty Amount
ANTHEM BC III				
240	7321	\$1,104,636.15	2	\$129.57
241	143	\$19,276.90	0	\$0.00
242	909	\$138,180.76	0	\$0.00
243	4377	\$1,363,491.77	0	\$0.00
244	17	\$2,587.20	0	\$0.00
245	51	\$7,829.20	0	\$0.00
246	16	\$2,310.90	0	\$0.00
247	142	\$24,242.50	0	\$0.00
248	12	\$5,624.50	1	\$43.00
249	68	\$22,001.10	0	\$0.00
250	16	\$4,889.50	0	\$0.00
Plan Total:	13,072	\$2,695,070.48	3	\$172.57
CIGNA - PREFERRED with RX				
321	34	\$4,836.70	0	\$0.00
322	7	\$997.60	0	\$0.00
324	24	\$6,500.50	0	\$0.00
327	1	\$104.90	0	\$0.00
Plan Total:	66	\$12,439.70	0	\$0.00
KAISER SR. ADVANTAGE				
394	17	\$2,670.50	0	\$0.00
397	5	\$804.20	0	\$0.00
398	7	\$2,205.80	0	\$0.00
403	11730	\$1,748,788.90	1	\$17.00
413	1559	\$246,746.50	0	\$0.00
418	6164	\$1,871,988.01	0	\$0.00
419	233	\$31,734.00	0	\$0.00
426	245	\$35,381.50	0	\$0.00
427	31	\$4,282.50	0	\$0.00
445	2	\$329.80	0	\$0.00
446	1	\$145.10	0	\$0.00
451	37	\$5,099.50	0	\$0.00
455	3	\$494.70	0	\$0.00
457	12	\$3,553.70	0	\$0.00
459	2	\$659.60	0	\$0.00
462	86	\$13,481.60	0	\$0.00
465	4	\$599.60	0	\$0.00
466	30	\$8,848.10	0	\$0.00
472	29	\$4,463.10	0	\$0.00
476	3	\$393.00	0	\$0.00
478	15	\$4,765.10	0	\$0.00
479	1	\$144.60	0	\$0.00
482	81	\$12,625.70	0	\$0.00
486	2	(\$335.00)	0	\$0.00
488	43	\$13,340.20	0	\$0.00
491	1	\$148.50	0	\$0.00
Plan Total:	20,343	\$4,013,358.81	1	\$17.00

Medicare Part B Reimbursement and Penalty Report				
		PAY PERIOD	2/28/2023	
Deduction Code	No. of Members	Reimbursement Amount	No. of Penalties	Penalty Amount
SCAN				
611	279	\$41,220.70	0	\$0.00
613	81	\$25,476.80	0	\$0.00
620	1	\$164.90	0	\$0.00
622	5	\$1,145.90	0	\$0.00
623	2	\$1,199.20	0	\$0.00
Plan Total:	368	\$69,207.50	0	\$0.00
UNITED HEALTHCARE GROUP MEDICARE ADV. HMO				
701	1967	\$302,024.10	1	\$36.50
702	382	\$58,623.20	0	\$0.00
703	1302	\$404,723.70	0	\$0.00
704	91	\$15,608.00	0	\$0.00
705	44	\$13,645.00	0	\$0.00
Plan Total:	3,786	\$794,624.00	1	\$36.50
Grand Total:	37,635	\$7,584,700.49	5	\$226.07

Medicare Part B Reimbursement and Penalty Report				
		PAY PERIOD	2/28/2023	
Deduction Code	No. of Members	Reimbursement Amount	No. of Penalties	Penalty Amount
ANTHEM BC III				
240	7321	\$1,104,636.15	2	\$129.57
241	143	\$19,276.90	0	\$0.00
242	909	\$138,180.76	0	\$0.00
243	4377	\$1,363,491.77	0	\$0.00
244	17	\$2,587.20	0	\$0.00
245	51	\$7,829.20	0	\$0.00
246	16	\$2,310.90	0	\$0.00
247	142	\$24,242.50	0	\$0.00
248	12	\$5,624.50	1	\$43.00
249	68	\$22,001.10	0	\$0.00
250	16	\$4,889.50	0	\$0.00
Plan Total:	13,072	\$2,695,070.48	3	\$172.57
CIGNA - PREFERRED with RX				
321	34	\$4,836.70	0	\$0.00
322	7	\$997.60	0	\$0.00
324	24	\$6,500.50	0	\$0.00
327	1	\$104.90	0	\$0.00
Plan Total:	66	\$12,439.70	0	\$0.00
KAISER SR. ADVANTAGE				
394	17	\$2,670.50	0	\$0.00
397	5	\$804.20	0	\$0.00
398	7	\$2,205.80	0	\$0.00
403	11730	\$1,748,788.90	1	\$17.00
413	1559	\$246,746.50	0	\$0.00
418	6164	\$1,871,988.01	0	\$0.00
419	233	\$31,734.00	0	\$0.00
426	245	\$35,381.50	0	\$0.00
427	31	\$4,282.50	0	\$0.00
445	2	\$329.80	0	\$0.00
446	1	\$145.10	0	\$0.00
451	37	\$5,099.50	0	\$0.00
455	3	\$494.70	0	\$0.00
457	12	\$3,553.70	0	\$0.00
459	2	\$659.60	0	\$0.00
462	86	\$13,481.60	0	\$0.00
465	4	\$599.60	0	\$0.00
466	30	\$8,848.10	0	\$0.00
472	29	\$4,463.10	0	\$0.00
476	3	\$393.00	0	\$0.00
478	15	\$4,765.10	0	\$0.00
479	1	\$144.60	0	\$0.00
482	81	\$12,625.70	0	\$0.00
486	2	(\$335.00)	0	\$0.00
488	43	\$13,340.20	0	\$0.00
491	1	\$148.50	0	\$0.00
Plan Total:	20,343	\$4,013,358.81	1	\$17.00

Medicare Part B Reimbursement and Penalty Report				
		PAY PERIOD	2/28/2023	
Deduction Code	No. of Members	Reimbursement Amount	No. of Penalties	Penalty Amount
SCAN				
611	279	\$41,220.70	0	\$0.00
613	81	\$25,476.80	0	\$0.00
620	1	\$164.90	0	\$0.00
622	5	\$1,145.90	0	\$0.00
623	2	\$1,199.20	0	\$0.00
Plan Total:	368	\$69,207.50	0	\$0.00
UNITED HEALTHCARE GROUP MEDICARE ADV. HMO				
701	1967	\$302,024.10	1	\$36.50
702	382	\$58,623.20	0	\$0.00
703	1302	\$404,723.70	0	\$0.00
704	91	\$15,608.00	0	\$0.00
705	44	\$13,645.00	0	\$0.00
Plan Total:	3,786	\$794,624.00	1	\$36.50
LOCAL 1014				
804	177	\$37,658.60	0	\$0.00
805	216	\$40,463.60	0	\$0.00
806	686	\$254,786.60	0	\$0.00
807	33	\$6,628.30	0	\$0.00
808	17	\$5,606.60	0	\$0.00
812	258	\$46,301.80	0	\$0.00
813	2	\$329.80	0	\$0.00
Plan Total:	1,389	\$391,775.30	0	\$0.00
Grand Total:	39,024	\$7,976,475.79	5	\$226.07

Medical and Dental Vision Insurance Premiums

March 2023

Carrier Codes	Member Count	Premium Amount	Member Amount	County Subsidy Amount	Total	Adjustments	Total Paid
Medical Plan							
Anthem Blue Cross Prudent Buyer Plan							
201	479	\$434,136.17	\$64,281.01	\$372,563.08	\$436,844.09	\$5,415.42	\$442,259.51
202	247	\$441,432.18	\$39,782.11	\$396,331.61	\$436,113.72	(\$1,772.82)	\$434,340.90
203	77	\$158,026.07	\$15,585.91	\$106,453.43	\$122,039.34	\$0.00	\$122,039.34
204	26	\$30,138.16	\$15,123.22	\$32,230.63	\$47,353.85	\$0.00	\$47,353.85
SUBTOTAL	829	\$1,063,732.58	\$134,772.25	\$907,578.75	\$1,042,351.00	\$3,642.60	\$1,045,993.60
Anthem Blue Cross I							
211	589	\$755,030.88	\$45,989.78	\$726,894.56	\$772,884.34	(\$8,927.73)	\$763,956.61
212	238	\$551,294.40	\$27,794.36	\$528,094.70	\$555,889.06	\$4,594.12	\$560,483.18
213	74	\$203,179.50	\$23,039.48	\$172,012.84	\$195,052.32	\$0.00	\$195,052.32
214	23	\$38,790.19	\$4,452.42	\$36,024.30	\$40,476.72	\$0.00	\$40,476.72
215	1	\$432.89	\$17.32	\$415.57	\$432.89	\$0.00	\$432.89
SUBTOTAL	925	\$1,548,727.86	\$101,293.36	\$1,463,441.97	\$1,564,735.33	(\$4,333.61)	\$1,560,401.72
Anthem Blue Cross II							
221	2,323	\$2,979,311.04	\$164,856.85	\$2,787,671.00	\$2,952,527.85	(\$2,550.78)	\$2,949,977.07
222	2,019	\$4,686,002.40	\$111,958.21	\$4,450,002.95	\$4,561,961.16	(\$8,941.31)	\$4,553,019.85
223	895	\$2,440,863.06	\$93,679.63	\$2,265,915.63	\$2,359,595.26	\$5,418.12	\$2,365,013.38
224	209	\$352,484.77	\$35,012.26	\$319,159.04	\$354,171.30	\$0.00	\$354,171.30
SUBTOTAL	5,446	\$10,458,661.27	\$405,506.95	\$9,822,748.62	\$10,228,255.57	(\$6,073.97)	\$10,222,181.60

Medical and Dental Vision Insurance Premiums

March 2023

Carrier Codes	Member Count	Premium Amount	Member Amount	County Subsidy Amount	Total	Adjustments	Total Paid
Anthem Blue Cross III							
240	7,355	\$3,835,148.80	\$516,568.48	\$3,363,882.28	\$3,880,450.76	(\$22,904.63)	\$3,857,546.13
241	142	\$238,986.72	\$22,504.55	\$194,910.98	\$217,415.53	\$0.00	\$217,415.53
242	897	\$1,518,561.45	\$94,499.49	\$1,395,840.25	\$1,490,339.74	\$0.00	\$1,490,339.74
243	4,377	\$4,547,641.22	\$491,169.24	\$4,023,415.66	\$4,514,584.90	(\$24,213.90)	\$4,490,371.00
244	17	\$15,822.92	\$1,917.35	\$13,905.57	\$15,822.92	\$0.00	\$15,822.92
245	52	\$48,399.52	\$4,635.16	\$43,764.36	\$48,399.52	\$0.00	\$48,399.52
246	16	\$33,106.88	\$3,103.77	\$30,003.11	\$33,106.88	\$0.00	\$33,106.88
247	142	\$300,031.10	\$19,077.33	\$293,370.85	\$312,448.18	\$0.00	\$312,448.18
248	11	\$17,324.76	\$1,126.11	\$26,298.76	\$27,424.87	\$0.00	\$27,424.87
249	70	\$101,061.10	\$6,525.66	\$94,535.44	\$101,061.10	\$0.00	\$101,061.10
250	16	\$25,882.24	\$841.17	\$25,041.07	\$25,882.24	\$0.00	\$25,882.24
SUBTOTAL	13,095	\$10,681,966.71	\$1,161,968.31	\$9,504,968.33	\$10,666,936.64	(\$47,118.53)	\$10,619,818.11
CIGNA Network Model Plan							
301	247	\$411,136.88	\$110,704.99	\$308,720.94	\$419,425.93	(\$3,315.62)	\$416,110.31
302	62	\$188,439.30	\$37,070.00	\$127,440.86	\$164,510.86	\$0.00	\$164,510.86
303	7	\$24,720.43	\$7,047.65	\$14,141.29	\$21,188.94	\$0.00	\$21,188.94
304	14	\$30,784.88	\$13,346.14	\$17,438.74	\$30,784.88	\$0.00	\$30,784.88
SUBTOTAL	330	\$655,081.49	\$168,168.78	\$467,741.83	\$635,910.61	(\$3,315.62)	\$632,594.99
CIGNA Preferred w/ Rx - Phoenix, AZ							
321	34	\$13,140.66	\$1,731.48	\$11,409.18	\$13,140.66	\$0.00	\$13,140.66
322	7	\$12,038.46	\$687.91	\$11,350.55	\$12,038.46	\$0.00	\$12,038.46
324	23	\$18,311.52	\$1,831.16	\$15,717.38	\$17,548.54	\$0.00	\$17,548.54
327	1	\$2,260.85	\$452.17	\$1,808.68	\$2,260.85	\$0.00	\$2,260.85
SUBTOTAL	65	\$45,751.49	\$4,702.72	\$40,285.79	\$44,988.51	\$0.00	\$44,988.51

Medical and Dental Vision Insurance Premiums

March 2023

Carrier Codes	Member Count	Premium Amount	Member Amount	County Subsidy Amount	Total	Adjustments	Total Paid
Kaiser/Senior Advantage							
401	1,475	\$1,707,350.01	\$143,815.10	\$1,535,941.43	\$1,679,756.53	\$9,027.43	\$1,688,783.96
403	11,758	\$3,102,620.37	\$289,790.10	\$2,836,118.06	\$3,125,908.16	(\$10,265.61)	\$3,115,642.55
404	502	\$593,021.91	\$11,459.64	\$580,383.30	\$591,842.94	\$2,357.94	\$594,200.88
405	1,326	\$1,527,079.40	\$18,072.39	\$1,506,710.65	\$1,524,783.04	(\$3,444.54)	\$1,521,338.50
411	1,860	\$4,267,360.36	\$196,009.33	\$4,011,962.13	\$4,207,971.46	\$25,048.54	\$4,233,020.00
413	1,553	\$2,188,566.22	\$106,764.94	\$2,076,335.88	\$2,183,100.82	(\$2,793.32)	\$2,180,307.50
414	61	\$145,690.02	\$1,387.52	\$130,427.26	\$131,814.78	\$0.00	\$131,814.78
418	6,119	\$3,184,830.60	\$231,321.09	\$2,918,926.45	\$3,150,247.54	(\$4,645.62)	\$3,145,601.92
419	234	\$337,966.16	\$3,952.45	\$260,444.52	\$264,396.97	(\$1,432.06)	\$262,964.91
420	112	\$262,969.28	\$1,127.02	\$261,842.26	\$262,969.28	\$0.00	\$262,969.28
421	9	\$10,292.13	\$1,372.29	\$8,919.84	\$10,292.13	\$0.00	\$10,292.13
422	255	\$590,973.25	\$1,998.30	\$568,378.96	\$570,377.26	\$0.00	\$570,377.26
423	2	\$4,625.08	\$0.00	\$4,625.08	\$4,625.08	\$0.00	\$4,625.08
426	242	\$344,712.42	\$2,410.18	\$329,690.81	\$332,100.99	(\$1,401.27)	\$330,699.72
427	31	\$44,393.86	\$1,260.21	\$43,133.65	\$44,393.86	\$0.00	\$44,393.86
428	46	\$108,906.05	\$463.43	\$99,174.02	\$99,637.45	\$0.00	\$99,637.45
429	2	\$4,695.88	\$0.00	\$4,695.88	\$4,695.88	\$0.00	\$4,695.88
430	143	\$329,235.84	\$3,429.51	\$318,947.25	\$322,376.76	\$0.00	\$322,376.76
431	2	\$4,634.30	\$0.00	\$4,634.30	\$4,634.30	\$0.00	\$4,634.30
SUBTOTAL	25,732	\$18,759,923.14	\$1,014,633.50	\$17,501,291.73	\$18,515,925.23	\$12,451.49	\$18,528,376.72

Medical and Dental Vision Insurance Premiums

March 2023

Carrier Codes	Member Count	Premium Amount	Member Amount	County Subsidy Amount	Total	Adjustments	Total Paid
Kaiser - Colorado							
450	2	\$2,122.66	\$424.53	\$1,698.13	\$2,122.66	\$0.00	\$2,122.66
451	36	\$11,096.30	\$1,319.54	\$8,577.16	\$9,896.70	\$0.00	\$9,896.70
453	10	\$23,440.60	\$470.00	\$22,970.60	\$23,440.60	\$0.00	\$23,440.60
454	2	\$6,328.18	\$910.06	\$5,418.12	\$6,328.18	\$0.00	\$6,328.18
455	3	\$4,053.69	\$0.00	\$4,053.69	\$4,053.69	\$0.00	\$4,053.69
457	12	\$7,077.60	\$1,238.58	\$5,839.02	\$7,077.60	\$0.00	\$7,077.60
459	2	\$3,282.26	\$65.65	\$3,216.61	\$3,282.26	\$0.00	\$3,282.26
SUBTOTAL	67	\$57,401.29	\$4,428.36	\$51,773.33	\$56,201.69	\$0.00	\$56,201.69
Kaiser - Georgia							
441	4	\$4,660.96	\$0.00	\$4,660.96	\$4,660.96	\$0.00	\$4,660.96
442	7	\$8,156.68	\$0.00	\$8,156.68	\$8,156.68	\$0.00	\$8,156.68
445	2	\$3,161.42	\$0.00	\$3,161.42	\$3,161.42	\$0.00	\$3,161.42
446	1	\$1,580.71	\$0.00	\$1,580.71	\$1,580.71	\$0.00	\$1,580.71
461	13	\$16,313.36	\$2,656.75	\$7,830.41	\$10,487.16	\$0.00	\$10,487.16
462	85	\$36,590.42	\$4,816.30	\$33,050.53	\$37,866.83	\$0.00	\$37,866.83
463	3	\$6,961.47	\$1,218.82	\$5,742.65	\$6,961.47	\$0.00	\$6,961.47
465	4	\$6,322.84	\$0.00	\$6,322.84	\$6,322.84	\$0.00	\$6,322.84
466	30	\$25,228.20	\$1,765.97	\$23,462.23	\$25,228.20	\$0.00	\$25,228.20
SUBTOTAL	149	\$108,976.06	\$10,457.84	\$93,968.43	\$104,426.27	\$0.00	\$104,426.27

Medical and Dental Vision Insurance Premiums

March 2023

Carrier Codes	Member Count	Premium Amount	Member Amount	County Subsidy Amount	Total	Adjustments	Total Paid
Kaiser - Hawaii							
471	7	\$6,450.71	\$258.03	\$6,192.68	\$6,450.71	\$0.00	\$6,450.71
472	29	\$13,033.47	\$2,013.44	\$11,020.03	\$13,033.47	\$0.00	\$13,033.47
473	1	\$1,852.78	\$577.39	\$1,275.39	\$1,852.78	\$0.00	\$1,852.78
474	4	\$7,332.20	\$0.00	\$7,332.20	\$7,332.20	\$0.00	\$7,332.20
475	2	\$5,489.16	\$142.08	\$10,836.24	\$10,978.32	\$0.00	\$10,978.32
476	3	\$4,082.88	\$1,878.12	\$2,204.76	\$4,082.88	\$0.00	\$4,082.88
477	1	\$2,764.31	\$467.25	\$2,297.06	\$2,764.31	\$0.00	\$2,764.31
478	15	\$13,332.90	\$1,919.93	\$11,412.97	\$13,332.90	\$0.00	\$13,332.90
479	1	\$2,292.21	\$0.00	\$2,292.21	\$2,292.21	\$0.00	\$2,292.21
SUBTOTAL	63	\$56,630.62	\$7,256.24	\$54,863.54	\$62,119.78	\$0.00	\$62,119.78
Kaiser - Oregon							
481	3	\$3,393.54	\$565.59	\$2,827.95	\$3,393.54	\$0.00	\$3,393.54
482	81	\$39,035.52	\$6,525.16	\$33,956.12	\$40,481.28	\$0.00	\$40,481.28
483	2	\$2,766.24	\$521.55	\$2,244.69	\$2,766.24	\$0.00	\$2,766.24
484	5	\$11,261.80	\$90.09	\$11,171.71	\$11,261.80	\$0.00	\$11,261.80
486	1	\$3,206.20	(\$384.75)	(\$2,821.45)	(\$3,206.20)	\$0.00	(\$3,206.20)
488	43	\$41,015.12	\$5,513.18	\$35,501.94	\$41,015.12	\$0.00	\$41,015.12
491	1	\$1,604.54	\$0.00	\$1,604.54	\$1,604.54	\$0.00	\$1,604.54
498	2	\$5,008.60	\$414.48	\$4,594.12	\$5,008.60	\$0.00	\$5,008.60
SUBTOTAL	138	\$107,291.56	\$13,245.30	\$89,079.62	\$102,324.92	\$0.00	\$102,324.92
SCAN Health Plan							
611	277	\$79,968.00	\$17,438.80	\$60,815.60	\$78,254.40	\$0.00	\$78,254.40
613	81	\$45,457.20	\$8,956.79	\$36,500.41	\$45,457.20	\$0.00	\$45,457.20
SUBTOTAL	358	\$125,425.20	\$26,395.59	\$97,316.01	\$123,711.60	\$0.00	\$123,711.60

Medical and Dental Vision Insurance Premiums

March 2023

Carrier Codes	Member Count	Premium Amount	Member Amount	County Subsidy Amount	Total	Adjustments	Total Paid
SCAN Health Plan, AZ							
620	1	\$285.60	\$0.00	\$285.60	\$285.60	\$0.00	\$285.60
SUBTOTAL	1	\$285.60	\$0.00	\$285.60	\$285.60	\$0.00	\$285.60
SCAN Health Plan, NV							
622	5	\$1,428.00	\$0.00	\$1,999.20	\$1,999.20	\$0.00	\$1,999.20
623	2	\$1,122.40	\$0.00	\$2,244.80	\$2,244.80	\$0.00	\$2,244.80
SUBTOTAL	7	\$2,550.40	\$0.00	\$4,244.00	\$4,244.00	\$0.00	\$4,244.00
UHC Medicare Adv.							
701	1,966	\$668,100.30	\$76,275.55	\$599,483.77	\$675,759.32	(\$676.90)	\$675,082.42
702	374	\$626,906.46	\$34,301.12	\$566,619.58	\$600,920.70	\$0.00	\$600,920.70
703	1,293	\$870,971.40	\$82,882.26	\$786,088.44	\$868,970.70	(\$328.45)	\$868,642.25
704	96	\$179,021.26	\$11,442.59	\$162,041.93	\$173,484.52	\$0.00	\$173,484.52
705	44	\$39,088.28	\$2,700.62	\$36,387.66	\$39,088.28	\$0.00	\$39,088.28
706	2	\$744.26	\$44.66	\$699.60	\$744.26	\$0.00	\$744.26
SUBTOTAL	3,775	\$2,384,831.96	\$207,646.80	\$2,151,320.98	\$2,358,967.78	(\$1,005.35)	\$2,357,962.43
United Healthcare							
707	510	\$664,673.58	\$62,724.71	\$605,835.85	\$668,560.56	(\$1,233.17)	\$667,327.39
708	462	\$1,134,835.20	\$74,426.38	\$989,481.62	\$1,063,908.00	\$0.00	\$1,063,908.00
709	365	\$1,034,229.51	\$70,906.71	\$949,308.85	\$1,020,215.56	\$0.60	\$1,020,216.16
SUBTOTAL	1,337	\$2,833,738.29	\$208,057.80	\$2,544,626.32	\$2,752,684.12	(\$1,232.57)	\$2,751,451.55

Medical and Dental Vision Insurance Premiums

March 2023

Carrier Codes	Member Count	Premium Amount	Member Amount	County Subsidy Amount	Total	Adjustments	Total Paid
Local 1014 Firefighters							
801	81	\$102,020.31	\$4,030.40	\$95,470.89	\$99,501.29	\$0.00	\$99,501.29
802	322	\$731,255.56	\$21,710.57	\$714,086.95	\$735,797.52	\$0.00	\$735,797.52
803	351	\$940,272.84	\$26,520.53	\$908,394.63	\$934,915.16	\$2,678.84	\$937,594.00
804	181	\$227,971.31	\$6,574.59	\$232,732.31	\$239,306.90	(\$41,437.13)	\$197,869.77
805	217	\$492,802.66	\$13,126.28	\$479,676.38	\$492,802.66	(\$40,463.60)	\$452,339.06
806	689	\$1,564,705.22	\$34,973.11	\$1,502,480.35	\$1,537,453.46	(\$254,786.60)	\$1,282,666.86
807	35	\$93,759.40	\$428.61	\$93,330.79	\$93,759.40	(\$6,628.30)	\$87,131.10
808	17	\$45,540.28	\$214.31	\$45,325.97	\$45,540.28	(\$5,606.60)	\$39,933.68
809	19	\$23,930.69	\$3,677.74	\$20,252.95	\$23,930.69	\$0.00	\$23,930.69
810	10	\$22,709.80	\$3,406.47	\$19,303.33	\$22,709.80	\$0.00	\$22,709.80
811	2	\$5,357.68	\$1,071.54	\$7,500.74	\$8,572.28	\$0.00	\$8,572.28
812	258	\$324,953.58	\$22,847.33	\$303,365.76	\$326,213.09	(\$46,302.40)	\$279,910.69
813	2	\$4,541.96	\$0.00	\$4,541.96	\$4,541.96	(\$329.80)	\$4,212.16
SUBTOTAL	2,184	\$4,579,821.29	\$138,581.48	\$4,426,463.01	\$4,565,044.49	(\$392,875.59)	\$4,172,168.90
Kaiser - Washington							
393	6	\$8,576.94	\$2,310.45	\$21,429.43	\$23,739.88	\$0.00	\$23,739.88
394	17	\$7,640.82	\$1,357.38	\$6,283.44	\$7,640.82	\$0.00	\$7,640.82
395	3	\$7,982.25	\$1,091.07	\$6,891.18	\$7,982.25	\$0.00	\$7,982.25
397	5	\$8,403.60	\$605.06	\$7,798.54	\$8,403.60	\$0.00	\$8,403.60
398	7	\$6,222.44	\$1,031.15	\$5,191.29	\$6,222.44	\$0.00	\$6,222.44
SUBTOTAL	38	\$38,826.05	\$6,395.11	\$47,593.88	\$53,988.99	\$0.00	\$53,988.99
Medical Plan Total	54,539	\$53,509,622.86	\$3,613,510.39	\$49,269,591.74	\$52,883,102.13	(\$439,861.15)	\$52,443,240.98

Medical and Dental Vision Insurance Premiums

March 2023

Carrier Codes	Member Count	Premium Amount	Member Amount	County Subsidy Amount	Total	Adjustments	Total Paid
<u>Dental/Vision Plan</u>							
CIGNA Indemnity Dental/Vision							
501	25,742	\$1,324,424.94	\$139,617.75	\$1,201,695.01	\$1,341,312.76	(\$4,775.73)	\$1,336,537.03
502	23,794	\$2,488,166.17	\$188,686.71	\$2,288,498.39	\$2,477,185.10	(\$3,576.73)	\$2,473,608.37
503	10	\$626.70	\$52.65	\$574.05	\$626.70	\$0.00	\$626.70
SUBTOTAL	49,546	\$3,813,217.81	\$328,357.11	\$3,490,767.45	\$3,819,124.56	(\$8,352.46)	\$3,810,772.10
CIGNA Dental HMO/Vision							
901	3,864	\$187,472.53	\$21,170.84	\$166,739.62	\$187,910.46	\$143.23	\$188,053.69
902	2,906	\$283,211.53	\$22,365.18	\$259,879.53	\$282,244.71	\$196.32	\$282,441.03
903	2	\$97.98	\$25.48	\$72.50	\$97.98	\$0.00	\$97.98
SUBTOTAL	6,772	\$470,782.04	\$43,561.50	\$426,691.65	\$470,253.15	\$339.55	\$470,592.70
Dental/Vision Plan Total	56,318	\$4,283,999.85	\$371,918.61	\$3,917,459.10	\$4,289,377.71	(\$8,012.91)	\$4,281,364.80
GRAND TOTALS	110,857	\$57,793,622.71	\$3,985,429.00	\$53,187,050.84	\$57,172,479.84	(\$447,874.06)	\$56,724,605.78

PREMIUMS*	CARRIER DEDUCTION CODES	DEDUCTION CODE DEFINITIONS
<u>Anthem Blue Cross Prudent Buyer Plan</u>		
\$630.26	201	Retiree Only
\$1,239.88	202	Retiree and Spouse/Domestic Partner
\$1,399.26	203	Retiree, Spouse/Domestic Partner and Children
\$810.01	204	Retiree and Children
\$172.06	205	Survivor Children Only Rates
<u>Anthem Blue Cross Plan I</u>		
\$904.25	211	Retiree Only
\$1,630.31	212	Retiree and Spouse/Domestic Partner
\$1,923.10	213	Retiree, Spouse/Domestic Partner and Children
\$1,196.44	214	Retiree and Children
\$299.58	215	Survivor Children Only Rates
<u>Anthem Blue Cross Plan II</u>		
\$904.25	221	Retiree Only
\$1,630.31	222	Retiree and Spouse/Domestic Partner
\$1,923.10	223	Retiree, Spouse/Domestic Partner and Children
\$1,196.44	224	Retiree and Children
\$299.58	225	Survivor Children Only Rates
<u>Anthem Blue Cross Plan III</u>		
\$365.20	240	Retiree Only with Medicare
\$1,167.61	241	Retiree and Spouse/Domestic Partner - One with Medicare (Non-Medicare has Anthem Blue Cross I)
\$1,167.61	242	Retiree and Spouse/Domestic Partner - One with Medicare (Non-Medicare has Anthem Blue Cross II)
\$726.87	243	Retiree and Spouse/Domestic Partner - Both with Medicare
\$653.93	244	Retiree and Children (Retiree has Medicare; Children have Anthem Blue Cross I)
\$653.93	245	Retiree and Children (Retiree has Medicare; Children have Anthem Blue Cross II)
\$1,456.25	246	Retiree, Spouse/Domestic Partner and Children - One with Medicare (Non-Medicare has Anthem Blue Cross I)
\$1,456.25	247	Retiree, Spouse/Domestic Partner and Children - One with Medicare (Non-Medicare has Anthem Blue Cross II)
\$1,015.45	248	Retiree, Spouse/Domestic Partner and Children - Two with Medicare (Children have Anthem Blue Cross I)
\$1,015.45	249	Retiree, Spouse/Domestic Partner and Children - Two with Medicare (Children have Anthem Blue Cross II)
\$1,138.02	250	Member, Spouse/Domestic Partner, Child (3 with Medicare)

*Benchmark premiums are bolded.

PREMIUMS*	CARRIER DEDUCTION CODES	DEDUCTION CODE DEFINITIONS
<u>CIGNA Network Model Plan</u>		
\$1,143.49	301	Retiree Only
\$2,064.71	302	Retiree and Spouse/Domestic Partner
\$2,438.35	303	Retiree, Spouse/Domestic Partner and Children
\$1,517.57	304	Retiree and Children
\$378.87	305	Survivor Children Only Rates
<u>CIGNA Medicare Select Plus Rx (Available in the Phoenix, AZ area only)</u>		
\$328.00	321	Retiree Only with Medicare
\$1,249.22	322	Retiree and Spouse/Domestic Partner/Domestic Partner - One with Medicare
\$651.00	324	Retiree and Spouse/Domestic Partner -Both with Medicare
\$702.09	325	Retiree and Children
\$1,622.87	327	Retiree, Spouse/Domestic Partner and Children - One with Medicare
\$1,025.09	329	Retiree, Spouse/Domestic Partner and Children - Two with Medicare
<u>Kaiser</u>		
\$774.10	401	Retiree Only ("Basic")
N/A	402	Retiree Only ("Supplement")
\$235.64	403	Retiree Only ("Senior Advantage")
\$894.95	404	Retiree Only ("Excess I")
\$795.39	405	Retiree Only - ("Excess II")
\$1,408.39	406	Retiree Only ("Excess III")
\$1,543.20	411	Retiree and Family (All family members are "Basic")
N/A	412	Retiree and Family (One family member is "Supplement"; others are "Basic")
\$1,004.74	413	Retiree and Family (One family member is "Senior Advantage"; others are "Basic")
\$1,664.05	414	Retiree and Family (One family member is "Excess I"; others are "Basic")
N/A	415	Retiree and Family (Two or more family members are "Supplement")
N/A	416	Retiree and Family (One family member is "Senior Advantage"; others are "Supplement")
N/A	417	Retiree and Family (One family member is "Excess I"; others are "Supplement")
\$466.28	418	Retiree and Family (Two or more family members are "Senior Advantage")
\$1,125.59	419	Retiree and Family (One family member is "Excess I"; others are "Senior Advantage")
\$1,784.90	420	Retiree and Family (Two or more family members are "Excess I")
N/A	421	Survivor Children Only Rates
\$1,564.49	422	Retiree and Family (One family member is "Excess II"; others are "Basic")
\$2,177.49	423	Retiree and Family (One family member is "Excess III"; others are "Basic")

*Benchmark premiums are bolded.

PREMIUMS*	CARRIER DEDUCTION CODES	DEDUCTION CODE DEFINITIONS
<u>Kaiser (continued)</u>		
N/A	424	Retiree and Family (One family member is "Supplement"; others are "Excess II")
N/A	425	Retiree and Family (One family member is "Supplement"; others are "Excess III")
\$1,026.03	426	Retiree and Family (One family member is "Senior Advantage"; others are "Excess II")
\$1,639.03	427	Retiree and Family (One family member is "Senior Advantage"; others are "Excess III")
\$1,685.34	428	Retiree and Family (One family member is "Excess I"; others are "Excess II")
\$2,298.34	429	Retiree and Family One family member is "Excess I"; others are "Excess III")
\$1,585.78	430	Retiree and Family (Two or more family members are "Excess II")
\$2,198.78	431	Retiree and Family (One family member is "Excess II"; others are "Excess III")
\$2,811.78	432	Retiree and Family (Two or more family members are "Excess III")
<u>Kaiser Colorado</u>		
\$793.06	450	Retiree Only ("Basic" under age 65)
\$327.27	451	Retiree Only ("Senior Advantage")
\$1,754.57	453	Retiree and Family (Two family members are "Basic")
\$2,369.25	454	Retiree and Family (Three or more family members are "Basic")
\$1,115.33	455	Retiree and Family (One family member is "Senior Advantage"; one family member is "Basic")
\$649.55	457	Retiree and Family (Two family members are "Senior Advantage")
\$1,857.56	458	Retiree and Family (One family member is "Senior Advantage"; two or more are "Basic")
\$1,437.60	459	Retiree and Family (Two family members are "Senior Advantage"; one or more are "Basic")
<u>Kaiser Georgia</u>		
\$847.24	440	Retiree Only ("Basic" over age 65 with Medicare Part B only)
\$847.24	441	Retiree Only ("Basic over age 65 with Medicare Part A only)
\$847.24	442	Retiree Only ("Basic over age 65 without Medicare Part A or Medicare Part B)
\$361.11	443	Retiree Only ("Basic" over age 65 - Medicare eligible who is classified as having renal failure)
\$1,203.35	444	Retiree and Family (One family member is "Senior Advantage"; one family member is "Basic" over age 65 with Medicare Part B only)
\$1,203.35	445	Retiree and Family (One family member is "Senior Advantage"; one family member is "Basic" over age 65 with Medicare Part A only)
\$1,203.35	446	Retiree and Family (One family member is "Senior Advantage"; one family member is "Basic" over age 65 without Medicare Part A and B)
\$847.24	461	Retiree Only ("Basic" under age 65)
\$361.11	462	Retiree Only ("Senior Advantage")

*Benchmark premiums are bolded.

PREMIUMS*	CARRIER DEDUCTION CODES	DEDUCTION CODE DEFINITIONS
<u>Kaiser Georgia (continued)</u>		
\$1,689.48	463	Retiree and Family (Two family members are "Basic")
\$2,531.72	464	Retiree and Family (Three or more family members are "Basic")
\$1,203.35	465	Retiree and Family (One family member is "Senior Advantage"; one is "Basic")
\$717.22	466	Retiree and Family (Two family members are "Senior Advantage")
\$2,045.59	467	Retiree and Family (One family member is "Senior Advantage"; two or more are "Basic")
\$1,559.46	468	Retiree and Family (Two family members are "Senior Advantage"; one is "Basic")
\$1,915.57	469	Retiree and Family (Three or more family members are "Senior Advantage"; one is "Basic")
\$2,045.59	470	Retiree and Family (Three or more family members are "Basic"; one is "Senior Advantage")
<u>Kaiser Hawaii</u>		
\$795.16	471	Retiree Only ("Basic" under age 65)
\$346.45	472	Retiree Only ("Senior Advantage")
\$1,381.42	473	Retiree Only (Over age 65 without Medicare Part A or Medicare Part B)
\$1,585.31	474	Retiree and Family (Two family members are "Basic")
\$2,375.47	475	Retiree and Family (Three or more family members are "Basic")
\$1,136.61	476	Retiree and Family (One family member is "Senior Advantage"; one is "Basic")
\$2,171.58	477	Retiree and Family (One family member is "Basic" under age 65; one is over age 65 without Medicare Part A or Medicare Part B)
\$687.90	478	Retiree and Family (Two family members are "Senior Advantage")
\$1,722.87	479	Retiree and Family (One family member is "Senior Advantage"; one is over age 65 without Medicare Part A or Medicare Part B)
<u>Kaiser Oregon</u>		
\$806.67	481	Retiree Only ("Basic" under age 65)
\$465.92	482	Retiree Only ("Senior Advantage")
\$1,205.27	483	Retiree Only (Over age 65 without Medicare Part A or Medicare Part B)
\$1,608.34	484	Retiree and Family (Two family members are "Basic")
\$2,410.01	485	Retiree and Family (Three or more family members are "Basic")
\$1,267.59	486	Retiree and Family (One family member is "Senior Advantage"; one is "Basic")
N/A	487	Retiree Only (Medicare Cost "Supplement" program)
\$926.84	488	Retiree and Family (Two family members are "Senior Advantage")
\$1,110.84	489	Retiree Only (Over age 65 with Medicare Part A only)
\$1,205.27	490	Retiree Only (Over age 65 with Medicare Part B only)

*Benchmark premiums are bolded.

PREMIUMS*	CARRIER DEDUCTION CODES	DEDUCTION CODE DEFINITIONS
<u>Kaiser Oregon (continued)</u>		
\$1,571.76	491	Retiree and Family (One family member is "Senior Advantage"; one is over age 65 with Medicare Part A only)
\$1,666.19	492	Retiree and Family (One family member is "Senior Advantage"; one is over age 65 without Medicare Part A or Medicare Part B)
\$2,069.26	493	Retiree and Family (One family member is "Senior Advantage"; two or more are "Basic")
\$1,728.51	494	Retiree and Family (Two family members are "Senior Advantage"; one is "Basic")
\$2,405.54	495	Retiree and Family (Two family members are over age 65 without Medicare Part A or Medicare Part B)
\$2,216.68	496	Retiree and Family (Two family members are over age 65 with Medicare Part A only)
\$2,216.68	497	Retiree and Family (One family member is "Basic"; one is over age 65 with Medicare Part A only)
\$2,006.94	498	Retiree and Family (One family member is "Basic"; one is over age 65 without Medicare Part A or Medicare Part B)

Kaiser Rate Category Definitions

"Basic" - includes those who are under age 65

Medicare Cost ("Supplement")

- Includes people who have both Part A and Part B of Medicare, who were enrolled in Kaiser's Medicare supplement ("M" coverage) before July 1, 1987, and who chose to stay in that Kaiser arrangement.
- It is not open to new enrollments.
- People who have left it cannot return to it.

"Senior Advantage"

- Includes participants who are age 65 or older and who have assigned both Medicare Part A and Part B to Kaiser.

"Excess I"

- Is for participants who have Medicare Part A only.

"Excess II"

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

"Excess III"

- Is for participants in the Excess Plan who either have Medicare Parts A and B and have not assigned their Medicare benefits to Kaiser or have not provided their Medicare status to LACERA. Premium is above the Anthem Blue Cross I and II Benchmark rate and II Benchmark.

PREMIUMS*	CARRIER DEDUCTION CODES	DEDUCTION CODE DEFINITIONS
<u>SCAN Health Plan</u>		
\$304.00	611	Retiree Only with SCAN
\$603.00	613	Retiree and 1 Dependent - Both with SCAN (Retiree and 1 Dependent = Retiree and Spouse/Domestic Partner OR Retiree and 1 Child. Both Retiree and Dependent must have Medicare.)
<u>United Healthcare Medicare Advantage (UHCMA)</u>		
(For both members and dependents who are enrolled in UHCMA, or a family combination of UHCMA/UHC)		
\$293.62	701	Retiree Only with Secure Horizons
\$1,203.81	702	Retiree and 1 Dependent - One with Secure Horizons (Retiree and 1 Dependent = Retiree and Spouse/Domestic Partner OR Retiree and 1 Child)
\$582.24	703	Retiree and 1 Dependent - Both with Secure Horizons (Retiree and 1 Dependent = Retiree and Spouse/Domestic Partner OR Retiree and 1 Child)
\$1,360.59	704	Retiree and 2 or More Dependents - One with Secure Horizons (Retiree and 2 or More Dependents = Retiree, Spouse/Domestic Partner and 1 or More Children OR Retiree and 2 or More Children)
\$739.02	705	Retiree and 2 or More Dependents - Two with Secure Horizons (Retiree and 2 or More Dependents = Retiree, Spouse/Domestic Partner and 1 or More Children OR Retiree and 2 or More Children)
\$261.24	706	Survivor Children Only Rates
<u>United Healthcare (UHC)</u>		
(For members and dependents under age 65 [no Medicare])		
\$915.18	707	Retiree Only
\$1,671.68	708	Retiree and 1 Dependent
\$1,982.16	709	Retiree and 2 Or More Dependents
<u>Local 1014 Firefighters</u>		
\$914.03	801	Member Under 65
\$1,648.06	802	Member + 1 Under 65
\$1,944.04	803	Member + 2 Under 65
\$914.03	804	Member with Medicare
\$1,648.06	805	Member + 1; 1 Medicare
\$1,648.06	806	Member + 1; 2 Medicare
\$1,944.04	807	Member + 2; 1 Medicare
\$1,944.04	808	Member + 2; 2 Medicare

*Benchmark premiums are bolded.

PREMIUMS*	CARRIER DEDUCTION CODES	DEDUCTION CODE DEFINITIONS
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Local 1014 Firefighters (continued)

\$914.03	809	Surviving Spouse Under 65
\$1,648.06	810	Surviving Spouse + 1; Under 65
\$1,944.04	811	Surviving Spouse + 2 Under 65
\$914.03	812	Surviving Spouse with Medicare
\$1,648.06	813	Surviving Spouse + 1; 1 Medicare
\$1,944.04	814	Spouse + 1; 1 Medicare
\$1,648.06	815	Surviving Spouse + 1; 2 Medicare

CIGNA Indemnity - Dental/Vision

\$46.55	501	Retiree Only
\$99.61	502	Retiree and Dependent(s)
\$57.81	503	Survivor Children Only Rates

CIGNA HMO - Dental/Vision

\$39.02	901	Retiree Only
\$81.07	902	Retiree and Dependent(s)
\$39.56	903	Survivor Children Only Rates

Los Angeles County Employees Retirement Association

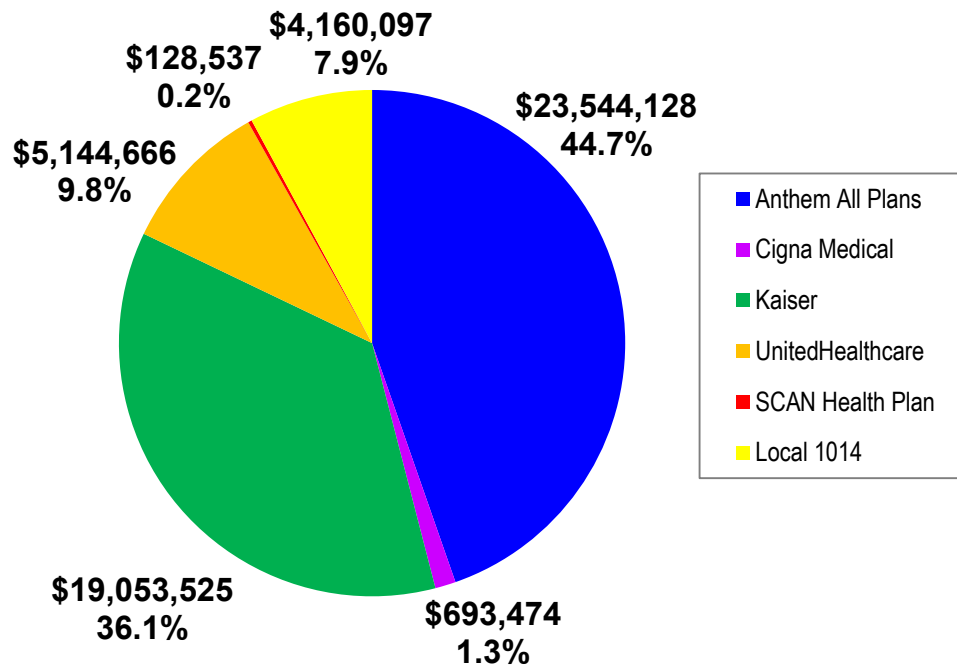
Premium & Enrollment

Coverage Month Ending January 2023

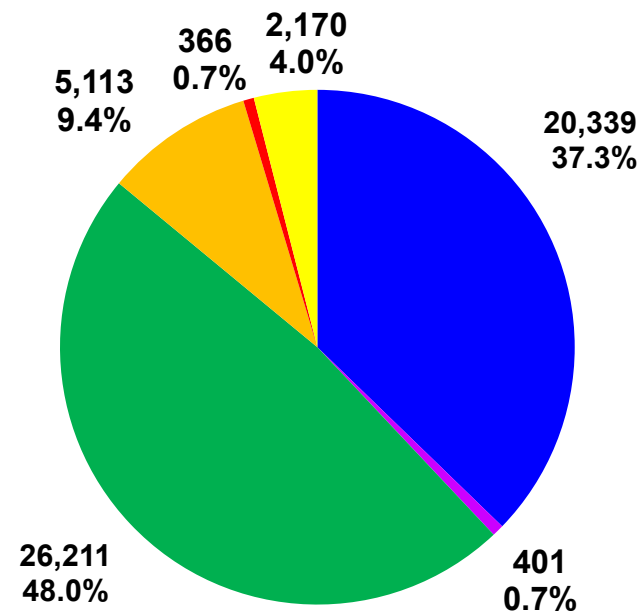
Carrier / Plan	Monthly Premium	Percent of Total	Retirees	Percent of Total
Anthem All Plans	\$23,544,128	44.7%	20,339	37.3%
Cigna Medical	\$693,474	1.3%	401	0.7%
Kaiser	\$19,053,525	36.1%	26,211	48.0%
UnitedHealthcare	\$5,144,666	9.8%	5,113	9.4%
SCAN Health Plan	\$128,537	0.2%	366	0.7%
Local 1014	\$4,160,097	7.9%	2,170	4.0%
Combined Medical	\$52,724,428	100.0%	54,600	100.0%

Cigna Dental & Vision (PPO and HMO)	\$4,283,867	56,378
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Monthly Premium



Retirees

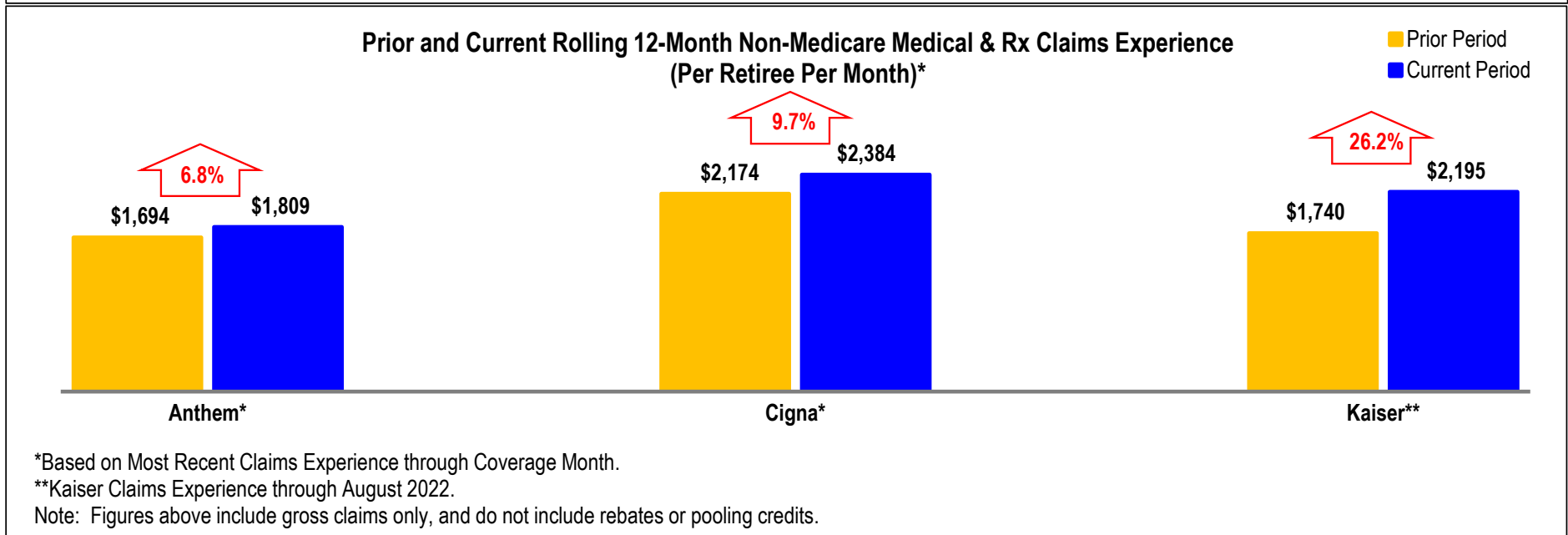
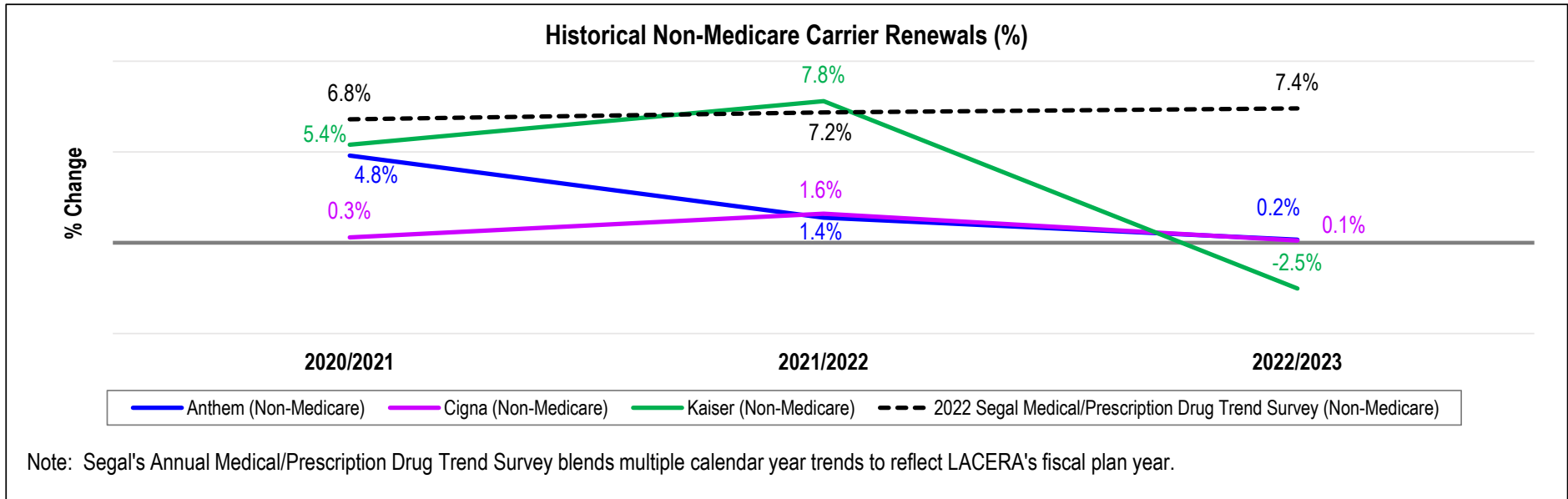


Note: Premiums **include** LACERA's Administrative Fee of \$10.00 per member, per plan, per month.

Los Angeles County Employees Retirement Association

Claims Experience by Carrier

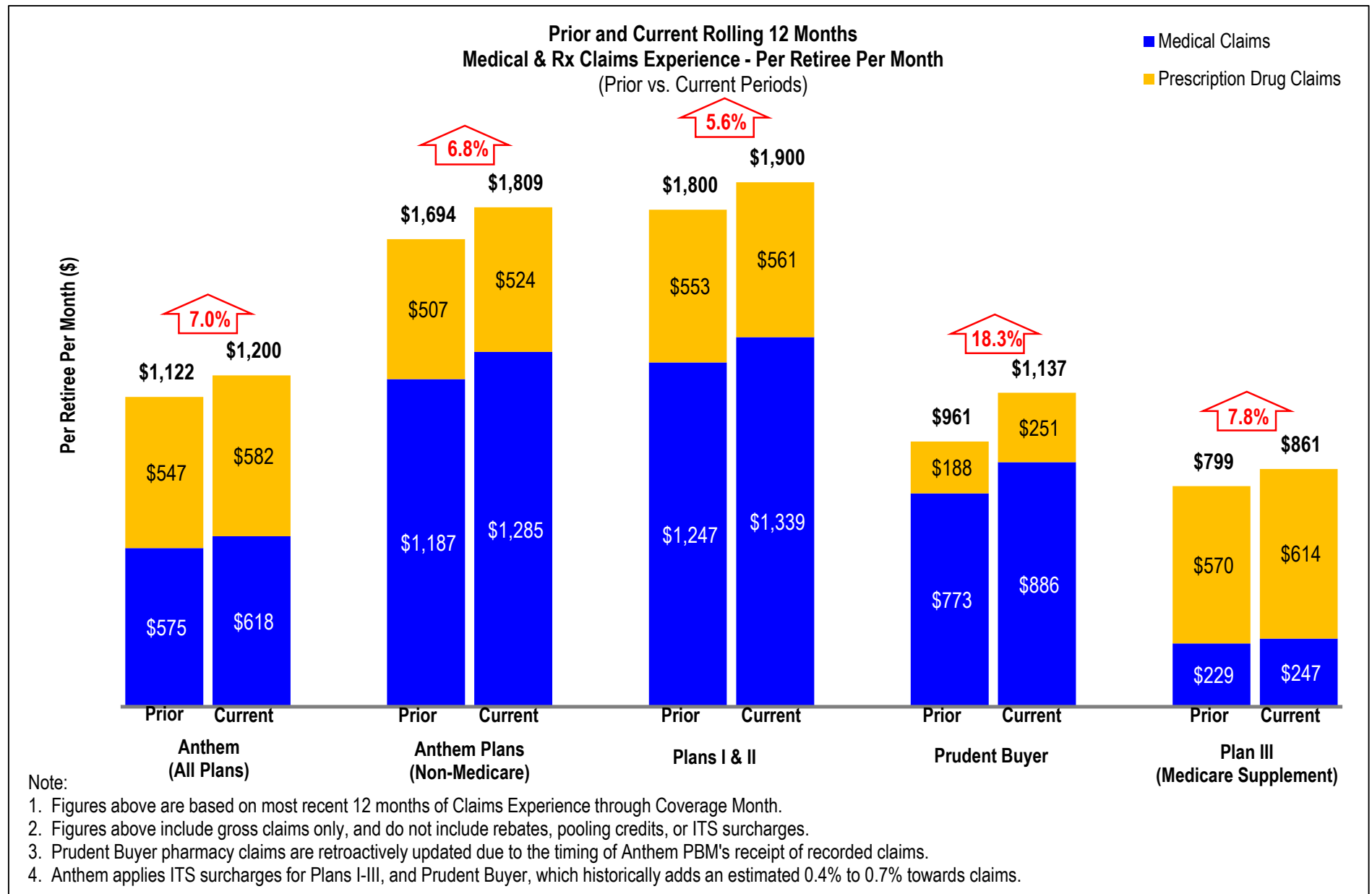
Coverage Month Ending January 2023



Los Angeles County Employees Retirement Association

Anthem Claims Experience By Plan

Coverage Month Ending January 2023



Los Angeles County Employees Retirement Association

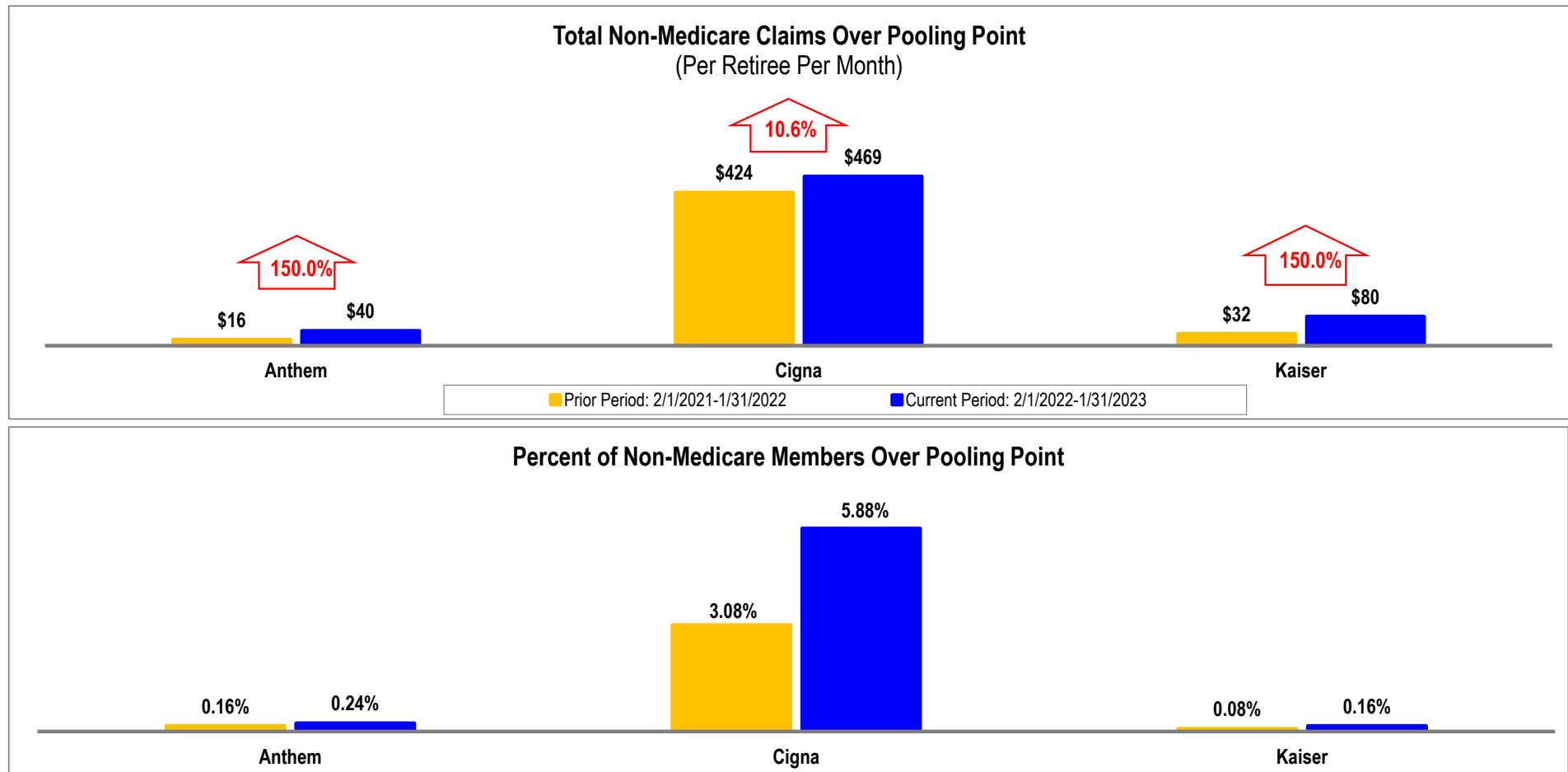
Kaiser Utilization

Coverage Month Ending January 2023

- Kaiser insures approximately 25,000 LACERA retirees with the majority enrolled in Medicare Advantage plans.
- Kaiser's Periodic Utilization Report (PUR) monitors utilization patterns of LACERA's non-Medicare population in Southern California.

Category	Current Period 9/1/2021 - 8/31/2022	Prior Period 9/1/2020 - 8/31/2021	Change
Average Contract Size	2.37	2.38	-0.42%
Average Members	8,917	8,796	1.38%
Inpatient Claims Per Member Per Month	\$297.45	\$167.85	77.21%
Outpatient Claims Per Member Per Month	\$367.71	\$328.28	12.01%
Pharmacy Per Member Per Month	\$119.85	\$114.39	4.77%
Other Per Member Per Month	\$140.55	\$121.75	15.44%
Total Claims Per Member Per Month	\$925.56	\$732.27	26.40%
Total Paid Claims	\$99,036,150	\$77,287,504	28.14%
Large Claims over \$500,000 Pooling Point			
Number of Claims over Pooling Point	6	3	
Amount over Pooling Point	\$3,593,397	\$1,437,611	149.96%
% of Total Paid Claims	3.63%	1.86%	
Inpatient Days / 1000	455.5	328.3	38.75%
Inpatient Admits / 1000	57.4	45.9	25.05%
Outpatient Visits / 1000	14,665.1	13,934.5	5.24%
Pharmacy Scripts Per Member Per Year	10.3	10.1	1.98%

Los Angeles County Employees Retirement Association
 High Cost Claimants (Anthem, Cigna, & Kaiser)
 Coverage Month Ending January 2023



Stop-Loss & Pooling Points Overview:

Plan sponsors mitigate the financial risk associated with individual large claimants through reinsurance. Claims exceeding the specified individual pooling threshold are deducted from the carrier's renewal calculation. The pooling credit is offset by the carrier's pooling expense, which is applied to all policyholders.

Anthem and Cigna figures are based on the most recent Claims Experience through Coverage Month. Kaiser's figures are based on Claims Experience period between September through August.

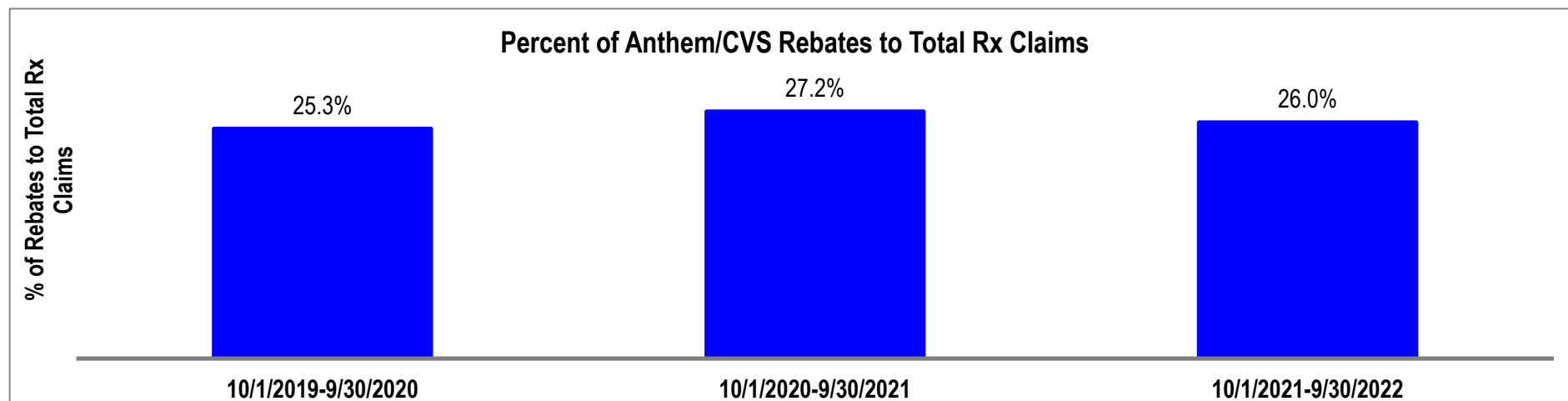
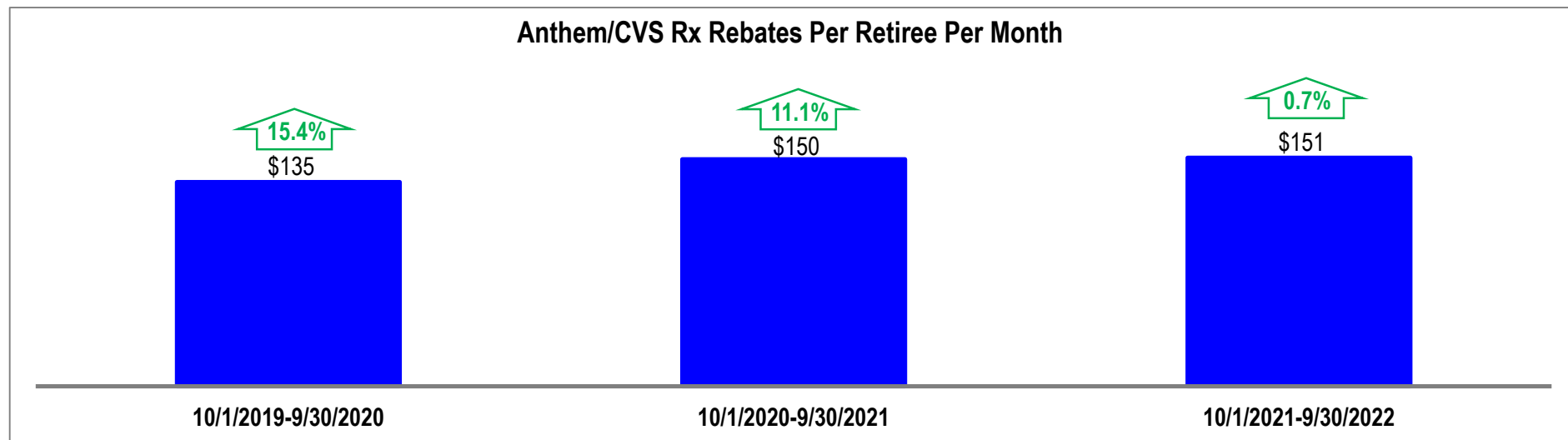
Pooling Points by Carrier:

1. Anthem's pooling points are \$350,000 for Plans I & II, and \$300,000 for Prudent Buyer.
2. Cigna's pooling point is \$100,000.
3. Kaiser's pooling point is \$525,000.

Los Angeles County Employees Retirement Association

Prescription Drug Rebates (Anthem)

Coverage Month Ending January 2023



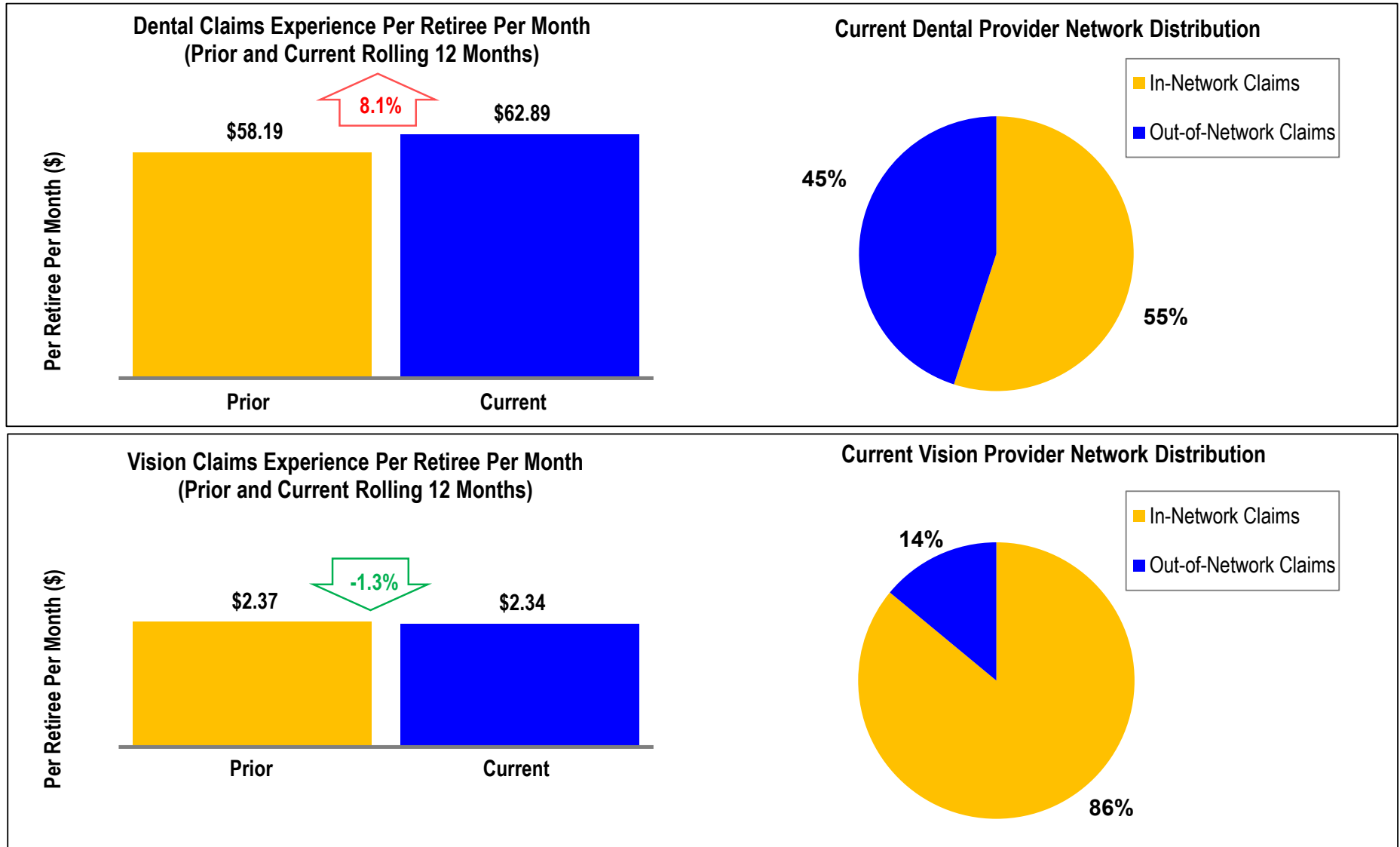
Rebates Overview:

Pharmacy Benefit Managers negotiate volume-based rebates with drug manufacturers of brand medications. Manufacturer rebates are passed on to plan sponsors and are used to offset pharmaceutical claims expenses.

Note:

1. Prescription Claims and Rebates Data were provided by CVS.
2. Anthem Prudent Buyer prescription drugs are provided by CarelonRx and are not included in the charts above.

Los Angeles County Employees Retirement Association
Cigna Dental & Vision Claims Experience
Coverage Month Ending January 2023



Notes:

1. Figures above are based on most recent 12 months of Claims Experience through Coverage Month.
2. Dental Claims Experience reflects passive use of Cigna's PPO Dental Network.