

# LACMC CONNECT



2022 LACMC Fall Conference



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## MESSAGE FROM OUR PRESIDENT

I hope this newsletter finds you ready to enjoy the upcoming holidays – they're here before we know it. I would like to extend my thanks to everyone who attended the LACMC Fall Conference in Indian Wells. We had a great time getting together, networking, and learning some new skills and ideas. I am very appreciative of those who completed the survey after the conference; your feedback is critical for us to be able to provide the content and experience you look for.

Speaking of experiences, I hope you are planning to attend our Holiday Gala at the Rose Bowl in Pasadena. This is a new venue for us, and a very exciting one. The Rose Bowl is celebrating its 100th anniversary, and we will be given tours by docents of the Rose Bowl museum and playing field. You will even have an opportunity to toss a football on the field – a once in a lifetime experience. The Rose Bowl is particularly appealing to me because I rode my horse in the 2009 Tournament of Roses Parade, where we got to meet Traveler from USC (Fight On!). Registration is now closed. Thank you so much for registering in advance. It will be a night to remember.



Finally, please keep an eye out for your LACMC ballot and vote in the upcoming election. Your participation strengthens our governing activities and is an important aspect of LACMC service to its members. Your vote matters, and we appreciate your membership involvement.

I hope to see you at the Rose Bowl in December!

Marcia Mayeda  
President



*Department Head  
Raffle Luncheon*

## WELCOME NEW MEMBERS

Ernesto Maldonado, DPSS  
JOSHUA VASQUEZ, DPSS  
Marcel Muniz, Fire  
Hui Kim, PD  
Artemio San Diego, A-C  
Cecilia Duncan, DCFS  
Matthew Brito, DCFS  
Nancy Reyes, DCFS  
Diana Hui, ISD  
Vanessa Caputo, DCFS  
Marivic Liwag, TTC  
Susana Longhi, DHR  
Judith Robb, DPH  
Terence Davis, P&R  
Mary-Alice Burns, PD  
Ashley Cormier, PD  
Ismael Romo, RRCC  
LaTisha Sturges, DHR  
Monica Luna, DCFS

## UPCOMING LACMC CONFERENCES AND EVENTS

### 2023 SPRING CONFERENCE

Thursday, March 23, 2023 & Friday, March 24, 2023

**Hilton Santa Barbara Beachfront Resort**  
633 East Cabrillo Boulevard  
Santa Barbara, California 93103

#### Early Bird Special

Open registration through January 18, 2023

Single Occupancy \$325

Double Occupancy \$275

#### General Registration

January 19, 2023 through February 15, 2023 (or until sold out)

Single Occupancy \$375

Double Occupancy \$325

Refund deadline: February 1, 2023

[CLICK HERE TO REGISTER!](#)

**2023 BREAKFAST WITH SUPERVISOR  
KATHRYN BARGER, 5TH DISTRICT**  
Wednesday, May 17, 2023

Details to follow!

**LACMC INTERVIEWS**  
**Lillian Russell, Esq., CIPP/US, CIPM**  
Chief Executive Office



**Q1) Why did you join LACMC?**

I joined LACMC to connect with more members of our County family, and it has been great to meet so many fantastic people. I have also enjoyed the insightful discussions from our County leaders, along with numerous educational opportunities offered by LACMC.

**Q2) How long have you worked for the County of Los Angeles (County)?**

I first joined the County in 2004 in the Department of Mental Health, then returned after several years to the County Counsel's Office, and later joined the Chief Executive Office. In total I have worked for the County for 11 years.

**Q3) Was the County your dream job as a child? If so, why? If not, what was your dream as a child and how did you land with County?**

As a child, I was very interested in the healthcare industry, but over time I became more focused on public policy and public service. My educational experiences and past work

experience led to new opportunities, including returning to the County as an attorney in the Health Services Division of County Counsel. This role was a wonderful opportunity to expand on many of my professional interests, while also making a positive impact on County departments and the constituents we serve.

**Q4) Are you a 1st-generation County employee? If not, tell us about it.**

I am a second-generation County employee. Both of my parents worked in the private and public sectors, including my mom who is a past County employee.

**Q5) How can LACMC improve on creating and developing its members?**

In addition to LACMC's fantastic conferences, and I look forward to more opportunities for networking and mentorship. It is very important that we pass along the wisdom and institutional knowledge held by many long-term County employees to the next generation of County leaders.



*2022 LACMC Fall Conference*

**MEET AN EXECUTIVE COUNCIL MEMBER**  
**Rita Tufenkjian**  
Department of Human Services



Hi LACMC Members!

My name is Rita Tufenkjian, and I have had the pleasure of serving as the Secretary of the Management Council since 2020. Thank you for allowing me to share a little bit about my life and background with you!

I received my Master of Arts in Psychology from Pepperdine University and Bachelor of Science in Psychobiology from the University of California, Los Angeles (UCLA). I began my County career with the Department of Public Social Services in 2013, graduated from the County's Management Fellow program in 2018, and am currently with the Department of Health Services, Contracts and Grants Division. I am passionate about making positive impacts through technological innovation, policy development, and my commitment to public service initiatives!

My educational background and active involvement in the Management Council have shown me the value of continued learning for professional and personal growth. The lessons learned from our LACMC Conferences and Seminars are applicable both at home and on the job.

Outside of work, I enjoy spending time with my husband and daughter. My almost five-year-old daughter inspires me daily to continue learning and has helped me realize the importance of setting up the next generation for success through education. I even brought her along to the LACMC Spring Conference in Indian Wells (see picture above!). I value and seek opportunities to provide her with exposure to motivational, educated, and passionate individuals such as those who continue to inspire me at LACMC.

My husband and I also enjoy taking short trips with our daughter to explore what the West Coast offers! This summer alone, we traveled to San Diego, Palm Springs, Santa Barbara, and Solvang, where we tried new restaurants, hiked, and spent some time on the beach. Our favorite local place to visit on the weekends is Descanso Gardens. There is no better adventure than watching my daughter grow and learn through our family trips!

- Rita Tufenkjian

**LACMC INTERVIEWS**  
**Delilah Niebla, MSW**  
Department of Children and Family Services



**Q1) Why did you join LACMC?**

I joined the LACMC to increase my opportunities to communicate with other LA County professionals and continue learning through the various seminars and trainings offered by the LACMC throughout the year.

**Q2) How long have you worked for the County of Los Angeles (County)?**

I've been employed by the county for past 12 years. I am very grateful for the opportunities and learning experiences I have encountered in my various roles with the Department of Children and Family Services (DCFS).

**Q3) Was the County your dream job as a child? If so, why? If not, what was your dream as a child and how did you land with County?**

I can't say my dream job as a child was to work for the County but what I can say is that I've always wanted a career in the helping field. Lucky for me, that is what I do! Before I found my way to the County, I worked at a Transitional Housing

Program helping victims of Intimate Partner Violence. Most of the residents were receiving supportive services through DCFS and assistance from Children's Social Workers. I knew DCFS was where I could apply my skills to help families in need. For over a decade, I have had the privilege of working with the most dedicated and caring professionals I've ever encountered; with the goal of helping children and families thrive within our communities.

**Q4) Are you a 1st-generation County employee? If not, tell us about it.**

I am a first generation LAC employee.

**Q5) How can LACMC improve on creating and developing its members?**

I believe the LACMC can continue to cultivate leaders across all County Departments through the Mentorship Program and carefully matching the mentees with mentors. I am currently a Mentee and I believe there is a wealth of knowledge to share across disciplines. I would encourage members to consider joining the Mentorship Program in either capacity.



*2022 LACMC Fall Conference*

## A MESSAGE FROM THE LOS ANGELES COUNTY EMPLOYEES BENEFITS

### COMPREHENSIVE ACCOUNT REVIEW

Looking for a secure, virtual, one-on-one experience to help you along your path to retirement? Empower provides Comprehensive Account Reviews to all County of Los Angeles employees. During your one-on-one Comprehensive Account Review, Empower will answer the following questions:

- Will my LACERA, 457(b) Horizons and/or 401(k) Savings Plans be enough to meet my retirement needs and goals?
- How do all my accounts and outside assets work together towards a secure retirement?
- Do I have to replace 100% of my income in retirement to meet my needs and goals?

Empower will review the following, as applicable:

- Review all aspects of the 457(b) Horizons Plan and the 401(k) Savings Plan;
- Review LACERA percentage of replacement income;
- Review your estimated out of pocket costs (if any) to cover things like retiree health premiums and other insurance or anticipated expenses;
- Review Social Security benefit and/or outside retirement accounts;
- Use the Retirement Projection Calculator to determine if you are financially on track for retirement at your desired age; and
- Include your comprehensive account review results in the new website experience.

### WHO SHOULD ATTEND?

Everyone. Whether you're one year or 30 years from retirement, this review is right for you.

### WHAT SHOULD I HAVE AVAILABLE FOR MY VIRTUAL ONE-ON-ONE?

To maximize your experience and help Empower complete your retirement picture, they encourage you to have available:

- A copy of your two most recent paystubs.
- And, if you would like to include it in the review, any other sources of retirement income, such as your Social Security statement and/or outside retirement and investment account statements.
- Also, come prepared to discuss anticipated out of pocket expenses that you may incur during retirement which you feel may impact your percentage of replacement income, such as mortgage costs, car payments, health care costs and various insurance premiums, etc. Empower can use this information to better project the percentage of replacement income you'll need in retirement to cover these expenses.

### NEXT STEPS

To register for an upcoming Comprehensive Account Review webinar, [click here](#).

*2022 LACMC Fall Conference*



# LOS ANGELES COUNTY MANAGEMENT COUNCIL NEEDS YOUR SUPPORT

As a member of LACMC, this is a Great Opportunity for you to showcase your talents and skills by joining one of the following interactive committees.

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## LACMC Membership Drive

Invite your colleagues to take a look at LACMC by sharing this newsletter with them.  
More details to follow....

If your colleagues want to join now, share the following link with them.  
<https://managementcouncil.lacounty.gov/CreateAccount>

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## Communications Committee

We are looking for a member who has excellent writing, communication, computer and social media skills to join our exciting Communication team.

If the above describes you and you are ready to show your communication skills, please contact Jim Allen, Communication Committee Chair at [jallen@isd.lacounty.gov](mailto:jallen@isd.lacounty.gov)

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## Education Committee

We are looking for a tech savvy member, who can assist us with some of our IT functions, such as WebEx meetings and electronic equipment.

Are you ready to showcase your talents? If so, please contact Jackie Guevarra, Education Committee Chair at [jguevarra@bos.lacounty.gov](mailto:jguevarra@bos.lacounty.gov)

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## Special Services Committee

We are looking for at least two members who have event planning skills to join our thriving Special Services Committee Team. Desired skills are managing conference and event logistics, vetting speakers, on-site and in-person registration, procurement of giveaways and raffle items, and daytime site visits to assess venue suitability. If this committee is right for you, please contact Kashari S. Jones, Special Services Committee Chair at [kjones@ceo.lacounty.gov](mailto:kjones@ceo.lacounty.gov).

2022 LACMC Summer Mixer



Hello Los Angeles County Management Council Members,

Pursuant to the Bylaws of the Los Angeles County Management Council, we issued the Call for Nominations to fill seats on the Executive Council for the three (3) year term of January 1, 2023, through December 31, 2025.

Voting is now open and will remain open until 12:00pm on Wednesday, November 16, 2022.

Retired LACMC members will receive a separate email to vote.

The following candidates have accepted their nomination from fellow Members (in alpha order by last name):

Department Head Vacancies - Vote for a maximum of two (2) candidates:

- Rafael Carbajal, Department of Consumer and Business Affairs
- Terrie Hardy, Child Support Services Department

Non-Department Head Vacancies - Vote for a maximum of four (4) candidates:

- James “Jim” Allen, Internal Services Department
- Yolanda De Ramus, County Public Library
- Mckandy Leger, Department of Human Resources
- Ruben Marquez, Office of the Public Defender
- Marla Pearson, Department of Public Social Services
- Rita Tufenkjian, Department of Health Services

How to Vote:

Voting is confidential and the candidates receiving the most votes will be elected.

**[Your ballot is available here.](#)**

*2022 LACMC Spring Conference*



## LACMC INTERVIEWS

**Dana Cherry**  
Public Defender



### Q1) Why did you join LACMC?

I joined LACMC in order to enhance my ability to network and enhance my knowledge and abilities regarding management and leadership skillsets.

### Q2) How long have you worked for the County of Los Angeles (County)?

I have worked for LA County for almost 19 years. I have worked for DPS/DHS/DMH and now the Public Defender.

### Q3) Was the County your dream job as a child? If so, why? If not, what was your dream as a child and how did you land with County?

The County was definitely not my dream job and I actually was hesitant to apply. I had a misconception about the County. My dream job was to create an Art and Academic Program in Compton. I wanted to build spaces that supported community and creativity. In a way I am able to utilize that same space everyday on a larger scale.

### Q4) Are you a 1st-generation County employee? If not, tell us about it.

I am a 1st generation County employee.

### Q5) How can LACMC improve on creating and developing its members?

Up until my current position, I did not know LACMC existed. I think Departments should be seeking out individuals and encouraging them to join. Many people do not know what LACMC has to offer and how it can benefit their professional growth. I think my Department does a great job at promoting LACMC to all of the managers.

## LET'S GET SOCIAL

Follow us on our social media accounts!

Twitter: [@LACMC](https://twitter.com/LACMC)

LinkedIn:

[Los Angeles County Management Council](https://www.linkedin.com/company/los-angeles-county-management-council)

To access the LACMC website,  
please click or scan here:



We would like to hear your comments, thoughts, ideas and suggestions.  
Please contact the editors at the following email:

[LACMC.connect.editor@managementcouncil.lacounty.gov](mailto:LACMC.connect.editor@managementcouncil.lacounty.gov)

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## Understanding LACERA's Retiree Healthcare Benefit Options

A major benefit of being a LACERA member is the LACERA-administered Retiree Healthcare Benefits program. Your program includes a variety of medical and dental/vision healthcare plans for retired member/survivors and their eligible dependents.

However, the County's active healthcare plans are different from the LACERA-administered plans. Since the plans are different it's important to learn about and understand those differences as you begin to think about planning your retirement. Just to give you an idea about what we'll be covering in this article, those differences include the healthcare benefits, paying for coverage, enrollment periods, medical and dental/vision plans, eligibility, and Medicare enrollment. The most important thing to remember is LACERA is here to help you understand those differences.

Let's begin with the basics. The County's medical and dental/vision coverage will not continue after retirement. New retirees must enroll in a LACERA-administered health plan within 60 days of their retirement date or the date that their name appears on the Board of Retirement agenda, whichever is less. If you miss this 60-day deadline, you can still enroll but it may result in a waiting period (medical – six months wait; dental/vision – one year wait).

LACERA does not hold an annual open enrollment period. The retiree may change plans at any time in the year, but the healthcare enrollment change may be subject to the waiting periods (6 months wait for medical, one year wait for dental/vision), unless one of the exceptions is met.

LACERA offers two retiree healthcare plan tiers. Which tier you qualify for depends on your permanent date of hire:

- LACERA-administered Retiree Healthcare Benefits Program — Tier 1: This plan was created in January 1971 and applies to all County employees hired prior to July 1, 2014. The current retiree healthcare benefits for active, deferred, and retired members who qualify for Tier 1, are protected and cannot be changed. The introduction of Tier 2 does not affect the retiree healthcare benefits of members in Tier 1, for example, under Tier 1, the County will reimburse the monthly healthcare premium of members and their eligible dependents.
- Los Angeles County Retiree Healthcare Benefits Program – Tier 2: This tier was created in June of 2014 and is available for all County employees hired after June 30, 2014.

The following table will describe the difference in provisions between Tier 1 and Tier 2

Benefits	TIER 1	TIER 2
<b>County retiree healthcare monthly premium subsidy</b>	Retiree and eligible dependents	<b>Retiree/Survivor Only</b> , regardless of whether you include or enroll your eligible dependent(s) on your healthcare plan. If you wish to enroll your eligible dependents, you will pay the difference on any monthly premium that exceeds the retiree-only benchmark amount.

<b>Medicare enrollment</b>	Not mandated	Mandated
<b>Benchmark Plans</b>		
<b>Medical</b>	Anthem Blue Cross Plans I and II	Anthem Blue Cross Plans I and II (Non-Medicare eligible)
		Anthem Blue Cross Plan III (Medicare eligible)
<b>Dental/Vision</b>	Cigna Dental/Vision Indemnity Plan	Cigna Dental/Vision Indemnity Plan
<b>Medicare Part B Premium Reimbursement Program</b>	Retire and eligible dependent (Up to two party)	Retiree/Survivor Only

All other benefits and rules will remain the same for both Tier 1 and Tier 2 such as:

- Eligibility rules for eligible dependents
- Late enrollment rules
- Rules for Medicare Part B Premium Reimbursement
- Healthcare enrollment
- Medical and dental/vision plan benefits

For more information, please refer to Exploring your Retiree Healthcare Benefits Through LACERA, monthly Premium Rate Booklet and other Retiree Healthcare charts and brochures by visiting [lacera.com](http://lacera.com) under the Retiree Healthcare tab.

#### **Eligible Dependents Include the Retiree's:**

- Lawful spouse unless legally separated
- Eligible domestic partner if both parties have registered a Certificate of Domestic Partnership with the California Secretary of State
- The retiree's and spouse's or eligible domestic partner's natural or legally adopted children or stepchildren, until age 26, regardless of a dependent child's marital or student status
- The retiree's or the spouse's or domestic partner's unmarried dependent children aged 19 or over who are incapable of self-support due to a physical or mental handicap and meet all the requirements.

#### **Medical Plans Offered**

Now that you have an idea of what your basic provisions are, its time to take a look at the medical plans that LACERA offers. We are fortunate that we have a wide range of very good medical plans for our members. However, there are differences in the plans and it's important to look at each of the plans to make sure that it fits your needs. For example, some plans carry a Lifetime Maximum Benefit amount, while in other cases, some plans are only available in certain parts of the country. Here's a general overview of the plans available:

#### **Health Maintenance Organizations (HMOs) (Subject to certain zip code restrictions)**

HMO's offer:

- Coverage for most expenses, including those for preventive care
- No deductibles
- No claim forms

- Small copayments for office visits
- No paperwork
- No restrictions on coverage for pre-existing conditions

The LACERA-administered HMO medical plans offered are:

- Cigna Network Model Plan
- Kaiser Permanente
- UnitedHealthcare (enrollees under 65 only)

Indemnity Medical Plans

- Anthem Blue Cross Prudent Buyer Plan
- Anthem Blue Cross Plan I
- Anthem Blue Cross Plan II
- Anthem Blue Cross Plan III (Medicare Supplement Plan)

Medicare Advantage Prescription Drug Plans (MA-PD) with Part D (Must be currently enrolled in Medicare Parts A and B) (Subject to certain zip code restrictions)

A Medicare Advantage Prescription Drug Plan is an HMO that has a contract with the federal government (Medicare) to provide healthcare services to those with Medicare Part A and B coverage. Medicare in turn, pays the HMO a monthly fee for each member. These plans are for members and/or eligible dependents enrolled in both Medicare Part A and Part B. These plans include Medicare Part D (prescription drug benefit) that are creditable, meaning equal or better than the standard individual Part D plans. Members should not enroll in non-LACERA Part D plans as this is included in the benefits.

The LACERA-administered MAPD plans offer:

- Coverage for most expenses, including those for preventive care and prescription drugs.
- No deductibles
- No claim forms
- Small copayment for office visits
- No paperwork
- No restrictions on coverage for pre-existing conditions
- Durable Equipment (DME) covered
- Silver Sneakers (discounted gym membership) covered

Below are the MAPD plans offered by LACERA.

- Cigna Preferred with Rx (available in Maricopa County and Apache Junction, Pinal County, AZ).
- Kaiser Senior Advantage
- United Healthcare Medicare Advantage
- SCAN Health Plan (available in the following counties in California: Los Angeles, Orange, Riverside, San Bernardino, San Diego, Ventura, Santa Clara, Sonoma, Napa, San Francisco, Stanislaus, Alameda, and San Mateo)
- SCAN Desert Health Plan – Arizona (Maricopa, Pima, Pinal Counties) (Must be enrolled in Medicare Parts A and B)
- SCAN Health Plan Nevada – Nevada (Clark County) (Must be enrolled in Medicare Parts A and B)

Medicare Supplement Plan

- Anthem Blue Cross Plan III

## Out-of-State HMO Medical Plans

The following out-of-state medical plans are offered (subject to certain zip code restrictions):

- Kaiser Permanente – Colorado
- Kaiser Permanente – Georgia
- Kaiser Permanente – Hawaii
- Kaiser Permanente – Oregon
- Kaiser Permanente – Washington

## Dental/Vision Plans Offered

- Cigna Dental/Vision Indemnity
- Cigna Dental/Vision HMO

Delta Dental is not available under the LACERA-group dental/vision plan.

## Medical Indemnity Plans – Highlights

An indemnity plan is fee-for-service health insurance. You pay a certain amount in medical expenses each year (annual deductible), You pay for services at the time you receive care from the provider or hospital. You submit a claim and are reimbursed a portion of covered expenses by the plan.

Indemnity Plans	Highlights
Anthem Blue Cross Prudent Buyer Plan	<ul style="list-style-type: none"> <li>• California-based preferred provider network of physicians and hospitals</li> <li>• \$1 Million Lifetime Benefit Maximum</li> <li>• Available outside of California</li> <li>• Insurance requirements vary from state to state, for example, some wellness programs and routine checkups for adults are mandated in California but not in other states.</li> </ul>
Anthem Blue Cross I	<ul style="list-style-type: none"> <li>• <b>Limited hospital room and board benefits</b> – an important consideration if you or your dependents do not have Medicare Part A (hospital benefits)</li> <li>• Prescription Benefit Manager – CVS/Caremark</li> <li>• Coordination with Medicare for those enrolled in Medicare Parts A and B</li> <li>• \$1 Million Lifetime Benefit Maximum</li> <li>• Available outside of California</li> <li>• Available to members moving permanently outside of the U.S.</li> <li>• Insurance requirements vary from state to state, for example, some wellness programs and routine checkups for adults are mandated in California but not in other states.</li> </ul>
Anthem Blue Cross II	<ul style="list-style-type: none"> <li>• <b>Offers more comprehensive hospital benefits than Anthem Blue Cross I.</b></li> <li>• Out-of-pocket maximum for covered medical expenses is \$2,500 a year</li> <li>• Prescription Benefit Manager – CVS/Caremark</li> <li>• Coordination with Medicare for those enrolled in Medicare Parts A and B</li> <li>• \$1 Million Lifetime Benefit Maximum</li> </ul>

	<ul style="list-style-type: none"> <li>• Available outside of California</li> <li>• Available to members moving permanently outside of the U.S.</li> <li>• Insurance requirements vary from state to state, for example, some wellness programs and routine checkups for adults are mandated in California but not in other states.</li> </ul>
<b>Medicare Supplement Plan – Must Be Enrolled in Medicare Parts A and B</b>	
Anthem Blue Cross III	<ul style="list-style-type: none"> <li>• Supplements Medicare coverage. Pays many of the costs that Medicare does not cover, such as annual deductibles or copayments</li> <li>• Covers prescription drug benefits through CVS/Caremark</li> </ul>

A Medicare supplement plan is a plan that requires you to pay for services at the time you receive care. This plan is for members and/or eligible dependents enrolled in both Medicare Part A and Part B. The plan supplements Medicare coverage by:

- Paying Medicare Part A deductibles and copayments
- Paying the annual Medicare Part B deductible and 20% of Medicare-approved amounts for covered services and supplies
- Providing prescription drug benefits instead of Medicare Part D

### County’s Medicare Part B Premium Reimbursement Program

The Medicare Part B reimbursement program (up, to the standard Part B premium amount set by Social Security) is subject to annual review and approval by the L.A. County Board of Supervisors. To qualify, retirees and/or eligible dependents must meet all the following requirements:

- Current enrollment in Medicare Parts A and B
- Enrollment in a LACERA-administered MAPD or Medicare Supplement Plan
- Paying for their Medicare Part B premium themselves
- Not receiving reimbursement from another agency such as another employer or the state (Medicaid).

The members are responsible for paying their Medicare Part B monthly premium to Social Security or Medicare, if billed, not LACERA.

### Paying for Retiree Healthcare Coverage

If you are enrolled in a LACERA-administered retiree healthcare plan and pay a share of the monthly premium (which is based on your years of service credit), your share of the premium if any, is deducted each month from your retiree benefit. If you do not have enough funds, LACERA will send you a bill. If billed, you must pay the bill within 15 days. Retirees are paid on the last business day of the month. The County’s healthcare premium subsidy can only be paid towards the LACERA-administered group health plans. The retiree’s cost for monthly retiree healthcare coverage depends on the following:

- Completed years of service credit at retirement
- The program tier (Tier 1 – those hired on or before June 30, 2014; Tier 2 – those hired on or after July 1, 2014).
- The medical and/or dental vision plan selected
- The number of eligible dependents enrolled

The County subsidizes the medical and dental/vision monthly healthcare premium cost for members, up to the benchmark plan rates (the maximum monthly premium amount the County will subsidize).

- For members with 10 years of retirement service credit, the County contributes 40% towards the monthly premium or 40% of the benchmark rate, whichever is less.
- The County contributes an additional 4% per year towards the monthly premium or 4% of the benchmark plan rate whichever is less, up to a maximum of 100% for a member with 25 years of service retirement credit (members are responsible for premium amounts above the benchmark rates).

Years of Service Credit	County Monthly Premium Subsidy	Years of Service Credit	County Monthly Premium Subsidy
10	40%	18	72%
11	44%	19	76%
12	48%	20	80%
13	52%	21	84%
14	56%	22	88%
15	60%	23	92%
16	64%	24	96%
17	68%	25	100%*

**\* The member is responsible for any premium difference above the benchmark plan rates, including those with 25 years of service credit.**

Remember, LACERA is here to help you understand your benefits, answer your questions, and when the time comes help you complete the enrollment process. Our website offers a wealth of information on our plans and how the program works. We recommend stopping by LACERA.com and reviewing the information that is available.

To learn more about the LACERA-administered Retiree Healthcare Benefits, you may attend one of the Pre-Retirement Seminars that are offered by LACERA. Visit lacera.com to view the schedules or to schedule your Pre-Retirement Seminar.

If you still have questions, we're just a phone call or email away. Please contact the Retiree Healthcare Division:

- Call (800) 786-6464, choose the option for Retiree Healthcare
- Send a Secure Message by logging into or registering for My LACERA at lacera.com
- Website: lacera.com and go to the Retiree Healthcare tab to access Retiree Healthcare Brochures and Forms

For Medicare-related questions, contact:

Social Security

Call (800) 772-1213

Website: ssa.gov

Medicare

Call (800) MEDICARE (800) 633-4227

Website: medicare.gov



2022 LACMC Fall Conference