

LACMC CONNECT



2023 LACMC Holiday Gala

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MESSAGE FROM OUR PRESIDENT

It was wonderful to see so many of you at the LACMC Fall Conference at the Pacific Palms Resort! Our content-packed day provided great educational opportunities, networking, and insights.

The keynote speaker, Betsy Allen-Manning, provided a dynamic presentation that covered the four keys to being a purpose-driven leader, reviewed the five types of leaders (and how only one leaves a lasting impact on the organization), identified three steps for creating a purpose-driven culture, and gave us six power skills needed for today's workforce. Her energy and knowledge about leadership and workplace culture gave us all some great takeaways to use in our professions.



CEO Chief Deputy Joe Nicchita provided significant insights into how County operations work, especially the budget process and prioritizing competing demands for limited financial resources. His thoughtful, frank, and sometimes humorous comments really helped us understand how the CEO's office negotiates and leads the way through the various challenges faced by the County of Los Angeles. I am grateful for his generosity of time and information that he shared with us. The annual election for the LACMC Executive Council will be coming soon, and I ask that you make sure to vote. Your opinion matters, and we want your engagement as we work to provide an Executive Council that is responsive to our members' needs.

As Los Angeles County looks towards the future, we will be given the opportunity to identify new ways of meeting our mission

of public service. The world is very different now than it was even five years ago, and adapting to new expectations will be expected. Embracing change can be one of the most challenging yet transformative journeys a leader can undertake. In these moments of transition, when uncertainty looms and the future is unclear, remember that you are not alone. Your role as a leader is not defined by your ability to maintain the status quo, but by your capacity to navigate uncharted waters with resilience and determination. Change is the catalyst for growth, innovation, and progress, and your ability to lead through it will inspire your team and organization to rise to new heights. Have faith in your vision, trust in your team, and harness the strength within you to turn challenges into opportunities. Your leadership is not just about reaching a destination; it's about guiding the way and inspiring others to walk the path of change with confidence. Keep your head high, for great leaders are born from the flames of change, and your best days are yet to come.

Warmly,
Marcia Mayeda
President

LACMC INTERVIEWS

Khai Taing

County of Los Angeles Internal Services Department

Q1) Why did you join LACMC?

I joined the LA County Management Council (LACMC) to connect with and learn from other LA County employees. It's been great to meet so many wonderful colleagues throughout LA County. I also enjoy learning from the educational events and seminars that are put on by LACMC.

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

I started working in the County in 2018 within the Department of Health Services (DHS). I spent 5 years with DHS providing IT Infrastructure services for DHS clinics. For the last 3 years, I have been with the Internal Services Department providing IT Project Management Services for all county departments. I feel blessed each day to be working here for the County of Los Angeles.



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 didn't have a dream job growing up. I just wanted a job where I could make a difference. I started working for the Los Angeles Unified School District (LAUSD) providing IT services for LAUSD schools and offices. I had a colleague from LAUSD that got a job with the County. Afterwards, I started applying for jobs within the County as well. I was able to join the County of Los Angeles in 2018 and have enjoyed working here ever since.

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

Yes, I am a 1st generation County employee.

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

I've only just started my LACMC journey recently. So far, I have had the opportunity to attend 2 seminars. I am looking forward to attending other seminars and conferences in the future and meeting new colleagues along the way.

LACMC INTERVIEWS
Rochelle Campomanes, RA NCARB LEED AP
Los Angeles County Department of Public Works



Q1) Why did you join LACMC?

I was recruited by a fellow member of LACMC while working for the Los Angeles County Sheriff's Department. I decided to join because I saw it as an excellent opportunity to connect with employees from different County departments. I believe it is an excellent opportunity to learn from others and improve my own skills and leadership qualities. In addition, I also want to feel more comfortable interacting with large group of highly regarded individuals.

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

I have been working for the County for over 5 years now. I began my journey as a Departmental Facilities Planner with the Facilities Planning Bureau of the Los Angeles County Sheriff's Department's in 2018 and remained there for approximately 5 years. Recently, I was promoted and transferred to the Project Management Division I of the Los Angeles County Department of Public Works, where I

currently hold the position of Capital Projects Manager.

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 always aspired to become an architect. My father was my biggest influencer as he introduced me to designs of our family homes at a young age. Both of my parents were also public-school teachers at the high school I attended. It was during this time that I began writing my own pieces and reading poetry which led me to join my school newspaper as a Circulation News Manager. Although I developed an interest in becoming a public servant, I never let go of my ultimate dream of becoming an architect. Consequently, I pursued a major in Architecture in college. While working for a private firm, a friend of mine encouraged me to explore the opportunity of becoming an Architect within the County. Initially, I was unaware that such a position existed. However, I started researching it and eventually came across an opportunity with the Los Angeles Sheriff's Department (LASD). At first, I had reservations about the position due to it being a law enforcement agency. However, as I delved deeper into the role, I realized it was a perfect fit for me. I had the chance to design and oversee construction of various County and LASD facilities. I am incredibly grateful to LASD for granting this once-in-a-lifetime opportunity, as I now carry these invaluable experiences into my work in Public Works.

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

Yes, prior to joining the County, I worked in the private sector for approximately 14 years. During that time, I gained experiences in public education, public housing projects and even contributed to a few Public Works' projects for the County. Therefore, this opportunity represents my initial foray into the public sector.

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

I would like to receive more offers for training on public speaking and overcoming stage fright. Improving my oral communication skills is always a priority for me as a non-native English speaker. Additionally, mentorship opportunities are an excellent platform to exchange ideas and receive training for career growth within the County family.



LACMC INTERVIEWS

Alisa Williams
Los Angeles County Chief Executive Office



Q1) Why did you join LACMC?

I heard about the LACMC many years back when I first came to the CEO's office. The conference in Santa Barbara always sounded like a blast. I am hoping to learn and grow in my career and to build my strengths as a leader. So far, I've been loving the content you all have put together!

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

I've worked for the County for an astonishing 20 years!! It's been an adventure and rewarding... but where has the time gone!?!

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 had a few dream jobs with the ultimate goal of becoming a motivational speaker. My first idea was to become an

attorney but after a dry internship I decided against that idea. I did some acting but ultimately (and luckily), I landed here. I was introduced to the idea of County service by my father.

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

I am not a first generation County employee. Interestingly enough, my father was on the San Diego County Board of Supervisors serving for three terms starting in 1982. He was the first Black Board member to serve in San Diego County.

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

From what I've seen, you all are doing a solid job. I love the emotional intelligence trainings and I've been to one conference so far and I found the sessions to have useful content. I don't know if you all do this but role-play workshops for some of the more challenging issues managers face in a safe environment would be helpful.

A MESSAGE FROM THE LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION

Hello, LACMC members! We are glad to share the latest news from LACERA, and we thank you in advance for passing on relevant information to your employees. Your partnership is greatly appreciated.

New Board Trustees Elected

Elections were held in August for several trustee seats on the LACERA boards.

The following trustees were elected by our active general members:

- Board of Retirement, second seat: Nancy M. Durazo
- Board of Investments, second seat: Nicole Mi

The following trustees were elected by our retired members:

- Board of Retirement, eighth seat: Les Robbins (incumbent, ran unopposed and was automatically reelected)
- Board of Retirement, alternate retired seat: JP Harris (incumbent)
- Board of Investments, eighth seat: Debbie Martin

The County Board of Supervisors certified the election results on October 17. LACERA is grateful to our returning trustees for their continued commitment and leadership and looks forward to welcoming our new trustees in January 2024, as they all begin their three-year terms.

One of LACERA's challenges and goals is boosting active member participation in our board elections. We will continue to ask for your assistance at election time by encouraging your employees to vote. This year we conducted significant electronic outreach in coordination with the County Executive Office, and although we saw some positive results, turnout stubbornly remains less than 10 percent—so there's a lot of room to grow!

Strategic Planning Update; Reassessing Our Mission, Vision, and Values

In our last article, we shared LACERA's five strategic priorities from our Board of Retirement's 2023–2028 strategic plan. As LACERA's executive, managerial, and supervisory teams prepare for the execution stage of our plan, we have created a special section on our website to provide transparency into our process. Each priority has an online progress tracker, where we will be adding action plans, projects, milestones, and achievement metrics, and marking our achievements as we go along. Visit www.lacera.com/leadership/strategic-plan to stay updated!

As part of our strategic planning process, LACERA delved deep into our mission, vision, and values statements to assess if they were aspirational, inspirational, and aligned with the evolving needs and expectations of our members. In September, the Board of Retirement and Board of Investments approved LACERA's new mission, vision, and values. While LACERA's mission statement remains unchanged, our vision and values statements have been updated to serve as our organizational compass, shaping our daily actions.

- **Mission:** To produce, protect, and provide the promised benefits to our members
- **Vision:** Empowering our members to enjoy a healthy and secure retirement
- **Values:** Accountability, Collaboration, Inclusivity, Innovation, Integrity, Transparency

LACERA's executive and communications teams are conducting extensive internal outreach to educate all staff members on our new vision and particularly our values, which are the foundation for building our "One LACERA" culture.

Investment News

LACERA closed out the fiscal year with positive market returns. The market value of LACERA's pension fund as of June 30, 2023 was \$73.6 billion, with a net return for the year of 6.4 percent. LACERA's five-year and 10-year net returns were 7.6 percent and 8.1 percent, respectively. The fund's resilient performance is due in large part to the steps that the BOI took to build a more diversified portfolio consistent with the strategic asset allocation adopted in May 2021. Our investments team has also launched a new asset allocation study for the second half of calendar year 2023, which will consider the fund's current and projected funded status, liabilities, and liquidity requirements; long-term risk, return, and correlation expectations for individual asset categories; and assessment of future economic conditions. The adoption and subsequent implementation of the new strategic asset allocation in 2024 will inform the fund's portfolio changes and further advance LACERA's strategic initiatives.

In July, the BOI nominated Chief Investment Officer Jonathan Grabel for the vacant asset owner seat on the 13-member, UN-affiliated Principles for Responsible Investment (PRI) board. The PRI is a global membership-based organization composed of asset owners, asset managers, and related service providers that was established in 2006 to advance consideration of financially relevant environmental, social, and corporate governance (ESG) factors in investment practices.

Case Management Modules Go Live

As LACERA continues implementing technology solutions to make internal processes more efficient and to improve the member experience, we are proud to report that the first development phase of our case management solution, called Sol, is nearly complete. This project was initiated in August 2022 to provide a centralized platform for our divisions to manage member account transactions. In September we deployed Sol modules for our Disability Retirement Services and Disability Litigation Office processes, and we have also completed necessary workflows and user mockups for our Benefits Division first payments processing. The Sol project is a complex and ambitious effort that has required extensive collaboration across LACERA divisions, as well as persistence and high attention to detail by our project managers and team members.

The team is currently evaluating Sol's next phases as we strive to more efficiently and effectively serve our members, including processes for legal review, administrative and felony forfeiture appeals, and healthcare insurance enrollment.

Consistent Financial Excellence: Latest Awards

LACERA is proud to report that the Government Finance Officers Association has again awarded its Certification of Achievement for Excellence in Financial Reporting to our Annual Comprehensive Financial Report (ACFR) and Award for Outstanding Achievement to our Popular Annual Financial Report (PAFR), both for the fiscal year ended June 30, 2022. This is our 33rd consecutive ACFR award and 25th consecutive PAFR award. We are proud of our team members who work hard to produce these informative, accurate, and award-winning projects year after year.

Until our next article, LACERA thanks you and your employees for your ongoing contributions to our community. Take care and enjoy the holidays!

Luis A. Lugo
LACERA Deputy Chief Executive Officer



DEFINED CONTRIBUTION PROGRAM

Keeping it Simple

1. Rolling outside accounts into your County of Los Angeles Horizons 457(b) and/or Savings 401(k) Plans can help you keep it simple!!

One recent study estimates there are 24 million “forgotten” retirement accounts representing \$1.35 trillion in assets that participants have left behind at previous employers.¹ Is any of it yours? If you have retirement accounts from previous employers, you may want to consider rolling those accounts into your County of Los Angeles Horizons 457(b) and/or Savings 401(k) Plans. The “roll-in process” — also called account consolidation — can potentially benefit you in several ways, such as:

- **The potential for lower fees.** The County of Los Angeles diligently works to keep your Horizons and Savings Plan fees as low as possible, so more from every dollar you invest stays in your account to help you maintain future retirement income. By consolidating your account(s) you reduce the number of fees you pay. In addition, the County uses its sheer size to negotiate very low fees. How low? Visit the fees page on www.countyla.com to see how the fees from your prior employer’s plan(s) compare to those in your County plan(s). You might be pleasantly surprised.
- **Simplicity.** By consolidating accounts with Empower, you have one account to monitor and manage — and one statement to read. Also, it may be easier to apply your investment strategy to assets in a single account rather than repeating the process for multiple accounts.
- **A single set of account management tools.** When you consolidate accounts with Empower, you can use the same set of online tools to manage all your retirement assets. You can also see your estimated future retirement income (this is an important number for you to know!) based on all your assets and apply any needed adjustments to all your assets at the same time.
- **A wide range of quality and professionally managed investment options.** Your County plans feature a diverse lineup of investment options in multiple asset classes. When you consolidate your accounts with Empower, you combine the assets from your other plan(s) with your County plan(s) to create a single portfolio that matches your retirement income goals and your tolerance for risk.

Of course, it is always prudent to consider all the options, fees and features available under your former employer's plan(s) and your County plan(s) before moving money between accounts.

Are you ready to make your life a little simpler by rolling eligible accounts from previous employers into your County plan(s)? Then take a few minutes to make an appointment with your local Empower retirement plan counselor today (it's quick and easy!) by calling **800-947-0845**. Representatives are available Monday through Friday, 5 a.m. – 7 p.m. Pacific Time. You can also reach them online by logging into your account at www.countyla.com and using the chat feature.

Important Update Coming Soon: Contribution Changes Take Affect One Pay Period Sooner!

Effective January 1, 2024, the contribution changes you make to your Horizons and/or 401(k) Savings Plans will be deducted from your paycheck within one pay period. That's one pay period sooner than they are currently! This regulatory change was part of Secure 2.0 legislation that was recently passed. Currently, the changes you make take two pay periods to implement.

EXAMPLE:

CURRENT: On November 14, 2023, you change your Horizons and/or Savings Plan contribution from 5% to 6%. The new deduction of 6% is reflected on your December 15, 2023 paycheck.

STARTING JANUARY 1, 2024: On January 14, 2024, you change your Horizons and/or Savings Plan contribution from 6% to 7%. The new deduction of 7% is reflected on your January 31, 2024 paycheck. With deductions being taken one pay period sooner, that means your money is deposited and invested in your account(s) sooner too.

Take this opportunity to log on to your account at **www.countyla.com** to increase your contribution today. *Remember: Changes made before January 1, 2024 will still take affect two pay period later.*

- Once logged in, select *Contributions* from the *Account* drop down menu.
- If you're using the Empower mobile app, click on the 3 horizontal lines in the upper left-hand corner to choose your account.
- Then select *My Contributions*

1 MarketWatch, "Opinion: Americans are leaving old 401(k) accounts behind — and paying the price," [marketwatch.com/amp/story/americans-are-leaving-old-401-k-accounts-behind-and-paying-the-price-11627055031](https://www.marketwatch.com/story/americans-are-leaving-old-401-k-accounts-behind-and-paying-the-price-11627055031).

Investing involves risk, including possible loss of principal.

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2023 EACMC Holiday Gala



RELAC REPORT

Holiday Toy Drive & LACERA Elections Highlight RELAC's End of Year Activities

(Editor's Note: RELAC (Retired Employees of Los Angeles County) is the premier organization that advocates on behalf of retirees. This column is another in a quarterly series to highlight its activities.)

RELAC will conclude a productive year with a Fall General Membership meeting and a Holiday Toy Drive, held in partnership with the County of Los Angeles Fire Department. The meeting will take place on Thursday December 7, beginning at 10 a.m. at the DoubleTree by Hilton, 7320 Greenleaf Drive, Whittier, 90602. A buffet, continental breakfast will be available at 9:30 a.m.

Attendees are encouraged to bring a new, unwrapped toy to the meeting. Representatives from the County Fire Department's Spark of Love Toy Drive have been invited. RELAC is proud of its ongoing partnership with the Fire Department to collect toys for low-income children whose families may not be able to afford to purchase holiday gifts. The new toys will be donated to underprivileged children across the County.

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The Golf Program continues with the final tournament of the year taking place on Monday, December 4, at Chester Washington Golf Course, 1818 Charlie Sifford Dr., Los Angeles, CA 90047. There is only one guest per RELAC member, and the fee per golfer is \$44. For more information, visit www.relac.org. Or, send a check, payable to RELAC, to RELAC, 1000 S. Fremont Ave., Unit 15, Alhambra, CA 91803-8802.

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A capacity crowd of retirees, including the Hon. Don Knabe, Supervisor-Fourth District, Retired, and former CEO David Janssen, attended RELAC's 65th anniversary luncheon held in August at Almansor Court in Alhambra, CA. Keynote speaker was LACERA CEO Santos Kreimann, who provided information on LACERA's overall performance. The agency administers a \$74 billion defined retirement plan and healthcare benefits for more than 190,000 members.

Former Department Heads and County VIPs in attendance included Philip Browning, Children and Family Services, Sandra Davis, Treasurer and Tax Collector, Russ Guiney, Parks and Recreation, Carol Moss, Librarian, and Jason Williams, Internal Services. RELAC member Doris Fregeau, who is 96 years young, also attended the annual luncheon, which recognized its scholarship recipients and veterans, who have served in one or more branches of the U.S. military.

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A unique and innovative volunteer opportunity was presented to RELAC members by the National Center on Elder Abuse (NCEA), an agency dedicated to improving the response to elder mistreatment by sharing information and resources on ways to prevent, detect, and address such abuse. Common forms of mistreatment range from physical and financial abuse to neglect. NCEA is encouraging RELAC members to submit applications before the December 15, 2023 deadline for its Elder Justice Champion Program. "This unique volunteer opportunity will leverage the skills, experiences and passions of RELAC members to advance elder justice," according to NCEA officials.

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RELAC was pleased that all three of its endorsed candidates (Les Robbins, J.P. Harris and Debbie Martin) were successful in the August 2023 LACERA Elections. Incumbent Robbins was unopposed for the Board of Retirement, and Harris was elected to a third term as an Alternate for the Board of Retirement. Martin was elected to the Board of Investments, replacing Joseph Kelly who opted not to seek re-election.

In addition, RELAC looks forward to continuing its strong advocacy on behalf of retirees, and being the diligent pension and healthcare benefits watchdog that members expect.

For information on RELAC, its mission and how to join, please visit the website at www.relac.org.



UPCOMING 2024 LACMC CONFERENCES AND EVENTS

SPRING CONFERENCE

HILTON SANTA BARBARA BEACHFRONT RESORT

633 East Cabrillo Boulevard, Santa Barbara, CA 93103

(Thursday, March 14, 2024 at 9:00 am through Friday, March 15, 2024 at 1:00 pm)

BREAKFAST WITH THE CHAIR

SUPERVISOR LINDSEY P. HORVATH, THIRD DISTRICT

(Wednesday, May 1, 2024 at 7:00 am)

Location: TBD

50TH ANNIVERSARY GALA

HOTEL MAYA - A DOUBLETREE BY HILTON

700 Queensway Drive, Long Beach, CA 90802

(Friday, August 16, 2024 at 6:00 pm to midnight)

FALL CONFERENCE

PACIFIC PALMS RESORT

1 Industry Hills Parkway, City of Industry, CA 91744

(Thursday, October 3, 2024 at 7:00 am to 6:00 pm – Breakfast at 6:30 AM)

HOLIDAY GALA

MUSEUM OF LATIN AMERICAN ART

628 Alamitos Avenue, Long Beach, CA 90802

(Friday, December 6, 2024 at 6:00 pm to midnight)

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)

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