Board of Supervisors

Operations Cluster Agenda Review Meeting

DATE: March 19, 2025
TIME: 2:00 p.m. – 4:00 p.m.
MEETING CHAIR: Michelle Vega, 5th Supervisorial District
CEO MEETING FACILITATOR: Dardy Chen

THIS MEETING IS HELD UNDER THE GUIDELINES OF BOARD POLICY 3.055

To participate in this meeting in-person, the meeting location is:

Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012
Room 374-A

To participate in this meeting virtually, please call teleconference number 1 (323) 776-6996 and enter the following 522268816# or Click here to join the meeting

Teams Meeting ID: 237 250 878 670
Passcode: UoBQAE

For Spanish Interpretation, the Public should send emails within 48 hours in advance of the meeting to ClusterAccommodationRequest@bos.lacounty.gov

Members of the Public may address the Operations Cluster on any agenda item during General Public Comment. The meeting chair will determine the amount of time allowed for each item. **THIS TELECONFERENCE WILL BE MUTED FOR ALL CALLERS. PLEASE DIAL *6 TO UNMUTE YOUR PHONE WHEN IT IS YOUR TIME TO SPEAK.**

1. CALL TO ORDER

2. GENERAL PUBLIC COMMENT

3. **BOARD MOTION ITEM(S):**

SD-1

- PROCLAIMING APRIL AS ARTS MONTH AND RECOGNITION OF THE GRAND AVENUE CULTURAL DISTRICT

SD-2

- LOS ANGELES COUNTY HOMELESS SERVICES SYSTEM REALIGNMENT

SD-3 AND SD-5

- IMPLEMENTING THE BLUE RIBBON COMMISSION ON HOMELESSNESS REPORT RECOMMENDATION NO. 1 (ESTABLISH A COUNTY ENTITY DEDICATED TO HOMELESS SERVICE DELIVERY) AND NO. 3 (STREAMLINED LAHSA)

4. **DISCUSSION ITEM(S):**

A) Board Letter:
ADJUSTMENTS TO EMPLOYEE RETIREMENT CONTRIBUTION RATES FOR PEPRA DEFINED BENEFIT PLANS
CEO-LABOR – Leslie Rooney, Principal Analyst

B) Board Letter:
ADOPTION OF NEW RETIREMENT CONTRIBUTION RATES
LACERA/CEO – Tope Okusanya, Principal Analyst

C) Board Letter:
CONTRACT FOR BOARD BUDGET SYSTEM APPLICATION SUPPORT AND ENHANCEMENT IMPLEMENTATION SERVICES
LACDA/CIO – Cesar Delgado, IT Director and
Matthew Fortini, Chief Financial Officer

5. **PRESENTATION ITEM(S):**

A) 2025-26 RECOMMENDED BUDGET PRESENTATION - OPERATIONS

6. **ADJOURNMENT**

UPCOMING ITEM(S) FOR MARCH 26, 2025:

A) Board Letter:
COUNTYWIDE CLASSIFICATION/COMPENSATION ACTIONS
CEO/CLASS - Jennifer Revuelta, Principal Analyst

B) Board Letter:
REQUEST TO APPROVE THE INTERNAL SERVICES DEPARTMENT TO ENTER INTO A MEMORANDUM OF UNDERSTANDING WITH THE LOS ANGELES REGIONAL INTEROPERABLE COMMUNICATIONS SYSTEM AUTHORITY TO PROVIDE FACILITIES MAINTENANCE AND ANCILLARY SERVICES
ISD - Doug Tsuyuki, Administrative Deputy GM and Jerry Yen, Division Manager

IF YOU WOULD LIKE TO EMAIL A COMMENT ON AN ITEM ON THE OPERATIONS CLUSTER AGENDA, PLEASE USE THE FOLLOWING EMAIL AND INCLUDE THE AGENDA NUMBER YOU ARE COMMENTING ON:

OPS_CLUSTER_COMMENTS@CEO.LACOUNTY.GOV

AGN. NO.__________

MOTION BY SUPERVISOR SOLIS April 1, 2025

Proclaiming April as Arts Month and Recognition of the Grand Avenue Cultural District

The arts play a vital role in shaping vibrant, thriving communities. They inspire creativity, foster dialogue, and reflect the rich diversity of society, making culture a cornerstone of urban development and social cohesion. Cultural districts, in particular, serve as powerful catalysts for economic growth, community engagement, and the cultivation of a shared sense of identity. Through organizational partnership and by concentrating artistic and cultural resources in a defined area, these districts create environments where creativity can flourish, providing spaces for both residents and visitors to engage with art in its many forms. In doing so, cultural districts not only enrich the cultural fabric of a city but also stimulate local economies, drive tourism, offer a source of civic pride and serve as platforms for social equity. The creation of a cultural district in Los Angeles—particularly along Grand Avenue—holds the potential to anchor Downtown Los Angeles as a global arts destination, fostering an inclusive, accessible space for all Angelenos to experience the transformative power of the arts.

The Grand Avenue Cultural District (GACD) represents a transformative initiative that seeks to redefine Downtown Los Angeles as a dynamic global center for the arts. Spearheaded by The Music Center in collaboration with key cultural institutions along

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MOTION BY SUPERVISOR SOLIS April 1, 2025

Proclaiming April as Arts Month and Recognition of the Grand Avenue Cultural District

Grand Avenue, the district aims to foster economic revitalization, increase public participation in the arts, and provide accessible, inclusive cultural experiences for people from all walks of life. In addition to its immediate impact on the local community, GACD also looks to position Los Angeles County as a global leader in arts and culture, particularly as the city prepares to host the 2026 FIFA World Cup and the 2028 Olympic and Paralympic Games.

This project is founded on the belief that we are stronger together and that organizational collaboration will increase accessibility and heighten the GACD partners' collective service to the public. By establishing a formalized cultural district, GACD aims to create an environment where collaboration, innovation, and community engagement thrive. The GACD is also grounded in the belief that the arts have the power to enrich communities and drive social and economic change. Drawing inspiration from successful models like the Dallas Arts District, GACD is designed to bring together leading cultural institutions, local businesses, and civic partners to build a sustainable, inclusive ecosystem that will serve as a beacon for arts and culture, both locally and internationally.

With the support and/or confirmed participation of The Broad, MOCA, Grand Performances, Colburn School, LA Phil, Center Theatre Group, LA Opera, Los Angeles Master Chorale, Gloria Molina Grand Park, Our Lady of Angeles Cathedral, Grand Ave Arts High School, REDCAT, The Library Foundation, L.A. Central Library, DTLA

MOTION BY SUPERVISOR SOLIS April 1, 2025

<u>Proclaiming April as Arts Month and Recognition of the Grand Avenue Cultural District</u>

Alliance, L.A. City, Metro and The Broad Foundation, GACD has already demonstrated its potential through events like *Grand Ave Arts: All Access*, which annually brings together thousands of attendees and showcases the diverse cultural offerings of this area. As it continues to grow, GACD will focus on expanding its partnerships and increasing accessibility to ensure that the arts are a central part of everyday life for Angelenos.

At this pivotal moment, GACD is poised to move into its next phase, with the hiring of an Executive Director to lead the district's development and the establishment of a formal governance structure. Recognition from the Los Angeles County Board of Supervisors will not only solidify the district's status as a cultural hub, but will also help to attract further solidarity, investment, resources, and global attention, ensuring that Downtown Los Angeles remains at the forefront of cultural innovation in the years to come.

I, THEREFORE, MOVE that the Board of Supervisors:

1. Proclaim April 2025 as Arts Month in Los Angeles County, to celebrate and raise awareness of the vital role the arts play in the county's cultural identity, economic vitality, and community cohesion.
2. Officially recognize the Grand Avenue Cultural District (GACD) as a critical cultural and economic asset to Los Angeles County. This recognition will underscore GACD's role in enhancing the county's arts landscape and will

provide a foundation for its continued growth, establishing GACD as a cornerstone for cultural innovation and economic development in Downtown Los Angeles.

3. Request that The Music Center, in collaboration with major stakeholders of GACD, engage with cultural institutions beyond Grand Avenue, including but not limited to LA Plaza de Cultura y Artes, the Japanese American Museum, and the Chinese American Museum. These partnerships will strengthen cultural ties across Los Angeles County and facilitate cross-cultural dialogue, promoting inclusivity and a deeper connection between the arts community and the diverse populations of the County.
4. Request that, once officially established as a non-profit organization, GACD ensures that its board is diverse and representative of the communities it serves, with a commitment to including members from a broad range of cultural, racial, ethnic, and socio-economic backgrounds. This diversity will reflect the values of Los Angeles County's Cultural Equity and Inclusion Initiative (CEII).

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AGN. NO.

MOTION BY SUPERVISOR HOLLY J. MITCHELL April 1, 2025

Los Angeles County Homeless Services System Realignment

On March 30, 2022, the Los Angeles County (County) Blue Ribbon Commission on Homelessness (BRCH) adopted a Governance Report[1] that included seven recommendations to improve the County's homelessness service system. The BRCH Commissioners, from a series of presentations and interviews with diverse stakeholders, submitted the report and endorsed "a necessary restructuring that focuses on simplification, urgency, and equity in order to save individuals' and families' lives." The County Board of Supervisors (Board) then adopted all seven recommendations on May 3, 2022, in the motion titled, "Implement the Blue-Ribbon Commission on Homelessness' Recommendations"[2]. The Chief Executive Office (CEO) and County's Homeless Initiative (HI) have provided quarterly reports to the Board on the progress of implementing the seven recommendations. As part of implementation, HI has supported the establishment of the Executive Committee for Regional Homeless Alignment (ECRHA), which started convening in February 2024, and the Leadership Table for Regional Homeless Alignment (LTRHA), which started convening in June 2024. The CEO and HI staff have advanced

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[1] https://assets-us-01.kc-usercontent.com/0234f496-d2b7-00b6-17a4-b43e949b70a2/c15b378d-d10e-46aa-a6cc-7102043aa708/BRCH%20Homelessness%20Report%20%28033022%20Adopted%29%20%28Final%29.pdf
[2] https://file.lacounty.gov/SDSInter/bos/supdocs/168754.pdf

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various items of the BRCH recommendations, however, there are pending analysis, reports, and recommendations, including on Recommendation No. 1, County Entity and Leader, and Recommendation No. 3, The Role and Governance of Los Angeles Homeless Services Authority (LAHSA)[3].

On November 26, 2024, the Board adopted a motion titled "The Feasibility of Implementing the Blue Ribbon Commission on Homelessness Report Recommendation No. 1 (Establish a County Entity Dedicated to Homeless Service Delivery) and No. 3 (Streamline LAHSA)"[4]. This motion directed the CEO to provide a written feasibility report with next steps to implement BRCH Recommendation No. 1, which specifies establishing a new County department dedicated solely to serving people who are unhoused or at risk of becoming unhoused and Recommendation No. 3, to streamline the responsibilities of LAHSA by having them retain only the core functions as required by the Greater Los Angeles Continuum of Care. The CEO provided the first report[5] on February 28, 2025, to advance these two recommendations with a report due in the next 30 days to include a fiscal and staffing plan for the new County department.

The CEO's February 28, 2025, Report on implementing BRCH Recommendations No. 1 and No. 3 proposes three phases. Phase One is the integration of approximately 705 CEO-HI and Department of Health Services (DHS)-Housing for Health staff into a new department within six months. The Phase One integration is proposed to take place between July 1, 2025, and January 1, 2026. Phase Two is the integration of programs funded by the County and currently administered by LAHSA into the new County department, within the following six months to be completed by June 30, 2026. Phase Three is an integration of all programs and services administered by other County departments beyond CEO and DHS into the new County department. The proposed new County department would start off with approximately 705 staff and an over $1 billion budget.

The implications of transforming the existing homeless service delivery structure goes well beyond CEO-HI, DHS, and LAHSA. The County's existing homeless service

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[3] https://www.lahsa.org/
[4] https://file.lacounty.gov/SDSInter/bos/supdocs/197797.pdf
[5] https://file.lacounty.gov/SDSInter/bos/supdocs/197826.pdf

delivery system relies on the work of dozens of community-based organizations and service providers. Service providers are already confronting uncertainty with the federal administration decisions on funding and the County should not add to that uncertainty for the dedicated workers serving people experiencing homelessness (PEH). There are also cities and Council of Governments that provide direct assistance to PEH, and they have asked for a nimble and responsive County entity that guides regional vision and supports local implementation. These are critical stakeholders who need to be actively engaged in the transformation of the homeless service delivery system. There is a lack of inclusion of these stakeholders in the implementation phases as well as a lack of analysis on the impact to their ability to provide services with the proposed new County department.

The proposed establishment of a new County department dedicated to homelessness within six months is aggressive. The County has created various new departments within the last four years, including the Justice Care and Opportunities Department, Department of Economic Opportunity, and the Aging and Disabilities Department. These new departments experienced multi-year growing pains and impacts to direct services provided to County residents. The CEO's report includes just two paragraphs on challenges for establishing the new department, although the County has recent experiences on the transition of services and establishing new departments the report does not include solutions for addressing those challenges. Additionally, the report does not include an analysis of how this integration will result in serving and stabilizing clients sooner and more effectively compared to the current structures and programs in place. County residents want to see swift results that work in reducing the number of PEH and increasing housing stability.

The County's homelessness system has expanded within the last 12 months to include the ECRHA, LTRHA, and Emergency Centralized Response Center. By April 1, 2025, the Board will adopt metrics for the goals outlined in Measure A. Strategic and intentional realignment of the County's homeless system is needed as part of implementing a new County department. The County cannot afford to create a $1 billion department with over 700 employees without appropriate organizational development, change management, and stakeholder engagement to effectuate the change all Angelenos envision for their unhoused family, friends, and neighbors.

I THEREFORE MOVE THAT THE BOARD OF SUPERVISORS:

1. Direct the Chief Executive Office (CEO) to utilize their existing delegated authority to engage consultants who specialize in organizational development and change management as part of the planning for the establishment of a new County department for homelessness services. The CEO is to report back to the Board in writing within 15 days on the process for selecting the consultant, funding the agreement, and establishing the timeline for consultants to be included in the planning for the new department. The consultant’s first report should be submitted within 60 days of hire and in alignment with implementation of new department. The consultants' scope of work must include, but is not limited to, the following:
   a. Refinement of the proposed organizational structure with an analysis of how the proposed organizational structure addresses the challenges identified in the multiple audits of homeless services, inclusive of, but not limited to, timely payments, publicly facing data on program effectiveness, and clear tracking and reporting of contracts.
   b. Analysis of how the merger of the Housing for Health division of the Department of Health Services with the CEO Homeless Initiative (HI) teams will improve housing outcomes for participants and expand service eligibility for all populations.
   c. Analysis of how the new department dedicated to homelessness would improve coordination between clinical and non-clinical homeless services provided with and by other County departments.
   d. Analysis of how a new department dedicated to homelessness would improve Countywide homeless data collection, including demographic information (such as race, gender, ethnicity, age, Service Planning Area, etc.); the numbers of persons experiencing homelessness served; the numbers of clinical and non-clinical beds and slots; rates of persons staying and leaving both temporary and permanent housing; and vacancy rates.
   e. Analysis of how a new department dedicated to homelessness would address rates of homelessness throughout the County.

f. A recommended detailed timeline for the phases of the consolidation of administrative functions, staff and services in the new County department.

g. Recommended hiring and staffing plan to ensure that critical services are not disrupted during the transition to the new structure, inclusive of engagement and negotiation with labor units.

h. Recommended internal controls and administrative processes that would be needed to ensure the effective, timely, and transparent operations of the new County department.

i. Recognizing the continued fiscal pressure and uncertainty ahead, completion of a fiscal analysis confirming that no additional County funding from any source will be needed to consolidate services into a new County department.

j. Analysis of lessons learned from the recently created County departments such as Department of Economic Opportunity, Justice, Care and Opportunities Department, Department of Youth Development, and the Department of Aging and Disabilities, to help with the implementation of a new County department dedicated to homelessness. The consultant should be granted access to any existing analysis or evaluation of department creation or realignment.

I FURTHER MOVE THAT THE BOARD OF SUPERVISORS:

1. Direct the Executive Director of CEO-HI or designee, to report back to the Board in writing in 15 days with a stakeholder engagement plan for homelessness system realignment as part of the development, implementation and oversight of the new County department which includes and is not limited to:

   a. Stakeholder engagement and advisory councils inclusive of different County departments that provide homelessness services, external service providers (homeless service providers, re-entry service providers, and housing providers), people with lived experience, Councils of Governments, and Los Angeles Homeless Services Authority.

b. Leveraging the ongoing engagement resources in the proposed CEO-HI budget for establishing a consensus building model of stakeholder engagement which includes utilizing existing tables, committees, and spaces as well as creating a concentric circle of participation with clear roles and functions for input to the development of the new County department.

c. Provide stakeholders with the racial and ethnic group data and status of how County departments are doing in closing disparities for people experiencing homelessness to inform their input to the new County department.

d. Involve the evaluation team to work with stakeholders for participatory research and evaluation in order to have both qualitative and quantitative data on program impact and outcomes for the new County department.

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AGN. NO.

MOTION BY SUPERVISORS LINDSEY P. HORVATH AND KATHRYN BARGER

April 1, 2025

Implementing the Blue Ribbon Commission on Homelessness Report Recommendation No. 1 (Establish a County Entity Dedicated to Homeless Service Delivery) and No. 3 (Streamlined LAHSA)

On November 26, 2024, the Board of Supervisors (Board) voted to study the feasibility of implementing the Blue-Ribbon Commission on Homelessness (BRCH) Recommendations; 1. Establish a County Entity Dedicated to Homeless Service Delivery, and 3. Streamline LAHSA.[1] The Chief Executive Officer (CEO) reported back to the Board on February 28, 2025,[2] demonstrating the proposal's feasibility and articulating the steps

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[1] Horvath, Lindsey P., and Kathryn Barger. *Feasibility of Implementing the Blue Ribbon Commission on Homelessness Report Recommendations No. 1 (Establish a County Entity Dedicated to Homeless Service Delivery) and No. 3 (Streamlined LAHSA)*. 26 Nov. 2024, file.lacounty.gov/SDSInter/bos/supdocs/197797.pdf. Accessed 24 Feb. 2025.

[2] Fesia Davenport. *Feasibility of Implementing the Blue Ribbon Commission on Homelessness Report Recommendations No. 1 (Establish a County Entity Dedicated to Homeless Service Delivery) and No. 3 (Streamlined LAHSA) (Item No. 90D, Agenda of November 26, 2024).* 28 Feb. 2024. file.lacounty.gov/SDSInter/bos/bc/1178494_FesabilityofImplementingtheBRCHonHomelessnessRecommendationsNo1and3-SIGNEDBOARDMEMO.pdf.

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necessary to achieve this transition. The report back comprehensively addresses the logistics of creating a new County department to consolidate homelessness efforts, including staffing, timelines, and departmental structure.

Streamlining LAHSA and creating a new, consolidated County department will provide the County with the opportunity to create a functional and accountable infrastructure responsible for the implementation of a countywide response to homelessness. This is a chance for the County to learn from past mistakes and build a system of care that is set up to succeed and better serve those in need. A transparent, efficient system overseen by one entity, directly responsible to the Board of Supervisors and held accountable to clearly defined performance-based outcomes, will both empower the County to act and hold the County directly responsible for the voter-approved funding from Measure A.

WE, THEREFORE, MOVE that the Board of Supervisors direct the Chief Executive Officer (CEO), or designee, in consultation with CEO-Homeless Initiative, CEO-Chief Information Officer, Department of Health Services, Department of Mental Health, Department of Public Health, Department of Public Social Services, Department of Military and Veterans Affairs, Los Angeles County Sheriff's Department, Department of Human Resources, County Counsel, Auditor-Controller, Internal Services Department, and other relevant County departments, in consultation with the Los Angeles Homeless Services Authority, stakeholders, people with lived experience of homelessness, and agencies that serve people experiencing homelessness, to implement the required steps to establish a new County of Los Angeles Department dedicated to serving people who are experiencing or at risk of homelessness, including, but not limited to the following:

1. Implement the workplan and timelines included in the Chief Executive Officer's February 28, 2025, report back to the Board.
2. Direct the Department of Health Services and the CEO, with participation by CEO classification, the Department of Human Resources, the Chief Information Officer, and other relevant County units/departments, to support Housing for Health (HFH) and the Chief Executive Office-Homeless Initiative (CEO-HI) in establishing a joint administrative team by April 28, 2025, that is able to provide transition support to the new consolidated department. Such activities should include, but are not limited to, designing the transitional administrative infrastructure needed in the new department, classifying and budgeting new positions using available funding from Measure A and/or unspent LAHSA funds, and assigning and/or hiring experienced staff to perform transitional administrative functions. The joint CEO-HI/HFH administrative team shall perform the necessary administrative and support functions until the new, consolidated department's administrative capacity is in place.
3. Perform extensive outreach to receive input from contracted service and housing providers, jurisdictions, people with lived experience, grassroots organizations, the Auditor-Controller, and other County Departments and critical stakeholders to inform the new department's design and contracting protocols, preventing any disruptions to services currently being provided by the homeless service response system. Contracting and accounting best practices shall be imbedded in the new department's design, including,

as applicable, the recommendations and findings included in the Auditor-Controller's Finance, Contracts, Risk Management, and Grants Management Review of LAHSA, published on November 19, 2024.

4. Direct the CEO and the Department of Human Resources to consult with SEIU 721 on the transition of represented LAHSA workers to the County workforce, including but not limited to incorporating Specialty Requirements into the recruitment process and what comprises Specialty Requirements; whether the transitioned LAHSA employees will be required to pass the Civil Service Exam to continue County employment upon the expiration of the 90-day emergency appointment; and a process to track, fast track, and assist transitioned LAHSA employees, to pass the Civil Service Exam, if required.
5. Direct the CEO to establish and implement a collaborative process to determine what funding will be transitioned from other County Departments to the new department, to be informed by the CEO's 120-day report back on Phase III of the new department's implementation. Such transitions will include the associated administrative support needed for the new department, unless otherwise prohibited by the funding source.
6. Direct the CEO to work with the CEO-HI, HFH, and LAHSA, and their contracted agencies, departments, and providers, to conduct a full fiscal and budgetary landscape of the existing funding to be transitioned to the new department, and the funding to remain at LAHSA to perform their core

functions as required as the lead of the Greater Los Angeles Continuum of Care.

7. Direct the CEO and Auditor-Controller to embed contract, finance, and budget staff at LAHSA to determine the funding that will be transitioned to the new County department. Support the complex process of unbraiding funding for recapture of County investments to be directed to the new County department and prevent service disruption.
    a. Begin transitioning targeted County funds currently administered by LAHSA to the County as soon as possible and concurrent with the establishment of the new department.
    b. Direct CEO and CEO-HI to complete Phase II by July 1, 2026, with all LAHSA funding for the new County department and the associated staffing to be transitioned by that deadline.
8. Direct the Chief Information Officer to work with the new joint administrative team and other relevant parties on an information technology assessment to determine both the short- and long-term IT and data systems requirements and, in partnership with CEO, to develop a staffing plan and associated funding needed to meet these requirements.
9. Direct the Department of Human Resources to initiate a national search to identify the new department's Director. Incorporate feedback from stakeholder engagement, HFH, CEO-HI, and other County departments to create the job description specific to the unique needs of this department's leader.

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BOARD LETTER/MEMO
CLUSTER FACT SHEET

☒ Board Letter ☐ Board Memo ☐ Other

CLUSTER AGENDA REVIEW DATE	3/19/2025
BOARD MEETING DATE	4/8/2025
SUPERVISORIAL DISTRICT AFFECTED	☒ All ☐ 1st ☐ 2nd ☐ 3rd ☐ 4th ☐ 5th
DEPARTMENT(S)	CEO (Letter linked with LACERA Board Letter)
SUBJECT	New PEPRA Employee Retirement Contribution Rates
PROGRAM	
AUTHORIZES DELEGATED AUTHORITY TO DEPT	☐ Yes ☒ No
SOLE SOURCE CONTRACT	☐ Yes ☒ No If Yes, please explain why:
SB 1439 SUPPLEMENTAL DECLARATION FORM REVIEW COMPLETED BY EXEC OFFICE	☐ Yes ☒ No – Not Applicable **If unsure whether a matter is subject to the Levine Act, email your packet to EOLevineAct@bos.lacounty.gov to avoid delays in scheduling your Board Letter.**
DEADLINES/ TIME CONSTRAINTS	CERL Requirement to implement new rates to go into effect July 1, 2025.
COST & FUNDING	Total cost: $ — Funding source: TERMS (if applicable): Explanation: No increase in net County costs since these rate changes are for employee retirement contribution rates.
PURPOSE OF REQUEST	To implement new retirement contribution rates for Fiscal Year Budget 2025-2026.
BACKGROUND (include internal/external issues that may exist including any related motions)	LACERA conducts an annual review per their Retirement Funding Policy to measure the plan's funding progress and to recommend any contribution rate changes. PEPRA law requires a 50 percent cost share and this review ensures contribution rates are adjusted accordingly to ensure compliance with the law.
EQUITY INDEX OR LENS WAS UTILIZED	☐ Yes ☒ No If Yes, please explain how:
SUPPORTS ONE OF THE NINE BOARD PRIORITIES	☒ Yes ☐ No If Yes, please state which one(s) and explain how: The retirement benefit and funding changes provided for in these recommendations are directly responsive to the County of Los Angeles' Strategic Plan North Star 3 Realize Tomorrow's Government Today Focus Area Goal G Internal Controls and Processes by strengthening our internal controls and processes while being cognizant of efficiency to continue good stewardship of the public trust and fiscal responsibility.
DEPARTMENTAL CONTACTS	Name, Title, Phone # & Email: Leslie Rooney; Principal Analyst, CEO; 213-974-5951; lrooney@ceo.lacounty.gov

Chief Executive Office.

COUNTY OF LOS ANGELES
Kenneth Hahn Hall of Administration
500 West Temple Street, Room 713, Los Angeles, CA 90012
(213) 974-1101 ceo.lacounty.gov

Chief Executive Officer
Fesia A. Davenport

"To Enrich Lives Through Effective and Caring Service"

April 08, 2025

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012

Dear Supervisors:

ADJUSTMENTS TO EMPLOYEE RETIREMENT CONTRIBUTION RATES
FOR PEPRA DEFINED BENEFIT PLANS
ALL DISTRICTS
(3-VOTES)

SUBJECT

Recommendation to adopt adjustments to the employee retirement contribution rates for the Los Angeles County Employees Retirement Association (LACERA) defined benefit plans established pursuant to the Public Employees' Pension Reform Act of 2013 (PEPRA). The recommended changes are effective July 1, 2025, are applicable only to represented and non-represented employees who are members of General Member Plan G or Safety Member Plan C, and will be reflected on the July 31, 2025, pay warrant.

IT IS RECOMMENDED THAT THE BOARD:

1. Adopt the employee retirement contribution rate changes effective July 1, 2025, for all represented and non-represented employees who are members of General Member Plan G or Safety Member Plan C (Attachment).

2. Instruct the Auditor-Controller to make the system changes necessary to implement these recommendations.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

The County Employees Retirement Law of 1937 requires that an actuarial valuation of the retirement system be conducted at least once every three years. This law further requires that on the basis of such valuation, a recommendation is to be made to the Board of Supervisors (Board) at least 45 days prior to the beginning of the succeeding fiscal year to change employer and/or member contributions rates, as may be necessary, to properly fund the retirement system. Although a triennial review is required by law, the plan actuary (Milliman) conducts an annual review pursuant to LACERA's Board of Investments' Retirement Funding Policy to measure the plan's funding progress and to recommend any contribution rate changes.

The purpose of this recommendation is to provide concurrence by the County, as Plan Sponsor, to set the employee contribution rates only for the defined benefit plans established pursuant to PEPRA - General Member Plan G and Safety Member Plan C. The recommended rates are applicable to and are the same for represented and non-represented members of these plans. Also, the recommended rates are at a level that represents a 50 percent share of the plans' benefit costs based upon the June 30, 2024, LACERA actuarial valuation report prepared by Milliman. This report was subsequently adopted by LACERA's Board of Investments on February 12, 2025.

Employee Contribution Rate Change Schedule

The employee contribution rates for PEPRA plans (General Member Plan G and Safety Member Plan C) must be changed annually if indicated by the annual actuarial valuation to ensure that the employee contribution rates are maintained at a level that represents a 50 percent share of the plans' benefit costs.

In contrast, the employee contribution rates for the non-PEPRA (legacy) plans (General Member Plans A, B, C, and D and Safety Member Plans A and B) are adjusted on a triennial basis, if warranted, by the Investigation of Experience study (experience study) that the plan actuary conducts in conjunction with the annual valuation. The experience study reviews the reasonableness of the economic and non-economic actuarial assumptions used to derive the employee and employer contribution rates. Specifically, it compares the actual experience to what was predicted to happen using these actuarial assumptions. The actuary then determines whether any changes to the underlying assumptions or methodology are warranted to better project the retirement benefit plan's liabilities and asset growth. If changes are made, the legacy employee contribution rates are adjusted accordingly.

The last adjustment to these legacy plans was made effective July 1, 2023, based upon the June 30, 2022 valuation. Since there was no experience study conducted in conjunction with the June 30, 2024 valuation, Milliman did not recommend any changes to the employee contribution rates for the legacy plans at this time. If rate changes are recommended following the next scheduled experience study and valuation period ending June 30, 2025, we will return to the Board with revised employee contribution rates for both the legacy and PEPRA plans, effective July 1, 2026.

General Member Plan G and Safety Member Plan C

As described in rate change letters from previous years, PEPRA revised the retirement contribution and benefits formulas and required the County to implement several significant changes with respect to contribution rates. One of the most significant changes mandated by PEPRA was the requirement that all new members of a California public retirement system as of January 1, 2013, must pay at least 50 percent of the normal cost of funding the retirement benefit. Normal cost is defined as the percentage of payroll for each fiscal year that must be contributed to the retirement fund to pay for the promised benefit as determined by the retirement plan actuary. To comply with these funding requirements, two new PEPRA defined benefit plans (General Member Plan G and Safety Member Plan C) were established and the non-contributory General Member Plan E was closed to new members, effective November 27, 2012.

Aside from the 50/50 cost sharing feature, these plans differ from the legacy LACERA defined benefit plans in that the employee contribution rates are the same for all participants regardless of entry age. This flat rate feature has significant advantages over the entry age-based rates including ease of administration and lower probability of calculation errors. Additionally, based upon a LACERA survey of other California public retirement plans, most are using flat rates versus entry age-based rates.

<u>Implementation of Strategic Plan Goals</u>

The retirement benefit and funding changes provided for in these recommendations are directly responsive to the County of Los Angeles' Strategic Plan North Star 3 Realize Tomorrow's Government Today Focus Area Goal G Internal Controls and Processes by strengthening our internal controls and processes while being cognizant of efficiency to continue good stewardship of the public trust and fiscal responsibility.

<u>FISCAL IMPACT/FINANCING</u>

Since these recommendations are limited to changing the employee portion of the retirement contribution rates for PEPRA defined benefit plans, there is no increase in net County costs.

<u>FACTS AND PROVISIONS/LEGAL REQUIREMENTS</u>

On February 13, 2025, the Coalition of County Unions and Service Employees International Union (SEIU) Local 721, were advised of the new employee rates that are effective July 1, 2025, for these PEPRA plans and we received no objections. The recommended rates are detailed in the Attachment.

<u>IMPACT ON CURRENT SERVICES (OR PROJECTS)</u>

None.

Respectfully submitted,

FAD:JMN:KLW
SRM:LR:rfm

Enclosures

c: Executive Office, Board of Supervisors
County Counsel
Auditor-Controller
Human Resources
Los Angeles County Employees Retirement Association
Coalition of County Unions
SEIU Local 721

Attachment

EMPLOYEE CONTRIBUTION RATES FOR PEPRA RETIREMENT PLANS
EFFECTIVE JULY 1, 2025

Retirement Plan	**Current Rates** **Effective 7/1/2024**	**New Recommended Rate** *(same for all entry ages)*
General Members – Retirement Plan G	9.28%	**9.30%**
Safety Members – Retirement Plan C	14.97%	**15.14%**

BOARD LETTER/MEMO
CLUSTER FACT SHEET

☒ Board Letter ☐ Board Memo ☐ Other

CLUSTER AGENDA REVIEW DATE	3/19/2025
BOARD MEETING DATE	4/8/2025
SUPERVISORIAL DISTRICT AFFECTED	☒ All ☐ 1st ☐ 2nd ☐ 3rd ☐ 4th ☐ 5th
DEPARTMENT(S)	LACERA
SUBJECT	New Employer and Employee Retirement Contribution Rates
PROGRAM	N/A
AUTHORIZES DELEGATED AUTHORITY TO DEPT	☐ Yes ☒ No
SOLE SOURCE CONTRACT	☐ Yes ☒ No If Yes, please explain why:
SB 1439 SUPPLEMENTAL DECLARATION FORM REVIEW COMPLETED BY EXEC OFFICE	☐ Yes ☒ No – Not Applicable **If unsure whether a matter is subject to the Levine Act, email your packet to EOLevineAct@bos.lacounty.gov to avoid delays in scheduling your Board Letter.**
DEADLINES/ TIME CONSTRAINTS	CERL Requirement to implement new rates to go into effect July 1, 2025.
COST & FUNDING	Total cost: $86 Million — Funding source: NCC/Revenue Offset TERMS (if applicable): Explanation: This will result in a total estimated annual employer retirement cost for the upcoming fiscal year 2025-2026 of $2.6 billion for all employers, which is an increase of approximately $91 million compared to the estimated employer retirement cost for the fiscal year 2024-2025. (Note: Los Angeles County provides more than 95% of the employer contributions to LACERA)
PURPOSE OF REQUEST	To implement new retirement contribution rates for Fiscal Year Budget 2025-26
BACKGROUND (include internal/external issues that may exist including any related motions)	LACERA conducts an annual review per their Retirement Funding Policy to measure the plan's funding progress and to recommend any contribution rate changes at a level sufficient to fund the retirement systems liabilities identified in the June 30, 2024 Actuarial Valuation of Retirement Benefits Report.
EQUITY INDEX OR LENS WAS UTILIZED	☐ Yes ☒ No If Yes, please explain how:
SUPPORTS ONE OF THE NINE BOARD PRIORITIES	☒ Yes ☐ No If Yes, please state which one(s) and explain how: The retirement The retirement benefit and funding changes provided for in these recommendations are directly responsive to the County of Los Angeles' Strategic Plan North Star 3 Realize Tomorrow's Government Today Focus Area Goal G Internal Controls and Processes by strengthening our internal controls and processes while being cognizant of efficiency to continue good stewardship of the public trust and fiscal responsibility.
DEPARTMENTAL CONTACTS	Name, Title, Phone # & Email: Ted Granger, CFO, tgranger@lacera.net,

April 8, 2025

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Dear Supervisors:

ADOPTION OF NEW RETIREMENT CONTRIBUTION RATES
(ALL DISTRICTS) (3 VOTES)

SUBJECT

Recommendation to adopt revised employer and employee contribution rates as approved by the Los Angeles County Employees Retirement Association (LACERA) Board of Investments in accordance with Government Code Section 31454, to be effective between July 1, 2025 and September 29, 2025.

IT IS RECOMMENDED THAT YOUR BOARD:

1. Adopt the revised employer and employee retirement contribution rates approved by the LACERA Board of Investments in accordance with Government Code Section 31454.

2. Instruct the Auditor-Controller to make the system changes necessary to implement this recommendation.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

The purpose of these recommendations is to set employer and employee contribution rates at a level sufficient to fund retirement system liabilities identified in the June 30, 2024 Actuarial Valuation of Retirement Benefits Report, referred to as “2024 Actuarial Valuation Report” (attached). On February 12, 2025, the LACERA Board of Investments adopted the employer and employee rates as recommended in the 2024 Actuarial Valuation Report prepared by LACERA’s consulting actuary, Milliman.

The County Employees Retirement Law of 1937 requires the LACERA Board of Investments to obtain an actuarial valuation of the retirement system at intervals not to exceed three (3) years and, based on such valuation, to recommend to the Board of Supervisors at least forty-five (45) days prior to the beginning of the succeeding fiscal year, such changes in employer and/or employee contribution rates as may be necessary to properly fund the retirement system. LACERA conducts an actuarial valuation on an annual basis. The Board of Supervisors is required to adopt the contribution rates approved by the LACERA Board of Investments in accordance with Government Code Section 31454.

IMPLEMENTATION OF STRATEGIC PLAN GOALS

The adoption of the revised employer and employee contribution rates provided in the recommendation is directly responsive to the Strategic Plan Goal of fiscal responsibility.

FISCAL IMPACT/FINANCING

Adoption of these actuarial valuation recommendations will result in an aggregate employer contribution rate decrease of 0.27% to 25.61% This will result in a total estimated annual employer retirement cost for the upcoming fiscal year 2025-2026 of $2.6 billion for all employers, which is an increase of approximately $91 million compared to the estimated employer retirement cost for the fiscal year 2024-2025. Although the calculated employer contribution rate is decreasing, there was a larger increase in the estimated payroll, which results in this expected increase in the dollar contribution. Note that Los Angeles County (County) provides more than 95% of the employer contributions to LACERA.

New employee contribution rates for General Plan G and Safety Plan C are recommended for the upcoming fiscal year 2025-2026. Employee contribution rates for open plans General Plan G and Safety Plan C, which are not age specific, will increase by 0.02% of pay to 9.30% of pay (General Plan G) and 0.17% of pay to 15.14% of pay (Safety Plan C), as compared to current employee contribution rates adopted for the fiscal year 2024-2025.

There are no recommended changes to employee contribution rates for legacy plans (General Plans A, B, C, and D and Safety Plans A and B) since no new assumptions were adopted with the 2024 Actuarial Valuation. These rates are specific to each retirement plan and the employee’s entry age. General Plan E is non-contributory. Average employee contribution rates for all retirement plans are provided in Exhibit 10, page 30 of the 2024 Actuarial Valuation Report.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

1. LEGAL REQUIREMENT FOR PERIODIC ACTUARIAL VALUATIONS AND ADJUSTMENTS IN CONTRIBUTION RATES

   Provisions contained in Article XVI, Section 17, of the California Constitution and in the County Employees Retirement Law of 1937 (California Government Code, Sections 31450-31899.10) govern LACERA’s actuarial practice.

   The California Constitution, in Article XVI, Section 17(e), assigns "the sole and exclusive power to provide for actuarial services" to the governing body of the public retirement system. Such power is granted by the Constitution "in order to assure the competency of the assets of the public pension or retirement system."

   Section 31453 of the County Employees Retirement Law requires LACERA to obtain an actuarial valuation at least once every three (3) years and, based on such valuation and the recommendation of the actuary, to recommend to the Board of Supervisors, at least forty-five (45) days prior to the beginning of the succeeding fiscal year, such changes in employer and/or employee contribution rates as may be necessary to properly fund the retirement system. Government Code Section 7504(a) also requires an actuarial valuation be performed at least every three (3) years.

Section 31454 requires the Board of Supervisors to adjust contribution rates in accordance with LACERA's recommendations no later than ninety (90) days following the beginning of the immediately succeeding fiscal year, which means that the adjustments must be made effective on July 1, 2025, or thereafter, but no later than September 29, 2025.

Section 31454.1 exempts the independent assumptions and calculations of LACERA's actuary from "meet and confer" requirements. This same section also recognizes the "meet and confer" responsibility of the Board of Supervisors in implementing the recommendations contained in the actuarial valuation report.

2. ACTUARIAL VALUATION PROCESS

The cost of a retirement system is ultimately based on the benefit provisions adopted by the system and the actual experience of the system. Actuarial valuations determine the employer and employee contributions rates needed to fund the retirement system over time. The employer contribution rate of a defined benefit retirement system, such as the one administered by LACERA, consists of two (2) components - normal cost and unfunded liability. Normal cost is the amount needed to fund the service credit currently being earned by retirement system members (active members) through their present employment with the County. The unfunded liability component of the employer contribution rate represents the contributions needed to fund liabilities created by past service, which have not been funded by previously collected contributions due to variations of actual experience from the actuarial assumptions.

The employer contribution rates of a retirement system are determined by several economic and non-economic (demographic) factors, referred to as actuarial assumptions and methods, such as the rate of return on assets, the rate of future salary increases, inflation, mortality, disability, and membership terminations. The actuary must make assumptions about the long-range impact of these factors in determining the amount of assets required to fund the cost of the retirement system.

There are three (3) primary sources of revenue for underwriting the cost of a retirement system: employee contributions, employer contributions, and investment earnings. As part of the valuation process, the actuary compares the current assets available to pay retirement benefits with the actuarial liabilities (both current and future) for current members. The main purpose of an actuarial valuation is to determine the amount of future employer and employee contributions and expected investment earnings that will be needed to pay all future benefits and achieve full funding of the retirement system.

3. ACTUARIAL REVIEW

   The accuracy of the valuations used to calculate contribution rates are validated periodically as the LACERA Board of Investments authorizes an independent actuarial review of the services performed by Milliman. Actuarial reviews are performed every three (3) years, in the same cycle as the triennial investigation of experience study, and as such, an actuarial review will be performed in conjunction with the June 30, 2025 triennial Experience Study and Actuarial Valuation Report preparation.

4. 2024 ACTUARIAL ASSUMPTION CHANGES

   No changes were made to economic and demographic assumptions used to prepare the 2024 Actuarial Valuation Report. The actuarial methods and assumptions adopted for the 2022 Actuarial Valuation Report remain unchanged.

5. 2024 VALUATION RESULTS

   Based on Milliman's 2024 Actuarial Valuation Report, the actuarial value of valuation assets totaled $76.7 billion, and the actuarial accrued liability amounted to $94.8 billion. As a result, LACERA's June 30, 2024 funded status was 80.9%, compared to 79.9% as of the prior year, June 30, 2023.

   Key factors contributing to this change in funded status are summarized as follows:

   - $488 million increase in liabilities due to salary increases greater than expected,
   - $364 million gain on the actuarial value of assets due to recognition of a portion of investment return gains and losses in the current and prior periods under a five-year smoothing process, and
   - $20 million increase in liabilities due to other non-salary related sources, including demographic, mortality, and PEPRA Compensation Limit experience different than assumed.

   Milliman estimates the funded status would have been 82.1% with a required aggregate employer contribution rate of 24.80% had the actual fair value of assets been used rather than the actuarial value of assets with the smoothing method applied.

   In December 2022, LACERA's Board of Investments adopted to exclude the STAR Reserve from Valuation Assets and, as such, it is not used to determine the employer contribution rates for the fiscal year beginning July 1, 2023 and onward. Consistent with the exclusion of the STAR Reserve from Valuation Assets, the liability for any STAR benefits that may be granted in the future is not included in the liability portion of the valuation.

Retirement system demographics reported in the 2024 Actuarial Valuation Report indicate a 1.8% increase in the active member population that totaled 98,683 with an overall average age of 46.7 years. The retired population increased by 2.4% to a total of 74,767 with an average age of 73.2 years. The average retirement benefit payment increased by 3.2% to $5,147 per month.

6. IMPACT ON EMPLOYER AND EMPLOYEE CONTRIBUTION RATES

As previously stated, LACERA is funded by employer and employee contributions collected and earnings from LACERA's investment portfolio.

Employees

Employees participating in the open plan tiers (General Plan G and Safety Plan C) contribute using single rates set at one-half the plan's normal cost rate, which includes the cost-of-living adjustment benefit. The recommended contribution rates for General Plan G and Safety Plan C are included on page 27 of the 20224 Actuarial Valuation Report. Milliman is recommending an increase to General Plan G of 0.24% and Safety Plan C of 0.17% to reflect the change in the total normal cost rates as a percentage of pay. The increase in the Safety Plan C rate includes the impact of a change in the underlying compensation data used in the calculations, which now excludes some non-pensionable pay items that were previously included.

Contribution rates for employees participating in the closed (legacy) plan tiers (General Plans A, B, C, and D and Safety Plans A and B) are based on the employee's age at first membership. These rates are designed to fund: a defined annuity at a specified age; and one-half of the cost-of-living adjustment benefit. Employee age-based annuity contribution rates are affected by salary, investment, and mortality assumption changes and will vary according to the employee's age at first membership.

Employee Contribution Rates			
(rates shown as a percentage of payroll)	New	Current	% Increase / (Decrease)
PEPRA Plans (all ages):			
Employee General Plan G	9.30%	9.28%	0.02%
Employee Safety Plan C	15.14%	14.97%	0.17%
Sample Legacy Plans (entry age 25):			
Employee General Plan D	7.22%	7.22%	—%
Employee Safety Plan B	13.04%	13.04%	—%

Employee contribution rates for all retirement plans at every entry age (with and without the cost-of-living component) can be found in the 2024 Actuarial Valuation Report's Appendix D which starts on page 109.

Employer

Liabilities not funded through employee contribution rates are the responsibility of the employer. Changes in any of the economic and demographic actuarial assumptions and methods impact the contribution rates. The employer is required to contribute the annual cost of benefits allocated to a valuation year not covered by employee contributions. These contributions are known as the employer normal cost contributions. Milliman has recommended new employer normal cost contribution rates for each retirement plan for the fiscal year beginning July 1, 2025 which result in a decrease in the overall employer normal cost contribution rate from 11.01% to 10.88% of pay.

Employer Contribution Rates			
(rates as a percentage of payroll / $ in Millions)	New	Current	Increase / (Decrease)
Employer Normal Cost Rate	10.88%	11.01%	(0.13)%
Employer UAAL Rate	14.73%	14.87%	(0.14)%
Total Employer Rate	25.61%	25.88%	(0.27)%
Estimated Employer Contributions	$2,643	$2,552	$91

The employer is also responsible for contributing to cover any shortfall in funding for liabilities accrued in the past. This portion of the employer's contribution rate is known as the unfunded actuarial accrued liability (UAAL) contribution rate. Under the terms of the LACERA Board of Investments' Retirement Benefit Funding Policy, contributions to satisfy an unfunded liability are calculated using a closed twenty (20) year layered amortization period method when LACERA's funded ratio is below 100%. As the funded ratio as of June 30, 2024 is 80.9%, the calculated UAAL contribution rate for all plan tiers is 14.73% first effective between July 1, 2025 and September 29, 2025.

Employer Cost Increase

Applying the 25.61% employer contribution rate to an actuarially estimated covered payroll for fiscal year 2025-2026, which increased approximately 4.7% compared to the estimated covered payroll for fiscal year 2024-2025, Milliman estimates the annual contributions owed by LACERA plan sponsors will increase for Fiscal Year 2025-2026 by approximately $91 million compared to the prior fiscal year. The County provides over 95% of the contributions to LACERA, so the estimated increase in County contributions would be less than, but close to, the $91 million estimate.

IMPACT ON CURRENT SERVICES

None.

CONCLUSION

The County has a statutory obligation to prefund the retirement benefits promised to its employees. LACERA has a statutory obligation to calculate employer and employee contribution rates based upon the recommendation of the actuary and communicate the rates to the County's Board of Supervisors by May 15. This provides the County sufficient time to implement the contribution rates by July 1, 2025 but no later than September 29, 2025 in accordance with Government Code Section 31454.

The employer cost for the retirement system benefits is projected to increase in Fiscal Year 2025-2026 by approximately $91 million, which is primarily due to a higher payroll than the prior year. The aggregate employer contribution rate is 25.61%, a decrease of 0.27% of payroll compared to the employer contribution rate effective in the prior fiscal year, with changes to be effective for the upcoming fiscal year 2025-26. This employer contribution rate results in an annual retirement cost estimate of $2.6 billion for employers participating in LACERA. Assuming the retirement system's actual experience equals its actuarial assumptions for future years, which may not in fact happen, Milliman forecasts on page 3 of the 2024 Valuation Report that the employer's contribution rate would decrease slightly over the next few years from the 25.61% rate calculated in the valuation.

Respectfully submitted,

SANTOS H. KREIMANN
Chief Executive Officer

SHK:tg
ActVal24BOS2025_Final

Attachment: 2024 Actuarial Valuation of Retirement Benefits Report

c: Chief Executive Officer, County of Los Angeles
Executive Officer, Board of Supervisors
LACERA Board of Investments (without attachment)
LACERA Board of Retirement (without attachment)

Los Angeles County Employees Retirement Association

Actuarial Valuation of Retirement Benefits

June 30, 2024

Prepared by:

Nick J. Collier, ASA, EA, MAAA
Consulting Actuary

Craig Glyde, ASA, EA, MAAA
Consulting Actuary

Milliman, Inc.
1301 Fifth Avenue, Suite 3800
Seattle, WA 98101-2605
Tel +1 206 624 7940
milliman.com

Issued January 27, 2025

Milliman

1301 Fifth Avenue
Suite 3800
Seattle, WA 98101-2605
USA

Tel +1 206 624 7940

milliman.com

January 27, 2025

Board of Investments
Los Angeles County Employees Retirement Association
300 North Lake Avenue, Suite 820
Pasadena, CA 91101-4199

Re: Los Angeles County Employees Retirement Association as of June 30, 2024

Dear Trustees of the Board:

As part of our engagement with the Los Angeles County Employees Retirement Association (LACERA), we have performed an actuarial valuation of LACERA retirement benefits as of June 30, 2024. This report reflects the benefit provisions and contribution rates in effect as of June 30, 2024 and LACERA's Retirement Benefit Funding Policy that was adopted in December of 2009 and amended as of February 2013, and reflects changes adopted at the Board of Investments December 2022 meeting. It also reflects the Actuarial Funding Policy that supersedes the Retirement Benefit Funding Policy effective July 1, 2024 and was adopted by the Board of Investments at the October 9, 2024 meeting.

The main purposes of this report are:

- to provide the actuarially determined employer and member contribution rates for the fiscal year beginning July 1, 2025;
- to assess the funded position of the Plan as of June 30, 2024; and
- to review the experience under the Plan for the valuation year ending June 30, 2024.

The calculations in this report have been made on a basis consistent with our understanding of LACERA's funding requirements as stated under their Funding Policy. Determinations for purposes other than meeting these requirements may be significantly different from the results contained in this report. Accordingly, additional determinations may be needed for other purposes. Milliman will provide LACERA financial reporting results relevant to GASB Statements No. 67 and 68 in separate reports.

Actuarial assumptions

Actuarial assumptions, including discount rates, mortality tables, and others identified in this report, and actuarial cost methods were adopted by the LACERA Board of Investments (BOI) at its December 2022 meeting. The BOI is responsible for selecting LACERA's funding policy, actuarial valuation methods, asset valuation methods, and assumptions. The policies, methods, and assumptions used in this valuation are those that have been so adopted and are described in this report. LACERA is solely responsible for communicating to Milliman any changes required thereto. All costs, liabilities, rates of interest, and other factors for LACERA have been determined on the basis of actuarial assumptions and methods which, in our professional opinion, are individually reasonable (taking into account the experience of LACERA and reasonable expectations); and that, in combination, offer a reasonable estimate of anticipated experience affecting LACERA and are expected to have no significant bias.

Variability of results

This valuation report is only an estimate of LACERA's financial condition as of a single date. It can neither predict LACERA's future condition nor guarantee future financial soundness. Actuarial valuations do not affect the ultimate cost of benefits, only the timing of contributions. While the valuation is based on an array of individually reasonable assumptions, other assumption sets may also be reasonable and valuation results based on those assumptions would be different. No one set of assumptions is uniquely correct. Determining results using alternative assumptions is outside the scope of our engagement, although for informational purposes we have shown valuation results at +/- 0.5% on the investment return assumption at the end of the Executive Summary.

Future actuarial measurements may differ significantly from the current measurements presented in this report due to such factors as the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the methodology used for these measurements (such as the end of an amortization period or additional cost or contribution requirements based on the Plan's funded status); and changes in plan provisions or applicable law. Due to the limited scope of our assignment, we did not perform an analysis of the potential range of future measurements. The Board of Investments has the final decision regarding the appropriateness of the assumptions and adopted them as indicated in Appendix A of this report.

Reliance

In preparing this report, we relied, without audit, on information (some oral and some in writing) supplied by LACERA's staff. This information includes, but is not limited to, statutory provisions, employee data, and financial information. In our examination of these data, we have found them to be reasonably consistent and comparable with data used for other purposes. Since the valuation results are dependent on the integrity of the data supplied, the results can be expected to differ if the underlying data is incomplete or missing. It should be noted that if any data or other information is inaccurate or incomplete, our calculations may need to be revised.

No legal duty to third-party recipients

Milliman's work is prepared solely for the internal business use of LACERA. To the extent that Milliman's work is not subject to disclosure under applicable public records laws, Milliman's work may not be provided to third parties without Milliman's prior written consent. Milliman does not intend to benefit or create a legal duty to any third-party recipient of its work product. Milliman's consent to release its work product to any third party may be conditioned on the third party signing a Release, subject to the following exceptions:

(a) LACERA may provide a copy of Milliman's work, in its entirety, to LACERA's professional service advisors who are subject to a duty of confidentiality and who agree to not use Milliman's work for any purpose other than to benefit LACERA.

(b) LACERA may provide a copy of Milliman's work, in its entirety, to other governmental entities, as required by law.

No third-party recipient of Milliman's work product should rely upon Milliman's work product. Such recipients should engage qualified professionals for advice appropriate to their own specific needs.

Models

The valuation results were developed using models employing standard actuarial techniques. We have reviewed the models, including their inputs, calculations, and outputs for consistency, reasonableness, and appropriateness to the intended purpose and in compliance with generally accepted actuarial practice and relevant actuarial standards of practice. Reliance on other experts is reflected in Milliman's capital market assumptions, and in Milliman's expected return model maintained by Milliman investment consultants.

Qualifications and Certification

The consultants who worked on this assignment are actuaries. Milliman's advice is not intended to be a substitute for qualified legal, investment, or accounting counsel.

The signing actuaries are independent of the Plan Sponsors. We are not aware of any relationship that would impair the objectivity of our work.

On the basis of the foregoing, we hereby certify that, to the best of our knowledge and belief, this report is complete and accurate and has been prepared in accordance with generally recognized and accepted actuarial principles and practices which are consistent with the principles prescribed by the Actuarial Standards Board and the *Code of Professional Conduct and Qualification Standards for Actuaries Issuing Statements of Actuarial Opinion in the United States*, published by the American Academy of Actuaries. We are members of the American Academy of Actuaries and meet the Qualification Standards to render the actuarial opinion contained herein.

We would like to express our appreciation to members of LACERA staff who gave substantial assistance in supplying the data on which this report is based.

We respectfully submit the following report, and we look forward to discussing it with you.

Sincerely,

Nick Collier, ASA, EA, MAAA
Consulting Actuary

Craig Glyde, ASA, EA, MAAA
Consulting Actuary

Table of Contents

Appendices

1. Summary of Findings

2024 Valuation Results

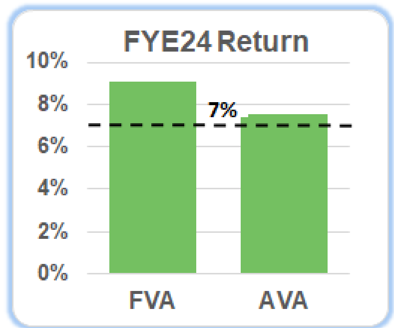
	Valuation Date	
	June 30, 2024	June 30, 2023
Employer Contribution Rate	25.61% (1)	25.88% (2)
Funded Ratio	80.9%	79.9%

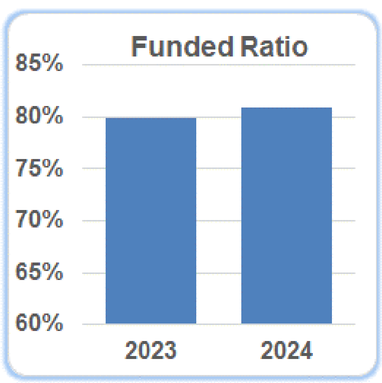
1. *The June 30, 2024 valuation calculates the employer contribution rate effective July 1, 2025.*
2. *The June 30, 2023 valuation calculates the employer contribution rate effective July 1, 2024.*

This report presents the results of the June 30, 2024 actuarial valuation. This valuation determines the member and employer contribution rates payable starting July 1, 2025. Several key points are summarized below:

Investment Returns

For the fiscal year ending in 2024, the fund returned 9.1% on a fair-value (FVA) basis (net of investment expenses). In total, there was a gain on the FVA basis relative to the assumed rate of return of 7.0%. The return on Valuation Assets was 7.5% (equivalent to a gain of $0.4 billion relative to the assumed 7.0% rate of return), which is less than the return on the FVA basis as a result of deferring a portion of the current year's investment gains. Effective June 30, 2024 there are deferred investment gains of $1.1 billion to be recognized over the next four fiscal years.





Funded Ratio

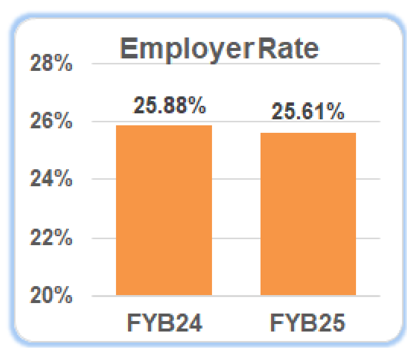
The Funded Ratio increased from 79.9% to 80.9% on an actuarial value of assets basis. Contributions to amortize the Unfunded Actuarial Accrued Liability (UAAL) and investment gains increased the Funded Ratio, while greater than assumed salary increases partially offset the positive factors. On a fair-value basis, the Funded Ratio increased from 80.0% to 82.1%.

The Analysis of Change – Funded Ratio section that follows later in Section 1 provides an analysis of the sources of change in the Funded Ratio since last year.

Employer Contribution Rate

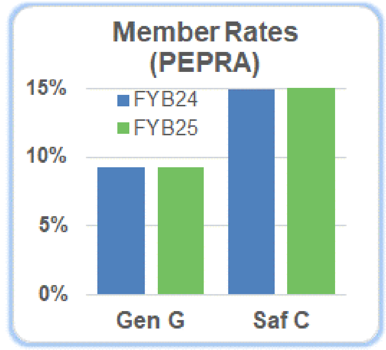
The total calculated employer contribution rate decreased from the prior valuation by 0.27% of payroll, from 25.88% to 25.61%. This decrease was caused by the recognition of investment gains in Valuation Assets, and the continued increase in the proportion of active employees receiving benefits through the PEPRA plans, which have a lower employer normal cost rate than legacy plans.

The Analysis of Change – Employer Contribution Rate section provides an analysis of the sources of change in employer contribution rates since last year. In addition, the section "Projected Future Employer Contribution Rates" below shows a 10-year projection of employer contribution rates.



Member Contribution Rates

New member contribution rates are recommended for General Plan G and Safety Plan C (the PEPRA plans) effective July 1, 2025. General Plan G and Safety Plan C member rates are required to be equal to 50% of the Gross Normal Cost rate of the respective plan. The recommended member contribution rates are higher for General Plan G (9.28% increased to 9.30%) and Safety Plan C (14.97% increased to 15.14%) relative to the fiscal year beginning July 1, 2024.



Member contribution rates for the contributory legacy plans (General Plans A to D and Safety Plans A and B) vary based on a member's entry age to LACERA and the underlying actuarial assumptions. Since no new assumptions were adopted effective with this valuation, there are no recommended changes to member contribution rates for the legacy plans.

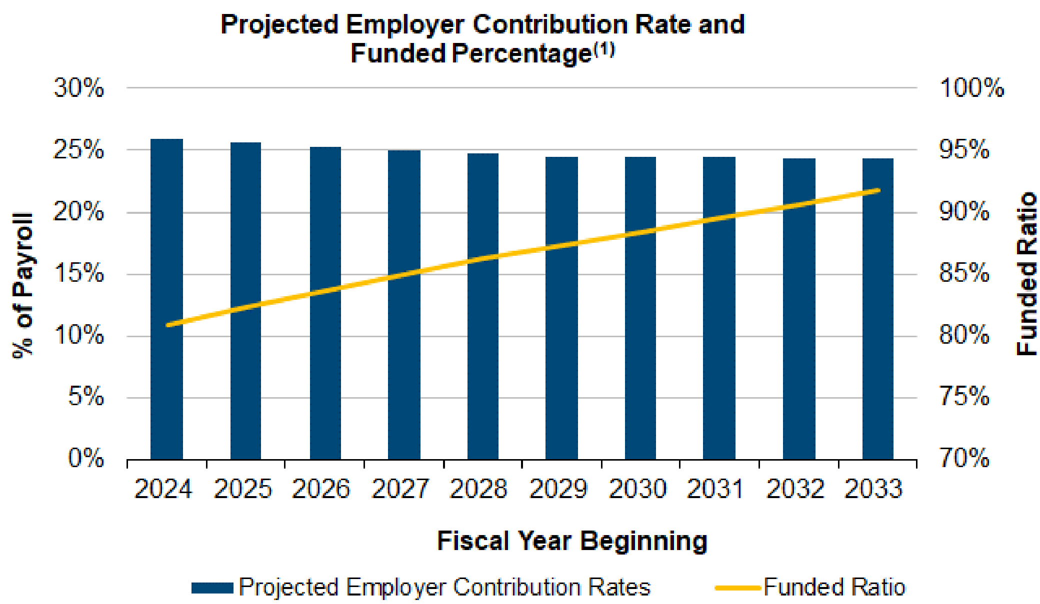
Member contribution rates are discussed in Section 5 of this report.

Projected Future Employer Contribution Rates

The employer contribution rate beginning July 1, 2025 is 25.61% of payroll, which is a weighted average for all LACERA plans. The actual percent of payroll to be contributed by the employers varies by plan as shown in Exhibit 11.

The calculated employer contribution rate is effective for the fiscal year beginning July 1, 2025. Changes in employer contribution rates in future years will be largely dependent on actual experience relative to that projected by the actuarial assumptions, particularly the investment return assumption. Additionally, if the assumptions change, this could also have a material impact on future results. Even if all actuarial assumptions are met and there are no changes in the underlying assumptions, we project changes in future employer contribution rates as deferred investment gains are recognized and member demographics change as a higher percentage of active members participate in the PEPRA plans.

We have performed a 10-year projection of the employer contribution rate and Funded Ratio assuming that all actuarial assumptions are met (including 10 years of investment returns based on fair value of 7.0% per year). This projection is shown in the chart below. It should be noted that actual experience will not exactly match the actuarial assumptions over the period, and a different pattern of future employer contribution rates will likely emerge.

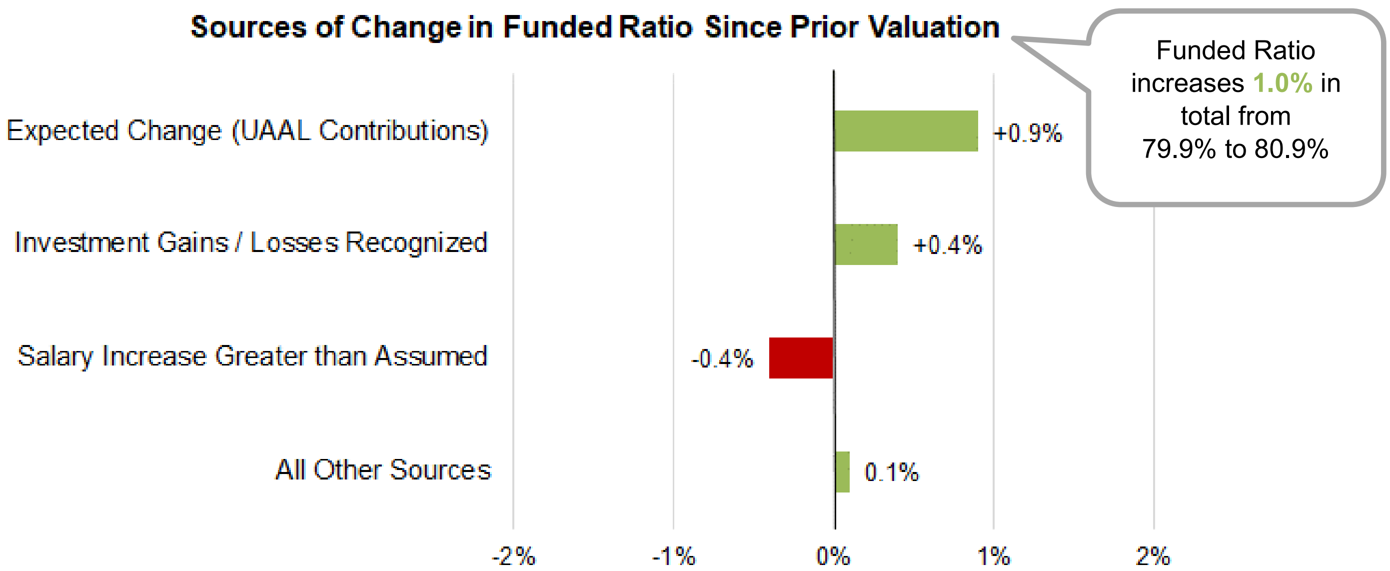


1. Projections assume that actuarial assumptions are met after June 30, 2024, and reflect the scheduled recognition of asset gains and losses currently being deferred.

As shown in the chart above, if all assumptions are met in future years, the employer contribution rate is projected to decrease slightly from the 25.61% rate calculated in this valuation. Under this projection scenario, and assuming future experience is exactly as assumed, the Funded Ratio is projected to be approximately 92% as of June 30, 2033 and approximately 100% as of June 30, 2040. However, future results will vary as actual experience will not exactly meet the assumptions.

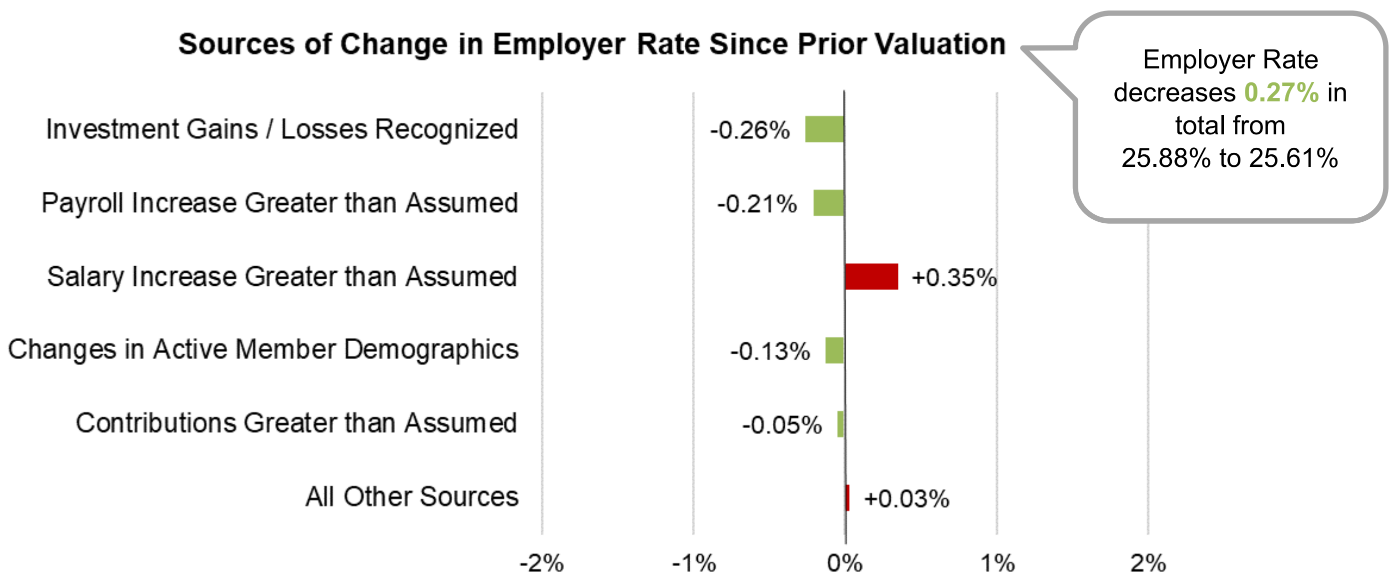
Analysis of Change – Funded Ratio

The following chart shows an analysis of the primary causes of the change in the Funded Ratio since the last valuation. Employer contributions to amortize the unfunded liability were the most significant factor impacting the Funded Ratio.



Analysis of Change – Employer Contribution Rate

The following chart shows an analysis of the primary causes of the change in the employer contribution rate since the last valuation. Investment returns greater than assumed were the most significant factor causing the decrease in the employer contribution rate. Salary increases and payroll growth greater than assumed were also significant factors, although their impact was mostly offsetting.

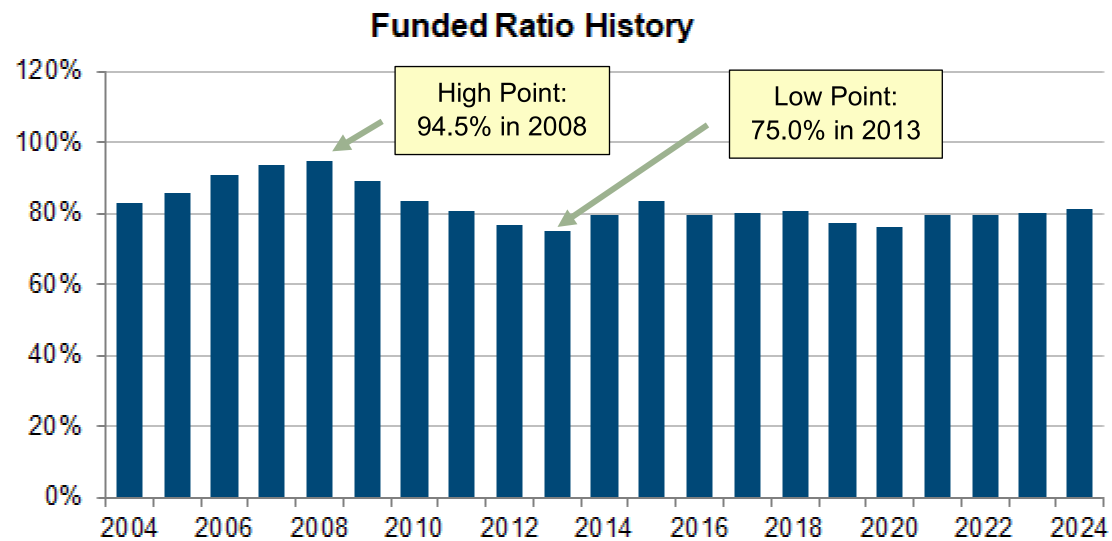


Funding Progress

One measure of the funding adequacy of the system is the Funded Ratio, which compares the Valuation Assets (the actuarial value of assets net of certain non-valuation reserves) to the Actuarial Accrued Liability (AAL). The Funded Ratio shown in this valuation is appropriate for assessing the future contributions needed. Other calculations may be necessary for other purposes, such as assessing the sufficiency of current system assets to satisfy the estimated cost of settling the system's accrued benefit obligations.

As shown in the graph that follows, the Funded Ratio was 94.5% as of June 30, 2008, but decreased steadily over the five-year period following the economic downturn to a low of 75.0% as of June 30, 2013 as asset losses were gradually recognized. The Funded Ratio has increased slightly since that time, although this increase has been slow as the actuarial assumptions have been strengthened over the period, thereby increasing the AAL and offsetting some of the increase in the Funded Ratio from other sources.

A historical perspective of the Funded Ratio is shown in the following chart.



Assets

On June 30, 2024, the fair value of the fund (including non-valuation reserves) was $79.2 billion. The actuarial value of assets was $78.1 billion, split between $1.4 billion of Non-Valuation Assets and $76.7 billion of Valuation Assets. The actuarial value of assets is approximately 99% of the fair value of assets.

On a fair-value basis, for the fiscal year ended June 30, 2024, LACERA earned 9.1% net of investment expenses, as reported by LACERA in the June 30, 2024 Annual Comprehensive Financial Report (ACFR). The fair value of assets is used in calculating the actuarial value of assets. Under the actuarial asset method, investment gains and losses are generally recognized (or smoothed in) over a five-year period. Due to the recognition of current and deferred asset gains the return on Valuation Assets for the most recent fiscal year is 7.5% net of investment and administrative expenses, which is higher than the assumed return for the prior year of 7.0%.

Valuation Assets are used in the calculation of the UAAL contribution rate and Funded Ratio. Valuation Assets are equal to the actuarial value of assets less certain non-valuation reserves. The Valuation Assets of $76.7 billion are equal to 80.9% of the $94.8 billion AAL.

The non-valuation reserves are set aside for obligations or contingencies and are excluded from the assets used in the funding valuation. They are not used to fund the retirement benefits unless explicitly stated. As of June 30, 2024, the non-valuation reserves include:

- the Contingency Reserve, which is equal to 1% of the fair value of assets, or $792 million, and
- the STAR Reserve of $608.6 million.

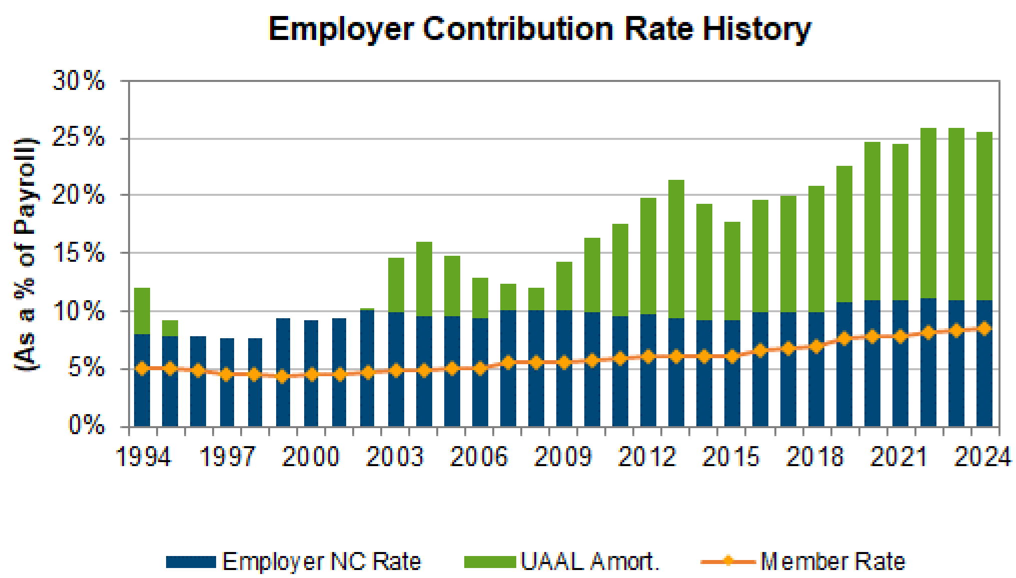
Note that this Contingency Reserve is different than the Contingency Reserve amount determined by LACERA for accounting purposes and included in the ACFR as of June 30, 2024.

Future Impact of Recognition of Deferred Gains/Losses

The smoothing method is currently deferring $1.1 billion in investment gains. As the currently deferred gains are recognized over upcoming valuations, it is projected there will be decreases in the calculated employer contribution rate. The potential future impact of the recognition of these deferred gains on the projected employer contribution rate is included in the graph on page 3.

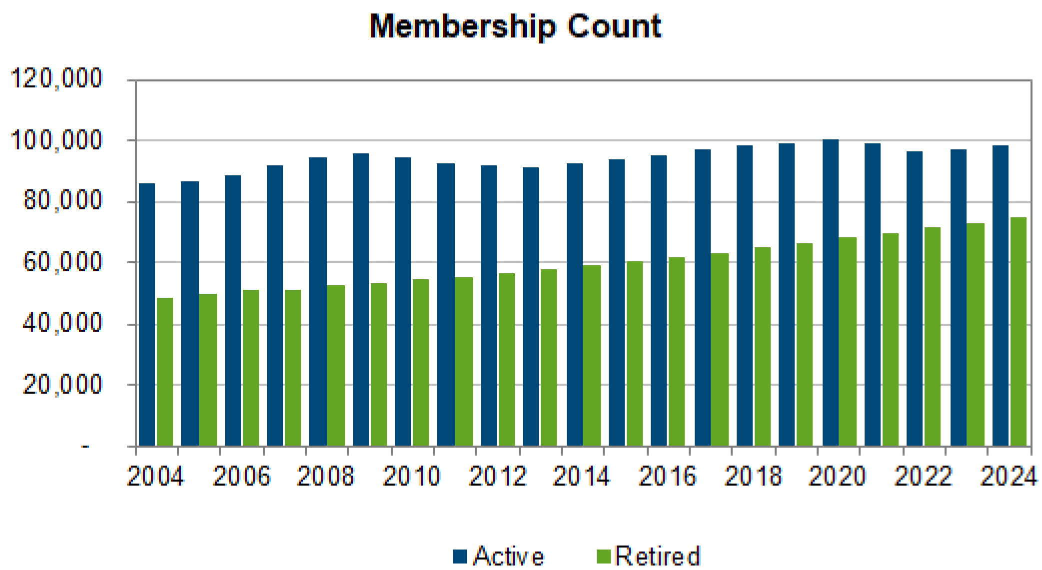
Employer Contribution Rate History

Based on the results of the valuation, the calculated employer contribution rate will decrease for the fiscal year beginning in 2025 to a rate of 25.61% of pay, compared to 25.88% for the fiscal year beginning in 2024. A historical perspective of the employer contribution rates is shown in the following chart.

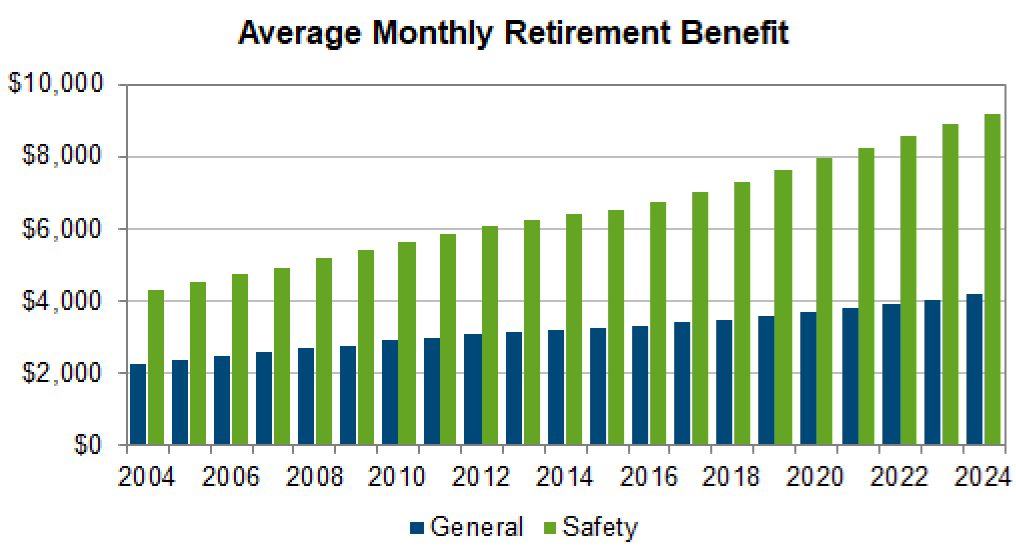


Member Information

Active payroll and active membership have both increased since 2024. As of June 30, 2024, the annualized payroll is $10.0 billion for 98,683 active members. This reflects a 4.7% increase in total payroll and a 1.8% increase in the number of active members. Average members pay increased by 2.8% over the period.



Retired member counts and average retirement benefit amounts continue to increase steadily. For 2024, there were 74,767 retired members and beneficiaries with an average benefit of $5,147 per month. This represents a 2.4% increase in count and a 3.2% increase in the average monthly benefit.



The charts show that over the last 20 years the number of retired members has grown faster than the number of active members, and the average monthly benefit of retired members and beneficiaries has roughly doubled. This is typical of a maturing retirement system. The increasing number of retirees and average monthly benefit is a key driver of the increasingly negative cashflows (contributions paid in less than benefits paid out) experienced over the last few decades, and that are projected to continue growing. Cashflow history and projections are shown and described in more detail in Section 8.

Analysis of Change in Member Population

The following table summarizes the year-to-year change in member population.

	Active Members	Inactive Members	Service Retired Members	Disabled Retired Members	Beneficiaries in Pay	Total
As of June 30, 2023	**96,905**	**20,414**	**52,409**	**10,737**	**9,862**	**190,327**
New Members	6,939	351	11		805	8,106
Status Change:						
to Active	290	(290)	-			-
to Inactive	(1,923)	1,923				-
to Service Retirement	(2,748)	(396)	3,144			-
to Disabled Retirement	(305)	(11)	(314)	630		-
Refunds	(302)	(466)				(768)
Terminated non-vested	(5)					(5)
Benefits Expired			(16)		(7)	(23)
Deaths	(168)	(251)	(1,638)	(318)	(538)	(2,913)
As of June 30, 2024	**98,683**	**21,274**	**53,596**	**11,049**	**10,122**	**194,724**

Note: Inactive Members include non-vested former employees who have not taken a refund of their contributions.

Sensitivity to Investment Return Assumption

The valuation results are projections based on the actuarial assumptions. Actual experience will differ from these assumptions, either increasing or decreasing the ultimate cost. Of the assumptions, the investment return generally has the biggest impact. The following table provides a simple analysis on how the short-term costs are affected by the investment return assumption. Note that the long-term cost of the Plan will be largely driven by actual investment returns and other experience; the assumptions used in the valuation impact the timing of the contributions over the long term.

	Investment Return Assumption		
	Current 7.00%	+0.5% 7.50%	-0.5% 6.50%
Employer Contribution Rate	25.61%	20.55%	30.86%
Change		-5.06%	5.25%
Funded Ratio	80.9%	85.8%	76.0%
Change		4.9%	-4.9%

Risk Discussion

Additional risks to the Plan are described in more detail in Section 9: Risk Disclosure. Some key points that can be seen in this report are:

- **Maturity**: As previously discussed, LACERA continues to mature as a system. One example of the impact of this maturity is that the employer contribution rate is becoming more sensitive to investment gains or losses and other experience. This sensitivity is measured by the asset and liability volatility ratios discussed in Section 9.
- **Risk Factors**: We believe investment returns are the greatest potential risk to future valuation results of LACERA. One way to measure the potential impact is using the Asset Volatility Ratio (AVR), which is a measure of the level of assets to payroll. LACERA's AVR of 7.8 implies that a 10% investment gain or loss relative to the assumed 7% investment return (that is, an investment return of -3% or +17%) is projected to ultimately result in a 5.5% of pay increase (or decrease) in the employer contribution rate (after investment gains or losses are smoothed in).

  Payroll growth lower than assumed by the assumptions is another potential risk as it will result in increases in the employer contribution rate. Although the employer contribution rate may increase, total employer contributions may not be as significantly impacted as the higher rates would be applied to a smaller payroll base.
- **Variation**: Although we believe the actuarial assumptions provide a reasonable estimate of future experience, it is almost certain that future results will vary from those projected by the actuarial assumptions, either better or worse. One way to assess the potential future variation is to look at the past. The Funding Progress and Employer Contribution Rate History subsections above provide a historical perspective of LACERA's Funded Ratios and the employer contribution rate. These both show noticeable year-to-year variation, both up and down, over the last 20 years.

Summary Valuation Results

Exhibit 1 on the following page presents a summary of key valuation elements as of June 30, 2024 and June 30, 2023 and shows the relative change over the past year. More detail on each of these elements can be found in the following sections and exhibits of this report.

Exhibit 1
Summary of Significant Valuation Results

	June 30, 2024	June 30, 2023	Percentage Change
Total Membership			
A. Active Members	98,683	96,905	1.8%
B. Retired Members & Beneficiaries	74,767	73,008	2.4%
C. Vested Former Members[1]	21,274	20,414	4.2%
D. Total	194,724	190,327	2.3%
Pay Rate as of valuation date			
A. Annual Total ($millions)	$ 9,996	$ 9,548	4.7%
B. Monthly Average per Active Member	8,441	8,211	2.8%
Average Monthly Benefit Paid to Retirees and Beneficiaries			
A. Service Retirement	4,949	4,824	2.6%
B. Disability Retirement	7,442	7,094	4.9%
C. Surviving Spouse and Dependents	3,695	3,554	4.0%
D. Total	5,147	4,986	3.2%
Actuarial Accrued Liability ($millions)			
A. Active Members	39,870	38,535	3.5%
B. Retired Members	53,255	50,528	5.4%
C. Vested Former Members	1,678	1,588	5.7%
D. Total	94,803	90,651	4.6%
Assets			
A. Fair Value of Fund ($millions)	79,202	73,852	7.2%
B. Actuarial Value ($millions)			
1. Valuation Reserves	76,664	72,415	5.9%
2. Non-valuation Reserves	1,401	1,350	3.7%
C. Annual Investment Return			
1. Fair Value Basis (Net Return)	9.1%	6.4%	n/a
2. Valuation (Actuarial) Basis	7.5%	7.2%	n/a
Unfunded Actuarial Accrued Liability ($ millions)	$ 18,139	$ 18,236	(0.5)%
Employer contribution rate for all plans combined as a percent of total payroll			
A. Gross Normal Cost	19.34%	19.38%	(0.2)%
B. Member Contributions[2]	(8.46)%	(8.37)%	1.1%
C. Employer Normal Cost	10.88%	11.01%	(1.2)%
D. UAAL Amortization	14.73%	14.87%	(0.9)%
E. Employer Contribution Rate	25.61%	25.88%	(1.0)%
Funded Ratio	80.9%	79.9%	1.3%
Results Based on Fair Value (Informational Purposes Only)			
Calculated Contribution Rate	24.80%	25.82%	(3.9)%
Funded Ratio (excluding non-valuation reserves)	82.1%	80.0%	2.6%

1. *Includes non-vested former employees with contributions on deposit.*
2. *Includes non-contributory members. The average rate for contributory plans increased from 9.54% to 9.56%.*

2. Scope of the Report

This report presents the actuarial valuation of the Los Angeles County Employees Retirement Association as of June 30, 2024. This valuation was requested by the Board of Investments. Section 31453 of the County Employees Retirement Law of 1937 (the CERL) requires an actuarial valuation to be performed at least every three years for the purpose of setting contribution rates. The 2024 valuation meets this requirement. Under LACERA's Funding Policy, annual valuations determine the employer contribution rates each year. Member contribution rates for all plans except General Plan G and Safety Plan C are set in years in which relevant actuarial assumptions are altered. For members of General Plan G and Safety Plan C, member contribution rates are recalculated each year, based on one-half of the Plan's normal cost rate.

A summary of the findings resulting from this valuation is presented in the previous section.

Section 3 describes the assets and investment experience of the Plan.

- The assets and investment income are presented in Exhibits 2-4.
- Exhibit 5 develops the actuarial value of assets as of June 30, 2024.
- Exhibit 6 develops the Valuation Assets used for funding benefits.

Section 4 describes the benefit obligations of LACERA.

- Exhibit 7 is the Actuarial Balance Sheet.
- Exhibit 8a analyzes the change in UAAL, and Exhibit 8b shows a history of these changes.

Section 5 discusses the member contribution rates.

Section 6 discusses the employer contributions rates.

Section 7 discloses supplemental information for use in the Annual Comprehensive Financial Report (ACFR). Milliman provides LACERA financial reporting information relevant to GASB Statements No. 67 and 68 in separate reports.

Section 8 shows the estimated cash flow of the Plan, including a projection of both contributions and benefit payments.

Section 9 provides a discussion of the risks to the Plan. A more comprehensive analysis of risks was provided as part of Milliman's Risk Assessment based on the June 30, 2023 actuarial valuation.

This report includes several appendices:

Appendix A	Summary of the actuarial procedures and assumptions used to estimate liabilities and contributions.
Appendix B	Summary of the current benefit structure, as determined by the provisions of governing law, on June 30, 2024.
Appendix C	Schedules of valuation data classified by various categories of plan members.
Appendix D	Member contribution rates by plan.
Appendix E	Historical information.
Appendix F	A glossary of actuarial terms used in this report.

3. Assets

This section of the report focuses on the assets accumulated to pay retirement benefits when due to all current members of LACERA as of the valuation date. These assets are also used to determine the amount of contributions required for funding purposes. A historical summary of the Plan's assets is presented below (dollar amounts in billions).

	Fair Value of Total Assets	Actuarial Value: Non-Valuation Reserves	Actuarial Value: Valuation Assets	Total Fund Return (%)[1]
2015	$ 48.8	$ 0.5	$ 47.3	4.1
2016	47.8	0.5	49.4	0.8
2017	52.7	0.5	52.2	12.7
2018	56.3	0.6	55.2	9.0
2019	58.3	0.6	57.6	6.4
2020	58.5	0.6	59.8	1.8
2021	73.0	0.7	64.9	25.2
2022	70.3	1.3	68.7	0.1
2023	73.9	1.4	72.4	6.4
2024	79.2	1.4	76.7	9.1

1. As reported in the Investment Section of LACERA's ACFR for the fiscal year ended June 30, 2024. All returns are shown net of investment expenses and calculated on a time-weighted basis.

On June 30, 2024, the total fair value of assets restricted for pension benefits was $79.2 billion, and the actuarial value of assets was $78.1 billion, including the non-valuation reserves. The average total investment return for the last 10 years is 7.3% net of fees, as reported by LACERA.

Financial Exhibits

Exhibit 2 presents a Statement of Fiduciary Net Position and Exhibit 3 presents a Statement of Changes in Fiduciary Net Position. Exhibit 4 describes the allocation of LACERA's assets by the various reserve values determined for accounting purposes as disclosed in the audited financial statements.

Exhibits 2-4 are taken directly from data furnished to us by LACERA in its annual financial report. We have accepted these tables for use in this report without audit, but we have reviewed them both for the prior year and the current year for reasonableness and consistency with previous reports.

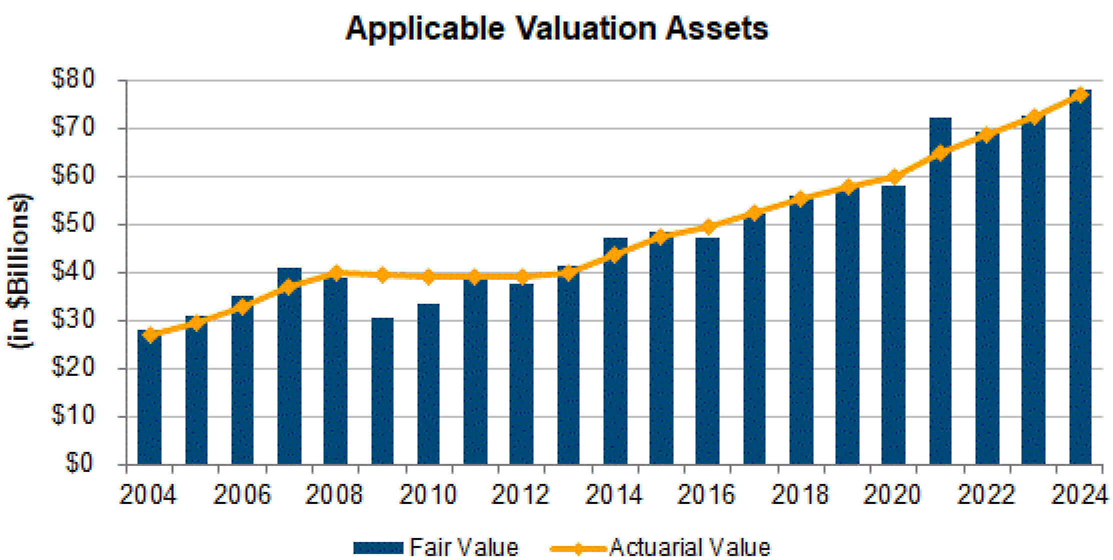
Actuarial Asset Method

The actuarial asset method projects the expected fair value of assets based on the prior year's fair value of assets, the actual cash flow of contributions and benefit payments, and the assumed investment rate of return. For the previous year, the assumed rate of return was 7.0%, net of all expenses. The difference between the actual fair value and the expected fair value is recognized (or "smoothed") over a five-year period.

Effective with the June 30, 2022 valuation all deferred investment gains and losses were combined into one single amount such that the actuarial asset value was unchanged from the prior method. Beginning with the period immediately following the June 30, 2022 valuation, offsetting of current period gains or losses against prior period gains or losses occur, as follows: to the extent there is an investment loss for the year and there are unrecognized investment gains from previous years, or to the extent that there is an investment gain for the year and there are unrecognized investment losses from previous years, the gain or loss for the year shall be used to offset unrecognized gains or losses from previous years in the order of oldest to most recent. Any remaining gain or loss for the year is recognized over a five-year period. With this modification to the actuarial asset method, in any given valuation only investment gains or losses will be present, which is expected to result in a less volatile actuarial value of assets.

Actuarial Value of Assets

The development of the actuarial value of assets is shown in Exhibit 5. As of June 30, 2024 there are $1.1 billion of unrecognized investment gains, which means that the actuarial value of assets is $1.1 billion less than the fair value of assets. These unrecognized investment gains will be recognized in the actuarial value of assets in the coming years. The following graph shows a historical comparison of the actuarial and fair value of assets used for valuation purposes.



Funding Policy

Under LACERA's Retirement Benefit Funding Policy adopted on December 9, 2009 and amended effective February 13, 2013, and in effect as of the valuation date, a Funded Ratio equal to or greater than 100% is the Funding Goal. Note that although the allocation of assets used in the actuarial valuation is similar to the process LACERA uses for accounting purposes, there are some differences, including the earnings considered for interest crediting purposes. Effective July 1, 2024 LACERA's Actuarial Funding Policy adopted on October 9, 2024 supersedes the Retirement Benefit Funding Policy and outlines a principles-based approach to funding. Under this policy the Funding Goal is a Funded Ratio equal to 100% or greater over the long-term with progress towards that goal being achieved through a reasonable and equitable allocation of the cost over time.

For funding purposes and for setting employer contributions rates, recognized earnings for a plan year is determined by the actuarial asset method and includes both unrealized income and net realized income.

Valuation Assets

Valuation Assets are the actuarial value of the fund less the value of any Non-Valuation Reserves. Non-Valuation Reserves include Contingency Reserves (minimum of 1% of the Fiduciary Net Position for Pension Benefits), STAR Reserves, and other reserves that have been set aside for current liabilities and special benefits to be funded outside of the actuarially determined contribution rates. Valuation Assets are used to determine employer contribution rates.

The Non-Valuation Reserves shown in Exhibit 6 for funding purposes are different from those shown in the audited financial statements and in Exhibit 4.

Exhibit 2
Statement of Fiduciary Net Position
As of June 30, 2024 and June 30, 2023

	2024	2023
Assets		
Cash and Short-Term Investments	$ 3,149,007,337	$ 2,222,256,792
Cash Collateral on Loaned Securities	2,359,152,208	1,869,432,645
Receivables		
Contributions Receivable	139,949,575	127,192,052
Accounts Receivable - Sale of Investments	154,062,713	233,150,293
Accrued Interest and Dividends	197,731,062	220,243,947
Accounts Receivable - Other	6,420,395	5,940,399
Notes Receivable - Sale of Investments	1,149,152,646	-
Total Receivables	1,647,316,390	586,526,691
Investments at Fair Value		
Equity	29,462,195,615	27,130,122,428
Fixed Income	19,855,303,644	17,921,556,526
Private Equity	13,057,191,539	13,894,495,311
Real Estate	4,406,608,766	5,109,454,330
Hedge Funds	4,875,299,857	4,890,856,047
Real Assets	3,359,136,955	2,514,132,334
Total Investments	75,015,736,377	71,460,616,976
Total Assets	**82,171,212,312**	**76,138,833,103**
Liabilities		
Accounts Payable - Purchase of Investments	517,077,120	332,063,234
Retiree Payroll and Other Payables	2,829,681	2,259,401
Accrued Expenses	30,427,606	29,343,832
Tax Withholding Payable	45,366,983	43,525,048
Obligations under Securities Lending Program	2,359,152,208	1,869,432,645
Accounts Payable - Other	14,133,298	10,322,874
Total Liabilities	**2,968,986,896**	**2,286,947,034**
Fiduciary Net Position Restricted For Pension Benefits	**$ 79,202,225,416**	**$ 73,851,886,070**

Exhibit 3
Statement of Changes in Fiduciary Net Position
For the Fiscal Years Ended June 30, 2024 and 2023

	2024	2023
Additions		
Contributions		
Employer	$ 2,509,071,263	$ 2,301,705,589
Member[1]	861,041,933	793,244,127
Total Contributions	3,370,113,196	3,094,949,716
Investment Income		
From Investing Activities:		
Net Appreciation/(Depreciation) in Fair Value of Investments	2,834,757,417	1,943,782,733
Investment Income/(Loss)	3,943,478,965	3,087,891,275
Total Investing Activity Income	6,778,236,382	5,031,674,008
Less Expenses From Investing Activities	(184,366,891)	(189,483,833)
Net Investing Activity Income	6,593,869,491	4,842,190,175
From Securities Lending Activities:		
Securities Lending Income	134,662,625	63,652,080
Less Expenses From Securities Lending Activities:		
Borrower Rebates	(114,314,764)	(47,869,289)
Management Fees	(2,233,061)	(1,687,343)
Total Expenses from Securities Lending Activities	(116,547,825)	(49,556,631)
Net Securities Lending Income	18,114,799	14,095,448
Total Net Investment Income	6,611,984,290	4,856,285,624
Miscellaneous	5,334,164	5,009,033
Total Additions	9,987,431,650	7,956,244,372
Deductions		
Retiree Payroll	4,470,099,259	4,234,600,092
Administrative Expenses	101,832,468	97,014,656
Investment Expenses	16,795,787	15,135,017
Refunds	43,665,970	43,412,068
Lump Sum Death Benefits	4,372,334	3,351,047
Miscellaneous	326,486	457,778
Total Deductions	4,637,092,304	4,393,970,658
Net Increase/(Decrease)	5,350,339,346	3,562,273,714
Fiduciary Net Position Restricted For Pension Benefits		
Beginning of Year	73,851,886,070	70,289,612,355
End of Year	**$ 79,202,225,416**	**$ 73,851,886,070**

1. Member contributions include employer pick-up contributions.

Exhibit 4
Allocation of Assets by Accounting Reserve Amounts

(Dollars in Thousands)

	June 30, 2024	June 30, 2023
1. Member Reserves		
a. Active Members	$ 28,180,342	$ 26,932,000
b. Unclaimed Deposits	-	-
c. Total Member Reserves	28,180,342	26,932,000
2. Employer Reserves		
a. Actual Employer Contributions	33,774,629	32,504,476
b. Advanced Employer Contributions	-	-
c. Total Employer Contributions	33,774,629	32,504,476
3. County Contribution Credit Reserve	-	-
4. STAR Reserve	608,631	611,544
5. Contingency Reserve	-	-
6. Total Reserves at Book Value	62,563,602	60,048,020
7. Unrealized Investment Portfolio Appreciation	16,638,623	13,803,866
8. **Total Reserves at Fair Value**	**$ 79,202,225**	**$ 73,851,886**

Note: These amounts were determined by LACERA for accounting purposes and are reported in the ACFR for the fiscal year ended June 30, 2024.

Exhibit 5
Five-Year Smoothing of Gains and Losses on Fair Value

(Dollars in Thousands)

June 30, 2024 Valuation									
Plan Year Ending	Contributions	Benefit Payments	Expected Fair Value	Actual Fair Value	Investment Gain / (Loss)	(a) Investment Gain / (Loss) Excluded in Prior Year	(b) Prior Year Investment Gain / (Loss) Offset in Current Year	(c) Investment Gain / (Loss) Recognized in Current Year	(d) Investment Gain / (Loss) Excluded in Current Year (a) - (b) - (c)
06/30/2024	$ 3,370,113	$ 4,518,138	$ 77,833,992	$ 79,202,225	$ 1,368,233	$ 0	$ 0	$ 273,647	$ 1,094,586
06/30/2023	3,094,950	4,281,363	73,982,650	73,851,886	(130,764)	0	0	0	0
06/30/2022	2,958,521	4,044,567	76,999,453	70,289,612	(6,709,841)	0	0	0	0
06/30/2021	2,773,871	3,814,262	61,529,948	73,012,026	11,482,078	86,887	0	43,444	43,443
06/30/2020	2,459,433	3,606,340	61,189,106	58,510,408	(2,678,698)	0	0	0	0
								(A) Total Excluded Gain / (Loss) =	$ 1,138,029
								(B) Total Fair Value of Assets =	$ 79,202,225
								(C) Total Actuarial Value of Assets [(B) - (A)] =	**$ 78,064,196**

Column (c) for all years except current year = { 20% x [(a) - (b)] } / { 100% - 20% x [Valuation Year - Plan Year Ending] }
Total Actuarial Value of Assets = Total Fair Value of Assets less the Total Excluded Gain / (Loss) amount. Excluded amounts will be recognized in future years.

Projected Recognition of Actuarial Asset Gains / (Losses) in Future Valuations

	2025 Val	2026 Val	2027 Val	2028 Val	Total
Amount to be Recognized	$ 317,090	$ 273,647	$ 273,647	$ 273,645	$ 1,138,029

Exhibit 6
Allocation of Valuation and Non-Valuation Assets

(Dollars in Thousands)

	June 30, 2024	June 30, 2023
1. Total Fair Value of Assets	$ 82,171,212	$ 76,138,833
2. Current Liabilities	2,968,987	2,286,947
3. Net Assets Held in Trust for Pension Benefits	79,202,225	73,851,886
4. Market Stabilization Reserve[1]	1,138,029	86,887
5. Actuarial Value of Assets	78,064,196	73,764,999
6. Non-Valuation Reserves[2]		
a. Contingency Reserve	792,022	738,519
b. Advanced Employer Contributions	-	-
c. County Contribution Credit Reserve	-	-
d. Reserve for STAR Program	608,631	611,544
e. Total Non-Valuation Reserves	1,400,653	1,350,063
7. Actuarial Value of Assets *minus* Non-Valuation Reserves	$ 76,663,543	$ 72,414,936
8. Valuation Assets[2]		
a. Member Reserves	28,180,342	26,932,000
b. Employer Reserves for Funding Purposes	48,483,201	45,482,936
c. Total Valuation Assets	$ 76,663,543	$ 72,414,936

1. The Market Stabilization Reserve represents the difference between the Fair Value of the fund less Current Liabilities, and the Actuarial Value of the fund as determined in Exhibit 5.

2. The values used for funding purposes for all reserves are based on the Board's Funding Policy. Amounts used for funding purposes may differ from those reported in the audited financial statements as shown in Exhibit 4.

4. Actuarial Liabilities

This section of the report focuses on the commitments of LACERA for retirement benefits, which are referred to as its actuarial liabilities.

LACERA's liabilities are the actuarial present value of all future benefits expected to be paid with respect to each member. For an active member this includes benefits already earned and future benefits projected to be earned. For all members, active and inactive, the liability extends over the rest of their lives and for the lives of any surviving beneficiaries.

All liabilities reflect the benefits effective through June 30, 2024. This includes permanent STAR benefits that have been adopted and are in effect as of the valuation date, but does not include any STAR benefits that have been adopted but are not effective until after the valuation date nor any STAR benefits that may be granted in the future.

The actuarial assumptions used to determine the liabilities are based on the results of the 2022 Investigation of Experience study for the period ended June 30, 2022 which were adopted by the Board of Investments at its January 2023 meeting, as recommended by Milliman. These assumptions are shown in Appendix A and will next be reviewed in detail as part of the 2025 Investigation of Experience study.

Actuarial Balance Sheet

The Actuarial Balance Sheet compares the Present Value of Future Benefits (PVFB) for retired, inactive and active members to the resources available to meet them. For the purpose of the Actuarial Balance Sheet, LACERA's resources are equal to the sum of:

(a) Assets currently available to pay benefits and considered for funding purposes (Valuation Assets),

(b) The present value of future contributions expected to be made by current active members, and

(c) The present value of future Normal Cost contributions expected to be made by the employer.

The amount of any difference is called the Unfunded Actuarial Accrued Liability (UAAL).

Exhibit 7 contains an analysis of the PVFB for inactive members (both retired members and former (not retired) employees) and active members, and is shown by class of membership, by plan and by type of benefit. The Actuarial Balance Sheet for each plan, as well as its UAAL, is based on an estimated allocation of total LACERA Valuation Assets. The allocation is based on the relative value of each plan's employer and member reserves as reported to us by LACERA. These allocations are shown for illustrative purposes only, as the UAAL contribution rates are paid by the employer based on the valuation results in aggregate.

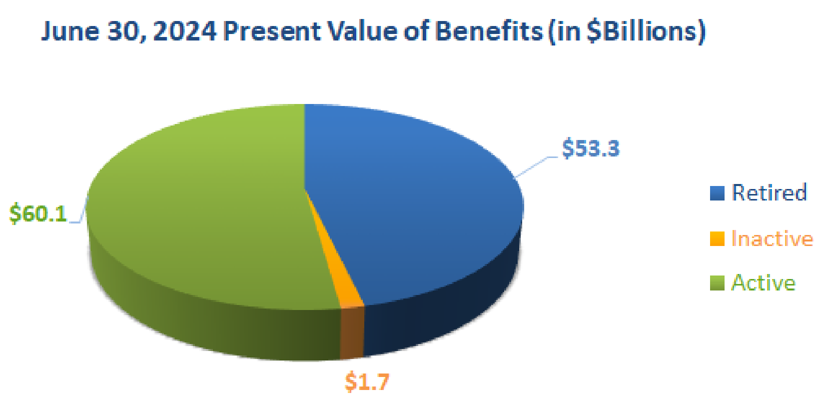


Exhibit 7
Actuarial Balance Sheet – June 30, 2024

(Dollars in Millions)

	General						Safety			
	Plan A	Plan B	Plan C	Plan D	Plan E	Plan G	Plan A	Plan B	Plan C	All Plans
LIABILITIES										
Present Value of Benefits - Inactives										
- Retirees and Beneficiaries	$ 9,476	$ 448	$ 281	$ 15,516	$ 6,085	$ 99	$ 6,358	$ 14,959	$ 33	$ 53,255
- Vested Former	3	1	0	829	438	196	0	180	31	1,678
- Inactive Total	9,479	449	281	16,345	6,523	295	6,358	15,139	64	54,933
Present Value of Benefits - Actives										
- Service Retirement	46	13	18	23,869	6,203	10,956	0	8,946	2,440	52,491
- Transfer Service (prior LACERA plan)	0	0	0	254	385	21	0	13	0	673
- Disability Retirement	0	0	0	782	N/A	710	0	2,815	1,225	5,532
- Death	0	0	0	280	N/A	193	0	59	35	567
- Termination	0	0	0	113	57	541	0	25	104	840
- Active Total	46	13	18	25,298	6,645	12,421	0	11,858	3,804	60,103
Total Actuarial Liabilities	**$ 9,525**	**$ 462**	**$ 299**	**$ 41,643**	**$ 13,168**	**$ 12,716**	**$ 6,358**	**$ 26,997**	**$ 3,868**	**$ 115,036**
ASSETS										
Valuation Assets	(7,709)	253	238	39,878	16,990	7,459	(4,607)	22,425	1,737	76,664
PV Future Member Contributions	0	0	0	2,431	N/A	4,535	0	915	1,461	9,342
PV Future Employer Normal Cost Contributions	1	0	0	2,807	890	4,184	0	1,627	1,382	10,891
UAAL or (Surplus Funding)	17,233	209	61	(3,473)	(4,712)	(3,462)	10,965	2,030	(712)	18,139
Total Current and Future Assets	**$ 9,525**	**$ 462**	**$ 299**	**$ 41,643**	**$ 13,168**	**$ 12,716**	**$ 6,358**	**$ 26,997**	**$ 3,868**	**$ 115,036**

Actuarial Accrued Liability

As noted above, the PVFB is the actuarial present value of all future benefits expected to be paid with respect to each member. For an active member, this includes benefits already earned and future benefits to be earned. For active members, future benefits are expected to be funded by employee contributions and employer Normal Cost contributions (collectively, Normal Cost contributions).

The Actuarial Accrued Liability (AAL) is the PVFB less the present value of expected future Normal Cost contributions. That is, it is the liability for all benefits earned as of the valuation date, as allocated by the actuarial cost method. The difference between the AAL and Valuation Assets is referred to as the Unfunded Actuarial Accrued Liability (UAAL). A summary of the results for all LACERA plans in aggregate is shown below:

(Dollars in millions)		2024	2023	Percent Change
A.	Actuarial present value of all future benefits for contributing members, former contributing members, and their survivors	$ 115,036	$ 109,965	4.6%
B.	Actuarial present value of total future normal costs for current members	20,233	19,314	4.8%
C.	Actuarial accrued liability [A-B]	94,803	90,651	4.6%
D.	Valuation Assets	76,664	72,415	5.9%
E.	UAAL or (Surplus Funding) [C-D]	18,139	18,236	-0.5%
F.	Funded Ratio [D/C]	80.9%	79.9%	1.3%

Unfunded Actuarial Accrued Liability

The difference between the AAL and the Valuation Assets is the UAAL. If a UAAL exists, it usually resulted from prior years' benefit or assumption changes and the net effect of accumulated gains and losses. If the employer had always contributed the current Normal Cost, and if there were no prior benefit or assumption changes, and if actual experience exactly matched the actuarial assumptions, then the present value of all future Normal Cost contributions would be sufficient to fund all benefits and there would be no UAAL.

Exhibit 8a provides an analysis of the change in the UAAL since the prior valuation date.

The 2024 actuarial valuation reflects a decrease in the UAAL of approximately $0.1 billion since the prior year. A summary of these factors is:

- Investment Returns: The return on Valuation Assets was 7.5% compared to the assumed return of 7.0%. This resulted in an actuarial asset gain of $364 million.
- Active Member Experience (non-salary): This includes gains and losses from termination, service retirement, disability retirement, and death different than assumed. This resulted in an actuarial gain of $33 million.
- Salary Increases: Individual salaries for continuing active members increased at a higher rate than expected by the valuation assumptions. This resulted in an actuarial loss of $488 million.
- Mortality Experience: An actuarial loss due to mortality generally indicates that retired members are living longer than the current assumption predicts. Similarly, an actuarial gain on mortality indicates that retired members are not living as long as predicted. This year, there was an actuarial loss of $56 million due to mortality experience for retirees and beneficiaries.
- Other Experience: Examples of this are gains and losses from retirement and mortality experience of inactive members, reciprocity, unexpected benefit amount changes, and transfers between plans. These factors combined resulted in an actuarial gain of $3 million.

Change in Unfunded Actuarial Accrued Liability – History

Exhibit 8b shows the sources of change in the UAAL over the past five valuations. The single biggest source of annual change in most years, when there are no changes in the assumptions, is the return on investments being either greater than or less than the assumption.

Funding Adequacy

A key consideration in determining the adequacy of the funding of LACERA is how the UAAL is being funded. Under LACERA's amortization method, a new UAAL "layer" is established each year when the Funded Ratio is less than 100%. All new UAAL layers are amortized over 20-year periods.

If future experience is significantly more favorable than expected based on the actuarial assumptions, then LACERA's UAAL may be eliminated. Conversely, if experience is less favorable, a larger UAAL will develop.

Exhibit 8a
Analysis of Change in Unfunded Actuarial Accrued Liability

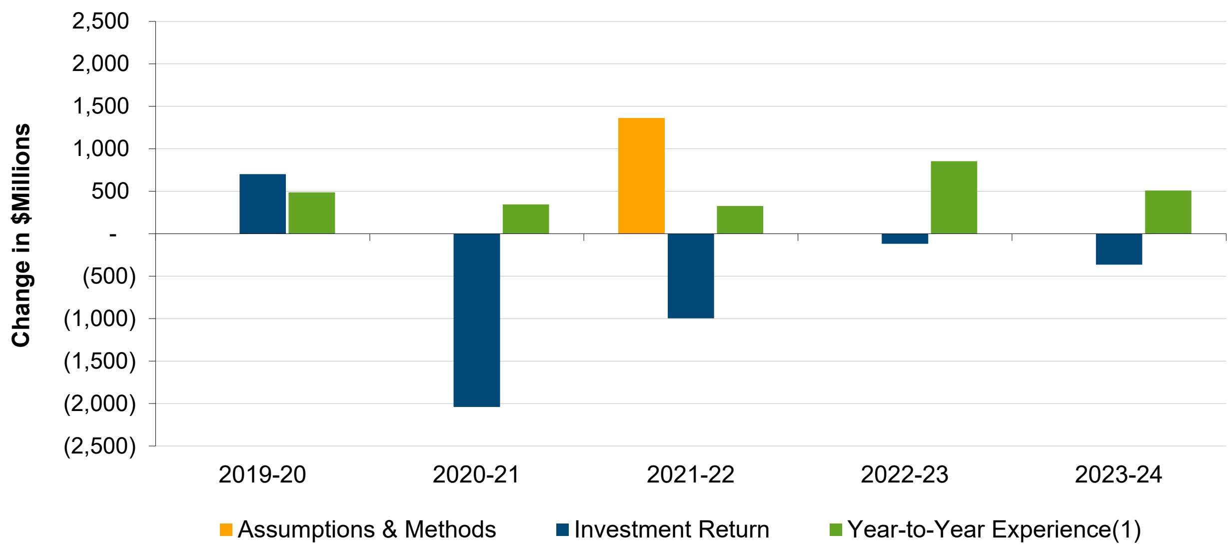
(Dollars in Millions)

		Amount	As a Percent of June 30, 2024 Actuarial Accrued Liability
Unfunded Actuarial Accrued Liability - June 30, 2023		**$ 18,236**	**19.24%**
Interest Accrued		1,285	1.36%
Benefits Accrued (Normal Cost)		1,844	1.95%
Contributions			
Employer - Cash	$ (2,509)		-2.65%
Member	(861)		-0.91%
Total		(3,370)	-3.55%
Expected Unfunded Actuarial Accrued Liability - June 30, 2024		**$ 17,995**	**18.98%**
Sources of Change:			
Asset (Gains) and Losses			
(Gain) / Loss due to Investment Income		(364)	-0.38%
Liability (Gains) and Losses			
Active Member Experience (non salary)	$ (33)		-0.03%
Salary Increases Greater than Expected	488		0.51%
Mortality Experience	56		0.06%
All Other Experience	(3)		0.00%
Total		508	0.54%
Total Changes		**$ 144**	0.15%
Unfunded Actuarial Accrued Liability - June 30, 2024		**$ 18,139**	**19.13%**

Exhibit 8b
History of Changes in Unfunded Actuarial Accrued Liability

(Dollars in Millions)

	2019-20	2020-21	2021-22	2022-23	2023-24	2019-24
Prior Valuation UAAL	**$ 17,018**	**$ 18,512**	**$ 16,989**	**$ 17,608**	**$ 18,236**	**$ 17,018**
Increase in UAAL due to:						
Expected Increase / (Decrease)	306	171	(76)	(108)	(241)	52
Asset (Gains) and Losses	701	(2,039)	(996)	(118)	(364)	(2,816)
Changes in Assumptions	-	-	750	-	-	750
Changes in Methods	-	-	614	-	-	614
Salary Increases	388	484	(21)	771	488	2,110
Retiree COLA Increases	43	(73)	355	-	-	325
Mortality Experience	1	(96)	(36)	(13)	56	(88)
All Other Experience	55	30	29	96	(36)	174
Total Increase / (Decrease)	**1,494**	**(1,523)**	**619**	**628**	**(97)**	**1,121**
Valuation UAAL	**$ 18,512**	**$ 16,989**	**$ 17,608**	**$ 18,236**	**$ 18,139**	**$ 18,139**
Funded Ratio	**76.3%**	**79.3%**	**79.6%**	**79.9%**	**80.9%**	**80.9%**



1. Year-to-Year Experience includes changes due to Salary, Retiree COLA, Mortality and Other Experience.

5. Member Contributions

Normal Contributions for Legacy Plans

Member contributions are of two types: Normal contributions and cost-of-living contributions.

Normal contributions for each of the legacy plans (all plans except General Plan G and Safety Plan C) are defined in the following sections of the CERL:

Plan	CERL Reference	Formula
General A	31621.3	1/240th of FAC at age 55
General B	31621.1	1/120th of FAC at age 55
General C	31621	1/120th of FAC at age 60
General D	31621	1/120th of FAC at age 60
General E	N/A	Plan E is non-contributory
Safety A	31639.5	1/200th of FAC at age 50
Safety B	31639.25	1/100th of FAC at age 50

Note: FAC = Final Average Compensation

Normal member contributions are determined using the Entry Age Cost Method and actuarial assumptions for the expected rate of return on assets, individual salary increase rate (wage growth + merit), and mortality for members on service retirement.

We are not recommending changes to the member contribution rates for legacy plans for the fiscal year beginning July 1, 2025 because new assumptions were not adopted for the 2024 valuation. A sample of the member contribution rates is shown in Exhibit 9. All member contribution rates are shown in Appendix D.

Member contribution rates for General Plan G and Safety Plan C are discussed below.

Cost-of-Living Contributions for Legacy Plans

The determination of the member cost-of-living (COLA) contributions is based on Section 31873 of the CERL. This section requires that the cost of the COLA benefit be shared equally between members and the employer. Unlike the member normal contributions, these rates are based on the actuarial cost of the benefits and reflect all assumptions used in the valuation of liabilities.

We are not recommending changes in the member cost-of-living contribution rates for the fiscal year beginning July 1, 2025 because new assumptions were not adopted for the 2024 valuation. The current cost-of-living contribution rates, expressed as a percentage of the normal member contribution rates, are as follows:

Plan	COLA %
General A	82.08%
General B	26.10%
General C	26.19%
General D	26.59%
General E	0.00%

Plan	COLA %
Safety A	87.15%
Safety B	33.43%

The relative magnitude of these amounts reflects the differences in the normal contribution rates for each plan and the different cost-of-living benefits offered by the different plans. The rate for Plan E is 0.00% since it is non-contributory.

A sample of the current member contribution rates (normal plus cost-of-living) can be found in Exhibit 9.

Full disclosure of the member rates showing both the normal and the total (normal plus cost-of-living) contribution rates can be found in Appendix D.

Member Contribution Rates for General Plan G and Safety Plan C (PEPRA Plans)

Members of the two plans developed in compliance with the California Public Employees' Pension Reform Act of 2013 (PEPRA) contribute a flat rate (i.e., does not vary by entry age) based on whether they are in the General or Safety plan. This rate is set equal to one-half of the total Normal Cost rate for the respective plan. We are recommending changes to the member contribution rates for these plans, as shown below, to reflect the Plan's Normal Cost rates for the 2024 valuation.

	General Plan G	Safety Plan C
All Ages: Recommended	**9.30%**	**15.14%**
All Ages: Current	9.28%	14.97%
Ratio (Recommended / Current)	100.2%	101.1%

Note that the member contribution rates for these plans are further split for purposes of this report into a "Normal" and "Cost of Living" component. The cost-of-living component for these members, as shown in Exhibit 9 on the following page, represents one-half of the cost of the COLA for these plans.

Based on a review of salary data provided to us for valuations, it was determined by LACERA staff that prior years' individual salary data for General Plan G and Safety Plan C members included certain non-pensionable amounts. Effective with this valuation, those non-pensionable amounts have been removed from the individual data provided to us by LACERA and thus from the valuation calculations. This data refinement reduces the present value of future pensionable salary (PVFS) more than the present value of future benefits (PVFB). Since the Normal Cost rate, which the member contribution rate is based upon, equals the ratio of PVFB to PVFS, this causes an increase in the rate (as the denominator is reduced more than numerator). The impact of the data refinement is in an increase of 0.12% of pensionable salary in the Safety Plan C member contribution rate which is included with other factors in the increase of 0.17% of pensionable salary shown in the table above. Note that if the revised salary data had been used in prior valuations, this would have meant that Safety Plan C members would have contributed at a higher rate in those years.

This refinement does not cause any change in the General Plan G member contribution rate and does not materially affect the overall funding of LACERA.

Average Member Rates

The average member contribution rate for only those active members in contributory plans at June 30, 2024 is 9.56% of covered payroll, compared to 8.46% of covered payroll for all active members including non-contributory members. The 8.46% offsets the gross normal cost to yield the employer normal cost rate. Note that covered payroll does not include pay for PEPRA plan members that is above the PEPRA compensation limit.

Exhibit 9
Sample Member Contribution Rates

	Entry Age	Recommended Rates (Based on 2024 Valuation) Normal	Cost of Living	Total as a % of Pay	Current Rate (Total)	Ratio (New / Current)
General Members						
Plan A	25	3.33%	2.73%	6.06%	6.06%	100.0%
	35	4.06%	3.33%	7.39%	7.39%	100.0%
	45	4.86%	3.99%	8.85%	8.85%	100.0%
	55	5.16%	4.24%	9.40%	9.40%	100.0%
Plan B	25	6.65%	1.74%	8.39%	8.39%	100.0%
	35	8.12%	2.12%	10.24%	10.24%	100.0%
	45	9.73%	2.54%	12.27%	12.27%	100.0%
	55	10.32%	2.69%	13.01%	13.01%	100.0%
Plan C	25	5.70%	1.49%	7.19%	7.19%	100.0%
	35	6.96%	1.82%	8.78%	8.78%	100.0%
	45	8.44%	2.21%	10.65%	10.65%	100.0%
	55	9.74%	2.55%	12.29%	12.29%	100.0%
Plan D	25	5.70%	1.52%	7.22%	7.22%	100.0%
	35	6.96%	1.85%	8.81%	8.81%	100.0%
	45	8.44%	2.24%	10.68%	10.68%	100.0%
	55	9.74%	2.59%	12.33%	12.33%	100.0%
Plan G	All Ages	7.53%	1.77%	9.30%	9.28%	100.2%
Safety Members						
Plan A	25	4.89%	4.26%	9.15%	9.15%	100.0%
	35	5.69%	4.96%	10.65%	10.65%	100.0%
	45	6.70%	5.84%	12.54%	12.54%	100.0%
	55	6.70%	5.84%	12.54%	12.54%	100.0%
Plan B	25	9.77%	3.27%	13.04%	13.04%	100.0%
	35	11.37%	3.80%	15.17%	15.17%	100.0%
	45	13.40%	4.48%	17.88%	17.88%	100.0%
	55	13.41%	4.48%	17.89%	17.89%	100.0%
Plan C	All Ages	11.78%	3.36%	15.14%	14.97%	101.1%

Note: A portion of some of the member contribution rates is paid for (“picked up”) by the employer and is not considered part of the member’s contribution account for refund purposes. Such contributions are referred to as the surcharge amount and are subject to change each year. The rates shown in the table above are prior to any surcharge payments.

6. Employer Contributions

Calculated Employer Contribution Rate

Contributions to LACERA are determined using the Entry Age Cost Method. The portion of the actuarial present value of retirement benefits allocated to a valuation year by the actuarial cost method is called the Normal Cost. These amounts are usually expressed as a percentage of payroll and called the Normal Cost Contribution Rate. Exhibit 10 illustrates the Normal Cost Contribution Rate by type of benefit and for each plan based on this valuation. A comparison with last year is also shown.

Under the Actuarial Funding Policy, the total contribution rate is set equal to the Normal Cost Contribution Rate plus a payment by the employer towards the UAAL. The calculation of the UAAL contribution rate is shown in Exhibit 12. A portion of the Normal Cost contribution is funded by member contributions. The remainder is paid for by the employer.

The total calculated employer contribution rates for each plan, along with a comparison to the prior year's calculated rates, can be found in Exhibit 11. These results are expressed as a percentage of payroll and annual contribution dollars. Note that LACERA's UAAL contribution rate is not determined separately for each plan but is funded evenly as a percentage of pay over salaries for all members.

For the fiscal year beginning in 2025, the total calculated employer contribution rate decreases to 25.61% from the current fiscal year rate of 25.88%. This is equal to the aggregate employer Normal Cost Contribution Rate of 10.88% based on the 2024 valuation, plus the layered UAAL amortization payment, shown in Exhibit 12.

(All values as a % of Payroll)

Employer Normal Cost Contribution Rate	10.88%
Layered Amortization of UAAL	14.73%
Calculated Employer Contribution Rate	25.61%

Employers may reduce their contribution to reflect any benefits they pay directly to members from a Replacement Benefit Plan (RBP) for benefits greater than the maximum allowed under IRC Section 415. Specifically, it is our understanding that Los Angeles County follows this approach. The benefit amounts provided by LACERA for this valuation include the aggregate benefits paid by LACERA and the Los Angeles County RBP, so the calculated employer contribution rate reflects funding for the benefits below the 415 limit and the benefits paid from the RBP. Therefore, we believe this approach of contributing an employer contribution rate reduced by the amount of RBP payments is actuarially reasonable and is not expected to adversely impact the funding of LACERA, provided that the employers do not reduce their contributions (as a result of RBP payments) below those necessary to fund their portion of the normal cost.

Exhibit 10
Calculated Normal Cost Contribution Rates – June 30, 2024

	General Plan A	General Plan B	General Plan C	General Plan D	General Plan E	General Plan G	General Total	Safety Plan A [1]	Safety Plan B	Safety Plan C	Safety Total	Grand Total
A. Normal Cost Contribution Rate												
Service Retirement	19.23%	19.84%	13.69%	14.95%	10.21%	15.94%	14.71%	19.77%	19.77%	18.40%	19.31%	15.51%
Disability Retirement	0.92%	1.23%	0.70%	1.06%	0.00%	1.26%	1.00%	9.30%	9.30%	10.58%	9.73%	2.54%
Death	0.24%	0.31%	0.23%	0.31%	0.00%	0.30%	0.26%	0.33%	0.33%	0.30%	0.32%	0.27%
Termination	0.48%	0.42%	0.40%	1.10%	0.64%	1.10%	1.03%	0.84%	0.84%	1.00%	0.89%	1.01%
Total	**20.87%**	**21.80%**	**15.02%**	**17.42%**	**10.85%**	**18.60%**	**17.00%**	**30.24%**	**30.24%**	**30.28%**	**30.25%**	**19.34%**
B. Member Contributions	(5.53)%	(10.16)%	(7.28)%	(8.14)%	0.00%	(9.30)%	(7.49)%	(11.95)%	(11.95)%	(15.14)%	(13.02)%	(8.46)%
C. Net Employer Normal Cost as of June 30, 2024 (A) - (B)	15.34%	11.64%	7.74%	9.28%	10.85%	9.30%	9.51%	18.29%	18.29%	15.14%	17.23%	10.88%
D. Net Employer Normal Cost as of June 30, 2023	16.70%	11.25%	7.74%	9.36%	11.02%	9.28%	9.58%	18.36%	18.36%	14.97%	17.30%	11.01%
E. Increase (Decrease) as a Percentage of Payroll (C) - (D)	(1.36)%	0.39%	0.00%	(0.08)%	(0.17)%	0.02%	(0.07)%	(0.07)%	(0.07)%	0.17%	(0.07)%	(0.13)%
F. Estimated Payroll for fiscal year beginning July 1, 2025 [2]	$ 5	$ 2	$ 2	$ 3,757	$ 1,206	$ 3,515	$ 8,486	$ -	$ 1,219	$ 615	$ 1,835	$ 10,321
G. Estimated Total Normal Cost Contribution in Dollars (A x F) [3]	$ 1	$ -	$ -	$ 655	$ 131	$ 654	$ 1,443	$ -	$ 369	$ 186	$ 555	$ 1,998

1. As of the valuation date there are no active members in Safety Plan A. Normal Cost rates are set equal to Safety Plan B rates.
2. Estimated Payroll based upon annualized salary rate as of June 30, 2024 increased by 3.25% wage inflation. Dollar figures in millions.
3. The timing of the Normal Cost shown in this exhibit is spread over the entire year and corresponds to payroll timing.

Exhibit 11
Total Employer Contributions

	General							Safety				All
	Plan A	Plan B	Plan C	Plan D	Plan E	Plan G	Total	Plan A [1]	Plan B	Plan C	Total	Plans
A. Net Employer Normal Cost												
1. Basic Benefits	12.27%	9.47%	6.22%	7.62%	8.98%	7.53%	7.78%	14.60%	14.60%	11.78%	13.65%	8.81%
2. Cost-of-Living Benefits	3.07%	2.17%	1.52%	1.66%	1.87%	1.77%	1.73%	3.69%	3.69%	3.36%	3.58%	2.07%
3. Total June 30, 2024	15.34%	11.64%	7.74%	9.28%	10.85%	9.30%	9.51%	18.29%	18.29%	15.14%	17.23%	10.88%
B. UAAL Contribution Rate	14.73%	14.73%	14.73%	14.73%	14.73%	14.73%	14.73%	14.73%	14.73%	14.73%	14.73%	14.73%
C. Total June 30, 2024 Contribution Rate (A) + (B)	**30.07%**	**26.37%**	**22.47%**	**24.01%**	**25.58%**	**24.03%**	**24.24%**	**33.02%**	**33.02%**	**29.87%**	**31.96%**	**25.61%**
D. Total June 30, 2023 Contribution Rate	31.57%	26.12%	22.61%	24.23%	25.89%	24.15%	24.45%	33.23%	33.23%	29.84%	32.17%	25.88%
E. Estimated Payroll for fiscal year beginning July 1, 2025 [2]	$ 5	$ 2	$ 2	$ 3,757	$ 1,206	$ 3,515	$ 8,486	$ -	$ 1,219	$ 615	$ 1,835	$10,321
F. Est. Employer NC Contribution	$ 1	$ -	$ -	$ 349	$ 131	$ 327	$ 807	$ -	$ 223	$ 93	$ 316	$ 1,123
G. Est. UAAL Contribution	$ 1	$ -	$ -	$ 553	$ 177	$ 518	$ 1,250	$ -	$ 180	$ 91	$ 270	$ 1,520
H. Estimated Annual Contribution (C x E)	**$ 2**	**$ -**	**$ -**	**$ 902**	**$ 308**	**$ 845**	**$ 2,057**	**$ -**	**$ 403**	**$ 184**	**$ 586**	**$ 2,643**
I. Last Year's Estimated Annual Contribution	$ 2	$ -	$ -	$ 922	$ 316	$ 721	$ 1,962	$ -	$ 418	$ 172	$ 590	$ 2,552
J. Increase / (Decrease) in Annual Contribution	$ -	$ -	$ -	$ (20)	$ (8)	$ 124	$ 95	$ -	$ (15)	$ 12	$ (4)	$ 91

1. As of the valuation date there are no active members in Safety Plan A. Normal Cost rates are set equal to Safety Plan B rates.
2. Estimated Payroll based upon annualized salary rate as of June 30, 2024 increased by 3.25% wage inflation. Dollar figures in millions.

Exhibit 12
Unfunded Actuarial Accrued Liability Detail

(Dollars in Millions)

Unfunded Actuarial Accrued Liability - Amortization Detail

Date Established	Description	Balance as of June 30, 2024	Interest on Balance	Amortization Payment on June 30, 2025[(1)]	Balance as of June 30, 2025[(2)]	Remaining Period as of June 30, 2025[(5)]	July 1, 2025 Amortization Payment
June 30, 2009	Initial UAAL	$ 5,359.0	$ 375.1	$ 484.9	$ 5,249.1	14 Years	$ 477.1
June 30, 2010	(Gain) / Loss[(3)]	2,963.9	207.5	255.6	2,915.9	15 Years	251.4
June 30, 2011	(Gain) / Loss[(3)]	1,486.4	104.0	122.6	1,467.8	16 Years	120.6
June 30, 2012	(Gain) / Loss[(3)]	2,455.7	171.9	194.3	2,433.3	17 Years	191.2
June 30, 2013	(Gain) / Loss[(3)]	1,388.4	97.2	109.9	1,375.7	17 Years	108.1
June 30, 2014	(Gain) / Loss	(2,571.0)	(180.0)	(203.5)	(2,547.5)	17 Years	(200.2)
June 30, 2015	(Gain) / Loss	(2,008.6)	(140.6)	(159.0)	(1,990.3)	17 Years	(156.4)
June 30, 2016	(Gain) / Loss[(3)]	3,859.4	270.2	305.4	3,824.1	17 Years	300.5
June 30, 2017	(Gain) / Loss	(20.9)	(1.5)	(1.7)	(20.8)	17 Years	(1.6)
June 30, 2018	(Gain) / Loss	60.4	4.2	4.8	59.8	17 Years	4.7
June 30, 2019	(Gain) / Loss[(3)]	3,827.4	267.9	330.0	3,765.3	15 Years	324.6
June 30, 2020	(Gain) / Loss	1,434.4	100.4	118.3	1,416.5	16 Years	116.4
June 30, 2021	(Gain) / Loss	(1,732.9)	(121.3)	(137.1)	(1,717.1)	17 Years	(134.9)
June 30, 2022	(Gain) / Loss[(3)]	859.3	60.2	65.5	854.0	18 Years	64.4
June 30, 2023	(Gain) / Loss	665.6	46.6	48.9	663.3	19 Years	48.1
June 30, 2024	(Gain) / Loss	112.5	7.9	34.7 (	85.8	20 Years	6.0
						Total Amortization Payment July 1, 2025:	$ 1,520.0
						Projected Payroll July 1, 2025:	$ 10,320.8
	UAAL as of June 30, 2024:	**$ 18,139.0**				**UAAL Contribution Rate (as a % of Payroll) FYB July 1, 2025:**	**14.73%**

Explanatory Notes:

1. Amortization Payments are based on a fixed schedule that increases by the payroll assumption each year.
2. The assets and liabilities used in the calculation of the UAAL are as of June 30, 2024, whereas the contribution rates are not effective until July 1, 2025. Therefore, the UAAL is projected to June 30, 2025 based on the actual contribution rate for the period, with the projected UAAL as of June 30, 2025 equaling $17,835 million.
3. (Gain) / Loss layers include the impact of assumption and method changes in these years.
4. The amortization of UAAL does not begin until July 1, 2025; therefore, the UAAL amount is adjusted by one year to reflect the actual July 1, 2024 contribution rate.
5. Effective with the June 30, 2019 valuation, all new UAAL layers are amortized over a 20-year period, beginning with the date the contribution is first expected to be made.

7. Supplemental Information

Governmental Accounting Standards Board (GASB) Statement 67 sets out requirements for defined benefit pension plan reporting and disclosures. GASB Statement 68 sets out requirements for accounting by state and local government employers.

Milliman provides LACERA with results relevant to Statements 67 and 68 in separate stand-alone financial reporting valuation reports.

For informational purposes, we have provided the following exhibits in this report that LACERA may use in the audited financial statements:

Exhibit 13: Schedule of Funding Progress
Exhibit 14: Schedule of Employer Contributions
Exhibit 15: Funded Liabilities by Type
Exhibit 16: Actuarial Analysis of Financial Experience
Exhibit 17: Retirants and Beneficiaries added to / removed from Retiree Payroll

Exhibit 13, Schedule of Funding Progress, compares actuarial assets and liabilities of the Plan, based on the actuarial funding method used.

Exhibit 14, Schedule of Employer Contributions, compares the employer contributions required based on the actuarial valuation with the employer contributions actually made. Information shown in this exhibit comes from LACERA's audited financial statements.

Exhibit 15 compares the Actuarial Value of Valuation Assets to the types of Actuarial Accrued Liabilities, applying them first to Active Member contributions, then to retirees and beneficiaries, and then the remaining amount to the Active Members benefits.

Exhibit 16 shows the changes in actual versus expected UAAL from year to year.

Exhibit 17 reconciles the retired members and beneficiaries who have been added to and removed from the retiree payroll.

Exhibit 13
Schedule of Funding Progress

(Dollars in Thousands)

Actuarial Valuation Date	(a) Actuarial Value of Valuation Assets	(b) Actuarial Accrued Liabilities	(b-a) Unfunded Actuarial Accrued Liabilities (UAAL)	(a/b) Funded Ratio	(c) Covered Payroll[1]	[(b-a)/c] UAAL as a Percentage of Covered Payroll
June 30, 2015	$ 47,328,270	$ 56,819,215	$ 9,490,945	83.3%	$ 6,948,738	136.6%
June 30, 2016[2]	49,357,847	62,199,214	12,841,367	79.4%	7,279,777	176.4%
June 30, 2017	52,166,307	65,310,803	13,144,496	79.9%	7,637,032	172.1%
June 30, 2018	55,233,108	68,527,354	13,294,246	80.6%	7,957,981	167.1%
June 30, 2019[2]	57,617,288	74,635,840	17,018,552	77.2%	8,370,050	203.3%
June 30, 2020	59,762,991	78,275,175	18,512,184	76.3%	8,724,151	212.2%
June 30, 2021	64,909,377	81,898,044	16,988,667	79.3%	9,062,051	187.5%
June 30, 2022[2]	68,711,610	86,320,151	17,608,541	79.6%	9,100,791	193.5%
June 30, 2023	72,414,936	90,651,092	18,236,156	79.9%	9,425,690	193.5%
June 30, 2024	76,663,543	94,803,237	18,139,694	80.9%	9,860,647	184.0%

1. Covered Payroll includes compensation paid to all active employees on which contributions are calculated, as reported by LACERA. Covered Payroll differs from the Active Member Valuation Payroll shown in Table C-1, which is an annualized compensation of only those members who were active on the actuarial valuation date.

2. Assumption and method changes.

Exhibit 14
Schedule of Contributions from the Employer

(Dollars in Thousands)

Fiscal Year Ending	Actuarially Determined Employer Contribution	Actual Employer Contributions			Percentage of Actuarially Determined Contribution Contributed
		Cash Payment	Transfer from Reserve Accounts	Total	
June 30, 2015	$ 1,494,975	$ 1,494,975	$ -	$ 1,494,975	100%
June 30, 2016	1,443,130	1,443,130	-	1,443,130	100%
June 30, 2017(1)	1,392,813	1,370,922	21,891	1,392,813	100%
June 30, 2018	1,564,284	1,564,284	-	1,564,284	100%
June 30, 2019	1,708,122	1,708,122	-	1,708,122	100%
June 30, 2020	1,800,137	1,800,137	-	1,800,137	100%
June 30, 2021	2,012,877	2,012,877	-	2,012,877	100%
June 30, 2022	2,199,889	2,199,889	-	2,199,889	100%
June 30, 2023	2,301,706	2,301,706	-	2,301,706	100%
June 30, 2024	2,509,071	2,509,071	-	2,509,071	100%

1. The County Contribution Reserve was used to offset the contribution required from the Courts in the fiscal year ended June 30, 2017.

Exhibit 15
Funded Liabilities by Type

(Dollars in Millions)

Actuarial Valuation Date	Actuarial Value of Valuation Assets	Actuarial Accrued Liabilities for: Active Member Contributions (A)	Retirees and Beneficiaries[1] (B)	Active Members (Employer Financed Portion) (C)	Portion of Actuarial Accrued Liabilities Covered by Assets: (A)	(B)	(C)
June 30, 2015	$ 47,328	$ 8,805	$ 32,734	$ 15,280	100%	100%	38%
June 30, 2016	49,358	8,767	35,316	18,116	100%	100%	29%
June 30, 2017	52,166	9,482	37,077	18,752	100%	100%	30%
June 30, 2018	55,233	9,882	39,192	19,453	100%	100%	32%
June 30, 2019	57,617	10,210	42,235	22,190	100%	100%	23%
June 30, 2020	59,763	10,650	44,500	23,125	100%	100%	20%
June 30, 2021	64,909	11,115	46,774	24,009	100%	100%	29%
June 30, 2022	68,712	11,029	49,637	25,654	100%	100%	31%
June 30, 2023	72,415	11,930	52,116	26,605	100%	100%	31%
June 30, 2024	76,664	12,446	54,933	27,424	100%	100%	34%

1. *Includes vested and non-vested former employees.*

Notes:

For the purpose of this exhibit, Valuation Assets are allocated, in order, to active member contribution accounts (A), the Actuarial Accrued Liability for retirees and beneficiaries (B) and the employer financed portion of active member liabilities (C). Active member contributions are always assumed to be 100% funded. Assets are then allocated to the Actuarial Accrued Liability for retirees and beneficiaries until that category is 100% funded, and then any remaining Valuation Assets are allocated to the employer financed portion of active member liabilities. The employer's UAAL contributions are based on a percentage of active member salaries and those contributions are projected to eliminate any unfunded liability in that category over the scheduled amortization period.

Exhibit 16
Actuarial Analysis of Financial Experience

(Dollars in Millions)

	Valuation as of June 30						
	2018	2019	2020	2021	2022	2023	2024
Unfunded Actuarial Accrued Liability	$13,145	$13,294	$17,018	$18,512	$16,989	$17,608	$18,236
Expected Increase/(Decrease) from Prior Valuation	146	25	306	171	(76)	(108)	(241)
Salary Increases Greater/(Less) than Expected	223	486	388	484	(21)	771	488
Retiree COLA Greater/(Less) than Expected	45	44	43	(73)	355	-	-
Change in Assumptions / Methods	-	2,528	-	-	1,364	-	-
Asset Return Less/(Greater) than Expected	(411)	477	701	(2,039)	(996)	(118)	(364)
All Other Experience	146	164	56	(66)	(7)	83	20
Ending Unfunded Actuarial Accrued Liability	**$13,294**	**$17,018**	**$18,512**	**$16,989**	**$17,608**	**$18,236**	**$18,139**

Exhibit 17
Retirees and Beneficiaries added to and removed from Retiree Payroll

(Dollars in Thousands)

	Added to Rolls		Removed from Rolls		Rolls at End of Year			
Valuation Date	Member Count	Annual Allowance[(1)(2)]	Member Count	Annual Allowance[(1)]	Member Count[(3)]	Annual Allowance[(1)]	% Increase in Retiree Allowance	Average Annual Allowance
June 30, 2015	3,501	$ 180,549	(2,124)	$ (80,028)	60,606	$ 2,812,601	3.71%	$ 46.4
June 30, 2016	3,479	220,632	(2,171)	(80,881)	61,914	2,952,352	4.97%	47.7
June 30, 2017	3,721	245,915	(2,311)	(89,624)	63,324	3,108,643	5.29%	49.1
June 30, 2018	3,826	276,118	(2,270)	(89,033)	64,880	3,295,728	6.02%	50.8
June 30, 2019	3,978	302,022	(2,351)	(97,840)	66,507	3,499,910	6.20%	52.6
June 30, 2020	3,930	311,206	(2,425)	(104,914)	68,012	3,706,202	5.89%	54.5
June 30, 2021	4,350	327,745	(2,865)	(132,185)	69,497	3,901,762	5.28%	56.1
June 30, 2022	4,796	378,343	(2,722)	(130,089)	71,571	4,150,016	6.36%	58.0
June 30, 2023	4,071	347,718	(2,634)	(129,276)	73,008	4,368,458	5.26%	59.8
June 30, 2024	4,276	379,365	(2,517)	(129,488)	74,767	4,618,335	5.72%	61.8

1. Annual allowance is the monthly benefit allowance annualized for those members counted as of June 30.

2. Includes COLAs that occurred during the fiscal year and therefore were not included in the previous years' Annual Allowance totals.

3. For the actuarial valuation year, Member Count includes retirees who due to timing at year end, are not yet included in the total Retired Members count disclosed in Note A - Plan Description of LACERA's ACFR for the fiscal year ended June 30, 2024.

8. Cash Flow History and Projections

Exhibits 18a and 18b contain tables and graphs that illustrate both the cash flow history for the past 10 years and a projection on the valuation basis for the next 10 years.

Contributions include both employer and member contributions. Exhibit 18a shows that net cash outflow has gradually increased over the last ten years. In future years, the cash flow is expected to become increasingly negative. This is a typical pattern for a mature retirement plan where it is expected that contributions will be less than benefits and that the Plan will begin drawing on the fund that has been built up over prior years.

Note that the actual cash contributions do not reflect the transfers made between reserve funds, but only cash coming into the Plan. We are assuming no further transfers, only full cash contributions. In addition, LACERA will receive dividends and interest payments from its investments. These types of payments are not considered for this analysis, which focuses solely on comparing contributions with benefit payments and administrative expenses.

The projected cash flows include contributions, statutory benefits, and administrative expenses only. They are based on the actuarial assumptions as stated in Appendix A of this valuation report. The total employer contribution rate is assumed to be 25.88% for the first year and 25.61% for the second year; total employer contributions for the remainder of the period reflect the expected recognition of asset gains and losses currently being deferred. The aggregate member rate is assumed to stay at the calculated rate for June 30, 2024 of 8.46% of payroll. Expenses are based on the expenses for the year ended June 30, 2024, increased annually with the actuarial inflation assumption of 2.75%.

Any increases or reductions in future contribution rates will increase or decrease the net cash flow. The projected cash flows do not include:

- Projected STAR benefits that have not yet been granted and STAR benefits that have been adopted but are not effective until after the valuation date.
- Projected benefits payable under certain insurance contracts for a group of retired members. These payments are netted against the total expected retiree benefits.

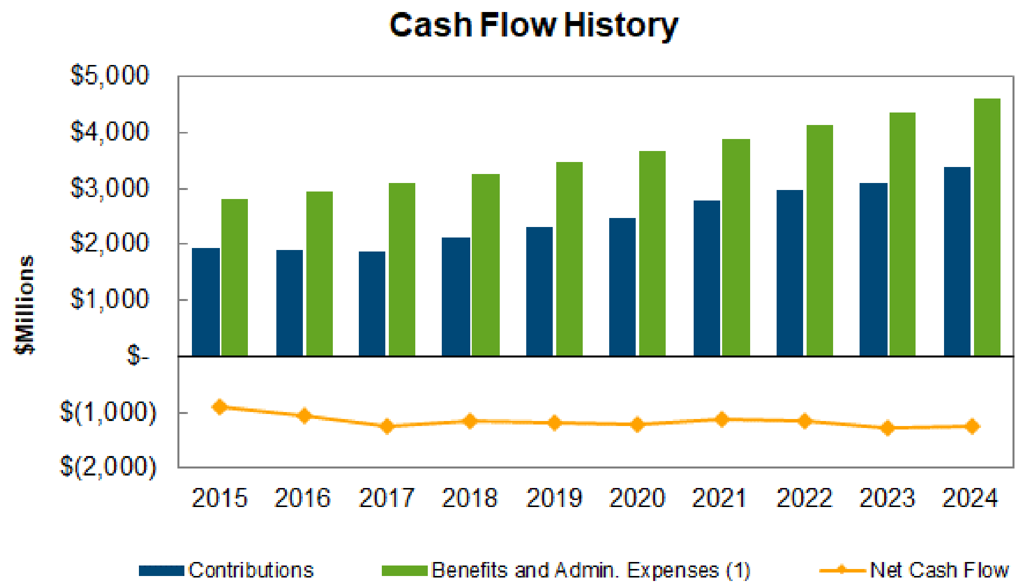
Exhibit 18a
Cash Flow History and Projections – Dollars

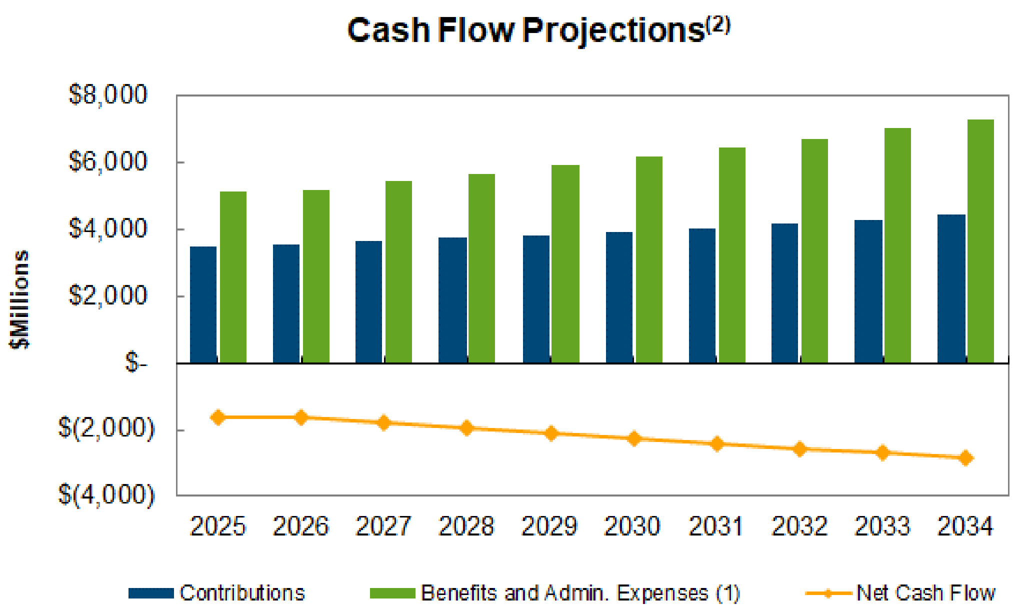
Plan Year Ending	Cash Flow History: Total Contributions	Benefits & Administrative Expenses[1]	Net Cash Flow	Net Cash Flow as a Percent of Fair Value of Assets
2015	$ 1,936	$ 2,829	$ (893)	-1.9%
2016	1,902	2,954	(1,052)	-2.2%
2017	1,858	3,094	(1,236)	-2.6%
2018	2,116	3,268	(1,152)	-2.2%
2019	2,304	3,475	(1,171)	-2.1%
2020	2,459	3,676	(1,217)	-2.1%
2021	2,774	3,886	(1,112)	-1.9%
2022	2,959	4,126	(1,167)	-1.6%
2023	3,095	4,375	(1,280)	-1.8%
2024	3,370	4,616	(1,246)	-1.7%

Plan Year Ending	Cash Flow Projections[2]: Total Contributions	Benefits & Administrative Expenses[1]	Net Cash Flow	Net Cash Flow as a Percent of Fair Value of Assets
2025	$ 3,479	$ 5,115	$ (1,636)	-2.1%
2026	3,573	5,184	(1,611)	-1.9%
2027	3,649	5,433	(1,784)	-2.0%
2028	3,739	5,681	(1,942)	-2.1%
2029	3,831	5,935	(2,104)	-2.2%
2030	3,928	6,197	(2,269)	-2.3%
2031	4,051	6,466	(2,415)	-2.3%
2032	4,176	6,740	(2,564)	-2.4%
2033	4,307	7,018	(2,711)	-2.4%
2034	4,441	7,296	(2,854)	-2.4%

1. *Investment expenses are assumed to be covered by investment return.*
2. *Future contributions reflect the expected impact of asset gains and losses currently being deferred.*

Exhibit 18b
Cash Flow History and Projections – Graphs





1. *Investment expenses are assumed to be covered by investment return.*
2. *Future contributions reflect the expected impact of asset gains and losses currently being deferred.*

9. Risk Discussion

Please refer to the Risk Assessment report dated May 24, 2024 (which is based on the June 30, 2023 valuation) for a detailed analysis of the main risks applicable to LACERA. That report includes detailed identification and assessment of risks.

Overview

The results of any actuarial valuation are based on one set of reasonable assumptions. Although we believe the current assumptions provide a reasonable estimate of future expectations, it is almost certain that future experience will differ from the assumptions to some extent. It is therefore important to consider the potential impacts of these likely differences when making decisions that may affect the future financial health of the Plan, or of the Plan's members.

Actuarial Standard of Practice 51 (ASOP 51, Assessment and Disclosure of Risk Associated with Measuring Pension Obligations and Determining Pension Plan Contributions) addresses these issues by providing actuaries with guidance for assessing and disclosing the risk associated with measuring pension liabilities and the determination of pension plan contributions. Specifically, it directs the actuary to:

- Identify risks that may be significant to the Plan.
- Assess the risks identified as significant to the Plan. The assessment does not need to include numerical calculations.
- Disclose plan maturity measures and historical information that are significant to understanding the Plan's risks.

ASOP 51 states that if in the actuary's professional judgment, a more detailed assessment would be significantly beneficial in helping the individuals responsible for the Plan to understand the risks identified by the actuary, then the actuary should recommend that such an assessment be performed.

In addition, the California Actuarial Advisory Panel (CAAP) has adopted a set of model disclosure elements for actuarial valuation reports of public retirement systems in California. Most of these elements are included in other areas of this report. The remaining CAAP-recommended disclosures are as follows:

Disclosure Element	Description	Value
Gross Normal Cost $ [1]	Normal Cost allocated to valuation year, paid at mid-year.	$ 1,964.4
Statutory Contribution $ [1]	Expected Employer Contribution paid at mid-year.	$ 2,628.6
Asset Smoothing Ratio	Actuarial Value of Assets divided by Fair Value of Assets	98.6%
Asset Volatility Ratio	Fair Value of Assets divided by Payroll	7.8
Liability Volatility Ratio	Actuarial Accrued Liability divided by Payroll	9.5

1. Amounts shown in millions of dollars.

This Section 9 uses the framework of ASOP 51 and the Asset and Liability Volatility Ratios shown above to communicate important information about: significant risks to the Plan, the Plan's maturity, and relevant historical plan data.

Factors Affecting Future Results

There are a number of factors that affect future valuation results. To the extent actual experience for these factors varies from the assumptions, this will likely cause either increases or decreases in the Plan's future funding level and employer contribution rates (ECR). The factors that can have the most significant impact on LACERA's valuation results are:

- Investment returns

  To the extent that actual investment returns differ from the assumed investment return, the Plan's future assets, ECR, and funded status may differ significantly from those presented in this valuation. Additional discussion of the impact of variance of investment returns is included below.

- Compensation increases

  Individual member retirement benefits are linked to that member's compensation. As such, assumptions need to be made as to a member's future compensation increases. Higher future compensation increases will generally result in larger retirement benefits, liabilities, ECRs, and a lower funded status. Conversely, lower compensation increases than assumed will generally result in smaller retirement benefits, liabilities, ECRs, and a higher funded status.

- Payroll variation

  In the valuation, an assumption is made for the overall rate of payroll growth of LACERA from year-to-year. To the extent that the overall rate of payroll growth is greater than assumed, the ECR may decrease since the UAAL will be amortized over a larger payroll base. If the overall rate of payroll growth is less than assumed, the ECR is expected to increase since the UAAL will be amortized over a smaller payroll base.

  This effect often will offset somewhat with individual compensation increases, discussed above.

- Longevity and other demographic risks

  The liabilities reported in this valuation have been calculated by assuming that members will follow specific patterns of demographic experience (e.g., mortality, retirement, termination, disability) as described in Appendix A. To the extent that actual demographic experience is different than is assumed to occur, future liabilities, ECRs, and funded status may differ from that presented in this valuation.

All of these assumptions are reviewed in detail during the triennial Investigation of Experience study, and are also reviewed annually during the valuation process. Changes in assumptions are generally recommended as part of the triennial Investigation of Experience if actual experience has been materially different than assumed or forecasts have changed significantly. Additionally, changes may be recommended and discussed at each valuation if they are deemed to be appropriate at that time.

Discussion of Investment Return Risk

Of these factors, we believe the factor with the greatest potential risk to impact future valuation results for LACERA is future investment returns. For example, if actual returns fall short of the current assumption of 7.0% per year, this will cause an increase in the ECR and a decrease in the Funded Ratio, all other things being equal. Conversely, if actual returns exceed the current assumption of 7.0% per year, this will cause a decrease in the ECR and an increase in the Funded Ratio.

The magnitude of the increase or decrease in the ECR is affected by the maturity level, and specifically, the asset volatility ratio. LACERA has accumulated a significant amount of assets relative to its payroll and by several measures is considered a mature plan. Accumulating assets to pay for future benefit obligations is responsible funding, but it does mean that changes in the investment markets can have a significant impact on the ECR.

Low-Default-Risk Obligation Measure (LDROM)

Actuarial Standard of Practice 4 (ASOP 4) states that when performing a funding valuation, the actuary should calculate and disclose a low-default-risk obligation measure (LDROM) of the benefits earned or accrued under the actuarial cost method used as of the measurement date. The actuary should select a discount rate derived from low-default-risk fixed income securities. We have used the Bond Buyer General Obligation 20-Bond Municipal Bond Index. The index is a 20-year high quality AA municipal bond rate and, based on Section 3.11.c. of ASOP 4, we believe this index meets the requirements for a discount rate for the LDROM. The index was 3.93% as of June 30, 2024.

This required disclosure shows significantly higher plan liabilities and a lower funded ratio than under the funding valuation assumption, as shown in the following chart. It provides the Plan Sponsors and other interested parties with additional funding metrics of the Plan for informational purposes, but does not impact the funding of the Plan which is based on the valuation assumptions.

	Bond Buyer Index [1]	Valuation Assumption
Discount Rate	3.93%	7.00%
Actuarial Accrued Liability as of June 30, 2024 [2]	$143.5	$94.8
Funding Ratio - Valuation Assets	53.4%	80.9%
Funding Ratio - Fair Value of Assets	54.2%	82.1%

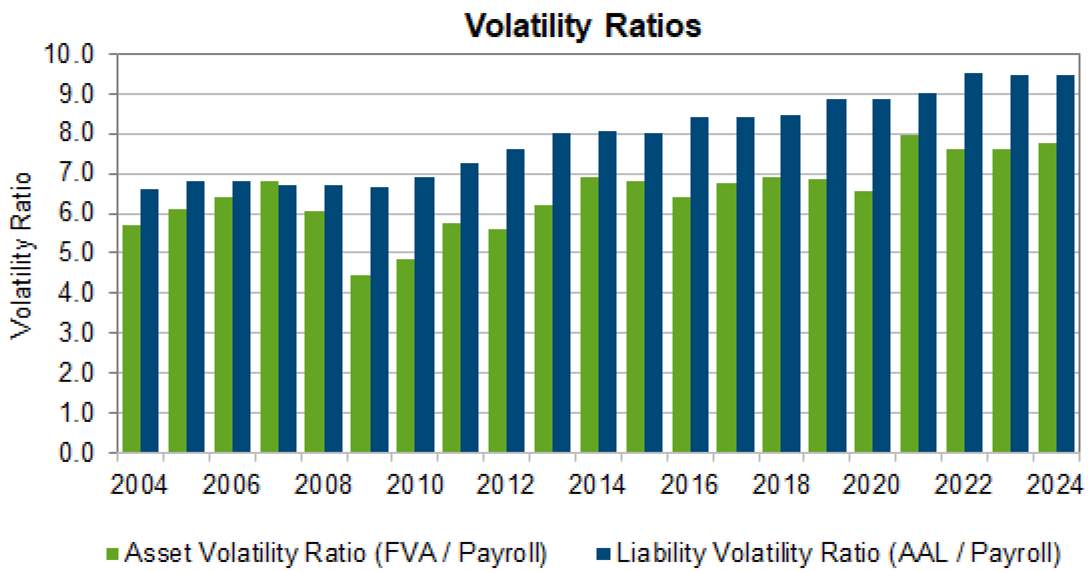
1. Calculated using the same actuarial assumptions and methods as used for this valuation, except for the discount rate.

2. Amounts in billions of dollars.

LACERA's investment policy and strategy is complex, and its target asset allocation reflects a balance of risk and return. The expected return based on LACERA's target allocation, and consequently the investment return assumption, is significantly higher than the discount rate based on the Bond Buyer Index. Investing in asset classes with a low default risk would be expected to reduce future investment returns and therefore increase future contributions needed and lower the current Funded Ratio. However, the lower investment risk levels would be expected to result in lower year-to-year volatility in the ECR, and a portfolio with a lower default risk might provide more benefit security for members if the associated liabilities are adequately funded. Conversely, investing in asset classes with higher expected returns and volatility would be expected to decrease future contributions and increase the current Funded Ratio, but it would increase the year-to-year volatility of the ECR and could provide less benefit security for members. A change away from the current return-seeking-with-reasonable-risk investment strategy is not being considered by LACERA.

Asset and Liability Volatility Ratios

Asset and Liability Volatility Ratios are a measure of the level of assets (or liabilities) to payroll. In general, a higher ratio means that the employer contribution rates (ECR) are more sensitive to changes in levels of assets or liabilities. Asset and Liability Volatility Ratios are shown below, and in Exhibit E-4.



As shown above, in the current valuation LACERA has an Asset Volatility Ratio of 7.8 and a Liability Volatility Ratio of 9.5. These ratios have increased over time as LACERA has matured.

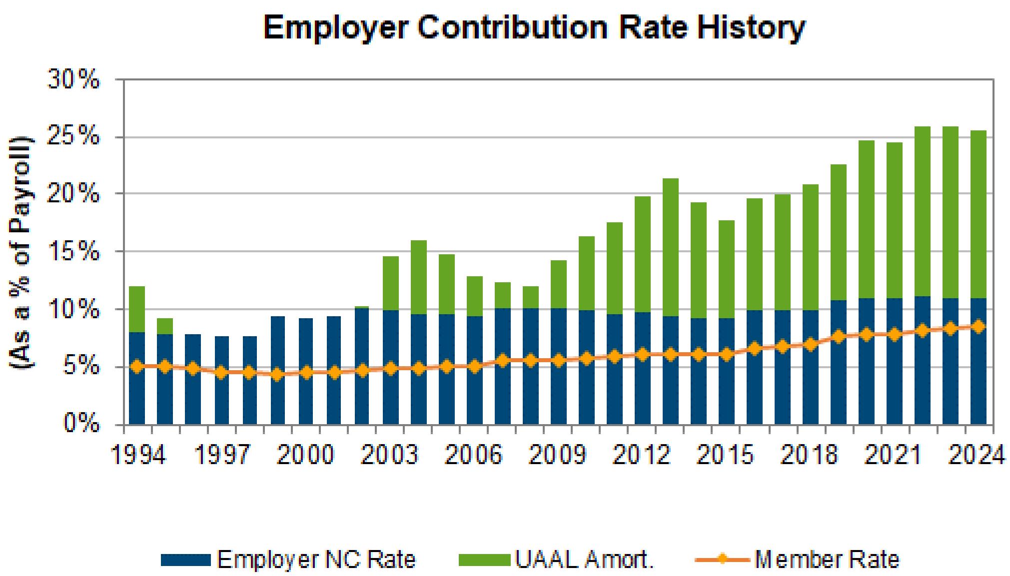
LACERA has accumulated a significant amount of assets relative to its payroll and by several measures is considered a mature plan. Accumulating assets to pay for future benefit obligations is responsible funding, but it does mean changes in the investment markets can have a significant impact on the ECR.

For LACERA, 7.8 Asset Volatility Ratio means that a 10% investment gain or loss relative to the assumed 7.0% investment return assumption (that is, an investment return of -3.0% or of 17.0%) translates to a 5.5% of pay increase (or decrease) in the ECR, all other things being equal. Since LACERA uses actuarial smoothing, the increase would not be immediate, but would occur gradually over five years and could potentially be offset, or further increased, by future investment gains or losses or other factors.

The Liability Volatility Ratio measures the sensitivity of the ECR to changes in the level of liabilities, all else being equal. With a liability volatility ratio of 9.5 an increase (or decrease) in the investment return assumption of 0.5% translates to a decrease (or increase) in the ECR of approximately 5.2% of pay for LACERA.

Historical Variation in Employer Contribution Rate

One way to assess future risks is to look at historical measurements. The following graph shows how the ECR has varied over the last 30 years under various investment return and assumption environments.



Appendix A Actuarial Procedures and Assumptions

The actuarial procedures and assumptions used in this valuation are described in this section. The assumptions were reviewed and changed for the June 30, 2022 actuarial valuation as a result of the 2022 triennial Investigation of Experience Study.

The actuarial assumptions used in the valuations are intended to estimate the future experience of the members of LACERA and of LACERA itself in areas that affect the projected benefit flow and anticipated investment earnings. Any variations in future experience from that expected from these assumptions will result in corresponding changes in the estimated costs of LACERA's benefits.

Table A-1 summarizes the assumptions.

Tables A-2 and A-3 show how members are expected to leave retired status due to death.

Table A-4 presents the probability of refund of contributions upon termination of employment while vested.

Table A-5 presents the expected annual percentage increase in salaries.

Tables A-6 to A-13 presents the probabilities that a member will leave the System for various reasons.

Actuarial Cost Method

The actuarial valuation is prepared using the entry age actuarial cost method (CERL 31453.5). Under the principles of this method, the actuarial present value of the projected benefits of each individual included in the valuation is allocated as a level percentage of the individual's projected compensation between entry age and assumed exit (until maximum retirement age).

The portion of this actuarial present value allocated to a valuation year is called the normal cost. The portion of this actuarial present value not provided for at a valuation date by the sum of (a) the actuarial value of the assets, and (b) the actuarial present value of future normal costs is called the Unfunded Actuarial Accrued Liability (UAAL).

For members who transferred between plans, entry age is based on original entry into the System.

For General Plan G and Safety Plan C, the normal cost rate is rounded up to the nearest 0.02%.

Amortization Method

The original UAAL as of June 30, 2009 is amortized as a level percentage of the projected salaries of present and future members of LACERA over a closed 30-year period. As of the June 30, 2019 valuation, all amortization layers with periods greater than 22 years as of July 1, 2020 were amortized over a 22-year period. Future changes in the UAAL due to actuarial gains and losses and assumption changes are amortized over new closed 20-year periods, beginning with the date the contribution is first expected to be made. This is referred to as “layered” amortization. For increases in the UAAL due to changes in benefit provisions, the increase is amortized over a 10-year period.

Records and Data

The data used in this valuation consists of financial information and the age, service, and income records for active and inactive members and their survivors. All of the data were supplied by LACERA and are accepted for valuation purposes without audit. Certain data edits were made, as follows:

- Blank birth date (retirees and beneficiaries) – assumed to be age 61 at the valuation date.
- Undefined and non-binary gender – Members of General plans are assumed to be female, and members of Safety plans are assumed to be males. Beneficiaries of General plan members are assumed to be male, and beneficiaries of Safety plan members are assumed to be female.

Replacement of Active Employees

The ages and relative salaries at entry of future members are assumed to follow a new entrant distribution based on the pattern of current members. The normal cost rates for active members within an individual plan will remain fairly stable in future years unless there are changes in the governing law, the actuarial assumptions, or the pattern of the new entrants.

Growth in Membership

For benefit determination purposes, no growth in the membership of LACERA is assumed. For funding purposes, if amortization is required, the total payroll of covered members is assumed to grow due to the combined effects of future wage increases of current active members and the replacement of the current active members by new employees. No growth or decline in the total number of active members is assumed.

Payroll Growth

Total payroll is expected to grow at 3.25% per year.

Internal Revenue Code Section 415 Limit

The Internal Revenue Code (IRC) Section 415 maximum benefit limitation is not explicitly reflected in the valuation for funding purposes.

Internal Revenue Code Section 401(a)(17)

The Internal Revenue Code Section 401(a)(17) maximum compensation limitation is not reflected in the valuation for funding purposes.

Government Code Section 7522.10

The maximum compensation limit under Government Code Section 7522.10 is reflected in the valuation for funding purposes.

Employer Contributions

The employer contribution rate is set by the Board of Investments based on actuarial valuations.

Member Contributions

The member contribution rates of contributory legacy plans (all plans except General Plans E and G and Safety Plan C) vary by entry age and are described in the law. Code references are shown in Appendix B of the valuation report. The methods and assumptions used are detailed later in this section. The individual member rates by entry age, plan, and class are illustrated in Appendix D of the valuation report.

The member contribution rates of the two PEPRA plans are flat rates (i.e., do not vary by entry age) based on whether they are in the General or Safety plan. This rate is set equal to one-half of the total Normal Cost rate for the respective plan. These rates are illustrated in Appendix D of the valuation report.

Valuation of Assets

The assets are valued using a five-year smoothed method based on the difference between the expected fair value and the actual fair value of the assets as of the valuation date. The expected fair value is the prior year's fair value increased with the net increase in the cash flow of funds, all increased with interest during the past fiscal year at the expected investment return rate assumption. To the extent that there is a loss for the year and there are unrecognized gains from previous years, or to the extent that there is a gain for the year and there are unrecognized losses from previous years, the gain or loss for the year shall be used to offset unrecognized gains or losses from previous years in the order of oldest to most recent. Any remaining gain or loss for the year is recognized over a five-year period. Valuation Assets exclude the statutory Contingency Reserve and the STAR Reserve. The five-year smoothing valuation basis for all assets was adopted effective June 30, 2009, and the offsetting methodology and STAR Reserve treatment were adopted effective June 30, 2022.

Price Inflation (Local and National)

The price inflation assumption is used in the determination of assumptions for individual salary increases, overall wage growth, postretirement benefit increases, and PEPRA compensation limit increases. Both the local and national price inflation assumptions are 2.75% per year.

Investment Earnings and Expenses

The future investment earnings of the assets of LACERA are assumed to accrue at an annual rate of 7.00% compounded annually, net of both investment and administrative expenses. This rate was adopted June 30, 2019.

Postretirement Benefit Increases

Postretirement increases are assumed for the valuation in accordance with the benefits provided as described in Appendix B. These adjustments vary by plan and are assumed payable each year in the future but are limited to not exceed the expected local inflation of 2.75% per year, with the exception that any COLA accumulation banks for Plan A members are reflected in the valuation. The local inflation rate used for the postretirement benefit assumptions was adopted June 30, 2016.

Interest on Member Contributions

The annual credited interest rate on member contributions is assumed to be 7.00% compounded semi-annually for an annualized rate of 7.12%. This rate was adopted effective June 30, 2019.

Future Salaries

The rates of annual salary increase assumed for the purpose of the valuation are illustrated in Table A-5. In addition to increases in salary due to promotions and longevity, this scale includes an assumed 3.25% per annum rate of increase in the general wage level of the membership. These rates were adopted June 30, 2022.

Increases are assumed to occur mid-year (i.e., January 1st) and only apply to base salary, excluding megaflex compensation. The mid-year timing reflects that salary increases occur throughout the year, or on average mid-year.

For plans with a one-year final average compensation period, actual average annual compensation is used. For Plan E, Plan G and Safety Plan C, the monthly rate as of June of the valuation year was annualized. Due to irregular compensation payments included as pensionable earnings, actual annual pay is preferred over annualizing a single monthly payment amount.

Social Security Wage Base

Plan E members have their benefits offset by an assumed Social Security Benefit. For valuation funding purposes, we need to project the Social Security Benefit. We assume the current Social Security provisions will continue and the annual Wage Base will increase at the rate of 3.25% per year. Note that statutory provisions describe exactly how to compute the offset for purposes of determining a member's offset amount at time of termination or retirement. This rate was adopted June 30, 2016.

Note also, that it is assumed all Plan E members born after 1950 have less than 10 years of Social Security-covered service and, therefore, do not have their benefit offset.

General Plan G and Safety Plan C members have their compensation limited to approximately 120% of the Social Security Wage Base. The limit for 2024 is $181,734 (after applying the 120% factor) and is projected to increase at the assumed national CPI rate of 2.75%. This rate of future increase was adopted effective June 30, 2016.

Retirement

Members in General Plans A-D may retire at age 50 with 10 years of service, or any age with 30 years of service, or age 70 regardless of the number of years of service. General Plan G members are eligible to retire at age 52 with 5 years of service, or age 70 regardless of the number of years of service. Non-contributory Plan E members may retire at age 55 with 10 years of service. Members of Safety Plans A and B may retire at age 50 with 10 years of service, or any age with 20 years of service. Safety Plan C members are eligible to retire at age 50 with 5 years of County service. Retirement probabilities vary by age and are shown by plan in Tables A-6 through A13.

All General members who attain or have attained age 75 in active service and all Safety members who attain or have attained age 65 in active service are assumed to retire immediately (except for Safety Plan C members who have not yet attained 5 years of service).

Vested former employees are assumed to retire at the later of their current age and the assumed retirement age specified as follows:

Assumption for Deferred Commencement

Plan	Age at Commencement
GA	62
GB	62
GC	62
GD	59
GE	62
GG	57
SA	55
SB	50
SC	50

The assumptions regarding termination of employment, early retirement, and unreduced service retirement are treated as a single set of decrements in regard to a particular member. For example, a General Plan D member hired at age 30 has a probability of withdrawing from LACERA due to death, disability or other termination of employment until age 50. After age 50, the member can withdraw due to death, disability, or retirement. Thus, in no year during the member's projected employment would the member be eligible for both a probability of other termination of employment and a probability of retirement.

The retirement probabilities were adopted June 30, 2022.

Disability

The probabilities of disability used in the valuation are also illustrated in Tables A-6 through A-13. These probabilities were adopted June 30, 2019.

Postretirement Mortality – Other Than Disabled Members

The same postretirement mortality probabilities are used in the valuation for members retired for service and beneficiaries. These probabilities are illustrated in Table A-2. Current beneficiary mortality is assumed to be the same as for healthy members of the same sex. Future beneficiaries are assumed to be of the opposite sex and have the same mortality as General members. The amount-weighted Pub-2010 mortality tables are used. These probabilities were adopted June 30, 2019.

Note that these assumptions include a projection for expected future mortality improvement. The new projection scale was adopted June 30, 2022.

Males: General members: PubG-2010 Healthy Retiree Mortality Table for Males, with MP-2021 Ultimate Projection Scale.

Safety members: PubS-2010 Healthy Retiree Mortality Table for Males multiplied by 85%, with MP-2021 Ultimate Projection Scale.

Females: General members: PubG-2010 Healthy Retiree Mortality Table for Females multiplied by 110%, with MP-2021 Ultimate Projection Scale.

Safety members: PubS-2010 Healthy Retiree Mortality Table for Females, with MP-2021 Ultimate Projection Scale.

Postretirement Mortality – Disabled Members

For members retired for disability, the mortality probabilities used in the valuation are illustrated in Table A-3. The amount-weighted Pub-2010 mortality tables are used. These probabilities were adopted June 30, 2019.

Note that these assumptions include a projection for expected future mortality improvement. The new projection scale was adopted June 30, 2022.

Males: General members: Average of PubG-2010 Healthy Retiree Mortality Table for Males and PubG-2010 Disabled Retiree Mortality Table for Males, both projected with MP-2021 Ultimate Projection Scale.

Safety members: PubS-2010 Healthy Retiree Mortality Table for Males, with MP-2021 Ultimate Projection Scale.

Females: General members: Average of PubG-2010 Healthy Retiree Mortality Table for Females and PubG-2010 Disabled Retiree Mortality Table for Females, both projected with MP-2021 Ultimate Projection Scale.

Safety members: PubS-2010 Healthy Retiree Mortality Table for Females, with MP-2021 Ultimate Projection Scale.

Mortality while in Active Status

For active members, the mortality probabilities used in the valuation are illustrated in Tables A-6 through A-13. The amount-weighted Pub-2010 mortality tables are used. These mortality tables were adopted June 30, 2019.

Class	Gender	Mortality Table
General	Male	PubG-2010 (120%) Employee Male(1)
General	Female	PubG-2010 (130%) Employee Female(1)
Safety	Male	PubS-2010 (100%) Employee Male(1)
Safety	Female	PubS-2010 (100%) Employee Female(1)

1. *Projected using the MP-2021 Ultimate projection scale.*

These assumptions include a projection for expected future mortality improvement, which was adopted June 30, 2022.

Note that Safety members have an additional service-connected mortality probability of 0.01% per year.

Other Employment Terminations

Tables A-6 to A-13 show, for all ages, the probabilities assumed in this valuation for future termination from active service other than for death, disability, or retirement. These probabilities do not apply to members eligible for service retirement. These probabilities were adopted June 30, 2022.

Terminating employees may withdraw their contributions immediately upon termination of employment and forfeit the right to further benefits, or they may leave their contributions with LACERA. Former contributing members whose contributions are on deposit may later elect to receive a refund, may return to work, or may remain inactive until becoming eligible to receive a retirement benefit under either LACERA or a reciprocal retirement system. All terminating members who are not eligible for vested benefits are assumed to withdraw their contributions immediately. It is assumed that all terminating members will not be rehired in the future.

Table A-4 gives the assumed probabilities that vested members will withdraw their contributions and elect a refund immediately upon termination and the probability that remaining members will elect a deferred vested benefit. All non-vested members are assumed to elect a refund and withdraw their contributions. These probabilities were adopted June 30, 2022.

Probability of Eligible Survivors

For members not currently in pay status, 77% of all males and 48% of all females are assumed to have eligible survivors (spouses or qualified domestic partners). Survivors are assumed to be three years younger than male members and two years older than female members. Survivors are assumed to be of the opposite gender as the member. There is no explicit assumption for children's benefits. We believe the survivor benefits based on this assumption are sufficient to cover children's benefits as they occur. These probabilities were adopted June 30, 2022.

Valuation of Vested Former Employees

The deferred retirement benefit is calculated based on the member's final compensation and service at termination. The compensation amount is projected until the assumed retirement age for members who are assumed to be employed by a reciprocal agency. For members who are missing compensation data, Final Compensation is estimated as the average amount for all members who terminated during the same year and had a valid compensation amount. The greater of the present value of the calculated benefit and the employee's current contribution balance is valued for future deferred vested members.

Reciprocal Employment

17% of General and 36% of Safety current and future vested former employees are assumed to work for a reciprocal employer. These probabilities were adopted June 30, 2022.

Current vested reciprocal members are assumed to receive annual salary increases of 4.25%. Future reciprocal vested members are assumed to receive the same salary increases they would have received if they had stayed in active employment with LACERA and retired at the assumed retirement age.

Other Technical Assumptions

Decrements are assumed to occur mid-year, except that if the retirement rate is 100% at a given age then the member is assumed to retire at the beginning of the year at that age.

Decrement rates shown are probabilities and are non-competing.

Termination rates are asummed to be 0% if the member is eligible for service retirement.

Valuation of Annuity Purchases

Over 30 years ago, LACERA purchased single life annuities from two insurance companies for some retired members (currently less than 1% of the retired population). The total liability for these members is calculated and then offset by the expected value of the benefit to be paid by the insurance companies.

For affected members, the insurance companies are responsible for:

1. Straight life annuity payments
2. Statutory COLAs

LACERA is responsible for:

1. Benefit payments payable to any beneficiary
2. STAR COLAs

Member Contribution Rate Assumptions

The following assumptions summarize the procedures used to compute member contribution rates based on entry age:

In general, the member rate is determined by the Present Value of the Future Benefit (PVFB) payable at retirement age, divided by the present value of all future salaries payable between age at entry and retirement age. For these purposes, per the CERL:

A. The Annuity factor used for General members is based on a 35% / 65% blend of the male and female valuation mortality tables and projection scale, with a static projection to 2044. For Safety members, it is based on an 85% / 15% blend of the male and female annuity factors determined using the same mortality tables as used for service-retired members.

B. The annuity factor used in determining the present value of future benefits (PVFB) at entry age is equal to the life only annuity factor at 7.00%.

C. The Final Compensation is based on the salary paid in the year prior to attaining the retirement age.

D. Example: For a General Plan C Member who enters at age 59 or earlier, the Final Compensation at retirement (age 60) will be the monthly average of the annual salaries during age 59.

E. Member Rates are assumed to increase with entry age. There are a few exceptions at the higher entry ages where the calculated rate is less than the previous entry age. In these cases the member contribution rate is adjusted so that it is no less than the value for the previous entry age.

Table A-1
Summary of Valuation Assumptions as of June 30, 2024

I. Economic assumptions

A.	Payroll / General wage increases	3.25%
B.	Investment earnings	7.00%
C.	Growth in membership	0.00%
D.	Postretirement benefit increases (varies by plan)	Plan COLA not greater than local price inflation assumption[1]
E.	National price inflation assumption	2.75%
F.	Local price inflation assumption	2.75%

II. Demographic assumptions

A.	Salary increases due to service	Table A-5
B.	Retirement	Tables A-6 to A-13
C.	Disability	Tables A-6 to A-13
D.	Mortality during active employment	Tables A-6 to A-13
E.	Mortality for active members after termination and service retired members[2]	Table A-2

Class	Gender	
General	Male	PubG-2010 (100%) Healthy Retiree Male
General	Female	PubG-2010 (110%) Healthy Retiree Female
Safety	Male	PubS-2010 (85%) Healthy Retiree Male
Safety	Female	PubS-2010 (100%) Healthy Retiree Female

F. Mortality among disabled members[2] — Table A-3

Class	Gender	
General	Male	Avg of: PubG-2010 (100%) Healthy Retiree Male PubG-2010 (100%) Disabled Retiree Male
General	Female	Avg of: PubG-2010 (100%) Healthy Retiree Female PubG-2010 (100%) Disabled Retiree Female
Safety	Male	PubS-2010 (100%) Healthy Retiree Male
Safety	Female	PubS-2010 (100%) Healthy Retiree Female

G. Mortality for beneficiaries[1] — Table A-2
Basis – Beneficiaries are assumed to have the same mortality as a General member of the opposite gender who has taken a service retirement.

H.	Other terminations of employment	Tables A-6 to A-13
I.	Refund of contributions on vested termination	Table A-4

1. To account for existing Plan A COLA accumulation balances, retirees and beneficiaries with a retirement date prior to April 1, 2024 are assumed to receive 3.00% annual COLAs.

2. All mortality probabilities are projected using the MP-2021 Ultimate projection scale.

Table A-2
Mortality for Members Retired for Service[1]

Age	Safety Male	Safety Female	General Male	General Female
20	0.0520%	0.0210%	0.0740%	0.0380%
25	0.0470%	0.0260%	0.0560%	0.0260%
30	0.0520%	0.0350%	0.0720%	0.0440%
35	0.0590%	0.0470%	0.0940%	0.0680%
40	0.0750%	0.0640%	0.1320%	0.1060%
45	0.1037%	0.0870%	0.1960%	0.1650%
50	0.1632%	0.1490%	0.2980%	0.2442%
55	0.2601%	0.2580%	0.4310%	0.3146%
60	0.4318%	0.4460%	0.6150%	0.4224%
65	0.7489%	0.7700%	0.9130%	0.6743%
70	1.3328%	1.3290%	1.5260%	1.1693%
75	2.4021%	2.2950%	2.6710%	2.0713%
80	4.3376%	3.9620%	4.7740%	3.6960%
85	7.7648%	6.8420%	8.5910%	6.8255%
90	13.4810%	11.8150%	14.6720%	12.6357%

Mortality Improvement Scale

Age	All Groups
60 & Less	1.350%
61	1.350%
62	1.350%
63	1.340%
64	1.320%
65	1.310%
70	1.240%
75	1.170%
80	1.100%
85	0.870%
90	0.630%
95	0.400%
100	0.300%
105	0.200%
110	0.100%
115	0.000%

1. Mortality probabilities are those applicable for the fiscal year beginning in 2010. Annual projected improvements are assumed in the following years under the schedule shown. For example, the annual mortality probability for an 85-year old Safety male in fiscal year beginning in 2024 is 6.8707% calculated as follows:

Age 85 probability in 2024 = Age 85 probability in 2010 with 14 years improvement

= 7.7648% x (100.0% - 0.87%) ^ 14 = 6.8707%

Table A-3
Mortality for Members Retired for Disability[1]

Age	Safety Male	Safety Female	General Male	General Female
20	0.0610%	0.0210%	0.2430%	0.1340%
25	0.0550%	0.0260%	0.1670%	0.0940%
30	0.0610%	0.0350%	0.2130%	0.1485%
35	0.0700%	0.0470%	0.2760%	0.2315%
40	0.0880%	0.0640%	0.3885%	0.3625%
45	0.1220%	0.0870%	0.6015%	0.5675%
50	0.1920%	0.1490%	0.9515%	0.8525%
55	0.3060%	0.2580%	1.2725%	1.0140%
60	0.5080%	0.4460%	1.5590%	1.1700%
65	0.8810%	0.7700%	1.9785%	1.4345%
70	1.5680%	1.3290%	2.7135%	1.9625%
75	2.8260%	2.2950%	3.9315%	2.9430%
80	5.1030%	3.9620%	6.0610%	4.6835%
85	9.1350%	6.8420%	9.7030%	7.7680%
90	15.8600%	11.8150%	15.4625%	12.5760%

1. Mortality probabilities are those applicable for the fiscal year beginning in 2010. Annual projected improvements are assumed in the following years under the schedule shown on the preceding page.

Table A-4
Immediate Refund of Contributions upon Termination of Employment
(Excludes Plan E)

Years of Service	General	Safety
0	100%	100%
1	100%	100%
2	100%	100%
3	100%	100%
4	100%	100%
5	30%	30%
6	30%	30%
7	30%	30%
8	29%	28%
9	28%	26%
10	28%	24%
11	28%	22%
12	28%	20%
13	27%	18%
14	26%	16%
15	26%	14%
16	25%	12%
17	24%	10%
18	22%	9%
19	21%	8%
20	19%	7%
21	18%	6%
22	16%	5%
23	14%	4%
24	12%	3%
25	10%	2%
26	8%	2%
27	6%	2%
28	4%	2%
29	2%	2%
30 & Up	0%	0%

Table A-5
Annual Increase in Salary(1)

Years of Service	General	Safety
<1	6.00%	9.00%
1	5.25%	8.50%
2	4.75%	7.50%
3	4.10%	5.75%
4	3.50%	4.25%
5	3.00%	3.00%
6	2.50%	2.50%
7	2.00%	2.10%
8	1.60%	1.70%
9	1.45%	1.45%
10	1.30%	1.30%
11	1.15%	1.20%
12	1.00%	1.10%
13	0.90%	1.00%
14	0.85%	0.90%
15	0.80%	0.90%
16	0.75%	0.90%
17	0.70%	0.90%
18	0.65%	0.90%
19	0.60%	2.25%
20	0.55%	0.90%
21	0.50%	0.90%
22	0.45%	0.90%
23	0.40%	0.90%
24	0.40%	3.00%
25	0.40%	0.90%
26	0.40%	0.90%
27	0.40%	0.90%
28	0.40%	0.90%
29	0.40%	3.00%
30 or More	0.40%	0.90%

1. The total expected increase in salary includes both merit (shown above) and the general wage increase assumption of 3.25% per annum increase. The total result is compounded rather than additive. For example, the total assumed increase for General members for service less than one year is 9.45%.

Appendix A Probabilities of Separation from Active Service
Tables A-6 to A-13

A schedule of the probabilities of termination of employment due to the following causes can be found on the following pages:

Service Retirement:	Member retires after meeting age and service requirements for reasons other than disability.
Withdrawal:	Member terminates and elects a refund of member contributions, or a deferred vested retirement benefit.
Service Disability:	Member receives disability retirement; disability is service related.
Ordinary Disability:	Member receives disability retirement; disability is not service related.
Service Death:	Member dies before retirement; death is service related.
Ordinary Death:	Member dies before retirement; death is not service related.

Each of these represents the probability that a member will separate from service at each age due to the particular cause. For example, a probability of 0.0300 for a member's service retirement at age 50 means we assume that 30 out of 1,000 members who are age 50 will retire at that age.

Each table represents the detailed probabilities needed for each LACERA plan by gender:

Table	A-6: General Plan A, B & C – Males	A-10: General Plan E – Males
	A-7: General Plan A, B & C – Females	A-11: General Plan E – Females
	A-8: General Plan D & G – Males	A-12: Safety Plan A, B & C – Males
	A-9: General Plan D & G – Females	A-13: Safety Plan A, B & C – Females

Table A-6
Probability of Separation from Active Service for General Members
Plans A, B & C – Male

Age	Service Retirement	Other Terminations	Service Disability	Ordinary Disability	Service Death	Ordinary Death
18	0.00000	0.00500	0.00010	0.00010	N/A	0.00043
19	0.00000	0.00500	0.00010	0.00010	N/A	0.00046
20	0.00000	0.00500	0.00010	0.00010	N/A	0.00044
21	0.00000	0.00500	0.00010	0.00010	N/A	0.00043
22	0.00000	0.00500	0.00010	0.00010	N/A	0.00040
23	0.00000	0.00500	0.00010	0.00010	N/A	0.00037
24	0.00000	0.00500	0.00010	0.00010	N/A	0.00035
25	0.00000	0.00500	0.00010	0.00010	N/A	0.00034
26	0.00000	0.00500	0.00010	0.00010	N/A	0.00036
27	0.00000	0.00500	0.00010	0.00010	N/A	0.00037
28	0.00000	0.00500	0.00010	0.00010	N/A	0.00040
29	0.00000	0.00500	0.00010	0.00010	N/A	0.00041
30	0.00000	0.00500	0.00010	0.00020	N/A	0.00043
31	0.00000	0.00500	0.00010	0.00020	N/A	0.00046
32	0.00000	0.00500	0.00010	0.00020	N/A	0.00048
33	0.00000	0.00500	0.00016	0.00020	N/A	0.00050
34	0.00000	0.00500	0.00022	0.00020	N/A	0.00053
35	0.00000	0.00500	0.00028	0.00020	N/A	0.00056
36	0.00000	0.00500	0.00034	0.00020	N/A	0.00060
37	0.00000	0.00500	0.00040	0.00020	N/A	0.00064
38	0.00000	0.00500	0.00048	0.00020	N/A	0.00068
39	0.00000	0.00500	0.00056	0.00020	N/A	0.00073
40	0.03000	0.00500	0.00064	0.00020	N/A	0.00079
41	0.03000	0.00500	0.00072	0.00020	N/A	0.00085
42	0.03000	0.00500	0.00080	0.00020	N/A	0.00092
43	0.03000	0.00500	0.00084	0.00024	N/A	0.00100
44	0.03000	0.00500	0.00088	0.00028	N/A	0.00108
45	0.03000	0.00500	0.00092	0.00032	N/A	0.00118
46	0.03000	0.00500	0.00096	0.00036	N/A	0.00128
47	0.03000	0.00500	0.00100	0.00040	N/A	0.00139
48	0.03000	0.00500	0.00104	0.00044	N/A	0.00152
49	0.03000	0.00500	0.00108	0.00048	N/A	0.00166
50	0.03000	0.00500	0.00112	0.00052	N/A	0.00179
51	0.03000	0.00500	0.00116	0.00056	N/A	0.00194
52	0.03000	0.00500	0.00120	0.00060	N/A	0.00210
53	0.03000	0.00500	0.00156	0.00064	N/A	0.00227
54	0.06000	0.00500	0.00192	0.00068	N/A	0.00244
55	0.10000	0.00500	0.00228	0.00072	N/A	0.00263
56	0.12000	0.00500	0.00264	0.00076	N/A	0.00283
57	0.17000	0.00500	0.00300	0.00080	N/A	0.00306
58	0.26000	0.00500	0.00330	0.00084	N/A	0.00330
59	0.26000	0.00500	0.00360	0.00088	N/A	0.00355
60	0.30000	0.00500	0.00390	0.00092	N/A	0.00383
61	0.30000	0.00500	0.00420	0.00096	N/A	0.00413
62	0.30000	0.00500	0.00450	0.00100	N/A	0.00445
63	0.30000	0.00500	0.00450	0.00104	N/A	0.00481
64	0.30000	0.00500	0.00450	0.00108	N/A	0.00520
65	0.30000	0.00500	0.00450	0.00112	N/A	0.00562
66	0.22000	0.00500	0.00450	0.00116	N/A	0.00607
67	0.22000	0.00500	0.00450	0.00120	N/A	0.00658
68	0.22000	0.00500	0.00450	0.00124	N/A	0.00713
69	0.22000	0.00500	0.00450	0.00128	N/A	0.00775
70	0.22000	0.00500	0.00450	0.00132	N/A	0.00844
71	0.22000	0.00500	0.00450	0.00136	N/A	0.00920
72	0.22000	0.00500	0.00450	0.00140	N/A	0.01004
73	0.22000	0.00500	0.00450	0.00144	N/A	0.01098
74	0.22000	0.00500	0.00450	0.00148	N/A	0.01201
75	1.00000	0.00000	0.00000	0.00000	N/A	0.01315

Table A-7
Probability of Separation from Active Service for General Members
Plans A, B & C – Female

Age	Service Retirement	Other Terminations	Service Disability	Ordinary Disability	Service Death	Ordinary Death
18	0.00000	0.00500	0.00015	0.00010	N/A	0.00017
19	0.00000	0.00500	0.00015	0.00010	N/A	0.00017
20	0.00000	0.00500	0.00015	0.00010	N/A	0.00017
21	0.00000	0.00500	0.00015	0.00010	N/A	0.00016
22	0.00000	0.00500	0.00015	0.00010	N/A	0.00014
23	0.00000	0.00500	0.00015	0.00010	N/A	0.00013
24	0.00000	0.00500	0.00015	0.00010	N/A	0.00012
25	0.00000	0.00500	0.00015	0.00010	N/A	0.00012
26	0.00000	0.00500	0.00015	0.00010	N/A	0.00013
27	0.00000	0.00500	0.00015	0.00010	N/A	0.00014
28	0.00000	0.00500	0.00015	0.00010	N/A	0.00016
29	0.00000	0.00500	0.00015	0.00010	N/A	0.00017
30	0.00000	0.00500	0.00015	0.00010	N/A	0.00020
31	0.00000	0.00500	0.00015	0.00010	N/A	0.00021
32	0.00000	0.00500	0.00015	0.00010	N/A	0.00023
33	0.00000	0.00500	0.00020	0.00010	N/A	0.00025
34	0.00000	0.00500	0.00025	0.00010	N/A	0.00027
35	0.00000	0.00500	0.00030	0.00010	N/A	0.00030
36	0.00000	0.00500	0.00035	0.00010	N/A	0.00033
37	0.00000	0.00500	0.00040	0.00010	N/A	0.00036
38	0.00000	0.00500	0.00042	0.00014	N/A	0.00039
39	0.00000	0.00500	0.00044	0.00018	N/A	0.00043
40	0.03000	0.00500	0.00046	0.00022	N/A	0.00047
41	0.03000	0.00500	0.00048	0.00026	N/A	0.00052
42	0.03000	0.00500	0.00050	0.00030	N/A	0.00056
43	0.03000	0.00500	0.00060	0.00032	N/A	0.00061
44	0.03000	0.00500	0.00070	0.00034	N/A	0.00066
45	0.03000	0.00500	0.00080	0.00036	N/A	0.00073
46	0.03000	0.00500	0.00090	0.00038	N/A	0.00079
47	0.03000	0.00500	0.00100	0.00040	N/A	0.00086
48	0.03000	0.00500	0.00110	0.00042	N/A	0.00092
49	0.03000	0.00500	0.00120	0.00044	N/A	0.00100
50	0.03000	0.00500	0.00130	0.00046	N/A	0.00108
51	0.03000	0.00500	0.00140	0.00048	N/A	0.00117
52	0.03000	0.00500	0.00150	0.00050	N/A	0.00126
53	0.03000	0.00500	0.00156	0.00052	N/A	0.00137
54	0.06000	0.00500	0.00162	0.00054	N/A	0.00147
55	0.10000	0.00500	0.00168	0.00056	N/A	0.00160
56	0.12000	0.00500	0.00174	0.00058	N/A	0.00173
57	0.17000	0.00500	0.00180	0.00060	N/A	0.00187
58	0.26000	0.00500	0.00194	0.00064	N/A	0.00203
59	0.26000	0.00500	0.00208	0.00068	N/A	0.00221
60	0.30000	0.00500	0.00222	0.00072	N/A	0.00242
61	0.30000	0.00500	0.00236	0.00076	N/A	0.00264
62	0.30000	0.00500	0.00250	0.00080	N/A	0.00289
63	0.30000	0.00500	0.00250	0.00084	N/A	0.00317
64	0.30000	0.00500	0.00250	0.00088	N/A	0.00350
65	0.30000	0.00500	0.00250	0.00092	N/A	0.00385
66	0.22000	0.00500	0.00250	0.00096	N/A	0.00425
67	0.22000	0.00500	0.00250	0.00100	N/A	0.00471
68	0.22000	0.00500	0.00250	0.00104	N/A	0.00520
69	0.22000	0.00500	0.00250	0.00108	N/A	0.00575
70	0.22000	0.00500	0.00250	0.00112	N/A	0.00636
71	0.22000	0.00500	0.00250	0.00116	N/A	0.00703
72	0.22000	0.00500	0.00250	0.00120	N/A	0.00777
73	0.22000	0.00500	0.00250	0.00124	N/A	0.00859
74	0.22000	0.00500	0.00250	0.00128	N/A	0.00950
75	1.00000	0.00000	0.00000	0.00000	N/A	0.01050

Table A-8
Probability of Separation from Active Service for General Members
Plans D & G – Male

	Service Retirement[1]					
Age	Plan D	Plan G	Service Disability	Ordinary Disability	Service Death	Ordinary Death
18	0.00000	0.00000	0.00010	0.00010	N/A	0.00043
19	0.00000	0.00000	0.00010	0.00010	N/A	0.00046
20	0.00000	0.00000	0.00010	0.00010	N/A	0.00044
21	0.00000	0.00000	0.00010	0.00010	N/A	0.00043
22	0.00000	0.00000	0.00010	0.00010	N/A	0.00040
23	0.00000	0.00000	0.00010	0.00010	N/A	0.00037
24	0.00000	0.00000	0.00010	0.00010	N/A	0.00035
25	0.00000	0.00000	0.00010	0.00010	N/A	0.00034
26	0.00000	0.00000	0.00010	0.00010	N/A	0.00036
27	0.00000	0.00000	0.00010	0.00010	N/A	0.00037
28	0.00000	0.00000	0.00010	0.00010	N/A	0.00040
29	0.00000	0.00000	0.00010	0.00010	N/A	0.00041
30	0.00000	0.00000	0.00010	0.00020	N/A	0.00043
31	0.00000	0.00000	0.00010	0.00020	N/A	0.00046
32	0.00000	0.00000	0.00010	0.00020	N/A	0.00048
33	0.00000	0.00000	0.00016	0.00020	N/A	0.00050
34	0.00000	0.00000	0.00022	0.00020	N/A	0.00053
35	0.00000	0.00000	0.00028	0.00020	N/A	0.00056
36	0.00000	0.00000	0.00034	0.00020	N/A	0.00060
37	0.00000	0.00000	0.00040	0.00020	N/A	0.00064
38	0.00000	0.00000	0.00048	0.00020	N/A	0.00068
39	0.00000	0.00000	0.00056	0.00020	N/A	0.00073
40	0.01500	0.00000	0.00064	0.00020	N/A	0.00079
41	0.01500	0.00000	0.00072	0.00020	N/A	0.00085
42	0.01500	0.00000	0.00080	0.00020	N/A	0.00092
43	0.01500	0.00000	0.00084	0.00024	N/A	0.00100
44	0.01500	0.00000	0.00088	0.00028	N/A	0.00108
45	0.01500	0.00000	0.00092	0.00032	N/A	0.00118
46	0.01500	0.00000	0.00096	0.00036	N/A	0.00128
47	0.01500	0.00000	0.00100	0.00040	N/A	0.00139
48	0.01500	0.00000	0.00104	0.00044	N/A	0.00152
49	0.01500	0.00000	0.00108	0.00048	N/A	0.00166
50	0.01500	0.01200	0.00112	0.00052	N/A	0.00179
51	0.01200	0.00960	0.00116	0.00056	N/A	0.00194
52	0.01200	0.00960	0.00120	0.00060	N/A	0.00210
53	0.01500	0.01200	0.00156	0.00064	N/A	0.00227
54	0.02000	0.01600	0.00192	0.00068	N/A	0.00244
55	0.03000	0.02400	0.00228	0.00072	N/A	0.00263
56	0.03000	0.02400	0.00264	0.00076	N/A	0.00283
57	0.03000	0.02400	0.00300	0.00080	N/A	0.00306
58	0.04000	0.03200	0.00330	0.00084	N/A	0.00330
59	0.05000	0.04000	0.00360	0.00088	N/A	0.00355
60	0.07000	0.05600	0.00390	0.00092	N/A	0.00383
61	0.07000	0.05600	0.00420	0.00096	N/A	0.00413
62	0.10000	0.10000	0.00450	0.00100	N/A	0.00445
63	0.12000	0.12000	0.00450	0.00104	N/A	0.00481
64	0.17000	0.17000	0.00450	0.00108	N/A	0.00520
65	0.23000	0.18400	0.00450	0.00112	N/A	0.00562
66	0.19000	0.15200	0.00450	0.00116	N/A	0.00607
67	0.19000	0.30000	0.00450	0.00120	N/A	0.00658
68	0.19000	0.19000	0.00450	0.00124	N/A	0.00713
69	0.19000	0.19000	0.00450	0.00128	N/A	0.00775
70	0.24000	0.24000	0.00450	0.00132	N/A	0.00844
71	0.19000	0.19000	0.00450	0.00136	N/A	0.00920
72	0.19000	0.19000	0.00450	0.00140	N/A	0.01004
73	0.19000	0.19000	0.00450	0.00144	N/A	0.01098
74	0.19000	0.19000	0.00450	0.00148	N/A	0.01201
75	1.00000	1.00000	0.00000	0.00000	N/A	0.01315

Years of Service	Other Terminations	Retirement Rate Loading[2]
0	0.08000	80%
1	0.06500	80%
2	0.05000	80%
3	0.04250	80%
4	0.03500	80%
5	0.03100	80%
6	0.02900	80%
7	0.02700	80%
8	0.02500	80%
9	0.02000	80%
10	0.01700	80%
11	0.01500	80%
12	0.01350	80%
13	0.01200	80%
14	0.01100	80%
15	0.01000	80%
16	0.00950	80%
17	0.00900	80%
18	0.00850	80%
19	0.00800	80%
20	0.00750	90%
21	0.00700	90%
22	0.00650	90%
23	0.00600	90%
24	0.00550	90%
25	0.00500	110%
26	0.00450	110%
27	0.00400	110%
28	0.00400	110%
29	0.00400	110%
30 & Above	0.00000	160%

1. Service retirement rates vary by years of service. The applicable retirement rate loading that varies by years of service is shown on this page in a separate column.
2. The retirement rate loading is applied to the service retirement rate at each member's applicable age and years of service.

Table A-9
Probability of Separation from Active Service for General Members
Plans D & G – Female

Age	Service Retirement[1] Plan D	Service Retirement[1] Plan G	Service Disability	Ordinary Disability	Service Death	Ordinary Death
18	0.00000	0.00000	0.00015	0.00010	N/A	0.00017
19	0.00000	0.00000	0.00015	0.00010	N/A	0.00017
20	0.00000	0.00000	0.00015	0.00010	N/A	0.00017
21	0.00000	0.00000	0.00015	0.00010	N/A	0.00016
22	0.00000	0.00000	0.00015	0.00010	N/A	0.00014
23	0.00000	0.00000	0.00015	0.00010	N/A	0.00013
24	0.00000	0.00000	0.00015	0.00010	N/A	0.00012
25	0.00000	0.00000	0.00015	0.00010	N/A	0.00012
26	0.00000	0.00000	0.00015	0.00010	N/A	0.00013
27	0.00000	0.00000	0.00015	0.00010	N/A	0.00014
28	0.00000	0.00000	0.00015	0.00010	N/A	0.00016
29	0.00000	0.00000	0.00015	0.00010	N/A	0.00017
30	0.00000	0.00000	0.00015	0.00010	N/A	0.00020
31	0.00000	0.00000	0.00015	0.00010	N/A	0.00021
32	0.00000	0.00000	0.00015	0.00010	N/A	0.00023
33	0.00000	0.00000	0.00020	0.00010	N/A	0.00025
34	0.00000	0.00000	0.00025	0.00010	N/A	0.00027
35	0.00000	0.00000	0.00030	0.00010	N/A	0.00030
36	0.00000	0.00000	0.00035	0.00010	N/A	0.00033
37	0.00000	0.00000	0.00040	0.00010	N/A	0.00036
38	0.00000	0.00000	0.00042	0.00014	N/A	0.00039
39	0.00000	0.00000	0.00044	0.00018	N/A	0.00043
40	0.01500	0.00000	0.00046	0.00022	N/A	0.00047
41	0.01500	0.00000	0.00048	0.00026	N/A	0.00052
42	0.01500	0.00000	0.00050	0.00030	N/A	0.00056
43	0.01500	0.00000	0.00060	0.00032	N/A	0.00061
44	0.01500	0.00000	0.00070	0.00034	N/A	0.00066
45	0.01500	0.00000	0.00080	0.00036	N/A	0.00073
46	0.01500	0.00000	0.00090	0.00038	N/A	0.00079
47	0.01500	0.00000	0.00100	0.00040	N/A	0.00086
48	0.01500	0.00000	0.00110	0.00042	N/A	0.00092
49	0.01500	0.00000	0.00120	0.00044	N/A	0.00100
50	0.01500	0.01200	0.00130	0.00046	N/A	0.00108
51	0.01200	0.00960	0.00140	0.00048	N/A	0.00117
52	0.01200	0.00960	0.00150	0.00050	N/A	0.00126
53	0.01500	0.01200	0.00156	0.00052	N/A	0.00137
54	0.02000	0.01600	0.00162	0.00054	N/A	0.00147
55	0.03000	0.02400	0.00168	0.00056	N/A	0.00160
56	0.03000	0.02400	0.00174	0.00058	N/A	0.00173
57	0.03000	0.02400	0.00180	0.00060	N/A	0.00187
58	0.04000	0.03200	0.00194	0.00064	N/A	0.00203
59	0.05000	0.04000	0.00208	0.00068	N/A	0.00221
60	0.07000	0.05600	0.00222	0.00072	N/A	0.00242
61	0.07000	0.05600	0.00236	0.00076	N/A	0.00264
62	0.10000	0.10000	0.00250	0.00080	N/A	0.00289
63	0.12000	0.12000	0.00250	0.00084	N/A	0.00317
64	0.17000	0.17000	0.00250	0.00088	N/A	0.00350
65	0.23000	0.18400	0.00250	0.00092	N/A	0.00385
66	0.19000	0.15200	0.00250	0.00096	N/A	0.00425
67	0.19000	0.30000	0.00250	0.00100	N/A	0.00471
68	0.19000	0.19000	0.00250	0.00104	N/A	0.00520
69	0.19000	0.19000	0.00250	0.00108	N/A	0.00575
70	0.24000	0.24000	0.00250	0.00112	N/A	0.00636
71	0.19000	0.19000	0.00250	0.00116	N/A	0.00703
72	0.19000	0.19000	0.00250	0.00120	N/A	0.00777
73	0.19000	0.19000	0.00250	0.00124	N/A	0.00859
74	0.19000	0.19000	0.00250	0.00128	N/A	0.00950
75	1.00000	1.00000	0.00000	0.00000	N/A	0.01050

Years of Service	Other Terminations	Retirement Rate Loading[2]
0	0.08000	80%
1	0.06500	80%
2	0.05000	80%
3	0.04250	80%
4	0.03500	80%
5	0.03100	80%
6	0.02900	80%
7	0.02700	80%
8	0.02500	80%
9	0.02000	80%
10	0.01700	80%
11	0.01500	80%
12	0.01350	80%
13	0.01200	80%
14	0.01100	80%
15	0.01000	80%
16	0.00950	80%
17	0.00900	80%
18	0.00850	80%
19	0.00800	80%
20	0.00750	90%
21	0.00700	90%
22	0.00650	90%
23	0.00600	90%
24	0.00550	90%
25	0.00500	110%
26	0.00450	110%
27	0.00400	110%
28	0.00400	110%
29	0.00400	110%
30 & Above	0.00000	160%

1. Service retirement rates vary by years of service. The applicable retirement rate loading that varies by years of service is shown on this page in a separate column.
2. The retirement rate loading is applied to the service retirement rate at each member's applicable age and years of service.

Table A-10
Probability of Separation from Active Service for General Members
Plan E – Male

Age	Service Retirement[1]	Service Disability	Ordinary Disability	Service Death	Ordinary Death	Years of Service	Other Terminations	Retirement Rate Loading[2]
18	0.00000	N/A	N/A	N/A	0.00043	0	0.08000	70%
19	0.00000	N/A	N/A	N/A	0.00046	1	0.06500	70%
20	0.00000	N/A	N/A	N/A	0.00044	2	0.05000	70%
21	0.00000	N/A	N/A	N/A	0.00043	3	0.04250	70%
22	0.00000	N/A	N/A	N/A	0.00040	4	0.03500	70%
23	0.00000	N/A	N/A	N/A	0.00037	5	0.03100	70%
24	0.00000	N/A	N/A	N/A	0.00035	6	0.02700	70%
25	0.00000	N/A	N/A	N/A	0.00034	7	0.02300	70%
26	0.00000	N/A	N/A	N/A	0.00036	8	0.02300	70%
27	0.00000	N/A	N/A	N/A	0.00037	9	0.02300	70%
28	0.00000	N/A	N/A	N/A	0.00040	10	0.02300	70%
29	0.00000	N/A	N/A	N/A	0.00041	11	0.01900	70%
30	0.00000	N/A	N/A	N/A	0.00043	12	0.01800	70%
31	0.00000	N/A	N/A	N/A	0.00046	13	0.01680	70%
32	0.00000	N/A	N/A	N/A	0.00048	14	0.01560	70%
33	0.00000	N/A	N/A	N/A	0.00050	15	0.01440	70%
34	0.00000	N/A	N/A	N/A	0.00053	16	0.01320	70%
35	0.00000	N/A	N/A	N/A	0.00056	17	0.01200	70%
36	0.00000	N/A	N/A	N/A	0.00060	18	0.01160	70%
37	0.00000	N/A	N/A	N/A	0.00064	19	0.01120	70%
38	0.00000	N/A	N/A	N/A	0.00068	20	0.01080	70%
39	0.00000	N/A	N/A	N/A	0.00073	21	0.01040	70%
40	0.00000	N/A	N/A	N/A	0.00079	22	0.01000	70%
41	0.00000	N/A	N/A	N/A	0.00085	23	0.01000	70%
42	0.00000	N/A	N/A	N/A	0.00092	24	0.01000	70%
43	0.00000	N/A	N/A	N/A	0.00100	25	0.01000	100%
44	0.00000	N/A	N/A	N/A	0.00108	26	0.01000	100%
45	0.00000	N/A	N/A	N/A	0.00118	27	0.01000	100%
46	0.00000	N/A	N/A	N/A	0.00128	28	0.01000	100%
47	0.00000	N/A	N/A	N/A	0.00139	29	0.01000	100%
48	0.00000	N/A	N/A	N/A	0.00152	30 & Above	0.01000	130%
49	0.00000	N/A	N/A	N/A	0.00166			
50	0.00000	N/A	N/A	N/A	0.00179			
51	0.00000	N/A	N/A	N/A	0.00194			
52	0.00000	N/A	N/A	N/A	0.00210			
53	0.00000	N/A	N/A	N/A	0.00227			
54	0.00000	N/A	N/A	N/A	0.00244			
55	0.02000	N/A	N/A	N/A	0.00263			
56	0.02000	N/A	N/A	N/A	0.00283			
57	0.02500	N/A	N/A	N/A	0.00306			
58	0.02500	N/A	N/A	N/A	0.00330			
59	0.03000	N/A	N/A	N/A	0.00355			
60	0.04000	N/A	N/A	N/A	0.00383			
61	0.06000	N/A	N/A	N/A	0.00413			
62	0.09000	N/A	N/A	N/A	0.00445			
63	0.09000	N/A	N/A	N/A	0.00481			
64	0.19000	N/A	N/A	N/A	0.00520			
65	0.27000	N/A	N/A	N/A	0.00562			
66	0.20000	N/A	N/A	N/A	0.00607			
67	0.20000	N/A	N/A	N/A	0.00658			
68	0.20000	N/A	N/A	N/A	0.00713			
69	0.20000	N/A	N/A	N/A	0.00775			
70	0.20000	N/A	N/A	N/A	0.00844			
71	0.20000	N/A	N/A	N/A	0.00920			
72	0.20000	N/A	N/A	N/A	0.01004			
73	0.20000	N/A	N/A	N/A	0.01098			
74	0.20000	N/A	N/A	N/A	0.01201			
75	1.00000	N/A	N/A	N/A	0.01315			

1. Service retirement rates vary by years of service. The applicable retirement rate loading that varies by years of service is shown on this page in a separate column.
2. The retirement rate loading is applied to the service retirement rate at each member's applicable age and years of service.

Table A-11
Probability of Separation from Active Service for General Members
Plan E – Female

Age	Service Retirement[1]	Service Disability	Ordinary Disability	Service Death	Ordinary Death
18	0.00000	N/A	N/A	N/A	0.00017
19	0.00000	N/A	N/A	N/A	0.00017
20	0.00000	N/A	N/A	N/A	0.00017
21	0.00000	N/A	N/A	N/A	0.00016
22	0.00000	N/A	N/A	N/A	0.00014
23	0.00000	N/A	N/A	N/A	0.00013
24	0.00000	N/A	N/A	N/A	0.00012
25	0.00000	N/A	N/A	N/A	0.00012
26	0.00000	N/A	N/A	N/A	0.00013
27	0.00000	N/A	N/A	N/A	0.00014
28	0.00000	N/A	N/A	N/A	0.00016
29	0.00000	N/A	N/A	N/A	0.00017
30	0.00000	N/A	N/A	N/A	0.00020
31	0.00000	N/A	N/A	N/A	0.00021
32	0.00000	N/A	N/A	N/A	0.00023
33	0.00000	N/A	N/A	N/A	0.00025
34	0.00000	N/A	N/A	N/A	0.00027
35	0.00000	N/A	N/A	N/A	0.00030
36	0.00000	N/A	N/A	N/A	0.00033
37	0.00000	N/A	N/A	N/A	0.00036
38	0.00000	N/A	N/A	N/A	0.00039
39	0.00000	N/A	N/A	N/A	0.00043
40	0.00000	N/A	N/A	N/A	0.00047
41	0.00000	N/A	N/A	N/A	0.00052
42	0.00000	N/A	N/A	N/A	0.00056
43	0.00000	N/A	N/A	N/A	0.00061
44	0.00000	N/A	N/A	N/A	0.00066
45	0.00000	N/A	N/A	N/A	0.00073
46	0.00000	N/A	N/A	N/A	0.00079
47	0.00000	N/A	N/A	N/A	0.00086
48	0.00000	N/A	N/A	N/A	0.00092
49	0.00000	N/A	N/A	N/A	0.00100
50	0.00000	N/A	N/A	N/A	0.00108
51	0.00000	N/A	N/A	N/A	0.00117
52	0.00000	N/A	N/A	N/A	0.00126
53	0.00000	N/A	N/A	N/A	0.00137
54	0.00000	N/A	N/A	N/A	0.00147
55	0.02000	N/A	N/A	N/A	0.00160
56	0.02000	N/A	N/A	N/A	0.00173
57	0.02500	N/A	N/A	N/A	0.00187
58	0.02500	N/A	N/A	N/A	0.00203
59	0.03000	N/A	N/A	N/A	0.00221
60	0.04000	N/A	N/A	N/A	0.00242
61	0.06000	N/A	N/A	N/A	0.00264
62	0.09000	N/A	N/A	N/A	0.00289
63	0.09000	N/A	N/A	N/A	0.00317
64	0.19000	N/A	N/A	N/A	0.00350
65	0.27000	N/A	N/A	N/A	0.00385
66	0.20000	N/A	N/A	N/A	0.00425
67	0.20000	N/A	N/A	N/A	0.00471
68	0.20000	N/A	N/A	N/A	0.00520
69	0.20000	N/A	N/A	N/A	0.00575
70	0.20000	N/A	N/A	N/A	0.00636
71	0.20000	N/A	N/A	N/A	0.00703
72	0.20000	N/A	N/A	N/A	0.00777
73	0.20000	N/A	N/A	N/A	0.00859
74	0.20000	N/A	N/A	N/A	0.00950
75	1.00000	N/A	N/A	N/A	0.01050

Years of Service	Other Terminations	Retirement Rate Loading[2]
0	0.08000	70%
1	0.06500	70%
2	0.05000	70%
3	0.04250	70%
4	0.03500	70%
5	0.03100	70%
6	0.02700	70%
7	0.02300	70%
8	0.02300	70%
9	0.02300	70%
10	0.02300	70%
11	0.01900	70%
12	0.01800	70%
13	0.01680	70%
14	0.01560	70%
15	0.01440	70%
16	0.01320	70%
17	0.01200	70%
18	0.01160	70%
19	0.01120	70%
20	0.01080	70%
21	0.01040	70%
22	0.01000	70%
23	0.01000	70%
24	0.01000	70%
25	0.01000	100%
26	0.01000	100%
27	0.01000	100%
28	0.01000	100%
29	0.01000	100%
30 & Above	0.01000	130%

1. Service retirement rates vary by years of service. The applicable retirement rate loading that varies by years of service is shown on this page in a separate column.
2. The retirement rate loading is applied to the service retirement rate at each member's applicable age and years of service.

Table A-12
Probability of Separation from Active Service for Safety Members
Plans A, B & C – Male

Age	Service Retirement[1] Plans A & B	Service Retirement[1] Plan C	Service Disability	Ordinary Disability	Service Death	Ordinary Death	Years of Service	Other Terminations	Retirement Rate Loading[2]
18	0.00000	0.00000	0.00200	0.00000	0.00010	0.00037	0	0.05000	30%
19	0.00000	0.00000	0.00200	0.00000	0.00010	0.00040	1	0.03750	30%
20	0.00000	0.00000	0.00200	0.00000	0.00010	0.00041	2	0.02000	30%
21	0.00000	0.00000	0.00200	0.00000	0.00010	0.00041	3	0.01500	30%
22	0.00000	0.00000	0.00200	0.00000	0.00010	0.00040	4	0.01200	30%
23	0.00000	0.00000	0.00200	0.00000	0.00010	0.00039	5	0.01130	30%
24	0.00000	0.00000	0.00200	0.00000	0.00010	0.00038	6	0.01070	30%
25	0.00000	0.00000	0.00200	0.00000	0.00010	0.00037	7	0.01000	30%
26	0.00000	0.00000	0.00200	0.00000	0.00010	0.00038	8	0.00920	30%
27	0.00000	0.00000	0.00200	0.00000	0.00010	0.00039	9	0.00840	30%
28	0.00000	0.00000	0.00200	0.00000	0.00010	0.00040	10	0.00760	30%
29	0.00000	0.00000	0.00200	0.00000	0.00010	0.00041	11	0.00680	30%
30	0.00000	0.00000	0.00200	0.00000	0.00010	0.00041	12	0.00600	30%
31	0.00000	0.00000	0.00200	0.00000	0.00010	0.00042	13	0.00560	30%
32	0.00000	0.00000	0.00200	0.00000	0.00010	0.00043	14	0.00520	30%
33	0.00000	0.00000	0.00210	0.00000	0.00010	0.00044	15	0.00480	40%
34	0.00000	0.00000	0.00220	0.00000	0.00010	0.00045	16	0.00440	40%
35	0.00000	0.00000	0.00230	0.00000	0.00010	0.00047	17	0.00400	40%
36	0.00000	0.00000	0.00240	0.00000	0.00010	0.00049	18	0.00360	40%
37	0.00000	0.00000	0.00250	0.00000	0.00010	0.00050	19	0.00320	40%
38	0.00000	0.00000	0.00260	0.00000	0.00010	0.00053	20	0.00280	70%
39	0.00000	0.00000	0.00270	0.00000	0.00010	0.00056	21	0.00240	70%
40	0.00750	0.00000	0.00280	0.00000	0.00010	0.00059	22	0.00200	70%
41	0.00750	0.00000	0.00290	0.00000	0.00010	0.00062	23	0.00200	70%
42	0.00750	0.00000	0.00300	0.00000	0.00010	0.00067	24	0.00200	70%
43	0.00750	0.00000	0.00310	0.00000	0.00010	0.00071	25	0.00200	110%
44	0.00750	0.00000	0.00320	0.00000	0.00010	0.00076	26	0.00200	110%
45	0.00750	0.00000	0.00330	0.00000	0.00010	0.00082	27	0.00200	110%
46	0.00750	0.00000	0.00340	0.00000	0.00010	0.00088	28	0.00200	110%
47	0.00750	0.00000	0.00350	0.00000	0.00010	0.00095	29	0.00200	110%
48	0.00750	0.00000	0.00400	0.00000	0.00010	0.00102	30 & Above	0.00000	170%
49	0.00750	0.00000	0.00500	0.00000	0.00010	0.00111			
50	0.02000	0.02000	0.00750	0.00000	0.00010	0.00120			
51	0.02000	0.02000	0.00750	0.00000	0.00010	0.00129			
52	0.02000	0.02000	0.00750	0.00000	0.00010	0.00140			
53	0.03000	0.03000	0.02000	0.00000	0.00010	0.00151			
54	0.12000	0.08000	0.02000	0.00000	0.00010	0.00162			
55	0.22000	0.15000	0.07500	0.00000	0.00010	0.00175			
56	0.18000	0.15000	0.07500	0.00000	0.00010	0.00190			
57	0.14000	0.23000	0.10000	0.00000	0.00010	0.00205			
58	0.15000	0.15000	0.10000	0.00000	0.00010	0.00223			
59	0.22000	0.22000	0.10000	0.00000	0.00010	0.00243			
60	0.21000	0.21000	0.10000	0.00000	0.00010	0.00264			
61	0.20000	0.20000	0.05000	0.00000	0.00010	0.00288			
62	0.20000	0.20000	0.05000	0.00000	0.00010	0.00315			
63	0.20000	0.20000	0.05000	0.00000	0.00010	0.00344			
64	0.23000	0.23000	0.05000	0.00000	0.00010	0.00375			
65	1.00000	1.00000	0.00000	0.00000	0.00000	0.00410			

1. Service retirement rates vary by years of service. The applicable retirement rate loading that varies by years of service is shown on this page in a separate column.
2. The retirement rate loading is applied to the service retirement rate at each member's applicable age and years of service.

Table A-13
Probability of Separation from Active Service for Safety Members
Plans A, B & C – Female

	Service Retirement[1]								
Age	Plans A & B	Plan C	Service Disability	Ordinary Disability	Service Death	Ordinary Death	Years of Service	Other Terminations	Retirement Rate Loading[2]
18	0.00000	0.00000	0.00300	0.00000	0.00010	0.00014	0	0.05000	30%
19	0.00000	0.00000	0.00300	0.00000	0.00010	0.00015	1	0.03750	30%
20	0.00000	0.00000	0.00300	0.00000	0.00010	0.00016	2	0.02000	30%
21	0.00000	0.00000	0.00300	0.00000	0.00010	0.00017	3	0.01500	30%
22	0.00000	0.00000	0.00300	0.00000	0.00010	0.00017	4	0.01200	30%
23	0.00000	0.00000	0.00300	0.00000	0.00010	0.00018	5	0.01130	30%
24	0.00000	0.00000	0.00300	0.00000	0.00010	0.00019	6	0.01070	30%
25	0.00000	0.00000	0.00300	0.00000	0.00010	0.00020	7	0.01000	30%
26	0.00000	0.00000	0.00300	0.00000	0.00010	0.00021	8	0.00920	30%
27	0.00000	0.00000	0.00300	0.00000	0.00010	0.00022	9	0.00840	30%
28	0.00000	0.00000	0.00340	0.00000	0.00010	0.00024	10	0.00760	30%
29	0.00000	0.00000	0.00380	0.00000	0.00010	0.00025	11	0.00680	30%
30	0.00000	0.00000	0.00420	0.00000	0.00010	0.00027	12	0.00600	30%
31	0.00000	0.00000	0.00460	0.00000	0.00010	0.00028	13	0.00560	30%
32	0.00000	0.00000	0.00500	0.00000	0.00010	0.00030	14	0.00520	30%
33	0.00000	0.00000	0.00560	0.00000	0.00010	0.00032	15	0.00480	40%
34	0.00000	0.00000	0.00620	0.00000	0.00010	0.00034	16	0.00440	40%
35	0.00000	0.00000	0.00680	0.00000	0.00010	0.00036	17	0.00400	40%
36	0.00000	0.00000	0.00740	0.00000	0.00010	0.00038	18	0.00360	40%
37	0.00000	0.00000	0.00800	0.00000	0.00010	0.00041	19	0.00320	40%
38	0.00000	0.00000	0.00840	0.00000	0.00010	0.00043	20	0.00280	70%
39	0.00000	0.00000	0.00880	0.00000	0.00010	0.00046	21	0.00240	70%
40	0.00750	0.00000	0.00920	0.00000	0.00010	0.00049	22	0.00200	70%
41	0.00750	0.00000	0.00960	0.00000	0.00010	0.00052	23	0.00200	70%
42	0.00750	0.00000	0.01000	0.00000	0.00010	0.00056	24	0.00200	70%
43	0.00750	0.00000	0.01040	0.00000	0.00010	0.00059	25	0.00200	110%
44	0.00750	0.00000	0.01080	0.00000	0.00010	0.00063	26	0.00200	110%
45	0.00750	0.00000	0.01120	0.00000	0.00010	0.00067	27	0.00200	110%
46	0.00750	0.00000	0.01160	0.00000	0.00010	0.00071	28	0.00200	110%
47	0.00750	0.00000	0.01200	0.00000	0.00010	0.00076	29	0.00200	110%
48	0.00750	0.00000	0.01300	0.00000	0.00010	0.00080	30 & Above	0.00000	170%
49	0.00750	0.00000	0.01500	0.00000	0.00010	0.00085			
50	0.02000	0.02000	0.01800	0.00000	0.00010	0.00091			
51	0.02000	0.02000	0.02000	0.00000	0.00010	0.00097			
52	0.02000	0.02000	0.02400	0.00000	0.00010	0.00103			
53	0.03000	0.03000	0.02800	0.00000	0.00010	0.00109			
54	0.12000	0.08000	0.03200	0.00000	0.00010	0.00116			
55	0.22000	0.15000	0.11000	0.00000	0.00010	0.00123			
56	0.18000	0.15000	0.06000	0.00000	0.00010	0.00131			
57	0.14000	0.23000	0.06000	0.00000	0.00010	0.00140			
58	0.15000	0.15000	0.06000	0.00000	0.00010	0.00148			
59	0.22000	0.22000	0.06000	0.00000	0.00010	0.00158			
60	0.21000	0.21000	0.06000	0.00000	0.00010	0.00168			
61	0.20000	0.20000	0.06000	0.00000	0.00010	0.00178			
62	0.20000	0.20000	0.06000	0.00000	0.00010	0.00190			
63	0.20000	0.20000	0.06000	0.00000	0.00010	0.00202			
64	0.23000	0.23000	0.06000	0.00000	0.00010	0.00215			
65	1.00000	1.00000	0.00000	0.00000	0.00000	0.00228			

1. Service retirement rates vary by years of service. The applicable retirement rate loading that varies by years of service is shown on this page in a separate column.
2. The retirement rate loading is applied to the service retirement rate at each member's applicable age and years of service.

Appendix B Summary of Plan Provisions

All actuarial calculations are based on our understanding of the statutes governing LACERA as contained in the County Employees Retirement Law (CERL) of 1937 and the California Public Employees' Pension Reform Act of 2013 (PEPRA). The benefit and contribution provisions of this law are summarized briefly below, along with corresponding references to the Government Code Section. This summary does not attempt to cover all the detailed provisions of the law.

MEMBERSHIP	**Government Code Section**
Permanent employees of Los Angeles County (County) and participating districts who work ¾ time or more are eligible for membership in LACERA.	(31551, 31552, Bylaws)
Employees eligible for safety membership (law enforcement, firefighting and specific lifeguards) become safety members on the first day of the month after date of hire. Employees who become members on or after January 1, 2013, will enter into Safety Plan C.	(31558)
All other employees become general members on the first day of the month after date of hire or the first day of the month after they make an election of either Plan D or Plan E, depending on the law in effect at that time. Employees who become members on or after January 1, 2013 will enter into General Plan G.	(31493, 31493.5, 31493.6, Bylaws)
Elective officers become members on the first day of the month after filing a declaration with the Board of Retirement (Board).	(31553, 31562)
General members in Plan E may transfer all their Plan E service credit to Plan D during an approved transfer period by making the required contributions. Transferred members relinquish, waive, and forfeit any and all vested or accrued benefits available under any other retirement plan and are entitled only to the benefits of Plan D.	(31494.1, 31494.3)

RETIREMENT PLANS

The County has established nine defined benefit plans. The following outlines the dates these plans were available, based on a member's date of entry into LACERA:

Safety Member Plans:

Plan A: Inception to August 1977

Plan B: September 1977 through December 2012

Plan C: January 2013 to present (7522.02)

General Member Plans:

Plan A: Inception through August 1977

Plan B: September 1977 through September 1978

Plan C: October 1978 through May 1979

Plan D: June 1979 through December 2012

Plan E: February 1982 through December 2012 (31487, 31496)

Plan G: January 2013 to present (7522.02)

NOTE: After review of a new member's account, a member with prior membership may be enrolled into one of the pre-PEPRA plans.

MEMBER CONTRIBUTIONS

Plans A, B, D and General Plan C members

Contributions are based on the entry age and class of each member and are required of all members in Plans A, B, C, and D. Current member rates are shown in Appendix D. Section 5 provides additional detail on how these rates are calculated. (31620)

Contributions cease when general members are credited with 30 years of service in a contributory plan, provided they were members of LACERA or a reciprocal plan on March 7, 1973, and continuously thereafter. All safety members are eligible for the 30-year cessation of contributions. (31625.2, 31836.1)

Interest is credited to contributions semiannually on June 30 and December 31 at an interest rate set by the Board of Investments on amounts that have been on deposit for at least six months. (31591, 31700)

In addition to the normal contributions, members pay one-half of the cost of their plan's COLA. This is discussed further in Section 5 of this report. (31873)

General Plan G and Safety Plan C members

Members contribute 50% of the aggregate Normal Cost rate for their Plan. (7522.30)

EMPLOYER CONTRIBUTIONS

The employer (County or District) contributes to the retirement fund a percent of the total compensation provided for all members based on an actuarial valuation and recommendation of the actuary and the Board of Investments. (31453, 31454 31581)

SERVICE RETIREMENT ALLOWANCE

Eligibility

Plans A-B: **Safety members** (31662.4, 31662.6, 31663.25)

Age 50 with 10 years of County service;
Any age with 20 years of service; or

Plans A-D: **General members** (31672)

Age 50 with 10 years of County service;
Any age with 30 years of service; or
Age 70 and actively employed, regardless of service.

Plan C: **Safety members** (7522.25(d))

Age 50 with 5 years of service.

Plan E: **General members** (31491, 31491.3)

Age 65 with 10 years of service.
A reduced benefit is also payable at age 55 with 10 years of service.

Plan G: **General members** (7522.20(a))

Age 52 with 5 years of service.

Final Compensation

General Plans A-D and Safety Plans A-B (31462.3)

Average of the member’s highest monthly pensionable earnings during any 12-consecutive-month period.

Plan E: Average of the member’s highest monthly pensionable earnings during any three 12-consecutive month periods. (31488)

General Plan G and Safety Plan C

Average of the member’s highest monthly pensionable earnings during any 36-consecutive month period. (7522.32)

The amount of compensation that is taken into account in computing benefits payable to any person who first becomes a member on or after July 1, 1996, shall not exceed the dollar limitations in Section 401(a)(17) of Title 26 of the US Code. (31671)

The amount of compensation taken into account for General Plan G and Safety Plan C members is limited to $181,734 for 2024. The amount of compensation taken into account shall be adjusted based on changes in the Consumer Price Index for All Urban Consumers: U.S. City Average. Adjustments shall be effective annually on January 1. (7522.10)

SERVICE RETIREMENT ALLOWANCE (continued**)**

Monthly Allowance

Plans A-B:	**Safety members** 1/50 x Final Compensation x Safety age factor x Years of service. (The Safety Plan A and Safety Plan B age factors are the same.)	(31664)
Plans A-D:	**General members** 1/60 x Final Compensation x a Plan specific age factor x years of service. (The General Plan C and General D age factors are the same.)	(31676.1) (31676.11) (31676.14) (7522.25(d))
Plan C:	**Safety members** Final Compensation x Safety Plan percentage x Years of service.	
Plan E:	**General members [(a)+(b)-(c)] x d where:** (a) 2% x Final Compensation x (Years of Service (up to 35 years), plus (b) 1 % x Final Compensation x Years of Service in excess of 35 (up to 10) (c) Estimated Primary Insurance Amount (PIA) x Years of Covered Service (up to 35) divided by 35. (d) Early Retirement Adjustment Factor The PIA is calculated based on certain assumptions specified by statute, and an assumed Social Security retirement age of 62. If retirement occurs prior to age 65, benefit amount is adjusted by an Early Retirement Adjustment Factor.	(31491, 31491.3 (b)&(c))
Plan G:	**General members** Final Compensation x General Plan percentage x Years of Service.	(7522.20(a))

Social Security Integration

Plans A-C:	**General Members** For County service covered by Social Security prior to January 1, 1983, the 1/60 factor is replaced by 1/90 for the first $350 of compensation.	(31808)
Plan D:	The 1/90 factor is applied to the first $1,050 of compensation.	

SERVICE RETIREMENT ALLOWANCE (continued)

Sample Plan Age Factors

Plan	Age 50	Age 55	Age 60	Age 65 & Up	
General A	0.8850	1.1686	1.4638	1.5668	(31676.14)
General B	0.7454	1.0000	1.3093	1.5668	(31676.11)
General C&D	0.7091	0.8954	1.1500	1.4593	(31676.1)
General E	N/A	0.3748	0.6009	1.0000	(31491.3(a))
Safety A&B	1.0000	1.3099	1.3099	1.3099	(31664)

Sample Plan Age Percentages

Plan	Age 50	Age 55	Age 60	Age 65 & Up	
General G	N/A	1.30%	1.80%	2.30%*	(7522.20(a))
Safety C	2.00%	2.50%	2.70%	2.70%	(7522.25(d))

**Maximum percentage for General Plan G is 2.50% at age 67.*

Maximum Allowance

Plans A-D, G: Allowance may not exceed 100% of final compensation. (31676.1, 31676.11, 31676.14)

Plan E: The sum of the normal retirement allowance and the estimated PIA cannot exceed 70% of Final Compensation for a member with 35 or less years of service, and cannot exceed 80% of Final Compensation if service exceeds 35 years. (31491)

Unmodified Retirement Allowance (Normal Form)

Plans A-D, G: Life Annuity payable to retired member with 65% continuance to an eligible survivor (or eligible children). (31760.12, 31785.4)

Plan E: Life Annuity payable to retired member with 55% continuance to an eligible survivor (or eligible children). (31492.1)

Eligible survivor includes certain domestic partners. (31780.2)

Optional Retirement Allowance

A member may elect to have the actuarial equivalent of the service or disability retirement allowance applied to a lesser retirement allowance during the retired member's life in order to provide an optional survivor allowance. (31760)

Unmodified Plus:	Members with eligible survivors may elect a higher percent than the standard unmodified continuance, up to 100%. The benefit is actuarially reduced from the unmodified amount. The elected percent of the member's reduced allowance is payable to the eligible survivor.	(31760.5)
Option 1:	Member's allowance is reduced to pay a cash refund of any unpaid annuity payments (up to the amount of the member's contributions at retirement) to the member's estate or to a beneficiary having an insurable interest in the life of the member.	(31761)
Option 2:	100% of member's reduced allowance is payable to a beneficiary having an insurable interest in the life of the member.	(31762)
Option 3:	50% of member's reduced allowance is payable to a beneficiary having an insurable interest in the life of the member.	(31763)
Option 4:	Other % of member's reduced allowance is payable to a beneficiary(ies) having an insurable interest in the life of the member.	(31764)

A member may not revoke and name another beneficiary if the member elects Option 2, 3, or 4. (31782)

Pension Advance Option:	The Pension Advance Option is available to members who are fully insured under Social Security for the purpose of coordinating a member's retirement allowance with benefits receivable from Social Security. It is not available to disability retirees or members who elect Option 2, 3, or 4. The allowance is increased prior to age 62 and then reduced after 62 by amounts which have equivalent actuarial values. The automatic 65% continuance for eligible spouses of members who elect the Pension Advance Option is based on the unmodified allowance the member would have received if the member had not elected the option.	(31810, 31811)

All Allowances (31452.7, 31600)

All allowances are made on a pro-rata basis (based on the number of days in that month) if not in effect for the entire month of retirement. For deaths that occur mid-month, the full month's payment is made.

SERVICE-CONNECTED DISABILITY RETIREMENT ALLOWANCE

Eligibility

Plans A-D, G:	Any age or years of service; disability must result from occupational injury or disease, and member must be permanently incapacitated for the performance of duty.	(31720)
Plan E:	Not available under Plan E.	(31487)

Monthly Allowance

Greater of (1) 50% of final compensation, and (2) the service retirement allowance, if eligible to retire. (31727.4)

Normal Form Of Payment

Life Annuity with 100% continuance to a surviving spouse (or eligible children). (31786)

NONSERVICE-CONNECTED DISABILITY RETIREMENT ALLOWANCE

Eligibility

Plans A-D, G:	Any age with five years of service, and permanently incapacitated for the performance of duty.	(31720)
Plan E:	Not available under Plan E.	(31487)

Monthly Allowance

The monthly allowance is equal to a service retirement allowance if a General member is age 65 or a Safety member is age 55; otherwise the monthly allowance is the greater of that to which the member would be entitled as service retirement or the sum of (a) or (b) where: (31726, 31726.5)

General Members:	(a) 90% of 1/60 of Final Compensation x years of service, if member must rely on service in another retirement plan in order to be eligible to retire, or allowance exceeds 1/3 of final compensation.	(31727(a))
	(b) 90% of 1/60 of Final Compensation x years of service projected to age 65, not to exceed 1/3 of Final Compensation.	(31727(b))
Safety Members:	1/60 is replaced by 1/50 and age 65 is replaced by age 55 in (a) and (b) above.	(31727.2)

Normal Form of Payment

Life Annuity with 65% continuance to a surviving spouse (or eligible children). (31760.1, 31760.12, 31785, 31785.4)

SERVICE-CONNECTED PRE-RETIREMENT DEATH BENEFITS

Eligibility

Plans A-D, G:	Active members who die in service as a result of injury or disease arising out of and in the course of employment.	(31787)
Plan E:	Not available under Plan E.	(31487)

Monthly Allowance (31787)

A monthly allowance payable to an eligible survivor (or eligible children) equal to the retirement allowance the deceased member would have received under a service-connected disability retirement.

Optional Combined Benefit (31781.3)

In lieu of the monthly allowance above, a surviving spouse may elect:

(a) A lump sum equal to 1/12 of the compensation earned in the preceding 12 months x years of service (benefit not to exceed 50% of the 12 months' compensation), plus

(b) A monthly payment equal to 50% of the member's Final Compensation, reduced by a monthly amount, which is the actuarial equivalent of (a) above based on the age of surviving spouse.

Death Benefit (Lump Sum) (31781)

The member's accumulated contributions with interest, plus 1/12 of the compensation earned in the preceding 12 months x years of service (benefit not to exceed 50% of the 12 months' compensation).

Additional Allowance for Children (31787.5)

In the case of a surviving spouse of a member who is killed in the performance of duty or who dies as the result of an accident or an injury caused by external violence or physical force, incurred in the performance of the member's duty: 25% of death allowance (whether or not the monthly allowance or combined benefit is chosen) for one child, 40% for two children, and 50% for three or more children.

Additional Amount for Spouse of Safety Member (31787.6)

A surviving spouse of a safety member, who is killed in the performance of duty or who dies as the result of an accident or injury caused by external violence or physical force, incurred in the performance of his or her duty, is also entitled to receive a lump-sum death benefit equal to 12 x monthly rate of compensation at the time of member's death in addition to all other benefits.

Note: For valuation purposes, an unmarried member is assumed to take the lump sum benefit. A married member is assumed to take the monthly allowance or the lump sum, whichever is more valuable.

NONSERVICE-CONNECTED PRE-RETIREMENT DEATH BENEFITS

Eligibility

Plans A-D, G:	Active members who die while in service or while physically or mentally incapacitated for the performance of duty.	(31780)
Plan E:	Not available under Plan E.	(31487)

Death Benefit (Lump Sum) (31781)

The member's accumulated contributions with interest, plus 1/12 of the compensation earned in preceding 12 months x the number of completed years of service (benefit not to exceed 50% of the 12 months' compensation).

Optional Death Benefit

In lieu of the lump-sum death benefit, the following several optional death benefits are available to provide flexibility to survivors.

First Optional Death Benefit (31781.1, 31781.12)

If a member who would have been entitled to a non-service-connected disability retirement allowance dies prior to retirement as a result of such disability, the surviving spouse (or eligible children) may elect to receive an optional death allowance equal to 65% of the monthly retirement allowance to which the member would have been entitled as of the date of death.

Second Optional Death Benefit (31781.2, 31765.2)

If a member dies prior to reaching the minimum retirement age but has 10 or more years of County service, a surviving spouse (or eligible children) may elect to leave the amount of the death benefit on deposit until the earliest date the member could have retired and at that time receive the allowance provided for in Section 31765 (an Option 3 benefit) or 31765.2 (a 65% continuance).

Third Optional Death Benefit

A surviving spouse of a member who dies after five years of County service may elect a combined benefit equal to:

(a) A lump sum equal to 1/12 of the compensation earnable in the preceding 12 months x the number of completed years of service (benefit not to exceed 50% of the 12 months' compensation), plus (31781.3)

(b) A monthly payment equal to 65% of the monthly retirement allowance to which the member would have been entitled if the member retired or could have retired for a non-service-connected disability as of the date of death, reduced by a monthly amount which is the actuarial equivalent of (a) above based on the age of surviving spouse. (31781.1, 31781.12)

NONSERVICE-CONNECTED PRE-RETIREMENT DEATH BENEFITS (continued)

Fourth Optional Death Benefit

If a member dies while eligible for a service retirement and the surviving spouse is designated as beneficiary, the spouse (or eligible children) may elect to receive 65% of the monthly retirement allowance to which the member would have been entitled as of the date of death. (31765.1, 31765.2)

Fifth Optional Death Benefit

If a member dies while eligible for a service retirement and the surviving spouse is designated as beneficiary and survives the member by not less than 30 days, the spouse (or eligible children) may elect to receive the same retirement allowance as the spouse would have received had the member retired on the date of death and selected Option 3. (31765)

Note: For valuation purposes, an unmarried member is assumed to take the lump sum benefit. A married member is assumed to take the first optional death benefit or the lump sum, whichever is more valuable.

POSTRETIREMENT DEATH/BURIAL BENEFIT

Plans A-E:	A one-time lump-sum benefit of $5,000 is payable to the estate or to the beneficiary designated by the member upon the death of any member while receiving a retirement allowance. This is in addition to any other death or survivor benefits. The amount is currently paid by the County based on agreement with LACERA. It is not included for valuation purposes.	(31789.3)

DEFERRED RETIREMENT ALLOWANCE

Eligibility

Plans A, B, D and General Plan C:		
	Five years of county or reciprocal service. Member contributions must be left on deposit.	(31700)
Safety Plan C:	Age 50 with 5 years of service.	(7522.25(d))
Plan E:	Age 55 with 10 years of service.	(31491)
Plan G:	Age 52 with 5 years of service.	(7522.20(a))

DEFERRED RETIREMENT ALLOWANCE (continued)

Monthly Allowance

Plans A-D, G:	Same as service retirement allowance; payable any time after the member would have been eligible for service retirement.	(31703, 31704, 31705)
	If a former employee dies before the effective date of the deferred retirement allowance, the member's accumulated contributions are paid to the estate or to the named beneficiary.	(31702)
Plan E:	Same as service retirement allowance at normal retirement age 65 or in an actuarially equivalent reduced amount at early retirement, after age 55.	(31491)

TRANSFERS BETWEEN PLAN D AND PLAN E

Members in Plan D may transfer to Plan E on a prospective basis. Members in Plan E may transfer to Plan D on a prospective basis. (31494.2, 31494.5)

RECIPROCITY

All Plans:	Reciprocal benefits are granted to members who are entitled to retirement benefits from two or more retirement plans established under the CERL or from a County retirement plan and the California Public Employees' Retirement System (CalPERS). Reciprocity also applies to the members of the State Teachers' Retirement System Defined Benefit Plan.	(31830, 31840.4, 31840.8)
	Final Compensation may be based on service with CalPERS or another County retirement plan, if greater.	(31835)
	Vested former employees are eligible for disability and death benefits from LACERA, if disabled while a member of CalPERS or another County retirement plan, but combined benefits are limited.	(31837, 31838, 31838.5, 31839)

TRANSFER FROM CALPERS

Whenever firefighting or law enforcement functions performed by a public agency or the state subject to the California Public Employees Retirement Law are transferred to the County, fire authority, or district, employees performing those functions become members of LACERA. LACERA and CalPERS may enter into an agreement whereby the members' service credit plus the members' and the cities' or states' retirement contributions are transferred from CalPERS to LACERA.	(31657)

COST-OF-LIVING INCREASES

Cost-of-living increases (or decreases) are applied to all retirement allowances (service and disability), optional death allowances, and annual death allowances effective April 1, based on changes in the Consumer Price Index (CPI) from the previous January 1 to the current January 1, to the nearest ½ of 1%.		(31870, 31870.1)
Plan A:	Members (and their beneficiaries) are limited to a maximum 3% cost-of-living increase.	(31870.1)
Plans B-D, G:	Members (and their beneficiaries) are limited to a maximum 2% cost-of-living increase. When the CPI exceeds 2% or 3%, the difference between the actual CPI and the maximum cost-of-living increase given in any year is credited to the COLA Accumulation. It may be used in future years to provide cost-of-living increases when the CPI falls below 2% or 3%, depending on the retirement plan.	(31870)
Plan E:	Members (and their beneficiaries) are limited to a maximum 2% cost-of-living increase. The 2% is pro-rated based on service earned after June 4, 2002. "Elective COLA" increases for service earned prior to June 4, 2002 may be purchased by the member.	(31495.5)

STAR PROGRAM

Contributory plan members who have a COLA Accumulation of more than 20% resulting from CPI increases that exceeded the maximum cost-of-living increases that could be granted are eligible for a supplemental cost-of-living increase effective January 1 known as the Supplemental Targeted Adjustment for Retirees Cost-of-Living Adjustment (STAR COLA). These benefits are not evaluated in this report, or as part of the actuarially required funding amount, unless they have been vested by the Board of Retirement.	(31874.3(b))

Appendix C Valuation Data and Schedules

On the following table, Exhibit C-1, we present a summary of LACERA membership at June 30, 2024 for active members. Similar information is shown in Exhibits C-2 for retired members and beneficiaries, and former (not retired) employees.

Note that salary amounts shown are the prior year annual pensionable earnings for those members of plans with a one-year final compensation period. For plans with a three-year final compensation period, the monthly rate of pay at June 2024 is shown.

Additional statistical data on both active and retired members is shown in the following tables. Additional detailed summaries are supplied to LACERA staff in a supplementary report.

Exhibit C-3: Age Distribution of Active Members

Exhibit C-4: Age, Service, Compensation Distribution of Active Members

Exhibit C-5: Age, Retirement Year, Benefit Amount and Plan Distribution of Retired Members

Exhibits C-4 and C-5 are shown for all plans combined as well as for each plan separately.

Data on LACERA membership as of June 30, 2024 was supplied to us by LACERA staff. Based on our review of this data and discussions with LACERA staff, all retiree and beneficiary records were included in our valuation.

Exhibit C-1
LACERA Membership – Active Members as of June 30, 2024

	Sex	Vested	NonVested	Total Number	Annual Salary	Average Age	Average Monthly Salary	Average Service
General Members								
Plan A	M	15	-	15	$ 2,520,252	79.5	$ 14,001	44.0
	F	25	-	25	2,438,820	74.5	8,129	43.4
Plan B	M	3	-	3	366,576	74.3	10,183	31.0
	F	7	-	7	1,043,880	71.1	12,427	43.3
Plan C	M	3	-	3	239,028	72.0	6,640	45.5
	F	10	-	10	1,530,096	69.5	12,751	43.8
Plan D	M	10,251	42	10,293	1,226,407,980	53.2	9,929	21.8
	F	21,701	60	21,761	2,424,505,584	52.8	9,285	22.0
Plan E	M	3,729	3	3,732	404,582,364	56.9	9,034	25.1
	F	8,339	4	8,343	762,869,820	57.2	7,620	25.8
Plan G	M	7,258	6,738	13,996	1,257,350,376	40.9	7,486	5.2
	F	14,128	13,957	28,085	2,269,060,452	40.2	6,733	5.1
Total		65,469	20,804	86,273	$ 8,352,915,228	47.4	$ 8,068	14.3
Safety Members								
Plan A	M	-	-	-	-	N/A	N/A	N/A
	F	-	-	-	-	N/A	N/A	N/A
Plan B	M	5,873	63	5,936	931,990,980	48.0	13,084	21.2
	F	1,079	1	1,080	162,920,148	46.4	12,571	20.1
Plan C	M	2,549	2,042	4,591	508,053,948	34.1	9,222	5.6
	F	446	357	803	88,179,252	33.3	9,151	5.7
Total		9,947	2,463	12,410	$ 1,691,144,328	41.8	$ 11,356	14.4
Grand Total		75,416	23,267	98,683	$ 10,044,059,556	46.7	$ 8,482	14.3

Notes

1. *19 members were provided without a gender code, or with a non-binary gender code designation. Members of General plans are included in the female categories above, and members of Safety plans are included in the male categories above.*

Exhibit C-2
LACERA Membership – Retired Members and Beneficiaries as of June 30, 2024

	Sex	Number	Annual Allowance	Average Age	Average Monthly Benefit
General Members					
Plan A	M	5,563	$ 450,878,342	82.4	$ 6,754
	F	10,611	637,024,624	81.9	5,003
Plan B	M	188	14,691,512	77.4	6,512
	F	484	29,095,792	77.2	5,010
Plan C	M	139	8,713,706	76.6	5,224
	F	322	17,196,359	76.3	4,450
Plan D	M	8,531	460,693,238	69.7	4,500
	F	16,319	790,878,679	69.6	4,039
Plan E	M	5,588	211,349,823	73.5	3,152
	F	11,981	376,667,582	73.5	2,620
Plan G	M	186	3,517,064	64.5	1,576
	F	250	3,856,319	64.3	1,285
Total		60,162	$ 3,004,563,040	74.2	$ 4,162
Safety Members					
Plan A	M	3,708	$ 451,739,864	79.6	$ 10,152
	F	2,014	174,592,861	80.4	7,224
Plan B	M	7,237	846,554,675	62.7	9,748
	F	1,602	138,823,111	60.5	7,221
Plan C	M	32	1,600,689	52.7	4,168
	F	12	460,326	41.3	3,197
Total		14,605	$ 1,613,771,526	69.1	$ 9,208
Grand Total		74,767	$ 4,618,334,566	73.2	$ 5,147

Notes

1. *205 retirees and beneficiaries were provided without a gender code, or with a non-binary gender code designation. Retirees of General plans are included in the female categories above, and retirees of Safety plans are included in the male categories above. Beneficiaries are included in the opposite categories of retirees based on plan.*

Exhibit C-2
LACERA Membership –Former Employees (not retired) as of June 30, 2024

		Sex	Number	Average Age
General Members				
	Plan A	M	12	77.4
		F	29	76.8
	Plan B	M	2	76.5
		F	6	74.3
	Plan C	M	5	71.0
		F	7	69.6
	Plan D	M	2,427	51.4
		F	5,190	51.1
	Plan E	M	842	57.5
		F	1,865	58.1
	Plan G	M	2,838	39.6
		F	6,549	39.0
	Total		19,772	46.5
Safety Members				
	Plan A	M	4	72.0
		F	-	-
	Plan B	M	649	46.8
		F	120	47.0
	Plan C	M	631	33.4
		F	98	33.8
	Total		1,502	40.4
Grand Total			21,274	46.1

Notes

1. *Includes vested and non-vested former employees*
2. *309 former employees were provided without a gender code, or with a non-binary gender code designation. Former employees of General plans are included in the female categories above, and former employees of Safety plans are included in the male categories above.*

Exhibit C-2a
LACERA Membership – Retired Members and Beneficiaries as of June 30, 2024
Subtotaled by Plan and Retirement Type

Plan	Retirement Type	Number		Annual Benefits in Thousands		Average Monthly Benefit
General Plans:						
Plan A						
	Healthy	11,176	$	859,273	$	6,407
	Disabled	1,028		49,732		4,031
	Beneficiaries	3,970		178,898		3,755
	Total	16,174	$	1,087,903	$	5,605
Plan B						
	Healthy	557	$	38,843	$	5,811
	Disabled	42		1,643		3,260
	Beneficiaries	73		3,301		3,768
	Total	672	$	43,787	$	5,430
Plan C						
	Healthy	352	$	22,113	$	5,235
	Disabled	43		1,669		3,234
	Beneficiaries	66		2,128		2,687
	Total	461	$	25,910	$	4,684
Plan D						
	Healthy	20,177	$	1,088,254	$	4,495
	Disabled	2,546		102,997		3,371
	Beneficiaries	2,127		60,322		2,363
	Total	24,850	$	1,251,573	$	4,197
Plan E						
	Healthy	15,828	$	557,594	$	2,936
	Disabled	N/A		N/A		N/A
	Beneficiaries	1,741		30,424		1,456
	Total	17,569	$	588,018	$	2,789
Plan G						
	Healthy	342	$	5,095	$	1,241
	Disabled	56		1,789		2,662
	Beneficiaries	38		490		1,074
	Total	436	$	7,374	$	1,409
Safety Plans:						
Plan A						
	Healthy	1,755	$	223,456	$	10,610
	Disabled	2,315		263,574		9,488
	Beneficiaries	1,652		139,302		7,027
	Total	5,722	$	626,332	$	9,122
Plan B						
	Healthy	3,393	$	387,336	$	9,513
	Disabled	4,995		564,152		9,412
	Beneficiaries	451		33,889		6,262
	Total	8,839	$	985,377	$	9,290
Plan C						
	Healthy	16	$	816	$	4,249
	Disabled	24		1,130		3,923
	Beneficiaries	4		116		2,407
	Total	44	$	2,062	$	3,903
Grand Totals		74,767		4,618,336		5,147

Exhibit C-2b
LACERA Membership – Retired Members and Beneficiaries as of June 30, 2024
Subtotaled by Retirement Type and Plan

Type	Plan	Number		Annual Benefits in Thousands		Average Monthly Benefit
Healthy Retirees						
	General A	11,176	$	859,273	$	6,407
	General B	557		38,843		5,811
	General C	352		22,113		5,235
	General D	20,177		1,088,254		4,495
	General E	15,828		557,594		2,936
	General G	342		5,095		1,241
	Safety A	1,755		223,456		10,610
	Safety B	3,393		387,336		9,513
	Safety C	16		816		4,249
	Total	53,596	$	3,182,780	$	4,949
Disabled Retirees						
	General A	1,028	$	49,732	$	4,031
	General B	42		1,643		3,260
	General C	43		1,669		3,234
	General D	2,546		102,997		3,371
	General E	N/A		N/A		N/A
	General G	56		1,789		2,662
	Safety A	2,315		263,574		9,488
	Safety B	4,995		564,152		9,412
	Safety C	24		1,130		3,923
	Total	11,049	$	986,686	$	7,442
Beneficiaries						
	General A	3,970	$	178,898	$	3,755
	General B	73		3,301		3,768
	General C	66		2,128		2,687
	General D	2,127		60,322		2,363
	General E	1,741		30,424		1,456
	General G	38		490		1,074
	Safety A	1,652		139,302		7,027
	Safety B	451		33,889		6,262
	Safety C	4		116		2,407
	Total	10,122	$	448,870	$	3,695
Grand Totals		74,767	$	4,618,336	$	5,147

Exhibit C-3
Age Distribution of Active Members as of June 30, 2024

	Age Groups						
	0-29	30-39	40-49	50-59	60-69	70+	Total
General Plans:							
Plan A							
Male	-	-	-	-	1	14	15
Female	-	-	-	-	2	23	25
Plan B							
Male	-	-	-	-	-	3	3
Female	-	-	-	-	3	4	7
Plan C							
Male	-	-	-	-	-	3	3
Female	-	-	-	-	5	5	10
Plan D							
Male	-	436	3,172	4,278	2,121	286	10,293
Female	-	863	7,142	9,006	4,242	508	21,761
Plan E							
Male	-	100	711	1,393	1,237	291	3,732
Female	-	161	1,448	3,199	3,025	510	8,343
Plan G							
Male	1,505	5,782	3,902	1,906	824	77	13,996
Female	3,119	12,493	7,393	3,715	1,255	110	28,085
Safety Plans:							
Plan A							
Male	-	-	-	-	-	-	-
Female	-	-	-	-	-	-	-
Plan B							
Male	-	675	2,624	2,434	198	5	5,936
Female	-	157	572	332	18	1	1,080
Plan C							
Male	1,125	2,703	628	110	22	3	4,591
Female	212	495	82	12	2	-	803
Grand Totals:	5,961	23,865	27,674	26,385	12,955	1,843	98,683

Exhibit C-4
Age and Service Distribution of Active Members by Count and Average Compensation as of June 30, 2024
All Plans

Count

	Years of Service												Total
Age	0-1	1-2	2-3	3-4	4-5	5-9	10-14	15-19	20-24	25-29	30-34	35&Over	Count
Under 25	608	190	35	9	16	-	-	-	-	-	-	-	858
25-29	1,715	1,098	638	487	540	624	1	-	-	-	-	-	5,103
30-34	1,756	1,339	878	904	1,169	4,273	393	5	-	-	-	-	10,717
35-39	1,186	863	683	663	911	5,459	2,324	1,033	26	-	-	-	13,148
40-44	793	611	407	414	593	3,674	2,408	4,144	717	63	1	-	13,825
45-49	661	436	243	278	362	2,349	1,567	3,913	3,039	929	72	-	13,849
50-54	425	293	201	186	266	1,603	1,106	2,777	3,149	2,727	1,024	74	13,831
55-59	294	216	143	143	205	1,221	739	1,950	2,241	2,171	2,173	1,058	12,554
60-64	128	93	74	79	113	774	628	1,442	1,533	1,231	1,389	1,591	9,075
65 & Over	44	26	33	21	60	454	426	1,131	1,224	761	614	929	5,723
Total Count	7,610	5,165	3,335	3,184	4,235	20,431	9,592	16,395	11,929	7,882	5,273	3,652	98,683

Compensation

	Years of Service												Average
Age	0-1	1-2	2-3	3-4	4-5	5-9	10-14	15-19	20-24	25-29	30-34	35&Over	Comp.
Under 25	52,853	65,688	69,326	81,281	84,493	-	-	-	-	-	-	-	57,255
25-29	60,210	69,556	72,869	80,039	89,978	91,497	62,436	-	-	-	-	-	72,672
30-34	69,084	75,219	79,196	79,484	85,913	91,622	100,482	111,490	-	-	-	-	83,549
35-39	75,037	78,481	86,069	91,831	89,258	96,476	106,408	108,913	119,334	-	-	-	94,864
40-44	76,409	82,724	88,906	86,873	92,713	99,619	114,643	114,014	120,088	119,889	125,628	-	104,635
45-49	77,576	83,157	84,556	84,760	83,266	97,693	117,204	112,342	119,282	129,412	145,724	-	108,870
50-54	72,540	78,178	85,710	83,323	83,604	94,360	114,317	109,914	119,758	132,507	139,040	142,951	114,456
55-59	74,149	72,180	78,639	85,789	82,546	91,851	102,110	106,286	115,989	124,903	124,653	123,996	111,984
60-64	79,755	77,273	75,308	92,936	78,193	89,013	105,886	94,524	103,369	115,426	117,925	120,398	106,529
65 & Over	117,839	115,725	103,479	86,760	80,561	92,694	98,649	90,765	93,173	104,331	109,166	114,062	99,853
Avg. Annual Compensation	$ 69,066	$ 76,049	$ 81,388	$ 84,455	$ 87,281	$ 95,205	$ 110,194	$ 108,361	$ 114,114	$ 124,559	$ 124,159	$ 120,286	$ 101,781

Exhibit C-4a
Age and Service Distribution of Active Members by Count and Average Compensation as of June 30, 2024
General Plan A

Count

Age	Years of Service 0-1	1-2	2-3	3-4	4-5	5-9	10-14	15-19	20-24	25-29	30-34	35&Over	Total Count
Under 25	-	-	-	-	-	-	-	-	-	-	-	-	-
25-29	-	-	-	-	-	-	-	-	-	-	-	-	-
30-34	-	-	-	-	-	-	-	-	-	-	-	-	-
35-39	-	-	-	-	-	-	-	-	-	-	-	-	-
40-44	-	-	-	-	-	-	-	-	-	-	-	-	-
45-49	-	-	-	-	-	-	-	-	-	-	-	-	-
50-54	-	-	-	-	-	-	-	-	-	-	-	-	-
55-59	-	-	-	-	-	-	-	-	-	-	-	-	-
60-64	-	-	-	-	-	-	-	-	-	-	-	-	-
65 & Over	-	-	-	-	-	-	2	2	2	3	1	30	40
Total Count	-	-	-	-	-	-	2	2	2	3	1	30	40

Compensation

Age	Years of Service 0-1	1-2	2-3	3-4	4-5	5-9	10-14	15-19	20-24	25-29	30-34	35&Over	Average Comp.
Under 25	-	-	-	-	-	-	-	-	-	-	-	-	-
25-29	-	-	-	-	-	-	-	-	-	-	-	-	-
30-34	-	-	-	-	-	-	-	-	-	-	-	-	-
35-39	-	-	-	-	-	-	-	-	-	-	-	-	-
40-44	-	-	-	-	-	-	-	-	-	-	-	-	-
45-49	-	-	-	-	-	-	-	-	-	-	-	-	-
50-54	-	-	-	-	-	-	-	-	-	-	-	-	-
55-59	-	-	-	-	-	-	-	-	-	-	-	-	-
60-64	-	-	-	-	-	-	-	-	-	-	-	-	-
65 & Over	-	-	-	-	-	-	59,802	-	75,222	136,212	54,288	140,870	123,977
Avg. Annual Compensation	$ -	$ -	$ -	$ -	$ -	$ -	$ 59,802	$ -	$ 75,222	$ 136,212	$ 54,288	$ 140,870	$ 123,977

Exhibit C-4b
Age and Service Distribution of Active Members by Count and Average Compensation as of June 30, 2024
General Plan B

Count

	Years of Service												Total
Age	0-1	1-2	2-3	3-4	4-5	5-9	10-14	15-19	20-24	25-29	30-34	35&Over	Count
Under 25	-	-	-	-	-	-	-	-	-	-	-	-	-
25-29	-	-	-	-	-	-	-	-	-	-	-	-	-
30-34	-	-	-	-	-	-	-	-	-	-	-	-	-
35-39	-	-	-	-	-	-	-	-	-	-	-	-	-
40-44	-	-	-	-	-	-	-	-	-	-	-	-	-
45-49	-	-	-	-	-	-	-	-	-	-	-	-	-
50-54	-	-	-	-	-	-	-	-	-	-	-	-	-
55-59	-	-	-	-	-	-	-	-	-	-	-	-	-
60-64	-	-	-	-	-	-	-	-	-	-	-	-	-
65 & Over	-	-	-	-	-	-	-	-	2	1	-	7	10
Total Count	-	-	-	-	-	-	-	-	2	1	-	7	10

Compensation

	Years of Service												Average
Age	0-1	1-2	2-3	3-4	4-5	5-9	10-14	15-19	20-24	25-29	30-34	35&Over	Comp.
Under 25	-	-	-	-	-	-	-	-	-	-	-	-	-
25-29	-	-	-	-	-	-	-	-	-	-	-	-	-
30-34	-	-	-	-	-	-	-	-	-	-	-	-	-
35-39	-	-	-	-	-	-	-	-	-	-	-	-	-
40-44	-	-	-	-	-	-	-	-	-	-	-	-	-
45-49	-	-	-	-	-	-	-	-	-	-	-	-	-
50-54	-	-	-	-	-	-	-	-	-	-	-	-	-
55-59	-	-	-	-	-	-	-	-	-	-	-	-	-
60-64	-	-	-	-	-	-	-	-	-	-	-	-	-
65 & Over	-	-	-	-	-	-	-	-	157,518	175,776	-	131,378	141,046
Avg. Annual Compensation	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 157,518	$ 175,776	$ -	$ 131,378	$ 141,046

Exhibit C-4c
Age and Service Distribution of Active Members by Count and Average Compensation as of June 30, 2024
General Plan C

Count

Age	0-1	1-2	2-3	3-4	4-5	5-9	10-14	15-19	20-24	25-29	30-34	35&Over	Total Count
Under 25	-	-	-	-	-	-	-	-	-	-	-	-	-
25-29	-	-	-	-	-	-	-	-	-	-	-	-	-
30-34	-	-	-	-	-	-	-	-	-	-	-	-	-
35-39	-	-	-	-	-	-	-	-	-	-	-	-	-
40-44	-	-	-	-	-	-	-	-	-	-	-	-	-
45-49	-	-	-	-	-	-	-	-	-	-	-	-	-
50-54	-	-	-	-	-	-	-	-	-	-	-	-	-
55-59	-	-	-	-	-	-	-	-	-	-	-	-	-
60-64	-	-	-	-	-	-	-	-	-	-	-	4	4
65 & Over	-	-	-	-	-	-	-	-	-	-	-	9	9
Total Count	-	-	-	-	-	-	-	-	-	-	-	13	13

Compensation

Age	0-1	1-2	2-3	3-4	4-5	5-9	10-14	15-19	20-24	25-29	30-34	35&Over	Average Comp.
Under 25	-	-	-	-	-	-	-	-	-	-	-	-	-
25-29	-	-	-	-	-	-	-	-	-	-	-	-	-
30-34	-	-	-	-	-	-	-	-	-	-	-	-	-
35-39	-	-	-	-	-	-	-	-	-	-	-	-	-
40-44	-	-	-	-	-	-	-	-	-	-	-	-	-
45-49	-	-	-	-	-	-	-	-	-	-	-	-	-
50-54	-	-	-	-	-	-	-	-	-	-	-	-	-
55-59	-	-	-	-	-	-	-	-	-	-	-	-	-
60-64	-	-	-	-	-	-	-	-	-	-	-	104,511	104,511
65 & Over	-	-	-	-	-	-	-	-	-	-	-	150,120	150,120
Avg. Annual Compensation	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 136,086	$ 136,086

Exhibit C-4d
Age and Service Distribution of Active Members by Count and Average Compensation as of June 30, 2024
General Plan D

Count

	Years of Service												Total
Age	0-1	1-2	2-3	3-4	4-5	5-9	10-14	15-19	20-24	25-29	30-34	35&Over	Count
Under 25	-	-	-	-	-	-	-	-	-	-	-	-	-
25-29	-	-	-	-	-	-	-	-	-	-	-	-	-
30-34	-	-	-	-	-	3	34	3	-	-	-	-	40
35-39	1	3	1	1	4	42	693	496	18	-	-	-	1,259
40-44	4	4	3	10	4	93	1,085	2,565	427	52	1	-	4,248
45-49	4	9	5	3	5	66	769	2,649	1,927	572	57	-	6,066
50-54	1	7	2	2	6	58	529	1,946	1,995	1,587	595	62	6,790
55-59	3	2	3	1	3	54	353	1,374	1,440	1,396	1,251	614	6,494
60-64	-	2	3	1	2	23	250	976	1,051	797	742	691	4,538
65 & Over	-	-	1	1	2	11	178	726	730	425	284	261	2,619
Total Count	13	27	18	19	26	350	3,891	10,735	7,588	4,829	2,930	1,628	32,054

Compensation

	Years of Service												Average
Age	0-1	1-2	2-3	3-4	4-5	5-9	10-14	15-19	20-24	25-29	30-34	35&Over	Comp.
Under 25	-	-	-	-	-	-	-	-	-	-	-	-	-
25-29	-	-	-	-	-	-	-	-	-	-	-	-	-
30-34	-	-	-	-	-	95,500	77,094	90,684	-	-	-	-	79,493
35-39	161,952	118,252	119,424	48,000	132,804	114,719	102,408	94,138	110,147	-	-	-	99,823
40-44	93,819	179,679	94,116	119,438	148,062	121,660	115,052	106,412	110,897	116,225	125,628	-	109,646
45-49	139,056	153,771	114,610	65,904	106,061	119,906	122,902	109,126	114,010	118,012	134,448	-	113,684
50-54	210,144	207,141	95,484	124,428	157,540	127,379	120,264	108,993	117,322	121,896	128,494	136,957	117,615
55-59	160,444	54,582	206,180	255,000	105,180	136,675	105,986	107,557	118,524	124,053	124,369	128,135	118,951
60-64	-	108,678	157,036	340,200	154,464	90,185	113,436	98,630	106,879	121,661	122,202	131,230	114,298
65 & Over	-	-	142,596	55,200	144,672	97,657	100,846	94,521	98,695	111,600	118,883	136,190	105,735
Avg. Annual Compensation	$ 137,302	$ 156,812	$ 133,224	$ 123,124	$ 135,108	$ 120,714	$ 113,152	$ 105,613	$ 113,092	$ 121,054	$ 124,323	$ 131,076	$ 113,899

Exhibit C-4e
Age and Service Distribution of Active Members by Count and Average Compensation as of June 30, 2024
General Plan E

Count

Age	Years of Service 0-1	1-2	2-3	3-4	4-5	5-9	10-14	15-19	20-24	25-29	30-34	35&Over	Total Count
Under 25	-	-	-	-	-	-	-	-	-	-	-	-	-
25-29	-	-	-	-	-	-	-	-	-	-	-	-	-
30-34	-	-	-	-	-	-	9	-	-	-	-	-	9
35-39	-	-	-	-	-	1	106	145	-	-	-	-	252
40-44	-	-	-	-	-	2	162	519	90	1	-	-	774
45-49	-	-	-	-	-	-	129	628	522	105	1	-	1,385
50-54	-	-	-	-	-	1	118	519	633	463	174	4	1,912
55-59	-	-	-	-	-	-	89	436	552	510	715	378	2,680
60-64	-	-	-	-	-	1	110	425	439	384	626	868	2,853
65 & Over	-	-	-	-	-	2	81	393	479	326	319	610	2,210
Total Count	-	-	-	-	-	7	804	3,065	2,715	1,789	1,835	1,860	12,075

Compensation

Age	Years of Service 0-1	1-2	2-3	3-4	4-5	5-9	10-14	15-19	20-24	25-29	30-34	35&Over	Average Comp.
Under 25	-	-	-	-	-	-	-	-	-	-	-	-	-
25-29	-	-	-	-	-	-	-	-	-	-	-	-	-
30-34	-	-	-	-	-	-	81,005	-	-	-	-	-	81,005
35-39	-	-	-	-	-	70,800	94,046	80,477	-	-	-	-	86,146
40-44	-	-	-	-	-	135,816	99,209	90,001	86,553	67,056	-	-	91,616
45-49	-	-	-	-	-	-	106,727	93,243	91,217	95,882	95,880	-	93,937
50-54	-	-	-	-	-	61,668	105,973	94,578	93,803	105,092	99,361	143,661	98,091
55-59	-	-	-	-	-	-	97,317	89,373	90,505	103,954	105,609	102,792	98,869
60-64	-	-	-	-	-	46,008	102,186	80,914	90,345	96,087	110,665	108,591	100,163
65 & Over	-	-	-	-	-	61,968	115,000	83,134	83,324	93,638	98,770	101,079	93,084
Avg. Annual Compensation	$ -	$ -	$ -	$ -	$ -	$ 82,006	$ 102,312	$ 88,760	$ 89,987	$ 100,186	$ 105,547	$ 105,024	$ 96,683

Exhibit C-4f
Age and Service Distribution of Active Members by Count and Average Compensation as of June 30, 2024
General Plan G

Count

Age	Years of Service 0-1	1-2	2-3	3-4	4-5	5-9	10-14	15-19	20-24	25-29	30-34	35&Over	Total Count
Under 25	517	130	21	4	7	-	-	-	-	-	-	-	679
25-29	1,541	926	521	331	295	330	1	-	-	-	-	-	3,945
30-34	1,646	1,215	765	733	900	3,198	197	-	-	-	-	-	8,654
35-39	1,150	811	621	569	786	4,653	1,021	10	-	-	-	-	9,621
40-44	782	585	383	372	539	3,229	829	10	-	-	-	-	6,729
45-49	650	421	229	258	326	2,162	505	15	-	-	-	-	4,566
50-54	420	278	193	176	250	1,497	397	12	3	-	-	-	3,226
55-59	289	210	136	133	195	1,145	276	7	3	1	-	-	2,395
60-64	127	90	71	71	108	744	250	12	3	-	-	-	1,476
65 & Over	44	26	31	19	58	438	163	8	2	1	-	-	790
Total Count	7,166	4,692	2,971	2,666	3,464	17,396	3,639	74	11	2	-	-	42,081

Compensation

Age	Years of Service 0-1	1-2	2-3	3-4	4-5	5-9	10-14	15-19	20-24	25-29	30-34	35&Over	Average Comp.
Under 25	50,623	54,727	53,728	48,807	61,435	-	-	-	-	-	-	-	51,606
25-29	58,256	64,772	68,692	67,216	70,494	72,068	62,436	-	-	-	-	-	63,987
30-34	68,572	72,889	76,500	72,991	77,766	83,358	84,769	-	-	-	-	-	77,042
35-39	74,790	77,042	84,632	89,118	85,194	92,439	96,917	86,875	-	-	-	-	88,209
40-44	76,344	81,323	88,169	83,924	89,917	96,516	107,892	109,907	-	-	-	-	92,573
45-49	76,956	81,430	83,254	82,709	79,677	95,508	105,081	139,580	-	-	-	-	90,304
50-54	71,920	73,948	85,051	80,064	80,532	92,171	105,656	131,587	136,944	-	-	-	87,824
55-59	73,035	71,742	74,623	80,042	80,880	88,906	96,518	182,038	119,672	50,748	-	-	84,701
60-64	79,461	76,133	71,854	80,343	75,065	88,511	97,735	139,359	146,948	-	-	-	86,894
65 & Over	117,839	115,725	105,555	85,043	78,350	92,578	87,814	131,003	99,366	139,260	-	-	93,513
Avg. Annual Compensation	$ 68,537	$ 73,631	$ 79,356	$ 79,246	$ 81,170	$ 91,101	$ 100,455	$ 130,205	$ 128,129	$ 95,004	$ -	$ -	$ 83,801

Exhibit C-4g
Age and Service Distribution of Active Members by Count and Average Compensation as of June 30, 2024
Safety Plan A

Count

Age	Years of Service 0-1	1-2	2-3	3-4	4-5	5-9	10-14	15-19	20-24	25-29	30-34	35&Over	Total Count
Under 25	-	-	-	-	-	-	-	-	-	-	-	-	-
25-29	-	-	-	-	-	-	-	-	-	-	-	-	-
30-34	-	-	-	-	-	-	-	-	-	-	-	-	-
35-39	-	-	-	-	-	-	-	-	-	-	-	-	-
40-44	-	-	-	-	-	-	-	-	-	-	-	-	-
45-49	-	-	-	-	-	-	-	-	-	-	-	-	-
50-54	-	-	-	-	-	-	-	-	-	-	-	-	-
55-59	-	-	-	-	-	-	-	-	-	-	-	-	-
60-64	-	-	-	-	-	-	-	-	-	-	-	-	-
65 & Over	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Count	-	-	-	-	-	-	-	-	-	-	-	-	-

Compensation

Age	Years of Service 0-1	1-2	2-3	3-4	4-5	5-9	10-14	15-19	20-24	25-29	30-34	35&Over	Average Comp.
Under 25	-	-	-	-	-	-	-	-	-	-	-	-	-
25-29	-	-	-	-	-	-	-	-	-	-	-	-	-
30-34	-	-	-	-	-	-	-	-	-	-	-	-	-
35-39	-	-	-	-	-	-	-	-	-	-	-	-	-
40-44	-	-	-	-	-	-	-	-	-	-	-	-	-
45-49	-	-	-	-	-	-	-	-	-	-	-	-	-
50-54	-	-	-	-	-	-	-	-	-	-	-	-	-
55-59	-	-	-	-	-	-	-	-	-	-	-	-	-
60-64	-	-	-	-	-	-	-	-	-	-	-	-	-
65 & Over	-	-	-	-	-	-	-	-	-	-	-	-	-
Avg. Annual Compensation	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -

Exhibit C-4h
Age and Service Distribution of Active Members by Count and Average Compensation as of June 30, 2024
Safety Plan B

Count

	Years of Service												Total
Age	0-1	1-2	2-3	3-4	4-5	5-9	10-14	15-19	20-24	25-29	30-34	35&Over	Count
Under 25	-	-	-	-	-	-	-	-	-	-	-	-	-
25-29	-	-	-	-	-	-	-	-	-	-	-	-	-
30-34	1	-	-	-	1	5	74	2	-	-	-	-	83
35-39	-	-	-	3	4	20	335	379	8	-	-	-	749
40-44	1	-	2	7	10	32	252	1,046	200	10	-	-	1,560
45-49	-	-	-	6	6	21	133	617	587	252	14	-	1,636
50-54	-	1	-	5	2	7	53	299	516	677	255	8	1,823
55-59	-	-	-	7	1	4	17	133	244	264	207	66	943
60-64	-	-	-	4	1	-	10	29	40	50	20	28	182
65 & Over	-	-	-	1	-	-	2	2	8	5	10	12	40
Total Count	2	1	2	33	25	89	876	2,507	1,603	1,258	506	114	7,016

Compensation

	Years of Service												Average
Age	0-1	1-2	2-3	3-4	4-5	5-9	10-14	15-19	20-24	25-29	30-34	35&Over	Comp.
Under 25	-	-	-	-	-	-	-	-	-	-	-	-	-
25-29	-	-	-	-	-	-	-	-	-	-	-	-	-
30-34	98,112	-	-	-	124,440	136,992	133,327	142,698	-	-	-	-	133,242
35-39	-	-	-	112,692	131,796	138,227	137,620	139,428	140,007	-	-	-	138,445
40-44	84,816	-	122,490	119,522	130,571	132,820	140,845	144,520	154,801	144,227	-	-	144,734
45-49	-	-	-	140,340	129,944	145,499	138,323	144,865	161,530	169,257	195,189	-	154,437
50-54	-	141,252	-	158,503	122,880	136,608	135,750	141,642	160,959	176,131	190,722	189,050	166,826
55-59	-	-	-	162,237	119,148	156,411	132,760	144,615	158,418	170,149	192,156	206,935	170,072
60-64	-	-	-	158,343	181,980	-	141,625	137,230	150,809	164,561	186,901	221,387	167,080
65 & Over	-	-	-	150,936	-	-	162,792	156,606	166,260	143,201	170,296	188,538	170,031
Avg. Annual Compensation	$ 91,464	$ 141,252	$ 122,490	$ 143,311	$ 131,355	$ 138,619	$ 138,187	$ 143,421	$ 159,681	$ 172,654	$ 190,878	$ 207,293	$ 156,059

Exhibit C-4i
Age and Service Distribution of Active Members by Count and Average Compensation as of June 30, 2024
Safety Plan C

Count

	Years of Service												Total
Age	0-1	1-2	2-3	3-4	4-5	5-9	10-14	15-19	20-24	25-29	30-34	35&Over	Count
Under 25	91	60	14	5	9	-	-	-	-	-	-	-	179
25-29	174	172	117	156	245	294	-	-	-	-	-	-	1,158
30-34	109	124	113	171	268	1,067	79	-	-	-	-	-	1,931
35-39	35	49	61	90	117	743	169	3	-	-	-	-	1,267
40-44	6	22	19	25	40	318	80	4	-	-	-	-	514
45-49	7	6	9	11	25	100	31	4	3	-	-	-	196
50-54	4	7	6	3	8	40	9	1	2	-	-	-	80
55-59	2	4	4	2	6	18	4	-	2	-	-	-	42
60-64	1	1	-	3	2	6	8	-	-	-	1	-	22
65 & Over	-	-	1	-	-	3	-	-	1	-	-	-	5
Total Count	429	445	344	466	720	2,589	380	12	8	-	1	-	5,394

Compensation

	Years of Service												Average
Age	0-1	1-2	2-3	3-4	4-5	5-9	10-14	15-19	20-24	25-29	30-34	35&Over	Comp.
Under 25	65,522	89,438	92,724	107,261	102,427	-	-	-	-	-	-	-	78,687
25-29	77,508	95,309	91,467	107,248	113,438	113,306	-	-	-	-	-	-	102,259
30-34	76,554	98,050	97,442	107,315	113,128	116,169	121,185	-	-	-	-	-	110,673
35-39	80,658	99,868	100,155	108,771	113,610	119,637	126,038	144,320	-	-	-	-	116,442
40-44	71,908	102,342	99,407	108,582	115,382	121,108	127,776	138,120	-	-	-	-	119,044
45-49	99,938	98,386	100,980	107,700	114,298	120,242	126,342	122,067	122,880	-	-	-	117,544
50-54	103,146	108,159	103,646	121,780	114,332	121,817	129,971	115,056	109,926	-	-	-	118,111
55-59	105,690	103,974	119,508	115,818	119,298	130,359	122,235	-	143,010	-	-	-	123,194
60-64	117,060	117,060	-	221,340	118,950	153,868	130,859	-	-	-	109,704	-	146,174
65 & Over	-	-	-	-	-	111,832	-	-	90,504	-	-	-	85,200
Avg. Annual Compensation	$ 75,730	$ 96,501	$ 95,981	$ 108,514	$ 113,425	$ 117,871	$ 125,574	$ 132,397	$ 120,627	$ -	$ 109,704	$ -	$ 110,536

Exhibit C-5
Distribution of Retired Members and Beneficiaries by Age and Retirement Year
as of June 30, 2024
All Plans

	Retirement Year												Average
Age	Pre-1975	1975-79	1980-84	1985-89	1990-94	1995-99	2000-04	2005-09	2010-14	2015-19	2020-24	Total Count	Monthly Benefit
Under 35	-	-	-	-	-	-	5	3	10	49	83	150	$ 1,184
35-39	-	-	-	-	-	1	2	5	4	47	79	138	2,513
40-44	-	-	-	-	-	-	2	8	21	85	133	249	3,052
45-49	-	-	-	-	-	2	4	23	74	142	200	445	3,572
50-54	-	-	-	-	1	8	59	73	101	183	805	1,230	3,763
55-59	-	-	-	1	24	85	130	118	194	831	2,876	4,259	6,500
60-64	-	-	-	10	73	152	158	167	652	2,734	3,757	7,703	6,056
65-69	-	1	19	51	113	131	179	566	2,238	3,406	5,543	12,247	5,376
70-74	-	21	64	94	119	173	578	2,167	3,251	5,100	2,726	14,293	4,939
75-79	11	97	173	146	206	746	2,319	2,972	3,735	2,225	1,349	13,979	5,073
80-84	22	105	141	167	654	1,602	2,277	2,058	1,414	862	734	10,036	5,111
85-89	35	68	106	380	976	1,083	1,161	671	509	446	461	5,896	4,675
90-94	43	57	221	359	677	489	288	226	194	237	210	3,001	4,213
95-99	16	66	134	132	174	93	69	73	90	59	55	961	3,774
100 & Over	7	26	32	31	25	13	12	5	12	11	6	180	3,045
Total Count	134	441	890	1,371	3,042	4,578	7,243	9,135	12,499	16,417	19,017	**74,767**	
Avg Monthly Benefit	$ 2,586	$ 3,234	$ 3,255	$ 3,758	$ 4,871	$ 4,983	$ 5,802	$ 5,017	$ 4,988	$ 5,096	$ 5,445		**$ 5,147**

Exhibit C-5a
Distribution of Retired Members and Beneficiaries by Age and Retirement Year
as of June 30, 2024
General Plan A

	Retirement Year												
Age	Pre-1975	1975-79	1980-84	1985-89	1990-94	1995-99	2000-04	2005-09	2010-14	2015-19	2020-24	Total Count	Average Monthly Benefit
Under 35	-	-	-	-	-	-	1	-	1	-	4	6	$ 678
35-39	-	-	-	-	-	-	-	2	-	4	-	6	1,120
40-44	-	-	-	-	-	-	1	3	2	2	6	14	2,410
45-49	-	-	-	-	-	-	1	3	5	-	-	9	2,600
50-54	-	-	-	-	-	2	1	4	3	3	5	18	3,565
55-59	-	-	-	1	1	2	4	4	3	1	7	23	2,208
60-64	-	-	-	-	-	3	3	11	6	12	8	43	3,932
65-69	-	-	4	7	3	7	14	53	108	94	39	329	5,270
70-74	-	12	24	23	21	28	218	495	784	224	143	1,972	6,124
75-79	6	44	57	45	71	419	877	1,291	594	203	235	3,842	6,348
80-84	11	50	59	65	463	746	1,327	620	244	209	252	4,046	5,993
85-89	21	41	50	292	636	714	545	192	179	187	229	3,086	5,264
90-94	25	40	181	257	540	298	116	94	96	128	129	1,904	4,370
95-99	14	57	112	120	137	52	40	47	63	38	41	721	3,915
100 & Over	7	24	30	29	17	11	10	5	10	7	5	155	3,040
Total Count	84	268	517	839	1,889	2,282	3,158	2,824	2,098	1,112	1,103	**16,174**	
Avg Monthly Benefit	$ 1,985	$ 2,634	$ 2,558	$ 3,177	$ 4,672	$ 4,935	$ 6,757	$ 6,893	$ 6,757	$ 5,190	$ 4,495		**$ 5,605**

Exhibit C-5b
Distribution of Retired Members and Beneficiaries by Age and Retirement Year
as of June 30, 2024
General Plan B

Age	Retirement Year: Pre-1975	1975-79	1980-84	1985-89	1990-94	1995-99	2000-04	2005-09	2010-14	2015-19	2020-24	Total Count	Average Monthly Benefit
Under 35	-	-	-	-	-	-	-	-	-	-	-	-	$ -
35-39	-	-	-	-	-	-	-	-	-	-	-	-	-
40-44	-	-	-	-	-	-	-	-	-	-	-	-	-
45-49	-	-	-	-	-	-	-	-	-	-	-	-	-
50-54	-	-	-	-	-	-	-	-	-	1	-	1	2,964
55-59	-	-	-	-	-	-	-	-	-	-	1	1	3,385
60-64	-	-	-	-	-	-	-	1	1	1	2	5	3,812
65-69	-	-	-	-	1	1	-	14	17	41	10	84	5,905
70-74	-	-	-	1	2	1	11	25	84	51	9	184	6,825
75-79	-	-	2	4	3	11	22	52	57	14	7	172	5,419
80-84	-	-	1	4	5	12	33	23	16	5	6	105	4,539
85-89	-	-	1	-	5	15	22	12	8	2	5	70	4,512
90-94	-	-	-	2	7	13	2	6	2	2	1	35	3,315
95-99	-	-	1	2	5	1	3	1	-	2	-	15	2,079
100 & Over	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Count	-	-	5	13	28	54	93	134	185	119	41	**672**	
Avg Monthly Benefit	$ -	$ -	$ 1,685	$ 1,606	$ 1,941	$ 2,670	$ 3,845	$ 5,110	$ 6,812	$ 7,348	$ 5,958		**$ 5,430**

Exhibit C-5c
Distribution of Retired Members and Beneficiaries by Age and Retirement Year
as of June 30, 2024
General Plan C

	Retirement Year												
Age	Pre-1975	1975-79	1980-84	1985-89	1990-94	1995-99	2000-04	2005-09	2010-14	2015-19	2020-24	Total Count	Average Monthly Benefit
Under 35	-	-	-	-	-	-	-	-	-	1	1	2	$ 2,708
35-39	-	-	-	-	-	-	-	-	-	1	-	1	5,415
40-44	-	-	-	-	-	-	-	-	-	-	1	1	1,393
45-49	-	-	-	-	-	-	-	-	2	-	-	2	1,596
50-54	-	-	-	-	-	-	-	-	1	-	-	1	1,757
55-59	-	-	-	-	-	-	-	-	-	1	1	2	1,298
60-64	-	-	-	-	-	-	1	-	1	2	2	6	4,597
65-69	-	-	1	2	-	1	-	3	11	33	19	70	5,745
70-74	-	1	2	3	2	3	10	15	40	36	6	118	6,113
75-79	-	-	2	2	1	5	14	21	40	16	3	104	5,208
80-84	-	-	-	2	8	8	12	24	10	3	2	69	3,079
85-89	-	-	-	6	6	9	15	4	4	2	2	48	3,160
90-94	-	-	-	1	4	7	5	4	3	1	-	25	2,340
95-99	-	-	-	-	6	2	-	1	1	2	-	12	2,009
100 & Over	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Count	-	1	5	16	27	35	57	72	113	98	37	**461**	
Avg Monthly Benefit	$ -	$ 2,116	$ 1,739	$ 1,093	$ 1,537	$ 2,348	$ 2,991	$ 3,650	$ 6,222	$ 6,622	$ 5,996		**$ 4,684**

Exhibit C-5d
Distribution of Retired Members and Beneficiaries by Age and Retirement Year
as of June 30, 2024
General Plan D

	Retirement Year												
Age	Pre-1975	1975-79	1980-84	1985-89	1990-94	1995-99	2000-04	2005-09	2010-14	2015-19	2020-24	Total Count	Average Monthly Benefit
Under 35	-	-	-	-	-	-	2	1	7	27	34	71	$ 926
35-39	-	-	-	-	-	-	1	-	1	19	25	46	1,826
40-44	-	-	-	-	-	-	1	2	6	32	55	96	2,096
45-49	-	-	-	-	-	1	1	6	32	47	81	168	2,595
50-54	-	-	-	-	1	3	14	15	37	80	479	629	2,460
55-59	-	-	-	-	3	5	27	38	84	490	1,096	1,743	3,308
60-64	-	-	-	-	8	33	45	57	411	969	2,257	3,780	4,579
65-69	-	-	2	7	22	37	62	327	666	1,791	2,949	5,863	4,932
70-74	-	1	3	11	24	43	200	441	1,116	2,309	1,293	5,441	4,484
75-79	-	-	2	12	26	134	240	575	1,319	1,016	467	3,791	3,977
80-84	-	-	1	8	37	114	264	574	535	275	151	1,959	3,539
85-89	-	-	3	9	35	87	250	223	144	90	62	903	2,934
90-94	-	-	1	5	20	67	71	53	23	29	19	288	2,663
95-99	-	-	-	2	8	21	8	12	7	3	4	65	2,106
100 & Over	-	-	-	1	4	-	-	-	-	2	-	7	1,207
Total Count	-	1	12	55	188	545	1,186	2,324	4,388	7,179	8,972	**24,850**	
Avg Monthly Benefit	$ -	$ 3,296	$ 2,205	$ 1,808	$ 1,972	$ 2,197	$ 2,558	$ 3,007	$ 3,845	$ 4,344	$ 4,962		**$ 4,197**

Exhibit C-5e
Distribution of Retired Members and Beneficiaries by Age and Retirement Year
as of June 30, 2024
General Plan E

Age	Retirement Year											Total	Average
	Pre-1975	1975-79	1980-84	1985-89	1990-94	1995-99	2000-04	2005-09	2010-14	2015-19	2020-24	Count	Monthly Benefit
Under 35	-	-	-	-	-	-	-	-	-	14	16	30	$ 812
35-39	-	-	-	-	-	1	-	3	2	5	15	26	831
40-44	-	-	-	-	-	-	-	2	5	10	11	28	1,201
45-49	-	-	-	-	-	1	-	1	6	21	17	46	1,262
50-54	-	-	-	-	-	-	-	3	11	18	31	63	1,250
55-59	-	-	-	-	-	-	2	7	15	33	320	377	1,210
60-64	-	-	-	-	-	-	2	3	21	405	734	1,165	2,113
65-69	-	-	-	-	-	-	2	9	480	752	2,232	3,475	3,464
70-74	-	-	-	-	-	4	8	542	765	2,317	1,080	4,716	3,186
75-79	-	-	-	-	-	8	367	609	1,631	860	493	3,968	2,777
80-84	-	-	-	-	2	193	272	776	550	280	202	2,275	2,393
85-89	-	-	-	-	55	114	302	203	128	103	75	980	1,785
90-94	-	-	-	13	41	93	75	43	32	35	19	351	1,477
95-99	-	-	-	-	17	16	10	3	6	5	4	61	1,151
100 & Over	-	-	1	1	2	2	1	-	1	-	-	8	576
Total Count	-	-	1	14	117	432	1,041	2,204	3,653	4,858	5,249	**17,569**	
Avg Monthly Benefit	$ -	$ -	$ 81	$ 261	$ 530	$ 780	$ 1,243	$ 1,703	$ 2,666	$ 3,139	$ 3,537		**$ 2,789**

Exhibit C-5f
Distribution of Retired Members and Beneficiaries by Age and Retirement Year
as of June 30, 2024
General Plan G

Age	Retirement Year											Total Count	Average Monthly Benefit
	Pre-1975	1975-79	1980-84	1985-89	1990-94	1995-99	2000-04	2005-09	2010-14	2015-19	2020-24		
Under 35	-	-	-	-	-	-	-	-	-	-	8	8	$ 1,372
35-39	-	-	-	-	-	-	-	-	-	2	9	11	2,184
40-44	-	-	-	-	-	-	-	-	-	1	5	6	1,979
45-49	-	-	-	-	-	-	-	-	-	2	5	7	1,730
50-54	-	-	-	-	-	-	-	-	-	2	20	22	1,381
55-59	-	-	-	-	-	-	-	-	-	4	35	39	1,109
60-64	-	-	-	-	-	-	-	-	1	6	72	79	1,103
65-69	-	-	-	-	-	-	-	-	-	13	123	136	1,335
70-74	-	-	-	-	-	-	-	-	-	13	73	86	1,412
75-79	-	-	-	-	-	-	-	-	-	10	24	34	2,007
80-84	-	-	-	-	-	-	-	-	-	2	4	6	3,486
85-89	-	-	-	-	-	-	-	-	-	1	1	2	1,306
90-94	-	-	-	-	-	-	-	-	-	-	-	-	-
95-99	-	-	-	-	-	-	-	-	-	-	-	-	-
100 & Over	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Count	-	-	-	-	-	-	-	-	1	56	379	**436**	
Avg Monthly Benefit	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 1,027	$ 1,789	$ 1,354		**$ 1,409**

Exhibit C-5g
Distribution of Retired Members and Beneficiaries by Age and Retirement Year
as of June 30, 2024
Safety Plan A

	Retirement Year												Average
Age	Pre-1975	1975-79	1980-84	1985-89	1990-94	1995-99	2000-04	2005-09	2010-14	2015-19	2020-24	Total Count	Monthly Benefit
Under 35	-	-	-	-	-	-	-	-	2	1	1	4	$ -
35-39	-	-	-	-	-	-	-	-	-	-	-	-	-
40-44	-	-	-	-	-	-	-	-	-	-	1	1	272
45-49	-	-	-	-	-	-	-	-	1	1	-	2	7,452
50-54	-	-	-	-	-	-	-	-	-	1	1	2	11,204
55-59	-	-	-	-	-	1	3	-	2	-	3	9	7,825
60-64	-	-	-	-	2	-	2	-	6	9	5	24	7,111
65-69	-	1	3	2	3	5	7	8	87	19	27	162	11,148
70-74	-	7	27	31	33	61	72	387	144	61	83	906	10,378
75-79	5	53	102	72	90	144	747	317	54	86	115	1,785	9,557
80-84	11	55	80	88	134	526	351	37	53	86	114	1,535	8,965
85-89	14	27	52	73	237	144	26	37	45	60	87	802	8,014
90-94	18	17	39	81	64	11	18	25	37	41	42	393	7,262
95-99	2	9	21	8	1	1	8	9	13	9	6	87	6,223
100 & Over	-	2	1	-	2	-	1	-	1	2	1	10	6,387
Total Count	50	171	325	355	566	893	1,235	820	445	376	486	**5,722**	
Avg Monthly Benefit	$ 3,595	$ 4,182	$ 4,492	$ 5,934	$ 8,127	$ 9,392	$ 11,064	$ 11,568	$ 10,519	$ 8,170	$ 7,907		**$ 9,122**

Exhibit C-5h
Distribution of Retired Members and Beneficiaries by Age and Retirement Year
as of June 30, 2024
Safety Plan B

	Retirement Year												
Age	Pre-1975	1975-79	1980-84	1985-89	1990-94	1995-99	2000-04	2005-09	2010-14	2015-19	2020-24	Total Count	Average Monthly Benefit
Under 35	-	-	-	-	-	-	2	2	-	5	11	20	$ 1,776
35-39	-	-	-	-	-	-	1	-	1	15	25	42	4,487
40-44	-	-	-	-	-	-	-	1	8	40	51	100	4,656
45-49	-	-	-	-	-	-	2	13	28	70	96	209	4,949
50-54	-	-	-	-	-	3	44	51	49	78	265	490	5,859
55-59	-	-	-	-	20	77	94	69	90	302	1,410	2,062	10,322
60-64	-	-	-	10	63	116	105	95	205	1,327	668	2,589	10,186
65-69	-	-	9	33	84	80	94	152	869	663	141	2,125	9,533
70-74	-	-	8	25	37	33	59	262	318	88	39	869	8,709
75-79	-	-	8	11	15	25	52	107	39	20	5	282	6,405
80-84	-	-	-	-	5	3	18	4	6	2	3	41	4,878
85-89	-	-	-	-	2	-	1	-	1	1	-	5	4,354
90-94	-	-	-	-	1	-	1	1	1	1	-	5	1,836
95-99	-	-	-	-	-	-	-	-	-	-	-	-	-
100 & Over	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Count	-	-	25	79	227	337	473	757	1,615	2,612	2,714	**8,839**	
Avg Monthly Benefit	$ -	$ -	$ 2,829	$ 3,026	$ 3,807	$ 4,158	$ 4,582	$ 6,851	$ 9,223	$ 10,231	$ 11,263		**$ 9,290**

Exhibit C-5i
Distribution of Retired Members and Beneficiaries by Age and Retirement Year
as of June 30, 2024
Safety Plan C

	Retirement Year												Average
Age	Pre-1975	1975-79	1980-84	1985-89	1990-94	1995-99	2000-04	2005-09	2010-14	2015-19	2020-24	Total Count	Monthly Benefit
Under 35	-	-	-	-	-	-	-	-	-	1	8	9	$ 3,503
35-39	-	-	-	-	-	-	-	-	-	1	5	6	2,755
40-44	-	-	-	-	-	-	-	-	-	-	3	3	4,032
45-49	-	-	-	-	-	-	-	-	-	1	1	2	3,769
50-54	-	-	-	-	-	-	-	-	-	-	4	4	2,421
55-59	-	-	-	-	-	-	-	-	-	-	3	3	2,329
60-64	-	-	-	-	-	-	-	-	-	3	9	12	2,819
65-69	-	-	-	-	-	-	-	-	-	-	3	3	2,140
70-74	-	-	-	-	-	-	-	-	-	1	-	1	26,602
75-79	-	-	-	-	-	-	-	-	1	-	-	1	20,537
80-84	-	-	-	-	-	-	-	-	-	-	-	-	-
85-89	-	-	-	-	-	-	-	-	-	-	-	-	-
90-94	-	-	-	-	-	-	-	-	-	-	-	-	-
95-99	-	-	-	-	-	-	-	-	-	-	-	-	-
100 & Over	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Count	-	-	-	-	-	-	-	-	1	7	36	**44**	
Avg Monthly Benefit	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ -	$ 20,537	$ 5,737	$ 3,085		**$ 3,903**

Appendix D Member Contribution Rates

This section illustrates the member normal contribution rates and the normal plus cost-of-living contribution rates by entry age.

Exhibit D-1
Normal Member Contribution Rates

	General					Safety		
Entry Age	Plan A	Plan B	Plan C	Plan D	Plan G	Plan A	Plan B	Plan C
16	2.78%	5.57%	4.77%	4.77%	7.53%	4.47%	8.94%	11.78%
17	2.84%	5.68%	4.86%	4.86%	7.53%	4.47%	8.94%	11.78%
18	2.90%	5.79%	4.96%	4.96%	7.53%	4.47%	8.94%	11.78%
19	2.95%	5.91%	5.06%	5.06%	7.53%	4.55%	9.09%	11.78%
20	3.01%	6.03%	5.16%	5.16%	7.53%	4.58%	9.16%	11.78%
21	3.07%	6.15%	5.27%	5.27%	7.53%	4.61%	9.22%	11.78%
22	3.13%	6.27%	5.37%	5.37%	7.53%	4.69%	9.38%	11.78%
23	3.20%	6.39%	5.48%	5.48%	7.53%	4.77%	9.54%	11.78%
24	3.26%	6.52%	5.59%	5.59%	7.53%	4.85%	9.70%	11.78%
25	3.33%	6.65%	5.70%	5.70%	7.53%	4.89%	9.77%	11.78%
26	3.39%	6.79%	5.82%	5.82%	7.53%	4.92%	9.84%	11.78%
27	3.46%	6.92%	5.93%	5.93%	7.53%	5.00%	10.01%	11.78%
28	3.53%	7.06%	6.05%	6.05%	7.53%	5.09%	10.18%	11.78%
29	3.60%	7.21%	6.17%	6.17%	7.53%	5.18%	10.36%	11.78%
30	3.68%	7.35%	6.30%	6.30%	7.53%	5.23%	10.47%	11.78%
31	3.75%	7.50%	6.42%	6.42%	7.53%	5.29%	10.58%	11.78%
32	3.83%	7.66%	6.55%	6.55%	7.53%	5.38%	10.77%	11.78%
33	3.91%	7.81%	6.69%	6.69%	7.53%	5.48%	10.96%	11.78%
34	3.98%	7.96%	6.82%	6.82%	7.53%	5.58%	11.16%	11.78%
35	4.06%	8.12%	6.96%	6.96%	7.53%	5.69%	11.37%	11.78%
36	4.14%	8.28%	7.10%	7.10%	7.53%	5.79%	11.59%	11.78%
37	4.22%	8.43%	7.25%	7.25%	7.53%	5.90%	11.80%	11.78%
38	4.30%	8.59%	7.39%	7.39%	7.53%	6.01%	12.02%	11.78%
39	4.38%	8.75%	7.54%	7.54%	7.53%	6.12%	12.24%	11.78%
40	4.46%	8.91%	7.69%	7.69%	7.53%	6.23%	12.47%	11.78%
41	4.54%	9.08%	7.83%	7.83%	7.53%	6.35%	12.69%	11.78%
42	4.62%	9.24%	7.98%	7.98%	7.53%	6.45%	12.90%	11.78%
43	4.70%	9.41%	8.13%	8.13%	7.53%	6.55%	13.10%	11.78%
44	4.78%	9.57%	8.28%	8.28%	7.53%	6.64%	13.28%	11.78%
45	4.86%	9.73%	8.44%	8.44%	7.53%	6.70%	13.40%	11.78%
46	4.94%	9.88%	8.59%	8.59%	7.53%	6.70%	13.41%	11.78%
47	5.01%	10.03%	8.75%	8.75%	7.53%	6.70%	13.41%	11.78%
48	5.07%	10.15%	8.91%	8.91%	7.53%	6.70%	13.41%	11.78%
49	5.12%	10.24%	9.06%	9.06%	7.53%	6.70%	13.41%	11.78%
50	5.15%	10.29%	9.21%	9.21%	7.53%	6.70%	13.41%	11.78%
51	5.16%	10.32%	9.36%	9.36%	7.53%	6.70%	13.41%	11.78%
52	5.16%	10.32%	9.49%	9.49%	7.53%	6.70%	13.41%	11.78%
53	5.16%	10.32%	9.61%	9.61%	7.53%	6.70%	13.41%	11.78%
54	5.16%	10.32%	9.69%	9.69%	7.53%	6.70%	13.41%	11.78%
55	5.16%	10.32%	9.74%	9.74%	7.53%	6.70%	13.41%	11.78%
56	5.16%	10.32%	9.76%	9.76%	7.53%	6.70%	13.41%	11.78%
57	5.16%	10.32%	9.76%	9.76%	7.53%	6.70%	13.41%	11.78%
58	5.16%	10.32%	9.76%	9.76%	7.53%	6.70%	13.41%	11.78%
59	5.16%	10.32%	9.76%	9.76%	7.53%	6.70%	13.41%	11.78%
60	5.16%	10.32%	9.76%	9.76%	7.53%	6.70%	13.41%	11.78%

Exhibit D-2
Normal Plus Cost-of-Living Member Contribution Rates

	General					Safety		
Entry Age	Plan A	Plan B	Plan C	Plan D	Plan G	Plan A	Plan B	Plan C
16	5.06%	7.02%	6.02%	6.04%	9.30%	8.37%	11.93%	15.14%
17	5.17%	7.16%	6.13%	6.15%	9.30%	8.37%	11.93%	15.14%
18	5.28%	7.30%	6.26%	6.28%	9.30%	8.37%	11.93%	15.14%
19	5.37%	7.45%	6.39%	6.41%	9.30%	8.52%	12.13%	15.14%
20	5.48%	7.60%	6.51%	6.53%	9.30%	8.57%	12.22%	15.14%
21	5.59%	7.76%	6.65%	6.67%	9.30%	8.63%	12.30%	15.14%
22	5.70%	7.91%	6.78%	6.80%	9.30%	8.78%	12.52%	15.14%
23	5.83%	8.06%	6.92%	6.94%	9.30%	8.93%	12.73%	15.14%
24	5.94%	8.22%	7.05%	7.08%	9.30%	9.08%	12.94%	15.14%
25	6.06%	8.39%	7.19%	7.22%	9.30%	9.15%	13.04%	15.14%
26	6.17%	8.56%	7.34%	7.37%	9.30%	9.21%	13.13%	15.14%
27	6.30%	8.73%	7.48%	7.51%	9.30%	9.36%	13.36%	15.14%
28	6.43%	8.90%	7.63%	7.66%	9.30%	9.53%	13.58%	15.14%
29	6.55%	9.09%	7.79%	7.81%	9.30%	9.69%	13.82%	15.14%
30	6.70%	9.27%	7.95%	7.98%	9.30%	9.79%	13.97%	15.14%
31	6.83%	9.46%	8.10%	8.13%	9.30%	9.90%	14.12%	15.14%
32	6.97%	9.66%	8.27%	8.29%	9.30%	10.07%	14.37%	15.14%
33	7.12%	9.85%	8.44%	8.47%	9.30%	10.26%	14.62%	15.14%
34	7.25%	10.04%	8.61%	8.63%	9.30%	10.44%	14.89%	15.14%
35	7.39%	10.24%	8.78%	8.81%	9.30%	10.65%	15.17%	15.14%
36	7.54%	10.44%	8.96%	8.99%	9.30%	10.84%	15.46%	15.14%
37	7.68%	10.63%	9.15%	9.18%	9.30%	11.04%	15.74%	15.14%
38	7.83%	10.83%	9.33%	9.36%	9.30%	11.25%	16.04%	15.14%
39	7.98%	11.03%	9.51%	9.54%	9.30%	11.45%	16.33%	15.14%
40	8.12%	11.24%	9.70%	9.73%	9.30%	11.66%	16.64%	15.14%
41	8.27%	11.45%	9.88%	9.91%	9.30%	11.88%	16.93%	15.14%
42	8.41%	11.65%	10.07%	10.10%	9.30%	12.07%	17.21%	15.14%
43	8.56%	11.87%	10.26%	10.29%	9.30%	12.26%	17.48%	15.14%
44	8.70%	12.07%	10.45%	10.48%	9.30%	12.43%	17.72%	15.14%
45	8.85%	12.27%	10.65%	10.68%	9.30%	12.54%	17.88%	15.14%
46	8.99%	12.46%	10.84%	10.87%	9.30%	12.54%	17.89%	15.14%
47	9.12%	12.65%	11.04%	11.08%	9.30%	12.54%	17.89%	15.14%
48	9.23%	12.80%	11.24%	11.28%	9.30%	12.54%	17.89%	15.14%
49	9.32%	12.91%	11.43%	11.47%	9.30%	12.54%	17.89%	15.14%
50	9.38%	12.98%	11.62%	11.66%	9.30%	12.54%	17.89%	15.14%
51	9.40%	13.01%	11.81%	11.85%	9.30%	12.54%	17.89%	15.14%
52	9.40%	13.01%	11.98%	12.01%	9.30%	12.54%	17.89%	15.14%
53	9.40%	13.01%	12.13%	12.17%	9.30%	12.54%	17.89%	15.14%
54	9.40%	13.01%	12.23%	12.27%	9.30%	12.54%	17.89%	15.14%
55	9.40%	13.01%	12.29%	12.33%	9.30%	12.54%	17.89%	15.14%
56	9.40%	13.01%	12.32%	12.36%	9.30%	12.54%	17.89%	15.14%
57	9.40%	13.01%	12.32%	12.36%	9.30%	12.54%	17.89%	15.14%
58	9.40%	13.01%	12.32%	12.36%	9.30%	12.54%	17.89%	15.14%
59	9.40%	13.01%	12.32%	12.36%	9.30%	12.54%	17.89%	15.14%
60	9.40%	13.01%	12.32%	12.36%	9.30%	12.54%	17.89%	15.14%

Appendix E Historical Information

This section presents historical statistical information on LACERA's membership and the calculated contribution rates.

Exhibit E-1
Active Membership Data

Valuation Date (June 30)	General Members					Safety Members					Total Members				
	Number	Annual Salary (in millions)	Average Age	Average Service	Average Monthly Salary	Number	Annual Salary (in millions)	Average Age	Average Service	Average Monthly Salary	Number	Annual Salary (in millions)	Average Age	Average Service	Average Monthly Salary
1998	65,782	$ 2,837	44.7	12.9	$ 3,594	10,947	$ 725	39.9	13.8	$ 5,519	76,729	$ 3,562	44.0	13.0	$ 3,870
1999	68,652	$ 3,105	44.6	12.7	$ 3,769	11,024	$ 753	40.0	13.7	$ 5,696	79,676	$ 3,858	43.9	12.8	$ 4,035
2000	71,940	$ 3,353	44.4	12.5	$ 3,884	11,264	$ 790	39.8	13.8	$ 5,849	83,204	$ 4,143	43.8	12.6	$ 4,150
2001	75,048	$ 3,608	44.5	12.3	$ 4,006	12,021	$ 860	39.6	13.0	$ 5,967	87,069	$ 4,468	43.9	12.4	$ 4,277
2002	77,062	$ 3,833	44.7	12.3	$ 4,145	12,190	$ 894	39.6	13.8	$ 6,115	89,252	$ 4,727	44.0	12.5	$ 4,414
2003	75,995	$ 3,954	45.2	12.7	$ 4,336	11,765	$ 899	40.1	13.7	$ 6,370	87,760	$ 4,853	44.5	12.9	$ 4,609
2004	74,826	$ 3,967	45.6	13.1	$ 4,418	11,409	$ 885	40.6	14.7	$ 6,467	86,235	$ 4,852	44.9	13.3	$ 4,689
2005	75,167	$ 4,046	45.8	13.2	$ 4,486	11,217	$ 905	41.0	14.9	$ 6,722	86,384	$ 4,951	45.2	13.4	$ 4,777
2006	77,167	$ 4,267	45.7	13.0	$ 4,608	11,464	$ 969	41.2	15.0	$ 7,047	88,631	$ 5,236	45.1	13.3	$ 4,924
2007	79,829	$ 4,673	45.7	12.8	$ 4,878	12,267	$ 1,104	40.8	14.4	$ 7,499	92,096	$ 5,777	45.1	13.0	$ 5,227
2008	81,664	$ 5,017	45.8	12.8	$ 5,119	12,828	$ 1,187	40.5	13.7	$ 7,714	94,492	$ 6,204	45.1	12.9	$ 5,471
2009	82,878	$ 5,348	46.1	13.1	$ 5,377	12,910	$ 1,240	40.8	14.0	$ 8,002	95,788	$ 6,588	45.4	13.2	$ 5,731
2010	81,413	$ 5,318	46.6	13.6	$ 5,444	12,997	$ 1,257	41.3	14.5	$ 8,062	94,410	$ 6,575	45.9	13.7	$ 5,804
2011	80,145	$ 5,295	47.0	14.0	$ 5,506	12,641	$ 1,240	41.9	15.1	$ 8,172	92,786	$ 6,535	46.3	14.2	$ 5,869
2012	79,467	$ 5,272	47.3	14.4	$ 5,528	12,485	$ 1,230	42.3	15.5	$ 8,209	91,952	$ 6,502	46.7	14.6	$ 5,892
2013	79,006	$ 5,253	47.6	14.8	$ 5,541	12,539	$ 1,235	42.3	15.7	$ 8,207	91,545	$ 6,488	46.9	14.9	$ 5,906
2014	79,943	$ 5,488	47.6	14.9	$ 5,720	12,523	$ 1,253	42.6	15.8	$ 8,337	92,466	$ 6,741	47.0	15.0	$ 6,075
2015	81,228	$ 5,706	47.6	14.8	$ 5,854	12,446	$ 1,300	42.8	16.0	$ 8,702	93,674	$ 7,006	46.9	15.0	$ 6,233
2016	82,916	$ 5,950	47.4	14.6	$ 5,980	12,528	$ 1,343	42.8	16.0	$ 8,931	95,444	$ 7,293	46.8	14.8	$ 6,367
2017	84,513	$ 6,290	47.3	14.5	$ 6,202	12,698	$ 1,388	42.5	15.6	$ 9,110	97,211	$ 7,678	46.7	14.6	$ 6,582
2018	85,703	$ 6,610	47.2	14.4	$ 6,428	12,771	$ 1,452	42.2	15.3	$ 9,471	98,474	$ 8,062	46.6	14.5	$ 6,822
2019	86,392	$ 6,816	47.3	14.4	$ 6,574	12,794	$ 1,540	42.0	15.1	$ 10,032	99,186	$ 8,356	46.6	14.5	$ 7,020
2020	86,930	$ 7,186	47.3	14.4	$ 6,889	13,178	$ 1,591	41.4	14.4	$ 10,058	100,108	$ 8,777	46.5	14.4	$ 7,306
2021	85,963	$ 7,438	47.5	14.6	$ 7,210	13,138	$ 1,651	41.4	14.2	$ 10,471	99,101	$ 9,088	46.7	14.5	$ 7,642
2022	83,689	$ 7,335	47.6	14.7	$ 7,304	12,850	$ 1,627	41.6	14.3	$ 10,551	96,539	$ 8,962	46.8	14.7	$ 7,736
2023	84,295	$ 7,843	47.6	14.6	$ 7,753	12,610	$ 1,683	41.7	14.3	$ 11,125	96,905	$ 9,526	46.9	14.6	$ 8,192
2024	86,273	$ 8,413	47.4	14.3	$ 8,127	12,410	$ 1,718	41.8	14.4	$ 11,533	98,683	$ 10,131	46.7	14.3	$ 8,555

Exhibit E-2
Retired Membership Data

	General Members				Safety Members				Total Members			
Valuation Date (June 30)	Number	Annual Allowance (in millions)	Average Age	Average Monthly Benefit	Number	Annual Allowance (in millions)	Average Age	Average Monthly Benefit	Number	Annual Allowance (in millions)	Average Age	Average Monthly Benefit
1998	35,462	$ 692	71.1	$ 1,626	7,425	$ 267	62.5	$ 3,001	42,887	$ 959	69.6	$ 1,864
1999	35,837	$ 725	71.4	$ 1,686	7,674	$ 291	63.1	$ 3,166	43,511	$ 1,016	70.0	$ 1,947
2000	36,596	$ 780	71.4	$ 1,778	8,032	$ 324	63.1	$ 3,358	44,628	$ 1,104	69.9	$ 2,062
2001	37,077	$ 890	71.6	$ 2,001	8,319	$ 382	63.4	$ 3,828	45,396	$ 1,272	70.1	$ 2,336
2002	37,618	$ 914	71.8	$ 2,025	8,624	$ 403	63.7	$ 3,892	46,242	$ 1,317	70.3	$ 2,374
2003	38,283	$ 984	71.9	$ 2,142	8,949	$ 443	63.9	$ 4,128	47,232	$ 1,427	70.4	$ 2,518
2004	39,097	$ 1,056	72.0	$ 2,250	9,235	$ 478	64.2	$ 4,318	48,332	$ 1,534	70.5	$ 2,645
2005	40,251	$ 1,138	72.1	$ 2,355	9,518	$ 514	64.6	$ 4,504	49,769	$ 1,652	70.7	$ 2,766
2006	41,309	$ 1,224	72.2	$ 2,469	9,683	$ 549	65.0	$ 4,728	50,992	$ 1,773	70.8	$ 2,898
2007	41,584	$ 1,280	72.2	$ 2,565	9,808	$ 578	65.4	$ 4,914	51,392	$ 1,858	70.9	$ 3,013
2008	42,298	$ 1,356	72.4	$ 2,671	10,052	$ 623	65.8	$ 5,167	52,350	$ 1,979	71.1	$ 3,150
2009	42,825	$ 1,423	72.6	$ 2,768	10,244	$ 663	66.3	$ 5,394	53,069	$ 2,086	71.4	$ 3,275
2010	43,752	$ 1,514	72.7	$ 2,883	10,444	$ 706	66.7	$ 5,638	54,196	$ 2,220	71.6	$ 3,414
2011	44,726	$ 1,597	72.9	$ 2,976	10,645	$ 746	67.0	$ 5,836	55,371	$ 2,343	71.7	$ 3,526
2012	45,899	$ 1,686	73.0	$ 3,061	10,871	$ 789	67.3	$ 6,049	56,770	$ 2,475	71.9	$ 3,633
2013	46,939	$ 1,774	73.2	$ 3,149	11,147	$ 837	67.5	$ 6,261	58,086	$ 2,611	72.1	$ 3,746
2014	47,867	$ 1,836	73.4	$ 3,196	11,362	$ 876	67.8	$ 6,427	59,229	$ 2,712	72.3	$ 3,816
2015	48,958	$ 1,898	73.5	$ 3,231	11,648	$ 914	68.0	$ 6,541	60,606	$ 2,813	72.5	$ 3,867
2016	50,034	$ 1,988	73.6	$ 3,311	11,880	$ 965	68.3	$ 6,766	61,914	$ 2,952	72.6	$ 3,974
2017	51,083	$ 2,079	73.8	$ 3,391	12,241	$ 1,030	68.4	$ 7,012	63,324	$ 3,109	72.7	$ 4,091
2018	52,292	$ 2,192	73.9	$ 3,493	12,588	$ 1,104	68.5	$ 7,308	64,880	$ 3,296	72.8	$ 4,233
2019	53,560	$ 2,316	73.9	$ 3,603	12,947	$ 1,184	68.6	$ 7,620	66,507	$ 3,500	72.9	$ 4,385
2020	54,693	$ 2,436	74.0	$ 3,712	13,319	$ 1,270	68.8	$ 7,946	68,012	$ 3,706	73.0	$ 4,541
2021	55,828	$ 2,552	74.1	$ 3,809	13,669	$ 1,350	68.8	$ 8,228	69,497	$ 3,902	73.0	$ 4,679
2022	57,606	$ 2,716	74.0	$ 3,928	13,965	$ 1,434	68.9	$ 8,560	71,571	$ 4,150	73.0	$ 4,832
2023	58,745	$ 2,848	74.1	$ 4,040	14,263	$ 1,520	69.0	$ 8,883	73,008	$ 4,368	73.1	$ 4,986
2024	60,162	$ 3,005	74.2	$ 4,162	14,605	$ 1,614	69.1	$ 9,208	74,767	$ 4,618	73.2	$ 5,147

Exhibit E-3
Contribution Rates

Valuation Date (June 30)	General Plans					Safety Plans					Total All Plans				
	Calculated Normal Cost	Member Contributions	Net Employer Normal Cost	UAAL Rate	Total Employer Contribution	Calculated Normal Cost	Member Contributions	Net Employer Normal Cost	UAAL Rate	Total Employer Contribution	Calculated Normal Cost	Member Contributions	Net Employer Normal Cost	UAAL Rate	Total Employer Contribution
1998	10.27%	3.06%	7.21%	0.00%	7.21%	25.00%	8.70%	16.30%	0.00%	16.30%	13.27%	4.21%	9.06%	0.00%	9.06%
1999	10.98%	3.20%	7.78%	0.00%	7.78%	25.41%	9.12%	16.29%	0.00%	16.29%	13.81%	4.36%	9.45%	0.00%	9.45%
2000	10.91%	3.33%	7.58%	0.00%	7.58%	25.22%	9.44%	15.78%	0.00%	15.78%	13.66%	4.51%	9.15%	0.00%	9.15%
2001	11.27%	3.45%	7.82%	0.00%	7.82%	25.47%	9.27%	16.20%	0.00%	16.20%	14.01%	4.57%	9.44%	0.00%	9.44%
2002	12.04%	3.53%	8.51%	0.21%	8.72%	25.92%	9.37%	16.55%	0.21%	16.76%	14.66%	4.63%	10.03%	0.21%	10.24%
2003	12.25%	3.72%	8.53%	4.66%	13.19%	25.89%	9.55%	16.34%	4.66%	21.00%	14.80%	4.81%	9.99%	4.66%	14.65%
2004	12.20%	3.82%	8.38%	6.41%	14.79%	24.61%	9.61%	15.00%	6.41%	21.41%	14.48%	4.88%	9.60%	6.41%	16.01%
2005	12.22%	3.91%	8.31%	5.33%	13.64%	24.69%	9.68%	15.01%	5.33%	20.34%	14.50%	4.97%	9.53%	5.33%	14.86%
2006	12.22%	4.07%	8.15%	3.49%	11.64%	24.70%	9.70%	15.00%	3.49%	18.49%	14.54%	5.12%	9.42%	3.49%	12.91%
2007	13.15%	4.38%	8.77%	2.24%	11.01%	26.04%	10.18%	15.86%	2.24%	18.10%	15.67%	5.51%	10.16%	2.24%	12.40%
2008	13.18%	4.47%	8.71%	1.99%	10.70%	26.01%	10.22%	15.79%	1.99%	17.78%	15.68%	5.59%	10.09%	1.99%	12.08%
2009	13.29%	4.57%	8.72%	4.12%	12.84%	26.08%	10.21%	15.87%	4.12%	19.99%	15.75%	5.65%	10.10%	4.12%	14.22%
2010	13.32%	4.68%	8.64%	6.47%	15.11%	25.00%	10.19%	14.81%	6.47%	21.28%	15.59%	5.75%	9.84%	6.47%	16.31%
2011	13.36%	4.91%	8.45%	7.89%	16.34%	25.09%	10.50%	14.59%	7.89%	22.48%	15.65%	6.00%	9.65%	7.89%	17.54%
2012	13.50%	5.01%	8.49%	10.09%	18.58%	25.42%	10.52%	14.90%	10.09%	24.99%	15.81%	6.08%	9.73%	10.09%	19.82%
2013	13.25%	5.01%	8.24%	11.90%	20.14%	24.67%	10.26%	14.41%	11.90%	26.31%	15.47%	6.03%	9.44%	11.90%	21.34%
2014	13.14%	5.09%	8.05%	10.04%	18.09%	24.71%	10.23%	14.48%	10.04%	24.52%	15.37%	6.08%	9.29%	10.04%	19.33%
2015	13.28%	5.22%	8.06%	8.49%	16.55%	24.71%	10.26%	14.45%	8.49%	22.94%	15.46%	6.18%	9.28%	8.49%	17.77%
2016	14.51%	5.72%	8.79%	9.73%	18.52%	25.54%	10.57%	14.97%	9.73%	24.70%	16.62%	6.65%	9.97%	9.73%	19.70%
2017	14.62%	5.87%	8.75%	10.10%	18.85%	25.69%	10.56%	15.13%	10.10%	25.23%	16.70%	6.76%	9.94%	10.10%	20.04%
2018	14.77%	6.04%	8.73%	10.99%	19.72%	25.70%	10.59%	15.11%	10.99%	26.10%	16.80%	6.88%	9.92%	10.99%	20.91%
2019	16.24%	6.74%	9.50%	11.73%	21.23%	28.58%	11.78%	16.80%	11.73%	28.53%	18.54%	7.68%	10.86%	11.73%	22.59%
2020	16.31%	6.86%	9.45%	13.75%	23.20%	28.95%	11.88%	17.07%	13.75%	30.82%	18.69%	7.80%	10.89%	13.75%	24.64%
2021	16.35%	6.94%	9.41%	13.58%	22.99%	29.09%	11.88%	17.21%	13.58%	30.79%	18.75%	7.87%	10.88%	13.58%	24.46%
2022	16.85%	7.23%	9.62%	14.72%	24.34%	29.97%	12.45%	17.52%	14.72%	32.24%	19.33%	8.21%	11.12%	14.72%	25.84%
2023	16.95%	7.37%	9.58%	14.87%	24.45%	30.14%	12.84%	17.30%	14.87%	32.17%	19.38%	8.37%	11.01%	14.87%	25.88%
2024	17.00%	7.49%	9.51%	14.73%	24.24%	30.25%	13.02%	17.23%	14.73%	31.96%	19.34%	8.46%	10.88%	14.73%	25.61%

Exhibit E-4
Funded Status History

Dollars in Millions

		Fair Value Basis			Actuarial Value Basis						
Valuation Year	Actuarial Accrued Liability (AAL)	Fair Value of Assets (FVA)[1]	Unfunded AAL (UAAL)/Surplus FVA Basis	Funded Ratio FVA Basis	Actuarial Value of Assets (AVA)[1]	Unfunded AAL (UAAL)/Surplus AVA Basis	Funded Ratio AVA Basis	Annual Total Payroll	Asset Smoothing Ratio (AVA / FVA)	Asset Volatility Ratio (FVA / Payroll)	Liability Volatility Ratio (AAL / Payroll)
1996 [2]	17,300	18,600	1,300	107.5%	17,700	400	102.3%	3,356	95.2%	5.5	5.2
1997 [2]	19,300	21,100	1,800	109.3%	19,600	300	101.6%	3,373	92.9%	6.3	5.7
1998	20,960	22,332	1,372	106.5%	20,851	(109)	99.5%	3,562	93.4%	6.3	5.9
1999	22,785	24,382	1,597	107.0%	23,536	751	103.3%	3,858	96.5%	6.3	5.9
2000	24,721	27,257	2,536	110.3%	25,427	706	102.9%	4,143	93.3%	6.6	6.0
2001	26,490	23,916	(2,574)	90.3%	26,490	-	100.0%	4,469	110.8%	5.4	5.9
2002	28,437	24,085	(4,352)	84.7%	28,262	(175)	99.4%	4,730	117.3%	5.1	6.0
2003	30,474	24,616	(5,858)	80.8%	26,564	(3,910)	87.2%	4,934	107.9%	5.0	6.2
2004	32,700	28,094	(4,606)	85.9%	27,089	(5,611)	82.8%	4,942	96.4%	5.7	6.6
2005	34,375	30,904	(3,471)	89.9%	29,497	(4,878)	85.8%	5,051	95.4%	6.1	6.8
2006	36,259	34,256	(2,003)	94.5%	32,820	(3,439)	90.5%	5,333	95.8%	6.4	6.8
2007	39,503	40,073	570	101.4%	37,042	(2,461)	93.8%	5,886	92.4%	6.8	6.7
2008	41,975	37,834	(4,141)	90.1%	39,662	(2,313)	94.5%	6,257	104.8%	6.0	6.7
2009	44,469	29,723	(14,746)	66.8%	39,542	(4,927)	88.9%	6,673	133.0%	4.5	6.7
2010	46,646	32,629	(14,017)	69.9%	38,839	(7,807)	83.3%	6,739	119.0%	4.8	6.9
2011	48,599	38,587	(10,012)	79.4%	39,194	(9,405)	80.6%	6,705	101.6%	5.8	7.2
2012	50,809	37,453	(13,356)	73.7%	39,039	(11,770)	76.8%	6,675	104.2%	5.6	7.6
2013	53,247	41,334	(11,913)	77.6%	39,932	(13,315)	75.0%	6,656	96.6%	6.2	8.0
2014	54,942	47,223	(7,719)	86.0%	43,654	(11,288)	79.5%	6,815	92.4%	6.9	8.1
2015	56,819	48,308	(8,511)	85.0%	47,328	(9,491)	83.3%	7,078	98.0%	6.8	8.0
2016	62,199	47,347	(14,852)	76.1%	49,358	(12,841)	79.4%	7,390	104.2%	6.4	8.4
2017	65,311	52,217	(13,094)	80.0%	52,166	(13,145)	79.9%	7,749	99.9%	6.7	8.4
2018	68,527	55,737	(12,790)	81.3%	55,233	(13,294)	80.6%	8,079	99.1%	6.9	8.5
2019	74,635	57,712	(16,923)	77.3%	57,617	(17,018)	77.2%	8,423	99.8%	6.9	8.9
2020	78,275	57,925	(20,350)	74.0%	59,763	(18,512)	76.3%	8,819	103.2%	6.6	8.9
2021	81,898	72,282	(9,616)	88.3%	64,909	(16,989)	79.3%	9,080	89.8%	8.0	9.0
2022	86,320	68,973	(17,347)	79.9%	68,712	(17,608)	79.6%	9,048	99.6%	7.6	9.5
2023	90,651	72,502	(18,149)	80.0%	72,415	(18,236)	79.9%	9,548	99.9%	7.6	9.5
2024	94,803	77,802	(17,001)	82.1%	76,664	(18,139)	80.9%	9,996	98.5%	7.8	9.5

1. Asset values exclude non-valuatioin reserves.
2. Only rounded values are available.

Exhibit E-5
Reconciliation of Changes in Unfunded Actuarial Accrued Liability or Surplus

Valuation Year	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Prior Year UAAL	13,315	11,288	9,491	12,841	13,145	13,294	17,018	18,512	16,989	17,608	18,236
Normal Cost	1,163	1,068	1,118	1,246	1,243	1,352	1,553	1,634	1,681	1,743	1,844
Contributions	(1,824)	(1,936)	(1,902)	(1,880)	(2,116)	(2,303)	(2,459)	(2,774)	(2,959)	(3,095)	(3,370)
Interest	999	814	682	954	968	976	1,212	1,311	1,202	1,244	1,285
Changes in Assumptions/Methodology	-	-	2,922	-	-	2,528	-	-	1,364	-	-
Changes in Benefit Provisions	-	-	-	-	-	-	-	-	-	-	-
Expected Current Year UAAL	13,653	11,234	12,311	13,161	13,240	15,847	17,324	18,683	18,277	17,500	17,995
Actual Current Year UAAL	11,288	9,491	12,841	13,145	13,294	17,018	18,512	16,989	17,608	18,236	18,139
Total (Gain)/Loss on UAAL	(2,365)	(1,743)	530	(16)	54	1,171	1,188	(1,694)	(669)	736	144
Asset (Gains)/Losses	(1,664)	(1,263)	496	(421)	(411)	477	701	(2,039)	(996)	(118)	(364)
Salary Increases	(291)	79	162	277	223	486	388	484	(21)	771	488
All Other Actuarial (Gains)/Losses	(410)	(559)	(128)	128	242	208	99	(139)	348	83	20

Exhibit E-6
Reconciliation of Changes in Calculated Employer Contribution Rate

Valuation Year	Prior Year Contribution Rate	Changes in Existing Amortization Bases	Assumption/ Method Changes	Salary/Payroll Variations	Plan Amendments	Asset (Gains)/Losses	Demographic/Other (Gains)/Losses	Current Year Contribution Rate
2004	14.65%	N/A[1]	N/A[1]	N/A[1]	N/A[1]	N/A[1]	N/A[1]	16.01%
2005	16.01%	N/A[1]	N/A[1]	N/A[1]	N/A[1]	N/A[1]	N/A[1]	14.86%
2006	14.86%	-0.29%	0.00%	0.02%	0.00%	-1.82%	0.14%	12.91%
2007	12.91%	-0.28%	1.34%	0.61%	0.00%	-2.14%	-0.04%	12.40%
2008	12.40%	-0.17%	0.00%	0.21%	0.00%	-0.24%	-0.12%	12.08%
2009	12.08%	-0.04%	-1.76%	0.21%	0.00%	3.91%	-0.18%	14.22%
2010	14.22%	0.00%	-0.27%	-0.10%	0.00%	2.29%	0.17%	16.31%
2011	16.31%	0.00%	0.25%	-0.14%	0.00%	1.39%	-0.27%	17.54%
2012	17.54%	0.00%	0.54%	-0.11%	0.00%	1.92%	-0.07%	19.82%
2013	19.82%	0.00%	0.82%	-0.01%	0.00%	0.74%	-0.03%	21.34%
2014	21.34%	0.00%	0.00%	-0.15%	0.00%	-1.43%	-0.43%	19.33%
2015	19.33%	0.00%	0.00%	0.04%	0.00%	-1.04%	-0.56%	17.77%
2016	17.77%	0.00%	2.87%	0.20%	0.00%	0.39%	-0.02%	21.21%
2017	21.21%	0.00%	0.00%	0.05%	0.00%	-0.32%	0.06%	21.00%
2018	21.00%	0.00%	0.00%	0.04%	0.00%	-0.30%	0.17%	20.91%
2019	20.91%	0.00%	1.10%	0.20%	0.00%	0.42%	-0.04%	22.59%
2020	22.59%	0.00%	1.09%	0.04%	0.00%	0.58%	0.34%	24.64%
2021	24.64%	0.00%	1.10%	0.39%	0.00%	-1.69%	0.02%	24.46%
2022	24.46%	0.00%	1.38%	0.49%	0.00%	-0.80%	0.31%	25.84%
2023	25.84%	0.00%	0.00%	0.26%	0.00%	-0.09%	-0.13%	25.88%
2024	25.88%	0.00%	0.00%	0.14%	0.00%	-0.26%	-0.15%	25.61%

1. Data not available.

Exhibit E-7
Funding Policy History

	Description of changes, if any	Effective Date	Impact on Contribution Rate	Impact on Funded Ratio	Rationale
2009	Changed from 3-year to 5-year asset smoothing. Included STAR reserve as a valuation asset. Adopted 30-year layered amortization period.	June 30, 2009	-1.68% [1]	4.40%	See June 30, 2009 valuation report.
2010	Included STAR reserve as a valuation asset.	June 30, 2010	-0.52% [1]	1.40%	See June 30, 2010 valuation report.
2011	Included STAR reserve as a valuation asset.	June 30, 2011	-0.52% [1]	1.20%	See June 30, 2011 valuation report.
2012	Included STAR reserve as a valuation asset for 2012 and future valuations (adopted February 2013).	June 30, 2012	-0.53% [1]	1.20%	See June 30, 2012 valuation report.
2019	Adopted 20-year layered amortization period for new layers. Existing layers are set to be no greater than 22 years, so they are fully amortized no later than 2042.	June 30, 2019	0.30%	0.00%	See June 30, 2019 valuation report.
2022	Excluded STAR reserve from valuation assets.	June 30, 2022	0.46%	-0.70%	See June 30, 2022 valuation report.

1. Note that savings due to inclusion of STAR reserve as valuation asset are not cumulative from year to year.

Exhibit E-8
History of Changes in Economic Assumptions

Valuation Year	Price Inflation	Wage Inflation	Real Wage Inflation[1]	Investment Return Assumption	Real Investment Return[2]	Effective Date	Change in Contribution Rate	Change in Funded Ratio
2004	3.50%	3.75%	0.25%	7.75%	4.25%	July 1, 2004	1.65%	N/A[3]
2007	3.50%	4.00%	0.50%	7.75%	4.25%	July 1, 2007	0.66%	-1.3%
2011	3.45%	3.95%	0.50%	7.70%	4.25%	July 1, 2011	0.25%	-0.3%
2012	3.35%	3.85%	0.50%	7.60%	4.25%	July 1, 2012	0.54%	-0.7%
2013	3.00%	3.50%	0.50%	7.50%	4.50%	July 1, 2013	0.37%	-0.1%
2016	2.75%	3.25%	0.50%	7.25%	4.50%	July 1, 2016	1.14%	-1.4%
2019	2.75%	3.25%	0.50%	7.00%	4.25%	July 1, 2019	2.20%	-2.3%

1. Excess of assumed wage inflation over price inflation.
2. Excess of assumed investment return over price inflation.
3. Information not available.

Exhibit E-9
History of Changes in Demographic and Other Non-Economic Assumptions

	Demographic Assumption Revisions	Effective Date	Change in Contribution Rate	Change in Funded Ratio	Rationale
2004	Mortality, merit salary scale, retirement, termination, probability of refund, probability of eligible survivor revised.	July 1, 2004	-0.63%	N/A[1]	Refer to the 2004 Investigation of Experience Report.
2007	Mortality, retirement, termination, probability of refund, merit salary scale for Safety members revised.	July 1, 2007	0.68%	N/A[1]	Refer to the 2007 Investigation of Experience Report.
2010	Mortality, retirement, termination, probability of refund, assumed benefit commencement age revised.	July 1, 2010	-0.27%	-0.1%	Refer to the 2010 Investigation of Experience Report.
2013	Mortality, retirement, termination, probability of refund, merit salary scale for Safety members, probability of eligible survivor, assumption for beneficiary age, reciprocity assumption revised.	July 1, 2013	0.45%	-0.6%	Refer to the 2013 Investigation of Experience Report.
2016	Mortality, retirement, termination, probability of eligible survivor, assumed benefit commencement age, reciprocity assumption revised.	July 1, 2016	1.73%	-2.5%	Refer to the 2016 Investigation of Experience Report.
2019	Mortality, retirement, termination, probability of refund, merit salary scale, assumed benefit commencement age.	July 1, 2019	0.80%	-0.4%	2019 Investigation of Experience.
2022	Mortality, retirement, termination, probability of refund, merit salary scale, probability of eligible survivor, assumption for beneficiary age, reciprocity assumption revised.	July 1, 2022	0.92%	-0.7%	2022 Investigation of Experience.

1. Information not available.

Appendix F Glossary

The following definitions include excerpts from a list adopted by the major actuarial organizations in the United States. In some cases, the definitions have been modified for specific applicability to LACERA and include terms used exclusively by LACERA. Defined terms are capitalized throughout this Appendix.

Accrued Benefit

The amount of an individual's benefit (whether or not vested) as of a specific date, determined in accordance with the terms of a pension plan and based on compensation and service to that date.

Actuarial Accrued Liability

That portion, as determined by a particular Actuarial Cost Method, of the Actuarial Present Value of pension plan benefits and expenses which is not provided for by future Normal Costs.

Actuarial Assumptions

Assumptions as to the occurrence of future events affecting pension costs, such as: mortality, withdrawal, disability, and retirement; changes in compensation; rates of investment earnings and asset appreciation or depreciation; procedures used to determine the Actuarial Value of Assets; and other relevant items.

Actuarial Gain (Loss)

A measure of the difference between actual experience and that expected based on a set of Actuarial Assumptions during the period between two Actuarial Valuation dates, as determined in accordance with a particular Actuarial Cost Method.

Actuarial Present Value

The value of an amount or series of amounts payable or receivable at various times, determined as of a given date by the application of a particular set of Actuarial Assumptions.

Actuarial Valuation

The determination, as of a valuation date, of the Normal Cost, Actuarial Accrued Liability, Actuarial Value of Assets, and related Actuarial Present Values for a pension plan.

Actuarial Value of Assets

The value of cash, investments and other property belonging to a pension plan, as used by the actuary for the purpose of an Actuarial Valuation.

Actuarially Equivalent

Of equal Actuarial Present Value, determined as of a given date with each value based on the same set of Actuarial Assumptions.

Amortization Payment

That portion of the pension plan contribution which is designed to pay interest on and to amortize the Unfunded Actuarial Accrued Liability.

Contingency Reserve

Reserves accumulated for future earning deficiencies, investment losses, and other contingencies. Additions include investment income and other revenues; deductions include investment expense, administrative expense, interest allocated to other reserves, funding the STAR Reserve, and distributions to the Contribution Credit Reserve. Amounts are allocated to the Contingency Reserve to the extent there are positive recognized earnings to allocate. The California Government Code (Sections 31592 and 31592.2) requires the Contingency Reserve to be set at a minimum of 1.0% of the fair value of total assets.

County Contribution Credit Reserve

The accumulated balance of the County's proportionate share of excess earnings as stipulated in the Retirement System Funding Agreement between LACERA and the County. Additions include distributions from excess earning during the fiscal years ending 1994 through 1998 and related earnings. Deductions include payments, as the County authorizes, for future employer contributions due LACERA and for funding a portion of the Retiree Healthcare Program under the provisions of Internal Revenue Code 401(h).

Employer Reserve

The accumulation of employer contributions for future retirement benefit payments. Additions include contributions from employers and related earnings. Deductions include annuity payments to retired members and survivors, lump sum death benefit payments to member survivors, and supplemental disability payments.

Entry Age Actuarial Cost Method

A method under which the Actuarial Present Value of the Projected Benefits of each individual included in an Actuarial Valuation is allocated on a level basis over the earnings or service of the individual between entry age and assumed exit ages. The portion of this Actuarial Present Value allocated to a valuation year is called the Normal Cost. The portion of this Actuarial Present Value not provided for at a valuation date by the Actuarial Present Value of future Normal Costs is called the Actuarial Accrued Liability.

Funded Ratio

A measurement of the funded status of the Plan. The Funded Ratio is calculated by dividing the Valuation Assets by the Actuarial Accrued Liability. For example, a Funded Ratio of 90% indicates assets are 10% less than liabilities.

Funding Goal

The Funding Goal is the funded status the Board of Investments would like LACERA to achieve. The main goal is to provide benefit security for its members as well as to achieve and maintain stable employer contributions that are as low as possible. A Funded Ratio equal to 100% is the Funding Goal.

Layered Amortization Period

Payment of each year's change in the Unfunded Actuarial Accrued Liability (UAAL) is amortized over separate closed periods. For LACERA, the original UAAL as of June 30, 2009 is being amortized over a closed 30-year period. Subsequent changes in the UAAL were amortized over new closed 30-year periods. Effective with the June 30, 2019 valuation all existing layers with more than 22 years remaining as of June 30, 2020 were re-amortized over closed 22-year periods. All new UAAL layers thereafter are amortized over closed 20-year periods beginning with the date the contribution is first expected to be made. All amortization payments are based on a level percent of pay.

Member Reserve

The accumulation of member contributions. Additions include member contributions and related earnings. Deductions include annuity payments to retirees and refunds to members.

Non-Valuation Reserves

Reserves excluded from the calculation of contribution rates, including the Contingency Reserve, the County Contribution Credit Reserve, and any other reserves specifically excluded by the Board of Investments.

Normal Cost

That portion of the Actuarial Present Value of pension plan benefits and expenses which is allocated to a valuation year by the Actuarial Cost Method.

Plan Year

A 12-month period beginning July 1 and ending June 30.

Projected Benefits

Those pension plan benefit amounts which are expected to be paid at various future times under a particular set of Actuarial Assumptions, taking into account such items as the effect of advancement in age and past and anticipated future compensation and service credits.

STAR Reserve

Reserves accumulated for the payment of cost-of-living benefits as defined in California Government Code Section 31874.3.

Supplemental Targeted Adjustment for Retirees (STAR) Benefits Supplemental cost-of-living payments to retired members to restore purchasing power at a specified percentage level, as described in California Government Code Section 31874.3.

Surplus Funding

The excess, if any, of the Actuarial Value of Assets over the Actuarial Accrued Liability. Standard actuarial terminology defines this as the “Funding Excess.” LACERA uses the term “Surplus Funding.”

Unfunded Actuarial Accrued Liability

The excess, if any, of the Actuarial Accrued Liability over the Actuarial Value of Assets.

Valuation Date

The date upon which the Normal Cost, Actuarial Accrued Liability, and Actuarial Value of Assets are determined. Generally, the Valuation Date will coincide with the ending of a Plan Year.

Valuation Reserves

All reserves excluding the Non-Valuation Reserves

BOARD LETTER/MEMO
CLUSTER FACT SHEET

☒ Board Letter ☐ Board Memo ☐ Other

CLUSTER AGENDA REVIEW DATE	3/19/2025
BOARD MEETING DATE	4/8/2025
SUPERVISORIAL DISTRICT AFFECTED	☒ All ☐ 1st ☐ 2nd ☐ 3rd ☐ 4th ☐ 5th
DEPARTMENT(S)	Los Angeles County Development Authority (LACDA)
SUBJECT	CONTRACT FOR BOARD BUDGET SYSTEM APPLICATION SUPPORT AND ENHANCEMENT IMPLEMENTATION SERVICES
PROGRAM	Information Technology
AUTHORIZES DELEGATED AUTHORITY TO DEPT	☒ Yes ☐ No
SOLE SOURCE CONTRACT	☐ Yes ☒ No If Yes, please explain why:
SB 1439 SUPPLEMENTAL DECLARATION FORM REVIEW COMPLETED BY EXEC OFFICE	☒ Yes ☐ No – Not Applicable **If unsure whether a matter is subject to the Levine Act, email your packet to EOLevineAct@bos.lacounty.gov to avoid delays in scheduling your Board Letter.**
DEADLINES/ TIME CONSTRAINTS	
COST & FUNDING	Total cost: $944,755.25 | Funding source: Program funds in the LACDA's FY 2024-29 budgets TERMS (if applicable): Five years. Explanation: The five-year contract sum including pool dollars is $944,755.25. An additional 10% contingency is being set aside for any unanticipated increases in work volume or special projects.
PURPOSE OF REQUEST	The contract will provide professional services for consulting and enhancement services for the LACDA's Budget System, which was configured and implemented five years ago. These services are essential to ensure the Budget System remains aligned with evolving technology industry standards and provides efficiencies to meet LACDA's budget and financial needs.
BACKGROUND (include internal/external issues that may exist including any related motions)	The professional consulting and enhancement services will include maintaining integration with the LACDA's Financial and Human Resources, implement new models, functionalities, and tools to improve budget formulation, analysis, and monitoring, and enhance budget modeling, cost allocations, performance management and forecasting capabilities. The LACDA utilized an RFP in accordance with LACDA Procurement and Contracting Policies and Procedures.
EQUITY INDEX OR LENS WAS UTILIZED	☐ Yes ☒ No If Yes, please explain how:
SUPPORTS ONE OF THE NINE BOARD PRIORITIES	☐ Yes ☒ No If Yes, please state which one(s) and explain how:
DEPARTMENTAL CONTACTS	Name, Title, Phone # & Email: Cesar Delgado, IT Director, (626) 586-1707 Cesar.Delgado@lacda.org Matthew Fortini, Chief Financial Officer, (626) 586-1890 Matthew.Fortini@lacda.org

April 8, 2025

Honorable Board of Commissioners
Los Angeles County Development Authority
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012

Dear Commissioners:

CONTRACT FOR BOARD BUDGET SYSTEM APPLICATION SUPPORT AND ENHANCEMENT IMPLEMENTATION SERVICES
(ALL DISTRICTS) (3 VOTE)

CIO RECOMMENDATION: (X) APPROVE

SUBJECT

This recommended action is to approve a Contract award to Neubrain, LLC. for professional services for the Los Angeles County Development Authority (LACDA)'s Board Budget System Application Support and Enhancement Services.

IT IS RECOMMENDED THAT THE BOARD:

1. Delegate authority to the Executive Director, or designee, to execute a Contract with Neubrain, LLC (Neubrain) to provide Board Budget System Application Support and Enhancement Services for the Los Angeles County Development Authority (LACDA)'s Operating Budget System and related services for the LACDA for a five-year term, with a maximum Contract Sum not to exceed $944,755.25 which is comprised of (i) $878,524.94 for ongoing support and upgrades; and (ii) $66,230.31 for Pool Dollars for additional Board Budget System Application Support and Enhancement services, with Pool Dollar expenditures to be authorized through issuance of change notices and/or amendments, as applicable.

2. Delegate authority to the Executive Director, or designee, to execute amendments to the Contract to: (i) add, delete, and/or change certain terms and conditions as mandated by federal, state, or local law or regulations, or

as required by the Board and/or Executive Director, which are not part of the Statement of Work (SOW); (ii) internally reallocate funds between budget pools within the Contract; (iii) approve assignment and delegation of the Contract, resulting from acquisitions, mergers, or other changes in ownership; (iv) terminate the Contract for convenience, if necessary; and (v) make changes to the SOW as operationally necessary, with all actions subject to prior approval as to form by County Counsel.

3. Delegate authority to the Executive Director, or designee, to execute Change Notices or Amendments to the Contract to increase the maximum Contract Sum by no more than $85,866.84 (10%) based on any unanticipated increases in work volume or special projects.

4. Find that approval of a contract with Neubrain, LLC. for professional services for the LACDA's Board Budget System Application Support and Enhancement Services is not subject to the provisions of the California Environmental Quality Act (CEQA), as described herein, because the activities are not defined as a project under CEQA.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

The purpose of this action is to acquire professional services from Neubrain to provide consulting and enhancement services for the LACDA's Budget System, which was configured and implemented five years ago. These services are essential to ensure the Budget System remains aligned with evolving industry standards and provides efficiencies to meet LACDA's budget and financial needs.

The ongoing services and enhancements of the LACDA's Budget System will continue to streamline the budgeting process and deliver real-time access to budget and actual information for improved analysis, funding decisions, and performance measurement.

The professional consulting and enhancement services for the Budget System will include, but are not limited to, the following, recognizing that specific enhancements may be adjusted to address evolving business needs:

- Maintain integration with the LACDA's Financial and Human Resources Systems to better manage and reconcile budget data;
- Implement new models, functionalities, and tools to improve budget formulation, analysis, and monitoring; and
- Enhance existing budget modeling, cost allocations, performance management and forecasting capabilities for central and divisional budget staff.

FISCAL IMPACT/FINANCING

The maximum sum for the five-year term of the Contract including Pool Dollars is $944,755.25. Funding for the LACDA's Budget System has been included in the LACDA's Fiscal Year 2024-25 Budget and will be included in each subsequent year's budget. A 10% contingency is being set aside for any unanticipated increases in work volume or special projects.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The proposed Contract has been reviewed and approved as to form by County Counsel, as well as the LACDA's Procurement Unit. It has been determined that the Contract complies with all applicable laws, statutes, rules, regulations, and order of the United States and the State of California. The Contract contains all latest applicable Board mandated provisions pertaining to consideration of hiring qualified County employees targeted for layoffs, contractor responsibility and debarment, Safely Surrendered Baby Law, the provisions of Paid Jury Service time for the Contractor's employees, and County of Los Angeles' Zero Tolerance Human Trafficking.

The LACDA engaged in negotiations with Neubrain, regarding the LACDA's standard terms and conditions and negotiated the most advantageous and commercially responsible terms possible for the LACDA. These mutually agreed upon LACDA's standard terms and conditions are part of this Contract.

County Counsel approved the contract as to form. The Chief Information Officer has reviewed the Board Letter and recommends approval. In compliance with Board Policy 6.020, the Office of the Chief Information Officer (OCIO) reviewed this request and recommends approval. The CIO Analysis is attached (Attachment I).

The recommended Contract contains the Board's required provisions that are applicable to the Contract, including the requirement for the firms to comply with Government Code Section 84308 relating to campaign contribution prohibitions.

The LACDA will not request Neubrain to perform services that exceed the Contract Sum, scope of work, or extend beyond the term of the Contract. The Contract expressly provides that the LACDA does not have an obligation to pay for services by Neubrain that exceed the maximum Contract Sum. As to LACDA's Budget System, Neubrain will provide professional services and application support.

ENVIRONMENTAL DOCUMENTATION

The provision of professional services described in this Board letter are exempt from the National Environmental Policy Act pursuant to 24 Code of Federal Regulations, Part 58, Section 58.34 (a)(3), because they involve administrative activities that will not have a physical impact on or result in any physical changes to the environment. These activities are not subject to the provisions of CEQA pursuant to State CEQA Guidelines 15060(c)(3) and 15378(b)(4), because they are not defined as a project under CEQA and do not have the potential for causing a significant effect on the environment.

CONTRACTING PROCESS

On November 20, 2024, the LACDA issued a Request for Proposal (RFP) for the provision of the Board Budget System Application Support and Enhancement Services and posted the RFP, Solicitation number LACDA24-122, on the LACDA's open bids website of registered vendors and the Los Angeles County (LAC) Solicitations. The RFP was posted under the following Commodity Codes: LACDA: Computer Services - Data Processing, Hosting, And Related Services, Consulting Services - Accounting and Auditing, and Consulting Services - Payroll, and LAC Solicitations: Software-Microcomputer-Accounting/Financial-Bookkeeping - Bill, which consisted of approximately 551 registered vendors from the LACDA website.

On December 11, 2024, one proposal was received. The proposal met minimum threshold requirements and was forwarded to a three-member evaluation committee for further review. The evaluation committee used the “informed averaged” scoring methodology using a 1,000 points system as established in the solicitation package. The evaluation criteria consisted of qualifications (background, experience, references, etc.), approach to providing the services, quality control plan, and cost. Neubrain is being recommended for Contract award based on the evaluation criteria set forth in the RFP.

IMPACT ON CURRENT SERVICES AND PROJECTS

The ongoing services and enhancements of the LACDA's Budget System will continue to streamline the budgeting process and will improve the efficiency of the LACDA’s finance and budget business processes and maximize the return on the LACDA budget investments. It will reduce administrative costs, provide management with the ability to monitor and manage the overall LACDA budget output, manage all aspects of budget and forecast, and provide real-time analytical reporting capabilities.

Respectfully submitted,	Reviewed by:
EMILIO SALAS Executive Director Los Angeles County Development Authority	PETER LOO Chief Information Officer County of Los Angeles

ES:KT:mr

Enclosures

Attachment I

Chief Information Office

Peter Loo
CHIEF INFORMATION OFFICER

CIO ANALYSIS DRAFT

BOARD AGENDA DATE:
4/15/2025

SUBJECT:

CONTRACT FOR BOARD BUDGET SYSTEM APPLICATION SUPPORT AND ENHANCEMENT IMPLEMENTATION SERVICES

CONTRACT TYPE:

☒ New Contract ☐ Sole Source ☐ Amendment to Contract #:

SUMMARY:

The Los Angeles County Development Authority (LACDA) is requesting delegated authority to execute a competitively solicited contract Neubrain LCC (Neubrain) to acquire additional professional services to implement new functionality for their Board Business Intelligence and Performance Management Software (Board), referred to as the Operating Budget System, which is hosted at LACDA's data center in Alhambra. Neubrain is a certified implementation partner for Board software.

The proposed contract will add integrations for the Capital Projects Budgeting, Grants Projects Budgeting, and Budget Amendment Processing models to the Operating Budget database, the GL/Financial systems, and the Project Management software, as well as software upgrade services and application support for the next 5 years.

On March 10, 2020, the Board approved delegated authority for LACDA to execute the base Contract with Neubrain for a term of five years, from March 16, 2020 through March 15, 2025, for a maximum Contract sum of $535,254. This Contract enabled LACDA to upgrade their Operating Budget System to the latest version of the Board software and provided new functionality to meet its budget and financial needs. On October 17, 2023, the Board approved an amendment for additional professional services and enhancements, bringing the total contract sum to $1,117,145.

The Contract scope of services includes requirements for project planning and management, requirements and design development, analysis and design of LACDA's business processes, software configuration and data validation, user acceptance testing, system training, and system maintenance and support services.

***Contract Amount*:** **$944,755.25** The requested authorization to increase the maximum Contract by 10 percent is exercised.

FINANCIAL ANALYSIS:

Neubrain Contract costs:

One-Time Costs:

Board Budget System Software Upgrade (800 hours @ $252.58/hr)…	$	202,064.00[1]
Capital Projects Budgeting Model (210 hours @ $252.58/hr)………….	$	53,041.80[2]
Grants Projects Budgeting Model (210 hours @ $252.58/hr) …………..	$	53,041.80[3]
Budget Amendment Process (21- hours @ $252.58/hr) …. ………………	$	53,041.80[4]
Subtotal One-Time Costs:…………………………………………………	**$**	**361,189.40**

Ongoing Annual Costs:

Year 1 Application Support (230 hours @ $252.58/hr) …………………….	$	58,093.40
Year 2 Application Support (230 hours @ $257.13/hr) …………………….	$	59,139.90
Year 3 Application Support (230 hours @ $261.75/hr) …………………….	$	60,202.50
Year 4 Application Support (230 hours @ $266.47/hr) …………………….	$	61,288.10
Year 5 Application Support (230 hours @ $271.26/hr) …………………….	$	62,389.80
Subtotal Ongoing Costs:………………………………………………………	**$**	**301,113.70**

Optional Costs:

Additional Support Hours (500 hours @ $260.67)………………………….	$	130,335.00
Subtotal Optional Costs:…………………………………………………	**$**	**130,335.00**

Total – Contract Sum……………………………………………………………	**$**	**792,638.10**
Contract Pool Dollars ………………………………………………………	**$**	**66,230.31[5]**
10% Contingency ……………………………………………………………..	**$**	**85,886.84[6]**
Total – Maximum Contract Sum…………………………………………	**$**	**944,755.25**

Notes:

[1] Software upgrades include yearly minor upgrades and major releases every two years. Testing includes integration/system testing and user acceptance testing of all applicable models.

[2] Integrations to the Operating Budget database, the GL/Financial systems, and the Project Management software.

[3] Integrations to the Operating Budget database, the GL/Financial systems, and the Project Management software

[4] Develop budgets at the account, project, and fund level, integrations with the Operating Budget database and the GL/Financial system.

[5] Additional Support and Enhancement services, with Pool Dollar expenditures to be authorized through issuance of change notices and/or amendments

[6] 10% contingency for unanticipated increases in work or special projects

Risks:

1. **Project Management and Governance** – To ensure a successful project, the Office of the Chief Information Officer (OCIO) recommends a strong project governance and dedicated project manager to ensure adherence to schedule and budget, to manage scope changes, to manage contractor performance, and to represent the needs of the LACDA business users. The Project Director is LACDA's Chief Financial Officer, Matthew Fortini and the Project Manager will be Susan Lawi-Ayad, Budget Manager of Finance & Budget.

2. **Lack of Contractor Performance** – A critical factor in the success of the project is management of Contractor performance. The Contract has provisions to ensure acceptable contractor performance and correction of deficiencies. These include termination or suspension for convenience, default, improper consideration, insolvency, and non-appropriation of funds; Performance Requirements that include deductions/fees for failure to meet the requirements outlined in the Statement of Work (SOW); and a Deliverables Warranty that guarantees completion of deliverables or an option to repair, replace or a refund.

3. **Information Security Review** – The information technology security risk was analyzed by LACDA's Information Security Officer and the Interim County Information Security Officer. The project was assessed as low risk, however, the "substantial conformance" clause in the SOW is subjective and could allow for important requirements, including security, to be dropped. To mitigate this, LACDA needs to ensure that a security risk assessment is done during the analysis phase and incorporate findings into the design and a pre-deployment security scan is done. Also, the proposed contract includes Technology Professional Liability Errors and Omissions Insurance for at least $2 million per occurrence and Cyber security insurance of $2 million, reducing risk.

4. **Contract Risks** – County Counsel participated in its negotiation and approved the Contract as to form.

PREPARED BY:

______________________________________ ____________________

STEPHANIE TODD, DEPUTY CHIEF INFORMATION OFFICER DATE

APPROVED:

______________________________________ ____________________

PETER LOO, CHIEF INFORMATION OFFICER DATE

CONTRACT

BY AND BETWEEN

LOS ANGELES COUNTY DEVELOPMENT AUTHORITY

AND

NEUBRAIN, LLC

FOR

BOARD BUDGET SYSTEM APPLICATION SUPPORT AND ENHANCEMENT IMPLEMENTATION SERVICES

TABLE OF CONTENTS

CONTRACT BETWEEN
LOS ANGELES COUNTY DEVELOPMENT AUTHORITY
AND
NEUBRAIN, LLC
FOR
BOARD BUDGET SYSTEM APPLICATION SUPPORT AND ENHANCEMENT IMPLEMENTATION SERVICES

This Contract and Exhibits made and entered into this DD day of [month], 2025 by and between the Los Angeles County Development Authority, hereinafter referred to as the ("LACDA") and Neubrain, LLC, hereinafter referred to as the ("Contractor"). The LACDA and Contractor are herein referred to as collectively the ("Parties").

RECITALS

WHEREAS, the LACDA may contract with private businesses for Board Budget System Application Support And Enhancement Implementation services when certain requirements are met;

WHEREAS, the Contractor is a private firm specializing in providing Board Budget System Application Support And Enhancement Implementation services;

WHEREAS, the LACDA issued a Request for Proposals, to which the Contractor submitted a [quote/bid/proposal] to furnish the services to the LACDA;

WHEREAS, on [date spelled out], the LACDA's Board of Commissioners ("Board") delegated authority for the LACDA's Executive Director, or duly authorized designee (hereinafter jointly referred to as the ("Executive Director") to execute contracts for Board Budget System Application Support And Enhancement Implementation services;

WHEREAS, the Contractor agrees to comply with, submit to, and abide by all federal, State, and County rules, regulations, policies, procedures of the funding source, governing administration, and fiscal authorities; and all applicable law;

WHEREAS, the Contractor possesses the competence, financial ability, expertise, facilities, and personnel to provide the services contemplated hereunder;

WHEREAS, it is the intent of the Parties hereto to enter into Contract to provide Board Budget System Application Support And Enhancement Implementation services ("Services"), as set forth herein; and

WHEREAS, the Contractor is willing and able to provide the services described herein, in consideration of the payments under this Contract and under the terms and conditions hereafter set forth.

NOW THEREFORE, in consideration of the mutual covenants contained herein, and for good and valuable consideration, the Parties agree to the following:

1.0 APPLICABLE DOCUMENTS

Exhibits A, B, C, D, E, F, and G are attached to and form a part of this Contract. In the event of any conflict or inconsistency in the definition or interpretation of any word, responsibility, schedule, or the contents or description of any task, deliverable, goods, service, or other work, or otherwise between the base Contract and the Exhibits, or between Exhibits, such conflict or inconsistency shall be resolved by giving precedence first to the Contract and then to the Exhibits according to the following priority.

1.1 Standard Exhibits

1.1.1 Exhibit A - Statement of Work

1.1.2 Exhibit B - Fee Schedule

1.1.3 Exhibit C - LACDA's Administration

1.1.4 Exhibit D - Contractor's Administration

1.1.5 Exhibit E - Required Contract Forms and Certifications

- Application for Exception and Certification Form for the Jury Service Program
- Attestation of Willingness to Consider GAIN/START Participants
- Compliance with Fair Chance Employment Hiring Practices Certification
- Contractor's EEO Certification Contribution and Agent Declaration Form

- Defaulted Property Tax Reduction Program Certification
- Federal Lobbyist Requirements Certification
- Zero Tolerance Human Trafficking Policy Certification

1.1.6 Exhibit F - Required Contract Provisions

- Contractor Employee Jury Service Ordinance
- Defaulted Property Tax Reduction Program
- HUD Section 3 Provisions
- IRS Notice 1015 – Earned Income Credit (EIC)
- Lobbyist Ordinance
- Safely Surrendered Baby Law

1.1.7 Exhibit G - Required Forms at the Time of Contract Execution

- Contractor Acknowledgement, Confidentiality, and Copyright Assignment Agreement

This Contract and the Exhibits hereto constitute the complete and exclusive statement of understanding between the Parties, and supersedes all previous Contracts, written and oral, and all communications between the parties relating to the subject matter of this Contract. No change to this Contract shall be valid unless prepared pursuant to Paragraph 8.1 - Amendments and signed by both Parties.

2.0 DEFINITIONS

2.1 Standard Definitions

The headings herein contained are for convenience and reference only and are not intended to define the scope of any provision thereof. The following words as used herein shall be construed to have the following meaning, unless otherwise apparent from the context in which they are used:

2.1.1 **Contract**: Agreement executed between the LACDA and Contractor. It sets forth the terms and conditions for the issuance and performance of the Statement of Work in Exhibit A.

2.1.2 **Contractor:** The sole proprietor, partnership, or corporation that has entered into a contract with the LACDA to perform or execute the work covered by the Statement of Work in Exhibit A.

3.0 WORK

3.1 Work Requirements

3.1.1 Pursuant to the provisions of this Contract, the Contractor shall fully perform, complete and deliver on time, all tasks, deliverables, services and other work as set forth in Exhibit A - Statement of Work, attached hereto and incorporated herein by reference.

3.1.2 The Contractor acknowledges that the quality of Service(s) provided under this Contract shall be at least equivalent to that which Contractor provides to all other clients it serves.

3.1.3 If the Contractor provides any tasks, deliverables, goods, services, or other work, other than as specified in this Contract, the same shall be deemed to be a gratuitous effort on the part of the Contractor, and the Contractor shall have no claim whatsoever against the LACDA.

4.0 TERM OF CONTRACT

4.1 Term

4.1.1 The term of this Contract shall commence on [date] and shall remain in full force and effect until [date] after execution by the LACDA's Executive Director, or designee, unless sooner terminated or extended, in whole or in part, as provided in this Contract.

4.1.2 The LACDA shall have the sole option to extend this Contract term for up to [in words (in numbers)] additional one-year periods, for a maximum total Contract term of [in words (in numbers)] years. Each such option and extension shall be exercised at the sole discretion of the Executive Director, or designee.

4.1.3 The Contractor shall notify the LACDA's Project Manager when this Contract is within three (3) months from the expiration of the term as provided for hereinabove. Upon occurrence of this event, the Contractor shall send written notification to the LACDA's Project Manager at the address herein provided in Exhibit C - LACDA's Administration.

5.0 CONTRACT SUM

5.1 Maximum Amount

The Maximum Amount of this Contract shall be Six Hundred Sixty-Two Thousand Three Hundred Three and 13/100 Dollars ($662,303.13) ("Maximum Amount") for the term of this Contract as set forth in Paragraph 4.1 - Term, above. Any costs incurred to complete this Service in excess of the maximum not-to-exceed cost will be borne by the Contractor.

5.2 Written Approval for Reimbursement

The Contractor shall not be entitled to payment or reimbursement for any tasks or services performed, nor for any incidental or administrative expenses whatsoever incurred in or incidental to performance hereunder, except as specified herein. Assumption or takeover of any of the Contractor's duties, responsibilities, or obligations, or performance of same by any entity other than the Contractor, whether through assignment, subcontract, delegation, merger, buyout, or any other mechanism, with or without consideration for any reason whatsoever, shall occur only with the LACDA's express prior written approval.

5.3 Notification of 75% of Total Contract Sum

The Contractor shall maintain a system of record keeping that will allow the Contractor to determine when it has incurred seventy-five percent (75%) of the Maximum Amount under this Contract. Upon occurrence of this event, the Contractor shall send written notification to Maryann Raygoza-Robles at the address herein provided in Exhibit C - LACDA's Administration.

5.4 No Payment for Services Provided Following Expiration/Termination of Contract

The Contractor shall have no claim against the LACDA for payment of any money or reimbursement, of any kind whatsoever, for any service provided by the Contractor after the expiration or other termination of this Contract. Should the Contractor receive any such payment it shall immediately notify the LACDA and shall immediately repay all such funds to the LACDA. Payment by the LACDA for services rendered after expiration/termination of this Contract shall not constitute a waiver of the LACDA's right to recover such payment from the Contractor. This provision shall survive the expiration or other termination of this Contract.

5.5 Invoices and Payments

5.5.1 The Contractor shall invoice the LACDA only for providing the tasks, deliverables, goods, services, and other work specified in Exhibit A - Statement of Work and elsewhere hereunder. The Contractor shall prepare invoices, which shall include the charges owed to the Contractor by the LACDA under the terms of this Contract. The Contractor's payments shall be as provided in Exhibit B - Fee Schedule, and the Contractor shall be paid only for the tasks, deliverables, goods, services, and other work approved in writing by the LACDA. If the LACDA does not approve work in writing no payment shall be due to the Contractor for that work.

5.5.2 The Contractor's invoices shall be priced in accordance with Exhibit B - Fee Schedule.

5.5.3 The Contractor's invoices shall contain the information set forth in Exhibit A - Statement of Work describing the tasks, deliverables, goods, services, work hours, and facility and/or other work for which payment is claimed.

5.5.4 The Contractor shall submit the monthly invoices to the LACDA by the 1st calendar day of the month following the month of service.

5.5.5 All invoices under this Contract shall be submitted to the following address: 700 W. Main Street, Alhambra, California 91801.

5.5.6 LACDA Approval of Invoices. All invoices submitted by the Contractor for payment must have the written approval of the LACDA's Project Manager prior to any payment thereof. In no event shall the LACDA be liable or responsible for any payment prior to such written approval. Approval for payment will not be unreasonably withheld.

5.6 Intentionally Omitted.

5.7 Source and Appropriation of Funds

5.7.1 The LACDA's obligation is payable only and solely from funds appropriated through the U.S. Department of Housing and Urban Development ("HUD") and, for the purpose of this Contract. All funds are appropriated every fiscal year beginning July 1.

5.7.2 In the event this Contract extends into succeeding fiscal years and funds have not been appropriated, this Contract will automatically terminate as of June 30 of the current fiscal year. The LACDA will endeavor to notify the Contractor in writing within ten (10) days of receipt of non-appropriation notice.

6.0 ADMINISTRATION OF CONTRACT – LACDA

6.1 LACDA's Administration

A listing of all LACDA Administration referenced in the following sub-paragraphs is designated in Exhibit C - LACDA's Administration. The LACDA shall notify the Contractor in writing of any change in the names or addresses shown.

6.2 LACDA's Project Manager

Responsibilities of the LACDA's Project Manager include:

6.2.1 Ensuring that the objectives of this Contract are met;

6.2.2 Providing direction to the Contractor in the areas relating to LACDA policy, information requirements, and procedural requirements;

6.2.3 Meeting with the Contractor's Project Manager on a regular basis; and

6.2.4 Inspecting any and all tasks, deliverables, goods, services, or other work provided by or on behalf of the Contractor.

7.0 ADMINISTRATION OF CONTRACT – CONTRACTOR

7.1 Contractor's Project Manager

7.1.1 The Contractor's Project Manager is designated in Exhibit D - Contractor's Administration. The Contractor shall notify the LACDA in writing of any change in the name or address of the Contractor's Project Manager.

7.1.2 The Contractor's Project Manager shall be responsible for the Contractor's day-to-day activities as related to this Contract and shall coordinate with the LACDA's Project Manager on a regular basis.

7.1.3 The Contractor's Project Manager must have five (5) years of experience.

7.2 Approval of Contractor's Staff

The LACDA has the absolute right to approve or disapprove all of the Contractor's staff performing work hereunder and any proposed changes in the Contractor's staff, including, but not limited to, the Contractor's Project Manager.

7.3 Contractor's Staff Identification

The Contractor shall provide, at Contractor's expense, all staff providing services under this Contract with a photo identification badge, which shall be visible when the Contractor or its staff is on LACDA's properties.

7.4 Background and Security Investigations

7.4.1 Each of the Contractor's staff performing services under this Contract who is in a designated sensitive position, as determined by the LACDA in LACDA's sole discretion, shall undergo and pass a background investigation to the satisfaction of the LACDA as a condition of beginning and continuing to perform services under this Contract. Such background investigation must be obtained through fingerprints submitted to the California Department of Justice to include State, local, and federal-level review, which may include, but shall not be limited to criminal conviction information. The fees associated with the background investigation shall be at the expense of the Contractor, regardless if the member of the Contractor's staff passes or fails the background investigation.

7.4.2 If a member of the Contractor's staff does not pass the background investigation, the LACDA may request that the member of Contractor's staff be immediately removed from performing services under the Contract at any time during the term of the Contract. The LACDA will not provide to the Contractor or to the Contractor's staff any information obtained through the LACDA's background investigation.

7.4.3 The LACDA, in its sole discretion, may immediately deny or terminate facility access to any member of Contractor's staff that does not pass such investigation to the satisfaction of the LACDA or whose background or conduct is incompatible with LACDA facility access.

7.4.4 Disqualification of any member of the Contractor's staff pursuant to this Paragraph 7.4 shall not relieve the Contractor of its obligation to complete all work in accordance with the terms and conditions of this Contract.

7.5 Confidentiality

7.5.1 The Contractor shall maintain the confidentiality of all records and information in accordance with all applicable Federal, State and local laws, rules, regulations, ordinances, directives, guidelines, policies and procedures relating to confidentiality, including, without limitation, the LACDA policies concerning information technology security and the protection of confidential records and information.

7.5.2 The Contractor shall indemnify, defend, and hold harmless the LACDA, its officers, employees, and agents, from and against any and all claims, demands, damages, liabilities, losses, costs and expenses, including, without limitation, defense costs and legal, accounting and other expert, consulting, or professional fees, arising from, connected with, or related to any failure by the Contractor, its officers, employees, agents, or subcontractors, to comply with this Paragraph 7.5, as determined by the LACDA in its sole judgment. Any legal defense pursuant to Contractor's indemnification obligations under this Paragraph 7.5 shall be conducted by the Contractor and performed by counsel selected by the Contractor and approved by the LACDA. Notwithstanding the preceding sentence, the LACDA shall have the right to participate in any such defense at its sole cost and expense, except that in the event the Contractor fails to provide the LACDA with a full and adequate defense, as determined by the LACDA in its sole judgment, the LACDA shall be entitled to retain its own counsel, including, without limitation, County Counsel, and reimbursement from the Contractor for all such costs and expenses incurred by the LACDA in doing so. Contractor shall not have the right to enter into any settlement, agree to any injunction, or make any admission, in each case, on behalf of the LACDA without LACDA's prior written approval.

7.5.3 The Contractor shall inform all of its officers, employees, agents and subcontractors providing services hereunder of the confidentiality provisions of this Contract.

7.5.4 The Contractor shall sign and adhere to the provisions of the "Contractor Acknowledgement, Confidentiality and Copyright Assignment Agreement", a copy which is attached in Exhibit E – Required Contract Forms and Certifications.

8.0 STANDARD TERMS AND CONDITIONS

8.1 Amendments

8.1.1 For any change which affects the scope of work, term, Maximum Amount, payments, or any term or condition included under this

Contract, an Amendment shall be prepared and executed by the Contractor and Executive Director, or designee.

8.1.2 The LACDA's Board or Executive Director may require the addition and/or change of certain terms and conditions in the Contract during the term of this Contract. The LACDA reserves the right to add and/or change such provisions as required by the LACDA's Board or Executive Director. To implement such changes, an Amendment to the Contract shall be prepared and executed by the Contractor and Executive Director.

8.1.3 The Executive Director may at his/her sole discretion, authorize extensions of time as defined in Paragraph 4.0 - Term of Contract. The Contractor agrees that such extensions of time shall not change any other term or condition of this Contract during the period of such extensions. To implement an extension of time, an Amendment to the Contract shall be prepared and executed by the Contractor and Executive Director or designee.

8.2 Assignment and Delegation/Mergers or Acquisitions

8.2.1 The Contractor shall notify the LACDA of any pending acquisitions/mergers of its company unless otherwise legally prohibited from doing so. If the Contractor is restricted from legally notifying the LACDA of pending acquisitions/mergers, then it should notify the LACDA of the actual acquisitions/mergers as soon as the law allows and provide to the LACDA the legal framework that restricted it from notifying the LACDA prior to the actual acquisitions/mergers.

8.2.2 The Contractor shall not assign its rights or delegate its duties under this Contract, or both, whether in whole or in part, without the prior written consent of the LACDA, in its discretion, and any attempted assignment or delegation without such consent shall be null and void. For purposes of this sub-paragraph, the LACDA consent shall require a written amendment to the Contract, which is formally approved and executed by the Parties. Any payments by the LACDA to any approved delegate or assignee on any claim under this Contract shall be deductible, at the LACDA's sole discretion, against the claims, which the Contractor may have against the LACDA.

8.2.3 Shareholders, partners, members, or other equity holders of the Contractor may transfer, sell, exchange, assign, or divest themselves of any interest they may have therein. However, in the event any such sale, transfer, exchange, assignment, or divestment is effected in such a way as to give majority control of the Contractor to any person(s), corporation, partnership, or legal entity other than the majority controlling interest therein at the time of execution of the Contract, such disposition is an assignment requiring the prior written consent of the LACDA in accordance with applicable provisions of this Contract.

8.2.4 Any assumption, assignment, delegation, or takeover of any of the Contractor's duties, responsibilities, obligations, or performance of same by any entity other than the Contractor, whether through assignment, subcontract, delegation, merger, buyout, or any other mechanism, with or without consideration for any reason whatsoever without the LACDA's express prior written approval, shall be a material breach of the Contract which may result in the termination of this Contract. In the event of such termination, the LACDA shall be entitled to pursue the same remedies against Contractor as it could pursue in the event of default by the Contractor.

8.3 Authorization Warranty

The Contractor represents and warrants that the person executing this Contract for the Contractor is an authorized agent who has actual authority to bind the Contractor to each and every term, condition, and obligation of this Contract and that all requirements of the Contractor have been fulfilled to provide such actual authority.

8.4 Budget Reductions

In the event that the LACDA's Board adopts, in any fiscal year, a LACDA Budget which provides for reductions in the salaries and benefits paid to the majority of the LACDA employees and imposes similar reductions with respect to LACDA Contracts, the LACDA reserves the right to reduce its payment obligation under this Contract correspondingly for that fiscal year and any subsequent fiscal year during the term of this Contract (including any extensions), and the services to be provided by the Contractor under this Contract shall also be reduced correspondingly. The LACDA's notice to the Contractor regarding said reduction in payment obligation shall be provided within thirty (30) calendar days of the Board's approval of such actions. Except as set forth in the preceding sentence, the Contractor shall continue to provide all of the services set forth in this Contract.

8.5 Compliance with Applicable Laws

In the performance of this Contract, the Contractor shall comply with all applicable Federal, State and local laws, rules, regulations, ordinances, directives, guidelines, policies and procedures, and all provisions required thereby to be included in this Contract are hereby incorporated herein by reference.

8.6 Compliance with Civil Rights Laws

8.6.1 The Contractor hereby assures that it will comply with Subchapter VI of the Civil Rights Act of 1964, 42 USC Sections 2000(e)(1) through 2000(e)(17), to the end that no person shall, on the grounds of race, creed, color, sex, religion, ancestry, age, condition of physical handicap, marital status, political affiliation, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under this Contract or under any project, program, or activity supported by this Contract. The Contractor shall comply with the Contractor's EEO Certification, a copy which is attached in Exhibit E – Required Contract Forms and Certifications.

8.6.2 The Contractor shall comply with Section 109 of the Housing and Community Development Act of 1974 which states that no person in the United States shall, on the grounds of race, color, national origin, or sex be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity funded in whole or in part with funds made available under this Contract.

8.6.3 The Contractor shall comply with the Age Discrimination Act of 1975 and Section 504 of the Rehabilitation Act of 1973, which require that no person in the United States shall be excluded from participating in, denied the benefits of, or subject to discrimination under this Contract on the basis of age or with respect to an otherwise qualified disabled individual.

8.7 Compliance with the County Policy of Equity

The Contractor acknowledges that the County takes its commitment to preserving the dignity and professionalism of the workplace very seriously, as set forth in the County Policy of Equity ("CPOE") (https://ceop.lacounty.gov/) to which the LACDA requires compliance by the Contractor. The Contractor further acknowledges that the LACDA strives to provide a workplace free from discrimination, harassment, retaliation and inappropriate conduct based on a protected characteristic, and which may violate the CPOE. The Contractor, its employees and subcontractors acknowledge and certify receipt and understanding of the CPOE. Failure of the Contractor, its employees or its subcontractors to uphold the LACDA's expectations of a workplace free from harassment and discrimination, including inappropriate conduct based on a protected characteristic, may subject the Contractor to termination of the Contract as well as civil liability.

8.8 Compliance with County's Zero Tolerance Policy on Human Trafficking

8.8.1 The Contractor acknowledges that the LACDA has established a Zero Tolerance Policy on Human Trafficking prohibiting contractors from engaging in human trafficking.

8.8.2 If a Contractor or member of the Contractor's staff is convicted of a human trafficking offense, the LACDA shall require that the Contractor or member of Contractor's staff be removed immediately from performing services under the Contract. The LACDA will not be under any obligation to disclose confidential information regarding the offenses other than those required by law.

8.8.3 Disqualification of any member of the Contractor's staff pursuant to this paragraph shall not relieve the Contractor of its obligation to complete all work in accordance with the terms and conditions of this Contract.

8.9 Compliance with Fair Chance Employment Practices

The Contractor shall comply with fair chance employment hiring practices set forth in California Government Code Section 12952, Employment Discrimination: Conviction History. Contractor's violation of this paragraph of the Contract may constitute a material breach of the Contract. In the event of such material breach, the LACDA may, in its sole discretion, terminate the Contract.

8.10 Compliance with Jury Service Program

8.10.1 Jury Service Program

This Contract is subject to the provisions of the County ordinance entitled Contractor Employee Jury Service ("Jury Service Program") as codified in Sections 2.203.010 through 2.203.090 of the Los Angeles County Code, a copy of which is attached as Exhibit F – Required Contract Provisions and incorporated by reference into and made a part of this Contract.

8.10.2 Written Employee Jury Service Policy

A. Unless the Contractor has demonstrated to the LACDA's satisfaction either that the Contractor is not a "Contractor" as defined under the Jury Service Program (Section 2.203.020 of the County Code) or that the Contractor qualifies for an exception to the Jury Service Program (Section 2.203.070 of the County

Code), the Contractor shall have and adhere to a written policy that provides that its Employees shall receive from the Contractor, on an annual basis, no less than five days of regular pay for actual jury service. The policy may provide that Employees deposit any fees received for such jury service with the Contractor or that the Contractor deduct from the Employee's regular pay the fees received for jury service.

B. For purposes of this sub-paragraph, "Contractor" means a person, partnership, corporation or other entity which has a contract with the LACDA or a subcontract with a Contractor and has received or will receive an aggregate sum of $50,000 or more in any 12-month period under one or more LACDA contracts or subcontracts. "Employee" means any California resident who is a full-time employee of the Contractor. "Full-time" means 40 hours or more worked per week, or a lesser number of hours if: 1) the lesser number is a recognized industry standard as determined by the LACDA, or 2) Contractor has a long-standing practice that defines the lesser number of hours as full-time. Full-time employees providing short-term, temporary services of 90 days or less within a 12-month period are not considered full-time for purposes of the Jury Service Program. If the Contractor uses any Subcontractor to perform services for the LACDA under the Contract, the Subcontractor shall also be subject to the provisions of this sub-paragraph. The provisions of this sub-paragraph shall be inserted into any such subcontract agreement and a copy of the Jury Service Program shall be attached to the subcontract agreement.

C. If the Contractor is not required to comply with the Jury Service Program when the Contract commences, the Contractor shall have a continuing obligation to review the applicability of its "exception status" from the Jury Service Program, and the

Contractor shall immediately notify the LACDA if the Contractor at any time either comes within the Jury Service Program's definition of "Contractor" or if the Contractor no longer qualifies for an exception to the Jury Service Program. In either event, the Contractor shall immediately implement a written policy consistent with the Jury Service Program. The LACDA may also require, at any time during the Contract and at its sole discretion, that the Contractor demonstrate to the LACDA's satisfaction that the Contractor either continues to remain outside of the Jury Service Program's definition of "Contractor" and/or that the Contractor continues to qualify for an exception to the Jury Service Program.

D. The Contractor's violation of this sub-paragraph of the Contract may constitute a material breach of the Contract. In the event of such material breach, the LACDA may, in its sole discretion, terminate the Contract and/or bar the Contractor from the award of future LACDA contracts for a period of time consistent with the seriousness of the breach.

8.11 Conflict of Interest

8.11.1 No LACDA employee whose position with the LACDA enables such employee to influence the award of this Contract or any competing Contract, and no spouse or economic dependent of such employee, shall be employed in any capacity by the Contractor or have any other direct or indirect financial interest in this Contract. No officer or employee of the Contractor who may financially benefit from the performance of work hereunder shall in any way participate in the LACDA's approval, or ongoing evaluation, of such work, or in any way attempt to unlawfully influence the LACDA's approval or ongoing evaluation of such work.

8.11.2 The Contractor shall comply with all conflict of interest laws, ordinances, and regulations now in effect or hereafter to be enacted during the term of this Contract. The Contractor warrants that it is not now aware of any facts that create a conflict of interest. If the Contractor hereafter becomes aware of any facts that might reasonably be expected to create a conflict of interest, it shall immediately make full written disclosure of such facts to the LACDA. Full written disclosure shall include, but is not limited to, identification of all persons implicated and a complete description of all relevant circumstances. Failure to comply with the provisions of this sub-paragraph shall be a material breach of this Contract.

8.12 Consideration of Hiring LACDA Employees Targeted for Layoff or Re-Employment List

Should the Contractor require additional or replacement personnel after the effective date of this Contract to perform the services set forth herein, the Contractor shall give first consideration for such employment openings to qualified, permanent LACDA or County employees who are targeted for layoff or qualified, former LACDA or County employees who are on a re-employment list during the life of this Contract.

8.13 Consideration of Hiring GAIN-START Participants

8.13.1 Should the Contractor require additional or replacement personnel after the effective date of this Contract, the Contractor will give consideration for any such employment openings to participants in the County's Department of Public Social Services Greater Avenues for Independence (GAIN) Program or Skills and Training to Achieve Readiness for Tomorrow (START) Program who meet the contractor's minimum qualifications for the open position. For this purpose, consideration will mean that the Contractor will interview qualified candidates. The LACDA will refer GAIN/START participants by job category to the Contractor. Contractors must report all job openings with job requirements to: gainstart@dpss.lacounty.gov and BSERVICES@OPPORTUNITY.LACOUNTY.GOV and DPSS will refer qualified GAIN/START job candidates.

8.13.2 In the event that both laid-off LACDA and County employees and GAIN/START participants are available for hiring, the LACDA and County employees shall be given first priority.

8.14 Contractor's Acknowledgement of LACDA's Commitment to the Safely Surrendered Baby Law

8.14.1 The Contractor acknowledges that the LACDA places a high priority on the implementation of the Safely Surrendered Baby Law. The contractor understands that it is the LACDA's policy to encourage all LACDA contractors to voluntarily post the County's "Safely Surrendered Baby Law" poster, in Exhibit F – Required Contract Provisions, in a prominent position at the contractor's place of business. The Contractor will also encourage its subcontractors, if any, to post this poster in a prominent position in the subcontractor's place of business. Information and posters for printing are available at www.babysafela.org.

8.14.2 Notice to Employees Regarding the Safely Surrendered Baby Law

The Contractor shall notify and provide to its employees, and shall require each subcontractor to notify and provide to its employees, information regarding the Safely Surrendered Baby Law, its implementation in Los Angeles County, and where and how to safely surrender a baby. The information is set forth in Exhibit F – Required Contract Provisions, Safely Surrendered Baby Law of this Contract. Additional information is available at www.babysafela.org.

8.15 Intentionally Omitted.

8.16 Contractor Responsibility and Debarment

8.16.1 Responsible Contractor

A responsible Contractor is a Contractor who has demonstrated the attribute of trustworthiness, as well as quality, fitness, capacity and experience to satisfactorily perform the contract. It is the LACDA's policy to conduct business only with responsible Contractors.

8.16.2 Chapter 2.202 of the County Code

The Contractor is hereby notified that, in accordance with Chapter 2.202 of the County Code, if the LACDA acquires information concerning the performance of the Contractor on this or other contracts which indicates that the Contractor is not responsible, the LACDA may, in addition to other remedies provided in the Contract, debar the Contractor from bidding or proposing on, or being awarded, and/or performing work on LACDA contracts for a specified period of time, which generally will not exceed five years but may exceed five years or be permanent if warranted by the circumstances, and terminate any or all existing Contracts the Contractor may have with the LACDA.

8.16.3 Non-Responsible Contractor

The LACDA may debar a Contractor if the Board finds, in its discretion, that the Contractor has done any of the following: (1) violated a term of a contract with the LACDA or a nonprofit corporation created by the LACDA, (2) committed an act or omission which negatively reflects on the Contractor's quality, fitness or capacity to perform a contract with the LACDA, any other public entity, or a nonprofit corporation created by the LACDA, or engaged in a pattern or practice which negatively reflects on same, (3) committed an act or offense which indicates a lack of business integrity or business honesty, or (4) made or submitted a false claim against the LACDA or any other public entity.

8.16.4 Contractor Hearing Board

A. If there is evidence that the Contractor may be subject to debarment, the LACDA will notify the Contractor in writing of the evidence which is the basis for the proposed debarment and will advise the Contractor of the scheduled date for a debarment hearing before the Contractor Hearing Board.

B. The Contractor Hearing Board will conduct a hearing where evidence on the proposed debarment is presented. The

Contractor and/or the Contractor's representative shall be given an opportunity to submit evidence at that hearing. After the hearing, the Contractor Hearing Board shall prepare a tentative proposed decision, which shall contain a recommendation regarding whether the Contractor should be debarred, and, if so, the appropriate length of time of the debarment. The Contractor and the LACDA shall be provided an opportunity to object to the tentative proposed decision prior to its presentation to the Board.

C. After consideration of any objections, or if no objections are submitted, a record of the hearing, the proposed decision, and any other recommendation of the Contractor Hearing Board shall be presented to the Board. The Board shall have the right to modify, deny, or adopt the proposed decision and recommendation of the Contractor Hearing Board.

D. If a Contractor has been debarred for a period longer than five (5) years, that Contractor may after the debarment has been in effect for at least five (5) years, submit a written request for review of the debarment determination to reduce the period of debarment or terminate the debarment. The LACDA may, in its discretion, reduce the period of debarment or terminate the debarment if it finds that the Contractor has adequately demonstrated one or more of the following: (1) elimination of the grounds for which the debarment was imposed; (2) a bona fide change in ownership or management; (3) material evidence discovered after debarment was imposed; or (4) any other reason that is in the best interests of the LACDA.

E. The Contractor Hearing Board will consider a request for review of a debarment determination only where (1) the Contractor has been debarred for a period longer than five (5) years; (2) the debarment has been in effect for at least five (5) years; and (3) the request is in writing, states one or more of the grounds for reduction of the debarment period or termination of the debarment, and includes supporting documentation. Upon receiving an appropriate request, the Contractor Hearing Board will provide notice of the hearing on the request. At the hearing, the Contractor Hearing Board shall conduct a hearing where evidence on the proposed reduction of debarment period or termination of debarment is presented. This hearing shall be conducted and the request for review decided by the Contractor Hearing Board pursuant to the same procedures as for a debarment hearing.

F. The Contractor Hearing Board's proposed decision shall contain a recommendation on the request to reduce the period of debarment or terminate the debarment. The Contractor Hearing Board shall present its proposed decision and recommendation to the Board of Commissioners. The Board of Commissioners shall have the right to modify, deny, or adopt the proposed decision and recommendation of the Contractor Hearing Board.

8.16.5 Subcontractors of Contractor

These terms shall also apply to Subcontractors of the LACDA Contractors.

8.17 Contractor's Warranty of Adherence to LACDA's Child Support Compliance Program

8.17.1 The Contractor acknowledges that the LACDA has established a goal of ensuring that all individuals who benefit financially from the LACDA through Contract are in compliance with their court-ordered child, family and spousal support obligations in order to mitigate the economic burden otherwise imposed upon the LACDA and its taxpayers.

8.17.2 As required by the County's Child Support Compliance Program (County Code Chapter 2.200) and without limiting the Contractor's duty under this Contract to comply with all applicable provisions of law, the Contractor warrants that it is now in compliance and shall during the term of this Contract maintain in compliance with employment and wage reporting requirements as required by the Federal Social Security Act (42 USC Section 653a) and California Unemployment Insurance Code Section 1088.5, and shall implement all lawfully served Wage and Earnings Withholding Orders or Child Support Services Department Notices of Wage and Earnings Assignment for Child, Family or Spousal Support, pursuant to Code of Civil Procedure Section 706.031 and Family Code Section 5246(b).

8.18 Counterparts and Electronic Signatures

This Contract may be executed in two or more counterparts, each of which shall be deemed an original but all of which together shall constitute one and the same Contract. The facsimile, email or other electronically delivered signature of the Parties shall be deemed to constitute original signatures, and facsimile or electronic copies hereof shall be deemed to constitute duplicate originals.

8.19 Damage to LACDA Facilities, Buildings or Grounds

8.19.1 The Contractor shall repair, or cause to be repaired, at its own cost, any and all damage to LACDA facilities, buildings, or grounds caused by the Contractor or employees or agents of the Contractor. Such repairs shall be made immediately after the Contractor has become aware of such damage, but in no event later than thirty (30) days after the occurrence.

8.19.2 If the Contractor fails to make timely repairs, the LACDA may make any necessary repairs. All costs incurred by the LACDA as determined by the LACDA, for such repairs shall be repaid by the Contractor by cash payment upon demand.

8.20 Employment Eligibility Verification

8.20.1 The Contractor warrants that it fully complies with all Federal and State statutes and regulations regarding the employment of aliens and others and that all its employees performing work under this

Contract meet the citizenship or alien status requirements set forth in Federal and State statutes and regulations. The Contractor shall obtain, from all employees performing work hereunder, all verification and other documentation of employment eligibility status required by Federal and State statutes and regulations including, but not limited to, the Immigration Reform and Control Act of 1986, (P.L. 99-603), or as they currently exist and as they may be hereafter amended. The Contractor shall retain all such documentation for all covered employees for the period prescribed by law.

8.20.2 The Contractor shall indemnify, defend, and hold harmless, the LACDA, its agents, officers, and employees from employer sanctions and any other liability which may be assessed against the Contractor or the LACDA or both in connection with any alleged violation of any Federal or State statutes or regulations pertaining to the eligibility for employment of any persons performing work under this Contract.

8.21 Executive Order 11246 and 11375, Equal Opportunity in Employment

8.21.1 The Contractor shall comply with Executive Order 11246 and 11375, Equal Opportunity in Employment, which requires that during the performance of this Contract, the Contractor will not discriminate against any employee or applicant for employment because of race, color, religion, sex or national origin. The Contractor will take affirmative action to ensure that applicants are employed, and that employees are treated fairly during employment, without regard to their race, color, religion, sex or national origin. Such action shall include, but not be limited to the following: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The Contractor agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the contracting officer setting forth the provisions of the non-discrimination clause.

8.21.2 The Contractor will, in all solicitations or advertisements for employees placed by or on behalf of the Contractor, state that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex or national origin.

8.21.3 The Contractor will send to each labor union or representative of workers with which he has a collective bargaining Contract or other contract or understanding, a notice to be provided by the agency of the Contractor's commitments under Section 202 of Executive Order No. 11246 of September 24, 1965, and shall post copies of the notice in conspicuous places available to employees and applicants for employment. The Contractor will comply with all provisions of Executive Order No. 11246 of September 24, 1965, and of the rules, regulations and relevant orders of the Secretary of Labor.

8.21.4 The Contractor will furnish all information and reports required by the Executive Order and by the rules, regulations and orders of the Secretary of Labor, or pursuant thereto, and will permit access to its books, records, and accounts by the LACDA and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations and orders.

8.21.5 In the event of Contractor's noncompliance with the non-discrimination clauses of this Contract or with any of such rules, regulations or orders, this Contract may be canceled, terminated or suspended in whole or in part and the Contractor may be declared ineligible for further Government contracts in accordance with procedures authorized in the Executive Orders and such other sanctions may be imposed and remedies invoked as provided in the Executive Order or by rule, regulation or order of the Secretary of Labor, or as otherwise provided by law.

8.21.6 The Contractor will include the provisions of these paragraphs in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to

Section 204 of the Executive Order No. 11246 of September 24, 1965, that such provisions will be binding upon each subcontractor or vendor. The Contractor will take such actions with respect to any subcontract or purchase order as the LACDA may direct as a means of enforcing such provisions including sanctions for noncompliance, provided however, that in the event the Contractor becomes involved in, or is threatened with litigation by a subcontractor or vendor as a result of such direction by the LACDA, the Contractor may request the United States to enter into such litigation to protect the interests of the United States.

8.22 Facsimile Representations

The LACDA and the Contractor hereby agree to regard facsimile representations of original signatures of authorized officers of each Party, when appearing in appropriate places on the Amendments prepared pursuant to paragraph 8.1, and received via communications facilities, as legally sufficient evidence that such original signatures have been affixed to Amendments to this Contract, such that the Parties need not follow up facsimile transmissions of such documents with subsequent (non-facsimile) transmission of “original” versions of such documents.

8.23 Fair Labor Standards

The Contractor shall comply with all applicable provisions of the Federal Fair Labor Standards Act and shall indemnify, defend, and hold harmless the LACDA and its agents, officers, and employees from any and all liability, including, but not limited to, wages, overtime pay, liquidated damages, penalties, court costs, and attorneys' fees arising under any wage and hour law, including, but not limited to, the Federal Fair Labor Standards Act, for work performed by the Contractor’s employees for which the LACDA may be found jointly or solely liable.

8.24 Federal Lobbyist Requirements

8.24.1 The Contractor is prohibited by the Department of Interior and Related Agencies Appropriations Act, known as the Byrd

Amendments, and HUD's 24 CFR Part 87, from using federally appropriated funds for the purpose of influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, loan or cooperative Contract, and any extension, continuation, renewal, amendment or modification of said documents.

8.24.2 The Contractor must certify in writing on the Federal Lobbyist Requirements Certification form that they are familiar with the Federal Lobbyist Requirements and that all persons and/or subcontractors acting on behalf of the Contractor will comply with the Lobbyist Requirements.

8.24.3 Failure on the part of the Contractor or persons/subcontractors acting on behalf of the Contractor to fully comply with the Federal Lobbyist Requirements may be subject to civil penalties.

8.25 Force Majeure

8.25.1 The Parties agree that COVID-19 pandemic is not a force majeure event. Neither Party shall be liable for such party's failure to perform its obligations under and in accordance with this Contract, if such failure arises out of fires, floods, other natural occurrences, strikes, lockouts (other than a lockout by such party or any of such party's subcontractors), freight embargoes, or other similar events to those described above, but in every such case the failure to perform must be totally beyond the control and without any fault or negligence of such party (such events are referred to in this sub-paragraph as "force majeure events").

8.25.2 Notwithstanding the foregoing, a default by a subcontractor of Contractor shall not constitute a force majeure event, unless such default arises out of causes beyond the control of both Contractor and such subcontractor, and without any fault or negligence of either of them. In such case, Contractor shall not be liable for failure to perform, unless the goods or services to be furnished by the subcontractor were obtainable from other sources in sufficient time to permit Contractor to meet the required performance schedule. As used in this sub-paragraph, the term "subcontractor" and "subcontractors" mean subcontractors at any tier.

8.25.3 In the event Contractor's failure to perform arises out of a force majeure event, Contractor agrees to use commercially reasonable best efforts to obtain goods or services from other sources, if applicable, and to otherwise mitigate the damages and reduce the delay caused by such force majeure event.

8.26 Governing Law, Jurisdiction, and Venue

This Contract shall be governed by, and construed in accordance with, the laws of the State of California. The Contractor agrees and consents to the exclusive jurisdiction of the courts of the State of California for all purposes regarding this Contract and further and consents that venue of any action brought hereunder shall be exclusively in the County of Los Angeles.

8.27 Indemnification

The Contractor shall indemnify, defend and hold harmless the LACDA, County, and its Special Districts, elected and appointed officers, employees, agents and volunteers ("LACDA Indemnitees") from and against any and all liability, including but not limited to demands, claims, actions, fees, costs and expenses (including attorney and expert witness fees), arising from and/or relating to this Contract, except for such loss or damage arising from the sole negligence or willful misconduct of the LACDA Indemnitees.

8.28 Independent Contractor Status

8.28.1 This Contract is by and between the LACDA and the Contractor and is not intended, and shall not be construed, to create the relationship of agent, servant, employee, partnership, joint venture, or association, as between the LACDA and the Contractor. The employees and agents of one party shall not be, or be construed to be, the employees or agents of the other party for any purpose whatsoever.

8.28.2 The Contractor shall be solely liable and responsible for providing to, or on behalf of, all persons performing work pursuant to this Contract all compensation and benefits. The LACDA shall have no liability or responsibility for the payment of any salaries, wages, unemployment benefits, disability benefits, Federal, State, or local taxes, or other compensation, benefits, or taxes for any personnel provided by or on behalf of the Contractor.

8.28.3 The Contractor understands and agrees that all persons performing work pursuant to this Contract are, for purposes of Workers' Compensation liability, solely employees of the Contractor and not employees of the LACDA. The Contractor shall be solely liable and responsible for furnishing any and all Workers' Compensation benefits to any person as a result of any injuries arising from or connected with any work performed by or on behalf of the Contractor pursuant to this Contract.

8.28.4 The Contractor shall adhere to the provisions stated in sub-paragraph 7.5 - Confidentiality.

8.29 Liquidated Damages

8.29.1 ƚ In the event Contractor is in default of this Contract, LACDA may, at its option, pursue any or all of the remedies available to it under this Contract and at law or in equity, including, but not limited to:

A. Termination of this Contract;

B. After notice and an opportunity to cure defects, taking into account LACDA obligations under this Contract, and identifying with specificity specific contractual requirements that have not been met, withholding all monies due for Work and Work Products that Contractor has failed to deliver within any scheduled completion dates or has performed inadequately or defectively (defined as delays or problems are not caused or exacerbated by LACDA error or omission or contributing factor, and work provided by Contractor is not provided in a workmanlike fashion in accordance with specifications or mutually agreed upon requirements);

C. Initiation of an action or proceeding for damages, specific performance, or declaratory or injunctive relief, provided that Contractor’s total, aggregate liability to the LACDA shall no instance exceed the fees paid to the Contractor by the LACDA under this Contract;

D. Exercise of its right of setoff.

E. These remedies are cumulative to the extent the remedies are not inconsistent, and LACDA may pursue any remedy or remedies singly, collectively, successively or in any order whatsoever.

8.29.2 . In the event LACDA terminates the Contract, or in the event LACDA is in default, Contractor's sole monetary remedy shall be:

A. A claim for unpaid invoices, hours worked within any limits set forth in this Contract but not yet billed, authorized expenses incurred and interest of two-thirds of one percent per month, but not more than eight percent per annum.

B. In no event shall LACDA be liable to Contractor for any expenses related to termination of this Contract or for anticipated profits above and beyond the payment structure agreed by the Parties. If previous amounts paid to Contractor exceed the amount due, Contractor shall pay immediately any excess to LACDA upon written demand provided.

8.29.3 The action noted in sub-paragraph 8.29.2 shall not be construed as a penalty, but as adjustment of payment to the Contractor to recover the LACDA cost due to the failure of the Contractor to complete or comply with the provisions of this Contract.

8.29.4 This sub-paragraph shall not, in any manner, restrict or limit the LACDA’s right to damages for any breach of this Contract provided by law or as specified in the PRS or sub-paragraph 8.29.2, and shall not, in any manner, restrict or limit the LACDA's right to terminate this Contract as agreed to herein.

8.30 Most Favored Public Entity

If the Contractor's prices decline, or should the Contractor at any time during the term of this Contract provide the same goods or services under similar quantity and delivery conditions to the State of California or any county, municipality, or district of the State at prices below those set forth in this Contract, then such lower prices shall be immediately extended to the LACDA.

8.31 Nondiscrimination and Affirmative Action

8.31.1 The Contractor certifies and agrees that all persons employed by it, its affiliates, subsidiaries, or holding companies are and shall be treated equally without regard to or because of race, color, religion, ancestry, national origin, sex, age, physical or mental disability, marital status, or political affiliation, in compliance with all applicable Federal and State anti- discrimination laws and regulations.

8.31.2 The Contractor shall certify to, and comply with, the provisions of the Contractor's EEO Certification, a copy which is attached in Exhibit E – Required Contract Forms and Certifications.

8.31.3 The Contractor shall take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to race, color, religion, ancestry, national origin, sex, age, physical or mental disability, marital status, or political affiliation, in compliance with all applicable Federal and State anti-discrimination laws and regulations. Such action shall include, but is not limited to: employment, upgrading, demotion, transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship.

8.31.4 The Contractor certifies and agrees that it will deal with its subcontractors, bidders, or vendors without regard to or because of race, color, religion, ancestry, national origin, sex, age, physical or mental disability, marital status, or political affiliation.

8.31.5 The Contractor certifies and agrees that it, its affiliates, subsidiaries, or holding companies shall comply with all applicable Federal and State laws and regulations to the end that no person shall, on the grounds of race, color, religion, ancestry, national origin, sex, age, physical or mental disability, marital status, or political affiliation, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under this Contract or under any project, program, or activity supported by this Contract.

8.31.6 The Contractor shall allow LACDA representatives access to the Contractor's employment records during regular business hours to verify compliance with the provisions of Paragraph 8.31 when so requested by the LACDA.

8.31.7 If the LACDA finds that any provisions of this Paragraph 8.31 have been violated, such violation shall constitute a material breach of this Contract upon which the LACDA may terminate or suspend this Contract. While the LACDA reserves the right to determine independently that the anti-discrimination provisions of this Contract have been violated, in addition, a determination by the California Fair Employment and Housing Commission or the Federal Equal Employment Opportunity Commission that the Contractor has violated Federal or State anti-discrimination laws or regulations shall constitute a finding by the LACDA that the Contractor has violated the anti-discrimination provisions of this Contract.

8.31.8 The Parties agree that in the event the Contractor violates any of the anti- discrimination provisions of this Contract, the LACDA shall, at its sole option, be entitled to the sum of Five Hundred Dollars ($500) for each such violation pursuant to California Civil Code Section 1671 as liquidated damages in lieu of terminating or suspending this Contract.

8.32 Non Exclusivity

Nothing herein is intended nor shall be construed as creating any exclusive arrangement with the Contractor. This Contract shall not restrict the LACDA and its divisions from acquiring similar, equal or like goods and/or services from other entities or sources.

8.33 Notice of Delays

Except as otherwise provided under this Contract, when either party has knowledge that any actual or potential situation is delaying or threatens to delay the timely performance of this Contract, that party shall, within one (1) business day, give notice thereof, including all relevant information with respect thereto, to the other party.

8.34 Notice of Disputes

The Contractor shall bring to the attention of the LACDA's Project Manager any dispute between the LACDA and the Contractor regarding the performance of services as stated in this Contract. If the LACDA's Project Manager is not able to resolve the dispute, the Division Director, or designee shall resolve it.

8.35 Notice to Employees Regarding the Federal Earned Income Credit

The Contractor shall notify its employees, and shall require each Subcontractor to notify its employees, that they may be eligible for the Federal Earned Income Credit under the federal income tax laws. Such notice shall be provided in accordance with the requirements set forth in Internal Revenue Service Notice No. 1015.

8.36 Notices

All notices or demands required or permitted to be given or made under this Contract shall be in writing and shall be hand delivered with signed receipt or mailed by first class registered or certified mail, postage prepaid, addressed to the parties as identified in Exhibits C - LACDA's Administration and D - Contractor's Administration. Addresses may be changed by either party giving ten (10) days' prior written notice thereof to the other party. The Division Director, or designee shall have the authority to issue all notices or demands required or permitted by the LACDA under this Contract**.**

8.37 Prohibition Against Inducement or Persuasion

Notwithstanding the above, the Contractor and the LACDA agree that, during the term of this Contract and for a period of one year thereafter, neither party shall in any way intentionally induce or persuade any employee of one party to become an employee or agent of the other party. No bar exists against any hiring action initiated through a public announcement.

8.38 Public Records Act

8.38.1 Any documents submitted by the Contractor; all information obtained in connection with the LACDA's right to audit and inspect the Contractor's documents, books, and accounting records pursuant Section 8.41 - Record Retention and Inspection/Audit Settlement of this Contract; as well as those documents which were required to be submitted in response to the solicitation used for this Contract, become the exclusive property of the LACDA. All such documents become a matter of public record and shall be regarded as public records. Exceptions will be those elements in the California Government Code Section 6250 et seq. (Public Records Act) and which are marked "trade secret", "confidential", or "proprietary". The LACDA shall not in any way be liable or responsible for the disclosure of any such records including, without limitation, those so marked, if disclosure is required by law, or by an order issued by a court of competent jurisdiction.

8.38.2 In the event the LACDA is required to defend an action on a Public Records Act request for any of the aforementioned documents, information, books, records, and/or contents of a bid marked "trade secret", "confidential", or "proprietary", the Contractor agrees to defend and indemnify the LACDA from all costs and expenses, including reasonable attorney's fees, in action or liability arising under the Public Records Act.

8.39 Publicity

8.39.1 The Contractor shall not disclose any details in connection with this Contract to any person or entity except as may be otherwise provided hereunder or required by law. However, in recognizing the Contractor's need to identify its services and related clients to sustain itself, the LACDA shall not inhibit the Contractor from publishing its role under this Contract within the following conditions:

A. The Contractor shall develop all publicity material in a professional manner; and

B. During the term of this Contract, the Contractor shall not, and shall not authorize another to, publish or disseminate any commercial advertisements, press releases, feature articles, or other materials using the name of the LACDA without the prior written consent of the LACDA's Project Manager. The LACDA shall not unreasonably withhold written consent.

8.39.2 The Contractor may, without the prior written consent of the LACDA, indicate in its bids and sales materials that it has been awarded this Contract with the LACDA, provided that the requirements of this Section 8.39 shall apply.

8.40 Quality Assurance Plan

8.40.1 The LACDA or its agent(s) will monitor the Contractor's performance under this Contract on not less than an annual basis. Such monitoring will include assessing the Contractor's compliance with all Contract terms and conditions and performance standards. Contractor deficiencies which the LACDA determines are significant or continuing and that may place performance of the Contract in jeopardy if not corrected will be reported to the Board and listed in the appropriate LACDA reports. The report to the Board will include improvement/corrective action measures taken by the LACDA and the Contractor. If improvement does not occur consistent with the corrective action measures, the LACDA may terminate this Contract or impose other penalties as specified in this Contract.

8.40.2 A performance review will be conducted no later than ninety (90) days prior to the end of the first and second years of this Contract to evaluate the performance of the Contractor. Based on the assessment of the performance review, as determined by the LACDA in its sole discretion, written notification will be given to the Contractor whether this Contract will be terminated at the end of the current year or will be continued into the next contract year.

8.41 Record Retention and Inspection/Audit Settlement

The Contractor shall maintain accurate and complete financial records of its activities and operations relating to this Contract in accordance with generally accepted accounting principles. The Contractor shall also maintain accurate and complete employment and other records relating to its performance of this Contract. The Contractor agrees that the LACDA, or its authorized representatives, shall have access to and the right to examine, audit, excerpt, copy, or transcribe any pertinent transaction, activity, or record relating to this Contract. All such material, including, but not limited to, all financial records, bank statements, cancelled checks or other proof of payment, timecards, sign-in/sign-out sheets and other time and employment records, and proprietary data and information, shall be kept and maintained by the Contractor and shall be made available to the LACDA during the term of this Contract and for a period of five (5) years thereafter unless the LACDA's written permission is given to dispose of any such material prior to such time. All such material shall be maintained by the Contractor at a location in Los Angeles County, provided that if any such material is located outside Los Angeles County, then, at the LACDA's option, the Contractor shall pay the LACDA for travel, per diem, and other costs incurred by the LACDA to examine, audit, excerpt, copy, or transcribe such material at such other location.

8.41.1 In the event that an audit of the Contractor is conducted specifically regarding this Contract by any Federal or State auditor, or by any auditor or accountant employed by the Contractor or otherwise, then the Contractor shall file a copy of such audit report with the LACDA within thirty (30) days of the Contractor's receipt thereof, unless otherwise provided by applicable Federal or State law or under this Contract. Subject to applicable law, the LACDA shall make a reasonable effort to maintain the confidentiality of such audit report(s).

8.41.2 Failure on the part of the Contractor to comply with any of the provisions of this Section 8.41 shall constitute a material breach of this Contract upon which the LACDA may terminate or suspend this Contract.

8.41.3 If, at any time during the term of this Contract or within five (5) years after the expiration or termination of this Contract, representatives of the LACDA conduct an audit of the Contractor regarding the work performed under this Contract, and if such audit finds that the LACDA's dollar liability for any such work is less than payments made by the LACDA to the Contractor, then the difference shall be either: a) repaid by the Contractor to the LACDA by cash payment upon demand or b) at the sole option of the LACDA, deducted from any amounts due to the Contractor from the LACDA, whether under this Contract or otherwise. If such audit finds that the LACDA's dollar liability for such work is more than the payments made by the LACDA to the Contractor, then the difference shall be paid to the Contractor by the LACDA by cash payment, provided that in no event shall the LACDA's maximum obligation for this Contract exceed the funds appropriated by the LACDA for the purpose of this Contract.

8.42 Recycled Bond Paper

Consistent with the Board's policy to reduce the amount of solid waste deposited at the County landfills, the Contractor agrees to use recycled-content paper to the maximum extent possible on this Contract.

8.43 Intentionally Omitted.

8.44 Subcontracting

8.44.1 The requirements of this Contract may not be subcontracted by the Contractor without the advance approval of the LACDA. Any attempt by the Contractor to subcontract without the prior consent of the LACDA may be deemed a material breach of this Contract.

8.44.2 If the Contractor desires to subcontract, the Contractor shall provide the following information promptly at the LACDA's request:

A. A description of the work to be performed by the Subcontractor;

B. A draft copy of the proposed subcontract; and

C. Other pertinent information and/or certifications requested by the LACDA.

8.44.3 The Contractor shall indemnify and hold the LACDA harmless with respect to the activities of each and every Subcontractor in the same manner and to the same degree as if such Subcontractor(s) were the Contractor employees.

8.44.4 The Contractor shall remain fully responsible for all performances required of it under this Contract, including those that the Contractor has determined to subcontract, notwithstanding the LACDA's approval of the Contractor's proposed subcontract.

8.44.5 The LACDA's consent to subcontract shall not waive the LACDA's right to prior and continuing approval of any and all personnel, including Subcontractor employees, providing services under this Contract. The Contractor is responsible to notify its Subcontractors of this LACDA right.

8.44.6 The LACDA's Project Manager is authorized to act for and on behalf of the LACDA with respect to approval of any subcontract and Subcontractor employees. After approval of the subcontract by the

LACDA, Contractor shall forward a fully executed subcontract to the LACDA for their files.

8.44.7 The Contractor shall be solely liable and responsible for all payments or other compensation to all Subcontractors and their officers, employees, agents, and successors in interest arising through services performed hereunder, notwithstanding the LACDA's consent to subcontract.

8.44.8 The Contractor shall obtain certificates of insurance, which establish that the Subcontractor maintains all the programs of insurance required by the LACDA from each approved Subcontractor. The Contractor shall ensure delivery of all such documents to the individual identified in Paragraph 8.36 - Notices before any Subcontractor employee may perform any work hereunder.

8.45 Time Off For Voting

The Contractor shall notify its employees, and shall require each subcontractor to notify and provide to its employees, information regarding the time off for voting law (Elections Code Section 14000). Not less than 10 days before every statewide election, every Contractor and subcontractors shall keep posted conspicuously at the place of work, if practicable, or elsewhere where it can be seen as employees come or go to their place of work, a notice setting forth the provisions of Elections Code Section 14000.

8.46 Validity

If any provision of this Contract or the application thereof to any person or circumstance is held invalid, the remainder of this Contract and the application of such provision to other persons or circumstances shall not be affected thereby.

8.47 Waiver

No waiver by the LACDA of any breach of any provision of this Contract shall constitute a waiver of any other breach or of such provision. Failure of the LACDA to enforce at any time, or from time to time, any provision of this Contract shall not be construed as a waiver thereof. The rights and remedies set forth in this Paragraph 8.47 shall not be exclusive and are in addition to any other rights and remedies provided by law or under this Contract.

8.48 Warranty Against Continent Fees

8.48.1 The Contractor warrants that no person or selling agency has been employed or retained to solicit or secure this Contract upon any Contract or understanding for a commission, percentage, brokerage, or contingent fee, excepting bona fide employees or bona fide established commercial or selling agencies maintained by the Contractor for the purpose of securing business.

8.48.2 For breach of this warranty, the LACDA shall have the right to terminate this Contract and, at its sole discretion, deduct from the Contract price or consideration, or otherwise recover, the full amount of such commission, percentage, brokerage, or contingent fee.

8.49 Warranty of Compliance with County's Defaulted Property Tax Reduction Program

8.49.1 The Contractor acknowledges that LACDA has established a goal of ensuring that all individuals and businesses that benefit financially from the LACDA through contract are current in paying their property tax obligations (secured and unsecured roll) in order to mitigate the economic burden otherwise imposed upon the LACDA and its taxpayers.

8.49.2 Unless the Contractor qualifies for an exemption or exclusion, the Contractor warrants and certifies that to the best of its knowledge it is now in compliance, and during the term of this Contract will maintain compliance, with Los Angeles County Code Chapter 2.206.

8.50 Termination for Breach of Warranty to Maintain Compliance with County's Defaulted Property Tax Reduction Program

Failure of the Contractor to maintain compliance with the requirements set forth in Paragraph 8.49 "Warranty of Compliance with County's Defaulted

Property Tax Reduction Program" shall constitute default under this contract. Without limiting the rights and remedies available to the LACDA under any other provision of this contract, failure of Contractor to cure such default within 10 days of notice shall be grounds upon which the LACDA may terminate this Contract and/or pursue debarment of the Contractor, pursuant to County Code Chapter 2.206.

8.51 Prohibition from Participation in Future Solicitation(s)

A Proposer, or a Contractor or its subsidiary or Subcontractor ("Proposer/Contractor"), is prohibited from submitting a bid or proposal in a LACDA solicitation if the Proposer/Contractor has provided advice or consultation for the solicitation. A Proposer/Contractor is also prohibited from submitting a bid or proposal in a LACDA solicitation if the Proposer/Contractor has developed or prepared any of the solicitation materials on behalf of the LACDA. A violation of this provision will result in the disqualification of the Contractor/Proposer from participation in the LACDA solicitation or the termination or cancellation of any resultant LACDA contract.

8.52 Campaign Contribution Prohibition Following Final Decision in Contract Proceeding

Pursuant to **Government Code Section 84308**, The Contractor and its Subcontractors, are prohibited from making a contribution of more than $250 to a Los Angeles County officer for twelve (12) months after the date of the final decision in the proceeding involving this Contract. Failure to comply with the provisions of **Government Code Section 84308** and of this paragraph, may be a material breach of this Contract as determined in the sole discretion of the LACDA.

9.0 INSURANCE

Without limiting Contractor's indemnification of LACDA Indemnitees, and in the performance of this Contract and until all of its obligations pursuant to this Contract have been met, Contractor shall provide and maintain at its own expense insurance coverage satisfying the requirements specified in Section 9 of this Contract. These minimum insurance coverage terms, types and limits (the “Required Insurance”) also are in addition to and separate from any other contractual obligation imposed upon Contractor pursuant to this Contract. The LACDA in no way warrants that the Required Insurance is sufficient to protect the Contractor for liabilities which may arise from or relate to this Contract.

9.1 Insurance Coverage

9.1.1 Commercial General Liability Insurance (providing scope of coverage equivalent to ISO policy form CG 00 01), naming the LACDA, its Special Districts, Elected Officials, Officers, Agents, Employees and Volunteers (collectively "LACDA and its Agents") as an additional insured, with limits of not less than:

- General Aggregate: .... $2 million
- Products/Completed Operations Aggregate: .... $2 million
- Personal and Advertising Injury: .... $1 million
- Each Occurrence: .... $1 million

9.1.2 Intentionally Omitted.

9.1.3 Intentionally Omitted.

9.2 Additional Unique Insurance Coverage

9.2.1 Intentionally Omitted.

9.2.2 Intentionally Omitted.

9.2.3 Intentionally Omitted.

9.2.4 Intentionally Omitted.

9.2.5 Technology Professional Liability Errors & Omissions Insurance

Insurance appropriate to the Contractor’s profession and work hereunder for liabilities arising from errors, omissions, or negligent acts in rendering or failing to render computer or information technology services and technology products. Insurance shall be sufficiently broad to respond to the duties and obligations as is undertaken by the Contractor in this Contract and shall include, but not be limited to, claims involving infringement of intellectual property, copyright, trademark, invasion of privacy violations, information theft, release of private information, extortion and network security, coverage for violation of software copyright should be included. Technology services should at a minimum include (1) systems analysis; (2) systems programming; (3) data processing; (4) systems integration; (5) outsourcing including outsourcing development and design; (6) systems design, consulting, development and modification; (7) training services relating to computer software or hardware; (8) management, repair and maintenance of computer products, networks and systems; (9) marketing, selling, servicing, distributing, installing and maintaining computer hardware or software; (10) data entry, modification, verification, maintenance, storage, retrieval or preparation of data output, and any other services provided by the vendor with limits of not less than $2 million per occurrence. The policy shall provide coverage for breach response costs as well as regulatory fines and penalties as well as credit monitoring expenses with limits sufficient to respond to these obligations.

a. The Policy shall include, or be endorsed to include, ***property damage liability coverage*** for damage to, alteration of, loss of, or destruction of electronic data and/or information “property” of the LACDA in the care, custody, or control of the Contractor. If not covered under the Contractor’s liability policy, such “property” coverage of the LACDA may be endorsed onto the Contractor’s Cyber Liability Policy as covered property as follows:
b. Cyber Liability coverage in an amount sufficient to cover the full replacement value of damage to, alteration of, loss of, or destruction of electronic data and/or information “property” of the LACDA that will be in the care, custody, or control of Contractor.
c. The Insurance obligations under this agreement shall be the greater of (1) all the Insurance coverage and limits carried by or

available to the Vendor; or (2) the minimum Insurance requirements shown in this agreement. Any insurance proceeds in excess of the specified limits and coverage required, which are applicable to a given loss, shall be available to the LACDA. No representation is made that the minimum Insurance requirements of this agreement are sufficient to cover the indemnity or other obligations of the Contractor under this Contract.

If the contractor maintains broader coverage and/or higher limits than the minimums shown above, the LACDA requires and shall be entitled to the broader coverage and/or the higher limits maintained by the Contractor. Any available insurance proceeds in excess of the specified minimum limits of insurance and coverage shall be available to the LACDA..

9.2.6 Privacy/Network Security (Cyber) Liability

Insurance coverage providing protection against liability for (1) privacy breaches [liability arising from the loss or disclosure of confidential information no matter how it occurs]; (2) system breach; (3) denial or loss of service; (4) introduction, implantation, or spread of malicious software code; (5) unauthorized access to or use of computer systems with limits of not less than $2 million. No exclusion/restriction for unencrypted portable devices/media may be on the policy.

9.2.7 Intentionally Omitted.

9.3 Certificate of Insurance Coverage:

9.3.1 Certificate(s) of Insurance Coverage ("Certificate") satisfactory to the LACDA, and a copy of an Additional Insured endorsement confirming the LACDA and its Agents (defined below) has been given Insured status under the Contractor's General Liability policy, shall be delivered to the LACDA at the address shown below and provided prior to commencing services under this Contract.

9.3.2 Renewal Certificates shall be provided to the LACDA not less than ten (10) days prior to Contractor's policy expiration dates. The LACDA reserves the right to obtain complete, certified copies of any required Contractor and/or Sub-Contractor insurance policies at any time.

9.3.3 Certificates shall identify all Required Insurance coverage types and limits specified herein, reference this Contract by name or number, and be signed by an authorized representative of the insurer(s). The Insured party named on the Certificate shall match the name of the Contractor identified as the contracting party in this Contract.

9.3.4 Certificates shall provide the full name of each insurer providing coverage, its National Association of Insurance Commissioners ("NAIC") identification number, its financial rating, the amounts of any policy deductibles or self-insured retentions exceeding fifty thousand ($50,000.00) dollars, and list any LACDA required endorsement forms.

9.3.5 Neither the LACDA's failure to obtain, nor the LACDA's receipt of, or failure to object to a non-complying Certificate or endorsement, or any other insurance documentation or information provided by the Contractor, its insurance broker(s) and/or insurer(s), shall be construed as a waiver of any of the Required Insurance provisions.

9.3.6 Certificates and copies of any required endorsements shall be sent to:

Los Angeles County Development Authority
Administrative Services Division/Procurement Unit
700 W. Main Street, Alhambra, CA 91801
Attention: Maryann Raygoza-Robles, IT Procurement Analyst

9.4 Notices of Injury or Damage or Destruction

The Contractor also shall promptly report to the LACDA any injury or property damage accident or incident, including any injury to a Contractor employee occurring on the LACDA property, and any loss, disappearance, destruction, misuse, or theft of the LACDA property, monies or securities entrusted to the Contractor. The Contractor also shall promptly notify the LACDA of any third party claim or suit filed against the Contractor or any of its sub-contractors which arises from or relates to this Contract, and could result in the filing of a claim or lawsuit against the Contractor and/or LACDA.

9.5 Additional Insured Status and Scope of Coverage

The LACDA and its Agents shall be provided additional insured status under Contractor's General Liability policy with respect to liability arising out of Contractor's ongoing and completed operations performed on behalf of the LACDA. The LACDA and its Agents additional insured status shall apply with respect to liability and defense of suits arising out of the Contractor's acts or omissions, whether such liability is attributable to the Contractor or to the LACDA. The full policy limits and scope of protection also shall apply to the LACDA and its Agents as an additional insured, even if they exceed the LACDA's minimum Required Insurance specifications herein. Use of an automatic additional insured endorsement form is acceptable providing it satisfies the Required Insurance provisions herein.

9.6 Cancellation of or Change to Maintain Insurance

The Contractor shall provide the LACDA with, or Contractor's insurance policies shall contain a provision that the LACDA shall receive, written notice of cancellation or any change in Required Insurance, including insurer, limits of coverage, term of coverage or policy period. The written notice shall be provided to LACDA at least ten (10) days in advance of cancellation for non-payment of premium and thirty (30) days in advance for any other cancellation or policy change. Failure to provide written notice of cancellation or any change in Required Insurance may constitute a material breach of the Contract, in the sole discretion of the LACDA, upon which the LACDA may suspend or terminate this Contract.

9.7 Failure to Maintain Insurance

The Contractor's failure to maintain or to provide acceptable evidence that it maintains the Required Insurance shall constitute a material breach of the

Contract, upon which the LACDA immediately may withhold payments due to Contractor, and/or suspend or terminate this Contract. The LACDA, at its sole discretion, may obtain damages from Contractor resulting from said breach. Alternatively, the LACDA may purchase the Required Insurance, and without further notice to Contractor, deduct the premium cost from sums due to Contractor or pursue Contractor reimbursement.

9.8 Contractor's Insurance Shall Be Primary

The Contractor's insurance policies, with respect to any claims related to this Contract, shall be primary with respect to all other sources of coverage available to Contractor. Any LACDA maintained insurance or self-insurance coverage shall be in excess of and not contribute to any Contractor coverage.

9.9 Insurance Specifics

9.9.1 Waivers of Subrogation

To the fullest extent permitted by law, the Contractor hereby waives its rights and its insurer(s)' rights of recovery against the LACDA under all the Required Insurance for any loss arising from or relating to this Contract. The Contractor shall require its insurers to execute any waiver of subrogation endorsements which may be necessary to effect such waiver.

9.9.2 Sub-Contractor Insurance Coverage Requirements

The Contractor shall include all Sub-Contractors as insureds under the Contractor's own policies, or shall provide the LACDA with each Sub-Contractor's separate evidence of insurance coverage. The Contractor shall be responsible for verifying each Sub-Contractor complies with the Required Insurance provisions herein, and shall require that each Sub-Contractor name the LACDA and Contractor as additional insureds on the Sub-Contractor's General Liability policy. Contractor shall obtain the LACDA's prior review and approval of any Sub-Contractor request for modification of the Required Insurance.

9.9.3 Deductibles and Self-Insured Retentions (SIRs)

The Contractor's policies shall not obligate the LACDA to pay any portion of any Contractor deductible or SIR. The LACDA retains the right to require the Contractor to reduce or eliminate policy deductibles and SIRs as respects the LACDA, or to provide a bond guaranteeing Contractor's payment of all deductibles and SIRs, including all related claims investigation, administration and defense expenses. Such bond shall be executed by a corporate surety licensed to transact business in the State of California.

9.9.4 Claims Made Coverage

If any part of the Required Insurance is written on a claims made basis, any policy retroactive date shall precede the effective date of this Contract. The Contractor understands and agrees it shall maintain such coverage for a period of not less than three (3) years following Contract expiration, termination or cancellation.

9.9.5 Application of Excess Liability Coverage

Contractors may use a combination of primary, and excess insurance policies which provide coverage as broad as ("follow form" over) the underlying primary policies, to satisfy the Required Insurance provisions.

9.9.6 Separation of Insureds

All liability policies shall provide cross-liability coverage as would be afforded by the standard ISO (Insurance Services Office, Inc.) separation of insureds provision with no insured versus insured exclusions or limitations.

9.9.7 Alternative Risk Financing Programs

The LACDA reserves the right to review, and then approve, Contractor use of self-insurance, risk retention groups, risk purchasing groups, pooling arrangements and captive insurance to satisfy the Required Insurance provisions. The LACDA and its

Agents shall be designated as an Additional Covered Party under any approved program.

9.10 LACDA Review and Approval of Insurance Requirements

The LACDA reserves the right to review and adjust the Required Insurance provisions, conditioned upon the LACDA's determination of changes in risk exposures.

10.0 TERMINATION

10.1 Termination for Convenience

10.1.1 This Contract may be terminated, in whole or in part, from time to time, when such action is deemed by the LACDA, in its sole discretion, to be in its best interest. Termination of work hereunder shall be effected by notice of termination to the Contractor specifying the extent to which performance of work is terminated and the date upon which such termination becomes effective. The date upon which such termination becomes effective shall be no less than ten (10) days after the notice is sent.

A. After receipt of a notice of termination and except as otherwise directed by the LACDA, the Contractor shall:

B. Stop work under this Contract on the date and to the extent specified in such notice, and

C. Complete performance of such part of the work as shall not have been terminated by such notice.

10.1.2 All material including books, records, documents, or other evidence bearing on the costs and expenses of the Contractor under this Contract shall be maintained by the Contractor in accordance with Paragraph 8.41 - Record Retention and Inspection/Audit Settlement.

10.2 Termination for Default

10.2.1 The LACDA may, by written notice to the Contractor, terminate the whole or any part of this Contract, if, in the judgment of the LACDA's Project Manager:

A. Contractor has materially breached this Contract; or

B. Contractor fails to timely provide and/or satisfactorily perform any task, deliverable, service, or other work required either under this Contract; or

C. Contractor fails to demonstrate a high probability of timely fulfillment of performance requirements under this Contract, or of any obligations of this Contract and in either case, fails to demonstrate convincing progress toward a cure within five (5) working days (or such longer period as the LACDA may authorize in writing) after receipt of written notice from the LACDA specifying such failure.

10.2.2 In the event that the LACDA terminates this Contract in whole or in part as provided in sub-paragraph 10.2.1, the LACDA may procure, upon such terms and in such manner as the LACDA may deem appropriate, goods and services similar to those so terminated. The Contractor shall be liable to the LACDA for any and all excess costs incurred by the LACDA, as determined by the LACDA, for such similar goods and services. The Contractor shall continue the performance of this Contract to the extent not terminated under the provisions of this sub-paragraph.

10.2.3 Except with respect to defaults of any Subcontractor, the Contractor shall not be liable for any such excess costs of the type identified in sub-paragraph 10.2.2 if its failure to perform this Contract arises out of causes beyond the control and without the fault or negligence of the Contractor. Such causes may include, but are not limited to: acts of God or of the public enemy, acts of the LACDA in either its sovereign or contractual capacity, acts of Federal or State governments in their sovereign capacities, fires, floods, epidemics, quarantine restrictions, strikes, freight embargoes, and unusually severe weather; but in every case, the failure to perform must be beyond the control and without the fault or negligence of the

Contractor. If the failure to perform is caused by the default of a Subcontractor, and if such default arises out of causes beyond the control of both the Contractor and Subcontractor, and without the fault or negligence of either of them, the Contractor shall not be liable for any such excess costs for failure to perform, unless the goods or services to be furnished by the Subcontractor were obtainable from other sources in sufficient time to permit the Contractor to meet the required performance schedule. As used in this sub-paragraph 10.2.3, the terms "Subcontractor" and "Subcontractors" mean Subcontractor(s) at any tier.

10.2.4 If, after the LACDA has given notice of termination under the provisions of this Paragraph 10.2, it is determined by the LACDA that the Contractor was not in default under the provisions of this Paragraph 10.2, or that the default was excusable under the provisions of sub-paragraph 10.2.3, the rights and obligations of the Parties shall be the same as if the notice of termination had been issued pursuant to Paragraph 10.1 - Termination for Convenience.

10.2.5 The rights and remedies of the LACDA provided in this Paragraph 10.2 shall not be exclusive and are in addition to any other rights and remedies provided by law or under this Contract.

10.3 Termination for Improper Consideration

10.3.1 The LACDA may, by written notice to the Contractor, immediately terminate the right of the Contractor to proceed under this Contract if it is found that consideration, in any form, was offered or given by the Contractor, either directly or through an intermediary, to any LACDA officer, employee, or agent with the intent of securing this Contract or securing favorable treatment with respect to the award, amendment, or extension of this Contract or the making of any determinations with respect to the Contractor's performance pursuant to this Contract. In the event of such termination, the

LACDA shall be entitled to pursue the same remedies against the Contractor as it could pursue in the event of default by the Contractor.

10.3.2 The Contractor shall immediately report any attempt by a LACDA officer or employee to solicit such improper consideration. The report shall be made either to the LACDA manager charged with the supervision of the employee or to the County Auditor-Controller's Employee Fraud Hotline at (800) 544-6861.

10.3.3 Among other items, such improper consideration may take the form of cash, discounts, service, the provision of travel or entertainment, or tangible gifts.

10.4 Termination for Insolvency

10.4.1 The LACDA may terminate this Contract forthwith in the event of the occurrence of any of the following:

A. Insolvency of the Contractor. The Contractor shall be deemed to be insolvent if it has ceased to pay its debts for at least sixty (60) days in the ordinary course of business or cannot pay its debts as they become due, whether or not a petition has been filed under the Federal Bankruptcy Code and whether or not the Contractor is insolvent within the meaning of the Federal Bankruptcy Code;

B. The filing of a voluntary or involuntary petition regarding the Contractor under the Federal Bankruptcy Code;

C. The appointment of a Receiver or Trustee for the Contractor; or

D. The execution by the Contractor of a general assignment for the benefit of creditors.

10.4.2 The rights and remedies of the LACDA provided in this Paragraph 10.4 shall not be exclusive and are in addition to any other rights and remedies provided by law or under this Contract.

10.5 Intentionally Omitted.

10.6 Termination for Non-Appropriation of Funds

Notwithstanding any other provision of this Contract, the LACDA shall not be obligated for the Contractor's performance hereunder or by any provision of this Contract during any of the LACDA's future fiscal years unless and until the LACDA's Board appropriates funds for this LACDA in the LACDA's Budget for each such future fiscal year. In the event that funds are not appropriated for this Contract, then this Contract shall terminate as of June 30 of the last fiscal year for which funds were appropriated. The LACDA shall notify the Contractor in writing of any such non-allocation of funds at the earliest possible date.

11.0 UNIQUE TERMS AND CONDITIONS

11.1 Data Destruction

11.1.1 Contractor(s) and vendor(s) that have maintained, processed, or stored the LACDA data and/or information, implied or expressed, have the sole responsibility to certify that the data and information have been appropriately destroyed consistent with the National Institute of Standards and Technology (NIST) Special Publication SP 800-88 titled Guidelines for Media Sanitization. (Available at: http://csrc.nist.gov/publications/PubsDrafts.html#SP-800-88-Rev.%201)

11.1.2 The data and/or information may be stored on purchased, leased, or rented electronic storage equipment (e.g., printers, hard drives) and electronic devices (e.g., servers, workstations) that are geographically located within the LACDA, or external to the LACDA's boundaries. The LACDA must receive within ten (10) business days, a signed document from Contractor(s) and vendor(s) that certifies and validates the data and information were placed in one or more of the following stored states: unusable, unreadable, and indecipherable.

11.1.3 The Vendor shall certify that any LACDA data stored on purchased, leased, or rented electronic storage equipment and electronic devices, including, but not limited to printers, hard drives, servers, and/or workstations are destroyed consistent with the current National Institute of Standard and Technology ("NIST") Special Publication SP-800-88, Guidelines for Media Sanitization. The Vendor shall provide the LACDA with written certification, within ten (10) business days of removal of any electronic storage equipment and devices that validates that any and all LACDA data was destroyed and is unusable, unreadable, and/or undecipherable.

11.2 Ownership of Materials, Software and Copyright

11.2.1 Intellectual Property: Contractor's Ownership of Deliverables -

The LACDA hereby acknowledges and agrees that the Deliverables have not been prepared for LACDA as a "work made for hire", as defined in Section 101 of the United States Copyright Act of 1976 (the "Copyright Act"), and that Contractor shall be deemed the sole author of the Deliverables for all purposes under the Copyright Act. For purposes of clarity, Deliverables includes without limitation all text, materials, reports, software, and other Deliverables to be provided by Contractor under this Agreement, including without limitation all designs, scripts, graphics, illustrations, drawings, characters, animations, music, sound effects, footage, narration, images, photos, software, object and source code, documents, concepts, and diagrams.

11.2.2 Use of Deliverables - LACDA may use Deliverables internally, but may not copy, create derivative works from, or disseminate the information contained in such Deliverables to third parties.

11.2.3 LACDA Ownership of Output – Outputs are the explicit property of the LACDA.

11.2.4 The LACDA will use reasonable means to ensure that the Contractor's proprietary and/or confidential items are safeguarded and held in confidence. The LACDA agrees not to reproduce, distribute or disclose to non-LACDA or non-County entities any such proprietary and/or confidential items without the prior written consent of the Contractor.

11.2.5 Notwithstanding any other provision of this Contract, the LACDA will not be obligated to the Contractor in any way under Paragraph 11.2 for any of the Contractor’s proprietary and/or confidential items which are not plainly and prominently marked with restrictive legends as required by sub-paragraph 11.2.3 or for any disclosure which the LACDA is required to make under any state or federal law or order of court.

11.2.6 All the rights and obligations of this Paragraph 11.2 shall survive the expiration or termination of this Contract.

11.3 Patent, Copyright and Trade Secret Indemnification

11.3.1 The Contractor shall indemnify, hold harmless and defend the LACDA from and against any and all liability, damages, costs, and expenses, including, but not limited to, defense costs and attorneys' fees, for or by reason of any actual or alleged infringement of any third party's patent or copyright, or any actual or alleged unauthorized trade secret disclosure, arising from or related to the operation and utilization of the Contractor’s work under this Contract. The LACDA shall inform the Contractor as soon as practicable of any claim or action alleging such infringement or unauthorized disclosure, and shall support the Contractor’s defense and settlement thereof.

11.3.2 In the event any equipment, part thereof, or software product becomes the subject of any complaint, claim, or proceeding alleging infringement or unauthorized disclosure, such that the LACDA’s continued use of such item is formally restrained, enjoined, or subjected to a risk of damages, the Contractor, at its sole expense, and providing that the LACDA’s continued use of the system is not materially impeded, shall either:

A. Procure for the LACDA all rights to continued use of the questioned equipment, part, or software product; or

B. Replace the questioned equipment, part, or software product with a non-questioned item; or

C. Modify the questioned equipment, part, or software so that it is free of claims.

11.3.3 The Contractor shall have no liability if the alleged infringement or unauthorized disclosure is based upon a use of the questioned product, either alone or in combination with other items not supplied by the Contractor, in a manner for which the questioned product was not designed nor intended.

[Signatures on the following page]

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SIGNATURES

IN WITNESS WHEREOF, the LACDA and the Contractor, through their duly authorized officers, have executed this Contract as of the date first above written.

CONTRACTOR: NEUBRAIN, LLC

By______________________________________

Yana McConaty
Partner

LOS ANGELES COUNTY DEVELOPMENT AUTHORITY

By______________________________________

Emilio Salas
Executive Director

APPROVED AS TO FORM:
DAWYN R. HARRISON
County Counsel

By______________________________________

Behnaz Tashakorian
Principal Deputy County Counsel

APPROVED AS TO PROGRAM:
ADMINISTRATIVE SERVICES

By______________________________________

Kathy Thomas
Chief of Operations

EXHIBIT A

STATEMENT OF WORK

STATEMENT OF WORK
FOR
BOARD BUDGET SYSTEM APPLICATION SUPPORT AND ENHANCEMENT IMPLEMENTATION SERVICES

1.0 SCOPE OF WORK

The Los Angeles County Development Authority (LACDA) is the County's affordable housing and community development agency. The LACDA helps strengthen neighborhoods, empower families, support local economies, and promote individual achievement. The LACDA maintains many administrative buildings and 68 housing developments that include 3,229 residential units within the County of Los Angeles.

The LACDA has been utilizing Board or also known as the Board Budget System ("Board"), a Commercial Off-The-Shelf (COTS) software for finance and budget system to configure a range of applications that streamline budget operations and is seeking a consultant ("Contractor") to provide Board Budget System application support and enhancement implementation services encompassing, but not be limited to, the following:

- Real-time interface with PeopleSoft Financials and Human Resources Management System (HRMS).
- Personnel budgeting (driver-based), multi-year forecasting, and tracking of current year personnel pay expenditures.
- Creation of operating budgets with workflow.
- Performance measurement, including the utilization of a Performance Portal.
- Projections and multi-year forecasting.
- Cost Allocations Utility that supports flexible set up of various allocation types and methods.
- Funding Agreement tracking model.
- Reporting and Presentations.
- Backing up and Restoring Personnel, Allocation, Forecasting, and Operating worklist data.
- Ability to go back on prior year budgets, allocations, personnel data in a user-friendly fashion.
- Compilation of the LACDA's Annual Budget Book.
- Preparation of LACDA's Annual Comprehensive Financial Report (ACFR).
- Implementation of Grants tracking model.
- Implementation of Capital project tracking model.
- Implementation of a Budget Amendment Process.

LACDA's systems consist of three environments: Development (Dev) is used by the developer to create new modules for implementation prior to transferring to other environments, Testing/Quality Assurance (Test/QA) is used by the developer and LACDA to enter test scenarios, test new modules, and other testing without affecting other environments, and Production (Prod) is used by the LACDA and budget analysts to create official budgets, run reports, manage personnel, and generate forecasts. The LACDA is currently using Board software version B12.3. The scope of work for support encompasses system fixes, modifications, and minor enhancements, along with periodic software upgrades, testing, review, and knowledge transfer to the LACDA's personnel.

The LACDA's divisions plan expected revenues and expenditures at the line-item level. The list below provides the scope and complexity of the LACDA's chart of accounts statistics which include, but not be limited to, the following:

- 2-5 business entities
- 14 divisions
- 300 departments
- 7,000 projects, including 3,600 subprojects
- 700 accounts
- 350 funds

The LACDA budgets all personnel services costs at the employee level; calculating salary, benefits, and all other related costs based on the employee's anniversary date, bargaining unit, pay grade, PERS level, insurance selections, and qualification of incentives and differentials. The list below provides context to the complexity of the personnel services calculations required.

Employee Cost Elements and Parameters include, but no be limited to, the following:

- 700 Employees
- One Bargaining Unit
- Two PERS rate factors (pension), 2% at 60 and 2% at 62 PERS pickup rate.
- 457(b) Deferred Compensation Retirement Plan Medical, dental, vision, life, and disability insurance rates negotiated by LACDA Incentives and differentials negotiated by LACDA.
- Assignment of default salary and benefits to vacant positions

2.0 GENERAL REQUIREMENTS

2.1 The Contractor shall be a current and valid member of Board Partner Program - Solutions Provider and maintain the Board Partner Program membership through the duration of the contract.

2.2 The Contractor shall provide support and enhancement services for Board version 12.6.

3.0 SPECIFIC WORK REQUIREMENTS

3.1 Application Support and Enhancement Implementation Services for a Board Budget System

The Contractor shall provide application support and enhancement implementation services for the LACDA's Board Budget System which include, but shall not be limited to, the following tasks:

3.1.1 <u>Application Support and Enhancement Implementation Services</u>

The Contractor shall provide application support and enhancement services which include, but shall not be limited to, the following duties:

- Provide technical support throughout the contract term by responding to issues related to the proper usage of the application (training/knowledge transfer issues),
- Respond to questions and provide analysis support related to the validation of imported/calculated data, system business rules, and calculation results (analytical support issues),
- Provide analysis support and required corrective work per reported defects (Board software or system configuration defects),
- Provide analysis support and required corrective work per reported minor enhancement requests and required system modifications,
- Provide other types of support activities (e.g., project management inquiries, security or access issues, license questions, etc.) that do not fall into the above-mentioned categories (admin issues),
- Prepare a technical assessment of the enhancement needed that includes a technical approach to implementation and for all associated work (i.e., requirements, design/development, testing, training, and documentation),
- Make the necessary changes to implement the fix or enhancement,
- Create, verify, and validate the Test Plan in the Test server prior to the LACDA's Acceptance Testing,
- Address urgent issues (hot fix) promptly that need to be addressed immediately will follow the LACDA's emergency processes in place and must be tested prior to being implemented in Production. The Contractor must seek LACDA's approval before implementing a Hot Fix,

- Dedicate time to maintain documentation ("system documentation") and perform capability / knowledge transfer to LACDA staff,
- Participate in status meetings, and
- Create user desk manuals for newly implemented enhancement modules.

3.1.2 Software Upgrades

The Contractor shall provide software upgrade services, which include, but not be limited to, the following duties:

- Perform periodic software upgrades which may include major or minor software releases. The frequency of minor upgrades is every year, major release upgrades every two (2) years,
- Upgrade, at a minimum, the testing phases must include unit testing, integration/system testing, and user acceptance testing (UAT) with related activities. Additional tests should be considered where applicable. Document the testing approach utilizing LACDA's Test Plan document, and
- Upgrade testing to be completed on all applicable models, including, but not limited to, Operating, Personnel, Forecasting, Cost Allocations, Reporting, Capital, Grants, Budget Amendment, Annual Budget Book, and ACFR Models.

3.2 Model Enhancement Implementation Services

The Contractor shall provide enhancement implementation services which include, but not be limited to, the following duties:

3.2.1 Capital Projects Budgeting Model

The Contractor shall enhance and implement the Capital Budgeting Model functionalities and system requirements which include, but not be limited to, the items listed below:

- Integrate the Model in the Operating Budget database. No need to maintain GL Tree in a separate database; Department (AKA Divisions) Users or Admins can transfer from Capital to Operating with a single click of a button.

- The Model shall include capabilities in support of capital budgeting tasks which include, but not be limited to, the following functions:
  - Interface with GL/Financial systems as well as Project Management software Monthly, annual, and multi-year budgets,
  - Allocate funding to manage multiple funding sources,

- Incorporate unlimited number of budget versions: Base, Requested, Recommended, Approved, etc.,
- Capture and maintain detailed project information (start/end dates, status, phase, priority, remarks, etc.),
- Provide custom screens and fields to capture all elements needed for the budget entry,
- Rank and prioritize budget requests,
- Track each project by grant year,
- Balance budgets: automated balancing, set up various balance rules and processes,
- Support for top-down (dynamically allocate changes to related values) and bottom-up budgeting (instantly roll-up changes),
- Track expenditures/encumbrances with drill through down to detail,
- Capture narratives, support documents, link to images, pictures, and documents,
- Switch between versions with "What-if" scenarios,
- Lock data: lock a budget, version, or data element from future changes, and
- Create custom and modify key reports.

3.2.2 Grants Projects Budgeting Model

The Contractor shall implement the Grants Budgeting Model with functionalities and system requirements which include, but not be limited to, the items listed below:

- Integrate the Model in the Operating Budget database. No need to maintain GL Tree in a separate database; Department Users or Admins can transfer from Grants to Operating with a single click of a button.

- Ability for the Model to include a complete set of capabilities in support of grants budgeting tasks:

  - Interface with GL/Financial systems as well as Project Management software Monthly, annual, and multi-year budgets,
  - Allocate funding to manage multiple funding sources, including Grants,
  - Incorporate unlimited number of budget versions: Base, Requested, Recommended, Approved, etc.,
  - Capture and maintain detailed project information (start/end dates, status, phase, priority, remarks, etc.),
  - Provide custom screens and fields to capture all elements needed for the budget entry,
  - Rank and prioritize budget requests,

- Balance budgets: automated balancing, ability to set up various balancing rules and processes,
- Support for top-down (dynamically allocate changes to related values) and bottom-up budgeting (instantly roll-up changes),
- Track expenditure/encumbrance with drill through down to detail,
- Capture of narratives, supporting documents, links to images, pictures, documents,
- Switch between versions with “What-if” scenarios,
- Lock data: lock a budget, version, or data element from future changes, and
- Create custom/modify key reports.

3.2.3 Budget Amendment Processing

Develop budgets at the account, project, and fund level. Generally, a project is tied to only one division. Accounts roll up to account categories, account categories roll up to projects, projects roll up to departments, and departments roll up to divisions. Budget amendments move budget authority at the division, fund, and account category level. Budget amendments are currently processed through LACDA’s financial system and limited information is transferred and reflected in Board.

The Contractor shall provide the following Budget Amendment Processing capabilities to perform and provide the system requirements listed below:

- Integrate the model in the Operating Budget database. No need to maintain GL Tree in a separate database; Department Users or Admins can have the ability to create and process budget amendments in the Board system and with a single click of a button transfer into the PeopleSoft financial system.

- Ability for the model to include a complete set of capabilities in support of budget amendment processing and reporting:

  - Interface with GL/Financial systems in real time and allow ability to manually push/pull data between the two systems,
  - Ability to create budget amendments in Board that can be transferred into the GL/Financial system and re-uploaded back into BOARD to show the amended budget. Ability to create budget amendments in the GL/Financial system and transfer the detailed budget amendment information into the Board system,
  - Capture of elements, custom screens and fields for processing budget amendments,

- Capture of narratives, supporting documents, links to images, pictures, documents,
- Automatic workflow routing capability based on budget amendment business rules. Provide notifications and reminders each step of the workflow,
- Electronic approval capability,
- Provide error alerts and automatic error detection based on budget amendment business rules,
- Calculate automatic impact of proposed amendments to each line item, and
- Create custom/modify key reports.

3.3 Enhancement Implementation Approach

The Contractor shall provide the methodology used to meet enhancement implementation tasks noted in both Sections 3.2 and 3.3, which include, but not be limited to, the following:

3.3.1 Requirements

The requirements shall include, but not be limited to, the following:

- Develop an Accurate Requirements and Design Document,
- Refine Requirements and Design through Rapid Prototypes,
- Provide constant Customer Feedback,
- Perform effective project, quality, cost, issue, and risk management activities,
- Engage and work in partnership with the LACDA, and
- Provide project plan for implementation, setup, and configuration of enhancements.

3.3.2 Analysis and Design

The analysis and design shall include, but not be limited to, identifying clearly, in detail, the LACDA's requirements and business processes that will be addressed during the design and configuration phases of the implementation.

3.3.3 Software Configuration

The software configuration shall include, but not be limited to, the following:

- Provisioning, Data Imports, and Data Validation,
- Verify that the software environment is configured according to the scope of the project, and
- Configure Board Database, Interfaces, Load and Validate Data.

3.3.4 Testing

The testing shall include, but not be limited to, the following:

- Test the Budget Model Unit,

- Provide Final System and Model Integration Acceptance Testing, and
- Process and make changes based on LACDA's feedback.

3.3.5 Training

The training shall include, but not be limited to, providing training session(s) to the LACDA to explain, review and walk through the new capsule/screens for testing.

3.3.6 Deployment

The deployment shall include, but not be limited to, providing final data initiation and cutover to ensure that the business solution is fully operational and incorporated into daily business operations.

3.3.7 Travel and Related Expenses

The travel and related expenses shall include, but not be limited to, reimbursing the Contractor for travel and related expenses in accordance with the LACDA's (formerly known as the Commission) Administrative Travel Policy as referenced in Exhibit 3 - LACDA's Administrative Travel Policy (dated 11/29/10), up to the maximum dollar amount specified in the Fee Schedule.

3.4 Other Application Support and Enhancement Implementation Services

The Contractor shall provide other Board Budget System application support and enhancement implementation services, including services not included in Section 3.1. All work assigned under this section must be reviewed and approved by the LACDA in writing and in advance. Failure of the Contractor to obtain advance written approval shall be grounds for no payment to the Contractor. The professional consulting of application support and enhancement services for the Budget System will include, but are not limited to, the following, recognizing that specific enhancements may be adjusted to address evolving business needs.

3.5 Acceptance Process

During the Analysis and Design of Requirements activity of the project the Contractor will work with LACDA to develop a Requirements & Design Document(s) to guide the software system architecture, configuration, implementation, and testing decisions. The Requirements & Design Document(s) will need to be approved by the Contractor and LACDA.

The only basis for acceptance of software deliverables under this SOW will be substantial conformance to the requirements identified in the approved Requirements & Design Document. The only basis for rejection of software deliverables will be failure of the deliverables to substantially conform to the acceptance criteria identified in the Requirements & Design Document. The

Contractor will work with LACDA during the Analysis and Design of Requirements activity of the project to clarify the acceptance criteria for other types of deliverables.

The Deliverable will be considered Accepted by LACDA only after LACDA receives the Deliverable (regardless if it's the initial receipt of a Deliverable by LACDA or receipt of a modified Deliverable) and LACDA does not issue a Notice of Non-acceptance for such Deliverable or modified Deliverable within five (5) business days for Unit Testing or ten (10) business days for final system testing of receipt of such Deliverable or modified Deliverable. Any deliverables not reviewed by LACDA within ten (10) business days of delivery will be deemed Accepted by LACDA.

If LACDA issues a Notice of Nonacceptance after the Contractor issues a third representment of the final Deliverable that failed to substantially conform to the acceptance criteria identified in each deliverable then LACDA may, in its sole discretion, either (i) give the Contractor an opportunity to cure the reasons for nonacceptance as set forth above in the Notice of Non-acceptance, -or (ii) terminate the applicable SOW and pay the Contractor only for those Deliverables that were Accepted by LACDA. LACDA's Notice of Nonacceptance must not (i) be based on specifications or instructions which were not disclosed to the Contractor, (ii) contradict the specifications set forth in the applicable Statement of Work for the Deliverable, or (iii) include Deliverables which were previously Accepted by LACDA.

4.0 RESPONSIBILITIES

The LACDA and the Contractor's responsibilities are as follows:

<u>LACDA</u>

4.1 LACDA Contract Administrator

The LACDA will administer the Contract according to the Contract, Paragraph 6, Administration of Contract - LACDA. Specific duties will include:

4.1.1 Monitor the Contractor's performance in the daily operation of this Contract.

4.1.2 Provide direction to the Contractor in areas relating to policy, information and procedural requirements.

4.1.3 Prepare amendments to the Contract in accordance with Section 8.1 (Amendments) in the Contract.

4.2 LACDA Assistance

4.2.1 The LACDA shall monitor the Contractor's performance in the daily operation of this Contract.

4.2.2 The LACDA shall provide direction to the Contractor in areas relating to policy, information, and procedural requirements.

4.2.3 Pay the Contractor within 30 days upon receipt of an invoice that has been submitted to the terms and conditions of the contract.

4.2.4 The LACDA collects and assembles information on all data inputs, processes, data queries, and data outputs of the current process.

4.2.5 The LACDA will prepare source data from structured tables into organized data sources.

4.2.6 The LACDA will provide equipment, licensing needed, and server access to the Contractor.

Contractor

4.3 Project Manager

4.3.1 The Contractor shall provide a qualified full-time Project Manager (also known as the Account Manager, Supervisor, etc.) assigned to the contract with three (3) years of experience, within the last five (5) years to perform the required work in this SOW.

4.3.2 The Contractor's Project Manager shall act as a central point of contact with the LACDA and shall have full authority to act for the Contractor on all matters relating to the daily tasks specified in Section 3.0 – Specific Work Requirements in this Statement of Work. Project Manager shall be able to effectively communicate, in English, both orally and in writing.

4.3.3 The Contractor shall provide Project Management, for activity oversight and direction for all previously listed activities, including, but not limited to the following:

- The contractor staff are expected to be prepared for meetings by having media, presentation software, and phone lines set up prior to the start of the meeting.
- Project meetings may be recorded at the LACDA's discretion.
- The contractor resources are expected to monitor their LACDA email account and schedule meetings using Outlook and Teams.

- Upon receipt of LACDA credentials, the vendor resources are expected to monitor service tickets submitted on their behalf.
- The contractor resource changes made during the project must be approved by the LACDA project team and will be at no cost impact to the LACDA.

4.4 Assigned Staff

4.4.1 The Contractor shall assign a sufficient number of employees to perform the required work in this SOW. At least one employee on site shall be authorized to act for the Contractor in every detail and must speak and understand English.

4.5 Staff Identification

4.6.1 The Contractor shall ensure their employees are appropriately identified as set forth in sub-paragraph 7.3 – Contractor's Staff Identification, of the Contract.

4.6.2 The Contractor's employees must wear visible identification when working under the Contract on LACDA property. The identification shall be a Contractor photo ID or LACDA Visitor ID or LACDA photo ID. If applicable, the Contractor is responsible for the care and use of a LACDA ID card and will be charged $20.00 for each damaged or lost LACDA ID card.

4.6.3 The Contractor's employees must sign in and out at the receptionist desk at the beginning and ending of each workday.

4.7 Material and Equipment

The Contractor is responsible for the purchase of all materials/equipment to provide the needed services. The Contractor shall use materials and equipment that are safe for the environment and safe for use by the Contractor's employee.

4.8 Contractor's Office

The Contractor shall maintain an office with a telephone in the company's name where Contractor conducts business. The office shall be staffed during the hours of 8:00 a.m. to 5:00 p.m. Pacific Time Zone, Monday through Friday, by at least one employee who can respond to inquiries and complaints which may be received about the Contractor's performance of the Contract. When the office is closed, the Contractor shall answer calls received by the answering service within two (2) hours of receipt of the call.

4.9 Meetings

The Contractor is required to attend LACDA scheduled meetings as requested by the LACDA.

5.0 HOURS / DAYS OF WORK

The LACDA office hours are from 8:00 a.m. to 5:00 p.m., Monday through Friday. The LACDA offices are closed on the following Holidays:

- New Year's Day
- Martin Luther King, Jr. Day
- President's Day
- Cesar E. Chavez Day
- Memorial Day
- Juneteenth Day
- Independence Day
- Labor Day
- Indigenous Peoples' Day
- Veterans Day
- Thanksgiving Day
- Day after Thanksgiving Day
- Christmas Day

Note: Holidays that fall on a Saturday are observed on the previous Friday and holidays that fall on a Sunday are observed on the following Monday.

6.0 WORK SCHEDULES

The Contractor shall submit for review and approval a work schedule for the estimated hours based on the deliverables to the LACDA within ten (10) days prior to starting work. The work schedules shall be set on an annual calendar identifying all the required on-going maintenance tasks and task frequencies. The schedules shall list the time frames by day of the week, morning, and afternoon, and the tasks to be performed.

The Contractor shall submit revised schedules when actual performance differs substantially from planned performance. The revisions shall be submitted to the LACDA for review and approval within five (5) working days prior to scheduled time for work.

7.0 INTENTIONALLY OMITTED.

8.0 QUALITY CONTROL PLAN

The Contractor shall establish and utilize a comprehensive Quality Control Plan to assure the LACDA a consistently high level of service throughout the term of the Contract. The Plan shall be submitted to the LACDA for review. The plan shall include, but not be limited to the following:

8.1 Method of monitoring to ensure that Contract requirements are being met;

8.2 A record of all inspections conducted by the Contractor, any corrective action taken, the time a problem was first identified, a clear description of the problem, and the time elapsed between identification and completed corrective action. The record shall be provided to the LACDA upon request.

9.0 QUALITY ASSURANCE PLAN

As specified in Section 9.40 (Quality Assurance Plan) of the Contract, the LACDA will evaluate the Contractor's performance under this Contract and the Plan, specified in 9.0 of this Statement of Work, using the following quality assurance procedures:

9.1 Performance Requirements Summary (Attachment 1 of this Exhibit A)

The LACDA shall use a Performance Requirements Summary (PRS) chart, Exhibit 1, to monitor the Contractor's work performance and efforts to remedy any and all deficiencies throughout the term of this Contract. The chart shall contain, at a minimum, the following.

- Each section of the Contract/SOW referenced and identified;
- The standard of performance (description of the work requirement);
- The method to be used to monitor work performance;
- The fees/deductions to be assessed for each service that is not satisfactory.

All listings of services used in the PRS are intended to be completely consistent with the Contract and the SOW, and are not meant in any case to create, extend, revise, or expand any obligation of the Contractor beyond that defined in the Contract and the SOW. In any case of apparent inconsistency between services as stated in the Contract and the SOW and this PRS, the meaning apparent in the Contract and the SOW will prevail. If any service seems to be created in this PRS which is not clearly and forthrightly set forth in the Contract and the SOW, that apparent service will be null and void and place no requirement on the Contractor.

When the Contractor's performance does not conform to the requirements of this Contract, the LACDA will have the option to apply the following non-performance remedies:

- Require the Contractor to implement a formal corrective action plan, subject to approval by the LACDA. In the plan, the Contractor must include reasons for the unacceptable performance, specific steps to return performance to an acceptable level, and monitoring methods to prevent recurrence.

- Reduce payment to the Contractor by a computed amount based on the penalty fee(s) in the PRS.

- Reduce, suspend or cancel this Contract for systematic, deliberate misrepresentations or unacceptable levels of performance.

- Failure of the Contractor to comply with or satisfy the request(s) for improvement of performance or to perform the neglected work specified within ten (10) days shall constitute authorization for the LACDA to have the service(s) performed by others. The entire cost of such work performed by others as a consequence of the Contractor's failure to perform said service(s), as determined by the LACDA, shall be credited to the LACDA on the Contractor's future invoice.

This section does not preclude the LACDA's right to terminate the contract upon thirty (30) days written notice with or without cause, as provided for in the Contract, Paragraph 10.1 - Termination for Convenience.

9.2 Periodic Performance Reviews (Attachment 2 of this Exhibit A)
The LACDA will conduct periodic reviews to evaluate the Contractor's performance.

9.3 Contract Deficiency Notice
The LACDA will make verbal notification to the Contractor of a Contract deficiency as soon as the deficiency is identified. The problem should be resolved within a time period mutually agreed upon by the LACDA and the Contractor.

If resolution of the deficiency does not result from the verbal notification, the LACDA will determine whether a formal Contract Deficiency Notice shall be issued. Upon receipt of this document, the Contractor is required to respond in writing to the LACDA within five (5) workdays, acknowledging the reported deficiencies or presenting contrary evidence. A plan for correction of all deficiencies identified in the Contract Discrepancy Report shall be submitted to the LACDA within ten (10) workdays.

9.4 LACDA Observations
In addition to divisional contracting staff, other LACDA personnel may observe performance, activities, and review documents relevant to this Contract at any time during normal business hours. However, these personnel may not unreasonably interfere with the Contractor's performance.

10.0 INFORMATION SECURITY AND PRIVACY REQUIREMENTS
The Contractor shall comply with all information security and privacy requirements identified in Attachment 3, Information Security and Privacy Requirements in this Exhibit A.

11.0 PROFESSIONAL SERVICES WARRANTY

11.1 **Services Warranty**

The Contractor represents and warrants that the Services will be performed in a timely and professional manner by qualified personnel consistent with commercial practice and standards in the industry for similar services.

11.2 **Deliverables Warranty**

The Contractor further warrants that the Software Deliverables will conform in all material respects to their applicable Specifications for ninety (90) days from delivery to the LACDA and that all other Deliverables will conform in all material respects to their applicable Specifications. In the case of a breach of the warranty contained in this paragraph, Customer's sole remedy shall be that the Contractor shall either, at the Contractor's option, repair, or replace such Deliverable or refund the amount paid for such Deliverable to the LACDA (subject to the LACDA's return of all copies of such Deliverable).

12.0 **No Solicitation or Hiring**

The hiring and training of employees and independent contractors is expensive and time-consuming, and as a result a party's officers, employees and independent contractors are valuable business assets (each an "HR Asset"). Therefore, during the term of this SOW and for one and a half year thereafter, neither party shall directly or indirectly (i) solicit, encourage or seek to influence any person who was an HR Asset of the other party during the term (a "Protected HR Asset") to leave employment or terminate or decline to extend an engagement with the other party, nor (ii) employ or engage any Protected HR Asset of the other party without the other party's prior consent, and payment of a placement fee equal to the Protected HR Asset's annual billing fee or rate of compensation for full time work, whichever is greater, in order to compensate the other party reasonably for the loss. Nothing here is intended to prohibit any Protected HR Asset from taking any other job or engagement, but rather to ensure compensation to a party for its investment in the Protected HR Asset and to avoid unfair competition by a party who seeks to benefit from the other party's skills as a recruiter and/or trainer of talented, capable people without paying the cost.

13.0 ADDITION/DELETION OF SERVICES

The LACDA reserves the right to add or delete services during the term of the Contract. The Contractor's fees will be adjusted by negotiation between the LACDA and the Contractor. All negotiated fees must be approved in advance and in writing by the LACDA. Failure of the Contractor to obtain advance written approval from the LACDA shall be grounds for no payment and the cost will be borne by the Contractor.

ATTACHMENT 1

PERFORMANCE REQUIREMENTS SUMMARY (PRS) CHART

REFERENCE/REQUIRED SERVICE	STANDARD OF PERFORMANCE	MONITORING METHOD	DEDUCTIONS/FEES TO BE ASSESSED
SOW Section 3.2 Application Support and Enhancement Implementation Services for a Board Budget System	100% Completion of Required Services based on SOW Section 3.7 Acceptance Process	Inspection and Observation	20% of the Value of the Task
SOW Section 3.3 Model Enhancement Implementation Services	100% Completion of Required Services based on SOW Section 3.7 Acceptance Process	Inspection and Observation	20% of the Value of the Task
SOW Section 3.4 Enhancement Implementation Approach	100% Completion of Required Services based on SOW Section 3.7 Acceptance Process	Inspection and Observation	20% of the Value of the Task
SOW Section 4.3 Project Manager	100% Completion of Required Services based on SOW Section 3.7 Acceptance Process	Inspection and Observation	20% of the Value of the Task

ATTACHMENT 2

CONTRACT DISCREPANCY REPORT

TO:

FROM:

DATES:

Prepared: ____

Returned by Contractor: ____

Action Completed: ____

DISCREPANCY:____

____

____

____ ___________________________

Signature of LACDA Representative Date

CONTRACTOR RESPONSE (Cause and Corrective Action): ______________________________

____

____

____ ___________________________

Signature of Contractor Representative Date

LACDA EVALUATION OF CONTRACTOR RESPONSE: ______________________________

____

____

____ ___________________________

Signature of Contractor Representative Date

COUNTY ACTIONS:____

____

____

CONTRACTOR NOTIFIED OF ACTION:

LACDA Representative's Signature and Date ______________________________________

Contractor Representative's Signature and Date ______________________________________

ATTACHMENT 3

INFORMATION SECURITY AND PRIVACY REQUIREMENTS

The County of Los Angeles ("County") is committed to safeguarding the Integrity of the County systems, Data, Information and protecting the privacy rights of the individuals that it serves. This Information Security and Privacy Requirements Exhibit ("Exhibit") sets forth the County and the Contractor's commitment and agreement to fulfill each of their obligations under applicable state or federal laws, rules, or regulations, as well as applicable industry standards concerning privacy, Data protections, Information Security, Confidentiality, Availability, and Integrity of such Information. The Information Security and privacy requirements and procedures in this Exhibit are to be established by the Contractor before the Effective Date of the Contract and maintained throughout the term of the Contract.

These requirements and procedures are a minimum standard and are in addition to the requirements of the underlying base agreement between the County and Contractor (the "Contract") and any other agreements between the parties. it is the Contractor's sole obligation to: (i) implement appropriate and reasonable measures to secure and protect its systems and all County Information against internal and external Threats and Risks; and (ii) continuously review and revise those measures to address ongoing Threats and Risks. Failure to comply with the minimum requirements and procedures set forth in this Exhibit will constitute a material, non-curable breach of Contract by the Contractor, entitling the County, in addition to the cumulative of all other remedies available to it at law, in equity, or under the Contract, to immediately terminate the Contract. To the extent there are conflicts between this Exhibit and the Contract, this Exhibit shall prevail unless stated otherwise.

1. DEFINITIONS

Unless otherwise defined in the Contract, the definitions herein contained are specific to the uses within this exhibit.

Availability: the condition of Information being accessible and usable upon demand by an authorized entity (Workforce Member or process).

Confidentiality: the condition that Information is not disclosed to system entities (users, processes, devices) unless they have been authorized to access the Information.

County Information: all Data and Information belonging to the County.

Data: a subset of Information comprised of qualitative or quantitative values.

Incident: a suspected, attempted, successful, or imminent Threat of unauthorized electronic and/or physical access, use, disclosure, breach, modification, or destruction of information; interference with Information Technology operations; or significant violation of County policy.

Information: any communication or representation of knowledge or understanding such as facts, Data, or opinions in any medium or form, including electronic, textual, numerical, graphic, cartographic, narrative, or audiovisual.

Information Security Policy: high level statements of intention and direction of an organization used to create an organization's Information Security Program as formally expressed by its top management.

Information Security Program: formalized and implemented Information Security Policies, standards and procedures that are documented describing the program management safeguards and common controls in place or those planned for meeting the County's information security requirements.

Information Technology: any equipment or interconnected system or subsystem of equipment that is used in the automatic acquisition, storage, manipulation, management, movement, control, display, switching, interchange, transmission, or reception of Data or Information.

Integrity: the condition whereby Data or Information has not been improperly modified or destroyed and authenticity of the Data or Information can be ensured.

Mobile Device Management (MDM): software that allows Information Technology administrators to control, secure, and enforce policies on smartphones, tablets, and other endpoints.

Privacy Policy: high level statements of intention and direction of an organization used to create an organization's Privacy Program as formally expressed by its top management.

Privacy Program: A formal document that provides an overview of an organization's privacy program, including a description of the structure of the privacy program, the resources dedicated to the privacy program, the role of the organization's privacy official and other staff, the strategic goals and objectives of the Privacy Program, and the program management controls and common controls in place or planned for meeting applicable privacy requirements and managing privacy risks.

Risk: a measure of the extent to which the County is threatened by a potential circumstance or event, Risk is typically a function of: (i) the adverse impacts that would arise if the circumstance or event occurs; and (ii) the likelihood of occurrence.

Threat: any circumstance or event with the potential to adversely impact County operations (including mission, functions, image, or reputation), organizational assets, individuals, or other organizations through an Information System via unauthorized access, destruction, disclosure, modification of Information, and/or denial of service.

Vulnerability: a weakness in a system, application, network or process that is subject to exploitation or misuse.

Workforce Member: employees, volunteers, and other persons whose conduct, in the performance of work for Los Angeles County, is under the direct control of Los Angeles County, whether or not they are paid by Los Angeles County. This includes, but may not be limited to, full and part time elected or appointed officials, employees, affiliates, associates, students, volunteers, and staff from third party entities who provide service to the County.

2. INFORMATION SECURITY AND PRIVACY PROGRAMS

a. **Information Security Program.** The Contractor shall maintain an enterprise wideInformation Security Program designed to evaluate Risks to the Confidentiality, Availability, and Integrity of the County Information covered under this Contract.

Contractor's Information Security Program shall include the creation and maintenance of Information Security Policies, standards, and procedures. Information Security Policies, standards, and procedures will be communicated to all Contractor employees in a relevant, accessible, and understandable form and will be regularly reviewed and evaluated to ensure operational effectiveness and compliance with all applicable laws and regulations to safeguard the security of County Information and preserve the Confidentiality, Integrity and Availability of County Information pursuant to this agreement. The Contractors Security Program shall perform ongoing monitoring and audits of operations to identify and mitigate Security Threats.

The Contractor's Information Security Program shall:

Protect the Confidentiality, Integrity, and Availability of County Information in the Contractor's possession or control;

Protect against any anticipated Threats or hazards to the Confidentiality, Integrity, and Availability of County Information;

Protect against unauthorized or unlawful access, use, disclosure, alteration, or destruction of County Information;

Protect against accidental loss or destruction of, or damage to, County Information; and

Safeguard County Information in compliance with any applicable laws and regulations which apply to the Contractor.

b. **Privacy Program.** The Contractor shall establish and maintain a company-wide Privacy Program designed to incorporate Privacy Policies and practices in its business operations to provide safeguards for Information, including County Information. The Contractor's Privacy Program shall, at a minimum, include the maintenance of Privacy Policies and proceduresfor its organization, and , and appropriate workforce training regarding such Privacy Policiesand proceduresfor all Contractor employees, agents, and volunteers. The Contractor's Privacy Policies and procedures shall be continuously reviewed and updated for effectiveness and compliance with applicable laws and regulations, to safeguard the privacy of County Information and preserve the Confidentiality of County Information pursuant to this agreement, and to appropriately respond to new and emerging Threats and Risks. The Contractor's Privacy Program shall perform ongoing monitoring and audits of operations to identify and mitigate privacy Threats.

The Contractor's Privacy Program shall, at a minimum, include:

- A Privacy Program framework that identifies and ensures that the Contractor complies with all applicable laws and regulations;
- External Privacy Policies, and internal privacy policies, procedures and controls to support the privacy program;
- Protections against unauthorized or unlawful access, use, disclosure, alteration, or destruction of County Information;
- A training program that covers Privacy Policies, protocols and awareness;
- A response plan to address privacy Incidents and privacy breaches; and
- Ongoing privacy assessments and audits.

3. PROPERTY RIGHTS TO COUNTY INFORMATION

All County Information is deemed property of the County, and the County shall retain exclusive rights and ownership thereto. County Information shall not be used by the Contractor for any purpose other than as required under this Contract, nor shall such or any part of such be disclosed, sold, assigned, leased, or otherwise disposed of, to third parties by the Contractor, or commercially exploited or otherwise used by, or on behalf of, the Contractor, its officers, directors, employees, or agents. The Contractor may assert no lien on or right to withhold from the County, any County Information it receives from, receives addressed to, or stores on behalf of, the County. Notwithstanding the foregoing, the Contractor may aggregate, compile, and use County Information in order to improve, develop or enhance the System Software and/or other services offered, or to be offered, by the Contractor, provided that (i) no County Information in such aggregated or compiled pool is identifiable as originating from, or can be traced back to the County, and (ii) such Data or Information cannot be associated or matched with the identity of an individual alone, or linkable to a specific individual. The Contractor specifically consents to the County's access to such County Information held, stored, or maintained on any and all devices Contactor owns, leases or possesses.

4. CONTRACTOR'S USE OF COUNTY INFORMATION

The Contractor may use County Information only as necessary to carry out its obligations under this Contract. The Contractor shall collect, maintain, or use County Information only for the purposes specified in the Contract and, in all cases, in compliance with all applicable laws and regulations governing the collection, maintenance, transmission, dissemination, storage, use, and destruction of County Information, including, but not limited to, (i) any applicable law governing the protection of personal Information, (ii) any applicable privacy or security breach notification laws, and (iii) the rules, regulations and directives of the Federal Trade Commission, as amended from time to time.

5. SHARING COUNTY INFORMATION AND DATA

The Contractor shall not share, release, disclose, disseminate, make available, transfer, or otherwise communicate orally, in writing, or by electronic or other means, County Information to a third party for monetary or other valuable consideration.

6. CONFIDENTIALITY

Confidentiality of County Information. The Contractor agrees that all County Information is Confidential and proprietary to the County regardless of whether such Information was disclosed intentionally or unintentionally, or marked as "confidential".

Disclosure of County Information. The Contractor may disclose County Information only as necessary to carry out its obligations under this Contract, or as required by law, and is prohibited from using County Information for any other purpose without the prior express written approval of the Departments contract manager in consultation with the Department Information Security Officer, Department Counsel and/or Departmental Privacy Officer. If required by a court of competent jurisdiction or an administrative body to disclose County Information, the Contractor shall notify the County's contract manager immediately and prior to any such disclosure, to provide the County an opportunity to oppose or otherwise respond to such disclosure, unless prohibited by law from doing so.

Disclosure Restrictions of Non-Public Information. While performing work under the Contract, the Contractor may encounter County Non-public Information ("NPI") in the course of performing this Contract, including, but not limited to, licensed technology, drawings, schematics, manuals, sealed court records, and other materials described and/or identified as "Internal Use", "Confidential" or "Restricted" as defined in Board of Supervisors Policy 6.104 – Information Classification Policy as NPI. The Contractor shall not disclose or publish any County NPI and material received or used in performance of this Contract. This obligation is perpetual.

Individual Requests. The Contractor shall acknowledge any request or instructions from the County regarding the exercise of any individual's privacy rights provided under applicable laws or regulations. The Contractor shall have in place appropriate policies and procedures to promptly respond to such requests and comply with any request or instructions from the County within seven (7) calendar days. If an individual makes a request directly to the Contractor involving County Information, the Contractor shall notify the County within five (5) calendar days and the County will coordinate an appropriate response, which may include instructing the Contractor to assist in fulfilling the request. Similarly, if the Contractor receives a privacy or security complaint from an individual regarding County Information, the Contractor shall notify the County as described in Section 0 13. SECURITY AND PRIVACY **INCIDENTS**, and the County will coordinate an appropriate response.

Retention of County Information. The Contractor shall not retain any County Information for any period longer than necessary for the Contractor to fulfill its obligations under the Contract and applicable law, whichever is longest.

7. CONTRACTOR EMPLOYEES

The Contractor shall perform background and security investigation procedures in the manner prescribed in this section unless the Contract prescribes procedures for conducting background and security investigations and those procedures are no less stringent than the procedures described in this section.

To the extent permitted by applicable law, the Contractor shall screen and conduct background investigations on all Contractor employees and Subcontractors as appropriate to their role, with access to County Information for potential security Risks. Such background investigations must be obtained through fingerprints submitted to the California Department of Justice to include State, local, and federal-level review and conducted in accordance with the law, may include criminal and financial history to the extent permitted under the law, and will be repeated on a regular basis. The fees associated with the background investigation shall be at the expense of the Contractor, regardless of whether the member of the Contractor's staff passes or fails the background investigation. The Contractor, in compliance with its legal obligations, shall conduct an individualized assessment of their employees, agents, and volunteers regarding the nature and gravity of a criminal offense or conduct; the time that has passed since a criminal offense or conduct and completion of the sentence; and the nature of the access to County Information to ensure that no individual accesses County Information whose past criminal conduct poses a risk or threat to County Information.

The Contractor shall require all employees, agents, and volunteers to abide by the requirements in this Exhibit, as set forth in the Contract, and sign an appropriate written Confidentiality/non-disclosure agreement with the Contractor.

The Contractor shall supply each of its employees with appropriate, annual training regarding Information Security/ Privacy procedures, , Risks, Threats, and Incident Response.

8. SUBCONTRACTORS AND THIRD PARTIES

The County acknowledges that in the course of performing its services, the Contractor may desire or require the use of goods, services, and/or assistance of Subcontractors or other third parties or suppliers. The terms of this Exhibit shall also apply to all Subcontractors and third parties. The Contractor or third party shall be subject to the following terms and conditions: (i) each Subcontractor and third party must agree in writing to comply with and be bound by the applicable terms and conditions of this Exhibit, both for itself and to enable the Contractor to be and remain in compliance with its obligations hereunder, including those provisions relating to Confidentiality, Integrity, Availability, disclosures, security, and such other terms and conditions as may be reasonably necessary to effectuate the Contract including this Exhibit; and (ii) the Contractor shall be and remain fully liable for the acts and omissions of each Subcontractor and third party, and fully responsible for the due and proper performance of all Contractor obligations under this Contract.

The Contractor shall obtain advanced approval from the Departments contract manager in consultation with the Department Information Security Officer, Department Counsel and/or Departmental Privacy Officer prior to subcontracting services subject to this Exhibit.

9. STORAGE AND TRANSMISSION OF COUNTY INFORMATION

All County Information shall be rendered unusable, unreadable, or indecipherable to unauthorized individuals. Without limiting the generality of the foregoing, the Contractor will encrypt all workstations, portable devices (such as mobile, wearables, tablets,) and removable media (such as portable or removable hard disks, floppy disks, USB memory drives, CDs, DVDs, magnetic tape, and all other removable storage media) that store County Information in accordance with Federal Information Processing Standard (FIPS) 140-2 or otherwise approved by the County's Chief Information Security Officer.

The Contractor will encrypt County Information transmitted on networks outside of the Contractor's control with Transport Layer Security (TLS) or Internet Protocol Security (IPSec), at a minimum cipher strength of 128 bit or an equivalent secure transmission protocol or method approved by County's Chief Information Security Officer.

In addition, the Contractor shall not store County Information in the cloud or in any other online storage provider without written authorization from the County's Chief Information Security Officer. All mobile devices storing County Information shall be managed by a Mobile Device Management system. Such system must provide provisions to enforce a password/passcode on enrolled mobile devices. All workstations/Personal Computers (including laptops, 2-in-1s, and tablets) will maintain the latest operating system security patches, and the latest virus definitions. Virus scans must be performed at least monthly. Request for less frequent scanning must be approved in writing by the County's Chief Information Security Officer.

10. RETURN OR DESTRUCTION OF COUNTY INFORMATION

The Contractor shall return or destroy County Information in the manner prescribed in this section unless the Contract prescribes procedures for returning or destroying County Information and those procedures are no less stringent than the procedures described in this section.

> **Return or Destruction.** Upon County's written request, or upon expiration or termination of this Contract for any reason, Contractor shall (i) promptly return or destroy, at the County's option, all originals and copies of all records it has received containing County Information; or (ii) if return or destruction is not permissible under applicable law, continue to protect such Information in accordance with the terms of this Contract; and (iii) return or destroy, at the County's option, all originals and copies of all records and other documents or materials, whether in writing or in machine-readable form, prepared by the Contractor, prepared under its direction, or at its request, from the documents and materials referred to in Subsection (i) of this Section. For all documents or materials referred to in Subsections (i) and (ii) of this Section that the County requests be returned to the County, the Contractor shall provide a written attestation on company letterhead certifying that all documents and materials have been delivered to the County. For documents or materials referred to in Subsections (i) and (ii) of this Section that the County requests be destroyed, the Contractor shall provide an attestation on company letterhead and certified documentation from a media destruction firm consistent with subdivision b of this Section. Upon termination or expiration of the Contract or at any time upon the County's request, the Contractor shall return all hardware, if any, provided by the County to the Contractor. The hardware should be physically sealed and returned through a method specified by the County.

Return or Destruction.

> *Upon County's written request, or upon expiration or termination of this Contract for any reason, Contractor shall:*
>
> *(i) promptly return or destroy, at the County's option, all originals and copies of all records it has received containing County Information; or*
>
> *(ii) if return or destruction such records is not permissible under applicable law, Contractor shall continue to protect such Information in accordance with the terms of this Contract;*
>
> *(iii) return or destroy, at the County's option, all originals and copies of all records and other documents or materials, in any form, prepared by the Contractor, or, prepared under its direction or at its request from the records referred to in Subsection (i) of this Section; and*

(iv) Return, at the County's option, all hardware, if any, provided by the County to the Contractor . The hardware should be physically sealed and returned via a bonded courier, or as otherwise directed by the County.through a method specified by the County

- Return - For all records or materials referred to in Subsections (i) and (ii) of this Section that the County requests be returned to the County, the Contractor shall provide a written attestation on company letterhead certifying that all records and materials have been delivered to the County.

-Destruction - For records or materials referred to in Subsections (i) and (ii) of this Section that the County requests be destroyed, the Contractor shall provide an attestation on company letterhead and certified documentation from a media destruction firm consistent with subdivision b of this Section. .

Method of Destruction. The Contractor shall destroy all originals and copies by (i) cross-cut shredding or other method that ensures that the Information cannot be read or otherwise reconstructed; and (ii) destroying electronic media containing County Information consistent with NIST Special Publication 800-88, "Guidelines for Media Sanitization" such that the County Information cannot be retrieved. The Contractor will provide an attestation on company letterhead and certified documentation from a media destruction firm, detailing the destruction method used and the County Information involved, the date of destruction, and the company or individual who performed the destruction. Such statement will be sent to the designated County contract manager within ten (30) days of termination or expiration of the Contract or at any time upon the County's request. .

11. PHYSICAL SECURITY

All Contractor facilities that process County Information will be located in secure areas and protected by perimeter security that provide a physically secure environment from unauthorized access, damage, and interference. OPERATIONAL MANAGEMENT, BUSINESS CONTINUITY, AND DISASTER RECOVERY

The Contractor shall: (i) monitor and manage all of its Information processing facilities, including, without limitation, implementing operational procedures, change management, and Incident response procedures consistent with Section 0 13. SECURITY AND PRIVACY **INCIDENTS**; and (ii) deploy adequate anti-malware software and adequate back-up systems to ensure essential business Information can be promptly recovered in the event of a disaster or media failure; and (iii) ensure its operating procedures are adequately documented and designed to protect Information and computer media from theft and unauthorized access.

The Contractor must have business continuity and disaster recovery plans. These plans must include a geographically separate back-up data center and a formal framework by which an unplanned event will be managed to minimize the loss of County Information and services. The formal framework includes a defined back-up policy and associated procedures, including documented policies and procedures designed to: (i) perform back-up of data to a remote back-up data center in a scheduled and timely manner; (ii) provide effective controls to safeguard backed-up data; (iii) securely transfer County Information to and from back-up location; (iv) fully restore applications and operating systems; and (v) demonstrate periodic testing of restoration from back-up location. If the Contractor makes backups to removable media (as described in Section 0 9. STORAGE AND TRANSMISSION OF COUNTY **INFORMATION**), all such backups shall be encrypted in compliance with the encryption requirements noted above in Section 0 9. STORAGE AND TRANSMISSION OF COUNTY **INFORMATION**.

12. ACCESS CONTROL

Subject to and without limiting the requirements under Section 0 9. STORAGE AND TRANSMISSION OF COUNTY **INFORMATION**, County Information (i) may only be made available and accessible to those parties explicitly authorized under the Contract or otherwise expressly approved by the County Project Director or Project Manager in writing; and (ii) if transferred using removable media (as described in Section 0 9. STORAGE AND TRANSMISSION OF COUNTY **INFORMATION**) must be sent via a bonded courier and protected using encryption technology designated by the Contractor and approved by the County's Chief Information Security Officer in writing. The foregoing requirements shall apply to back-up media stored by the Contractor at off-site facilities.

The Contractor shall implement formal procedures to control access to County systems, services, and/or Information, including, but not limited to, user account management procedures and the following controls:

Network access to both internal and external networked services shall be controlled, including, but not limited to, the use of industry standard and properly configured firewalls;

Operating systems will be used to enforce access controls to computer resources including, but not limited to, multi-factor authentication, use of virtual private networks (VPN), authorization, and event logging;

The Contractor will conduct regular, no less often than semi-annually, user access reviews to ensure that unnecessary and/or unused access to County Information is removed in a timely manner;

Applications will include access control to limit user access to County Information and application system functions;

All systems will be monitored to detect deviation from access control policies and identify suspicious activity. The Contractor shall record, review and act upon all events in accordance with Incident response policies set forth in Section 0 13. SECURITY AND PRIVACY **INCIDENTS**; and

In the event any hardware, storage media, or removable media (as described in Section 0 9. STORAGE AND TRANSMISSION OF COUNTY **INFORMATION**) must be disposed of or sent off-site for servicing, the Contractor shall ensure all County Information, has been eradicated from such hardware and/or media using industry best practices as discussed in Section 0 9. STORAGE AND TRANSMISSION OF COUNTY **INFORMATION**.

13. SECURITY AND PRIVACY INCIDENTS

In the event of a Security or Privacy Incident, the Contractor shall:

a. Promptly notify the County's Chief Information Security Officer, the Departmental Information Security Officer, and the County's Chief Privacy Officer of any Incidents involving County Information, within twenty-four (24) hours of detection of the Incident. All notifications shall be submitted via encrypted email and telephone.

Departmental Information Security Officer:

i. Alan Shen
ii. Departmental Information Security Officer
iii. 700W. Main Street
iv. Alhambra, CA 91801
v. (626) 586-1542
vi. alan.shen@lacda.org

County Chief Information Security Officer and Chief Privacy Officer email

CISO-CPO_Notify@lacounty.gov

b. Include the following Information in all notices:

    i. The date and time of discovery of the Incident,

    ii. The approximate date and time of the Incident,

    iii. A description of the type of County Information involved in the reported Incident, and

    iv. A summary of the relevant facts, including a description of measures being taken to respond to and remediate the Incident, and any planned corrective actions as they are identified.

    v. The name and contact information for the organizations official representative(s), with relevant business and technical information relating to the incident.

c. Cooperate with the County to investigate the Incident and seek to identify the specific County Information involved in the Incident upon the County's written request, without charge, unless the Incident was caused by the acts or omissions of the County. As Information about the Incident is collected or otherwise becomes available to the Contractor, and unless prohibited by law, the Contractor shall provide Information regarding the nature and consequences of the Incident that are reasonably requested by the County to allow the County to notify affected individuals, government agencies, and/or credit bureaus.

d. Immediately initiate the appropriate portions of their Business Continuity and/or Disaster Recovery plans in the event of an Incident causing an interference with Information Technology operations.

e. Assist and cooperate with forensic investigators, the County, law firms, and and/or law enforcement agencies at the direction of the County to help determine the nature, extent, and source of any Incident, and reasonably assist and cooperate with the County on any additional disclosures that the County is required to make as a result of the Incident.

f. Allow the County or its third-party designee at the County's election to perform audits and tests of the Contractor's environment that may include, but are not limited to, interviews of relevant employees, review of documentation, or technical inspection of systems, as they relate to the receipt, maintenance, use, retention, and authorized destruction of County Information.

Notwithstanding any other provisions in this Contract and Exhibit, The Contractor shall be (i) liable for all damages and fines, (ii) responsible for all corrective action, and (iii) responsible for all notifications arising from an Incident involving County Information caused by the Contractor's weaknesses, negligence, errors, or lack of Information Security or privacy controls or provisions.

14. NON-EXCLUSIVE EQUITABLE REMEDY

The Contractor acknowledges and agrees that due to the unique nature of County Information there can be no adequate remedy at law for any breach of its obligations hereunder, that any such breach may result in irreparable harm to the County, and therefore, that upon any such breach, the County will be entitled to appropriate equitable remedies, and may seek injunctive relief from a court of competent jurisdiction without the necessity of proving actual loss, in addition to whatever remedies are available within law or equity. Any breach of Section 0 6. **CONFIDENTIALITY** shall constitute a material breach of this Contract and be grounds for immediate termination of this Contract in the exclusive discretion of the County.

15. AUDIT AND INSPECTION

a. **Self-Audits.** The Contractor shall periodically conduct audits, assessments, testing of the system of controls, and testing of Information Security and privacy procedures, including penetration testing, intrusion detection, and firewall configuration reviews. These periodic audits will be conducted by staff certified to perform the specific audit in question at Contractor's sole cost and expense through either (i) an internal independent audit function, (ii) a nationally recognized, external, independent auditor, or (iii) another independent auditor approved by the County.

The Contractor shall have a process for correcting control deficiencies that have been identified in the periodic audit, including follow up documentation providing evidence of such corrections. The Contractor shall provide the audit results and any corrective action documentation to the County promptly upon its completion at the County's request. With respect to any other report, certification, or audit or test results prepared or received by the Contractor that contains any County Information, the Contractor shall promptly provide the County with copies of the same upon the County's reasonable request, including identification of any failure or exception in the Contractor's Information systems, products, and services, and the corresponding steps taken by the Contractor to mitigate such failure or exception. Any reports and related materials provided to the County pursuant to this Section shall be provided at no additional charge to the County.

b. **County Requested Audits.** At its own expense, the County, or an independent third-party auditor commissioned by the County, shall have the right to audit the Contractor's infrastructure, security and privacy practices, Data center, services and/or systems storing or processing County Information via an onsite inspection at least once a year. If the audit reveals material non-compliance with this Exhibit, the County may exercise its termination rights underneath the Contract along with demand for payment of all costs related to the audit.

Such audit shall be conducted during the Contractor's normal business hours with reasonable advance notice, in a manner that does not materially disrupt or otherwise unreasonably and adversely affect the Contractor's normal business operations. The County's request for the audit will specify the scope and areas (e.g., Administrative, Physical, and Technical) that are subject to the audit. This right of access shall extend to any regulators with oversight of the County. The Contractor agrees to comply with all reasonable recommendations that result from such inspections, tests, and audits within reasonable timeframes.

When not prohibited by regulation, the Contractor will provide to the County a summary of: (i) the results of any security audits, security reviews, or other relevant audits, conducted by the Contractor or a third party; and (ii) corrective actions or modifications, if any, the Contractor will implement in response to such audits.

16. CYBER LIABILITY INSURANCE

The Contractor shall secure and maintain cyber liability insurance coverage in the manner prescribed in this section unless the Contract prescribes cyber liability insurance coverage provisions and those provisions are no less stringent than those described in this section.

The Contractor shall secure and maintain cyber liability insurance coverage with limits of at least **$2M** per occurrence and in the aggregate during the term of the Contract, including coverage for: network security liability; privacy liability; privacy regulatory proceeding defense, response, expenses and fines; technology professional liability (errors and omissions); privacy breach expense reimbursement (liability arising from the loss or disclosure of County Information no matter how it occurs); system breach; denial or loss of service; introduction, implantation, or spread of malicious software code; unauthorized access to or use of computer systems; and Data/Information loss and business interruption; any other liability or risk that arises out of the Contract. The Contractor shall add the County as an additional insured to its cyber liability insurance policy and provide to the County certificates of insurance evidencing the foregoing upon the County's request. The procuring of the insurance described herein, or delivery of the certificates of insurance described herein, shall not be construed as a limitation upon the Contractor's liability or as full performance of its indemnification obligations hereunder. No exclusion/restriction for unencrypted portable devices/media may be on the policy.

17. PRIVACY AND SECURITY INDEMNIFICATION

In addition to the indemnification provisions in the Contract, the Contractor agrees to indemnify, defend, and hold harmless the County, its Special Districts, elected and appointed officers, agents, employees, and volunteers from and against any and all claims, demands liabilities, damages, judgments, awards, losses, costs, expenses or fees including reasonable attorneys' fees, accounting and other expert, consulting or professional fees, and amounts paid in any settlement arising from, connected with, or relating to :

- The Contractor's violation of any federal and state laws in connection with its accessing, collecting, processing, storing, disclosing, or otherwise using County Information;
- The Contractor's failure to perform or comply with any terms and conditions of this Contract or related agreements with the County; and/or,
- Any Information loss, breach of Confidentiality, or Incident involving any County Information that occurs on the Contractor's systems or networks (including all costs and expenses incurred by the County to remedy the effects of such loss, breach of Confidentiality, or Incident, which may include (i) providing appropriate notice to individuals and governmental authorities, (ii) responding to individuals' and governmental authorities' inquiries, (iii) providing credit monitoring to individuals, and (iv) conducting litigation and settlements with individuals and governmental authorities).

Notwithstanding the preceding sentences, the County shall have the right to participate in any such defense at its sole cost and expense, except that in the event contractor fails to provide County with a full and adequate defense, as determined by County in its sole judgment, County shall be entitled to retain its own counsel, including, without limitation, County Counsel, and to reimbursement from contractor for all such costs and expenses incurred by County in doing so. Contractor shall not have the right to enter into any settlement, agree to any injunction or other equitable relief, or make any admission, in each case, on behalf of County without County's prior written approval.

ADDENDUM A: Intentionally Omitted.

ADDENDUM B: CONTRACTOR HARDWARE CONNECTING TO COUNTY SYSTEMS

Notwithstanding any other provisions in this Contract, the Contractor shall ensure the following provisions and security controls are established for any and all Systems or Hardware provided under this contract.

a. **Inventory:** The Contractor must actively manage, including through inventory, tracking, loss prevention, replacement, updating, and correcting, all hardware devices covered under this Contract. The Contractor must be able to provide such management records to the County at inception of the contract and upon request.

b. **Access Control:** The Contractor agrees to manage access to all Systems or Hardware covered under this contract. This includes industry-standard management of administrative privileges including, but not limited to, maintaining an inventory of administrative privileges, changing default passwords, use of unique passwords for each individual accessing Systems or Hardware under this Contract, and minimizing the number of individuals with administrative privileges to those strictly necessary. Prior to effective date of this Contract, the Contractor must document their access control plan for Systems or Hardware covered under this Contract and provide such plan to the Department Information Security Officer (DISO) who will consult with the County's Chief Information Security Officer (CISO) for review and approval. The Contractor must modify and/or implement such plan as directed by the DISO and CISO.

c. **Operating System and Equipment Hygiene:** The Contractor agrees to ensure that Systems or Hardware will be kept up to date, using only the most recent and supported operating systems, applications, and programs, including any patching or other solutions for vulnerabilities, within ninety (90) Days of the release of such updates, upgrades, or patches. The Contractor agrees to ensure that the operating system is configured to eliminate any unnecessary applications, services and programs. If for some reason the Contractor cannot do so within ninety (90) Days, the Contractor must provide a Risk assessment to the County's Chief Information Security Officer (CISO).

d. **Vulnerability Management:** The Contractor agrees to continuously acquire, assess, and take action to identify and remediate vulnerabilities within the Systems and Hardware covered under this Contract. If such vulnerabilities cannot be addressed, The Contractor must provide a Risk assessment to the Department Information Security Officer (DISO) who will consult with the County's Chief Information Security Officer (CISO). The County's CISO must approve the Risk acceptance and the Contractor accepts liability for Risks that result to the County for exploitation of any un-remediated vulnerabilities.

e. **Media Encryption:** Throughout the duration of this Contract, the Contractor will encrypt all workstations, portable devices (e.g., mobile, wearables, tablets,) and removable media (e.g., portable or removable hard disks, floppy disks, USB memory drives, CDs, DVDs, magnetic tape, and all other removable storage media) associated with Systems and Hardware provided under this Contract in accordance with Federal Information Processing Standard (FIPS) 140-2 or otherwise required or approved by the County's Chief Information Security Officer (CISO).

f. **Malware Protection:** The Contractor will provide and maintain industry-standard endpoint antivirus and antimalware protection on all Systems and Hardware as approved or required by the Department Information Security Officer (DISO) who will consult with the County's Chief Information Security Officer (CISO) to ensure provided hardware is free, and remains free of malware. The Contractor agrees to provide the County documentation proving malware protection status upon request.

ADDENDUM C: Intentionally Omitted.

EXHIBIT B

FEE SCHEDULE

FEE SCHEDULE
FOR
BOARD BUDGET SYSTEM APPLICATION SUPPORT AND ENHANCEMENT IMPLEMENTATION SERVICES

The Contractor shall provide Board Budget System Application Support and Enhancement Implementation Services costs to the LACDA in accordance with Exhibit B, Statement of Work (SOW) in Section 1 - Board Budget System Application Support and Enhancement Implementation Services. The costs shall include all software, technical assistance, licensing, equipment, travel, supplies, labor, taxes, and all related expenses for the hourly rates stated below.

SECTION 1 BOARD BUDGET SYSTEM APPLICATION SUPPORT AND ENHANCEMENT IMPLEMENTATION SERVICES					
Line	**Section**	**Deliverable**	**Estimated Hours***	**Hourly Rate(s)**	**Total Cost**
1	SOW Section 3.1.1	Board Budget System Application Professional Support Services			
2		Year 1 - Board Budget System Application Support	230	$252.58	$58,093.40
3		Year 2 - Board Budget System Application Support	230	$257.13	$59,139.90
4		Year 3 - Board Budget System Application Support	230	$261.75	$60,202.50
5		Year 4 - Board Budget System Application Support	230	$266.47	$61,288.10
6		Year 5 - Board Budget System Application Support	230	$271.26	$62,389.80
7		**Total Cost for Lines 1 through 6**	**1,150**		**$301,113.70**
8	SOW Section 3.1.2	Board Budget System Software Upgrade: Current version 12	800	$252.58	$202,064.00
9	SOW Section 3.2	Capital Projects Budgeting Model Implementation	210	$252.58	$53,041.80
10	SOW Section 3.3	Grants Projects Budgeting Model Implementation	210	$252.58	$53,041.80

11	SOW Section 3.4	Budget Amendment Process Implementation	210	$252.58	$53,041.80
12		**Total Cost for Lines 8 through 11**	**1,430**		**$361,189.40**
13		**Total Cost for Lines 7+12**	**2,580**		**$662,303.10**

*The hours estimated are provided as an approximation based on the current scope and requirements. These estimates are not guaranteed, and the actual hours required may vary. Fees are based on assumptions, Attachment 1.

Should the LACDA require other Board Budget System Application Support and Enhancement Implementation Services, not included in the Exhibit B, Statement of Work, the Contractor shall negotiate the services and fees with the LACDA. In Section 2, the Contractor shall provide hourly rates for other Board Budget System Application Sup13port and Enhancement Implementation Services based on the title and description of duties provided by the Contractor.

SECTION 2 OTHER BOARD BUDGET SYSTEM APPLICATION SUPPORT AND ENHANCEMENT IMPLEMENTATION SERVICES								
Line	**Total Delivery Order Amount**	**MFR'S PART NO.**	**DESCRIPTION**	**7/18/2021-7/17/2022**	**7/18/2022-7/17/2023**	**7/18/2023-7/17/2024**	**7/18/2024-7/17/2025**	**7/18/2025-7/17/2026**
				GSA Price with IFF	**GSA Price with IFF**	**GSA Price with IFF**	**GSA Price with IFF**	**GSA Price with IFF**
				$/Hour	**$/Hour**	**$/Hour**	**$/Hour**	**$/Hour**
14	$1 - $99,999	IA	Information Architect	$242.72	$247.09	$251.54	$256.06	$260.67
15	$100,000 +	IAD	Information Architect	$239.42	$243.73	$248.12	$252.58	$257.13
16	$1 - $99,999	SSE	Senior Software Engineer	$225.23	$229.28	$233.41	$237.61	$241.89
17	$100,000 +	SSED	Senior Software Engineer	$215.37	$219.24	$223.19	$227.21	$231.30
18	$1 - $99,999	SE	Software Engineer	$200.08	$203.68	$207.35	$211.08	$214.88
19	$100,000 +	SED	Software Engineer	$190.23	$193.65	$197.14	$200.68	$204.30

*Neubrain rates are hourly rates per Neubrain's GSA Price List SIN 54151S (IT Professional Services), inclusive of delivery order amount discounts. Description details provided at the end of this section, Attachment 2.

Section 3: In Section 3, the Contractor provided hourly rates for Other Budget System Application Support and Enhancement Implementation Service and based on the descriptions below in Section 3 or other descriptions provided by the Contractor as specified in Exhibit A, SOW. The LACDA includes the pool of dollars ("Pool Dollars") available under this Agreement Exhibit B, Fee Schedule, for the purchase of other consulting services for ongoing support, upgrades, unrelated to the scope of services of $282,452.15, and includes the 10% Contingency, as needed and available under this Agreement Exhibit B, Fee Schedule, at the discretion of the LACDA, using the LACDA Contract Amendment under Paragraph 8.1 (Amendments). The total amount of available Pool Dollars shall be decreased by each Amendment under Paragraph 8.1 (Amendments) and may only be increased by executing an Amendment in accordance with Paragraph 8.1 (Amendments), for the Maximum Amount of this Contract shall be $944,755.25 ("Maximum Amount") for the term of this Contract, including Pool Dollars and all applicable taxes.

1.0

SECTION 3
OTHER CONSULTING LOAN MANAGEMENT SOFTWARE SERVICES
HOURLY RATES AND ADDITIONAL COSTS

Line	Description	Total Amount
20.	Other Support Hours (500)	$130,335.00
21.	Pool Dollars	$66,230.31
22.	Contingency, as needed	$85,886.84
23.	**Total Cost for Lines 20-22**	$282,452.15

FEE SCHEDULE, ATTACHMENT 1
FOR
BOARD BUDGET SYSTEM APPLICATION SUPPORT AND ENHANCEMENT IMPLEMENTATION SERVICES

FEE ASSUMPTIONS

- The Contractor fee includes the approach and price proposal to implement what we consider baseline Best Practice Public Sector Budgeting Solution (Blueprint) that incorporates best practice features and functionality designed to improve and automate budgeting and reporting functions within a public sector organization similar to the LACDA's business type, size and complexity.
- LACDA will be responsible for providing the recommended and agreed upon technology environment to properly operate and/or access BOARD software and applications.
- The Contractor shall not be responsible for the installation or troubleshooting of the LACDA's network but will assist in troubleshooting until it can be determined that the Board software is part of the root cause of an issue. Non-application specific technical expertise and support (e.g. LAN/WAN planning, desktop configuration and support, etc.) is not considered part of the scope.
- The LACDA shall be responsible for the contractual relationship with relevant third parties and for ensuring that they cooperate with Neubrain.
- The LACDA, with the assistance from The Contractor, will be responsible for providing PeopleSoft tables or queries needed to populate Board with data based on requirements. The format, structure, cleanliness and availability of the data is the responsibility of the LACDA.
- Historical budget data (5 years), currently stored in the old financial/budget systems contains the appropriate level of detail to be imported into the new application.
- Adequate LACDA internal personnel will be dedicated to the project. Throughout the duration of the project, a minimum of one part-time (20% of FTE) experienced and knowledgeable resource per each respective model/application must be dedicated to this implementation. In addition, a Technical Resource Administrator should be available for PeopleSoft, desktop, network, and other related technical issues (min 20% of FTE).
- The LACDA will appoint a Project Manager responsible for timely review of requirements, design, testing, and sign-off on delivered work.
- At The Contractor's request, the LACDA will respond to all critical questions, feedback requests, and data calls within two (2) business days.

- The LACDA’s personnel will be responsible for execution of designated testing processes based on guidance from The Contractor. The LACDA is involved in the following tests: unit testing, security testing, integration testing, and acceptance testing.
- The LACDA will review all interim deliverables and provide The Contractor with feedback and report of errors or issues within five (5) business days.
- The LACDA will review all final deliverables and provide Neubrain with feedback and report of errors or issues within ten (10) business days
- 7 days of report development has been allotted in this proposal: this time may be used as desired by the LACDA: The Contractor can create any reports desired by the LACDA (our estimate to create reports is as follows: low complexity <1 day; medium complexity <2 days; and high complexity >3 days.) Alternatively, of desired by LACDA, the Contractor can use the time training the LACDA’s users on how to develop specific reports.

FEE SCHEDULE, ATTACHMENT 2
FOR
BOARD BUDGET SYSTEM APPLICATION SUPPORT AND ENHANCEMENT IMPLEMENTATION SERVICES

COMMERCIAL JOB TITLES

Commercial Job Title	Description
Information Architect	Minimum/General Experience: • Minimum of 6-9 years of overall professional experience • Experience with software applications being implemented • Knowledge of the subject matter area (software and capability) • Ability to communicate/translate functional requirements into configuration • Understanding of project management methodology to be utilized • Minimum of 6 years' experience on large scale projects • Experience of similar scale roles and organizations • Ability to communicate at all levels of an organization and third parties • Ability to manage issues and direct teams • Ability to train users Functional Responsibility: • Provides technical/management leadership on major tasks, technology assignments, technical architectures, software components, and methodologies. Establishes goals and plans that meet project objectives. Has extensive domain and expert technical knowledge. Directs, controls, and architects activities/work products for a client, having overall responsibility for financial management, methods, quality, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Minimum Education: • Bachelors degree in Business, Finance, Accounting, MIS or Operations Research
Sr. Software Engineer	Minimum/General Experience: • Minimum of 4-6 years of overall professional experience • Experience with software applications being implemented • Knowledge of the subject matter area (software and capability) • Experience of similar scale roles and organizations • Ability to communicate/translate functional requirements into configuration • Ability to communicate at all levels of an organization and third parties

	• Ability to manage issues and direct teams • Ability to train users Functional Responsibility: • Possesses and applies a comprehensive knowledge across key tasks and high impact assignments. Plans, leads, and delivers major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expert across multiple project assignments. May supervise others. Minimum Education: • Bachelors degree in Business, Finance, Accounting, MIS or Operations Research
Software Engineer	Minimum/General Experience: • Minimum of 2-4 years of overall professional experience • Experience with software applications being implemented • Knowledge of the subject matter area (software and capability) • Experience of similar scale roles and organizations • Ability to communicate/translate functional requirements into configuration • Ability to communicate at all levels of an organization and third parties • Ability to manage issues

EXHIBIT C

LACDA'S ADMINISTRATION

LACDA'S ADMINISTRATION

SERVICES: BOARD Budget System Application Support and Enhancement Implementation

LACDA PROJECT DIRECTOR:

Name: Matthew Fortini
Title: Chief Financial Officer of Finance and Budget
Address: 700 W. Main Street
Alhambra, CA 91801
Telephone: (626) 586-1890 Facsimile:
E-Mail Address: Matthew.Fortini@lacda.org

LACDA PROJECT MANAGER:

Name: Susan Lawi-Ayad
Title: Budget Manager of Finance and Budget
Address: 700 W. Main Street
Alhambra, CA 91801
Telephone: (626) 586-1808 Facsimile:
E-Mail Address: susan.lawi-ayad@lacda.org

LACDA CONTRACT ADMINISTRATOR:

Name: Maryann Raygoza-Robles
Title: IT Procurement Analyst
Address: 700 W. Main Street
Alhambra, CA 91801
Telephone: (626) 586-1725 Facsimile:
E-Mail Address: Maryann.Robles@lacda.org

EXHIBIT D

CONTRACTOR'S ADMINISTRATION

CONTRACTOR'S ADMINISTRATION

CONTRACTOR'S NAME: Neubrain, LLC .

SERVICES: IT Solutions and Services

CONTRACTOR'S PROJECT MANAGER

Name: Vishal Pareek

Title: Director

Address: 1 Research Ct. Suite 450, Rockville, MD 20850

Telephone: 301-296-4477 Facsimile: ______

E-Mail Address: vishal_pareek@neubrain.com

CONTRACTOR'S AUTHORIZED OFFICIAL(S)

Name: Yanina McConaty

Title: Principal

Address: 1 Research Ct. Suite 450, Rockville, MD 20850

Telephone: 301-296-4477 Facsimile: ______

E-Mail Address: yana_mcconaty@neubrain.com

Name: ______

Title: ______

Address: ______

Telephone: ______ Facsimile: ______

E-Mail Address: ______

Notices to Contractor shall be sent to the following:

Name: Yanina McConaty

Title: Principal

Address: 1 Research Ct. Suite 450, Rockville, MD 20850

Telephone: 301-296-4477 Facsimile: ______

E-Mail Address: yana_mcconaty@neubrain.com

EXHIBIT E

REQUIRED CONTRACT FORMS AND CERTIFICATIONS

RFQ/IFB/RFP/RFSQ
CONTRACTOR EMPLOYEE JURY SERVICE PROGRAM
APPLICATION FOR EXEMPTION AND CERTIFICATION FORM

The Los Angeles County Development Authority's (LACDA) solicitation for this contract/purchase order/Invitation for Bid/Request for Proposal or Request for Statement of Qualifications is subject to the LACDA's Contractor Employee Jury Service Program (Program). All bidders or proposers, whether a contractor or subcontractor, must complete this form to either 1) request an exemption from the Program requirements or 2) certify compliance. Upon review of the submitted form, the LACDA will determine, in its sole discretion, whether the bidder or proposer is exempted from the Program.

Company Name: Neubrain, LLC			
Company Address: 1 Research Ct., Suite 450			
City: Rockville, MD 20850		**State:**	**Zip Code:**
Telephone Number: 301-296-4477			
Solicitation For (Type of Goods or Services): IT Solutions and Services			

If you believe the Jury Service Program does not apply to your business, check the appropriate box in Part I (attach documentation to support your claim); or, complete Part II to certify compliance with the Program. Whether you complete Part I or Part II, please sign and date this form below.

Part I: Jury Service Program Is Not Applicable to My Business

- ❑ My business does not meet the definition of "contractor," as defined in the Program as it has not received an aggregate sum of $50,000 or more in any 12-month period under one or more LACDA contracts or subcontracts (this exemption is not available if the contract/purchase order itself exceeds $50,000). I understand that the exemption will be lost and I must comply with the Program if my revenues from the LACDA will exceed an aggregate sum of $50,000 in any 12-month period.

  - ❑ My business is a small business as defined in the Program. It 1) has ten or fewer employees; and, 2) has annual gross revenues in the preceding twelve months which, if added to the annual amount of this contract, is . $500,000 or less; and, 3) is not an affiliate or subsidiary of a business dominant in its field of operation, as defined below. I understand that the exemption will be lost and I must comply with the Program if the number of employees in my business and my gross annual revenues exceed the above limits.

  "**Dominant in its field of operation**" means having more than ten employees, including full-time and part-time employees, and annual gross revenues in the preceding twelve months, which, if added to the annual amount of the contract awarded, exceed $500,000.

  "**Affiliate or subsidiary of a business dominant in its field of operation"** means a business which is at least 20 percent owned by a business dominant in its field of operation, or by partners, officers, directors, majority stockholders, or their equivalent, of a business dominant in that field of operation.

- ❑ My business is subject to a Collective Bargaining Agreement (attach agreement) that expressly provides that it supersedes all provisions of the Program.

OR

Part II - Certification of Compliance

- X My business has and adheres to a written policy that provides, on an annual basis, no less than five days of regular pay for actual jury service for full-time employees of the business who are also California residents, **or** my company will have and adhere to such a policy prior to award of the contract.

I declare under penalty of perjury under the laws of the State of California that the information stated above is true and correct.

Print Name: Yanina McConaty	**Title:** Principal
Signature: yanina mcconaty	**Date:** 12/03/2024

ATTESTATION OF WILLINGNESS TO CONSIDER GAIN/START PARTICIPANTS

As a threshold requirement for consideration for contract award, Bidder/Proposer shall demonstrate a proven record for hiring GAIN/START participants or shall attest to a willingness to consider GAIN/START participants for any future employment opening if they meet the minimum qualifications for that opening. Additionally, Bidder/Proposer shall attest to a willingness to provide employed GAIN/START participants access to the Bidder/Proposer's employee mentoring program, if available, to assist these individuals in obtaining permanent employment and/or promotional opportunities.

Bidders/Proposers unable to meet this requirement shall not be considered for contract award.

Bidder/Proposer shall complete all of the following information, sign where indicated below, and return this form with their proposal.

A. Bidder/Proposer has a proven record of hiring GAIN/START participants.

______YES (subject to verification by LACDA) __X____NO

B. Bidder/Proposer is willing to consider GAIN/START participants for any future employment openings if the GAIN/START participant meets the minimum qualifications for the opening. "Consider" means that Bidder/Proposer is willing to interview qualified GAIN/START participants.

__X____YES ______NO

C. Bidder/Proposer is willing to provide employed GAIN/START participants access to its employee-mentoring program, if available.

______YES ______NO __X____N/A (Program not available)

Bidder/Proposer Organization: Neubrain, LLC

Signature: yanina mcconaty

Print Name: Yanina McConaty

Title: Principal Date: 12/03/2024

Tel.#: 301-442-4129 Fax #: ____________

COMPLIANCE WITH FAIR CHANCE EMPLOYMENT HIRING PRACTICES CERTIFICATION

Company Name: Neubrain, LLC			
Company Address: 1 Research Ct., Suite 450			
City: Rockville , MD 20850		State:	Zip Code:
Telephone Number: 301-296-4477		Email address: yana_mcconaty@neubrain.com	
Solicitation/Contract for IT Solutions and Services Services			

BIDDER/PROPOSER (CONTRACTOR) CERTIFICATION

The Los Angeles County Board of Supervisors approved a Fair Chance Employment Policy in an effort to remove job barriers for individuals with criminal records. The policy requires businesses that contract with the County to comply with fair chance employment hiring practices set forth in California Government Code Section 12952, Employment Discrimination: Conviction History (California Government Code Section 12952), effective January 1, 2018.

Bidder/Proposer (Contractor) acknowledges and certifies compliance with fair chance employment hiring practices set forth in California Government Code Section 12952 and agrees that Bidder/Proposer (Contractor) and staff performing work under the Contract will be in compliance. Bidder/Proposer (Contractor) further acknowledges that noncompliance with fair chance employment practices set forth in California Government Code Section 12952 may result in rejection of any quote/bid/proposal, or termination of any resultant Contract, at the sole judgment of the Los Angeles County Development Authority (LACDA).

I declare under penalty of perjury under the laws of the State of California that the information herein is true and correct and that I am authorized to represent this company.

Print Name: Yanina McConaty	Title: Principal
Signature: yanina mcconaty	Date: 12/03/2024

EQUAL EMPLOYMENT OPPORTUNITY CERTIFICATION

Neubrain, LLC
Vendor's Name

1 Research Ct., Suite 450, Rockville, MD 20850
Address

16-1675809
Internal Revenue Service Employer Identification Number

GENERAL

The Contractor certifies and agrees that all persons employed by such firm, its affiliates, subsidiaries, or holding companies are and will be treated equally by the firm without regard to or because of race, religion, ancestry, national origin, or sex and in compliance with all anti-discrimination laws of the United States of America, the State of California, and all local ordinances. The Contractor further certifies that all subcontractors, suppliers, vendors and distributors with whom the Contractor has a contractual relationship are also in compliance with all applicable federal, state and local anti-discriminatory laws.

VENDOR'S CERTIFICATION

1. The vendor has a written policy statement prohibiting discrimination in all phases of employment.
2. The vendor periodically conducts a self-analysis or utilization analysis of its work force.
3. The vendor has a system for determining if its employment practices are discriminatory against protected groups.
4. Where problem areas are identified in employment practices, the vendor has a system for taking reasonable corrective action, to include establishment of goals of timetables.

Authorized Official:

Name: Yanina McConaty Title: Principal

Signature: yanina mcconaty Date: 12/03/2024

Equal Employment Opportunity (EEO) Certification Form Rev. 05.16.19

DEFAULTED PROPERTY TAX REDUCTION PROGRAM
CERTIFICATION OF COMPLIANCE

Company Name: Neubrain, LLC		
Company Address: 1 Research Ct., Suite 450, Rockville, MD 20850		
City:	State:	Zip Code:
Telephone Number: 301-296-4477	Email address: Yana_mcconaty@neubrain.com	
Solicitation/Contract For___IT_______________________ Services:		

The Proposer/Bidder/Contractor certifies that:

X☐ It is familiar with the terms of the County's Defaulted Property Tax Reduction Program, Los Angeles County Code Chapter 2.206; **AND**

To the best of its knowledge, after a reasonable inquiry, the Proposer/Bidder/Contractor is not in default, as that term is defined in Los Angeles County Code Section 2.206.020.E, on any Los Angeles County property tax obligation; **AND**

The Proposer/Bidder/Contractor agrees to comply with the County's Defaulted Property Tax Reduction Program during the term of any awarded contract.

- OR -

☐ I am exempt from the County of Los Angeles Defaulted Property Tax Reduction Program, pursuant to Los Angeles County Code Section 2.206.060. The following exemption applies to my contract:

- ☐ Mandated by federal or state law or a condition of federal or state program;
- ☐ The purchase is made through a state or federal contract;
- ☐ The purchase is made for equipment or supplies for, or by the National Association of Counties, U.S. Communities Government Purchasing Alliance, or other similar related group purchasing organization;
- ☐ Sole source provider with exclusive and proprietary rights to services or goods;
- ☐ Emergency services provider for services or goods;
- ☐ Provide mission critical goods and/or services and is determined to be exempt by the Board of Commissioners;
- ☐ Required to comply with the laws of the United Sates or California, which are inconsistent with this program.

I declare under penalty of perjury under the laws of the State of California that the information stated above is true and correct.

Print Name: Yanina McConaty	Title: Principal
Signature: yanina mcconaty	Date: 12/03/2024

FEDERAL LOBBYIST REQUIREMENTS CERTIFICATION

Name of Firm: Neubrain, LLC Date: 12/5/2024

Address: 1 Research Ct., Suite 450

State: MD Zip Code: 20850 Phone No. : 301-296-4477

Acting on behalf of the above named firm, as its Authorized Official, I make the following Certification to the Department of Housing and Urban Development (HUD) and the Los Angeles County Development Authority:

1) No Federal appropriated funds have been paid, by or on behalf of the above named firm to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of and Federal grant, loan or cooperative agreement, and any extension, continuation, renewal, amendment, or modification thereof, and;

2) If any funds other than Federal appropriated funds have paid or will be paid to any person for influencing or attempting to influence an officer or employee or any agency, a Member of Congress an officer or employee of Congress or an employee of a Member of Congress in connection with this Federal contract, grant loan, or cooperative agreement, the above named firm shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying", in accordance with its instructions, and:

3) The above name firm shall require that the language of this certification be included in the award documents for all sub-awards at all tiers (including subcontracts, sub-grants, and contracts under grants, loans, and cooperative agreement) and that all sub-recipients shall certify and disclose accordingly.

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into the transaction imposed by Section 1352 Title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than $10,000 and not more than $100,000 for each such failure.

Authorized Official:

Name: Yanina McConaty Title: Principal

Signature: yanina mcconaty Date: 12/5/2024

Zero Tolerance Human Trafficking Policy Certification

EXHIBIT F

REQUIRED CONTRACT PROVISIONS

CONTRACTOR EMPLOYEE JURY SERVICE

LOS ANGELES COUNTY CODE CHAPTER 2.203

2.203.010 - Findings.

The Board of Supervisors makes the following findings. The County of Los Angeles allows its permanent, full-time employees unlimited jury service at their regular pay. Unfortunately, many businesses do not offer or are reducing or even eliminating compensation to employees who serve on juries. This creates a potential financial hardship for employees who do not receive their pay when called to jury service, and those employees often seek to be excused from having to serve. Although changes in the court rules make it more difficult to excuse a potential juror on grounds of financial hardship, potential jurors continue to be excused on this basis, especially from longer trials. This reduces the number of potential jurors and increases the burden on those employers, such as the County of Los Angeles, who pay their permanent, full-time employees while on juror duty. For these reasons, the County of Los Angeles has determined that it is appropriate to require that the businesses with which the County contracts possess reasonable jury service policies.

(Ord. 2002-0015 § 1 (part), 2002)

2.203.020 - Definitions.

The following definitions shall be applicable to this chapter:

A. "Contractor" means a person, partnership, corporation or other entity, which has a contract with the County or a subcontract with a County contractor and has received or will receive an aggregate sum of $50,000 or more in any 12-month period under one or more such contracts or subcontracts.

B. "Employee" means any California resident who is a full-time employee of a contractor under the laws of California.

C. "Contract" means any agreement to provide goods to, or perform services for or on behalf of, the County but does not include:

1. A contract where the board finds that special circumstances exist that justify a waiver of the requirements of this chapter; or

2. A contract where federal or state law or a condition of a federal or state program mandates the use of a particular contractor; or

3. A purchase made through a state or federal contract; or

4. A monopoly purchase that is exclusive and proprietary to a specific manufacturer, distributor, or reseller, and must match and inter-member with existing supplies, equipment or systems maintained by the County pursuant to the Los Angeles County Purchasing Policy and Procedures Manual, Section P-3700 or a successor provision; or

5. A revolving fund (petty cash) purchase pursuant to the Los Angeles County Fiscal Manual, Section 4.4.0 or a successor provision; or

6. A purchase card purchase pursuant to the Los Angeles County Purchasing Policy and Procedures Manual, Section P-2810 or a successor provision; or

7. A non-agreement purchase with a value of less than $5,000 pursuant to the Los Angeles County Purchasing Policy and Procedures Manual, Section A-0300 or a successor provision; or

8. A bona fide emergency purchase pursuant to the Los Angeles County Purchasing Policy and Procedures Manual, Section PP-1100 or a successor provision.

D. "Full time" means 40 hours or more worked per week, or a lesser number of hours if:

   1. The lesser number is a recognized industry standard as determined by the chief administrative officer, or

   2. The contractor has a long-standing practice that defines the lesser number of hours as full time.

E. "County" means the County of Los Angeles or any public entities for which the board of supervisors is the governing body.

(Ord. 2002-0040 § 1, 2002: Ord. 2002-0015 § 1 (part), 2002)

2.203.030 - Applicability.

This chapter shall apply to contractors who enter into contracts that commence after July 11, 2002. This chapter shall also apply to contractors with existing contracts which are extended into option years that commence after July 11, 2002. Contracts that commence after May 28, 2002, but before July 11, 2002, shall be subject to the provisions of this chapter only if the solicitations for such contracts stated that the chapter would be applicable.

(Ord. 2002-0040 § 2, 2002: Ord. 2002-0015 § 1 (part), 2002)

2.203.040 - Contractor Jury Service Policy.

A contractor shall have and adhere to a written policy that provides that its employees shall receive from the contractor, on an annual basis, no less than five days of regular pay for actual jury service. The policy may provide that employees deposit any fees received for such jury service with the contractor or that the contractor deduct from the employees' regular pay the fees received for jury service.

(Ord. 2002-0015 § 1 (part), 2002)

2.203.050 - Other Provisions.

A. Administration. The chief administrative officer shall be responsible for the administration of this chapter. The chief administrative officer may, with the advice of County Counsel, issue interpretations of the provisions of this chapter and shall issue written instructions on the implementation and ongoing administration of this chapter. Such instructions may provide for the delegation of functions to other County departments.

B. Compliance Certification. At the time of seeking a contract, a contractor shall certify to the County that it has and adheres to a policy consistent with this chapter or will have and adhere to such a policy prior to award of the contract.

(Ord. 2002-0015 § 1 (part), 2002)

2.203.060 - Enforcement and Remedies.

For a contractor's violation of any provision of this chapter, the County department head responsible for administering the contract may do one or more of the following:

1. Recommend to the board of supervisors the termination of the contract; and/or,
2. Pursuant to chapter 2.202, seek the debarment of the contractor.

(Ord. 2002-0015 § 1 (part), 2002)

2.203.070 - Exceptions.

A. Other Laws. This chapter shall not be interpreted or applied to any contractor or to any employee in a manner inconsistent with the laws of the United States or California.

B. Collective Bargaining Agreements. This chapter shall be superseded by a collective bargaining agreement that expressly so provides.

C. Small Business. This chapter shall not be applied to any contractor that meets all of the following:

1. Has ten or fewer employees during the contract period; and,

2. Has annual gross revenues in the preceding twelve months which, if added to the annual amount of the contract awarded, are less than $500,000; and,

3. Is not an affiliate or subsidiary of a business dominant in its field of operation.

"Dominant in its field of operation" means having more than ten employees and annual gross revenues in the preceding twelve months which, if added to the annual amount of the contract awarded, exceed $500,000.

"Affiliate or subsidiary of a business dominant in its field of operation" means a business which is at least 20 percent owned by a business dominant in its field of operation, or by partners, officers, directors, majority stockholders, or their equivalent, of a business dominant in that field of operation.

(Ord. 2002-0015 § 1 (part), 2002)

2.203.090 - Severability.

If any provision of this chapter is found invalid by a court of competent jurisdiction, the remaining provisions shall remain in full force and effect.

(Ord. 2002-0015 § 1 (part), 2002)

Chapter 2.206 DEFAULTED PROPERTY TAX REDUCTION PROGRAM

2.206.010 Findings and declarations.
The Board of Supervisors finds that significant revenues are lost each year as a result of taxpayers who fail to pay their tax obligations on time. The delinquencies impose an economic burden upon the County and its taxpayers. Therefore, the Board of Supervisors establishes the goal of ensuring that individuals and businesses that benefit financially from contracts with the County fulfill their property tax obligation. (Ord. No. 2009-0026 § 1 (part), 2009.)

2.206.020 Definitions.
The following definitions shall be applicable to this chapter:

A. "Contractor" shall mean any person, firm, corporation, partnership, or combination thereof, which submits a bid or proposal or enters into a contract or agreement with the County.
B. "County" shall mean the county of Los Angeles or any public entities for which the Board of Supervisors is the governing body.
C. "County Property Taxes" shall mean any property tax obligation on the County's secured or unsecured roll; except for tax obligations on the secured roll with respect to property held by a Contractor in a trust or fiduciary capacity or otherwise not beneficially owned by the Contractor.
D. "Department" shall mean the County department, entity, or organization responsible for the solicitation and/or administration of the contract.
E. "Default" shall mean any property tax obligation on the secured roll that has been deemed defaulted by operation of law pursuant to California Revenue and Taxation Code section 3436; or any property tax obligation on the unsecured roll that remains unpaid on the applicable delinquency date pursuant to California Revenue and Taxation Code section 2922; except for any property tax obligation dispute pending before the Assessment Appeals Board.
F. "Solicitation" shall mean the County's process to obtain bids or proposals for goods and services.
G. "Treasurer-Tax Collector" shall mean the Treasurer and Tax Collector of the County of Los Angeles. (Ord. No. 2009-0026 § 1 (part), 2009.)

2.206.030 Applicability.
This chapter shall apply to all solicitations issued 60 days after the effective date of the ordinance codified in this chapter. This chapter shall also apply to all new, renewed, extended, and/or amended contracts entered into 60 days after the effective date of the ordinance codified in this chapter. (Ord. No. 2009-0026 § 1 (part), 2009.)

2.206.040 Required solicitation and contract language.
All solicitations and all new, renewed, extended, and/or amended contracts shall contain language which:

A. Requires any Contractor to keep County Property Taxes out of Default status at all times during the term of an awarded contract;
B. Provides that the failure of the Contractor to comply with the provisions in this chapter may prevent the Contractor from being awarded a new contract; and
C. Provides that the failure of the Contractor to comply with the provisions in this chapter may constitute a material breach of an existing contract, and failure to cure the breach within 10 days of notice by the County by paying the outstanding County Property Tax or making payments in a manner agreed to and approved by the Treasurer-Tax Collector, may subject the contract to suspension and/or termination. (Ord. No. 2009-0026 § 1 (part), 2009.)

2.206.050 Administration and compliance certification.

A. The Treasurer-Tax Collector shall be responsible for the administration of this chapter. The Treasurer-Tax Collector shall, with the assistance of the Chief Executive Officer, Director of Internal Services, and County Counsel, issue written instructions on the implementation and ongoing administration of this chapter. Such instructions may provide for the delegation of functions to other departments.
B. Contractor shall be required to certify, at the time of submitting any bid or proposal to the County, or entering into any new contract, or renewal, extension or amendment of an existing contract with the County, that it is in compliance with this chapter is not in Default on any County Property Taxes or is current in payments due under any approved payment arrangement. (Ord. No. 2009-0026 § 1 (part), 2009.)

2.206.060 Exclusions/Exemptions.

A. This chapter shall not apply to the following contracts:
    1. Chief Executive Office delegated authority agreements under $50,000;
    2. A contract where federal or state law or a condition of a federal or state program mandates the use of a particular contractor;
    3. A purchase made through a state or federal contract;
    4. A contract where state or federal monies are used to fund service related programs, including but not limited to voucher programs, foster care, or other social programs that provide immediate direct assistance;
    5. Purchase orders under a master agreement, where the Contractor was certified at the time the master agreement was entered into and at any subsequent renewal, extension and/or amendment to the master agreement.
    6. Purchase orders issued by Internal Services Department under $100,000 that is not the result of a competitive bidding process.
    7. Program agreements that utilize Board of Supervisors' discretionary funds;
    8. National contracts established for the purchase of equipment and supplies for and by the National Association of Counties, U.S. Communities Government Purchasing Alliance, or any similar related group purchasing organization;
    9. A monopoly purchase that is exclusive and proprietary to a specific manufacturer, distributor, reseller, and must match and inter-member with existing supplies, equipment or systems maintained by the county pursuant to

the Los Angeles Purchasing Policy and Procedures Manual, section P-3700 or a successor provision;

10. A revolving fund (petty cash) purchase pursuant to the Los Angeles County Fiscal Manual, section 4.6.0 or a successor provision;
11. A purchase card purchase pursuant to the Los Angeles County Purchasing Policy and Procedures Manual, section P-2810 or a successor provision;
12. A non-agreement purchase worth a value of less than $5,000 pursuant to the Los Angeles County Purchasing Policy and Procedures Manual, section A-0300 or a successor provision; or
13. A bona fide emergency purchase pursuant to the Los Angeles County Purchasing Policy and Procedures Manual section P-0900 or a successor provision;
14. Other contracts for mission critical goods and/or services where the Board of Supervisors determines that an exemption is justified.

B. Other laws. This chapter shall not be interpreted or applied to any Contractor in a manner inconsistent with the laws of the United States or California. (Ord. No. 2009-0026 § 1 (part), 2009.)

2.206.070 Enforcement and remedies.

A. The information furnished by each Contractor certifying that it is in compliance with this chapter shall be under penalty of perjury.
B. No Contractor shall willfully and knowingly make a false statement certifying compliance with this chapter for the purpose of obtaining or retaining a County contract.
C. For Contractor's violation of any provision of this chapter, the County department head responsible for administering the contract may do one or more of the following:
   1. Recommend to the Board of Supervisors the termination of the contract; and/or,
   2. Pursuant to chapter 2.202, seek the debarment of the contractor; and/or,
   3. Recommend to the Board of Supervisors that an exemption is justified pursuant to Section 2.206.060.A.14 of this chapter or payment deferral as provided pursuant to the California Revenue and Taxation Code. (Ord. No. 2009-0026 § 1 (part), 2009.)

2.206.080 Severability.

If any provision of this chapter is found invalid by a court of competent jurisdiction, the remaining provisions shall remain in full force and effect. (Ord. No. 2009-0026 § 1 (part), 2009.)

Department of the Treasury
Internal Revenue Service

Notice 1015

(Rev. December 2023)

Have You Told Your Employees About the Earned Income Credit (EIC)?

What Is the EIC?

The EIC is a refundable tax credit for certain workers.

Which Employees Must I Notify About the EIC?

You must notify each employee who worked for you at any time during the year and from whose wages you did not withhold income tax. However, you do not have to notify any employee who claimed exemption from withholding on Form W-4, Employee's Withholding Certificate.

Note: You are encouraged to notify all employees whose wages for 2023 are less than $63,398 that they may be eligible for the EIC.

How and When Must I Notify My Employees?

You must give the employee one of the following.

- The IRS Form W-2, Wage and Tax Statement, which has the required information about the EIC on the back of Copy B.
- A substitute Form W-2 with the same EIC information on the back of the employee's copy that is on Copy B of the IRS Form W-2.
- Notice 797, Possible Federal Tax Refund Due to the Earned Income Credit (EIC).
- Your written statement with the same wording as Notice 797.

If you give an employee a Form W-2 on time, no further notice is necessary if the Form W-2 has the required information about the EIC on the back of the employee's copy. If you give an employee a substitute Form W-2, but it does not have the required information, you must notify the employee within 1 week of the date the substitute Form W-2 is given. If Form W-2 is required but is not given on time, you must give the employee Notice 797 or your written statement by the date Form W-2 is required to be given. If Form W-2 is not required, you must notify the employee by February 5, 2024.

You must hand the notice directly to the employee or send it by first-class mail to the employee's last known address. You will not meet the notification requirements by posting Notice 797 on an employee bulletin board or sending it through office mail. However, you may want to post the notice to help inform all employees of the EIC. You can download copies of the notice at *www.irs.gov/FormsPubs*. Or you can go to *www.irs.gov/OrderForms* to order it.

How Will My Employees Know if They Can Claim the EIC?

The basic requirements are covered in Notice 797. For more detailed information, the employee needs to see Pub. 596, Earned Income Credit (EIC), or the Instructions for Forms 1040 and 1040-SR.

How Do My Employees Claim the EIC?

Eligible employees claim the EIC on their 2023 tax return. Even an employee who has no tax withheld from wages and owes no tax may claim the EIC and ask for a refund, but they must file a tax return to do so. For example, if an employee has no tax withheld in 2023 and owes no tax but is eligible for a credit of $800, they must file a 2023 tax return to get the $800 refund.

Notice **1015** (Rev. 12-2023)
Cat. No. 20599I

COUNTY OF LOS ANGELES
COUNTY LOBBYISTS ORDINANCE PROVISIONS
CHAPTER 2.160 - COUNTY LOBBYISTS

2.160.010 - Definitions.

The following phrases, whenever used in this chapter, shall be construed as defined in this section:

A. "County official" includes a member of the board of supervisors, the sheriff, the assessor, the district attorney, a county commissioner, and any other county officer or employee whose duties are not primarily clerical or manual.

B. "Official action" means the drafting, introduction, consideration, modification, enactment or defeat of any county ordinance or board of supervisors motion or resolution, or the granting or denial of any county contract, permit, grant, license or franchise.

C. "Influencing official action" means promoting, supporting, influencing, modifying, opposing or delaying any official action by any means, including but not limited to the provision or use of information, statistics, studies or analyses.

D. "County lobbyist" means any individual who is employed, contracts or otherwise receives compensation, other than reimbursement for reasonable travel expenses, to communicate directly, or through agents, employees or subcontractors, with any county official for the purpose of influencing official action, if a substantial or regular portion of the activities for which he or she receives such compensation is for the purpose of influencing official action. Provided, however, a county lobbyist shall not include:

   (1) An elected or appointed public official or public employee when acting in his or her official capacity as an elected or appointed public official or public employee;

   (2) Any newspaper or other periodical of general circulation, book publisher, radio or television station (including any individual who owns, publishes, or is employed by any such newspaper or periodical, radio or television station) which in the ordinary course of business publishes news items, editorials, or other comments, or paid advertisements, which directly or indirectly urge official action if such newspaper, periodical, book publisher, radio or television station or individual, engages in no further or other activities in connection with urging official action other than to appear before the board of supervisors or a county commission in support of or in opposition to such action; or

   (3) A person whose attempts to influence official action are limited solely to actions taken as an attorney or advocate representing a party to an administrative proceeding the decision of which is reviewable by a court pursuant to Code of Civil Procedure Section 1094.5.

E. "County lobbying firm" means a business entity, including an individual county lobbyist, which receives or becomes entitled to receive any compensation, other than reimbursement for reasonable travel expenses, for the purpose of influencing official action on behalf of any other person, if either any partner, owner, officer or employee of the business entity is a county lobbyist, or a substantial or regular portion of the activities for which the business entity receives compensation is for the purpose of influencing official action. No business entity shall be considered a county lobbying firm by reason of activities described in subdivisions 1, 2 or 3 of subsection D of this section.

F. "County lobbyist employer" means a person or entity, other than a county lobbying firm, who, for economic consideration other than reimbursement for reasonable travel expenses, either employs one or more county lobbyists or contracts for the services of a county lobbyist or county lobbying firm, for the purpose of influencing official action.

G. "Activity expense" means any expense incurred or payment made by a lobbyist, lobbying firm, or lobbyist employer or arranged by a lobbyist or lobbying firm, which benefits in whole or in part any county official or a member of the immediate family of a county official, regardless of whether the expense or payment is reimbursed by the person on whose behalf the county lobbying services are performed. Activity expenses include gifts, honoraria, consulting fees, salaries, and any other form of compensation, but do not include campaign contributions.

H. "Campaign contribution" means a payment, a forgiveness of a loan, a payment of a loan by a third party, or an enforceable promise to make a payment except to the extent that full and adequate consideration is received, unless it is clear from the surrounding circumstances that it is not made for political purposes. An expenditure made at the behest of a candidate, committee or elected county official is a contribution to the candidate, committee or elected county official unless full and adequate consideration is received for making the expenditure.

1. The term "campaign contribution" includes the purchase of tickets for events such as dinners, luncheons, rallies and similar fundraising events; the candidate's own money or property used on behalf of his or her candidacy; the granting of discounts or rebates not extended to the public generally or the granting of discounts or rebates by television and radio stations and newspapers not extended on an equal basis to all candidates for the same office; the payment of compensation by any person for the personal services or expenses of any other person if such services are rendered or expenses incurred on behalf of a candidate or committee without payment of full and adequate consideration.
2. The term "campaign contribution" further includes any transfer of anything of value received by a committee from another committee, unless full and adequate consideration is received.
3. The term "campaign contribution" does not include:
   a. Amounts received pursuant to an enforceable promise to the extent such amounts have been previously reported as a contribution;
   b. A payment made by an occupant of a home or office for costs related to any meeting or fundraising event held in the occupant's home or office if the costs for the meeting or fundraising event are $500.00 or less; or
   c. Volunteer personal services or payments made by any individual for his or her own travel expenses if such payments are made voluntarily without any understanding or agreement that they shall be, directly or indirectly, repaid to him or her.

I. "Gift" shall be defined as set forth in the Political Reform Act, Government Code Section 81000 et seq., and the regulations adopted thereunder; except that the exclusion for campaign contributions shall be defined and governed as set forth in this chapter.

2.160.020 - County lobbyist registration.

A. Unless included either as part of the registration of a county lobbying firm filed pursuant to Section 2.160.030, or as part of the registration of a county lobbyist employer filed pursuant to Section 2.160.040, each county lobbyist, within 10 days of first becoming a county lobbyist, shall file with the executive officer of the board of supervisors a registration containing the following information:
   1. A recent three-inch by four-inch photograph of the county lobbyist;
   2. The county lobbyist's full name, business address and telephone number; and
   3. A statement that the lobbyist has read and understands the prohibitions contained in Sections 2.160.120 and 2.160.130.

B. Effective January 1, 2008, a county lobbyist who is registered pursuant to this chapter shall retain that status through December 31, 2008, unless and until that person terminates the status as provided by this chapter. Thereafter, each county lobbyist shall be required to renew the registration on an annual basis, and shall pay an annual registration fee to the executive officer, as provided in Section 2.160.140, on or before the 10th day of January of the year of renewal.

2.160.030 - County lobbying firm registration.

A. Each county lobbying firm, within 10 days of first becoming a county lobbying firm, shall file with the executive officer of the board of supervisors a registration containing the following information:
   1. The full name, business address and telephone number of the county lobbying firm;
   2. A list of the county lobbyists who are partners, owners, officers, or employees of the county lobbying firm;
   3. The county lobbyist registration required by Section 2.160.020 for each county lobbyist in the county lobbying firm;
   4. For each person or other entity with whom the county lobbying firm contracts for the county lobbying firm to provide county lobbying services:
      a. The full name, business address and telephone number of the contractor;
      b. The contractor's written, signed authorization permitting the county lobbying firm to represent the interests of the contractor;
      c. The time period of the contract;
      d. If the contractor is an individual, the name and address of his or her employer, if any, or his or her principal place of business if he or she is self-employed, and a description of the business activity in which the contractor or his or her employer is engaged;
      e. If the contractor is a business entity, a description of the business activity in which it is engaged;
      f. If the contractor is an industry, trade or professional association, a description of the industry, trade or profession it represents, including a specific description of any portion or faction of the

industry, trade or profession which the association exclusively or primarily represents and, if the association has not more than 50 members, the names of the members;

   g. If the contractor is not an individual, business entity, or industry trade or professional association, a statement of the contractor's nature and purposes, including a description of any industry, trade, profession, or other group with a common economic interest which the contractor principally represents or from which its membership or financial support is principally derived;
   h. The county lobbying interests of the contractor;
5. The name and title of a partner, owner or officer of the county lobbying firm who is responsible for filing statements and reports and keeping records required by this chapter on behalf of the county lobbying firm, and a statement signed by the designated responsible person that he or she has read and understands the prohibitions contained in Sections 2.160.120 and 2.160.130.

B. Effective January 1, 2008, a county lobbyist firm which is registered pursuant to this chapter shall retain that status through December 31, 2008, unless and until that county lobbyist firm terminates the status as provided by this chapter. Thereafter, each county lobbyist firm shall renew the registration on an annual basis and file an annual renewal of registration statement with the executive officer, on or before the 10th day of January of the year of renewal.

2.160.040 - County lobbyist employer registration.

A. Each county lobbyist employer, within 10 days of first becoming a county lobbyist employer, shall file with the executive officer of the board of supervisors a registration containing the following information:
   1. The full name, business address, and telephone number of the county lobbyist employer;
   2. A list of the county lobbyists who are employed by the county lobbyist employer;
   3. The county lobbyist registration required by Section 2.160.020 for each county lobbyist employed by the county lobbyist employer;
   4. If the county lobbyist employer is an individual, the name and address of his or her principal place of business and a description of the business activity in which he or she is engaged;
   5. If the county lobbyist employer is a business entity, a description of the business activity in which it is engaged;
   6. If the county lobbyist employer is an industry, trade or professional association, a description of the industry, trade or profession it represents, including a specific description of any portion or faction of the industry, trade or profession which the association exclusively or primarily represents and, if the association has not more than 50 members, the names of the members;
   7. If the county lobbyist employer is not an individual, business entity, or industry, trade or professional association, a statement of the county lobbyist employer's nature and purposes, including a description of any industry, trade, profession, or other group with a common economic interest which the county lobbyist employer principally represents or from which its membership or financial support is principally derived;
   8. The county lobbying interests of the county lobbyist employer.

B. Effective January 1, 2008, a county lobbyist employer who is registered pursuant to this chapter shall retain that status through December 31, 2008, unless and until that person or entity terminates the status as provided by this chapter. Thereafter, each county lobbyist employer shall be required to renew the registration on an annual basis, and shall pay an annual registration fee to the executive officer, as provided in Section 2.160.140, on or before the 10th day of January of the year of renewal.

2.160.050 - Registration amendments and termination.

Within 10 days of any change in any of the registration information reported pursuant to Sections 2.160.020, 2.160.030 or 2.160.040, and before any attempt to influence official action on behalf of any previously unreported person or entity occurs, a county lobbyist, county lobbying firm or county lobbyist employer shall file with the executive officer of the board of supervisors a registration providing such revised registration information. When a county lobbyist, county lobbying firm or county lobbyist employer ceases all activities related to influencing official action this fact shall be so indicated in the last quarterly report filed pursuant to Section 2.160.060, 2.160.070 or 2.160.080, whichever is applicable.

2.160.060 - Quarterly reports—County lobbyists.

Unless included either as part of a county lobbying firm quarterly report filed pursuant to Section 2.160.070 or as part of a county lobbyist employer quarterly report filed pursuant to Section 2.160.080, no later than the end of the first month after the close of each calendar quarter which ends subsequent to the filing of an initial registration pursuant to Section 2.160.020 but prior to a registration termination as described in Section 2.160.050, the county lobbyist shall file with the executive officer of the board of supervisors a report of all activity expenses of the county lobbyist during the calendar quarter, including, for each such activity expense, the name and position of the beneficiary and of the payee if different than the beneficiary, and a description of the activity expense and its value. If the county lobbyist engaged in no activity as a county lobbying during the quarter, the report shall so indicate.

2.160.070 - Quarterly reports—County lobbying firms.

No later than the end of the first month after the close of each calendar quarter which ends subsequent to the filing of an initial registration pursuant to Section 2.160.030 but prior to a registration termination as described in Section 2.160.050, the county lobbying firm shall file with the executive officer of the board of supervisors a report containing the information set forth in subsections A through F, below, regarding the county lobbying firm activities during such calendar quarter. If the county lobbying firm engaged in no activity as a county lobbying firm during the quarter, the report shall so indicate.

A. The full name, business address, and telephone number of the county lobbying firm;
B. The full name, business address, and telephone number of each person who contracted with the county lobbying firm for county lobbying services, a description of the specific county lobbying interests of the person, and the total payments, including fees and the reimbursement of expenses, received from the person for county lobbying services;
C. The total amount of all payments received for county lobbying services;
D. All activity expenses incurred by the county lobbying firm including, for each activity expense, the name of each person who made or arranged the activity expense, the name and position of the beneficiary and of the payee if different than the beneficiary, and a description of the activity expense and its value;
E. If the county lobbying firm subcontracts with another county lobbying firm or county lobbyist for county lobbying services:
   1. The full name, address, and telephone number of the subcontractor,
   2. The name of the person for whom the subcontractor was retained to lobby,
   3. The total amount of payments made to the subcontractor;
F. The name and title of each partner, owner and employee of the county lobbying firm who, on at least five separate occasions during the calendar quarter, engaged in direct communication with county officials for the purpose of influencing official action on behalf of a person who contracts with the county lobbying firm for county lobbyist services.

2.160.080 - Quarterly reports—County lobbyist employers and others.

No later than the end of the first month after the close of each calendar quarter which ends subsequent to the filing of an initial registration pursuant to Section 2.160.040 but prior to a registration termination as described in Section 2.160.050, each county lobbyist employer shall file with the executive officer of the board of supervisors a report containing the information set forth in subsections A through E, below, regarding the county lobbyist employer's activities during such calendar quarter. If the county lobbyist employer engaged in no activity as a county lobbyist employer during the quarter, the report shall so indicate. Each person or entity who is not otherwise obligated to file a quarterly report as a county lobbyist, county lobbying firm or county lobbyist employer, but who directly or indirectly expends $5,000.00 or more to influence official action during the calendar quarter, shall also file a report containing the information set forth in subsections A through E, below, no later than the end of the first month after the close of the calendar quarter:

A. The full name, business address, and telephone number of the filer;
B. The total amount of all payments made to a county lobbying firm;
C. The total amount of all payments made to county lobbyists employed by the filer;
D. All activity expenses incurred by the filer including, for each activity expense, the name of each person who made or arranged the activity expense, the name and the position of the beneficiary and of the payee if different than the beneficiary, and a description of the activity expense and its value;
E. The total of all other payments to influence official action, including overhead expenses, and all payments to employees who spend 10 percent or more of their compensated time in any one month in activities related to influencing official action.

2.160.090 - Quarterly campaign contribution reports.

No later than the end of the first month after the close of each calendar quarter each county lobbyist employer shall file with the executive officer of the board of supervisors a report containing the date, amount, and the name of the recipient of each campaign contribution to an elected county official or candidate for elective county office where the total contribution was $100.00 or more during the calendar quarter. Said report may be made as a part of a quarterly report filed pursuant to Section 2.160.080.

2.160.095 - Funding for reports and studies.

Each county lobbyist, county lobbying firm and county lobbyist employer who submits any study, analysis or other report to any county official for the purpose of influencing official action, shall, along with the presentation of such study, analysis or other report, disclose in writing the identity of each person, firm or other entity who in whole or in part funded the development of such study, analysis or other report, and the amount of funding provided by each such person, firm or entity.

2.160.100 - Public records.

Each calendar quarter, the executive officer of the board of supervisors shall compile a list of all county lobbyists, county lobbying firms and county lobbyist employers. Such a list and each registration or report required to be filed pursuant to this chapter shall be a public record subject to disclosure under the provisions of the California Public Records Act. The executive officer shall provide the list of county lobbyists and county lobbying firms to the registrar-recorder electronically for compliance with chapter 2.190 of this code.

2.160.110 - Recordkeeping.

County lobbyists, county lobbying firms, and county lobbyist employers who receive payments, make payments or incur expenses or expect to receive payments, make payments or incur expenses in connection with activities which are reportable pursuant to this chapter shall keep such detailed accounts, records, bills and receipts as are necessary to allow them to make timely accurate reports of their activities as required by this chapter.

2.160.120 - Gift prohibition.

No county lobbyist or county lobbying firm shall make to a county official and no county official shall knowingly receive from a registered county lobbyist or registered county lobbying firm a gift or gifts aggregating more than $50.00 in any calendar month. No county lobbyist or county lobbying firm shall act as an agent or intermediary in the making of any such gift or arrange for the making of any such gift by any other person.

2.160.130 - General prohibitions.

No county lobbyist or county lobbying firm shall do any of the following:

A. Do anything with the purpose of placing any county official under personal obligation to the county lobbyist, the county lobbying firm, or the employer of the county lobbyist or county lobbing firm;
B. Deceive or attempt to deceive any county official with regard to any material fact pertinent to any pending or proposed official action;
C. Cause or influence the introduction of any matter for consideration by the county as official action for the purpose of thereafter being employed to influence the occurrence or nonoccurrence of such official action;
D. Attempt to create a fictitious appearance of public favor or disfavor of any proposed official action or to cause any communication to be sent to any county official in the name of any fictitious person or in the name of any real person without the consent of such person;
E. Represent, either directly or indirectly, that the county lobbyist or county lobbying firm can control the official action of any county official;
F. Accept or agree to accept any payment in any way contingent upon success by the county lobbyist or county lobbying firm in influencing official action.
G. No person or firm who is registered under this chapter as a county lobbyist or county lobbying firm or who has been so registered at any time in the previous 12 months shall make any contribution to any county official or candidate for county office consistent with chapter 2.190 of this code.

2.160.140 - Filing fees.

A. Each county lobbyist, county lobbying firm and county lobbyist employer shall pay a filing fee when filing or renewing a registration pursuant to Section 2.160.020, 2.160.030 or 2.160.040, according to the following fee schedule:

	Initial Registration	Annual Renewal of Registration
County Lobbyist	If filed prior to July 1, 2008: $35 If filed during July 1, 2008 through December 31, 2008: $337 If filed after January 1, 2009: $450, unless filed during the last quarter of a calendar year (October through December) If filed after January 1, 2009 and during the last quarter of a calendar year (October through December): $337	$450 (effective for the calendar year 2009 and for each year thereafter)
County Lobbyist **Firm**	If filed prior to December 31, 2008: $35 If filed after January 1, 2009: No fee	No fee
County Lobbyist **Employer**	If filed prior to July 1, 2008: $35 If filed during July 1, 2008 through December 31, 2008: $56 If filed after January 1, 2009: $75 If filed after January 1, 2009 and during the last quarter of a calendar year (October through December): $56	$75 (effective for the calendar year 2009 and for each year thereafter)

B. If the filing of an initial registration or annual renewal of registration pursuant to Section 2.160.020, 2.160.030, 2.160.040, a registration amendment pursuant to Section 2.160.050, a quarterly report pursuant to Section 2.160.060, 2.160.070 or 2.160.080, or a separate quarterly campaign contribution report pursuant to Section 2.160.090, is made beyond its due date and after an investigation by the executive officer of the board of supervisors which concludes that the filer is in violation of any provision of this chapter, in addition to the regular filing fee set forth in this section, there shall be an additional fee as follows:
1. $25 per day for the first ten days after the due date of the filing;
2. $50 per day for the next ten days if the filing is not made within ten days after the due date; and
3. $75 per day until the date that the filer comes into compliance with the provisions of this chapter or the date that any other penalties are imposed by the board or the executive officer as provided for in this chapter, whichever occurs first, if the filing is not made within twenty days after the due date.

C. The executive officer may waive any additional fees imposed under this section, in whole or in part, if the violation was not willful and the executive officer determines that enforcement of the additional fees would not further the purposes of this chapter.

2.160.150 - Enforcement.

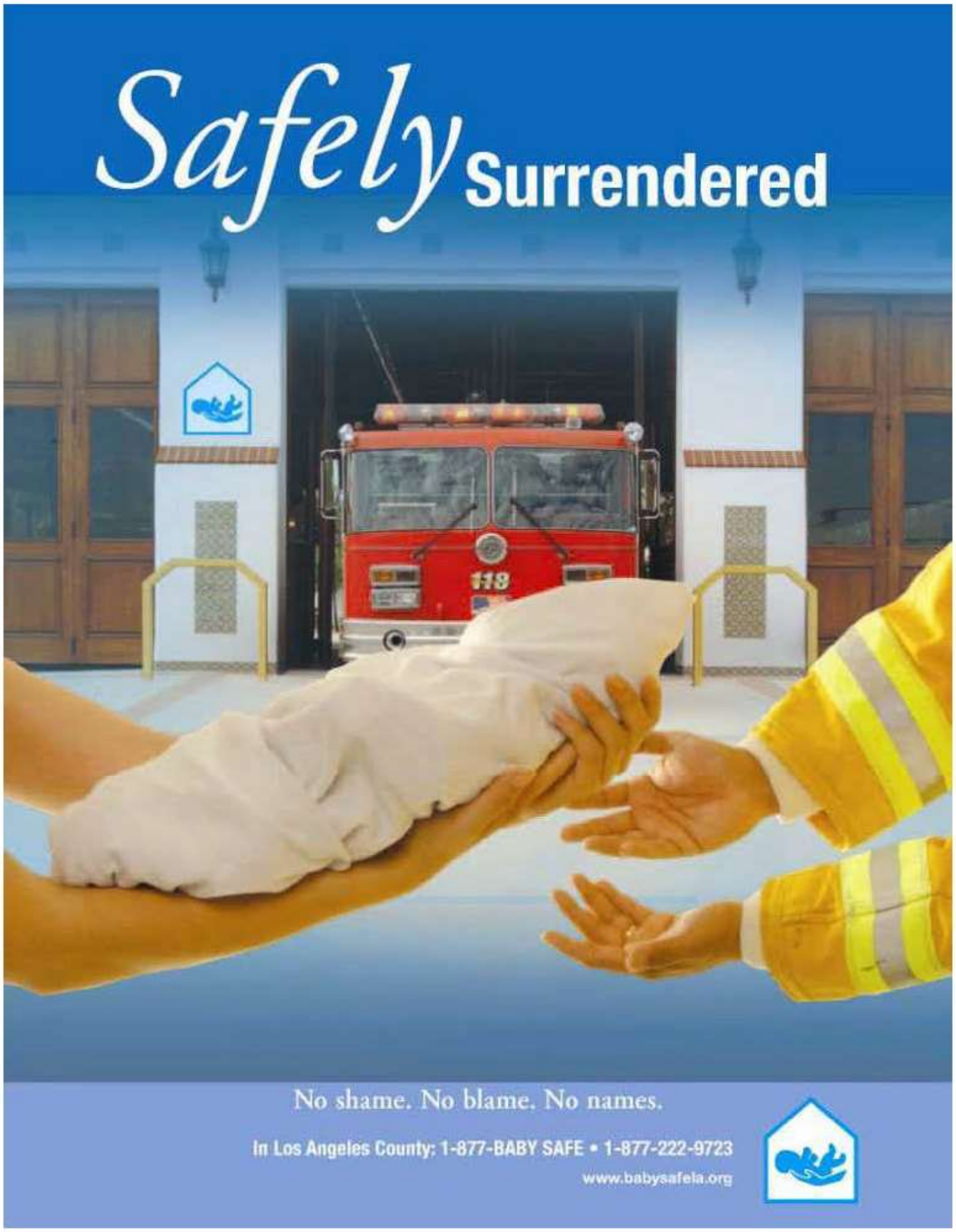
A. Each person or entity who applies for a county contract, permit, grant, license or franchise shall, as a part of the application for such contract, permit, grant, license or franchise, certify that the applicant is familiar with the requirements of this chapter, and that all persons acting on behalf of the applicant have complied therewith and will continue to comply therewith throughout the application process. A person or entity who seeks a contract, permit, grant, license or franchise from the county shall be disqualified therefrom if any lobbyist, lobbying firm, lobbyist employer or other person or entity acting on behalf of the person or entity seeking the contract, permit, grant, license or franchise fails to comply with the provisions of this chapter.
B. Any person may file a charge with the executive officer of the board of supervisors that any county lobbyist, county lobbying firm, county lobbyist employer or other person or entity has violated any provision of this chapter.
C. The executive officer of the board of supervisors is delegated the authority to investigate any charge that a person or entity has violated this chapter, and to receive evidence and make determinations as to violations of this chapter. Upon receiving a charge that a person or entity has violated this chapter, the executive officer shall give such person or entity reasonable notice of the charge and an opportunity

to present information in response thereto. The executive officer shall make a determination as to the accuracy of the charge and shall present this determination along with the reasons for the determination to the board of supervisors. If the executive officer's determination is that a violation of this chapter has occurred and the board of supervisors agrees, the board may impose the following sanctions:

1. Each person who has failed to comply with the requirements of this chapter shall be refused permission to address the board of supervisors or any county commission, except on his or her own behalf, during such period as such failure to comply with this chapter continues, including any failure to satisfy any other penalties imposed under this chapter;
2. Each person or entity on whose behalf the county lobbyist, county lobbying firm, county lobbyist employer or other person or entity acted in violation of this chapter shall be denied the county contract, permit, grant, license or franchise which was the objective of the county lobbying activities performed in violation of this chapter;
3. Each person or entity who has failed to comply with the requirements of this chapter shall be liable in a civil action brought by the county for an amount up to $5,000.00 for each such failure to comply.
4. The registration of each county lobbyist, county lobbying firm or county lobbyist employer who fails to comply with the requirements of this chapter shall be terminated. Such county lobbyist, county lobbying firm or county lobbyist employer shall be required to pay all fees required by this chapter and satisfy all other penalties imposed under this section, and shall not be permitted to again register as a county lobbyist, county lobbying firm or county lobbyist employer as follows:
   a. A person or entity determined to be a first-time violator of this chapter shall be prohibited from again registering for a period of up to three months following the board's approval of the termination of the registration;
   b. A person or entity determined to have previously violated this chapter shall be prohibited from again registering for a period of up to six months following the board's approval of the termination of the registration;
   c. A person or entity determined to have previously violated this chapter on two or more occasions shall be prohibited from again registering for a period of up to twelve months following the board's approval of the termination of the registration.
   d. In addition to the penalties set forth in this chapter, any violation of this chapter shall be subject to an administrative fine of up to $5,000.00, and a noncompliance fee of up to $5,000.00. Any administrative fines or noncompliance fees shall be issued pursuant to the provisions of Chapter 1.25 of this Code. The executive officer of the board of supervisors shall be designated as the enforcement officer for determination and imposition of the administrative fines and noncompliance fees to be issued and for providing representation, either directly or in conjunction with other county departments, on behalf of the County before the administrative hearing officer as provided for in Chapter 1.25 of this Code.
   e. The board of supervisors may, in its discretion, waive any penalties provided for in this section, in whole or in part, if it determines that there was no willful violation of this chapter and enforcement of the penalties would not further the purposes of this chapter.

D. The executive officer of the board of supervisors may develop rules for the administration of this chapter. Such rules shall be presented to the board of supervisors and shall become effective if approved by a majority vote of the board; and

E. The regulations imposed by this chapter are enacted pursuant to Article III, Section 11(6) of the Charter of the county of Los Angeles and California Government Code Section 25207.1. The provisions of Chapter 1.24 of this code shall not apply to the provisions of this chapter.



Safely Surrendered Baby Law Rev. 05.16.19

In Los Angeles County: 1 877 BABY SAFE 1 877 222 9723
www.babysafela.org

Safely Surrendered *Baby Law*

What is the Safely Surrendered Baby Law?

California's Safely Surrendered Baby Law allows parents or other persons, with lawful custody, which means anyone to whom the parent has given permission to confidentially surrender a baby. As long as the baby is three days (72 hours) of age or younger and has not been abused or neglected, the baby may be surrendered without fear of arrest or prosecution.

How does it work?

A distressed parent who is unable or unwilling to care for a baby can legally, confidentially, and safely surrender a baby within three days (72 hours) of birth. The baby must be handed to an employee at a hospital or fire station in Los Angeles County. As long as the baby shows no sign of abuse or neglect, no name or other information is required. In case the parent changes his or her mind at a later date and wants the baby back, staff will use bracelets to help connect them to each other. One bracelet will be placed on the baby, and a matching bracelet will be given to the parent or other surrendering adult.

What if a parent wants the baby back?

Parents who change their minds can begin the process of reclaiming their baby within 14 days. These parents should call the Los Angeles County Department of Children and Family Services at **1-800-540-4000.**

Can only a parent bring in the baby?

No. While in most cases a parent will bring in the baby, the Law allows other people to bring in the baby if they have lawful custody.

Does the parent or surrendering adult have to call before bringing in the baby?

No. A parent or surrendering adult can bring in a baby anytime, 24 hours a day, 7 days a week, as long as the parent or surrendering adult surrenders the baby to someone who works at the hospital or fire station.

Does the parent or surrendering adult have to tell anything to the people taking the baby?

No. However, hospital or fire station personnel will ask the surrendering party to fill out a questionnaire designed to gather important medical history information, which is very useful in caring for the baby. The questionnaire includes a stamped return envelope and can be sent in at a later time.

What happens to the baby?

The baby will be examined and given medical treatment. Upon release from the hospital, social workers immediately place the baby in a safe and loving home and begin the adoption process.

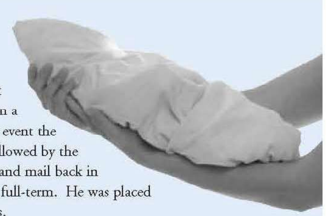
What happens to the parent or surrendering adult?

Once the parent or surrendering adult surrenders the baby to hospital or fire station personnel, they may leave at any time.

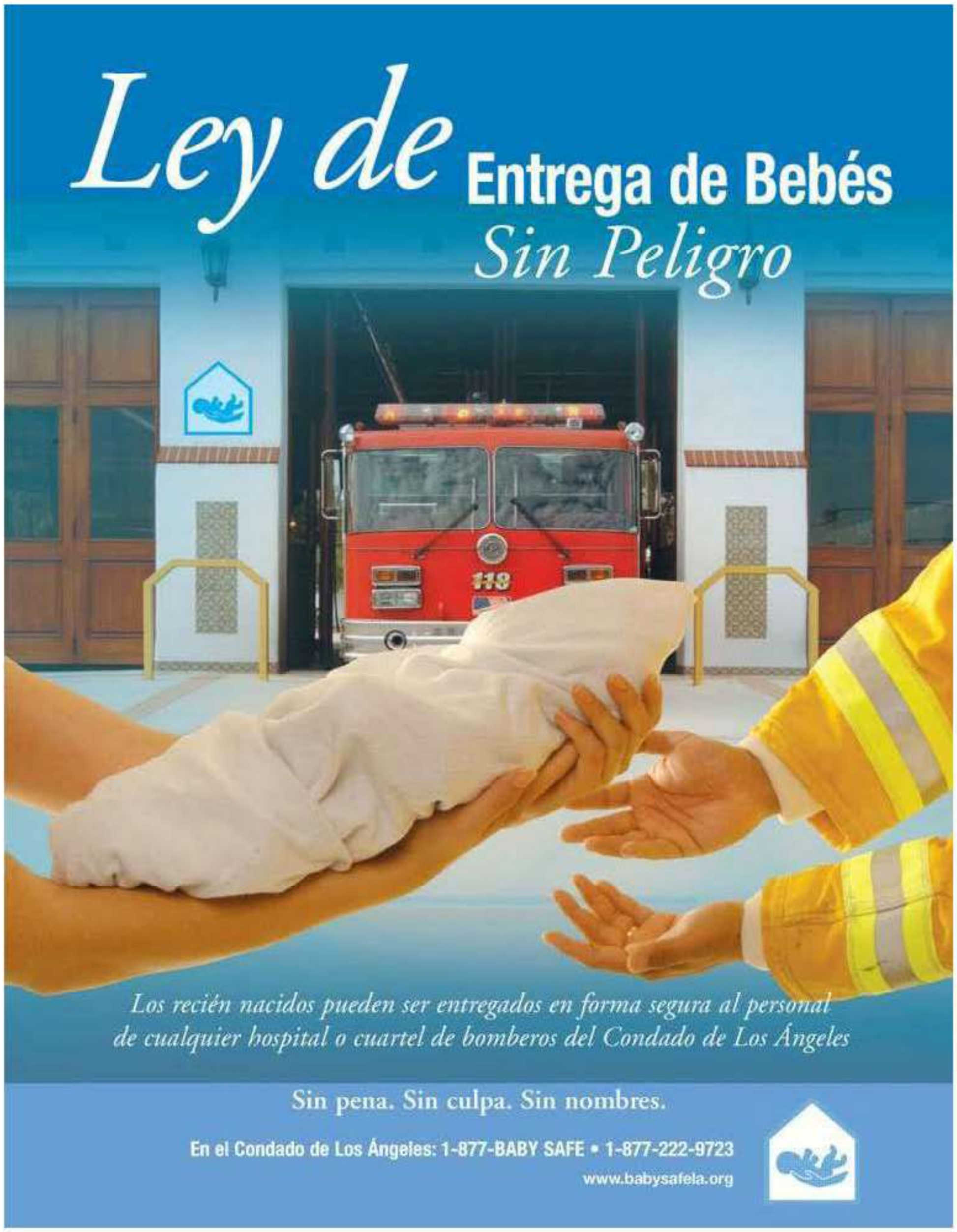
Why is California doing this?

The purpose of the **Safely Surrendered Baby Law** is to protect babies from being abandoned, hurt or killed by their parents. You may have heard tragic stories of babies left in dumpsters or public bathrooms. Their parents may have been under severe emotional distress. The mothers may have hidden their pregnancies, fearful of what would happen if their families found out. Because they were afraid and had no one or nowhere to turn for help, they abandoned their babies. Abandoning a baby is illegal and places the baby in extreme danger. Too often, it results in the baby's death. The **Safely Surrendered Baby Law** prevents this tragedy from ever happening again in California.

A baby's story



Early in the morning on April 9, 2005, a healthy baby boy was safely surrendered to nurses at Harbor-UCLA Medical Center. The woman who brought the baby to the hospital identified herself as the baby's aunt and stated the baby's mother had asked her to bring the baby to the hospital on her behalf. The aunt was given a bracelet with a number matching the anklet placed on the baby; this would provide some identification in the event the mother changed her mind about surrendering the baby and wished to reclaim the baby in the 14-day period allowed by the Law. The aunt was also provided with a medical questionnaire and said she would have the mother complete and mail back in the stamped return envelope provided. The baby was examined by medical staff and pronounced healthy and full-term. He was placed with a loving family that had been approved to adopt him by the Department of Children and Family Services.



Safely Surrendered Baby Law Rev. 05.16.19

En el Condado de Los Ángeles: 1-877-BABY SAFE • 1-877-222-9723
www.babysafela.org

Ley de Entrega de Bebés *Sin Peligro*

¿Qué es la Ley de Entrega de Bebés sin Peligro?

La Ley de Entrega de Bebés sin Peligro de California permite la entrega confidencial de un recién nacido por parte de sus padres u otras personas con custodia legal, es decir cualquier persona a quien los padres le hayan dado permiso. Siempre que el bebé tenga tres días (72 horas) de vida o menos, y no haya sufrido abuso ni negligencia, pueden entregar al recién nacido sin temor de ser arrestados o procesados.

Cada recién nacido se merece la oportunidad de tener una vida saludable. Si alguien que usted conoce está pensando en abandonar a un recién nacido, infórmele que tiene otras opciones. Hasta tres días (72 horas) después del nacimiento, se puede entregar un recién nacido al personal de cualquier hospital o cuartel de bomberos del condado de Los Angeles.

¿Cómo funciona?

El padre/madre con dificultades que no pueda o no quiera cuidar de su recién nacido puede entregarlo en forma legal, confidencial y segura dentro de los tres días (72 horas) del nacimiento. El bebé debe ser entregado a un empleado de cualquier hospital o cuartel de bomberos del Condado de Los Ángeles. Siempre que el bebé no presente signos de abuso o negligencia, no será necesario suministrar nombres ni información alguna. Si el padre/madre cambia de opinión posteriormente y desea recuperar a su bebé, los trabajadores utilizarán brazaletes para poder vincularlos. El bebé llevará un brazalete y el padre/madre o el adulto que lo entregue recibirá un brazalete igual.

¿Qué pasa si el padre/madre desea recuperar a su bebé?

Los padres que cambien de opinión pueden comenzar el proceso de reclamar a su recién nacido dentro de los 14 días. Estos padres deberán llamar al Departamento de Servicios para Niños y Familias (Department of Children and Family Services) del Condado de Los Ángeles al **1-800-540-4000**.

¿Sólo los padres podrán llevar al recién nacido?

No. Si bien en la mayoría de los casos son los padres los que llevan al bebé, la ley permite que otras personas lo hagan *si tienen custodia legal.*

¿Los padres o el adulto que entrega al bebé deben llamar antes de llevar al bebé?

No. El padre/madre o adulto puede llevar al bebé en cualquier momento, las 24 horas del día, los 7 días de la semana, siempre y cuando entreguen a su bebé a un empleado del hospital o cuartel de bomberos.

¿Es necesario que el padre/madre o adulto diga algo a las personas que reciben al bebé?

No. Sin embargo, el personal del hospital o cuartel de bomberos le pedirá a la persona que entregue al bebé que llene un cuestionario con la finalidad de recabar antecedentes médicos importantes, que resultan de gran utilidad para cuidar bien del bebé. El cuestionario incluye un sobre con el sello postal pagado para enviarlo en otro momento.

¿Qué pasará con el bebé?

El bebé será examinado y le brindarán atención médica. Cuando le den el alta del hospital, los trabajadores sociales inmediatamente ubicarán al bebé en un hogar seguro donde estará bien atendido, y se comenzará el proceso de adopción.

¿Qué pasará con el padre/madre o adulto que entregue al bebé?

Una vez que los padres o adulto hayan entregado al bebé al personal del hospital o cuartel de bomberos, pueden irse en cualquier momento.

¿Por qué se está haciendo esto en California? ?

La finalidad de la **Ley de Entrega de Bebés sin Peligro** es proteger a los bebés para que no sean abandonados, lastimados o muertos por sus padres. Usted probablemente haya escuchado historias trágicas sobre bebés abandonados en basureros o en baños públicos. Los padres de esos bebés probablemente hayan estado pasando por dificultades emocionales graves. Las madres pueden haber ocultado su embarazo, por temor a lo que pasaría si sus familias se enteraran. Abandonaron a sus bebés porque tenían miedo y no tenían nadie a quien pedir ayuda. El abandono de un recién nacido es ilegal y pone al bebé en una situación de peligro extremo. Muy a menudo el abandono provoca la muerte del bebé. La **Ley de Entrega de Bebés sin Peligro** impide que vuelva a suceder esta tragedia en California.

Historia de un bebé

A la mañana temprano del día 9 de abril de 2005, se entregó un recién nacido saludable a las enfermeras del Harbor-UCLA Medical Center. La mujer que llevó el recién nacido al hospital se dio a conocer como la tía del bebé, y dijo que la madre le había pedido que llevara al bebé al hospital en su nombre. Le entregaron a la tía un brazalete con un número que coincidía con la pulsera del bebé; esto serviría como identificación en caso de que la madre cambiara de opinión con respecto a la entrega del bebé y decidiera recuperarlo dentro del período de 14 días que permite esta ley. También le dieron a la tía un cuestionario médico, y ella dijo que la madre lo llenaría y lo enviaría de vuelta dentro del sobre con franqueo pagado que le habían dado. El personal médico examinó al bebé y se determinó que estaba saludable y a término. El bebé fue ubicado con una buena familia que ya había sido aprobada para adoptarlo por el Departamento de Servicios para Niños y Familias.

EXHIBIT G

REQUIRED FORMS AT THE TIME OF CONTRACT EXECUTION

LOS ANGELES COUNTY DEVELOPMENT AUTHORITY

CONTRACTOR ACKNOWLEDGEMENT, CONFIDENTIALITY, AND COPYRIGHT ASSIGNMENT AGREEMENT

(Note: This certification is to be executed and returned to LACDA with the Contractor's executed Contract. Work cannot begin on the Contract until the LACDA receives this executed document.)

GENERAL INFORMATION:

The Contractor referenced below has entered into a contract with the LACDA of Los Angeles to provide certain services to the LACDA. The LACDA requires the Corporation to sign this Contractor Acknowledgement, Confidentiality, and Copyright Assignment Agreement.

CONTRACTOR ACKNOWLEDGEMENT:

The Contractor understands and agrees that the Contractor employees, consultants, Outsourced Vendors and independent contractors (Contractor's Staff) that will provide services in the above referenced agreement are the Contractor's sole responsibility. The Contractor understands and agrees that the Contractor's Staff must rely exclusively upon the Contractor for payment of salary and any and all other benefits payable by virtue of the Contractor's Staff's performance of work under the referenced contract.

The Contractor understands and agrees that the Contractor's Staff are not employees of the Los Angeles County Development Authority for any purpose whatsoever and that the Contractor's Staff do not have and will not acquire any rights or benefits of any kind from the Los Angeles County Development Authority by virtue of my performance of work under the above-referenced contract. Contractor understands and agrees that the Contractor's Staff will not acquire any rights or benefits from the Los Angeles County Development Authority pursuant to any agreement between any person or entity and the Los Angeles County Development Authority.

CONFIDENTIALITY AGREEMENT:

The Contractor and the Contractor's Staff may be involved with work pertaining to services provided by the Los Angeles County Development Authority and, if so, the Contractor and the Contractor's Staff may have access to confidential data and information pertaining to persons and/or entities receiving services from the LACDA. In addition, the Contractor and the Contractor's Staff may also have access to proprietary information supplied by other vendors doing business with the Los Angeles County Development Authority. The LACDA has a legal obligation to protect all such confidential data and information in its possession, especially data and information concerning health, criminal, and welfare recipient records. The Contractor and the Contractor's Staff understand that if they are involved in LACDA work, the LACDA must ensure that the Contractor and the Contractor's Staff, will protect the confidentiality of such data and information. Consequently, the Contractor must sign this Confidentiality Agreement as a condition of work to be provided by the Contractor's Staff for the LACDA.

The Contractor and the Contractor's Staff hereby agrees that they will not divulge to any unauthorized person any data or information obtained while performing work pursuant to the above-referenced contract between Contractor and the Los Angeles County Development Authority. Contractor and Contractor's Staff agree to forward all requests for the release of any data or information received to LACDA's Project Manager.

The Contractor and the Contractor's Staff agree to keep confidential all health, criminal, and welfare recipient records and all data and information pertaining to persons and/or entities receiving services from the LACDA, design concepts, algorithms, programs, formats, documentation, the Contractor proprietary information and all other original materials produced, created, or provided to the Contractor and the Contractor's Staff under the above-referenced contract. The Contractor and the Contractor's Staff agree to protect these confidential materials against disclosure to other than the Contractor or LACDA employees who have a need to know the information. The Contractor and the Contractor's Staff agree that if proprietary information supplied by other LACDA vendors is provided to me during this employment, the Contractor and the Contractor's Staff shall keep such information confidential.

The Contractor and the Contractor's Staff agree to report any and all violations of this agreement by Contractor and Contractor's Staff and/or by any other person of whom the Contractor and the Contractor's Staff become aware.

The Contractor and the Contractor's Staff acknowledge that violation of this agreement may subject the Contractor and the Contractor's Staff to civil and/or criminal action and that the Los Angeles County Development Authority may seek all possible legal redress.

COPYRIGHT ASSIGNMENT AGREEMENT

The Contractor''s Ownership of Deliverables LACDA hereby acknowledges and agrees that the Deliverables have not been prepared for LACDA as a "work made for hire", as defined in Section 101 of the United States Copyright Act of 1976 (the "Copyright Act"), and that Contractor shall be deemed the sole author of the Deliverables for all purposes under the Copyright Act. For purposes of clarity, Deliverables includes without limitation all text, materials, reports, software, and other Deliverables to be provided by Contractor under this Agreement, including without limitation all designs, scripts, graphics, illustrations, drawings, characters, animations, music, sound effects, footage, narration, images, photos, software, object and source code, documents, concepts, and diagrams.

Use of Deliverables - LACDA may use Deliverables internally, but may not copy, create derivative works from, or disseminate the information contained in such Deliverables to third parties.

The LACDA Ownership of Output - Outputs are the explicit property of the LACDA

The Contractor and the Contractor's Staff acknowledge that violation of this agreement may subject them to civil and/or criminal action and that the Los Angeles County Development Authority may seek all possible legal redress.

Contractor Name	Type of Service (Contract)
Print Name	Position
Signature	Date

	Gross Appropriation ($)	Intrafund Transfer ($)	Revenue ($)	Net County Cost ($)	Budg Pos
LA PLAZA DE CULTURA Y ARTES					
2024-25 Final Adopted Budget	**2,044,000**	**--**	**--**	**2,044,000**	**0.0**
Other Changes					
1. Operating Agreement: Reflects an increase in funding pursuant to the Board-approved operating agreement.	70,000	--	--	70,000	--
Total Changes	**70,000**	**0**	**0**	**70,000**	**0.0**
2025-26 Recommended Budget	**2,114,000**	**0**	**0**	**2,114,000**	**0.0**
MUSEUM OF ART					
2024-25 Final Adopted Budget	**41,111,000**	**0**	**475,000**	**40,636,000**	**8.0**
Other Changes					
1. Salaries and Employee Benefits: Reflects the deletion of 1.0 Carpenter position and decreases in various employee benefits, fully offset by increases in Board-approved salaries and services and supplies.	--	--	--	--	(1.0)
2. Operating Agreement: Reflects an increase in funding pursuant to the 1994 operating agreement.	1,350,000	--	--	1,350,000	--
3. One-Time Funding: Reflects an adjustment to remove prior-year funding that was provided on a one-time basis consistent with the Board-approved operating agreement.	(944,000)	--	--	(944,000)	--
4. Grant: Reflects an adjustment to remove prior-year funding that was provided on a one-times basis for one Productivity Investment Fund grant awarded by the Quality and Productivity Commission.	(475,000)	--	(475,000)	--	--
Total Changes	**(69,000)**	**0**	**(475,000)**	**406,000**	**(1.0)**
2025-26 Recommended Budget	**41,042,000**	**0**	**0**	**41,042,000**	**7.0**
MUSEUM OF NATURAL HISTORY					
2024-25 Final Adopted Budget	**29,175,000**	**0**	**142,000**	**29,033,000**	**7.0**
Other Changes					
1. Salaries and Employee Benefits: Reflects the deletion of 1.0 Special Assistant, Museum of Natural History position and decreases in various employee benefits, fully offset by increases in Board-approved salaries and services and supplies.	--	--	--	--	(1.0)
2. Operating Agreement: Reflects an increase in funding pursuant to the 1994 operating agreement.	959,000	--	--	959,000	--
3. One-Time Funding: Reflects an adjustment to remove prior-year funding that was provided on a one-time basis consistent with the Board-approved funding agreement.	(856,000)	--	--	(856,000)	--

	Gross Appropriation ($)	Intrafund Transfer ($)	Revenue ($)	Net County Cost ($)	Budg Pos
4. Ministerial Adjustment: Reflects the realignment of appropriation to conform to Government Accounting Standards Board 87.	--	--	--	--	--
Total Changes	**103,000**	**0**	**0**	**103,000**	**(1.0)**
2025-26 Recommended Budget	**29,278,000**	**0**	**142,000**	**29,136,000**	**6.0**

COUNTY COUNSEL

	Gross Appropriation ($)	Intrafund Transfer ($)	Revenue ($)	Net County Cost ($)	Budg Pos
2024-25 Final Adopted Budget	**215,243,000**	**158,997,000**	**38,145,000**	**18,101,000**	**764.0**
Curtailments					
1. Vacancies: Reflects the deletion 2.0 Senior Clerk positions, 1.0 Senior Typist-Clerk position, 1.0 Network Systems Administrator II position, and 1.0 Library Assistant I position.	(472,000)	--	--	(472,000)	(5.0)
2. Services and Supplies: Reflects a reduction in office supplies.	(14,000)	--	--	(14,000)	--
Other Changes					
1. Salaries and Employee Benefits: Primarily reflects Board-approved increases in salaries and health insurance subsidies.	1,382,000	1,136,000	126,000	120,000	--
2. Retirement: Reflects a decrease primarily due to adjustments for positions changes as well as prior-year investment gains and losses in the Los Angeles County Employees Retirement Association's investment portfolio.	(185,000)	(152,000)	(17,000)	(16,000)	--
3. Retiree Health Insurance: Reflects a projected increase in retiree health insurance premiums, as well as a scheduled increase in the Department's proportional share of costs to prefund the County's retiree healthcare benefits.	1,177,000	967,000	108,000	102,000	--
4. Unavoidable Costs: Reflects changes in long-term disability costs due to medical cost trends and increases in claims.	13,000	12,000	1,000	--	--
5. One-Time Funding: Reflects an adjustment to remove prior-year funding that was provided on a one-time basis for temporary personnel services ($0.6 million), Workers' Rights Enforcement grant ($0.5 million), legal fees for Los Angeles Homeless Services Authority attorney hours ($0.4 million), and cybersecurity ($2,000).	(1,522,000)	(18,000)	(480,000)	(1,024,000)	--
6. Ministerial Adjustment: Reflects the realignment of appropriation to conform to Governmental Accounting Standards Board 96.	--	--	--	--	--
Total Changes	**379,000**	**1,945,000**	**(262,000)**	**(1,304,000)**	**(5.0)**
2025-26 Recommended Budget	**215,622,000**	**160,942,000**	**37,883,000**	**16,797,000**	**759.0**

OPERATIONS CLUSTER
FY 2025-26 RECOMMENDED CHANGES
MARCH 13, 2025

	Gross Appropriation ($)	Intrafund Transfer ($)	Revenue ($)	Net County Cost ($)	Budg Pos
HUMAN RESOURCES					
2024-25 Final Adopted Budget	**130,645,000**	**80,942,000**	**26,909,000**	**22,794,000**	**597.0**
Curtailments					
1. **Administrative Intern:** Reflects the deletion of 2.0 Administrative Intern I positions and 2.0 Administrative Intern II positions.	(655,000)	--	--	(655,000)	(4.0)
New/Expanded Programs					
1. **Countywide Talent Assessment Division:** Reflects the addition of 2.0 Human Resource Analyst IV positions and 2.0 Human Resource Analyst III positions to support countywide hiring initiatives.	997,000	847,000	150,000	--	4.0
Other Changes					
1. **Contract Costs:** Reflects an increase in funding for anticipated employee benefits third party administrator contract cost increases due to represented employee flexible spending account enrollments.	1,100,000	935,000	165,000	--	--
2. **Salaries and Employee Benefits:** Primarily reflects Board-approved increases in salaries and health insurance subsidies.	737,000	519,000	92,000	126,000	--
3. **Retiree Health Insurance:** Reflects a projected increase in retiree health insurance premiums, as well as a scheduled increase in the Department's proportional share of the costs to prefund the County's retiree healthcare benefits.	658,000	463,000	82,000	113,000	--
4. **Unavoidable Costs:** Reflects changes in workers' compensation costs and long-term disability costs due to medical cost trends and decreases in claims.	(74,000)	(63,000)	(11,000)	--	--
5. **Countywide Cost Allocation Adjustment:** Reflects an adjustment in rent charges to comply with federal Office of Management and Budget claiming guidelines. (2CFR Part 200).	147,000	104,000	18,000	25,000	--
6. **One-Time Funding:** Reflects an adjustment to remove prior-year funding that was provided on a one-time basis for cybersecurity ($2,000), a medical plan request for proposal ($0.1 million), access to an online networking platform ($0.1 million), executive professional development ($0.2 million), and a laptop refresh ($0.3 million).	(721,000)	(10,000)	(2,000)	(709,000)	--
7. **Reclassification:** Reflects a Board-approved position reclassification.	105,000	89,000	16,000	--	--

	Gross Appropriation ($)	Intrafund Transfer ($)	Revenue ($)	Net County Cost ($)	Budg Pos
8. Ministerial Adjustments: Reflects a decrease in appropriation and revenues to account for the deletion of Productivity Investment Fund grants ($0.7 million) and the realignment of interfund transfer and revenue based on historical trends ($5.0 million).	(743,000)	5,000,000	(5,743,000)	--	--
Total Changes	**1,551,000**	**7,884,000**	**(5,233,000)**	**(1,100,000)**	**0.0**
2025-26 Recommended Budget	**132,196,000**	**88,826,000**	**21,676,000**	**21,694,000**	**0.0**

GRAND PARK

	Gross Appropriation ($)	Intrafund Transfer ($)	Revenue ($)	Net County Cost ($)	Budg Pos
2024-25 Final Adopted Budget	**11,024,000**	**0**	**747,000**	**10,277,000**	**0.0**
New/Expanded Programs					
1. New Year's Eve: Reflects an increase in funding for materials and labor costs associated with the New Year's Eve celebration.	76,000	--	--	76,000	--
Other Changes					
1. Operating Agreement: Reflects an increase in funding for custodial, landscaping, security, and contractor costs pursuant to the 2021 operating agreement. Also, reflects an increase in park personnel salaries, fully offset by an anticipated increase in revenue.	371,000	--	18,000	353,000	--
2. One-Time Funding: Reflects an adjustment to remove prior-year funding that was provided on a one-time basis for programming and operations throughout the Park.	(192,000)	--	--	(192,000)	--
Total Changes	**255,000**	**0**	**18,000**	**237,000**	**0.0**
2025-26 Recommended Budget	**11,279,000**	**0**	**765,000**	**10,514,000**	**0.0**

MUSIC CENTER

	Gross Appropriation ($)	Intrafund Transfer ($)	Revenue ($)	Net County Cost ($)	Budg Pos
2024-25 Final Adopted Budget	**40,316,000**	**0**	**332,000**	**39,984,000**	**0.0**
Other Changes					
1. Annual Holiday Celebration: Reflects one-time funding for administrative support associated with producing the program.	204,000	--	--	204,000	
2. Operating Agreement: Reflects an increase in funding for insurance, custodial services, building and grounds maintenance, and operations management pursuant to the 2017 amended and restated operating lease agreement.	1,423,000	--	--	1,423,000	--
3. Usher and Security Services: Reflects an increase in funding for usher and security services as a result of the City of Los Angeles' minimum wage requirements.	323,000	--	--	323,000	--
4. **Countywide Cost Allocation Adjustment:** Reflects an adjustment in rent charges to comply with Federal Office of Management and Budget claiming guidelines (2 CFR Part 200).	3,000	--	--	3,000	

	Gross Appropriation ($)	Intrafund Transfer ($)	Revenue ($)	Net County Cost ($)	Budg Pos
5. **One-Time Funding:** Reflects an adjustment to remove prior-year funding that was provided on a one-time basis for the Annual Holiday Celebration.	(204,000)	--	--	(204,000)	--
Total Changes	**1,749,000**	**0**	**0**	**1,749,000**	**0.0**
2025-26 Recommended Budget	**42,065,000**	**0**	**332,000**	**41,733,000**	**0.0**

INTERNAL SERVICES DEPARTMENT

	Gross Appropriation ($)	Intrafund Transfer ($)	Revenue ($)	Net County Cost ($)	Budg Pos
2024-25 Final Adopted Budget	**889,664,000**	**620,992,000**	**202,958,000**	**65,714,000**	**2,157.0**
Curtailments					
1. Centralized Fuel Management: Reflects a reduction in services and supplies funding to repair, maintain, and upgrade EV equipment.	(49,000)	--	--	(49,000)	--
2. Building Support and Fleet Services: Reflects a reduction in services and supplies funding for the repair and replacement of building equipment and vehicle maintenance.	(559,000)	--	--	(559,000)	--
3. Enterprise Data Center and IT Consulting: Reflects a reduction in services and supplies funding for equipment refresh ($0.8 million) and IT consulting services ($23,000).	(820,000)	--	--	(820,000)	--
Other Changes					
1. PACE Administrative Support Program: Reflects one-time funding to provide administrative support for the PACE program.	631,000	--	(417,000)	1,048,000	--
2. Communications & Mobility Services: Reflects a net increase in reimbursable funding primarily for telecommunication equipment, software and licensing, and capital assets – equipment.	4,581,000	3,756,000	825,000	--	--
3. Customer Application: Reflects a net increase in reimbursable funding primarily for software and licensing.	1,007,000	826,000	181,000	--	--
4. Shared Services: Reflects a net increase in reimbursable funding primarily for software and licensing, and IT consulting services.	4,056,000	3,326,000	730,000	--	--
5. Administration: Reflects a net increase in reimbursable funding mainly due to increases for services received from other County departments.	1,125,000	922,000	203,000	--	--
6. Purchasing & Contract Services: Reflects a net increase in reimbursable funding primarily for audits and contracts related legal services.	148,000	121,000	27,000	--	--
7. Facilities Operation Services: Reflects a decrease in facilities related operating cost for building maintenance and improvements and an increase primarily in the Los Angeles County Capital Asset Leasing Corporation financing costs.	(7,648,000)	(7,356,000)	(292,000)	--	--

	Gross Appropriation ($)	Intrafund Transfer ($)	Revenue ($)	Net County Cost ($)	Budg Pos
8. **Salaries and Employee Benefit:** Primarily reflects Board-approved increases in salaries and health insurance subsidies.	2,891,000	2,228,000	488,000	175,000	--
9. **Retirement**: Reflects a projected decrease primarily due to adjustments for position changes as well as prior-year investment gains and losses in the Los Angeles Employees Retirement Association's investment portfolio.	(859,000)	(662,000)	(145,000)	(52,000)	--
10. **Retiree Health:** Reflects a projected increase in retiree health insurance premiums, as well as a scheduled increase in the Department's proportional share of the costs to prefund the County's retiree healthcare benefits.	2,690,000	2,072,000	455,000	163,000	--
11. **Unavoidable Costs:** Reflects changes in workers' compensation and long-term disability costs due to medical cost trends and increases in claims.	565,000	463,000	102,000	--	--
12. **Countywide Cost Allocation Adjustment**: Reflects an adjustment in rent charges to comply with federal Office of Management and Budget claiming guidelines (2CFR Section 225).	(29,000)	--	--	(29,000)	--
13. **One-Time Funding:** Reflects an adjustment to remove prior-year funding that was provided on a one-time basis for the eProcurement System ($2.6 million), EV infrastructure ($3.8 million), PACE Administrative Support Program ($0.6 million), LA-RICS ($1.8 million), consultants ($0.9 million), diesel fuel tanks replacement ($1.3 million), emergency telecommunication trailers ($1.6 million), parking lot equipment ($3.2 million), various grants ($14.0 million) and ARPA for DTDI ($4.8 million) and ADE ($45.6 million).	(80,284,000)	1,665,000	(64,068,000)	(17,881,000)	--
Total Changes	**(72,554,000)**	**7,361,000**	**(61,911,000)**	**(18,004,000)**	**0.0**
2025-26 Recommended Budget	**817,110,000**	**628,353,000**	**141,047,000**	**47,710,000**	**2,157.0**

ARTS AND CULTURE

	Gross Appropriation ($)	Intrafund Transfer ($)	Revenue ($)	Net County Cost ($)	Budg Pos
2024-25 Final Adopted Budget	**46,534,000**	**1,371,000**	**24,205,000**	**20,778,000**	**54.0**
Curtailments					
1. **Organizational Grants Program:** Reflects an 11% reduction in grant funding available to nonprofit arts organizations.	(609,000)	--	--	(609,000)	--
New/Expanded Programs					
1. **Revenue Offset Positions:** Reflects the addition of 3.0 Sr. Program Associate, Arts and Culture positions to support the Arts Education and Youth Development Division and the new Teen Arts Internship Program, fully offset by Juvenile Justice Crime Prevention Act and Juvenile Justice Realignment Block Grant revenues, and philanthropic funding.	212,000	--	212,000	--	3.0

	Gross Appropriation ($)	Intrafund Transfer ($)	Revenue ($)	Net County Cost ($)	Budg Pos
Other Changes					
1. Salaries and Employee Benefits: Primarily reflects Board-approved increase in salaries and health insurance subsidies.	76,000	--	1,000	75,000	--
2. Retiree Health Insurance: Reflects a projected increase in retiree health insurance premiums, as well as a scheduled increase in the Department's proportional share of the costs to prefund the County's retiree health care benefits.	99,000	--	2,000	97,000	--
3. Countywide Cost Allocation Adjustment: Reflects an adjustment in rent charges to comply with federal Office of Management and Budget claiming guidelines (2 CFR Part 200).	6,000	--	--	6,000	--
4. Reclassification: Reflects a Board-approved position reclassification.	--	--	--	--	--
5. One-Time Funding: Reflects an adjustment to remove prior-year funding that was provided on a one-time basis for: ARPA programs ($4.9M); tribal consultation policy development ($0.3M); increased costs from other County departments ($0.2M); and cybersecurity ($1,000).	(5,375,000)	--	(4,904,000)	(471,000)	--
Total Changes	**(5,591,000)**	**0**	**(4,689,000)**	**(902,000)**	**3.0**
2025-26 Recommended Budget	**40,763,000**	**1,371,000**	**19,516,000**	**19,876,000**	**57.0**

REGISTRAR-RECORDER/COUNTY CLERK

	Gross Appropriation ($)	Intrafund Transfer ($)	Revenue ($)	Net County Cost ($)	Budg Pos
2024-25 Final Adopted Budget	**345,505,000**	**14,000**	**110,243,000**	**235,248,000**	**1,170.0**
Curtailments					
1. Technical Services: Reflects the deletion of 1.0 temporary position ($42,000) and a reduction in overtime ($33,000) and services and supplies ($1.2 million).	(1,286,000)	--	--	(1,286,000)	(1.0)
2. Administration: Reflects the deletion of 4.0 temporary positions ($0.2 million) and a reduction in overtime ($13,000) and services and supplies ($0.8 million).	(1,033,000)	--	--	(1,033,000)	(4.0)
3. Elections: Reflects a reduction in overtime ($84,000) and services and supplies ($0.1 million).	(208,000)	--	--	(208,000)	--
4. Voter Registration: Reflects a reduction in overtime ($36,000) and services and supplies ($34,000).	(70,000)	--	--	(70,000)	--
Other Changes					
1. Voting Solutions for All People (VSAP): Reflects the addition of 1.0 Sr. IT Technical Support Analyst position to support the VSAP Ballot Layout System, fully offset by a reduction in services and supplies; and one-time funding for the VSAP election system model.	31,596,000	--	--	31,596,000	1.0
2. Salaries and Employee Benefits: Primarily reflects Board-approved increases in salaries and health insurance subsidies.	813,000	--	--	813,000	--

	Gross Appropriation ($)	Intrafund Transfer ($)	Revenue ($)	Net County Cost ($)	Budg Pos
3. **Retirement:** Reflects an increase primarily due to adjustments for position changes as well as prior-year investment gains and losses in the Los Angeles County Employees Retirement Association's investment portfolio.	40,000	--	--	40,000	--
4. **Retiree Health Insurance:** Reflects a projected increase in retiree health insurance premiums, as well as a scheduled increase in the Department's proportional share of costs to prefund the County's retiree healthcare benefits.	1,012,000	--	--	1,012,000	--
5. **Countywide Cost Allocation Adjustment:** Reflects an adjustment in rent charges to comply with federal Office of Management and Budget claiming guidelines (2CFRPart 225).	3,000	--	--	3,000	--
6. **Reclassification:** Reflects a Board approved position reclassification.	--	--	--	--	--
7. **Operational Adjustments:** Reflects an increase in appropriation fully offset by special fund revenues primarily to continue to finance the restrictive covenant project.	915,000	--	915,000	--	--
8. **One-Time Funding:** Reflects an adjustment to remove prior-year funding that was provided on a one-time basis for VSAP ($43.4 million), Election Adjustments ($19.1 million), the Election Management System ($7.4 million), IT Services ($7.1 million), the Ballot Processing Center ($6.0 million), the Help America Vote Act grant ($2.0 million), and cybersecurity ($22,000).	(85,162,000)	--	(21,284,000)	(63,878,000)	--
Total Changes	**(53,380,000)**	**0**	**(20,369,000)**	**(33,011,000)**	**(4.0)**
2025-26 Recommended Budget	**292,125,000**	**14,000**	**89,874,000**	**202,237,000**	**1,166.0**

BOARD OF SUPERVISORS

	Gross Appropriation ($)	Intrafund Transfer ($)	Revenue ($)	Net County Cost ($)	Budg Pos
2024-25 Final Adopted Budget	**355,694,000**	**22,550,000**	**29,222,000**	**303,922,000**	**501.0**
Curtailments					
1. **Vacancies:** Reflects the deletion of vacant positions from: Administrative Services (9.0), Operations and Commissions (2.0), Assessment Appeals Board (2.0), Office of Inspector General (2.0), Office of Child Protection (1.0), Human Relations Commission (1.0), and Campaign Compliance (1.0).	(2,962,000)	--	--	(2,962,000)	(18.0)
2. **Services and Supplies:** Reflects a reduction in appropriation for the Human Relations Commission ($92,000) and Campaign Compliance ($35,000).	(127,000)	--	--	(127,000)	--
New/Expanded Programs					
1. **Governance Reform Task Force (GRTF):** Reflects one-time funding to support the establishment of the GRTF pursuant to the Measure G County Charter amendment.	1,875,000	--	--	1,875,000	--

	Gross Appropriation ($)	Intrafund Transfer ($)	Revenue ($)	Net County Cost ($)	Budg Pos
Other Changes					
1. **Salaries and Employee Benefits:** Primarily reflects Board-approved increases in salaries and health insurance subsidies.	887,00	9,000	4,000	874,00	--
2. **Retiree Health Insurance:** Reflects a projected increase in retiree health insurance premiums, as well as a scheduled increase in the Department's proportional share of costs to prefund the County's retiree healthcare benefits.	774,000	8,000	4,000	762,000	--
3. **Unavoidable Costs:** Reflects changes in workers' compensation due to medical cost trends and increases in claims.	84,000	84,000	--	--	--
4. **Countywide Cost Allocation Adjustment:** Reflects an adjustment in rent charges to comply with federal Office of Management and Budget claiming guidelines (2CFRPart 225).	7,000	--	--	7,000	--
5. **Ministerial Adjustment:** Reflects an alignment of expenditures and billings for services based on historical and anticipated trends	773,000	465,000	308,000	--	--
6. **AB 109 Realignment:** Reflects an adjustment to remove prior-year funding that was provided on a one-time basis for the Countywide Criminal Justice Coordinating Committee.	(1,345,000)	--	(1,345,000)	--	--
7. **One-Time Funding:** Reflects an adjustment to remove prior year funding that was provided on a one-time basis for various programs.	(15,025,000)	--	(13,348,000)	(1,677,00)	--
Total Changes	**(15,059,00)**	**566,000**	**(14,377,000)**	**(1,248,000)**	**(18.0)**
2025-26 Recommended Budget	**340,635,000**	**23,116,000**	**14,845,000**	**302,674,000**	**483.0**

AUDITOR-CONTROLLER

	Gross Appropriation ($)	Intrafund Transfer ($)	Revenue ($)	Net County Cost ($)	Budg Pos
2024-25 Final Adopted Budget	**135,509,000**	**70,626,000**	**27,687,000**	**37,196,000**	**636.0**
Curtailments					
1. **Disbursements:** Reflects the deletion of 1.0 Program Specialist III, 1.0 Intermediate Supervising Typist-Clerk, and 1.0 Senior Clerk vacant positions.	(382,000)	--	--	(382,000)	(3.0)
2. **Shared Services:** Reflects the deletion of 2.0 Accounting Technician II vacant positions.	(235,000)	--	--	(235,000)	(2.0)
3. **Services and Supplies:** Reflects a reduction in services and supplies funding for facility costs, training, and travel expenses.	(207,000)	--	--	(207,000)	--
4. **Overtime:** Reflects a reduction in overtime funding.	(149,000)	--	--	(149,000)	--
Other Changes					
1. **PDB Mainframe:** Reflects one-time funding for hosting costs from the Internal Services Department to maintain the PDB Mainframe.	170,000	--	58,000	112,000	--

	Gross Appropriation ($)	Intrafund Transfer ($)	Revenue ($)	Net County Cost ($)	Budg Pos
2. **Tracking System:** Reflects funding for maintenance and support of the new Ombudsperson tracking system, fully offset by intrafund transfers from the Department of Children and Family Services.	9,000	9,000	--	--	--
3. **Salaries and Employee Benefits:** Primarily reflects Board-approved increases in salaries and health insurance subsidies.	850,000	438,000	173,000	239,000	--
4. **Retirement:** Reflects a decrease primarily due to adjustments for position changes as well as prior-year investment gains and losses in the Los Angeles County Employees Retirement Association's investment portfolio.	(537,000)	(356,000)	(30,000)	(151,000)	--
5. **Retiree Health Insurance:** Reflects a projected increase in retiree health insurance premiums, as well as a scheduled increase in the Department's proportional share of costs to prefund the County's retiree healthcare benefits.	812,000	419,000	166,000	227,000	--
6. **Unavoidable Costs:** Reflects changes in workers' compensation and long-term disability costs due to medical cost trends and increases in claims. Also reflects a projected increase in unemployment insurance costs based on historical experience.	62,000	45,000	17,000	--	--
7. **Countywide Cost Allocation Adjustment:** Reflects an adjustment in rent charges to comply with federal Office of Management and Budget claiming guidelines (2 CFR Part 200).	1,000	1,000	--	--	--
8. **One-Time Funding:** Reflects an adjustment to remove prior-year funding that was provided on a one-time basis for General Fund department audits ($1.7 million), eTAX costs ($0.9 million), a lawsuit settlement ($0.4 million), the Task Management System ($0.4 million), the PDB Mainframe ($0.2 million), consultant services ($0.2 million), IT refresh ($0.6 million), cyber security ($4,000), and Measure U – UUT ($42,000).	(1,858,000)	2,534,000	--	(4,392,000)	--
9. **Ministerial Adjustments:** Reflects the realignment of appropriation, intrafund transfers, and revenue based on current trends.	--	169,000	(169,000)	--	--
Total Changes	**(1,464,000)**	**3,259,000**	**215,000**	**(4,938,000)**	**(5.0)**
2025-26 Recommended Budget	**134,045,000**	**73,885,000**	**27,902,000**	**32,258,000**	**631.0**

AUDITOR-CONTROLLER – INTEGRATED APPLICATIONS

	Gross Appropriation ($)	Intrafund Transfer ($)	Revenue ($)	Net County Cost ($)	Budg Pos
2024-25 Final Adopted Budget	**72,028,000**	**33,458,000**	**7,028,000**	**31,542,000**	**0.0**
Other Changes					
1. **System Upgrade Costs:** Reflects funding for third-year implementation costs of upgrading the Enterprise Financial and Human Resources software applications and related services.	15,410,000	--	--	15,410,000	--

	Gross Appropriation ($)	Intrafund Transfer ($)	Revenue ($)	Net County Cost ($)	Budg Pos
2. One-Time Funding: Reflects an adjustment to remove prior-year funding that was provided on a one-time basis for the DnA project ($1.6 million) and the Enterprise Financial and Human Resources software applications upgrade ($16.4 million).	(17,931,000)	--	--	(17,931,000)	--
Total Changes	**(2,521,000)**	**0**	**0**	**(2,521,000)**	**0.0**
2025-26 Recommended Budget	**69,507,000**	**33,458,000**	**7,028,000**	**29,021,000**	**0.0**

ASSESSOR

	Gross Appropriation ($)	Intrafund Transfer ($)	Revenue ($)	Net County Cost ($)	Budg Pos
2024-25 Final Adopted Budget	**301.319.000**	**18,000**	**95,985,000**	**205,316,000**	**1,400.0**
Curtailments					
1. Services and Supplies: Reflects a reduction in services and supplies funding for office expenses, telecommunications, and IT services.	(816,000)	--	(279,000)	(537,000)	--
2. Capital Assets: Reflects a reduction in capital assets funding for miscellaneous equipment.	(25,000)	--	(9,000)	(16,000)	--
New/Expanded Programs					
1. District Appraisals: Reflects the addition of 30.0 Appraiser and 3.0 Supervising Appraiser positions to process new construction and transfer valuations, partially offset by SB 2557 revenue.	5,337,000	--	1,825,000	3,512,000	33.0
Other Changes					
1. Salaries and Employee Benefits: Primarily reflects Board-approved increases in salaries and health insurance subsidies.	1,458,000	--	499,000	959,000	--
2. Retirement: Reflects a decrease primarily due to adjustments for position changes as well as prior-year investment gains and losses in the Los Angeles County Employees Retirement Association's investment portfolio.	(418,000)	--	(143,000)	(275,000)	--
3. Retiree Health Insurance: Reflects a projected increase in retiree health insurance premiums, as well as a scheduled increase in the Department's proportional share of costs to prefund the County's retiree healthcare benefits.	1,876,000	--	642,000	1,234,000	--
4. Countywide Cost Allocation Adjustment: Reflects an adjustment in rent charges to comply with federal Office of Management and Budget claiming guidelines (2 CFR Part 200).	1,000	--	--	1,000	--
5. One-Time Funding: Reflects an adjustment to remove prior-year funding that was provided on a one-time basis for health and safety remediation services ($17.7 million), replacement of cisco equipment ($2.5 million), AMP ($15.6 million), tenant improvements ($2.1 million), overtime ($7.0 million), legal services ($3.0 million), ADIF loan ($0.6 million), and cyber security ($32,000).	(48,528,000)	--	(2,493,000)	(46,035,000)	--

	Gross Appropriation ($)	Intrafund Transfer ($)	Revenue ($)	Net County Cost ($)	Budg Pos
6. **Ministerial Adjustments:** Reflects the realignment of appropriation based on current trends.	--	--	--	--	--
Total Changes	**(41,115,000)**	**0**	**42,000**	**(41,157,000)**	**33.0**
2025-26 Recommended Budget	**260,204,000**	**18,000**	**96,027,000**	**164,159,000**	**1,433.0**

CONSUMER AND BUSINESS AFFAIRS

	Gross Appropriation ($)	Intrafund Transfer ($)	Revenue ($)	Net County Cost ($)	Budg Pos
2024-25 Final Adopted Budget	**76,727,000**	**14,488,000**	**30,020,000**	**32,219,000**	**186.0**
Curtailments					
1. **Services and Supplies:** Reflects a reduction in services and supplies funding for office supplies, outreach materials, and building maintenance.	(469,000)	--	--	(469,000)	--
Other Changes					
1. **Altadena Community Center:** Reflects ongoing funding to support the Altadena Community Center and the addition of 1.0 Community Center Director I, 1.0 Community Center Specialist II, 1.0 Community Health Worker, and 1.0 Neighborhood Worker positions.	745,000	--	--	745,000	4.0
2. **SHLAC:** Reflects one-time funding to continue to support the SHLAC program through June 2026.	3,000,000	--	--	3,000,000	--
3. **Represent LA:** Reflects one-time funding to continue to support the Represent LA program through June 2026.	5,500,000	--	--	5,500,000	--
4. **Children's Savings Account:** Reflects one-time funding to support the City of Los Angeles Children's Savings Account program.	327,000	--	--	327,000	--
5. **Small Claims and Dispute Resolution:** Reflects revenue and appropriation adjustments to align the DCBA Small Claims Advisor Program and Dispute Resolution Program funds with the operating budget based on historical trends.	119,000	--	119,000	--	--
6. **Salaries and Employee Benefits:** Primarily reflects Board-approved increases in salaries and health insurance subsidies.	203,000	--	--	203,000	--
7. **Retirement:** Reflects a decrease primarily due to adjustments for position changes as well as prior-year investment gains and losses in the Los Angeles County Employees Retirement Association's investment portfolio.	(377,000)	--	--	(377,000)	--
8. **Retiree Health Insurance:** Reflects a projected increase in retiree health insurance premiums, as well as a scheduled increase in the Department's proportional share of costs to prefund the County's retiree healthcare benefits.	385,000	--	--	385,000	--
9. **Unavoidable Costs:** Reflects changes in workers' compensation and long-term disability costs due to medical cost trends and increases in claims. Also reflects a projected increase in unemployment insurance costs based on historical experience.	15,000	--	15,000	--	--

	Gross Appropriation ($)	Intrafund Transfer ($)	Revenue ($)	Net County Cost ($)	Budg Pos
10. **Countywide Cost Allocation Adjustment:** Reflects an adjustment in rent charges to comply with federal Office of Management and Budget claiming guidelines (2 CFR Part 200).	1,000	--	--	1,000	--
11. **One-Time Funding:** Reflects an adjustment to remove prior-year funding that was provided on a one-time basis for ARP projects ($11.5 million), County Counsel costs ($0.6 million), Stay Housed LA ($7.6 million), Capital Projects and IT costs ($0.5 million), Dual Proprietorship ($0.4 million), Strategic Planning Consultant ($0.2 million), CEO Strategic Partnership ($0.1 million), SHLAC ($3.0 million), OCM ($2.6 million), Rental Housing Habitability ($0.2 million), Rent Registry ($0.5 million), Office of Immigrant Affairs funding ($9.9 million), Fair Workweek and Fair Chance programs ($0.4 million), Children's Savings Account ($0.2 million), Guaranteed Basic Income ($2.5 million), program outreach ($0.1 million), cyber security ($3,000), and Measure U – UUT ($0.3 million).	(40,622,000)	(3,911,000)	(21,893,000)	(14,818,000)	--
Total Changes	**(31,173,000)**	**(3,911,000)**	**(21,759,000)**	**(5,503,000)**	**4.0**
2025-26 Recommended Budget	**45,554,000**	**10,577,000**	**8,261,000**	**26,716,000**	**190.0**

TREASURER AND TAX COLLECTOR

	Gross Appropriation ($)	Intrafund Transfer ($)	Revenue ($)	Net County Cost ($)	Budg Pos
2024-25 Final Adopted Budget	**102.534.000**	**11,461,000**	**52,346,000**	**38,727,000**	**497.0**
Curtailments					
1. **Vacancies:** Reflects the deletion of vacant positions from: Information Technology (1.0), Banking Operations (2.0), Internal Controls (3.0), Public Administrator (1.0), Tax Collections (4.0), and Administration (1.0).	(1,052,000)	--	(164,000)	(888,000)	(12.0)
2. **Overtime:** Reflects a reduction in overtime funding**.**	(50,000)	--	--	(50,000)	--
3. **Services and Supplies:** Reflects a reduction in services and supplies funding for office supplies.	(16,000)	--	--	(16,000)	--
4. **Other Charges:** Reflects a reduction in other charges funding for equipment maintenance and services for storage containers.	(116,000)	--	--	(116,000)	--
Other Changes					
1. **PDB Mainframe:** Reflects one-time funding for hosting costs from the Internal Services Department to maintain the PDB Mainframe.	170,000	--	--	170,000	--
2. **Salaries and Employee Benefits:** Primarily reflects Board-approved increases in salaries and health insurance subsidies.	713,000	--	195,000	518,000	--
3. **Retirement:** Reflects a decrease primarily due to adjustments for position changes as well as prior-year investment gains and losses in the Los Angeles County Employees Retirement Association's investment portfolio.	(523,000)	--	(143,000)	(380,000)	--

	Gross Appropriation ($)	Intrafund Transfer ($)	Revenue ($)	Net County Cost ($)	Budg Pos
4. **Retiree Health Insurance:** Reflects a projected increase in retiree health insurance premiums, as well as a scheduled increase in the Department's proportional share of costs to prefund the County's retiree healthcare benefits.	359,000	--	98,000	261,000	--
5. **Unavoidable Costs:** Reflects changes in workers' compensation and long-term disability costs due to medical cost trends and increases in claims. Also reflects a projected increase in unemployment insurance costs based on historical experience.	(62,000)	--	(62,000)	--	--
6. **Countywide Cost Allocation Adjustment:** Reflects an adjustment in rent charges to comply with federal Office of Management and Budget claiming guidelines (2 CFR Part 200).	(11,000)	--	(3,000)	(8,000)	--
7. **One-Time Funding:** Reflects an adjustment to remove prior-year funding that was provided on a one-time basis for the Short-Term Rental program and 1.0 Accounting Officer II position ($0.6 million), eTAX funding ($0.5 million), an additional secured property tax-defaulted auction ($1.3 million), various projects at the PA warehouse ($0.2 million), cyber security ($7,000), and the PDB Mainframe ($0.2 million).	(2,656,000)	--	--	(2,656,000)	(1.0)
8. **Ministerial Adjustments:** Reflects the realignment of various services and supplies, intrafund transfers, and revenue based on current trends.	176,000	966,000	(790,000)	--	--
Total Changes	**(3,068,000)**	**966,000**	**(869,000)**	**(3,165,000)**	**(13.0)**
2025-26 Recommended Budget	**99,466,000**	**12,427,000**	**51,477,000**	**35,562,000**	**484.0**