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COUNTY OF LOS ANGELES

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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 PUBLIC
EMPLOYEES' PENSION REFORM ACT OF 2013 (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 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.

Implementation of Strategic Plan Goals

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.

FISCAL IMPACT/FINANCING

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.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

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.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

None.

The Honorable Board of Supervisors

4/8/2025

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Respectfully submitted,

A handwritten signature in black ink, appearing to read "Fesia A. Davenport". The signature is fluid and cursive, with a long horizontal stroke at the end.

FESIA A. DAVENPORT

Chief Executive Officer

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

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

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