Communication from Public

Name: Keith Arnold
Date Submitted: 02/21/2021 11:41 PM
Council File No: 20-1606
Comments for Public Posting: As a recently retired city employee, it is unfair to even consider a reduction in city benefits, since many employees retired earlier than expected to save the city money. Most negotiations shops have increased contributions by 4 percent to LACERS in order that there will be enough money for retirement benefits . I protest any decisions to reduce benefits.

Communication from Public

Name:	N Hammoudian
Date Submitted:	02/21/2021 10:42 PM
Council File No:	20-1606
Comments for Public Posting:	Please reject this motion. It will adversely impact Thousands of retired City Employees and all City employees. LACERS has done their due diligence in managing costs and providing All members health care .

Communication from Public

Name: RUTH B PERRY
Date Submitted: 02/21/2021 09:38 PM
Council File No: 20-1606
Comments for Public Posting: Budget and Finance Committee Monday, February 22, 2021 Room 1010, City Hall Members: Councilmember Paul Krekorian, Chair Councilmember Bob Blumenfield Councilmember Kevin De Leon Councilmember Monica Rodriguez Councilmember Curren D. Price, Jr. Public Comments Regarding Council File 20-1606 Dear Honorable Members of the Budget and Finance Committee: In reiteration of our public comments made to the Personnel, Audits, and Animal Welfare Committee on Wednesday, February 3, 2021 and on behalf of the almost 7,000 retired members of our organization, the Retired Los Angeles City Employees, Inc. (RLACEI) is strongly opposed to any significant changes to the retiree health care benefits provided by LACERS. Following is our rationale in opposing any significant benefit changes: • Pursuant to LACERS most recent actuarial valuation, its retiree health benefits are exceptionally well funded at 85.6%. This funding level is virtually unparalleled in any jurisdiction in the country. • LACERS already works diligently every year to help ensure the best possible pricing for the health care plans it makes available to its retired members. These annual efforts include, but are not limited to: o Considering whether to go out to bid on the contracts and actually going out to bid every time it is deemed to be prudent. o Requiring its health care providers to give LACERS and its consultant voluminous data (not member identified) regarding the usage its members make and do not make of the plans. o In conjunction with its health care consultant, LACERS makes use of that data to help keep its rates low and to help ensure its members are using the benefits appropriately. Through this process, LACERS has been able to keep health care increases well below the actuarially-assumed increases. o LACERS also uses the data from the health care providers to provide areas of focus for its LACERS Well program. Through this program, LACERS helps its retirees live healthy retirements, including incentivizing specific preventive health care. LACERS was the first public institution to make such data-driven use of its retiree health care program. Due to the City's current financial condition, the myriad of issues the CAO's office is contending with and especially during a global pandemic, this is a terrible time to be discussing health care reductions and/or increased co-pays, deductibles, and other costs for the women and men who

served the City well during their careers. Some of our oldest and most vulnerable retirees are the ones who can least afford such changes and are the ones that provider and doctor changes would most adversely impact. Therefore, RLACEI respectfully requests that the Committee not support this Motion as written and instead congratulate LACERS on a job well done for many years in managing retiree health care costs. Sincerely, Ruth B. Perry, President RLACEI c: LACERS Board of Administration RLACEI Board of Directors

Budget and Finance Committee
Monday, February 22, 2021
Room 1010, City Hall

Members: Councilmember Paul Krekorian, Chair
Councilmember Bob Blumenfield
Councilmember Kevin De Leon
Councilmember Monica Rodriguez
Councilmember Curren D. Price, Jr.

Public Comments Regarding Council File 20-1606

Dear Honorable Members of the Budget and Finance Committee:

In reiteration of our public comments made to the Personnel, Audits, and Animal Welfare Committee on Wednesday, February 3, 2021 and on behalf of the almost 7,000 retired members of our organization, the Retired Los Angeles City Employees, Inc. (RLACEI) is strongly opposed to any significant changes to the retiree health care benefits provided by LACERS. Following is our rationale in opposing any significant benefit changes:

- Pursuant to LACERS most recent actuarial valuation, its retiree health benefits are exceptionally well funded at 85.6%. This funding level is virtually unparalleled in any jurisdiction in the country.
- LACERS already works diligently every year to help ensure the best possible pricing for the health care plans it makes available to its retired members. These annual efforts include, but are not limited to:
    - Considering whether to go out to bid on the contracts and actually going out to bid every time it is deemed to be prudent.
    - Requiring its health care providers to give LACERS and its consultant voluminous data (not member identified) regarding the usage its members make and do not make of the plans.
    - In conjunction with its health care consultant, LACERS makes use of that data to help keep its rates low and to help ensure its members are using the benefits appropriately. Through this process, LACERS has been able to keep health care increases well below the actuarially-assumed increases.
    - LACERS also uses the data from the health care providers to provide areas of focus for its LACERS *Well* program. Through this program, LACERS helps its retirees live healthy retirements, including incentivizing specific preventive health care. LACERS was the first public institution to make such data-driven use of its retiree health care program.

Due to the City's current financial condition, the myriad of issues the CAO's office is contending with and especially during a global pandemic, this is a terrible time to be discussing health care reductions and/or increased co-pays, deductibles, and other costs for the women and men who served the City well during their careers. Some of our oldest and most vulnerable retirees are the ones who can least afford such changes and are the ones that provider and doctor changes would most adversely impact.

Therefore, RLACEI respectfully requests that the Committee not support this Motion as written and instead congratulate LACERS on a job well done for many years in managing retiree health care costs.

Sincerely,

Ruth B. Perry

Ruth B. Perry, President

RLACEI

c: LACERS Board of Administration

RLACEI Board of Directors

Communication from Public

Name:
Date Submitted: 02/21/2021 08:46 PM
Council File No: 20-1606
Comments for Public Posting: At a time when there is a Pandemic I feel this motion would strain already strained households. No one predicted purchasing marks, gloves, hand sanitizer. Have you seen the price of Lysol...when you can find it. All these small things add up...if our health benefits change where we incur more price increase or less services it could be devastating. Thank you for your time.

Communication from Public

Name: Trina Unzicker
Date Submitted: 02/21/2021 09:23 PM
Council File No: 20-1606
Comments for Public Posting: Dear Councilmembers: The Blumenfield/Koretz motion states that due to the COVID-19 pandemic, the City's tax revenues have declined dramatically. I agree that is true. However, while the current fiscal strain is temporary, I suspect that the “viable options and recommendations” that will be presented by the CAO to reduce City healthcare costs would last indefinitely. The motion also states that the City faces significant payouts to retirees who participated in the Separation Incentive Program and increased pension costs due to changes in assumed rate of return and actuarial assumptions. This is a choice that the Mayor and Council made to reduce the costs of employees on the payroll, so I find it disingenuous that elected officials would reap the benefits of these savings while simultaneously using them as an excuse to presumably cut healthcare benefits for both active and retired City employees. Further, among the employees who would be affected are those hired through the City’s Targeted Local Hire and Bridge to Jobs Programs. As you know, these are individuals from under-served and under-employed communities who have faced barriers to employment. Among those employed by the program are the following: * formerly and presently homeless * Former gang members * Disconnected, foster, and transition age youth * Older workers protected under the Age Discrimination Act of 1967 * Transgender individuals * Individuals with disabilities * Veterans * Formerly incarcerated, including those on parole or probation * Targeted zip codes including those with limited but sufficient English proficiency The largest two ethnic categories in the TLH program are Latino and Black individuals. In the name of diversity, equity, and inclusion, these are among the most vulnerable of our City residents and their employee healthcare options should be preserved to the fullest extent. I urge you to find another shelter during this fiscal storm and leave current employee and retiree benefits alone. Thank you for your consideration.

Communication from Public

Name:	Velver Grant
Date Submitted:	02/21/2021 08:12 PM
Council File No:	20-1606
Comments for Public Posting:	I am opposed this this motion and ask that you reconsider this reduction in healthcare benefits as it would negatively impact LACERS retirees as well as current employees.

Communication from Public

Name: Ms. Olivia Riter
Date Submitted: 02/21/2021 03:37 PM
Council File No: 20-1606
Comments for Public Posting: Dear Councilmembers: I worked for the City of Los Angeles for 33.5 years in various capacities and in various City Departments. I, like Mayor Garcetti and all of you, love this City. It saddens me that, along with the rest of the world, we find ourselves in the middle of a pandemic that has not only taken many lives, but has also crippled our economy in many ways. Our City of Los Angeles as an employer is no different; we are hurting financially as a city government. I understand this. However, I write this you to today to ask you to strongly reconsider and reject this Motion at this point in time. People are suffering tremendously because of the pandemic and the devastating effects it has had on our economy. Because of these reasons, it is not the time to look at cutting health care benefits to those who are retired and those still currently employed by the City. Many of us have dependents, we help others not as fortunate as we are, we have family members without employment that we are helping to support. Proposing to find ways to reduce healthcare benefits for both retirees and current employees is not the solution to the City's financial situation, especially while we're still in the middle of the pandemic. Employees were paid an incentive to retire, and the remaining City employees have put off some pay increases as well as having to take a few unpaid days. Although no one wants to make difficult decisions about current City employees salaries, I am asking you to ask the CAO to go back to the drawing board and find other ways to cut costs. Cutting or reducing retiree and employee health care benefits should not be a the top of the list of things to cut at this juncture. Please reject this Motion as it will adversely affect thousands of LACERS City retirees and current employees who rely on these healthcare benefits as they are currently defined. The City of Los Angeles has been a model for other Cities and local government agencies to emulate. This is true of how our City takes care of its retirees and employees in regard to providing great healthcare benefits to both. These plans are responsibly managed. Let's maintain our example of taking care of our own, especially to those retirees who gave so much of their lives to serve the people of Los Angeles, and added to the City's success and reputation of being a great City. Thank you for your attention to this request.