

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: March 9, 2022

To: The City Council

From: Matthew W. Szabo, City Administrative Officer



Subject: **PUBLIC SAFETY OFFICERS ENHANCED DISABILITY BENEFITS
(CF# 20-1537)**

RECOMMENDATIONS

The City Administrative Officer recommends the following actions by the City Council and Mayor:

1. The City Council request the City Attorney to prepare and present for adoption an ordinance that amends the Los Angeles Administrative Code to establish disability retirement benefits for the public safety officers who are members of the Los Angeles City Employees' Retirement System (LACERS) Tiers 1 and 3, consistent with other peace officers covered by LACERS Public Safety Tier and the Los Angeles Fire and Police Pension System;
2. The City Council authorize the City Administrative Officer (CAO) to budget the projected proportional costs to the General and Proprietary Fund (Port) for Fiscal Year 2022-2023 and in succeeding fiscal years as discussed herein; and,
3. The City Council authorize the CAO and the Controller to correct any clerical errors or technical errors in the Ordinance.

SUMMARY

At its meeting on February 10, 2021, the City Council adopted a recommendation made by the Personnel, Audits, and Animal Welfare Committee (Committee), that the City Administrative Officer (CAO) report back to the Committee on the cost and feasibility associated with providing City sworn police and peace officer personnel who are currently members of the Los Angeles City Employees' Retirement System (LACERS) the same level of disability retirement benefits afforded to sworn members of the Los Angeles Fire and Police Pension System (LAFPP) in Tier 6. Approximately 80 public safety City employees who work for the Los Angeles Police Department (LAPD), Airport Police Division (APD), Port Police Division (PPD), and the Department of Recreation and Parks do not receive the same benefits as other public safety employees employed by the City.

The CAO commissioned Segal and Associates to conduct an actuarial analysis of enhancing the disability benefit for the targeted employee groups in the four affected departments. The impact to the General Fund and proprietary funds is depicted in the table below.

**Increase to the LACERS Actuarial Accrued Liability for
Providing Enhanced Disability Benefits to Peace Officers**

	General Fund	Proprietary Departments
FY2022-23	\$340,000	\$55,000
Total 15-Year Amortized Costs	\$430,000	\$70,000

Ongoing costs for this benefit that cover LAPD, APD, and PPD employees will diminish over time as affected employees retire and future employees are enrolled in LAFPP. Ongoing costs that cover Department of Recreation and Parks employees will be based on hiring and the actuarial evaluation of providing the enhanced benefit for those future employees.

This Office recommends proceeding with implementation of the enhanced benefit to ensure that all peace officers employed by the City are provided with the same level of disability coverage, a critical aspect to an employee's retirement coverage.

FISCAL IMPACT

The immediate impact to the General Fund is approximately \$340,000 and an additional \$430,000 over the next 15 years. The immediate impact to proprietary departments is approximately \$55,000 and an additional \$70,000 over the next 15 years.