Exploring Plan E
Conference Committee on Public Employee Pensions
April 13, 2012
Pension Reforms

Plan A 1937
78%@62

Plan B 1977
78%@65

Plan C 1978
73%@65

Plan D 1979
73%@65

Plan E 1982
60%@65

Pension Benefit Percentage at Maximum Retirement Age - 30 Years of Service
Comparison to CalPERS Plans

Benefits

Percentage of All Miscellaneous Plans by Formula

- 3% @ 60: 8%
- 2.7% @ 55: 19%
- 2.5% @ 55: 16%
- 2% @ 55: 38%
- 2% @ 60: 19%

LACERA
- Plan A: 2% @ 55
- Plan D: 2% @ 61
- Plan E: 2% @ 65
Compensation Replacement

Retire Age 65
2% per year for first 35 years worked
1% per year worked years 36 through 45
Maximum: 80% of Final Compensation

3 Year F. A. C.

- 35 Years Service at Age 65
- Additional Years

35
40
45
## Compensation Replacement

<table>
<thead>
<tr>
<th>Years of County Service</th>
<th>Average Retirement Age</th>
<th>Average Compensation Replacement</th>
<th>Retiree Count</th>
<th>Retiree Count Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 to 10</td>
<td>63</td>
<td>11%</td>
<td>163</td>
<td>5%</td>
</tr>
<tr>
<td>11 to 24</td>
<td>62</td>
<td>26%</td>
<td>1,292</td>
<td>38%</td>
</tr>
<tr>
<td>25 to 34</td>
<td>63</td>
<td>46%</td>
<td>1,026</td>
<td>30%</td>
</tr>
<tr>
<td>35 (Governor's Target)</td>
<td>63</td>
<td>51%</td>
<td>114</td>
<td>3%</td>
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<tr>
<td>More than 35</td>
<td>63</td>
<td>60%</td>
<td>828</td>
<td>24%</td>
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</table>
Normal Retirement Age

Plan E
Open Plan Since 1982
Retirement Age Distribution 1999 through 2005
# Payroll Count Distribution

## Plan E

<table>
<thead>
<tr>
<th>Salary Range</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1,000</td>
<td>3,664</td>
</tr>
<tr>
<td>$2,000</td>
<td>2,304</td>
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<tr>
<td>$3,000</td>
<td>1,091</td>
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<tr>
<td>$4,000</td>
<td>469</td>
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<tr>
<td>$5,000</td>
<td>211</td>
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<tr>
<td>$6,000</td>
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<tr>
<td>$7,000</td>
<td>75</td>
</tr>
<tr>
<td>$8,000</td>
<td>25</td>
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<tr>
<td>$9,000</td>
<td>19</td>
</tr>
<tr>
<td>$10,000</td>
<td>3</td>
</tr>
<tr>
<td>$11,000</td>
<td>4</td>
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<tr>
<td>$12,000</td>
<td>2</td>
</tr>
<tr>
<td>$13,000</td>
<td>1</td>
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Plan Funding

- 75% Investments
- 15% Employer
- 10% Employee

Legend:
- Blue: Employer
- Red: Employee
- Green: Investments
Long Term Investor

Rolling 25 Year Portfolio Return

- Rolling 25 Year Return
- Actuarial Target Return

- 7.5% Actuarial Target
Independent Boards

LACERA

Board of Retirement
- 1 Elected by Safety Members
- 2 Elected by General Members
- 1 Elected by Retired Members
- Alternate Elected by Safety Members
- Alternate Elected by Retired Members
- 4 Appointed by Board of Supervisors
- County Treasurer

Board of Investments
- 1 Elected by Safety Members
- 2 Elected by General Members
- 1 Elected by Retired Members
- 4 Appointed by Board of Supervisors
- County Treasurer