

Retirement Investment Advisory Committee Meeting  
 Meeting Minutes  
 LAUSD Headquarters  
 January 15, 2015 3:00 PM – 5:00 PM

**Committee Members:**

- |                   |                            |
|-------------------|----------------------------|
| 1. Janice Sawyer  | Director of Benefits Admin |
| 2. John Walsh     | Director, Finance & Policy |
| 3. Alan Warhaftig | Board Appointee            |
| 4. Steve Schullo  | Member-at-Large            |
| 5. Bradley Rumble | AALA                       |
| 6. Linda Perez    | CSEA-LA Chapter 500        |
| 7. Sandy Keaton   | UTLA                       |
| 8.                | SEIU Local 99              |
| 9. Chris Hannon   | Building Trades Council    |
| 10. Thomas Beatty | Teamsters/Local 572        |
| 11. Max Gonzalez  | LASPA                      |

**Present Members or Alternates**

- |                       |                             |
|-----------------------|-----------------------------|
| 1. Janice Sawyer      | Director of Benefits Admin  |
| 2. Saman Bravo-Karimi | LAUSD (Alt)                 |
| 3. Alan Warhaftig     | Board Appointee             |
| 4. Steve Schullo      | Member-at-Large (Via Phone) |
| 5. Bradley Rumble     | AALA                        |
| 6. Linda Perez        | CSEA-LA Chapter 500         |
| 7. Sandy Keaton       | UTLA                        |
| 8.                    |                             |
| 9. Chris Hannon       | Building Trades Council     |
| 10.                   |                             |
| 11.                   |                             |

**Participants Present**

- |                  |             |               |                      |
|------------------|-------------|---------------|----------------------|
| Barbara Healy    | SST         | My Huynh      | LAUSD                |
| Eric O'Leary     | PARS        | Kevin Hensley | TSA Consulting Group |
| Rachael Sanders  | PARS        | April Young   | TSA Consulting Group |
| Mariam Hironimus | LAUSD (Alt) | Art Wexler    | TIAA-CREF            |
| Karen Woods      | LAUSD       | Aaron Knode   | TIAA-CREF            |
| Brian Wong       | LAUSD       | David Raffin  | TIAA-CREF            |
| Larry Shoham     | LAUSD       |               |                      |

----- The meeting convened at 3:05 PM -----  
 Meeting called to order by Janice Sawyer.

**(1) Roll Call**

Quorum was reached at 3:15 p.m.

**(2) Approval of November 20, 2014 Minutes**

The Committee requested that in bullet point two of Section (6) that “Barbara” be replaced with “The Ad-Hoc Subcommittee” and that bullet point two of Section (11) should be updated to read, “The next meeting is set for January 15, 2015.” Bradley Rumble motioned, and Steve Schullo seconded, to approve the November meeting minutes as amended. The committee voted 8 yes, 0 no, and 0 abstentions. The motion was approved.

**(3) 457(b) Report/ Marketing Campaign/ Plan Economics**

- Art Wexler asked to have an ad-hoc subcommittee created to review the marketing materials and make recommendations. Sandy Keaton motioned, and Steve Schullo seconded, to establish a marketing ad-hoc subcommittee. The committee voted 8 yes, 0 no, and 0 abstentions. The motion was approved. The marketing ad-hoc subcommittee will include Alan Warhaftig, Bradley Rumble, Sandy Keaton, Steve Schullo, Mariam Hironimus, and Barbara Healy. They will meet via teleconference. The first marketing ad-hoc meeting is scheduled for 12:45 pm on January 26, 2015. The alternate meeting will be 3:45 pm on January 30, 2015.

- Aaron Knode presented the 2015 custom campaign promotion to the Committee. Sandy Keaton asked Aaron if TIAA-CREF is able to do segmentation of different audiences. Aaron replied that TIAA-CREF could do that. Alan Warhaftig asked if there was an ethical issue if the committee used the 403(b) data to assist in the marketing of the 457(b) campaign. Barbara Healy did not think that would be an issue.
- David Raffin announced that the default fund had been changed in November 2014 to the age appropriate BlackRock LifePath Index fund or Vanguard Wellesley Income Fund. He also announced that the Collateralized loans have been changed to Plan level loans which can be paid via ACH (Automated Clearing House) and that this type of loan can be taken by active and former employees.
- TIAA-CREF will be sending out a remediation letter in March 2015 regarding fees that employees were overcharged on their TIAA Traditional Annuity Account.
- Mariam Hironimus previously sent out a sample email campaign to increase employee contributions for the committee to review. She will re-send it if needed.
- Art Wexler mentioned that a lot of people have signed up with the 457(b) vendor but did not sign up with LAUSD. There are about 600 people with bad or incomplete records.
- The California Credit Union would like to have LAUSD's 457(b) marketing materials for distribution. They are marketing at no cost to promote foot traffic. Art will train their employees.
- Art Wexler announced that TIAA-CREF bought 5,000 copies of Dan Otter's e-book and will distribute it to help educate people.

(4) **403(b) Report**

Kevin Hensley presented three reports to the committee.

(5) **PARS Semi-Annual Report**

Eric O'Leary distributed a handout and then provided an overview of it to the Committee.

(6) **PARS Update**

- Eric O'Leary announced that the account transferred from the Los Angeles County Treasury to U.S. Bank in December 2014. The direction from the District was to move the money into a full investment strategy over a three month period. The money will be divided into 12 weekly portions and moved into the new portfolio.
- Steve Schullo asked Saman Bravo-Karimi if the bond allocation was going to be the same. Saman replied that the allocation was 70% bonds, 25% equities and 5% cash. There won't be any fees on the cash portion. Some bond funds will be index funds and some will be actively managed funds.
- Eric mentioned that he will bring a Representative from U.S. Bank to the June 2015 meeting.

(7) **RIA Model**

- Art Wexler discussed the progress of the Registered Investment Advisor (RIA) models. It is a voluntary program for participants. The first model was called *Participant Choice*. Participants could work with whoever they want as long as they have the proper license. The second model was called *Network*. Network is more exclusive because it will require a more detailed background check and the advisors would be vetted by TIAA-CREF.
- The cost is usually one hundred basis points, a hard dollar amount, or an hourly fee. The price cap is up to the Committee's discretion. The model can be mirrored for both the 457(b) and 403(b) plan.

- Art Wexler reminded the committee that TIAA-CREF actually does offer these services for free. This proposal is only for participants who want to work with their own registered professional. It is considered a value added approach for the plans.

**(8) NAGDCA Membership Renewal**

- Mariam Hironimus announced that she received the membership renewal bill for \$600.
- Sandy Keaton motioned, and Steve Schullo seconded, to have the bill go to Megan Reilly for approval. The committee voted 7 yes, 0 no, and 0 abstentions. The motion was approved.

**(9) TIAA-CREF Reactivation of 403(b)**

- David Raffin announced that the new TIAA-CREF 403(b) fund lineup is ready to go live pending sign-off from the District’s Legal Department. David recommended stopping the availability of the legacy TIAA-CREF 403(b) fund lineup to new enrollees.
- Barbara Healy asked David Raffin if there was an administrative reason why someone in the legacy 403(b) contract couldn’t voluntarily transfer into the new 403(b) funds. Art Wexler and David replied that there may be some disadvantages to doing that. TIAA-CREF will leave it to the individual to make the decision.
- Karen Woods clarified that current participants who are contributing to the legacy product may continue to contribute to the legacy product. If the District agrees then anyone newly enrolling will only have the option of enrolling in the new 403(b) lineup, which will mirror the 457(b) lineup.
- Alan Warhaftig asked David Raffin how participants can differentiate in salary reduction agreements between the legacy and the new 403(b) accounts. Mariam Hironimus replied that she is currently working with TSA Consulting Group to come up with a resolution.
- Alan Warhaftig asked David Raffin if the expense ratio was going to be the same as the 457(b) plan. David replied yes.
- Alan discussed the protocols for offering the TIAA-CREF 403(b) plan in conjunction with the 457(b) plan for employees. Art Wexler replied TIAA-CREF will follow the guidelines of the Committee.
- Steve Schullo asked David Raffin what the new TIAA-CREF 403(b) lineup would be named. David replied they will work with TSA Consulting Group to give it a new name.

**(10) 403(b)Compare**

Steve Schullo made a recommendation to TSA Consulting Group to add a direct 403bcompare link to their website. Keven Hensley will look into Steve’s request and will provide the committee with an update in a future meeting.

**(11) Standing items**

- a. 457(b) – No new updates.
- b. 403(b) – No new updates.
- c. PARS – No new updates.
- d. District Property Access Updates – Alan Warhaftig discussed the CTA proposed legislation and wondered if it could override LAUSD’s policy on District property access. Sandy Keaton asked the Committee what to do in regards to the CTA questionnaire. The Committee suggested Sandy to refer them to the bulletin.

**(12) Set Agenda for next meeting**

- RIA Model additional discussion
- 403(b)Compare
- Investment Ad-Hoc subcommittee update
- Roth 457(b)/403(b)
- The next meeting is set for February 19, 2015.

**(13) Public Comments**

Larry Shoham, UTLA Chapter Chair, asked the committee to establish a Roth 403(b). Alan Warhaftig replied the Committee actually passed a motion to establish a 457(b) Roth the previous year. Mariam shared that Megan Reilly wanted to know how many people want it. Based on a survey done by CalSTRS and VOYA about 5 out of 400 people showed interest.

**(14) Adjournment**

Bradley Rumble motioned, and Steve Schullo seconded to adjourn the meeting. The Meeting adjourned at 5:00 p.m.

Retirement Investment Advisory Committee Meeting  
 Meeting Minutes  
 LAUSD Headquarters  
 February 19, 2015 3:00 PM – 5:00 PM

**Committee Members:**

- |                   |                                |
|-------------------|--------------------------------|
| 1. Janice Sawyer  | Director of Benefits Admin     |
| 2. John Walsh     | Deputy Chief Financial Officer |
| 3. Alan Warhaftig | Board Appointee                |
| 4. Steve Schullo  | Member-at-Large                |
| 5. Bradley Rumble | AALA                           |
| 6. Linda Perez    | CSEA-LA Chapter 500            |
| 7. Sandy Keaton   | UTLA                           |
| 8.                | SEIU Local 99                  |
| 9. Chris Hannon   | Building Trades Council        |
| 10. Thomas Beatty | Teamsters/Local 572            |
| 11. Max Gonzalez  | LASPA                          |

**Present Members or Alternates**

- |                       |                             |
|-----------------------|-----------------------------|
| 1. Janice Sawyer      | Director of Benefits Admin  |
| 2. Saman Bravo-Karimi | LAUSD (Alt)                 |
| 3. Alan Warhaftig     | Board Appointee             |
| 4. Steve Schullo      | Member-at-Large (Via Phone) |
| 5. Bradley Rumble     | AALA                        |
| 6.                    |                             |
| 7. Sandy Keaton       | UTLA                        |
| 8.                    |                             |
| 9.                    |                             |
| 10.                   |                             |
| 11.                   |                             |

**Participants Present**

- |                  |             |                |                                  |
|------------------|-------------|----------------|----------------------------------|
| Barbara Healy    | SST         | My Huynh       | LAUSD                            |
| Eric O’Leary     | PARS        | Mallorie Evans | LAUSD (Alt)                      |
| Rachael Sanders  | PARS        | April Young    | TSA Consulting Group (Via Phone) |
| Mariam Hironimus | LAUSD (Alt) | Art Wexler     | TIAA-CREF                        |
| Karen Woods      | LAUSD       | David Raffin   | TIAA-CREF (Via Phone)            |
| Brian Wong       | LAUSD       |                |                                  |

----- The meeting convened at 3:00 PM -----  
 Meeting called to order by Janice Sawyer.

**(1) Roll Call**

Quorum was reached at 3:16 p.m.

**(2) Approval of January 15, 2015 Minutes**

Steve Schullo’s attendance will be updated to being present physically. Sandy Keaton’s attendance will be updated to being present physically. Section (9) bullet point six, will be updated to read, “Alan discussed the protocols for offering the TIAA-CREF 403(b) plan in conjunction with the 457(b) plan for employees.” Sandy Keaton motioned, and Bradley Rumble seconded, to approve the meeting minutes as amended. The committee voted 6 yes, 0 no, and 0 abstentions. The motion was approved.

**(3) 457(b) Quarterly Report**

- Barbara Healy discussed the fourth quarter fund report with the Committee. LAUSD performed very well compared to the other indexes. U.S. equities finished the year at 12.6 percent. U.S. fixed income posted a healthy 6.0 percent. Rates continued to decline with the 10-year Treasury closing at 2.17 percent, down 0.86 percent. International equities posted -4.5 percent. The rising value of the U.S. dollar resulted in lower returns for U.S. based investors. Oil prices sharply declined over the quarter and are a major concern for the U.S. economy. Barbara mentioned that the U.S. now produces 10% of the world’s oil supply, surpassing Saudi Arabia. Oil played an important role in the U.S. economic

recovery and will continue to be important in the future. A small rate hike is expected near the middle of the year by the Feds.

- The total 457(b) assets increased from \$71.7 million to 76.7 million at the end of fourth quarter 2014. This was an increase of 7% and includes the money market and fixed account.
- The 2014 fourth quarter plan performance was 3.59%. The one year performance was 8.56%. The three year performance was 16.54%. The five year performance was 13.06%.
- Barbara announced that the average expense ratio for the plan decreased from 0.26% to 0.19% without the administrative fee.
- Barbara mentioned that 30% of the entire portfolio is in the fixed account. This is alarming because an average plan our size is usually at 20% in a fixed account.
- Sandy Keaton suggested inviting the people in the fixed account to an investment workshop. TIAA-CREF will target these participants to attend the conference.
- Barbara made the following fund recommendations: 1) placing American Fund Fundamental Investors on the watch list, 2) removing American Century Heritage from the watch list, and 3) having Pimco Total Return remain on the watch list. Bradley Rumble motioned, Sandy Keaton seconded, to accept the fund recommendations as presented by Barbara Healy. The Committee voted 6 yes, 0 no, and 0 abstentions. The motion was approved.
- It was noted that there are 2 times as many participants in the Vanguard Wellesley fund than in the Vanguard Wellington fund. Alan Warhaftig asked if there was a difference in age between the members in the Vanguard Wellington vs. the Vanguard Wellesley fund. David Raffin replied he can do some research on that inquiry.

**(4) 457(b) Marketing Ad Hoc Update**

- Art Wexler presented three sample marketing pieces to the committee for review.
- The next ad-hoc subcommittee will meet March 9, 2015. The participants will be Alan Warhaftig, Sandy Keaton, Art Wexler, David Raffin, Steve Schullo, Karen Woods, and Janice Sawyer.

**(5) RIA Model**

- The Committee discussed the advantages and possible downsides of having Registered Investment Advisors – including advisor vetting, fair compensation for the advisors, the Committee having say over the compensation structure, and fiduciary liability.
- Sandy Keaton doesn't see the downside to the model. The positive outcome is these advisors will be vetted. Steve Schullo is comfortable with this program. Alan Warhaftig had some concerns. The CFO and General Counsel need to feel comfortable with this program, as well.
- The model will be tabled until a later date.

**(6) 403(b) Compare**

April Young announced that the test site is ready for LAUSD approval. Mariam said she will review it and provide feedback.

**(7) 457(b)/403(b) Roth**

- Saman Bravo-Karimi announced that he spoke with Payroll Department as well as I.T.D. in regards to the possibility of implementing this program. The representatives replied that it could be done if the format and vendors remained the same. Their estimated time for working on it is July 2016.
- Sandy Keaton announced that three areas have already cast a motion to get UTLA to send a letter to the C.F.O.

- Barbara Healy could provide industry data. Alan requested Saman to obtain some cost data for implementing the program.

**(8) TIAA-CREF 403(b)**

- Janice Sawyer announced that she had a conversation with Barbara Healy and LAUSD attorneys. There were a lot of concerns about signing an agreement that mirrors the 457(b) fund line-up because LAUSD does not have agreement with any other providers. A second issue is that other organizations could provide this service so LAUSD would need to go out for a competitive bid for this program.
- Sandy Keaton suggested tabling this issue for the next meeting's agenda.

**(9) Standing items**

- a. 457(b) – No new updates.
- b. 403(b) – No new updates.
- c. PARS – Eric O'Leary mentioned to the Committee that they should start seeing an improved rate of return on the equity fund.
- d. District Property Access Updates –No new updates.

**(10) Set Agenda for next meeting**

- RIA Model
- TIAA-CREF 403(b)
- 403(b) Compare
- Investment & Marketing Ad-Hoc Subcommittee updates
- Roth 457(b)/403(b)
- The next meeting is set for March 19, 2015.

**(11) Public Comments**

- Michael Tokmakoff, LAUSD retiree, asked the committee for a 403(b) Roth to be established for LAUSD employees.
- Larry Shoham, LAUSD employee and a UTLA Chapter Chair, asked the Committee for a 403(b) Roth to be established for LAUSD employees. He did a survey and found that 18 out of 118 teachers would utilize a Roth.
- Sandy Keaton announced there is an upcoming retirement investment workshop on April 25, 2015.

**(12) Adjournment**

Bradley Rumble motioned, and Sandy Keaton seconded to adjourn the meeting. The Meeting adjourned at 5:13 p.m.

Retirement Investment Advisory Committee Meeting

Meeting Minutes

LAUSD Headquarters

March 19, 2015 3:00 PM – 5:00 PM

**Committee Members:**

1. Janice Sawyer	Director of Benefits Admin
2. John Walsh	Deputy Chief Financial Officer
3. Alan Warhaftig	Board Appointee
4. Steve Schullo	Member-at-Large
5. Bradley Rumble	AALA
6. Linda Perez	CSEA-LA Chapter 500
7. Sandy Keaton	UTLA
8.	SEIU Local 99
9. Chris Hannon	Building Trades Council
10. Thomas Beatty	Teamsters/Local 572
11. Max Gonzalez	LASPA

**Present Members or Alternates**

1. Janice Sawyer	Director of Benefits Admin
2. Saman Bravo-Karimi	LAUSD (Alt)
3. Alan Warhaftig	Board Appointee
4. Steve Schullo	Member-at-Large (Via Phone)
5. Bradley Rumble	AALA
6.	
7. Sandy Keaton	UTLA
8.	
9.	
10.	
11.	

**Participants Present**

Barbara Healy	SST	My Huynh	LAUSD
Rachael Sanders	PARS	April Young	TSA Consulting Group (Via Phone)
Mariam Hironimus	LAUSD (Alt)	Stephen Banks	TSA Consulting Group (Via Phone)
Karen Woods	LAUSD	David Raffin	TIAA-CREF
Brian Wong	LAUSD	Art Wexler	TIAA-CREF

----- The meeting convened at 3:00 PM -----  
Meeting called to order by Janice Sawyer.

**(1) Roll Call**

Quorum was reached at 3:06 p.m.

**(2) Approval of February 19, 2015 Minutes**

Section (7) bullet point one, will be updated to read, “Saman Bravo-karimi announced that he spoke with the Payroll Department as well as ITD in regards to the possibility of implementing this program”. Section (7) bullet point two, will be updated to read, “Sandy Keaton announced that three areas have already cast a motion to get UTLA to send a letter to the C.F.O.”. Section (7) bullet point three, will be updated to read, “Barbara Healy could provide industry data. Alan requested Saman to obtain some cost data for implementing the program”. Section (11) bullet point one, will be updated to read, “Michael Tokmakoff, LAUSD retiree, asked the committee for a Roth 403(b) to be established for LAUSD employees”. Section (11) bullet point two, will be updated to read “Larry Shoham, LAUSD employee and a UTLA chapter chair, asked the committee for a Roth 403(b) to be established for LAUSD employees”. Bradley Rumble motioned, and Sandy Keaton seconded, to approve the meeting minutes as amended. The committee voted 6 yes, 0 no, 0, abstentions. The motion was approved.

**(3) 457(b) Report**

- David Raffin presented the activity report to the committee for review. David mentioned that everything was pretty consistent for the month of February. David mentioned that 39 applications were received in February 2015. However, currently they have 40 applications and it is only the middle of March 2015. Art Wexler and David mentioned that enrollments are trending higher compared to 25 in



February 2014 and 23 in March 2014. Janice Sawyer asked Art Wexler why February 2015 is decreasing. Art replied it is most likely a combination of the end of open enrollment and a pending strike.

- The Committee discussed the current environment of LAUSD and the difficulty in reaching out to LAUSD employees.
- Bradley Rumble asked the Committee if they (Benefits) could use “LAUSD Brief” to communicate 457(b) and other information with employees.
- David Raffin mentioned the TIAA-CREF remediation is estimated to be completed by the end of the second quarter of 2015. Affected participants will be made whole plus interest.

**(4) 457(b) Marketing Ad Hoc Update**

- David Raffin presented two sample marketing pieces and a campaign update to the Committee for review. David mentioned that the email campaign has been forwarded as well. It will be ready to be sent out to the participants by the end of March 2015. It has already been approved by the Marketing Ad Hoc Committee.
- Mariam Hironimus asked David Raffin if TIAA-CREF will be tracking how many people open the email and how many participants increase their 457(b) contributions. David and Art Wexler responded yes, these will be tracked.
- Art Wexler mentioned that because of the current political situation at LAUSD, TIAA-CREF will be mindful of the appropriate timing for these marketing campaigns.
- Sandy Keaton mentioned that the Committee should be aware of the Investment Workshop on April 25, 2015. Barbara Healy will talk about the investment menu at the Investment Workshop.
- Alan Warhaftig presented the \$2,000 Starbucks spending versus \$2,000 investment saving chart to the Committee for review.
- Sandy Keaton suggested using baseball themes to correlate with baseball season.
- Art Wexler asked if the Committee would like TIAA-CREF to do a 457(b) plan survey. The Committee responded positively and requested that a Roth 457(b) question and an auto-enrollment question be included in the survey. In addition, the Benefits team has requested to see the survey prior to being released. TIAA-CREF will provide the survey prior to the next meeting.

**(5) 457(b) Investment Ad Hoc Update**

- Barbara Healy briefed the Committee about the Investment Ad Hoc Committee’s meeting. Barbara provided the Ad Hoc Subcommittee with findings from her research on midcap growth, socially responsible, and international funds, along with potential bond fund replacements for Pimco Total Return. However, the Ad Hoc Committee decided not to make any fund changes at this time due to the upcoming RFP.
- Sandy Keaton found it very interesting to learn about the high expense of socially responsible funds.
- Alan Warhaftig asked when the Request for Proposal (RFP) will go out. Mariam Hironimus replied it will probably go out before December 2015.
- Alan Warhaftig asked Janice to send the Committee the old RFPs. Mariam Hironimus will send out the old RFPs for the Committee to review.

**(6) RIA Model**

- Art Wexler encourages the Committee to include a RIA Model in the upcoming RFP.
- Sandy Keaton and Steve Schullo agreed that the RIA Model should be tabled for future discussion. However, Steve Schullo suggested that Barbara Healy provide education on RIA liability,

compensation and how compensation can be monitored. In addition, address who has liability for the RIAs if TIAA-CREF disclaims liability.

**(7) 403(b) Compare**

Barbara Healy commended TSA Consulting Group for their updated website which now includes links to the 403(b) Compare.com website.

**(8) 457(b)/403(b) Roth**

- Saman Bravo-Karimi announced that he spoke with more representatives from ITD, Benefits Administration, TIAA-CREF, and SST Consulting. It looks like the Roth 457(b) may be able to go live in January 2016.
- Saman Bravo-Karimi briefed the Chief Financial Officer (CFO) Megan Reilly. She was glad that it was possible, but she would like more information about the work impact before making a final decision.

**(9) TIAA-CREF 403(b)**

Mariam Hironimus announced that April Young, from TSACG, and David Raffin, TIAA-CREF, are working together to finalize the TIAA-CREF 403(b) before it is re-opened to all employees.

**(10) Standing items**

- a. 457(b) – No new updates.
- b. 403(b) – No new updates.
- c. PARS – Rachael Sanders announced that 7.95% of the plan assets are in equities as of January 31, 2015. Equities are expected to increase to 25% by the end of March 31, 2015.
- d. District Property Access Updates – Sandy Keaton announced that Retirement Choices of California and Ace Benefits Group were claiming to represent CalSTRS. She will forward the email to the committee members for their review.

**(11) Set Agenda for next meeting**

- Barbara Healy to provide Roth 457(b) education.
- The next meeting is set for April 16, 2015.

**(12) Public Comments**

No Comment.

**(13) Adjournment**

Sandy Keaton motioned, and Steve Schullo seconded to adjourn the meeting. The Meeting adjourned at 4:11 p.m.

Retirement Investment Advisory Committee Meeting

Meeting Minutes

LAUSD Headquarters

April 16, 2015 3:00 PM – 5:00 PM

**Committee Members:**

1. Janice Sawyer	Director of Benefits Admin
2. John Walsh	Deputy Chief Financial Officer
3. Alan Warhaftig	Board Appointee
4. Steve Schullo	Member-at-Large
5. Bradley Rumble	AALA
6. Letetsia A. Fox	CSEA-LA Chapter 500
7. Sandy Keaton	UTLA
8.	SEIU Local 99
9. Chris Hannon	Building Trades Council
10. Thomas Beatty	Teamsters/Local 572
11. Max Gonzalez	LASPA

**Present Members or Alternates**

1. Janice Sawyer	Director of Benefits Admin
2. Saman Bravo-Karimi	LAUSD (Alt)
3. Alan Warhaftig	Board Appointee
4. Steve Schullo	Member-at-Large (Via Phone)
5. Bradley Rumble	AALA
6. Letetsia A. Fox	CSEA-LA Chapter 500
7. Sandy Keaton	UTLA
8.	
9.	
10.	
11.	

**Participants Present**

Barbara Healy	SST	Linda Perez	CSEA (Alt)
Rachael Sanders	PARS	Eric O’Leary	PARS
Mariam Hironimus	LAUSD (Alt)	Art Wexler	TIAA-CREF
Karen Woods	LAUSD	David Raffin	TIAA-CREF
Brian Wong	LAUSD	Kevin Orr	TIAA-CREF
Stephen Banks	TSA Consulting Group		

----- The meeting convened at 3:00 PM -----  
Meeting called to order by Janice Sawyer.

**(1) Roll Call**

Quorum was reached at 3:05 p.m.

**(2) Approval of March 19, 2015 Minutes**

The Committee requested two corrections to the March Meeting minutes. 1) The meeting date of the last meeting needs to be updated to read, “March 19, 2015”. 2) Section (6) bullet point two will be updated to read, “Sandy Keaton and Steve Schullo agreed that the RIA Model should be tabled for future discussion. However, Steve Schullo suggested that Barbara Healy provide education on RIA liability, compensation and how compensation can be monitored. In addition, address who has liability for the RIAs if TIAA-CREF disclaims liability”. Sandy Keaton motioned, and Linda Perez seconded, to approve the meeting minutes as amended. The committee voted 7 yes, 0 no, 0, abstentions. The motion was approved.

**(3) 403(b) Report**

- Stephen “Steve” Banks presented the “transactions” report for the Committee to review. The report shows the number and types of transactions done this year and in the previous year, and it distinguishes whether the transactions were done online or via regular recordkeeping. Steve defined the differences between “Contract Exchange, Distribution, Loan, Rollover, and Transfer”.
- Alan Warhaftig asked Stephen Banks if there was a transaction that could reveal an agent flipping one annuity into another. Steve replied TSACG can provide an exchange report that can reveal such information.

- Steve Schullo asked Stephen Banks if he has any information on people annuitizing their products. Steve replied that is not something TSACG tracks.
- Art Wexler asked Stephen Banks if there was a decrease in the flow of contributions or calls from concerned from employees. Steve replied there hasn't been.

**(4) TIAA-CREF 403(b) Update**

David Raffin told the Committee that TIAA-CREF has updated their information on [www.403bcompare.com](http://www.403bcompare.com).

**(5) 457(b) Marketing Ad Hoc Update**

- Barbara Healy briefed the Committee about the Marketing Ad Hoc Subcommittee's meeting. Aaron from TIAA-CREF showed the Ad Hoc Subcommittee some of TIAA-CREF core marketing materials that they've used for their other clients. The Subcommittee would like to recommend to the full Committee, that these core marketing materials be used with some tracking mechanisms in place.
- Mariam Hironimus will review the materials.
- Art Wexler and David Raffin provided the email results/stats to-date of the "Increase Your Contribution Campaign".

**(6) Roth 457(b) Education**

- Barbara Healy presented the differences between a Roth 457(b), traditional 457(b), and traditional 403(b). The main difference of a Roth 457(b) is that contributions are after-tax funds and in order to have a qualified distribution the first posted contribution must have been in the account for 5 years. The 457(b) Roth is a feature of and follows the rules of a traditional 457(b) plan.
- The Committee discussed the tax consequences between pre-tax and post-tax plans for individual income brackets. Linda Perez asked the Committee to consider people that don't have knowledge regarding investing in these plans.
- Barbara and Steve Banks both recommend that LAUSD should not allow incoming rollovers into the Roth 457(b) due to the tracking rules, liability and other complexities.

**(7) Standing items**

- a. 457(b) ~ TIAA-CREF asked for a loan addendum to the 457(b) Plan Document to limit the number of outstanding loans a participant may have – currently it is defaulted at 25 outstanding loans.  
~ TIAA-CREF finalized the remediation fees to the TIAA Traditional investment plan on April 9, 2015.  
~ There were 71 enrollments in March 2015.
- b. 403(b) – No new updates.
- c. PARS – Eric O'Leary reported that the equity exposure is up to 12.5%. The annualized return for 2015 is now up to 1%.
- d. District Property Access Updates –The Committee discussed the "I Star" reporting system, incidents regarding investment advisors coming on campus, and District re-organization.

**(8) Set Agenda for next meeting**

- Pros and Cons of auto-enrollment
- Loan Addendum
- The next meeting is set for May 21, 2015.

**(9) Public Comments**

Sandy Keaton reminded the Committee that the Retirement Investment Workshop will be held at UTLA Headquarters on April 25, 2015.

**(10) Adjournment**

Alan Warhaftig motioned, and Sandy Keaton seconded to adjourn the meeting. The Meeting adjourned at 5:07 p.m.

Retirement Investment Advisory Committee Meeting  
Meeting Minutes  
LAUSD Headquarters  
May 21, 2015 3:00 PM – 5:00 PM

**Committee Members:**

1. Janice Sawyer	Director of Benefits Admin
2. John Walsh	Deputy Chief Financial Officer
3. Alan Warhaftig	Board Appointee
4. Steve Schullo	Member-at-Large
5. Bradley Rumble	AALA
6. Letetsia A. Fox	CSEA-LA Chapter 500
7. Sandy Keaton	UTLA
8.	SEIU Local 99
9. Chris Hannan	Building Trades Council
10. Thomas Beatty	Teamsters/Local 572
11. Max Gonzalez	LASPA

**Present Members or Alternates**

1. Janice Sawyer	Director of Benefits Admin
2.	
3. Alan Warhaftig	Board Appointee
4. Steve Schullo	Member-at-Large
5. Bradley Rumble	AALA (Via Phone)
6. Letetsia A. Fox	CSEA-LA Chapter 500
7. Sandy Keaton	UTLA
8.	
9. Chris Hannan	Building Trades Council
10.	
11.	

**Participants Present**

Barbara Healy	SST	Linda Perez	CSEA (Alt)
Rachael Sanders	PARS	Eric O’Leary	PARS
Mariam Hironimus	LAUSD (Alt)	Art Wexler	TIAA-CREF
Karen Woods	LAUSD	Eric Young	UTLA (Alt)
Brian Wong	LAUSD	My Huynh	LAUSD

----- The meeting convened at 3:00 PM -----  
Meeting called to order by Janice Sawyer.

**(1) Roll Call**

Quorum was reached at 3:05 p.m.

**(2) Approval of April 16, 2015 Minutes**

Sandy Keaton motioned, and Steve Schullo seconded, to approve the meeting minutes. The Committee voted 6 yes, 0 no, 0, abstentions. The motion was approved (Bradley Rumble was not present during the voting, he phoned in at 3:14 p.m.).

**(3) 457(b) Quarterly Report**

- Barbara Healy reviewed the performance of the 1<sup>st</sup> Quarter 457(b) Fund Review report with the Committee.
- Barbara recommended removing the American Funds Fundamental Investors from the watch list and having Pimco Total Return remain on the watch list.
- Alan Warhaftig motioned, and Sandy Keaton seconded, to remove American Funds Fundamental Investors from the watch list and have Pimco Total Return remain on the watch list. The Committee voted 6 yes, 0 no, 0, abstentions. The motion was approved.

**(4) 457(b) Loan Addendum**

- Barbara Healy explained that there are currently no limits on the number of loans an employee could take against their 457(b) plan. Barbara recommended the number of loans to be limited to two.
- Janice Sawyer read that out of 385 loans, there were 21 participants that had more than 2 loans. Twelve participants had more than 3 outstanding loans. One participant had 4, three participants had 5, two participants had 6, one participant had 7, one had 10, and one participant had 21 outstanding loans.
- Sandy Keaton motioned, and Steve Schullo seconded, to limit the total number of loans to three. The Committee voted 6 yes, 0 no, 0, abstentions. The motion was approved (Chris Hannan left at 3:54 p.m., Bradley Rumble was present via telephone).
- Alan Warhaftig motioned, and Sandy Keaton seconded, to amend the plan document to permit the Roth 457(b). The Committee voted 6 yes, 0 no, 0, abstentions. The motion was approved (Chris Hannan left at 3:54 p.m., Bradley Rumble was present via telephone).

**(5) 457(b) Marketing Ad Hoc Update**

- Barbara Healy briefed the Committee about the Marketing Ad Hoc Subcommittee's meeting. Aaron from TIAA-CREF asked the ad-hoc subcommittee to review the survey. The ad-hoc subcommittee requested one Roth 457(b) question be added. Aaron gave the subcommittee an update on the 'increase your contributions' email campaign and will be re-emailing it to all recipients who did not open their initial email.

**(6) Auto Enrollment**

- Alan Warhaftig distributed a revision of the auto enrollment language for the Committee to review. He presented his rationale for implementing the auto enrollment to both new employees and existing employees. In addition, once implemented, Alan believes that the LAUSD plan will be in a position to obtain lower plan costs due to the size of the District and the increasing plan size.
- Steve Schullo expressed concern to Alan Warhaftig about the last paragraph in the auto enrollment language. Alan suggested changing the words "will be significantly less than" to "will presumably be less than" when discussing plan charges in the language.
- Chris Hannan mentioned that after the monthly HBC meeting there is a Union Presidents' Meeting and that auto enrollment could probably be presented at the next meeting.

**(7) NAGDCA Reimbursement**

- The Committee decided to table this topic for the next meeting.

**(8) Standing items**

- a. 457(b) – No new updates.
- b. 403(b) – No new updates.
- c. PARS – Eric O'Leary asked how much time the investment advisor has to present to the Committee. The Committee replied thirty minutes.
- d. District Property Access Updates –The Committee discussed the email from Mallorie Evans and CalSTRS Pension 2. Sandy Keaton asked about access to the bulletin. Brad recommended using the LAUSD Brief. Janice Sawyer will talk to Lauren Mendoza regarding LAUSD Brief.

**(9) Set Agenda for next meeting**

- The next meeting is set for June 18, 2015.
- Investment Workshop Discussion
- Preferred Provider Discussion
- Plan Document Discussion

**(10) Public Comments**

At the next RIAC meeting, Sandy Keaton stated she would like to provide a summary of the Retirement Investment Workshop that was held at the UTLA Headquarters on April 25, 2015.

**(11) Adjournment**

Sandy Keaton motioned, and Alan Warhaftig seconded to adjourn the meeting. The Meeting adjourned at 5:13 p.m.



Retirement Investment Advisory Committee Meeting  
Meeting Minutes  
LAUSD Headquarters

**June 18, 2015** 3:00 PM – 5:00 PM

**Committee Members:**

- |                    |                                |
|--------------------|--------------------------------|
| 1. Janice Sawyer   | Director of Benefits Admin     |
| 2. John Walsh      | Deputy Chief Financial Officer |
| 3. Alan Warhaftig  | Board Appointee                |
| 4. Steve Schullo   | Member-at-Large                |
| 5. Bradley Rumble  | AALA                           |
| 6. Letetsia A. Fox | CSEA-LA Chapter 500            |
| 7. Sandy Keaton    | UTLA                           |
| 8.                 | SEIU Local 99                  |
| 9. Chris Hannan    | Building Trades Council        |
| 10. Thomas Beatty  | Teamsters/Local 572            |
| 11. Max Gonzalez   | LASPA                          |

**Present Members or Alternates**

- |                       |                                      |
|-----------------------|--------------------------------------|
| 1. Janice Sawyer      | Director of Benefits Admin           |
| 2. Saman Bravo-karimi | Deputy Chief Financial Officer (Alt) |
| 3. Alan Warhaftig     | Board Appointee                      |
| 4. Steve Schullo      | Member-at-Large                      |
| 5. Bradley Rumble     | AALA                                 |
| 6. Letetsia A. Fox    | CSEA-LA Chapter 500                  |
| 7. Sandy Keaton       | UTLA                                 |
| 8.                    |                                      |
| 9.                    |                                      |
| 10.                   |                                      |
| 11.                   |                                      |

**Participants Present**

- |                  |             |                |                   |
|------------------|-------------|----------------|-------------------|
| Barbara Healy    | SST         | Linda Perez    | CSEA (Alt)        |
| My Huynh         | LAUSD       | Eric O’Leary   | PARS              |
| Mariam Hironimus | LAUSD (Alt) | Art Wexler     | TIAA-CREF         |
| Karen Woods      | LAUSD       | Susan Hughes   | US Bank           |
| Brian Wong       | LAUSD       | Rick Rosenthal | US Bank           |
| Carlos Tejada    | UTLA        | April Young    | TSACG (Via Phone) |

----- The meeting convened at 3:00 PM -----  
Meeting called to order by Janice Sawyer.

**(1) Roll Call**

Quorum was reached at 3:04 p.m.

**(2) Approval of May 21, 2015 Minutes**

Sandy Keaton motioned, and Alan Warhaftig seconded, to approve the meeting minutes. The Committee voted 7 yes, 0 no, 0, abstentions. The motion was approved.

**(3) PARS Presentation**

- Rick Rosenthal provided a fund booklet and reviewed the PARS portfolio with the Committee.
- Sandy Keaton motioned, and Steve Schullo seconded, to have U.S. Bank look at the high expense ratio funds and see what replacement funds are available to them. The Committee voted 7 yes, 0 no, 0, abstentions. The motion was approved.

**(4) 457(b) Report**

- Art Wexler explained to the Committee that they were having trouble getting access onto the school campuses.

- Janice Sawyer, Bradley Rumble, and Sandy Keaton were pursuing different avenues of access.
- Art Wexler mentioned that they were continuing their work with marketing, tasks include the July campaign, Open Enrollment, the Dan Otter e-book and the survey which is to go out in August.
- Linda Perez suggested using Connect Ed., Steve Schullo suggested LinkedIn for specific professional groups.
- The newly created Marketing Education ad hoc subcommittee will include Steve Schullo, Alan Warhaftig, Sandy Keaton, Bradley Rumble, Letetsia A. Fox, and Mariam Hironimus.

(5) **457(b) Plan Document**

- The Loan Addendum will need to be drawn up and submitted to Megan Reilly for approval.
- The Payroll Department's current priority is the salary increase agreements, so the Roth 457(b) is being put on hold. Alan Warhaftig and Sandy Keaton expressed their disappointment at not being able to proceed with the Roth 457(b). Janice Sawyer replied she understood their positions and will continue to pursue it with her channels.
- Art Wexler asked the Committee if they wanted the Roth question in the survey. Janice Sawyer replied yes.

(6) **Auto Enrollment Update**

- Chris Hannan arranged for Alan Warhaftig, Sandy Keaton, Janice Sawyer, and Mariam Hironimus to discuss auto enrollment at the Union President's meeting. Chris and Max Gonzalez were strong advocates during the meeting.
- Janice Sawyer received an email from the Office of Labor Relations about establishing auto enrollment.
- Sandy Keaton, Alan Warhaftig and Steve Schullo met with Alex Caputo Pearl regarding auto enrollment and they understood the opportunities.
- Bradley Rumble announced that he will present the auto enrollment proposal to the AALA executive board on July 27, 2015. That would be a good time to educate the members.

(7) **Retirement Investment Workshop Overview**

Sandy Keaton reviewed the activities of the workshop. Steve Schullo and Dan Robertson did a great job on their presentations. Steve Schullo and Dan Robertson did a great job on their presentations. Art Wexler and the TIAA-CREF team were present with their resources. Barbara Healy did a wonderful job comparing the 457(b) plan to a food menu. The crowd understood the concept very easily. A total of 73 people showed up from different demographics.

(8) **NAGDCA Reimbursement**

The Committee requested that Megan Reilly, C.F.O., reimburse either partially or in full for up to 3 Committee members who attend the National Association of Government Defined Contribution Administrators annual conference held in Indianapolis in September, 2015. The Committee voted 7 yes, 0 no, 0, abstentions. The motion was approved.

**(9) Preferred Providers**

- Sandy Keaton motioned, and Alan Warhaftig seconded, to have the Committee establish an ad hoc subcommittee to look at options for defining the preferred provider status. The committee voted 7 yes, 0 no, 0, abstentions. The motion was approved.
- The ad hoc Preferred Providers members will include Janice Sawyer, Steve Schullo, Alan Warhaftig, Sandy Keaton, Bradley Rumble, Mariam Hironimus, and Letetsia A. Fox.

**(10) Standing items**

- a. 457(b) – No new updates.
- b. 403(b) – No new updates.
- c. PARS – No new updates.
- d. District Property Access Updates –No new updates.

**(11) Set Agenda for next meeting**

The next meeting is set for July 16, 2015.

**(12) Public Comments**

- Carlos Tejada, UTLA member, asked the Committee to support the establishment of the Roth 457(b) plan.
- Carlos mentioned that there was widespread support of 26 to 0 among UTLA chapter chairs for the Roth 457(b) during the February / March area meeting.

**(13) Adjournment**

Sandy Keaton motioned, and Alan Warhaftig seconded to adjourn the meeting. The Meeting adjourned at 5:15 p.m.

Retirement Investment Advisory Committee Meeting  
 Meeting Minutes  
 LAUSD Headquarters  
 July 16, 2015 3:00 PM – 5:00 PM

**Committee Members:**

- |                    |                                |
|--------------------|--------------------------------|
| 1. Janice Sawyer   | Director of Benefits Admin     |
| 2. John Walsh      | Deputy Chief Financial Officer |
| 3. Alan Warhaftig  | Board Appointee                |
| 4. Steve Schullo   | Member-at-Large                |
| 5. Bradley Rumble  | AALA                           |
| 6. Letetsia A. Fox | CSEA-LA Chapter 500            |
| 7. Sandy Keaton    | UTLA                           |
| 8.                 | SEIU Local 99                  |
| 9. Chris Hannan    | Building Trades Council        |
| 10. Thomas Beatty  | Teamsters/Local 572            |
| 11. Max Gonzalez   | LASPA                          |

**Present Members or Alternates**

- |                       |                                      |
|-----------------------|--------------------------------------|
| 1. Janice Sawyer      | Director of Benefits Admin           |
| 2. Saman Bravo-karimi | Deputy Chief Financial Officer (Alt) |
| 3. Alan Warhaftig     | Board Appointee                      |
| 4. Steve Schullo      | Member-at-Large (Via Phone)          |
| 5. Bradley Rumble     | AALA                                 |
| 6. Linda Perez        | CSEA-LA Chapter 500 (Alt)            |
| 7. Sandy Keaton       | UTLA                                 |
| 8.                    |                                      |
| 9.                    |                                      |
| 10.                   |                                      |
| 11.                   |                                      |

**Participants Present**

- |                  |             |                |                      |
|------------------|-------------|----------------|----------------------|
| Barbara Healy    | SST         | Eric O’Leary   | PARS                 |
| My Huynh         | LAUSD       | Art Wexler     | TIAA-CREF            |
| Mariam Hironimus | LAUSD (Alt) | David Raffin   | TIAA-CREF            |
| Karen Woods      | LAUSD       | Rick Rosenthal | US Bank (Via Phone)  |
| Brian Wong       | LAUSD       | Kevin Hensley  | TSA Consulting Group |

----- The meeting convened at 3:00 PM -----  
 Meeting called to order by Janice Sawyer.

**(1) Roll Call**

Quorum was reached at 3:05 p.m.

**(2) Approval of June 18, 2015 Minutes**

The Committee requested two corrections to the June meeting minutes. 1) Section (6) bullet point four will be updated to read, “Bradley Rumble announced that he will present the auto enrollment proposal to the AALA executive board on July 27, 2015.” 2) Section (7) sentence two will be updated to read, “Steve Schullo and Dan Robertson did a great job on their presentations.” Sandy Keaton motioned, and Bradley Rumble seconded, to approve the meeting minutes. The Committee voted 7 yes, 0 no, 0, abstentions. The motion was approved.

**(3) 403(b) Presentation**

- Kevin Hensley distributed and reviewed the 403(b) Transactions report and Vendor Participant Trend Analysis report with the Committee. These were in addition to the regular reports normally presented by TSA Consulting Group.
- Janice Sawyer announced that she was researching a letter from CSEA in regards to Midland National Life. She spoke with TSA Consulting who stated Midland did not have any violations in California. Janice also is awaiting a response from General Counsel and then she will respond accordingly back to Superintendent Cortines.

(4) **457(b) Plan**

- a. Loan Addendum Update
  - Mariam announced that it was approved and signed.
- b. 457(b) Roth Status
  - Janice Sawyer announced that she was scheduling a meeting with Payroll and BASE team to further discuss the Roth 457(b).

(5) **Auto Enrollment Update**

Janice Sawyer announced that at the end of fiscal year 2016 and yearly thereafter, CSEA members will be able to cash out excess vacation time and may contribute it to a 457(b) account. However, certain criteria must be met.

(6) **NAGDCA Reimbursement Update**

Janice Sawyer announced that the directive was that the reimbursement request was denied.

(7) **Preferred Providers Ad Hoc Update**

The Ad Hoc Committee discussed more about Midland and the concept of preferred providers. Barbara Healy will conduct some research and return with some more information.

(8) **Marketing Education Ad Hoc Update**

- Janice Sawyer asked TIAA-CREF if they could create a nice glossy 457(b) tri-fold flyer for distribution to employees.
- Janice announced that she will have access to LAUSD Brief and will become a contributor.
- Art Wexler asked the Committee if the Dan Otter e-book link could be included in the LAUSD Brief.
- Alan Warhaftig brought concern about Credit Unions and their products in light of the recent pending agreement between TCCU and Security Benefit Life.
- Mariam Hironimus asked the Committee for their opinions about the sample Open Enrollment flyer. The Committee agreed to use a different photo for the flyer.

(9) **PARS Investment Lineup**

- Eric O’Leary and Rick Rosenthal of US Bank discussed the weighted average expense ratio and made 7 proposals to the Committee.
- Sandy Keaton motioned, and Steve Schullo seconded, that the finance team consider the proposed changes. The Committee voted 6 yes, 0 no, 1 abstain, and the motion was passed.
- Bradly Rumble motioned, and Janice Sawyer seconded, that the Committee recommend approval to proposal 2, 3, 5, 6, and 7. Bradley further asked the Committee to move forward with the proposed changes in 1 and 4 without recommendation, just for consideration. The Committee voted 6 yes, 0 no, 1 abstain, and the motion was passed.

**(10) Standing items:**

- a. 457(b) – David Raffin discussed the fall core campaigns and financial education with the Committee. The Committee suggested the survey be emailed out on September 9, 2015. Art Wexler reported that TIAA-CREF re-sent the increase your contributions campaign emails to employees who did not open them and received dismal responses.
- b. 403(b) – No new updates.
- c. PARS – A handout was distributed.
- d. District Property Access Updates –Alan Warhaftig suggested the District start the new school year well by educating Principals to keep 403(b) representatives off campus and allowing 457(b) representatives on campus.

**(11) Set Agenda for next meeting**

- The next meeting is set for August 20, 2015.
- Barbara Healy announced that TIAA-CREF has agreed to make their presentation in August. She will conduct her 457(b) Quarterly presentation in September.

**(12) Public Comments**

- No Comment.

**(13) Adjournment**

Sandy Keaton motioned, and Bradly Rumble seconded to adjourn the meeting. The Meeting adjourned at 4:50 p.m.

Retirement Investment Advisory Committee Meeting  
 Meeting Minutes  
 LAUSD Headquarters  
 August 20, 2015 3:00 PM – 5:00 PM

**Committee Members:**

- |                    |                                |
|--------------------|--------------------------------|
| 1. Janice Sawyer   | Director of Benefits Admin     |
| 2. John Walsh      | Deputy Chief Financial Officer |
| 3. Alan Warhaftig  | Board Appointee                |
| 4. Steve Schullo   | Member-at-Large                |
| 5. Bradley Rumble  | AALA                           |
| 6. Letetsia A. Fox | CSEA-LA Chapter 500            |
| 7. Sandy Keaton    | UTLA                           |
| 8.                 | SEIU Local 99                  |
| 9. Chris Hannan    | Building Trades Council        |
| 10. Thomas Beatty  | Teamsters/Local 572            |
| 11. Max Gonzalez   | LASPA                          |

**Present Members or Alternates**

- |                       |                                      |
|-----------------------|--------------------------------------|
| 1. Janice Sawyer      | Director of Benefits Admin           |
| 2. Saman Bravo-Karimi | Deputy Chief Financial Officer (Alt) |
| 3. Alan Warhaftig     | Board Appointee                      |
| 4. Steve Schullo      | Member-at-Large (Via Phone)          |
| 5. Bradley Rumble     | AALA                                 |
| 6. Letetsia A. Fox    | CSEA-LA Chapter 500                  |
| 7. Sandy Keaton       | UTLA                                 |
| 8.                    |                                      |
| 9. Chris Hannan       | Building Trades Council (Via Phone)  |
| 10.                   |                                      |
| 11.                   |                                      |

**Participants Present**

- |                  |                 |                 |                                  |
|------------------|-----------------|-----------------|----------------------------------|
| Barbara Healy    | SST (Via Phone) | Rachael Sanders | PARS                             |
| My Huynh         | LAUSD           | Art Wexler      | TIAA-CREF                        |
| Mariam Hironimus | LAUSD (Alt)     | Stephen Banks   | TSA Consulting Group (Via Phone) |
| Karen Woods      | LAUSD           | April Young     | TSA Consulting Group (Via Phone) |
| Brian Wong       | LAUSD           |                 |                                  |

----- The meeting convened at 3:00 PM -----  
 Meeting called to order by Janice Sawyer.

**(1) Roll Call**

Quorum was reached at 3:05 p.m.

**(2) Approval of July 16, 2015 Minutes**

The Committee requested two corrections to the July meeting minutes. 1) Section (8) bullet point four will be updated to read, “Alan Warhaftig brought concern about Credit Unions and their products in light of the recent pending agreement between TCCU and Security Benefit Life.” 2) Section (10) part d. will be updated to read, “District Property Access Updates – Alan Warhaftig suggested the District start the new school year well by educating Principals to keep 403(b) representatives off campus and allowing 457(b) representatives on campus.” Sandy Keaton motioned, and Alan Warhaftig seconded, to approve the meeting minutes. The committee voted 6 yes, 0 no, 0, abstentions. The motion was approved. Bradley Rumble and Letetsia A. Fox were not present for the vote.

**(3) 457(b) Presentation**

- Art Wexler gave an update to the Committee regarding TIAA-CREF CORE Campaigns and LAUSD marketing materials. The marketing materials have been submitted to TIAA-CREF for final approval and will be included in the Open Enrollment package.
- The link to the e-book with Dan Otter is available for target audiences.

- Surveys are to go out the first week of September; the one caveat was it did reference TIAA-CREF as if it was the only party to the 457(b) agreement for the last four and a half years. Art suggested that the Committee keep that in mind when they review the survey results.
- Art announced that TIAA-CREF is hitting its 20% mark on contribution increases and about 18% on new participants. They are meeting their target goals with the District.
- The next core campaign in September will encourage people to increase their contributions and the one in November will focus on diversification.

**(4) 457(b) Roth Status**

- Janice Sawyer announced that there's been a conversation between Board Member Schmerelson and the Chief Financial Officer regarding the Roth 457(b) status.
- Saman Bravo-Karimi discussed the advantages and disadvantages between establishing it in the calendar year or midyear.
- Steve Schullo requested monthly updates from Saman Bravo-Karimi.

**(5) Auto Enrollment Update**

- Janice Sawyer suggested that the Committee focus on auto enrollment for the Unions that want it.
- Chris Hannon had gotten the Building Trades Council (Union) to agree that its members may be a part of the pilot program. This is pending their membership approval.
- Bradley Rumble representing AALA stated that AALA might also join the pilot program.
- The Committee requested from TSACG & SST to provide information on best practices for auto enrollment.

**(6) Preferred Providers Ad Hoc Update**

No new updates.

**(7) Marketing Education Ad Hoc Update**

No new updates.

**(8) PARS Investment Lineup Update**

- Saman Bravo-Karimi reported that The Chief Financial Officer's (CFO) Office reviewed the Committee's recommendations and notified U.S. Bank of the suggested changes. The CFO's Office elected to keep two of the actively managed funds.
- Rachael Sanders reported the performance of PARS to the Committee.
- Rachael explained the escheatment process for unclaimed funds to the Committee.



**(9) Standing items:**

- a. 457(b) – Alan Warhaftig motioned, and Sandy Keaton seconded to establish an Ad Hoc Request for Proposal (RFP) Committee. The Committee voted 8 yes, 0 no, and 0 abstentions. The motion was approved. Participants, date, and time will be determined at a future time.
- b. 403(b) – No new updates.
- c. PARS – No new updates.
- d. District Property Access Updates
  - i. The Committee discussed strategies to get 457(b) representatives access to school campuses.
  - ii. The Committee discussed strategies to get more visibility for the award winning 457(b) program.
  - iii. Alan Warhaftig motioned and Janice Sawyer seconded, to create a Campus and School Property Access Ad-Hoc subcommittee. The Committee voted 8 yes, 0 no, and 0 abstentions. The motion was approved. The first meeting is scheduled for September 10, 2015 at 2:15 p.m. Participants include Alan Warhaftig, Steve Schullo, Sandy Keaton, Bradley Rumble, Letetsia A. Fox, Mariam Hironimus, and Janice Sawyer.

**(10) Set Agenda for next meeting**

- The next meeting is set for September 17, 2015.
- Barbara Healy will do the 457(b) Quarterly review in September.

**(11) Public Comments**

No Comments.

**(12) Adjournment**

Bradley Rumble motioned, and Sandy Keaton seconded to adjourn the meeting. The Meeting adjourned at 4:55 p.m.

Meeting Minutes  
LAUSD Headquarters  
September 17, 2015 3:00 PM – 5:00 PM

**Committee Members:**

1. Janice Sawyer	Director of Benefits Admin
2. John Walsh	Deputy Chief Financial Officer
3. Alan Warhaftig	Board Appointee
4. Steve Schullo	Member-at-Large
5. Bradley Rumble	AALA
6. Letetsia A. Fox	CSEA-LA Chapter 500
7. Sandy Keaton	UTLA
8.	SEIU Local 99
9. Chris Hannan	Building Trades Council
10. Thomas Beatty	Teamsters/Local 572
11. Max Gonzalez	LASPA

**Present Members or Alternates**

1. Janice Sawyer	Director of Benefits Admin
2. Saman Bravo-Karimi	Deputy Chief Financial Officer (Alt)
3. Alan Warhaftig	Board Appointee
4. Steve Schullo	Member-at-Large
5. Bradley Rumble	AALA
6. Letetsia A. Fox	CSEA-LA Chapter 500
7. Sandy Keaton	UTLA
8.	
9.	
10.	
11.	

**Participants Present**

Barbara Healy	SST	Eric O’Leary	PARS
My Huynh	LAUSD	Art Wexler	TIAA-CREF (Via Phone)
Mariam Hironimus	LAUSD (Alt)	April Young	TSA Consulting Group
Karen Woods	LAUSD	Eric Young	UTLA (Alt)
Brian Wong	LAUSD	David Zlotchew	LAUSD

----- The meeting convened at 3:00 PM -----  
Meeting called to order by Janice Sawyer.

**(1) Roll Call**

Quorum was reached at 3:05 p.m.

**(2) Approval of August 20, 2015 Minutes**

Bradley Rumble motioned, and Letetsia A. Fox seconded, to approve the meeting minutes. The Committee voted 6 yes, 0 no, 0, abstentions. The motion was approved. Saman Bravo-Karimi was not present for the vote.

**(3) 457(b) Quarterly Review**

- Barbara Healy presented the quarterly report to the Committee. Barbara recommended Pimco Total Return to remain on the Watch List due to the internal management change.
- Janice Sawyer motioned, and Sandy Keaton seconded to keep Pimco Total Return on the Watch List. The Committee voted 7 yes, 0 no, 0 abstentions. The motion was approved.

**(4) 457(b) Roth Status**

- Saman Bravo-Karimi announced that the programmers will not be able to complete the project by January 2016. Their resources and priorities are currently allocated for payroll adjustments. The current plan is to move forward with the programming as soon as possible. So, it can then be activated at an appropriate time in the future.

- Saman discussed with the Committee the various challenges that may be incurred which include the technical issues, midyear implementation issues, the percentage calculations, and the possible vendor change with the upcoming Request for Proposal (RFP).

**(5) Auto Enrollment Update**

- Janice Sawyer discussed the auto enrollment pilot program for the Building Trades Council and possibly AALA. The earliest this program could be available would be January of 2017.
- The Committee discussed and agreed that there are similar challenges with auto enrollment as there are with the Roth 457(b) implementation.

**(6) Campus & School Property Ad Hoc Update**

- The Committee reviewed and discussed a bulletin drafted by Alan Warhaftig.
- Janice Sawyer reminded the Committee of its role as it is advisory to the C.F.O.

**(7) RFP Discussion**

Janice Sawyer suggested the Committee establish an ad-hoc subcommittee.

**(8) Standing items:**

- a. 457(b) – No new updates.
- b. 403(b) – No new updates.
- c. PARS – No new updates.
- d. District Property Access Updates

**(9) Set Agenda for next meeting**

- The next meeting is set for October 15, 2015.
- As Janice will be on vacation at the time of the next meeting, she requested Alan Warhaftig to chair the meeting and that Mariam Hironimus be her alternate.

**(10) Public Comments**

Janice passed out Form 700 to Committee members that had not completed one for 2015.

**(11) Adjournment**

Sandy Keaton motioned, and Bradley Rumble seconded to adjourn the meeting. The Meeting adjourned at 5:08 p.m.

Retirement Investment Advisory Committee Meeting

Meeting Minutes

LAUSD Headquarters

October 15, 2015 3:00 PM – 5:00 PM

**Committee Members:**

- |                    |                                |
|--------------------|--------------------------------|
| 1. Janice Sawyer   | Director of Benefits Admin     |
| 2. John Walsh      | Deputy Chief Financial Officer |
| 3. Alan Warhaftig  | Board Appointee                |
| 4. Steve Schullo   | Member-at-Large                |
| 5. Bradley Rumble  | AALA                           |
| 6. Letetsia A. Fox | CSEA-LA Chapter 500            |
| 7. Sandy Keaton    | UTLA                           |
| 8.                 | SEIU Local 99                  |
| 9. Chris Hannan    | Building Trades Council        |
| 10. Thomas Beatty  | Teamsters/Local 572            |
| 11. Max Gonzalez   | LASPA                          |

**Present Members or Alternates**

- |                       |                                      |
|-----------------------|--------------------------------------|
| 1. Mariam Hironimus   | Benefits Manager (Alt)               |
| 2. Saman Bravo-Karimi | Deputy Chief Financial Officer (Alt) |
| 3. Alan Warhaftig     | Board Appointee                      |
| 4. Eric Young         | Member-at-Large (Alt)                |
| 5. Bradley Rumble     | AALA                                 |
| 6. Letetsia A. Fox    | CSEA-LA Chapter 500                  |
| 7. Sandy Keaton       | UTLA                                 |
| 8.                    |                                      |
| 9. Chris Hannan       | Building Trades Council              |
| 10.                   |                                      |
| 11.                   |                                      |

**Participants Present**

- |               |                      |                 |           |
|---------------|----------------------|-----------------|-----------|
| Barbara Healy | SST                  | Eric O’Leary    | PARS      |
| Stephen Banks | TSA Consulting Group | Rachael Sanders | PARS      |
| Brian Wong    | LAUSD                | David Raffin    | TIAA-CREF |
| Karen Woods   | LAUSD                | Art Wexler      | TIAA-CREF |
|               |                      | Aaron Knode     | TIAA-CREF |

----- The meeting convened at 3:00 PM -----

Meeting called to order by Alan Warhaftig.

(1) **Roll Call**

Quorum was reached at 3:00 p.m.

(2) **Approval of September 17, 2015 Minutes**

Sandy Keaton motioned, and Letetsia A. Fox seconded, to approve the meeting minutes. The Committee voted 7 yes, 0 no, 0, abstentions. The motion was approved. Bradley Rumble was not present for the vote.

(3) **403(b) Report**

- Stephen Banks presented a handout and discussed TSA Consulting Group’s knowledge and experience in establishing a 403(b) auto enrollment process to the Committee.
- He discussed the difference between single provider plans and multiple provider plans. In addition, he spoke about the differences of doing auto enrollment with a 403(b) vs. a 457(b) plan.
- Barbara Healy will research to determine if there were any stipulations as to what time of year an auto enrollment process could be implemented and anti-garnishment laws for the state of California.

(4) **457(b) Roth Status**

- Saman Bravo-Karimi announced that the programmers will work on the project as soon as resources are available. The estimated completion date is midyear 2016 or January 2017. The turn on date is tentatively scheduled for January 2017.

(5) **Auto Enrollment Update**

- Alan talked about the desirability of auto enrollment.

- Alan and Bradly Rumble spoke to AALA. AALA was very positive. Alan and Brad will write an article for the AALA members.

**(6) Report on NAGDCA**

- Barbara and Sandy discussed the NAGDCA activities and passed out a summary of their notes for the Committee to review. Barbara's spoke of the positive features of auto escalation; plan leakage and suggested white labeling the 457(b) funds so participants could better understand their investing goals.
- Sandy Keaton discussed the "one over N (1/N)" investing choices made by participants.
- Sandy suggested looking at the Missouri commercial because of its creativity in encouraging retirement savings. It will be shown at the next meeting.

**(7) Campus & School Property Ad Hoc Update**

- Alan Warhaftig discussed the solicitation bulletin and the rough draft. Brad suggested the bulletin be shorter and using stronger language for emailing.
- Alan suggested formulating a reporting system to report vendors who keep pushing their products.
- Alan reported some unusual incursions about CalSTRS regarding their survey and solicitation emails.

**(8) RFP Sub Committee Report**

Alan Warhaftig announced that the RFP cannot be discussed in a public meeting due to the nature of the RFP.

**(9) Standing items:**

- 457(b) – a. Aaron Knode from TIAA-CREF discussed the results of the TIAA-CREF survey with the Committee. There were 138 responses (4.3%) from the 3,200 surveys emailed.
  - Aaron passed out a tri-fold brochure which if the Committee likes then it will be modified to include the LAUSD logo, references and the web address.
- 403(b) – Mariam Hironimus announced that Life Insurance Company of the Southwest has changed its name to National Life Group.
- PARS – Eric O'Leary announced that the PARS account dropped by 2% in September. However, the current status of the account is it has already bounced back up.
- District Property Access Updates – No new updates.

**(10) Set Agenda for next meeting**

- The next meeting is set for November 19, 2015.
- Barbara Healy will present the 457(b) Quarterly report and if there are stipulations of when an auto enrollment can be started.
  - Sandy Keaton would like the Committee to watch a video by Missouri State Employees' Retirement System (MOSERS).
  - Sandy also suggests having Tom Mueller as a guest speaker.

**(11) Public Comments**

Mariam Hironimus mentioned the Open Enrollment packets are to be mailed the week of October 23<sup>rd</sup>.

**(12) Adjournment**

Sandy Keaton motioned, and Bradley Rumble seconded to adjourn the meeting. The Meeting adjourned at 5:02 p.m.

Retirement Investment Advisory Committee Meeting  
 Meeting Minutes  
 LAUSD Headquarters  
 November 19, 2015 3:00 PM – 5:00 PM

**Committee Members:**

- |                    |                                |
|--------------------|--------------------------------|
| 1. Janice Sawyer   | Director of Benefits Admin     |
| 2. John Walsh      | Deputy Chief Financial Officer |
| 3. Alan Warhaftig  | Board Appointee                |
| 4. Steve Schullo   | Member-at-Large                |
| 5. Bradley Rumble  | AALA                           |
| 6. Letetsia A. Fox | CSEA-LA Chapter 500            |
| 7. Sandy Keaton    | UTLA                           |
| 8.                 | SEIU Local 99                  |
| 9. Chris Hannan    | Building Trades Council        |
| 10. Thomas Beatty  | Teamsters/Local 572            |
| 11. Max Gonzalez   | LASPA                          |

**Present Members or Alternates**

- |                       |                                      |
|-----------------------|--------------------------------------|
| 1. Janice Sawyer      | Director of Benefits Admin           |
| 2. Saman Bravo-Karimi | Deputy Chief Financial Officer (Alt) |
| 3. Alan Warhaftig     | Board Appointee                      |
| 4.                    |                                      |
| 5. Bradley Rumble     | AALA                                 |
| 6. Linda Perez        | CSEA-LA Chapter 500 (Alt)            |
| 7. Sandy Keaton       | UTLA                                 |
| 8.                    |                                      |
| 9.                    |                                      |
| 10.                   |                                      |
| 11.                   |                                      |

**Participants Present**

- |                  |       |                 |                   |
|------------------|-------|-----------------|-------------------|
| Barbara Healy    | SST   | April Young     | TSACG (Via Phone) |
| Bill Tugaw       | SST   | Rachael Sanders | PARS              |
| Mariam Hironimus | LAUSD | David Raffin    | TIAA-CREF         |
| Brian Wong       | LAUSD | Kevin Orr       | TIAA-CREF         |

----- The meeting convened at 3:00 PM -----  
 Meeting called to order by Janice Sawyer.

**(1) Roll Call**

Quorum was reached at 3:10 p.m.

**(2) Approval of October 15, 2015 Minutes**

The Committee requested three corrections to the October meeting minutes. Section (5) bullet point one will be updated to read, “Alan talked about the desirability of auto enrollment.” Section (5) bullet point two will be updated to read, “Alan and Bradley Rumble spoke to AALA. AALA was very positive. Alan and Brad will write an article for the AALA members.” Section (6) bullet point one will be updated to read, “Barbara and Sandy discussed the NAGDCA activities and passed out a summary of their notes for the Committee to review.” Bradley Rumble motioned, and Sandy Keaton seconded, to approve the meeting minutes as amended. The committee voted 6 yes, 0 no, 0, abstentions. The motion was approved.

**(3) 457(b) Quarterly Report**

- Barbara Healy presented the Third Quarter Fund Review to the Committee.
- Barbara mentioned the two major signs of volatility for this quarter had to do with China and the possibility of the Federal Reserve raising interest rates.
- Barbara announced that the overall portfolio was down 6.43 % for the third quarter and down 0.54% for the year. The three year rate of return was a positive 9.96% and five year was a positive 10.47%.
- Barbara and Bill Tugaw agreed that the LAUSD 457(b) plan has a good guaranteed fixed account. It is probably one of the highest paying fixed accounts that they’ve seen so far.

- The Committee discussed better ways to identify the individual Funds for employees. One possibly was to introduce “white labels” for the Funds.
- Barbara recommended removing PIMCO TOTAL RETURN from the Watch List due to manager stability. Alan Warhaftig motioned, and Sandy Keaton seconded, to accept Barbara Healy’s recommendation. The Committee vote 6 yes, 0 no, and 0 abstentions. The motion was approved.

**(4) 457(b) Roth Status**

- Saman Bravo-Karimi announced that he and Mariam Hironimus had a call with TIAA-CREF to discuss the requirement for setting up a 457(b) Roth account. Saman is continuing communications with ITD and Payroll as well. The estimated launch date is still midyear 2016 to January 2017.

**(5) Auto Enrollment Update**

- Barbara Healy announced that Tim Rosnick found some information on automatic enrollment. Based on Tim’s interpretation, LAUSD should be set up as an Eligible Automatic Enrollment Plan or “EACA,” versus a “Qualified Automatic Enrollment Plan or “QACA.”
- Barbara explained the difference between “EACA,” “QACA,” and “NACA” to the Committee. She will send the document to the Committee.
- This topic needs a little more research so Barbara will try to have that information for the Committee by the next meeting.
- Alan Warhaftig asked if there was a way to put in assurances to protect the bargaining units against the 457(b) plan charging adversely. The Committee discussed the assurances with Alan.

**(6) Report on NAGDCA & MOSER Video**

- Barbara Healy discussed the importance of auto escalation and plan leakage.
- Bill Tugaw suggested starting auto enrollment at 3% and slowly increasing it to 10% over the years. This conclusion was based on research conducted by Dr. Shlomo Benartzi.
- The Committee watched the promotional MOSER videos.
- Sandy Keaton suggested getting ideas to encourage saving for retirement in an ad-hoc subcommittee.
- Bradley Rumble suggested getting high school kids to come up with digital media for retirement savings.
- Barbara mentioned that the NAGDCA updates are available on the SST website.

**(7) Campus & School Property Ad Hoc Update**

- Alan Warhaftig passed out a rough draft of the separate bulletin and how to report incursions.
- Alan discussed the incursions from CalSTRS.
- Sandy Keaton asked if there was a way to handle other offenders who walk onto school campuses.
- Janice Sawyer replied that CalSTRS has removed LAUSD emails from their mailing list.
- Bradley Rumble suggested involving the Operation Coordinators for the vigilance effort.

**(8) RFP Subcommittee Report**

- Alan Warhaftig announced that Mariam Hironimus was going to take a look at the points that the Subcommittee came up with. They cannot discuss this in a public meeting due to the nature of the RFP.
- The Subcommittee was wondering how the management change will affect TIAA-CREF's relationship with LAUSD. Kevin Orr responded to the Committee on behalf of TIAA-CREF.

**(9) Standing items:**

- a. 457(b) – No new item.
- b. 403(b) – No new item.
- c. PARS – Rachael Sanders announced that the PARS account dropped by 2%. However, the current status of the account is already back up.
- d. District Property Access Updates – No new updates.

**(10) Set Agenda for next meeting**

Bradley Rumble motioned, and Sandy Keaton seconded, to postpone the December 17<sup>th</sup> meeting and to meet again on January 21, 2016. The Committee voted 6 yes, 0 no, 0, abstentions. The motion was approved.

**(11) Public Comments**

- No Comments.

**(12) Adjournment**

Sandy Keaton motioned, and Bradley Rumble seconded to adjourn the meeting. The Meeting adjourned at 5:15 p.m.



No December 2015 Meeting was held.