



Benefits Administration Committee Agenda

REGULAR MEETING

TUESDAY, FEBRUARY 10, 2026

TIME: 9:30 A.M.

MEETING LOCATION:

LACERS Boardroom
977 N. Broadway
Los Angeles, California 90012

Important Message to the Public

An opportunity for the public to address the Committee in person from the Boardroom and provide comment on items of interest that are within the subject matter jurisdiction of the Committee or on any agenda item will be provided at the beginning of the meeting and before consideration of items on the agenda.

Members of the public who do not wish to attend the meeting in person may listen to the live meeting via YouTube streaming at the following link: [LACERS Livestream](https://www.lacers.org/livestream).

Disclaimer to Participants

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LACERS Website Address/link:
www.LACERS.org

In compliance with Government Code Section 54957.5, non-exempt writings that are distributed to a majority or all of the Committee in advance of the meeting may be viewed by clicking on LACERS website at www.LACERS.org, at LACERS' offices, or at the scheduled meeting. In addition, if you would like a copy of a public record related to an item on the agenda, please call (213) 855-9348 or email at lacers.board@lacers.org.

Chair: Thomas Moutes

Committee Members: Janna Sidley
Sung Won Sohn

Manager-Secretary: Todd Bouey

Executive Assistant: Ani Ghokassian

Legal Counselor: City Attorney's Office
Public Pensions General
Counsel Division

Notice to Paid Representatives

If you are compensated to monitor, attend, or speak at this meeting, City law may require you to register as a lobbyist and report your activity. See Los Angeles Municipal Code §§ 48.01 *et seq.* More information is available at ethics.lacity.org/lobbying. For assistance, please contact the Ethics Commission at (213) 978-1960 or ethics.commission@lacity.org.

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Si requiere servicios de traducción, llámenos tres días (72 horas) antes de la reunión o evento al (800) 779-8328.

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- I. PUBLIC COMMENTS AND GENERAL PUBLIC COMMENTS ON MATTERS WITHIN THE COMMITTEE'S JURISDICTION AND COMMENTS ON ANY SPECIFIC MATTERS ON THE AGENDA

- II. [APPROVAL OF MINUTES FOR THE MEETING OF DECEMBER 9, 2025 AND POSSIBLE COMMITTEE ACTION](#)
- III. [2026 LACERS WELL UPDATE, WORKPLAN, BUDGET AND POSSIBLE COMMITTEE ACTION](#)
- IV. OTHER BUSINESS
- V. NEXT MEETING: The next Benefits Administration Committee meeting is not scheduled at this time and will be announced upon scheduling. Please continue to view the LACERS website for updated information on public access to Board/Committee meetings.
- VI. ADJOURNMENT



Board of Administration Agenda

SPECIAL MEETING

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President:	Annie Chao
Vice President:	Janna Sidley
Commissioners:	Thuy Huynh Susan Liem Thomas Moutes Gaylord "Rusty" Roten Sung Won Sohn
Manager-Secretary:	Todd Bouey
Executive Assistant:	Ani Ghoukassian
Legal Counsel:	City Attorney's Office Public Pensions General Counsel Division

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MINUTES OF THE REGULAR MEETING
BENEFITS ADMINISTRATION COMMITTEE
LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM

December 9, 2025

9:07 A.M.

PRESENT:	Chair:	Thomas Moutes
	Committee Members:	Janna Sidley Sung Won Sohn
	Executive Assistant:	Ani Ghoukassian
	Legal Counselor:	Miguel Bahamon
	Manager-Secretary:	Todd Bouey

The Items in the Minutes are numbered to correspond with the Agenda.

I

PUBLIC COMMENTS AND GENERAL PUBLIC COMMENTS ON MATTERS WITHIN THE COMMITTEE'S JURISDICTION AND COMMENTS ON ANY SPECIFIC MATTERS ON THE AGENDA – Chair Moutes asked if any persons wished to speak on matters within the Committee's jurisdiction, and there were no public comment cards submitted.

II

APPROVAL OF MINUTES FOR THE MEETING OF AUGUST 12, 2025 AND POSSIBLE COMMITTEE ACTION – Committee Member Sidley moved approval, and adopted by the following vote: Ayes, Committee Members Sidley, Sohn, and Chair Moutes -3; Nays, None.

III

HISTORICAL OVERVIEW OF THE MEDICARE PART B REIMBURSEMENT PROGRAM AND INCOME-RELATED MONTHLY ADJUSTMENT AMOUNT (IRMAA) – Karen Freire, Chief Benefits Analyst, Margaret Drenk, Senior Benefits Analyst II, and James Kawashima, Senior Benefits Analyst II, presented and discussed this item with the Committee for 31 minutes. The Committee provided direction to staff and requested this item be brought back to the Committee for further discussion.

IV

HEALTH BENEFITS WORK PLAN AND POSSIBLE COMMITTEE ACTION – Karen Freire, Chief Benefits Analyst, and Bordan Darm, Lead Consultant, with Keenan Associates, presented and discussed this item with the Committee for 19 minutes. Vice President Sidley moved approval for items one and two and adopted by the following vote: Ayes, Committee Members Sidley, Sohn, and Chair Moutes -3; Nays, None. Item three will be brought back to the Committee for further discussion.

V

OTHER BUSINESS – There was no other business.

VI

NEXT MEETING: The next Benefits Administration Committee meeting is not scheduled at this time and will be announced upon scheduling. Please continue to view the LACERS website for updated information on public access to Board/Committee meetings.

VII

ADJOURNMENT – There being no further business before the Committee, Chair Moutes adjourned the meeting at 9:59 A.M.

Thomas Moutes
Chair

Todd Bouey
Manager-Secretary



REPORT TO BENEFITS ADMINISTRATION COMMITTEE MEETING: FEBRUARY 10, 2026

From: Todd Bouey, General Manager

ITEM: III

T. Bouey

SUBJECT: 2026 LACERS WELL UPDATE, WORKPLAN, BUDGET AND POSSIBLE COMMITTEE ACTION

ACTION: CLOSED: CONSENT: RECEIVE & FILE:

Recommendation

That the Committee forward a recommendation to the Board to:

1. Approve the proposed 2026 Wellness budget;
2. Authorize and increase by \$50,000 in Fund 800, Appropriation 163040 - Contractual Services for Fiscal Year 2025-26 (FY26) for MYCA Learning (Cornerstone Training) to be reimbursed from the LACERS Wellness Fund; and,
3. Authorize the General Manager or designee to transfer funds between Wellness budget accounts, as necessary, within the approved 2026 Wellness budget.

Executive Summary

The LACERS Wellness Program was implemented to support Retired Members in adopting and maintaining healthier behaviors that can help reduce long-term health-related costs. Through informational seminars, workshops, and activities that aligned with the program’s five pillars—purpose, health, financial wellness, social engagement, and community—the program encourages engagement in practices that contribute to improved health outcomes.

The program also supports a network of LACERS Well Champions, Retired Members who voluntarily lead activities for other LACERS Members in their communities or assist at various LACERS Well events. While the program offers a wide range of wellness opportunities, its overarching goal is to enhance Members’ quality of life and retirement experience by promoting optimal health and well-being.

Discussion

The LACERS Well program provides wellness activities and services that promote the health, well-being, and quality of life of LACERS Members. Our health plan carriers contribute to this effort by offering webinars, educational sessions, and additional wellness-focused activities.

2025 Achievements

In 2025, LACERS Well achieved the following:

- Facilitated 91 Webinars and Seminars, an increase of 16.7%
- Facilitated 19 In-person Workshops/Events
- Increased program participation to 3,635
- Increased Member Interaction Touchpoints from 7,980 to 13,506, all taking place via email inquiry, phone calls, mailers, social media, and Carrier surveys
- Assisted in coordinating four Open Enrollment in-person events with the Health Advocacy Unit
- Supported 17 Champion Volunteers
- 72 Champion-led Online Activities
- 104 Champion-led In-person Activities

2026 Goals

Building on the success of 2025, LACERS Well aims to:

- Increase Program participation to **3,700**
- Increase Webinars/Seminars to **95**
- Facilitate **25** In-person Workshops/Events
- Recruit new Champion Volunteers to the program
- Establish one new Non-profit or Senior Agency Partnership
- Summer of Fit Activity Series
- 2026 Health and Wellness Fair with Carrier Partners

Strategic Plan Initiatives

LACERS Well is exploring other opportunities that extend outreach to augment the current offerings, as well as increase the value of LACERS Well to our Members. The Wellness Program has two Strategic Plan Initiatives: strengthen engagement opportunities, and to build collaborations with the health plan carriers, non-profit organizations, and other agencies. In 2026, LACERS Well, with the assistance of the Health and Welfare Consultant, Keenan, is partnering with carriers to provide additional wellness program activities.

2026 Wellness Workplan

LACERS Well's 2026 work plan is energized by this year's theme: "Live Stronger, Longer." Building on our previous focus of turning knowledge into action, we're shifting from simply being *in motion* to moving with purpose, resilience, and longevity. This new theme reflects our commitment to helping Members strengthen their bodies, minds, and daily habits, empowering them to stay active, informed, and engaged for years to come. Through education, movement, and meaningful connection, we are supporting every Member in living not just longer, but stronger.

Building on the success of previous years, LACERS Well will expand both in-person and virtual offerings and continue core programs such as technology classes, exercise sessions, brain health programs, and Champion-led activities. New program offerings for 2026 will include:

- The Empowered Caregiver Series facilitated by our new partnership with the nationwide Alzheimer’s Association. These monthly webinars will provide members with education, support and resources when caring for a parent, spouse or loved one living with this disease.
- LACERS Well will host a Health Fair Event with biometric screenings for 200 members in partnership with Keenan and the health plan carriers scheduled for August 13, 2026.
- Fitness activities such as aquatic water aerobics, five Tai-Chi classes, museum tours, and nature walks are all at various locations.

Wellness Budget Proposal

Each year, LACERS health plan carriers contribute funds to support the LACERS Well program. In 2026, carriers have committed a total of \$298,500 for the program. The total account balance is \$1,298,925.08 as of January 23, 2026.

A budget of \$428,500 is proposed to fund the activities of the 2026 Wellness workplan. The proposed budget is \$50,000 higher than last year’s budget due to the addition of a one-time expense for the MYCA Learning (Cornerstone Training) in FY26. The Wellness vehicle purchase is still ongoing and remains in the budget in case the purchase is not completed by the General Services Division (GSD) this fiscal year. The 2026 Wellness budget accounts and amounts are below:

Account/ Expense	Budget
1000: Fitness Events (Zumba, Dancing, 5k)	\$7,500
2000: Workshops (Technology, Financial Planning, Disaster Prep)	\$15,000
3000: Community Events	\$15,000
4000: Informational Meetings (Meet the Dr., Lunch & Learns, Carrier Summit)	\$15,000
5000: Champion Meetings/ Wellness Staff Activities	\$13,000
6000: Passport to Health Initiatives (Gift Cards via Keenan)	\$1,000
7000: Technology Class Contract (<i>Mom’s Computer</i>)	\$18,000
8000: Fitness Class Contract (<i>Personal Wellness Corp.</i>)	\$18,000
9000: Various Classes Contract (<i>Foundation for Senior Services</i>)	\$6,000
10000: Open Enrollment Meetings	\$70,000

11000: Mailings	\$1,000
12000: Promotional Items (Custom items, promotional videos)	\$14,000
13000: Training	\$5,000
14000: Salaries, Overtime, Mileage	\$90,000
15000: Equipment	\$10,000
16000: Vehicle (Health, Wellness and Buyback Division)	\$80,000
17000: Training Platform (<i>MYCA Learning/Cornerstone</i>)	\$50,000
Total	\$428,500

In 2025, expenditures totaled \$183,073.78, which was below the \$378,500 budget.

Although the health plan carriers have not placed limitations or restrictions on the use of the funds, the proposed budget provides transparency and control of the use of the wellness funds. Staff requests that the proposed 2026 budget be established and approved in accordance with the established Wellness Funds Policy.

Prepared By: Alejandra Zuniga, Benefits Analyst, Health, Wellness and Buyback Division

TB/DWN/KF/JK/KB/az

- Attachments: 1. 2026 LACERS Well Update, Workplan & Budget
 2. Proposed Board Resolution



BAC Meeting: 02/10/26
Item: III
Attachment: 1



LACERS WELL

2026 LACERS Well Update, Workplan, and Budget



Wellness Program Achievements – 2025 Overview

The Wellness Team is pleased to share highlights from our 2025 programs and events, all designed to promote physical activity, mental and emotional wellness, lifelong learning, and emergency preparedness.

Key Achievements

2025 Health Summit (Mar 20)

Partnered with health plans and City benefits teams; featured plan overviews, chronic condition strategies, and a collaborative roundtable.

5K Hike–Walk–Run (Apr 30)

71 participated in the Lacy Park 5K to promote movement and social engagement.

LAX Flight Path Museum Champion-Led Tour (May 16) *(Non-profit)*

41 Members experienced air-traffic communications and historic aviation exhibits.

Sip & Paint Workshop (Jul 15)

45 participated in the creativity-focused session supporting cognitive and emotional wellness.

Zumba Dance Class (Jul 29)

14 Members joined the fun, heart-healthy physical activity led by a certified instructor.

Technology Workshop (Jul 31)

Scam prevention and digital skills training for 61 retirees.

Hyperion Environmental Learning Center Tour (Aug 12)

16 Members were educated on sustainability, water conservation, and environmental stewardship.

SCAN/Kaiser Lunch & Learn (Aug 19)

Preventive care, screenings, and sleep apnea education for 61 Members.

Disaster Preparedness Workshop (Sep 16)

Emergency readiness training with starter kits provided for 32 Members.

Preventing Diabetes Seminar (Sep 18)

11 Members joined the interactive session on nutrition and exercise for diabetes prevention.

Financial & Estate Planning Workshop (Sep 23)

Guidance from attorneys and advisors for 71 Members.

Autry Museum Tour (Sep 30) *(Non-profit)*

43 Members participated in the cultural enrichment and social engagement.

Cabrillo Marine Aquarium Tour (Oct 7)

Hands-on learning about local marine life for 15 Members.

Central Library Tour (Nov 14)

22 Members explored the historic architecture and art.

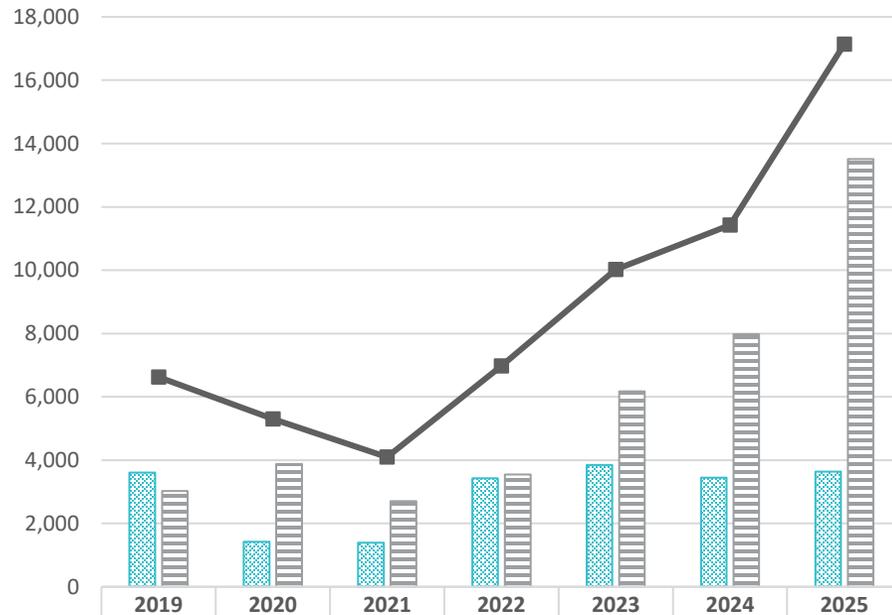
Back to Basics Tech Workshop (Dec 4)

15 Members attended the one-on-one tech support for phones, laptops, and photos.

The Wellness Team is proud of the impact of these programs and looks forward to expanding our offerings in 2026.

2025 Wellness Program Accomplishments & 2026 Goals

Wellness Participation and Touchpoints



Wellness Program Member Participation	3,605	1,422	1,394	3,427	3,846	3,448	3,635
Wellness Interaction "Touchpoints"	3,021	3,880	2,703	3,545	6,174	7,980	13,506
Totals	6,626	5,302	4,097	6,972	10,020	11,428	17,141

2025 Results



- **3,635** – Members participated in a wellness activity
- **13,506** – Member Interactions/Touchpoints
- **91** – Webinars or Classes were offered
- **19** - In-Person Workshops/Events
- **17** - Champion Volunteers
- **7** - Non-profit or Senior Agency Partnerships

2026 Wellness Goals

- **3,700** – Member participation (*1.8% increase*)
- **13,911** – Member Interactions/Touchpoints (*3% Increase*)
- **95** – Webinars or Classes were offered (*4.4% Increase*)
- **25** - Increase In-Person Workshops/Events
- **19** - Champion Volunteers
- **7** - Non-profit or Senior Agency Partnerships

Wellness Strategic Plan Initiative Support

Objective

Expand wellness services by collaborating with health plan carriers, non-profits, and community organizations to empower Members in managing their health. Focus on preventing chronic conditions through innovative workshops, fostering social connections via group activities, and leveraging technology to enhance access to health education and resources, all while promoting physical, emotional, and social well-being.

Benefits

- Align resources to scale programming
- Support Member education, assistance, and participation
- Integrate health management in wellness programming

Next Steps

- Identify health carrier and non-profit resources and reporting
- Define metrics for reporting and enhance existing dashboard

Team Leaders

- Kristal Baldwin, LACERS
- Alejandra Zuniga, LACERS

HWABD Management Support

- Karen Freire, LACERS
- James Kawashima, LACERS

Executive Sponsor

Dale Wong-Nguyen

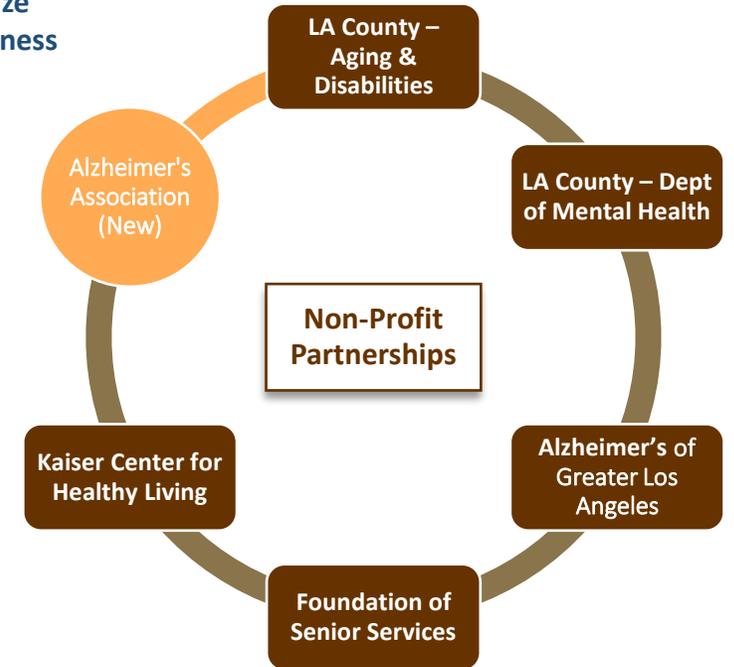
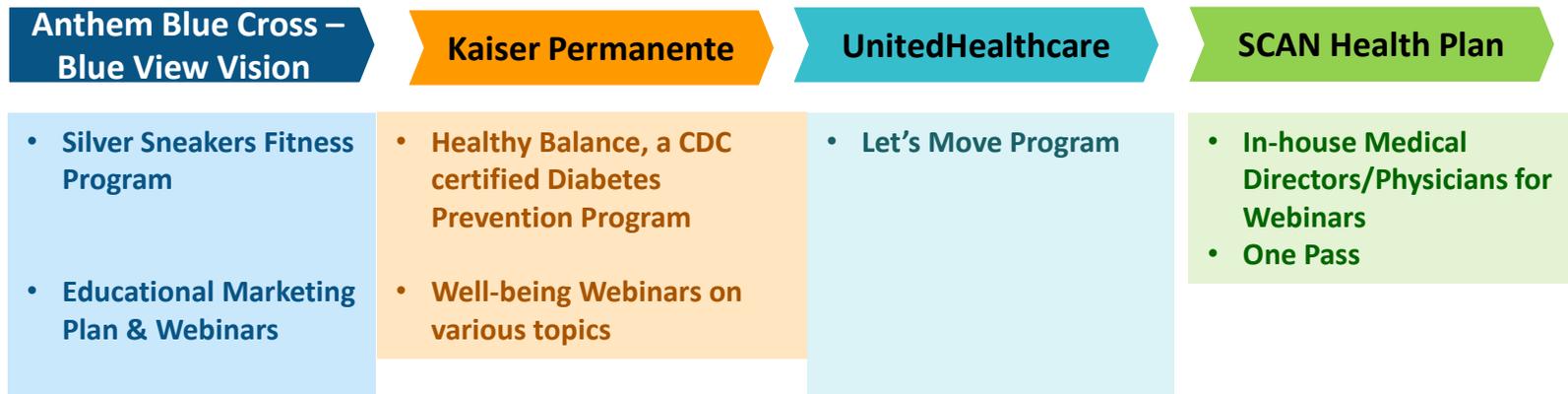
Support

- LACERS Well Team
- Keenan and Associates
- Health Plan Carriers
- Non-Profit Organizations



Proposed Strategic Plan Initiatives Fiscal Year 2026

Focus on preventing and managing diabetes, hypertension, and depression



2026 Wellness In-person & Virtual Events

Theme: "Live Stronger, Longer"

Live Stronger, Longer through Physical activity

- Stronger U Fitness Classes with Sean Foy
- Champion-led Program In-person and Virtual Activities
- Two 5K Hike-Walk-Run events @ Lacy Park
- Zumba Dance Class



Live Stronger, Longer by learning something new

- Mom's Computer Classes/Tech Workshops
- SCAN-Kaiser Lunch and Learn Meetings
- Financial and Estate Planning Workshop



Live Stronger, Longer by focusing on Brain Health

- Brain Health Classes
- County of L.A. – Financial Scams, Preserving Memory, and Holiday Blues
- The Empowered Caregiver Series – focusing on caregiver support.



New In-Person Activities

- Maritime Museum & Boat Tour (San Pedro)
- LACERS Health & Wellness Fair with Bio-Metric Screenings
- Five Tai-Chi Classes



Live Stronger, Longer concentrating on Mental Health

- Coping with Grief & Loss Webinar
- Aging Well Discussion Group
- Kaiser / Anthem Well-Being Webinars



New In-Person Activities

- UHC/Delta Dental Lunch & Learn Event
- Aquatic Water Aerobics
- Ronald Regan Museum Tour (*Nonprofit*)

2026 Wellness Workplan

This plan will support the well-being of Members through consistent, accessible, and engaging wellness programming that enhances physical health, emotional resilience, cognitive vitality, financial security, and social connection.

Category	Activity	Frequency	Purpose
Online Learning & Wellness	Aging Well Discussion Group	Monthly	Focus: Emotional well-being, social connection, healthy aging
	Mom’s Computer Tech Classes	Monthly	Focus: Digital literacy, Support Members in navigating technology confidently and independently
	Brain Health Classes with AZLA; The Empowered Caregiver Series	Monthly	Focus: Alzheimer’s Awareness and education, cognitive and physical health; Providing caregiver support and resources
	A Stronger You Fitness Classes	Monthly	Focus: Strength, mobility, and physical activity, which includes finding your purpose
	Carrier Webinars (Kaiser/Anthem)	Monthly	Focus: Benefits education and utilization, Chronic Disease management
	County of L.A. Mental Health Webinars	4-Months	Focus: Mental Health Awareness and Scam Prevention
	(2) Book Clubs, (2) Movie Review Clubs, Chess Club	Monthly	Focus: Peer led engagement, motivation, and connection
In-Person Engagement	5K Hike-Walk-Run Event; El Dorado Nature Tour; Maritime Museum/Boat Tour; Wildlife Learning Center	Seasonal	Focus: Group Activity & Socialization; Physical Movement, Balance and Flexibility strengthening
	LACERS Tech Workshop; Zumba Dance Class; Sip & Paint; Lunch & Learn Events; Financial & Estate Planning and Back to Basics Tech Workshops; Health & Wellness Fair	Annual	Focus: Expand Health Benefit Awareness, Support Financial & Estate Planning, Strengthen Hand eye coordination and Learn Tech skills
	Museum Tours, Aqua Water Fitness; Tai-Chi Classes	Monthly	Focus: Improve Physical Health, Build muscle strength; Hand and eye coordination, Enhance Cultural knowledge
	Champion-led Walks in the Park/Beach; Hikes; Pickle Ball, and Chess	Monthly	Focus: Peer-led Engagement and Interactions through physical and mental stimulation

2026 Wellness Workplan cont'd

Measurement Area	Key Metrics/Tools	
Surveys & Assessments	<p>Pre/Post-event Surveys or Quizzes (Google/Microsoft Forms)</p> <ul style="list-style-type: none"> Measure knowledge of chronic disease management, medication adherence, nutrition and physical activity Capture confidence levels ("How confident are you managing X condition?") Track changes in sleep, stress, physical activity, diet and symptom management; Health Risk Assessment 	Launching in 2026
Engagement	Webinar and in-person event attendance vs Registration Ratio	60% + Attendance
Health & Behavior Tracking Tools	<p>Wearables & Apps</p> <ul style="list-style-type: none"> Fitbit, Apple Health, Sydney App, etc (Track steps, sleep quality, blood glucose and weight trends) 	Increase Usage
Qualitative Feedback Tool	<p>Focus Groups</p> <ul style="list-style-type: none"> Explore what resonated, what didn't, and what retirees want next <p>Open-ended Surveys</p> <ul style="list-style-type: none"> "What was the most valuable part of the program?" What changes have you made since attending?" 	25+ Participation
Healthcare Utilization Data	<p>Facilitated by Consultants and Carriers</p> <ul style="list-style-type: none"> Changes in ER visits Hospitalizations Medication adherence Preventive care usage <p>Cost-Savings</p> <ul style="list-style-type: none"> Lower healthcare claims 	All Carriers



Wellness Budget Proposal

Annually, health plan carriers make contributions to fund the LACERS Well program at the beginning of the calendar year. In 2026, health carriers have committed the amounts below for the program.

Health Carrier	Amount
Kaiser	\$150,000
Anthem	\$100,000
SCAN	\$20,000
Delta Dental	\$10,000
Anthem Blue View	\$10,000
UnitedHealthcare	\$8,500
Total	\$298,500

Note: LACERS Health Carrier Account (HCA) balance as of 1/23/2026 is \$1,298,925.08.

*The 2026 Wellness budget is \$130,000 above the carrier funding due to the one-time vehicle and MYCA Learning training expense.

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16000: Vehicle (Health, Wellness and Buyback Div.)	\$80,000
17000: Training Platform (<i>MYCA Learning/Cornerstone</i>)	\$50,000
Total	\$428,500



LACERS WELL

QUESTIONS?



**2026 BUDGET FOR LACERS WELLNESS PROGRAM AND DELEGATION OF
AUTHORITY TO THE GENERAL MANAGER**

PROPOSED RESOLUTION

WHEREAS, the Los Angeles City Employees' Retirement System (LACERS) developed the LACERS Well program to support and improve the health of Retired Members;

WHEREAS, the health plan carriers provide annual funding to the LACERS Well programs;

WHEREAS, LACERS Well has contracted with vendors to provide services and activities to help Retired Members better manage their health while minimizing long-term healthcare costs;

WHEREAS, the Calendar Year 2026 Wellness Program budget provides funds for expenditures related to wellness events;

WHEREAS, Charter Section 343(b) and Administrative Code Section 5.36, provides authority to the head of the department, the LACERS Board of Administration, to transfer between budgetary items, within limits prescribed by the City Administrative Officer;

WHEREAS, the Board is authorized to delegate to the General Manager to move funds in order to meet priorities in the most efficient and timely manner;

NOW, THEREFORE, BE IT RESOLVED, that the Board:

1. Approve the proposed 2026 Wellness budget;
2. Authorize and increase by \$50,000 in Fund 800, Appropriation 163040 - Contractual Services for Fiscal Year 2025-26 (FY26) for MYCA Learning (Cornerstone Training) to be reimbursed from the LACERS Wellness Fund; and,
3. Authorize the General Manager or designee to transfer funds between Wellness budget accounts, as necessary, within the approved 2026 Wellness budget.

February 10, 2026