Section 1.0 GUIDANCE FOR BOARD MEMBERS

1.5 BOARD SELF-EVALUATION POLICY

Adopted: November 10, 2026

Purpose

Governance best practices encourage public boards of trustees to dedicate time to reflect on their performance and pursue ongoing improvements in board governance and compliance. This policy provides a structured framework for LACERS' Board of Administration ("Board") to conduct board member self-evaluations, enabling Board members to assess how effectively they fulfill their fiduciary and statutory duties as individuals and how the Board fulfills those duties as a body, and to continuously strengthen governance practices.

I. Responsibility

The Board is collectively responsible for implementing this policy and regularly participating in meaningful self-evaluations. The Board will determine the appropriate methods, tools, and criteria for assessing its effectiveness and governance practices. In carrying out this process, the Board may seek assistance from internal staff and the City Attorney's Office. When the Board desires outside perspectives and support, it may engage an external consultant. All Board Members share responsibility for actively participating in the self-evaluation process to enhance the overall governance practices.

II. Guidelines

A. Method

- The Board will conduct a comprehensive self-evaluation every three years. This cycle ensures regular reflection on Board performance while providing enough time between evaluations to implement improvements and observe progress.

- A formal evaluation survey will be used to assess Board members' performance and effectiveness. The survey may evaluate various aspects of governance and Board operations, such as the following areas:
    - Board Responsibility
    - Timeliness and Thoroughness of Decision-Making
    - Board Meeting Protocol
    - Policy Development
    - Use and Effectiveness of Committees
    - Delegation and Oversight
    - Board-Staff Relations
    - Board Education

The evaluation will be anonymous to encourage candid responses and honest feedback.

- Every Board Member is expected to participate fully and thoughtfully in the evaluation, providing the diverse perspectives needed to accurately assess performance and identify opportunities for improvement and development.

- The Board may also seek input from staff or other individuals at its discretion for a more complete and informed evaluation process.

B. Analysis and Reporting of Survey Findings

- Board-designated personnel/contractor will gather submitted evaluations, organize the responses into common themes, and prepare a summary of findings that highlight patterns, areas of consensus, and areas of concern. Board-designated personnel/contractor will distribute this summary to the Board.

- Based on the summary of findings, Board-designated personnel/contractor will assist the Board in identifying responsive actions, such as updating Board procedures, providing enhanced training and orientation, or improving communication practices.

C. Confidentiality

- All self-evaluation responses and materials pertaining to evaluation summaries are confidential to ensure maximum candor among Board members.