

Section 3.0 FINANCIAL AND ADMINISTRATIVE OVERSIGHT

3.6 SUCCESSION POLICY

Adopted: April 14, 2026

Purpose

Section 1108 of Article XI of the City Charter designates the Board as the appointing authority to fill the LACERS General Manager (GM) position, subject to confirmation by the Mayor and City Council. If the permanent GM position becomes vacant, a structured recruitment plan shall be implemented to ensure LACERS has clear leadership direction and a process to fill the position promptly.

This policy establishes a comprehensive framework to maintain leadership continuity in the event of a GM vacancy or crisis. Its purpose is to minimize operational disruptions by identifying qualified successors or initiating a Board-approved recruitment process, thereby ensuring business continuity during leadership transitions.

I. Guidelines

A. Temporary Appointment of General Manager

1. Section 3.2 of the Board Governance Manual grants the GM broad authority to administer and manage the System, including designating staff to serve in an acting role until the Board appoints an Interim or permanent GM.
2. Under Section 1108(d) of the City Charter, if a vacancy arises in the position of GM and until the vacancy is filled, the Board may appoint a temporary GM for six months, which period may be extended with the consent of the Mayor and City Council for an additional six months.
3. In the event the incumbent GM is unable to perform their duties for any reason, and a staff member has not been designated to serve as the Acting GM, the department's Business Continuity Plan (Annex E) specifies the order of succession as follows:
 - a. Executive Officer
 - b. Assistant General Manager
 - c. Chief Investment Officer

B. Executive Recruitment to Appoint Permanent General Manager

1. In the event a new permanent GM is needed, the LACERS Human Resources Unit (HRU) shall present to the Board for consideration an executive recruitment process, which may include retaining an executive search consultant or utilizing the City of Los Angeles' Personnel Department Recruitment Section.

Board direction and approval may require the following:

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- a. Selection of an executive search firm (if needed).
 - b. Consideration of retaining all decision-making authority or assigning the recruitment process to an Ad Hoc Committee of Board Members or other designee, such as the LACERS Human Resources Unit.
 - c. Review and approval of the position description and recruitment brochure.
 - d. Approval of funding sources and any associated recruitment costs.
 - e. Selection and appointment of a permanent GM.
2. After the Board selects the GM, it may delegate one or more representatives to negotiate salary and fringe benefits with the selected finalist. In accordance with the Los Angeles City Charter Section 508(f), the Board shall set or adjust the compensation for the LACERS GM within the salary guidelines established by City Council.