



CITY OF *Los Angeles*  
DEFERRED COMPENSATION PLAN

CREATE AND LIVE YOUR BEST RETIREMENT

**2019**  
**ANNUAL**  
**REPORT**



## CITY OF *Los Angeles* DEFERRED COMPENSATION PLAN (DCP)

July 1, 2020

The Honorable Eric Garcetti, Mayor  
Honorable Council of the City of Los Angeles  
Deferred Compensation Plan Participants

On behalf of the Board of Deferred Compensation Administration, I am pleased to present the 2019 Annual Report for the City of Los Angeles Deferred Compensation Plan (DCP). As of December 31, 2019, the DCP served **49,209** active and retired City employees, an increase of over 2,300 from 2018. DCP assets ended the year at nearly **\$7.1 billion**, an increase of \$1.3 billion from 2018, while participants contributed **\$272.5 million** to their accounts. Each of these represents new records for the DCP. The City's DCP remains one of the largest municipal defined contribution plans in the country.

The DCP has a long tradition of progression and innovation. Our efforts in 2019 included the following:

### **Plan Design and Investments**

- Conducted a review of the US retirement benefit landscape to help guide DCP policy and member outcome initiatives.
- Developed an innovative approach to investment manager searches allowing the Board to consider the broadest possible range of fund providers.
- Completed selections of bank providers for our principal-protected DCP FDIC-Insured Savings option.

### **Participant Engagement and Member Outcomes**

- Adopted aggressive targets for continuing to drive success in key participant outcomes metrics of participation, contributions, distributions, and asset retention.
- Conducted a comprehensive review of investment advice and financial education services and released a Request for Information (RFI) to potential service providers.
- Completed a review of gender and age as they relate to participation, contribution, and risk tolerance patterns among the City's population.

### **Governance**

- Established an ad hoc committee to consider options for improving the governance of the DCP as it relates to exercising and fulfilling fiduciary responsibility.



CITY OF *Los Angeles*  
DEFERRED COMPENSATION PLAN (DCP)

Although 2020 has begun with investment and economic challenges, we view those challenges as opportunities to evolve resources and services for our participants. The Board will continue its efforts to foster excellence in DCP administration, drive ever more successful outcomes for our participants, and continue a tradition of innovation.

Respectfully submitted,

Thomas Moutes, Chairperson  
Board of Deferred Compensation Administration



# Board of Deferred Compensation Administration & Staff

## Board of Deferred Compensation Administration

**Thomas Moutes**

*Chairperson*

Retired Participant  
Representative

**Raymond Ciranna**

*Vice-Chairperson*

General Manager  
Los Angeles Fire and Police  
Pensions

**Robert Schoonover**

*First Provisional Chair*

Organized Labor  
Representative

**Wendy G. Macy**

*Second Provisional Chair*

General Manager  
Personnel Department

**Hovhannes Gendjian**

*Third Provisional Chair*

Department of Water and  
Power Active Participant  
Representative

**Joshua Geller**

Los Angeles City Employees'

Retirement System  
Participant Representative

**Neil Guglielmo**

General Manager

Los Angeles City Employees'  
Retirement System

**Linda P. Le**

Retirement Plan Manager

DWP Employees'  
Retirement Plan

**Baldemar J. Sandoval**

Fire and Police Pensions  
Participant Representative

## Personnel Department Staff

**Paula Dayes**

Assistant General Manager

**Steven Montagna**

Executive Director

**Jenny Yau**

Program Manager

**Mindy Lam**

Budget & Operations

**Eric Lan**

Administration &  
Communications

**Claudia Guevara**

Participant Services

## City Attorney Staff

**Curtis Kidder**

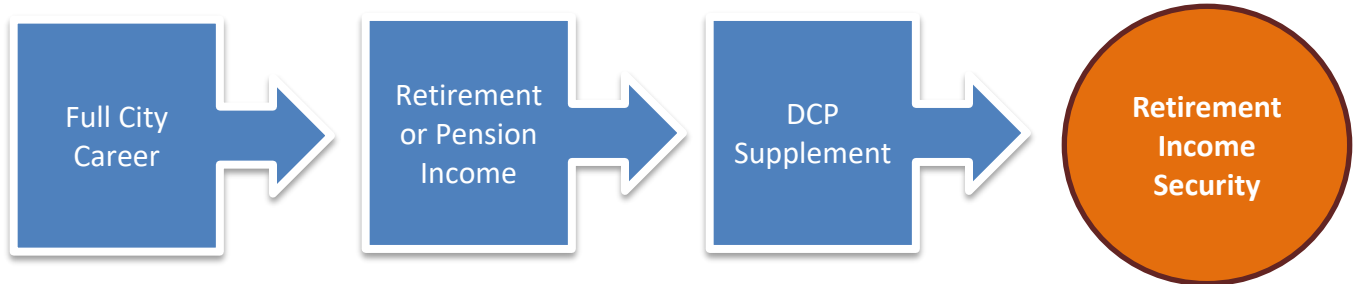
Assistant City Attorney

**Vicky Williams**

Legal Assistant

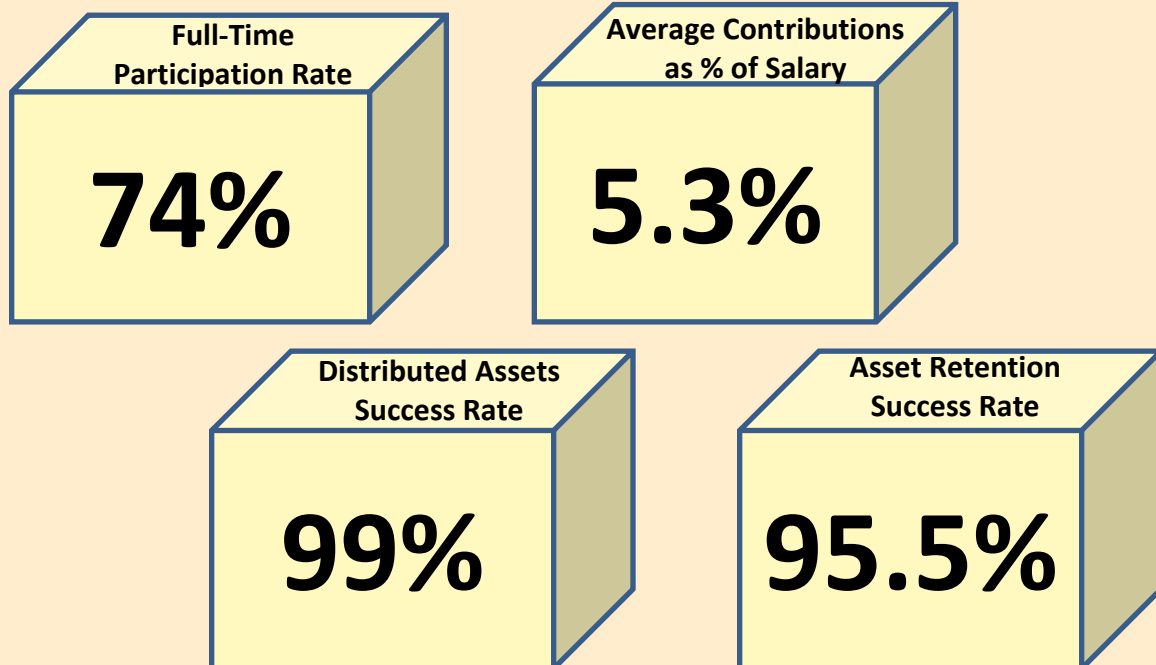
# Our Mission

The mission of the DCP is to support our active and retired participants in achieving and maintaining retirement income security. Retirement income adequacy and financial security are a national focus of attention. For the City's DCP, our focus is both practical and specific. We've defined retirement income security as full replacement of what we call "lifestyle income" upon retirement. Lifestyle income is an employee's nominal salary upon retirement less primary reductions for retirement saving – in simple terms, maintaining one's standard of living.



## Key Indicators of Success

Participant outcomes are the most fundamental indicators of program success. We focus on four key metrics related to achieving and maintaining retirement income security: **participation, contributions, distributions, and asset retention.**

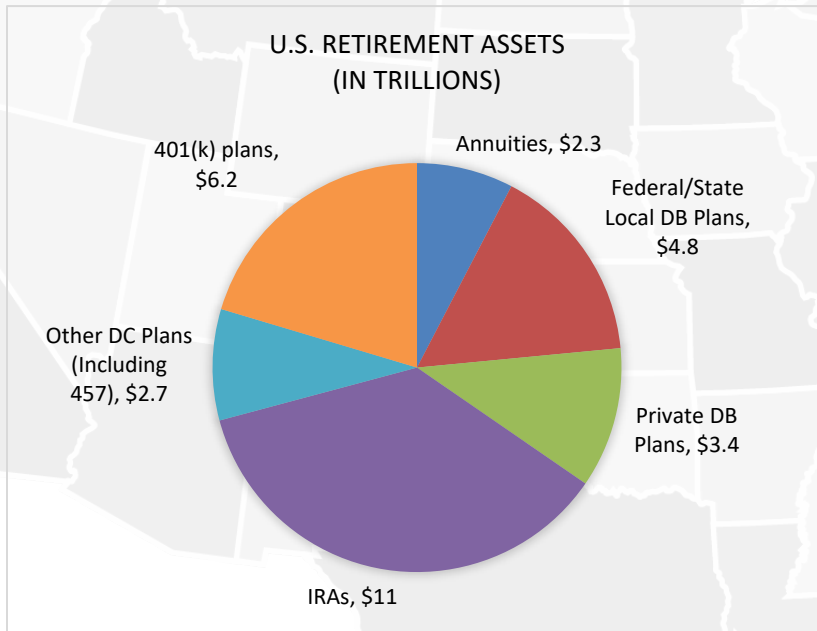


The balance of this report will focus on these key metrics as well as other data related to accumulation in total DCP assets, investment performance, and other key indicators.

# US Retirement Landscape

## Retirement Assets in the United States

U.S. retirement assets are distributed across a broad range of individual, corporate, governmental, defined benefit (DB), and defined contribution (DC) accounts. Governmental defined contribution plans represent **\$2.7 trillion** of a total **\$32.3 trillion** in US retirement assets nationally.



Source: Investment Company Institute, "Quarterly Retirement Market Data, Fourth Quarter 2019"

## DCP Administration

The Los Angeles City Council established the Board of Deferred Compensation Administration to provide administrative oversight of the DCP. In support of its fiduciary obligations, the Board administers the DCP, contracts with service providers, and operates the DCP in compliance with applicable Federal and State law. The Personnel Department is responsible for day-to-day management and administration of the DCP.

## Legal Authority for the DCP

The DCP is a tax-advantaged supplemental retirement savings program established in 1983 under Internal Revenue Code (IRC) Section 457 and City of Los Angeles Administrative Code Division 4, Chapter 14. Section 457 plans were created by the United States Congress specifically for state and local government entities. All DCP assets are held in trust for the exclusive benefit of participants and their beneficiaries.

# City of Los Angeles Retirement Assets

## City of Los Angeles Retirement Assets

In addition to the DCP the City provides three defined benefit retirement plans and one defined contribution plan to support the retirement security of its workforce. With \$7.1 billion in assets, the DCP represents **11.6%** of total City retirement assets. Other City retirement plans include:

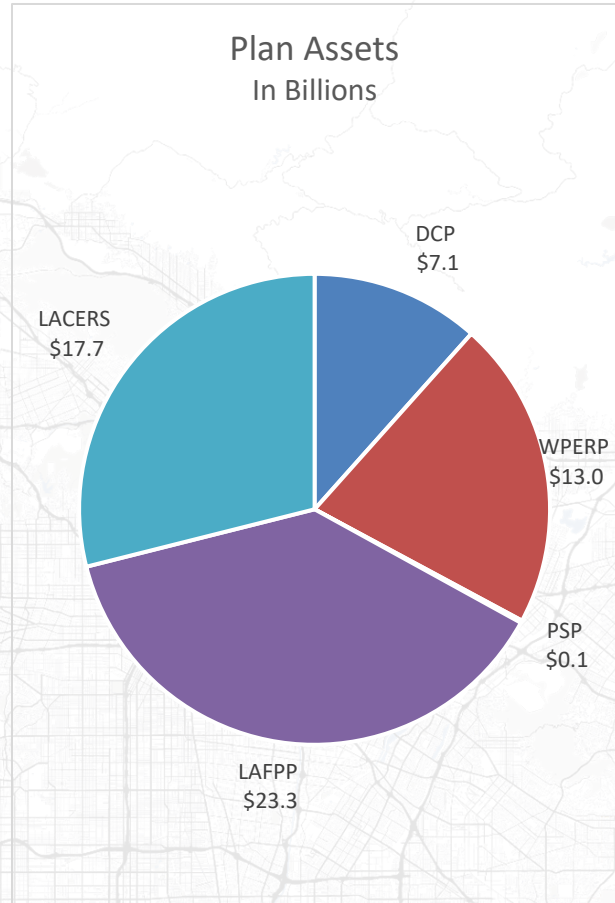
### Defined Benefit Plans

- Los Angeles City Employees' Retirement System (LACERS) for civilian employees
- Los Angeles Fire and Police Pensions (LAFPP) for sworn Police/Fire employees
- Water and Power Employees' Retirement Plan (WPERP) for Department of Water and Power employees

### Defined Contribution Plan

- Pensions Savings Plan (PSP) for part-time, temporary, and seasonal workers.

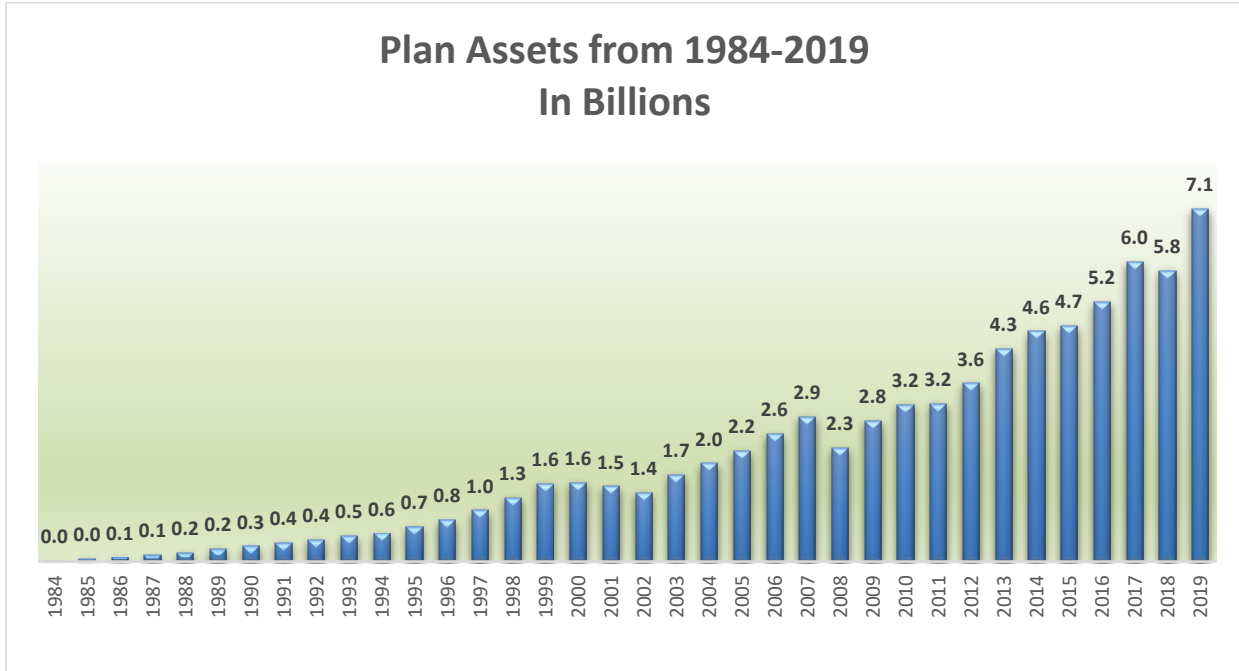
*Statistics for LACERS, LAFPP, & WPERP are from each organization's annual report for fiscal year ending 6/30/19. PSP and DCP figures are as of 12/31/19.*



# DCP Review: Participant Assets

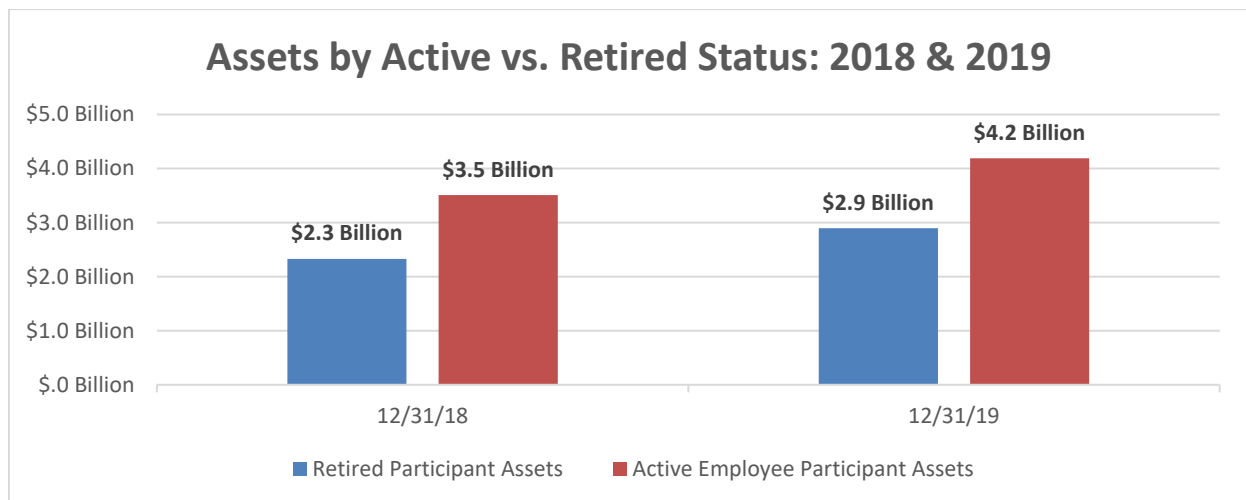
## Historical DCP Assets

Beginning with the DCP's first contributions in 1984, assets have generally increased year over year, with declines resulting only from periodic major investment market downturns. Total assets ended 2019 at approximately \$7.1 billion versus \$5.8 billion at the end of 2018.



## DCP Assets by Active vs. Retired Status

The DCP includes active employee participant and retired (or otherwise separated from service) participant accounts. The following chart breaks down total assets by these two populations for 2018 and 2019.

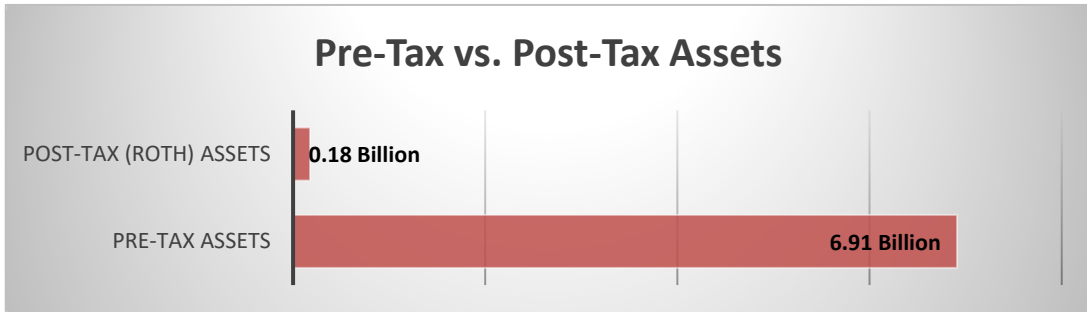




# DCP Review: Participant Assets

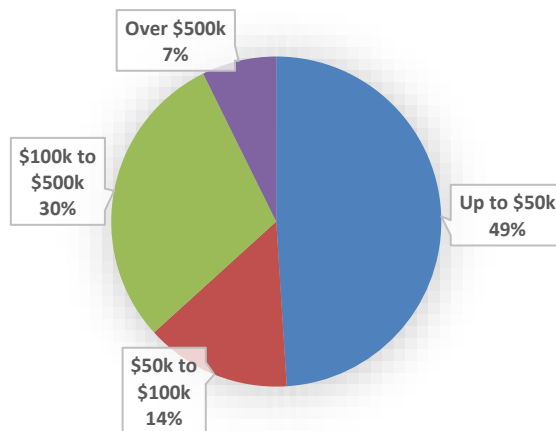
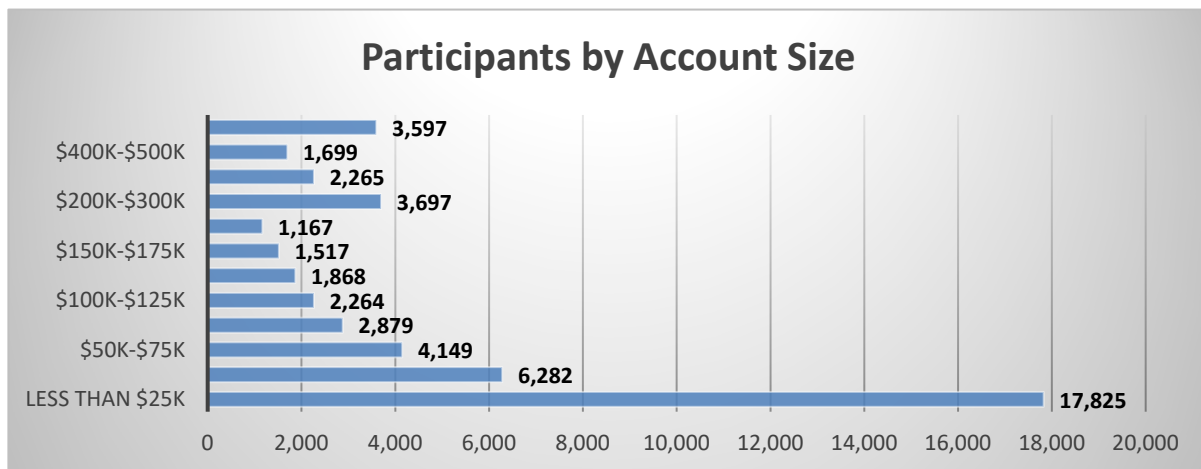
## DCP Assets by Tax Status

Participants can contribute both pre-tax and after-tax (Roth) dollars to their accounts. Roth contributions were introduced to the DCP in July 2011. As of the end of 2019, 97.5% of total DCP assets were held as pre-tax dollars and 2.5% as post-tax (Roth) dollars.



## DCP Assets by Account Size

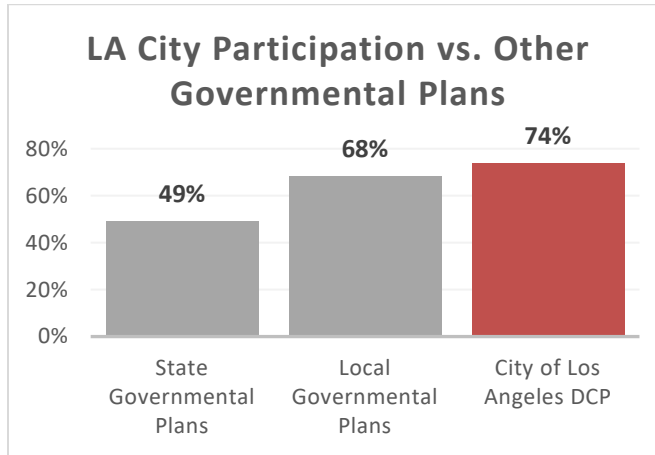
The average participant account balance increased to \$143,995, a 12% increase from 2019. The following table and chart break down DCP assets by bands of account size.



# DCP Review: Participation

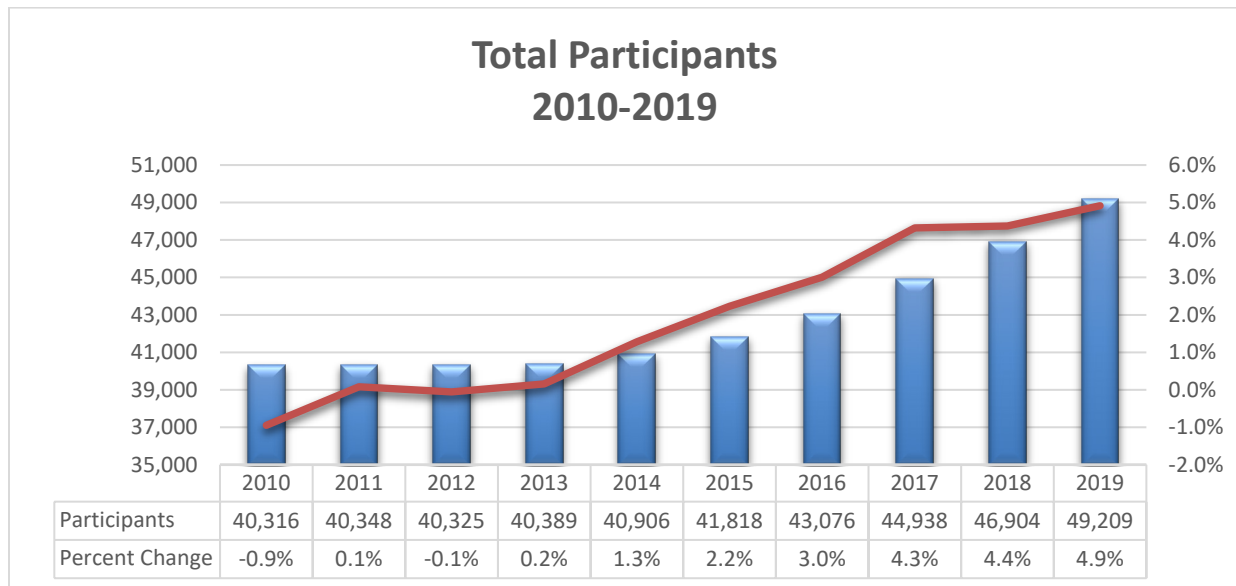
## Participation Rate

The DCP participation rate for full-time employees ended at **74%** in 2019, a rate higher than average rates for the City’s state and local government peers<sup>1</sup> as indicated in the chart below.



## Total Participants

Total participation continued a strong growth trend, increasing by 2,305 participants in 2019, or 4.9%. The following ten-year chart provides participation totals and percent changes.

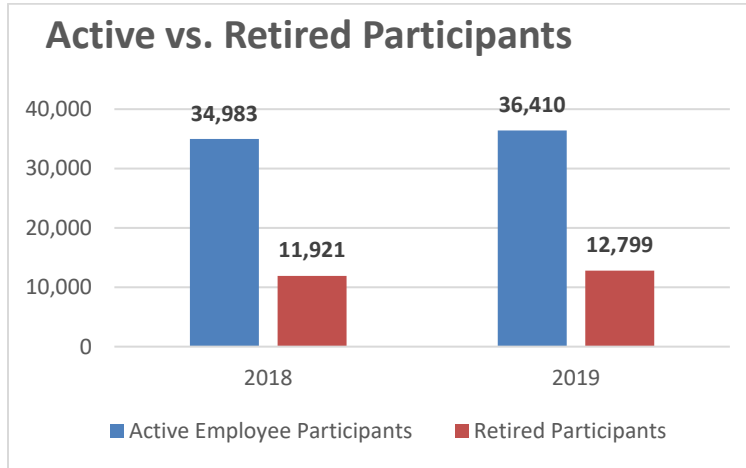


<sup>1</sup> Source: 2019 Perspectives in Practice Report, National Association of Government Defined Contribution Administrators (NAGDCA)

# DCP Review: Participation

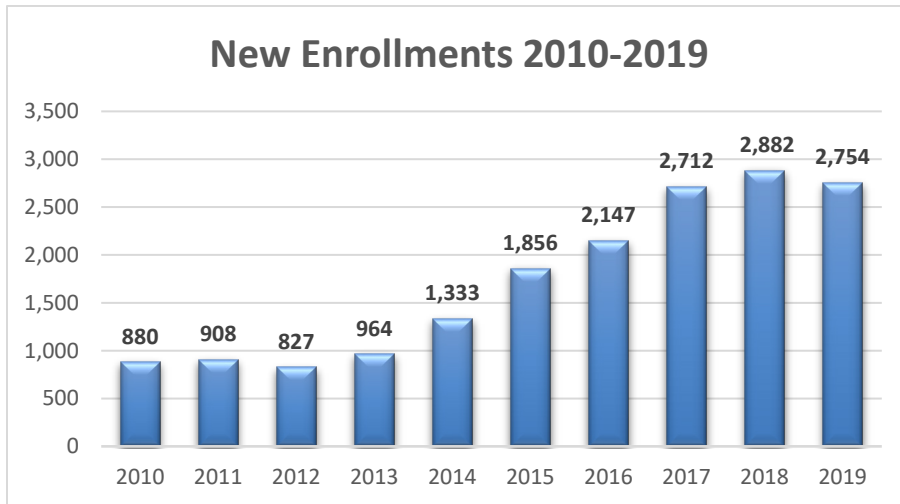
## Active vs. Retired Participants

The DCP includes both active employee participants (74%) and retired (or otherwise separated from service) participants (26%). The chart below indicates participants by status for both 2018 and 2019.



## New Enrollments

In 2019, the DCP enrolled **2,754** new participants, the second highest number of new enrollments over the past ten years. To grow enrollment, the DCP effectively used multiple enrollment engagement strategies, including increased educational efforts at time of hire as well as targeted outreach campaigns.

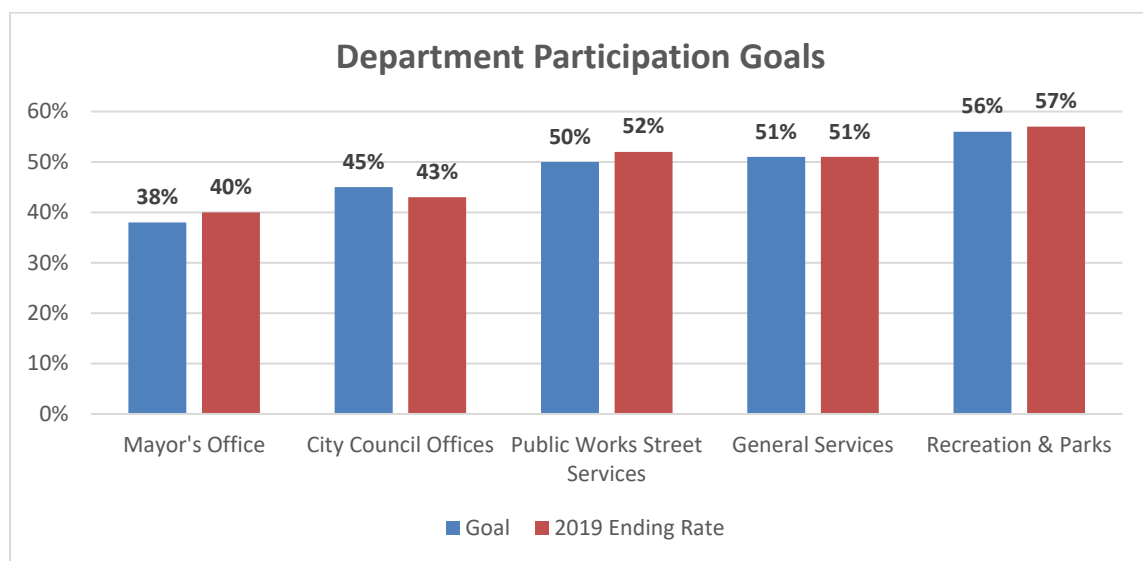


# DCP Review: Participation

## Targeted Participation Goals

The Board establishes certain goals on a Fiscal Year (FY) basis. The Board has been refining DCP enrollment goals by targeting populations with lower participation rates. One key demographic is employees with less than one year of City service. The current goal is to move participation in this demographic to 43% by the close of FY 2019-20.

As of December 31, 2019, the participation rate for this group was **41%**. Additionally, the DCP has set goals for the five City departments with the lowest participation rates (among departments with greater than 50 full-time employees). Goals and rates as of December 31, 2019 are indicated in the following chart.



# DCP Review: Contributions

## Average Contribution as a Percent of Pay

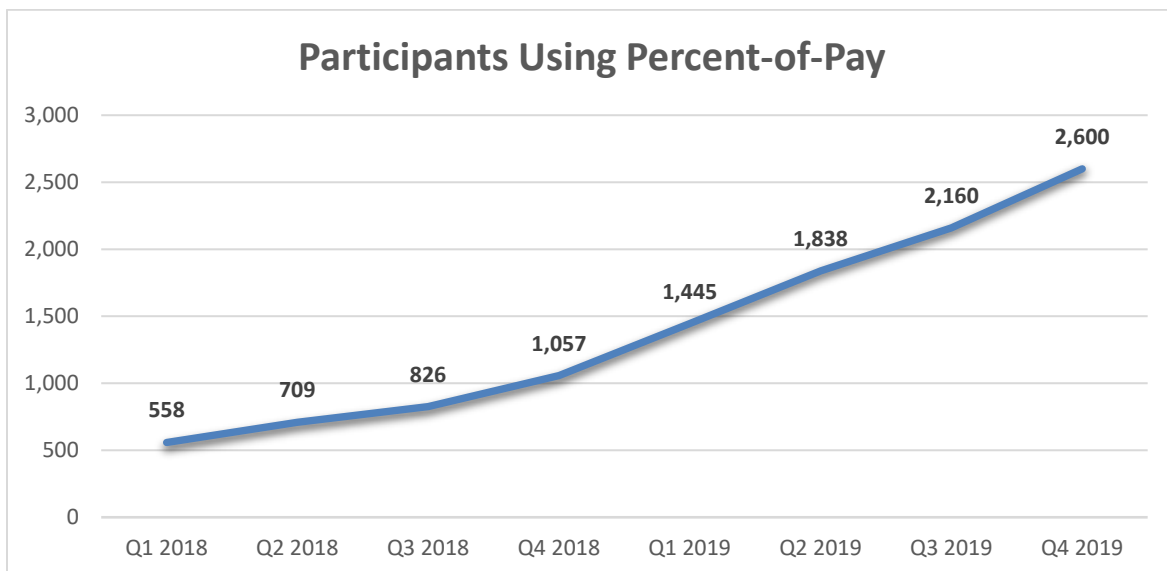
Average total contributions as a percent of pay are an important indication of employee success in achieving retirement readiness. An employee with an average contribution of approximately 6% of salary over the course of a 30-year career, in combination with retirement and pension benefits, should be able to fully reproduce lifestyle income (as defined on page five) upon retirement.

In the aggregate, City employees were contributing **5.3%** of salary to the DCP as of the end of 2019. This calculation measures aggregate contributions relative to total salaries of both participating and non-participating employees. A rising contribution rate therefore reflects success in both adding new participants as well as promoting higher contributions from existing participants.

## Percent-of-Pay

A powerful tool for empowering employees to contribute at levels sufficient to meet their unique lifestyle income replacement targets is the **percent-of-pay contribution option**. With percent-of-pay, participants can more easily understand their contributions as they relate to future income replacement.

Voya introduced a percent-of-pay contribution feature in 2018. As of the end of 2019, **2,600** participants were utilizing this feature, representing **8%** of all contributing participants. Of most significance, **51% of new enrollees** in 2019 chose to contribute as a percent-of-pay rather than a nominal dollar amount.

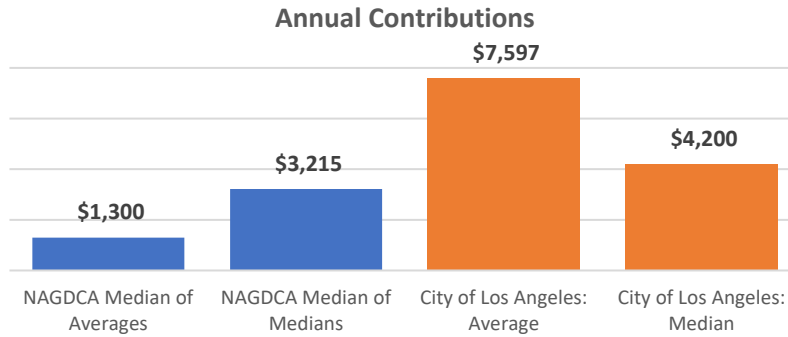




# Plan Review: Contributions

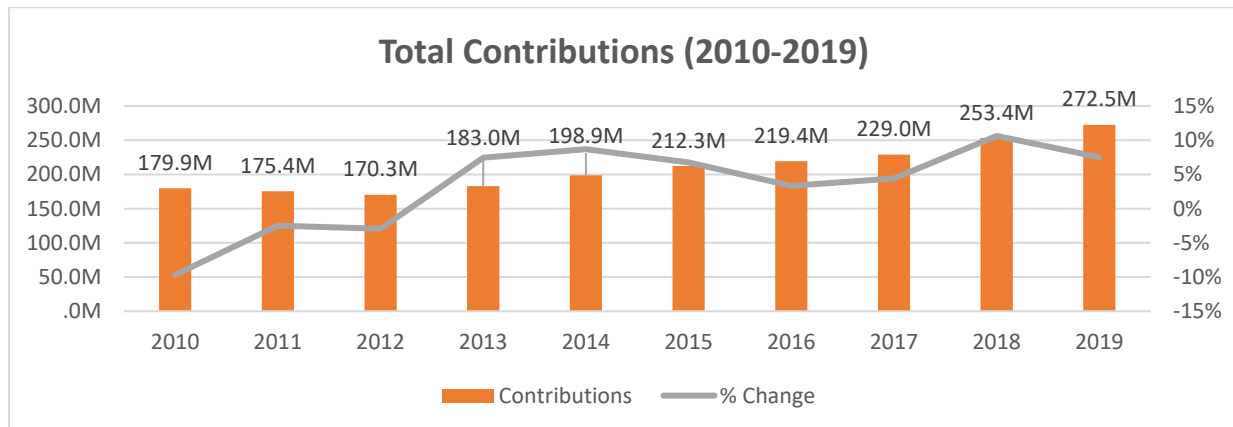
## Average Contribution Amount

Measured in dollars, average contributions increased to **\$7,597** in 2019 compared to **\$7,365** in 2018, a 3.2% increase. Overall, the City's average and median annual contribution amounts were substantially above its governmental peers.



## Total Contributions

Aggregate participant contributions are also a key barometer of success for active employees in improving their retirement readiness. In 2019, City employees contributed a total of **\$272,474,472** to the DCP, an **8%** increase from 2018, and the highest total contribution amount ever recorded for the DCP.



# Plan Review: Contributions

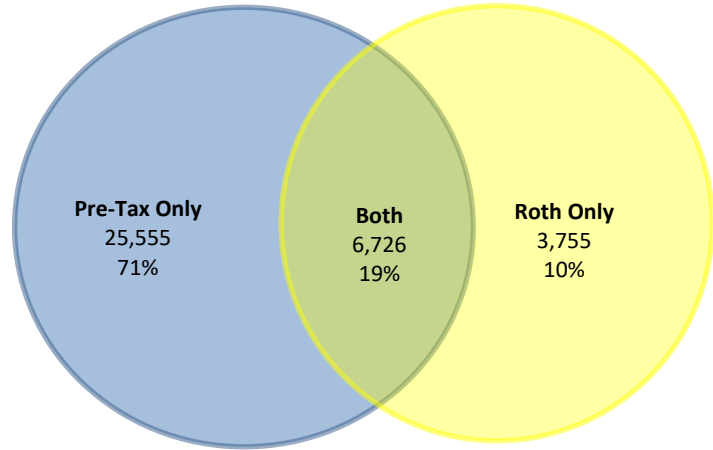
## Types of Contributions

Participants can contribute in two tax-advantaged ways:

- ✓ **Pre-tax:** taxes are deferred when the contribution is made and assessed upon distribution
- ✓ **After-tax (Roth):** taxes are paid when the contribution is made; no taxes are assessed on earnings

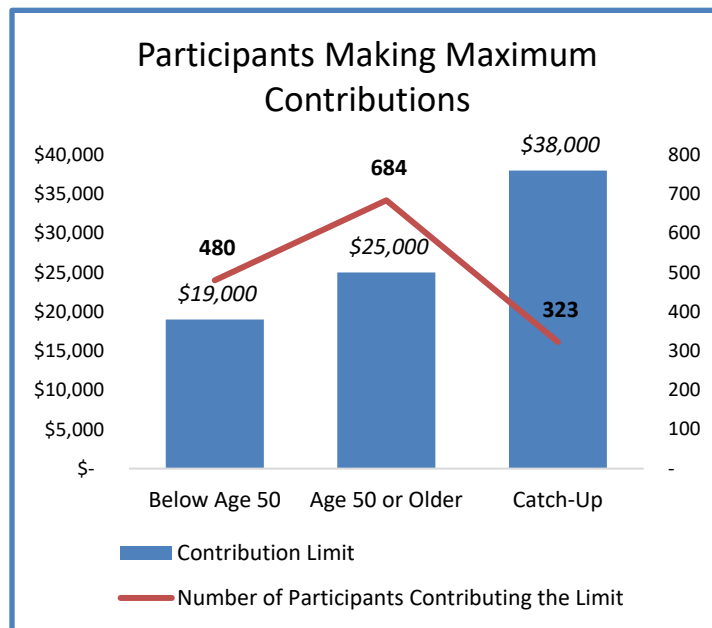
In 2019 employee pre-tax contributions totaled **\$235.0** million and after-tax (Roth) contributions totaled **\$37.5** million.

Participants Contributing Pre-Tax vs. After-Tax (Roth) Dollars



## Contribution Limits

Federal law provides for three contribution limits based on age and retirement eligibility status. The contribution limits in effect for 2019 are reflected in the following chart. Approximately **4%** of the City's active employee participants contributed up to their applicable maximum limit in 2019.



# DCP Review: Distributions

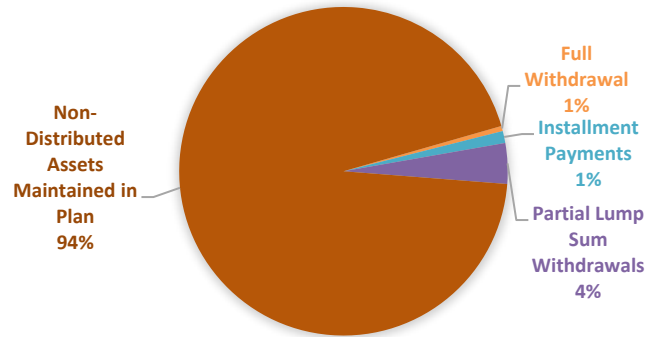
## Distribution Options

Upon separation from service, participants may:

- Leave their funds in the DCP
- Elect installment payments or periodic partial withdrawals
- Take full lump sum withdrawals
- Roll holdings to another eligible retirement savings plan

Installment or periodic partial withdrawals suggest participants are using their accounts to promote long-term retirement income security. Full lump sum withdrawals suggest the account is being removed as a future retirement asset. In 2019, only 1% of assets eligible to be withdrawn were distributed as full lump sum withdrawals. The DCP's **distributed assets success rate**, measuring the percent of retired participants assets either maintained in the DCP or withdrawn as installment or partial payments, was therefore **99%**.

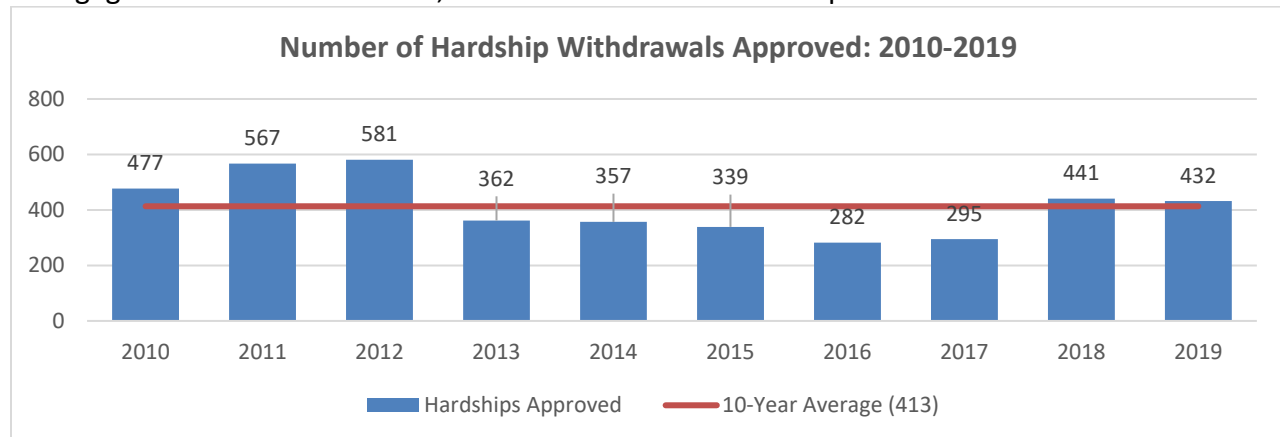
## DISTRIBUTED VS. NON-DISTRIBUTED ASSETS



*A portion of installment payments are Required Minimum Distributions (RMDs). RMDs are mandatory for those who have reached a certain age threshold and are required to withdraw their funds in minimum amounts in accordance with their life expectancy. The Setting Every Community Up for Retirement Enhancement Act of 2019 (SECURE Act) increased the starting RMD age from 70½ to 72 for those who reach age 70½ in 2020 or later.*

## Hardship Withdrawals

The DCP permits hardship withdrawals for participants experiencing unforeseen financial emergencies. Total approved hardship requests in 2019 were within the range of hardship requests over the last ten years. Of the requests received, 73% were for the purpose of avoiding mortgage foreclosure or eviction, and 26% were for medical expenses or for illness or accident.



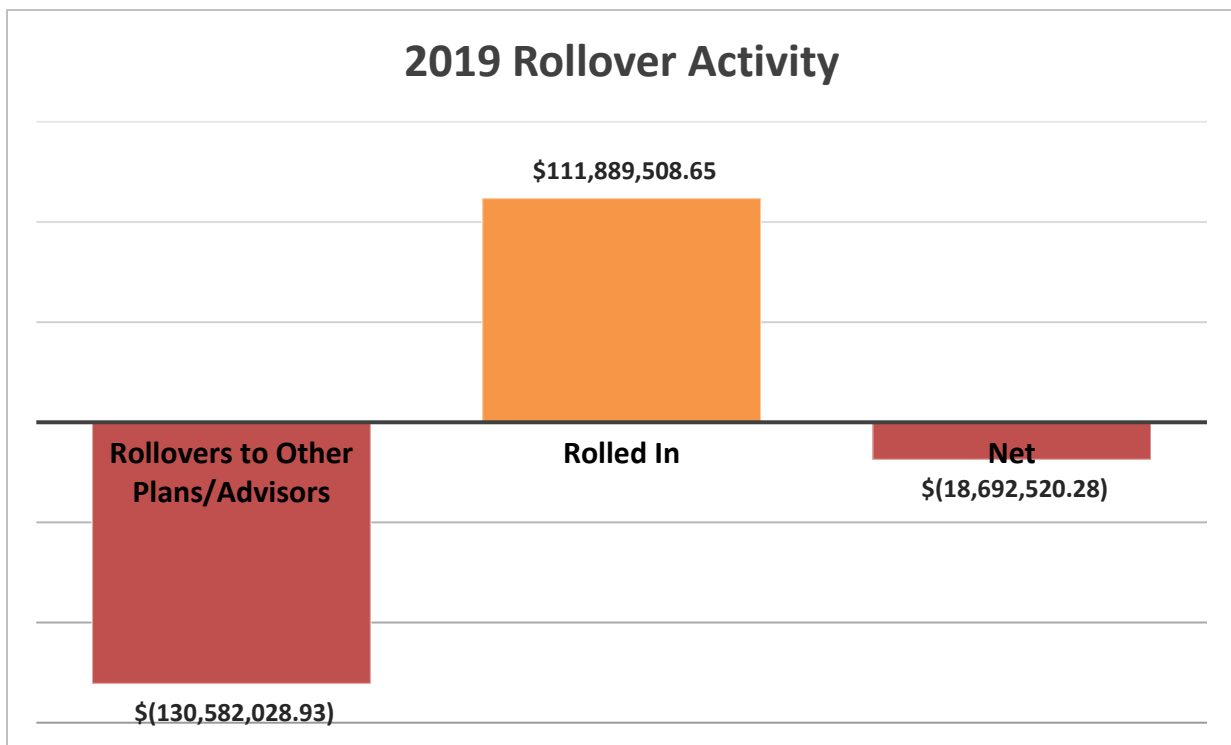
# DCP Review: Asset Retention (Rollovers)

## Asset Retention

A primary goal for the DCP is asset retention, meaning encouraging retired participants to maintain their accounts in the DCP after separation from service (rather than rolling the funds out to other investment managers or advisors), and promoting consolidation of other eligible pre-tax savings within the DCP.

In 2019, **\$130 million** rolled out to other plans or investment advisors. The \$130 million represented **4.5%** of total assets eligible to be rolled out of the DCP as of the end of 2019. The DCP's **asset retention success rate**, measuring the percent of retired participants assets eligible to be rolled out but maintained in the DCP, is **95.5%**.

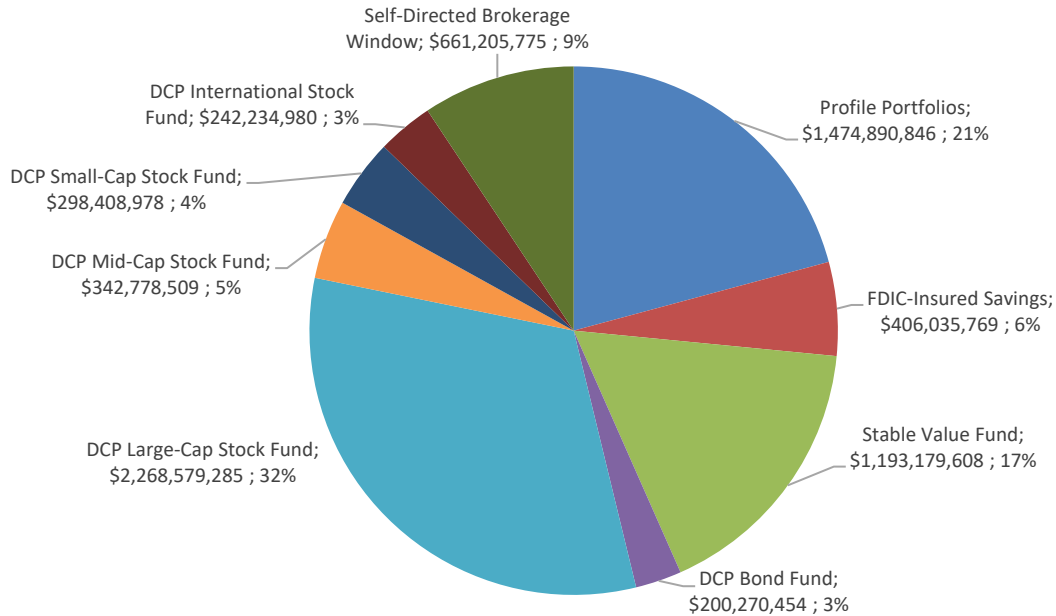
However, participants also rolled in \$111 million from eligible 457(b), 401(a), 401(k), or 403(b) plans, or Individual Retirement Account (IRAs). Thus, the net total rolled out of the DCP was only **\$18 million**, or **0.3%** of total ending DCP assets in 2019.



# Plan Review: Investments

Participant investments are well diversified among the major asset class categories within the City's investment menu as well as the City's blended risk-based Profile Portfolios. DCP asset allocation holdings as of December 31, 2019 are reflected in the following chart:

## 2019 Asset Allocation Holdings



Investment returns were strong in 2019 for equities and bonds, while interest-bearing investments continued to offer high rates of return compared to prior years. After a strong year for markets, the net overall return for the DCP in 2019 was **18.13%** compared to -2.53% in 2018. Returns by option are indicated below:

### 2019 Investment Option Rates of Return

Investment Option	1-Year	3-Year	5-Year
FDIC-Insured Savings Account	2.4%	1.9%	2.2%
DCP Stable Value Fund	2.63%	2.34%	2.21%
Profile: Ultra-Conservative	9.39%	4.87%	3.85%
Profile: Conservative	14.24%	6.97%	5.31%
Profile: Moderate	19.20%	9.17%	7.05%
Profile: Aggressive	22.24%	10.26%	7.87%
Profile: Ultra-Aggressive	25.03%	11.33%	8.66%
DCP Bond Fund	8.85%	4.24%	3.19%
DCP Large-Cap Fund	31.48%	15.26%	11.69%
DCP Mid-Cap Fund	31.17%	12.57%	9.57%
DCP Small-Cap Fund	27%	8.51%	N/A
DCP International Fund	22.35%	10.40%	N/A



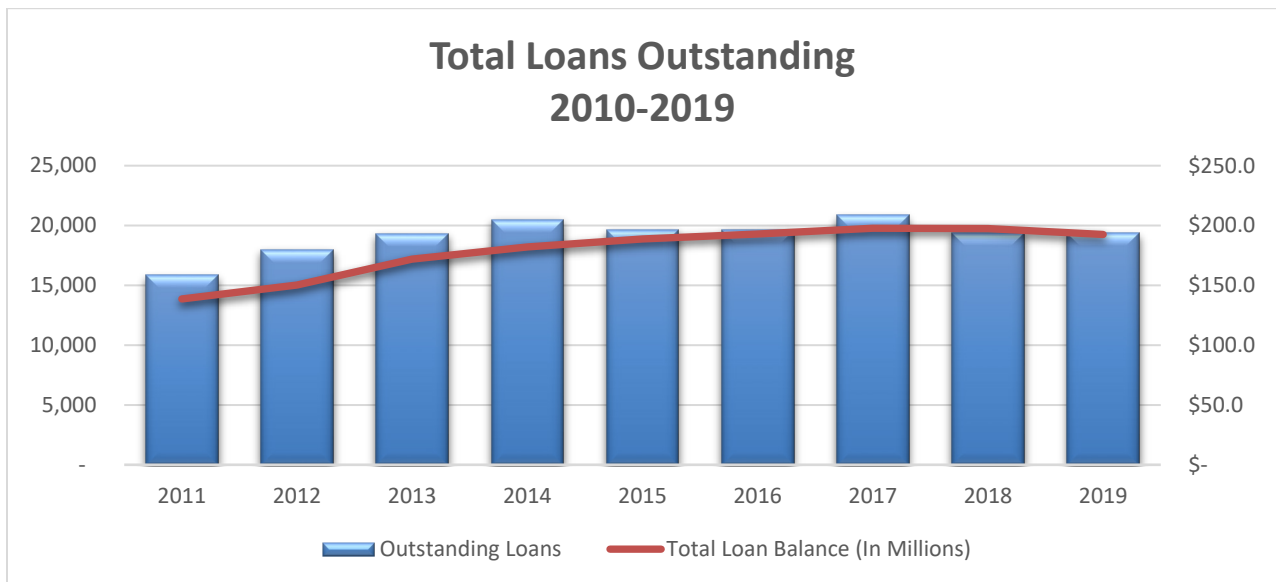
# DCP Review: Loans

## Loans

The DCP offers a Loan Program allowing participants to borrow funds from their individual accounts and repay those amounts with interest credited to their accounts. Two loan types are permitted: General Purpose (with a repayment term of up to 5 years) and Principal Residence (with a repayment term of up to 15 years). A participant may have up to two loans outstanding at any given time. Both active and retired participants may take loans.



Loans are widely utilized by participants. As of December 31, 2019, **13,350** participants had **19,344** loans outstanding, totaling **\$192,521,519** in borrowed assets. Of the 19,344 outstanding loans, 17,586 are general loans and 1,761 are residential. The chart below provides historical information regarding total DCP loans outstanding over the past ten years.



On the road to retirement, taking out a loan can cause a few bumps along the way.



[FIND OUT HOW](#)

Forget the bumps, I need a loan!  
[Request a Loan](#)

## Interactive Loan Guidance

Voya provides interactive loan guidance through the DCP website. In 2019, 2,792 participants accessed the loan guidance, compared to 2,198 participants who went directly to the loan request page. Participants who viewed loan guidance were 20% less likely to take a loan than those who skipped guidance.

# DCP Review: Engagement

## Engagement Achievements

Engagement is the fundamental driver for improving retirement outcomes. When participants engage with the DCP, for whatever purpose, they have an opportunity to consider their retirement security. Notable engagement achievements in 2019 include the following:

### Social Media

The DCP launched an Instagram account to supplement its Facebook page and broaden its outreach channels.

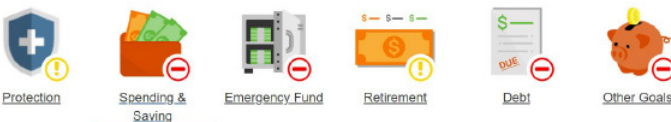


### Financial Wellness Seminar

The DCP, in partnership with LACERS, co-hosted a financial wellness seminar for active and retired members. Seminar topics included managing retirement income, budgeting, preventing identity theft, elder law, and investing.

### National Retirement Security Week

National Retirement Security Week took place on October 20-26, 2019. The campaign was called, “The Best Plans are with your Friends,” and focused on asking participants to promote the DCP to non-participants.



Spending less than you make is critical to your financial health. Consider creating a budget to ensure you spend less than you make. [SCORE DETAILS](#)



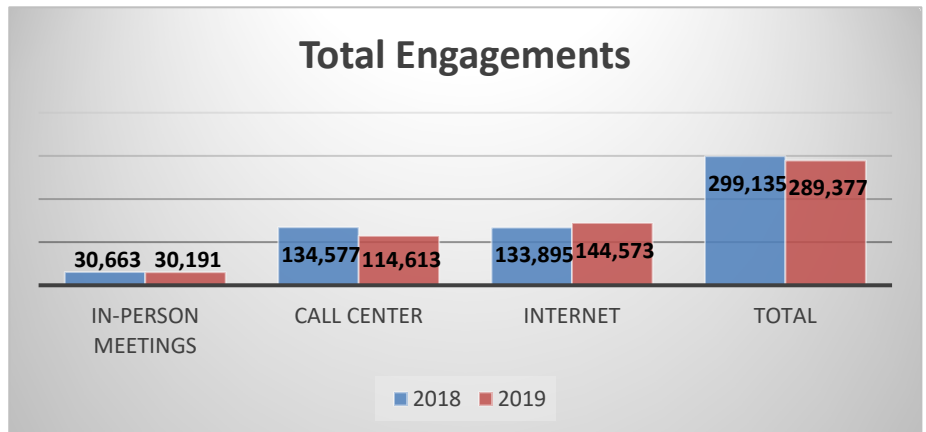
### Financial Wellness Dashboard

A Financial Wellness Dashboard was introduced allowing participants to assess their personal finances on topics such as spending, savings, and debt. In 2019, **3,161** participants completed a Financial Wellness Assessment, and 2,765 of those returned to the Financial Wellness Dashboard to learn more about educational topics.

# DCP Review: Engagement

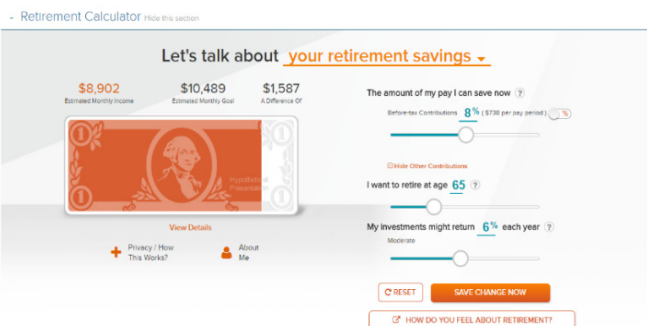
## Engagement Metrics

Key engagement metrics include the automated phone system, website, and local counselor interactions. Local retirement counselors are highly utilized by participants, with **30,191** local phone calls, group meeting attendees, and one-on-one counseling sessions.



## Personalized Engagement Journeys

Voya conducts automated engagement “journeys,” or targeted automated campaigns designed to improve certain retirement readiness outcomes. In 2019, the DCP conducted five journey campaigns targeted at **18,804** participants. Approximately **65%** of targeted recipients engaged with their journeys.



## Retirement Calculator Utilization

The DCP helps active employee participants assess retirement readiness through its custom Retirement Calculator. In 2019, 70% of participants viewed the calculator and 48% of those users interacted with the calculator, including taking action to increase savings, update investment choices, or roll outside assets into their DCP accounts.

# DCP Review: Fees

## Participant Fees

The DCP is committed to maintaining expense levels at a reasonable level consistent with a diverse menu of investment options and excellent customer service. All DCP expenses are required to be paid by participants through administrative fees collected from participant accounts. The DCP collects three types of fees: (1) an annual per-participant fee of 0.09% of assets, not to exceed \$115; (2) investment fees which vary by investment option; and (3) user fees for items such as loan maintenance and overnight delivery of checks.

## Investment Fee Comparison

The City's investment consultant reports on how the City's investment management costs compare to median investment fees nationwide. The "Net Expense Difference" column in the table below indicates the City's investment funds are all below benchmark medians.

Fund	Style	Fund Balance	Estimated Fund Expense	DCP Fund Net Expense Ratio	National Median Net Expense Ratio	Net Expense Difference	Expense Rebate	Expense Ratio after Expense Rebate
FDIC-Insured Savings Account	Cash Equivalents	\$406,035,769	N/A	N/A	N/A	N/A	N/A	N/A
DCP Stable Value Fund	Stable Value	\$1,193,179,608	\$3,460,221	0.29%	0.41%	-0.12%	0.00%	0.29%
DCP Bond Fund	US Fixed	\$200,270,454	\$520,703	0.26%	0.44%	-0.18%	0.10%	0.16%
Ultra Conservative Profile	Risk-based	\$85,905,552	\$249,126	0.29%	0.69%	-0.40%	0.06%	0.23%
Conservative Profile	Risk-based	\$217,144,052	\$673,147	0.31%	0.69%	-0.38%	0.06%	0.25%
Moderate Profile	Risk-based	\$461,029,789	\$1,659,707	0.36%	0.78%	-0.42%	0.07%	0.29%
Aggressive Profile	Risk-based	\$467,410,708	\$1,822,902	0.39%	0.78%	-0.39%	0.06%	0.33%
Ultra-Aggressive Profile	Risk-based	\$243,400,745	\$1,022,283	0.42%	0.78%	-0.36%	0.05%	0.37%
DCP Large Cap Stock Fund	US Large Cap Equity	\$2,268,579,285	\$453,716	0.02%	0.18%	-0.16%	0.00%	0.02%
DCP Mid Cap Stock Fund	US Mid Cap Equity	\$342,778,509	\$1,473,948	0.43%	0.82%	-0.39%	0.23%	0.20%
DCP Small Cap Stock Fund	US Small Cap Equity	\$298,408,978	\$1,432,363	0.48%	0.90%	-0.42%	0.10%	0.38%
DCP International Fund	International Equity	\$242,234,980	\$1,792,539	0.74%	0.85%	-0.11%	0.03%	0.71%
Schwab Self-Directed	Brokerage Window	\$661,205,775	N/A	N/A	N/A	N/A	N/A	N/A
<b>Total investment expense</b>		<b>\$7,087,584,204</b>	<b>\$14,560,654</b>	<b>.21%</b>			<b>0.03%</b>	<b>0.17%</b>

## Total Fees

In addition to the investment fees indicated above, the DCP also assesses annual administrative fees representing 0.04% of total assets, one-fourth of the City's governmental peer average of 0.16%. In total, DCP investment and administrative fees as a percent of total DCP assets fell from 0.23% in 2018 to 0.21% in 2019.

Expense Category	2018	2019
Total Investment Expense After Expense Rebate	0.18%	0.17%
Administrative & Other Expenses	0.05%	0.04%
<b>Total "All-In" Expenses Including Admin &amp; Other Expenses</b>	<b>0.23%</b>	<b>0.21%</b>

# Appendix

## DCP Revenue and Expenses

DCP Annual Budget Review  
 Administrative and Operating Expenses  
 Year Ending 12/31/19

<b>REVENUE &amp; EXPENSE LINE ITEMS</b>	
<b>STARTING BALANCE</b>	
City Fund 896 Balance - 12/31/18	\$ 44,424.60
TPA Fund - 12/31/18	\$ 3,923,478.35
Total Starting Balance	\$ 3,967,902.95
<b>REVENUES</b>	
Interest Earnings on Fund 896	\$ 1,670.41
Transfer from TPA Fund: Salary Reimbursements	\$ 797,777.08
Transfer from TPA Fund: Other	\$ 100,000.00
Miscellaneous Credits to Fund 896	\$ 1,215.85
Interest Earnings on TPA Fund	\$ 104,816.65
Revenue from Fees Deducted from Participant Accounts	\$ 2,707,933.16
Miscellaneous Credits to TPA Fund	\$ -
Total Revenue/Fees	\$ 3,713,413.15
<b>TOTAL ASSETS (STARTING BALANCE + REVENUE/FEES)</b>	<b>\$ 7,681,316.10</b>
<b>EXPENDITURES</b>	
2130 Travel/Training/Education	\$ (25,120.93)
6010 Office and Administrative: Reimbursement for Staff Support	\$ (797,777.08)
6010 Office and Administrative: Other	\$ (8,139.76)
Contractual Fees Paid to TPA	\$ (1,555,451.00)
Transfer to Fund 896: Salary Reimbursements	\$ (797,777.08)
Transfer to Fund 896: Other	\$ (100,000.00)
Consulting Costs	\$ (306,991.38)
Communications	\$ (10,053.45)
Training/Education/Travel Paid by TPA	\$ (600.00)
Elections Administration	\$ -
<b>TOTAL EXPENDITURES</b>	<b>\$ (3,601,910.68)</b>
Actual City Fund 896 Ending Balance - 12/31/19	\$ 114,548.51
Actual TPA Fund Ending Balance - 12/31/19	\$ 3,965,355.25
<b>ACTUAL TOTAL ENDING BALANCE</b>	<b>\$ 4,079,903.76</b>
<b>ENCUMBRANCES/LIABILITIES</b>	
Outstanding Reimbursements from Prior Quarter(s)	\$ (184,996.46)
<b>TOTAL ENDING BALANCE LESS LIABILITIES</b>	<b>\$ 3,894,907.30</b>



# Appendix

## Historical Revenues & Expenditures

Starting Balance	Year Ending				
	12/31/14	12/31/15	12/31/16	12/31/17	12/31/18
City Fund 896 Starting Balance	202,456	19,776	62,314	44,304	30,927
TPA Fund Starting Balance	2,751,928	2,822,682	3,308,222	3,104,611	3,232,973
<b>Total Starting Balance</b>	<b>2,954,384</b>	<b>2,842,458</b>	<b>3,370,536</b>	<b>3,148,915</b>	<b>3,263,900</b>
<b>Revenues/Fees</b>					
Interest Earnings on City Fund 896 and TPA Fund	43,477	51,856	61,992	62,916	88,854
Revenue from Fees Deducted from Participant Accounts*	2,510,954	2,584,196	2,614,920	2,062,764	2,777,114
Credits and Adjustments	3,903	0	0	0	256,176
City Fund 896 Transfer Deposits	750,258	250,089	909,849	477,517	727,357
<b>Total Revenues/Fees</b>	<b>3,308,592</b>	<b>2,886,141</b>	<b>3,586,762</b>	<b>2,603,197</b>	<b>3,849,501</b>
<b>TOTAL ASSETS (Starting Balance + Revenues/Fees)</b>	<b>6,262,976</b>	<b>5,728,599</b>	<b>6,957,298</b>	<b>5,752,112</b>	<b>7,113,401</b>
<b>Expenditures</b>					
Participant Admin Fees Paid to TPA	-1,499,651	-1,523,432	-1,562,667	-1,204,745	-1,533,177
2130 Travel/Training/Education	-31,582	-48,429	-15,532	-8,581	-23,601
4160 Governmental Meetings	0	0	0	0	0
6010 Office and Administrative	0	0	-4,264	-6,402	-16,173
Staffing Reimbursements	-880,237	-163,389	-909,834	-477,517	-677,356
TPA Fund Transfer to 896	-577,548	-250,089	-909,834	-477,517	-727,357
Consultant Costs	-181,635	-120,008	-186,362	-142,397	-103,465
Communications	-65,382	-94,256	-58,966	-17,504	-8,231
Election Administration and Special Marketing	-41,983	-20,717	0	-41,667	-56,138
GWRS Asset Allocation Fund Management	-57,000	-57,000	-91,000	-53,250	0
GWRS Hardship Admin (aka Unforeseen Emergency Withdrawal Service)	-80,500	-75,500	-65,500	-55,250	0
Wells Fargo Custodial Fees	-5,000	-5,000	-5,000	-3,750	0
<b>Total Expenditures</b>	<b>-3,420,517</b>	<b>-2,357,820</b>	<b>-3,808,960</b>	<b>-2,488,579</b>	<b>-3,145,498</b>
<b>Ending Balance</b>					
Actual City Fund 896 Ending Balance	19,776	62,314	44,304	30,927	44,425
Actual TPA Fund Ending Balance	2,822,682	3,308,222	3,104,611	3,232,973	3,923,478
<b>Total Ending Balance</b>	<b>2,842,457</b>	<b>3,370,535</b>	<b>3,148,915</b>	<b>3,263,900</b>	<b>3,967,903</b>
<b>Encumbrances/Liabilities</b>					
Staffing Requirements	-184,728	-439,531	-100,164	-165,754	-208,285
<b>Total Assets Less Liabilities</b>	<b>3,027,185</b>	<b>3,810,066</b>	<b>3,249,079</b>	<b>3,429,654</b>	<b>4,176,188</b>

# Appendix

## Participation by Department (Full-Time and Half-Time)

Department	Active	Total Eligible	Participation Rate
Aging	28	38	74%
Airports	2311	3573	65%
Animal Services	183	327	56%
Building & Safety	585	912	64%
Cannabis Regulation	9	29	31%
Cao	94	117	80%
City Attorney	722	998	72%
City Clerk	82	138	59%
Controller	109	144	76%
Convention Center & Tourism	8	10	80%
Council	167	403	41%
Cultural Affairs	37	85	44%
Disability	9	25	36%
Economic & Workforce Development	81	123	66%
El Pueblo	8	16	50%
Emergency Management	17	28	61%
Employee Relations	2	3	67%
Ethics	19	28	68%
Fire & Police Pensions	94	118	80%
Fire (Civilian)	273	378	72%
Fire (Sworn)	3175	3437	92%
GSD	743	1474	50%
Harbor	738	925	80%
Housing	404	631	64%
ITA	297	399	74%
Lacers	123	151	81%
Library	642	1224	52%
Mayor	91	227	40%
Neighborhood Empowerment	18	28	64%
Office Of Finance	226	304	74%
Office Of Public Accountability	4	4	100%
Personnel	417	563	74%
Planning	267	383	70%
Police (Civilian)	2381	3096	77%
Police (Sworn)	9094	10079	90%
Public Works - Board	96	123	78%
Public Works - Contract Administration	229	336	68%
Public Works - Engineering	628	860	73%
Public Works - Sanitation	1801	3008	60%
Public Works - Street Lighting	213	324	66%
Public Works - Street Services	633	1222	52%
Recreation & Parks	1071	3947	27%
Transportation	1139	1685	68%
Water & Power	7512	10831	69%
Zoo	143	262	55%

# Appendix

## Participation by MOU (Full-Time and Half-Time)

MOU	Active	Total Eligible	Participation Rate
MOU 00: Non-Represented	448	906	49%
MOU 01: Administrative	1761	2483	71%
MOU 02: Building Trades	626	1061	59%
MOU 03: Clerical	2743	5060	54%
MOU 04: Equip. Operation & Labor	1797	3968	45%
MOU 05: Inspectors	610	889	69%
MOU 06: Librarians	225	307	73%
MOU 07: Recreation Assistants	77	997	8%
MOU 08: Professional Engineering & Scientific	1179	1583	74%
MOU 09: Plant Equip. Operation & Repair	223	315	71%
MOU 10: Professional Medical	54	83	65%
MOU 11: Recreational	215	345	62%
MOU 12: Supervisory Blue Collar	626	862	73%
MOU 13: Supervisory Building Trades	104	146	71%
MOU 14: Service & Craft	533	995	54%
MOU 15: Service Employees	327	949	34%
MOU 16: Supervisory Librarians	84	106	79%
MOU 17: Supervisory Prof. Engineering & Scientific	478	546	88%
MOU 18: Safety / Security	1098	1848	59%
MOU 19: Supervisory Technical	244	315	77%
MOU 20: Supervisory Administrative	1158	1385	84%
MOU 21: Technical	808	1238	65%
MOU 22: Fire Chief Officers	91	94	97%
MOU 23: Firefighters & Fire Captains	3083	3342	92%
MOU 24: Police Officers, Lts. And Below	8981	9964	90%
MOU 25: Police Officers, Capt. And Above	110	112	98%
MOU 26: Port Pilots	13	14	93%
MOU 27: L. A. Port POLICE COMMAND OFFICERS	15	17	88%
MOU 28: L. A. GENERAL SERVICES POLICE OFFICERS	17	22	77%
MOU 29: Deputy City Attorneys	380	503	76%
MOU 30: L. A. Airport PEACE OFFICERS	336	442	76%
MOU 31: Confidential Attorneys	24	37	65%
MOU 32: Management Attorneys	13	17	76%
MOU 34: Crossing Guards	42	185	23%
MOU 36: Management Employees	604	775	78%
MOU 37: Executive Administrative Assistants	100	113	88%
MOU 38: L. A. Port POLICE ASSOC.	103	117	88%
MOU 39: L. A. Airport SUPERVISORY PEACE OFFICERS	69	82	84%
MOU 40: Airport Police Command Officers	5	6	83%
MOU 61: Senior Administrative And Administrative Analysts	39	42	93%
MOU 63: Personnel Director	17	18	94%
MOU 64: Confidential Senior Personnel Analyst	58	66	88%

# Appendix

## Historical DCP Assets and Net Growth Rate

Year	Assets	% Change
1984	\$17,990,298	N/A
1985	\$48,584,697	170%
1986	\$84,762,277	43%
1987	\$126,921,243	33%
1988	\$180,395,336	30%
1989	\$249,105,465	28%
1990	\$303,691,355	18%
1991	\$378,018,448	20%
1992	\$441,306,161	14%
1993	\$516,401,147	15%
1994	\$564,392,235	9%
1995	\$702,779,928	20%
1996	\$831,689,383	15%
1997	\$1,029,129,147	19%
1998	\$1,285,271,264	20%
1999	\$1,564,440,301	18%
2000	\$1,578,565,882	1%
2001	\$1,508,545,448	-5%
2002	\$1,373,444,396	-10%
2003	\$1,737,260,679	21%
2004	\$1,973,665,625	12%
2005	\$2,230,031,810	11%
2006	\$2,566,734,158	13%
2007	\$2,909,282,960	12%
2008	\$2,279,918,897	-28%
2009	\$2,828,435,629	19%
2010	\$3,154,860,910	10%
2011	\$3,174,274,111	1%
2012	\$3,578,684,906	11%
2013	\$4,277,754,120	16%
2014	\$4,622,493,622	7%
2015	\$4,726,682,745	2%
2016	\$5,221,905,502	10%
2017	\$6,025,581,565	15%
2018	\$5,839,909,114	-3%
2019	\$7,085,845,898	21%

**Board of Deferred Compensation Administration**  
Personnel Department – Employee Benefits Division  
200 North Spring Street, Room 867  
Los Angeles, CA 90012