COUNTY OF LOS ANGELES

Retirement Association Election Los Angeles County Employees



CANDIDATE INFORMATION BOOKLET July 24, 2018

3rd Member, Board of Investments 3rd Member, Board of Retirement



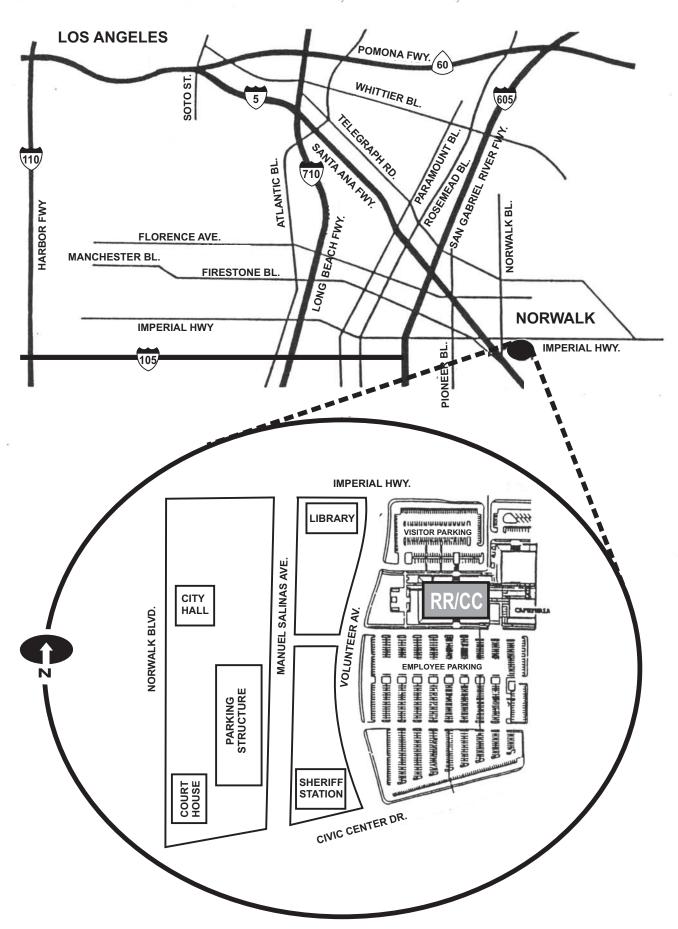
Los Angeles County Registrar-Recorder/County Clerk

Prepared by
The Election Coordination Unit
www.lavote.net

COUNTY OF LOS ANGELES

REGISTRAR-RECORDER/COUNTY CLERK

12400 IMPERIAL HWY., NORWALK, CA 90650



NOTICE

This LACERA election booklet has been prepared to assist you in filing documents relating to the election. It includes a calendar of events, general information, established procedures, and filing requirements. It is not intended to provide legal advice and is for general reference and guidance only.

Please note that it is not within the purview of the Registrar-Recorder/County Clerk to determine whether a candidate meets the requirements. Individuals with questions concerning their own or other candidate qualifications or other related matters should seek legal counsel.

Candidates and others using this booklet must bear full responsibility to make their own determinations as to all legal standards, duties and factual material contained therein.

TABLE OF CONTENTS

GENERAL INFORMATION	i-ii
Important Rules for Prospective Candidates	ii
Bulletin Board/Campaign Material	ii
CHAPTER 1: CALENDAR OF EVENTS	1-3
CHAPTER 2: CANDIDATE QUALIFICATIONS AND OFFICE INFORMATION	ON
Offices and Requirements	4
Filing Fee	4
Placement of Name on Ballot	
Votes Required to Elect a Candidate	4
CHAPTER 3: GENERAL INFORMATION AND FILING PROCEDURES	5-10
General Information	5
Written Authorization From Candidate	5
Candidate Withdrawal	5
Extension of Candidate Filing	5
Write-In Candidates	
Authorization to Pick-up and/or File	
Candidate Nomination Process	7-10
Step 1 – Applying for Candidate Nomination Documents	
Step 2 – Issuing LACERA Packets	
Step 3 – Signer Qualifications	
Step 4 – Filing Nomination Petitions	
Step 5 – Filing Mandatory and Optional Documents	10
CHAPTER 4: CANDIDATE STATEMENT OF QUALIFICATIONS	11-13
General Information	11
Withdrawal and/or Re-filing of Candidate Statement of Qualifications	11
Format and Content Requirements	11
Candidate Statement of Qualifications Form (Sample)	12
Public Examination Period	12
Word Counting Guidelines	13
CHAPTER 5: DUPI ICATE BALLOT REQUEST FORM (Sample)	14

General Information

General Information and Rules for Candidates



GENERAL INFORMATION

State law requires that the Board of Supervisors conduct an election to fill vacant or expired seats on the Los Angeles County Employees Retirement Association (LACERA) Board of Investments and Board of Retirement.

LACERA is a public entity separate from the County of Los Angeles that was created to provide retirement, disability and death benefits to Los Angeles County employees.

LACERA is comprised of two managing boards, the Board of Investments and the Board of Retirement. For more information, you can visit the LACERA website at http://www.lacera.com/home/index.html.

LACERA'S BOARD STRUCTURE

The **Board of Retirement** has nine members and two alternate members.

The **Board of Investments** has nine members.

The Los Angeles County Board of Supervisors appoints four members to each board. The other members are elected as follows:

General Member employees elect two members for each board. **Safety Member** employees elect one member for each board and an alternate member for the Board of Retirement. **Retired Members** elect one member for each board and an alternate member for the Board of Retirement. The County Treasurer and Tax Collector is required by law to serve on both boards as an ex-officio member.

- A **General Member** is a person who is working at least three-quarter time as a permanent employee for the County or for an outside district, and who is earning service credit in a retirement plan.
- A Safety Member is a permanent employee of Los Angeles County working three-quarter time or more in firefighting, forestry, lifeguarding, or law enforcement (including District Attorney Investigators).
- A **Retired Member** is a former Los Angeles County or outside district employee who has taken either a service retirement or a disability retirement.

LACERA administrators manage the retirement funds for the County of Los Angeles. LACERA is the largest county retirement system in the United States, serving more than 165,000 members. The LACERA membership is comprised of individuals from a diverse range of careers, age groups, and ethnicities, all contributing to the greater welfare of Los Angeles County.

NOTE: The offices of 3rd Member, Board of Investments and 3rd Member, Board of Retirement for General Members are scheduled for election on July 24, 2018. The General Members of LACERA are eligible to vote in this election. The total eligible voting population is approximately 85,497 members.

IMPORTANT RULES FOR PROSPECTIVE CANDIDATES — LACERA Candidates may <u>not</u> use County of Los Angeles time or County resources to further their campaign or election efforts. This includes **conducting unauthorized walk-throughs in County office areas during regular work shift hours, the use of any County of Los Angeles equipment, and/or using County space for campaigning purposes. Solicitation for candidate support should be limited to lunch, break times and off-duty hours.**

BULLETIN BOARD/CAMPAIGN MATERIAL — Department Heads will designate bulletin board space for all candidates to post campaign material provided it includes the following disclaimer:

Employees are prohibited from using County time or County resources to further the campaign or election of the candidate.

It is the candidate's responsibility to ensure that all their campaign material clearly contains the above referenced disclaimer. Campaign material without this disclaimer is not acceptable for posting or distributing. Any candidate who violates this provision or has others violate this provision on his or her behalf is subject to discipline, including discharge from County employment. (See Rule Number 17 and 18 of the Resolutions.)

CHAPTER 1

Calendar of Events



CALENDAR OF EVENTS

LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION ELECTION GENERAL MEMBERS — JULY 24, 2018

All documents are to be filed with and duties performed by the Registrar-Recorder/County Clerk (RR/CC) unless otherwise specified.

DATES		EVENTS
April 16 (M) through May 15 (Tu) 5:00 p.m.	E-99 E-	During this period nomination documents may be obtained and filed. CANDIDATE STATEMENT OF QUALIFICATIONS
		During this period all candidates may file a statement of qualifications not to exceed 200 words.
May 17 (Th)	E – 68	STATUS OF NOMINEE The Registrar-Recorder/County Clerk (RR/CC) shall check the signatures on the nominating petitions and notify each nominee of his/her qualifying status.
		Note: On this date a list of Qualified Candidates/ Nominees will be posted on the RR/CC website (www.lavote.net).
		If by this date the RR/CC determines that only one member has been duly nominated to each office, the RR/CC shall notify the Board of Supervisors and the BOS shall order that no election be held.
		On this date the RR/CC is scheduled to certify qualified candidates to the Executive Office of the Board of Supervisors.
May 18 (F) through May 24 (Th) 5:00 p.m.	E-67 E-	PUBLIC EXAMINATION PERIOD During this period statements of qualifications shall be open for public examination for 5 business days excluding weekends and holidays. A fee may be charged to any person obtaining a copy of the material. During this period any person may file a writ of mandate or an injunction to require any or all of the material to be amended or deleted.
May 22 (Tu) 2:00 p.m.	E-63	RANDOM DRAWING OF CANDIDATE NAMES FOR PLACEMENT ON THE BALLOT The public random drawing shall take place in, the Executive Office of the Board of Supervisors, B-1 Kenneth Hahn Hall of Administration at 2:00 p.m. for both the Board of Investments and the Board of Retirement.

LACERA 2018 - 1 - Chapter 1

DATES		EVENTS
June 1 (F)	E – 53	CANDIDATE STATEMENT OF QUALIFICATIONS Statements of qualifications approved by the RR/CC may be viewed at: http://bos.lacounty.gov/Services/ConflictofIntere stLobbyist/LACERAElection
June 18 (M) through June 21 (Th) 5:00 p.m.	E-36 E-33	MAILING OF BALLOTS During this period, the RR/CC will mail ballots to eligible LACERA General Members.
June 25 (M)	E – 29	MAILING OF BALLOTS — VERIFICATION On or before this date the RR/CC will forward to the Executive Officer of the Board of Supervisors verification that all ballots were mailed to eligible LACERA Members.
June 29 (F) through July 5 (Th)	E-25 E-19	REQUEST FOR A DUPLICATE BALLOT First and last day General Members can request a duplicate ballot which must be in writing to their Department Election Coordinator. The Department Election Coordinator will contact the RR/CC to mail a duplicate ballot. See sample of request form on page 14. A listing of all Election Coordinators can be accessed through the following link: http://bos.lacounty.gov/Services/ConflictofIntere
		stLobbyist/LACERAElection
July 6 (F)	E – 18	REQUESTS SUBMITTED TO RRCC Deadline for Departmental/Agency Election Coordinator to submit duplicate/replacement ballot request to RR-CC.
July 11 (W)	E – 13	DUPLICATE BALLOTS Last day for RR/CC to mail duplicate ballots.
July 24 (Tu) 5:00 p.m.	ELECTION DAY	ELECTION DAY All ballots must be delivered via U.S. mail or in person to the RR/CC.

LACERA 2018 - 2 - Chapter 1

DATES		EVENTS
July 26 (Th)	E + 2	BALLOTS TALLIED/COUNTED
10:00 a.m.		RR/CC tallies (counts) all ballots for the election.
July 27 (F)	E + 3	ELECTION CERTIFICATION
· · · · · · · · · · · · · · · · · · ·		The RR/CC is scheduled to certify election results
		to the Executive Office of the Board of Supervisors.
		NOTICE TO CANDIDATES
		No later than this date, the RR/CC shall telephone
		or e-mail (if requested) each candidate receiving
		more than 20 percent of the total votes cast as to
		the certification of election results and send written
		notice of the results via U.S. Mail.
Aug. 10 (F)	E + 17	RECOUNT
5:00 p.m.		Last day a written request for a recount may be filed
		with the RR/CC. The candidate filing the request
		for the recount shall bear the cost by submitting a deposit with the RR/CC before the recount is
		commenced and at the beginning of each day until
		the recount is completed or cancelled. These
		amounts cover the cost of the recount for that day.
		PROTEST
		Last day any candidate desiring to protest the
		results of the election may file a written request with
		the Executive Office of the Board of Supervisors.
		The written request must specify the grounds for the
		protest and be accompanied by supporting documentation.
		decamentation.
Aug. 10 (F)	E + 17	COMMENCING A RECOUNT
		Last day for the RR/CC to commence a recount.
Sept. 4 (Tu)	E + 42	ELECTION RESULTS
		Election results will be declared official by the Board
		of Supervisors on this date or any other meeting
		date following completion of a recount.
	=	

LEGEND: E- or E+ = Election minus or plus days before or after the election date.

CHAPTER 2

Candidate Qualifications and Office Information



CANDIDATE QUALIFICATIONS AND OFFICE INFORMATION

The following LACERA General Member offices are up for election:

OFFICE	TERM OF OFFICE	NOMINATING SIGNATURES
3 rd Member, Board of Investments 3 rd Member, Board of Retirement	Beginning January 1, 2019 through December 31, 2021 (Three years)	50 (Active General Members, who themselves were active General Members on March 1, 2018)

LACERA CANDIDATES — All candidates for Board of Investments and/or the Board of Retirement **must** be active General Members of the Los Angeles County Employees Retirement Association as of **March 1, 2018**.

FILING FEE — No fee is required.

PLACEMENT OF NAME ON BALLOT — The random drawing of names, which determines ballot name order, shall take place at 2:00 p.m. on **May 22, 2018** in the Executive Office of the Board of Supervisors, Room B - 1, Kenneth Hahn Hall of Administration, 500 West Temple Street, Los Angeles, California 90012.

VOTES REQUIRED TO ELECT A CANDIDATE — The person receiving the highest number of votes shall be declared elected. In the event two or more persons tie for first place, the winner shall be determined by drawing lots before the Board of Supervisors.

LACERA 2018 - 4 - Chapter 2

CHAPTER 3

General Information and Filing Procedures



GENERAL INFORMATION AND FILING PROCEDURES

All Candidate Nominating Petition forms must contain the candidate's name, Los Angeles County Department work location (if applicable) and the elective office title to which he or she is seeking election. Each **candidate or authorized agent** will receive oral and written instructions regarding procedures to be followed in completing the nomination process when the forms are issued.

WRITTEN AUTHORIZATION FROM CANDIDATE — NOMINATION DOCUMENTS WILL NOT BE ISSUED TO OR ACCEPTED FROM AN UNAUTHORIZED PERSON.

The authorization must be signed by the candidate.

Only official documents issued by the Registrar-Recorder/County Clerk may be used. The forms are available between the hours of 8:00 a.m. and 5:00 p.m., Monday through Friday, excluding holidays at the **public counter** in the **Election Information Section** as listed below.

Nomination documents must be **mailed or delivered** to the following addresses:

MAIL

Registrar-Recorder/County Clerk
Election Planning Section
Second Floor, Room 2015
12400 Imperial Highway
Norwalk, CA 90650

(Indicate on envelope nomination documents enclosed)

DELIVER

Registrar-Recorder/County Clerk
Election Information Section
Second Floor, Room 2013
12400 Imperial Highway
Norwalk, CA 90650

(Business Hours: 8:00 a.m. to 5:00 p.m.)

The Registrar-Recorder/County Clerk **cannot** legally accept or process any candidate nominating petitions sent via U.S. Mail or personal delivery **AFTER 5:00 P.M. on May 15, 2018,** which is the filing deadline.

CANDIDATE WITHDRAWAL — Withdrawal of candidacy is permitted up to and including the deadline date to file candidate nomination documents.

EXTENSION OF CANDIDATE FILING — There are no provisions for an extension of time for filing candidate nominating documents.

WRITE-IN CANDIDATES — There are no provisions for Write-In Candidates. Therefore, no Write-In votes shall be counted.

LACERA 2018 - 5 - Chapter 3

AUTHORIZATION TO PICK UP AND/OR FILE CANDIDATE NOMINATION DOCUMENTS

LACERA candidates who will have their candidate nomination documents picked up and/or filed **via an agent** must complete the AUTHORIZATION TO PICK-UP AND/OR FILE CANDIDATE NOMINATION DOCUMENTS form.

Below is a generic **sample** of the Authorization Form.

- 1. Print candidate's (your) name.
- 2. Print the elective office title.
- 3. Print the agent's name and phone number.
- 4. Check the box for each applicable form.
- 5. Complete the middle section of the form as you would like your name to appear on the ballot, along with the other information requested.
- 6. Complete **INFORMATION FOR PUBLICATION** box.
- 7. Sign and date the form before giving it to your agent.



LACERA 2018 - 6 - Chapter 3

CANDIDATE NOMINATION PROCESS

If you are planning on filing as a candidate for elective office, there are five (5) easy steps to the candidate nomination process.

STEP 1 — APPLYING FOR CANDIDATE NOMINATION DOCUMENTS

Candidates or authorized agents are required to fill out a Candidate Registration and Qualification (CRQ) form providing the following information:

- 1. Name as you wish it to appear on ballot.
- Residence address.
- 3. Telephone number.
- 4. E-mail and/or web site address.
- Address and telephone number for publication/ media/internet.
- Elective office title for which you are applying.
- 7. Signature and date.



Information on the form is used in preparing nomination documents. It is important that the information is accurate.

LACERA 2018 - 7 - Chapter 3

STEP 2 — ISSUING LACERA PACKETS

Candidates will receive a LACERA packet containing a letter to the candidate, a Candidate Information Handbook, nomination petitions and Board adopted election resolutions, including the Powers and Duties for designated board members.

BELOW IS A SAMPLE OF THE LETTER TO THE CANDIDATE

The candidate letter must be signed by the candidate or an authorized agent acknowledging receipt of the nomination filing packet which includes:

- 1. The nomination petitions.
- 2. Candidate Statement of Qualifications Form.
- 3. The resolution containing pertinent dates and information pertaining to the election.
- 4. The Candidate Information Booklet.

This letter also confirms that the candidate and/or the authorized agent is aware of the following:

- The qualifications of candidacy for the elective office.
- The requirements for filing a Candidate Statement of Qualifications.
- 3. The last day to file nomination papers (May 15, 2018).
- 4. The rules of conduct.



CANDIDATE NOMINATION PROCESS (continued)

STEP 3 — SIGNER QUALIFICATIONS

- 1. Nomination Petitions must be signed by at least 50 or more active General Members, who themselves were active General Members on March 1, 2018 for the following offices:
 - 3rd Member, Board of Retirement
 - 3rd Member, Board of Investments

No member may sign more than one nominating petition.

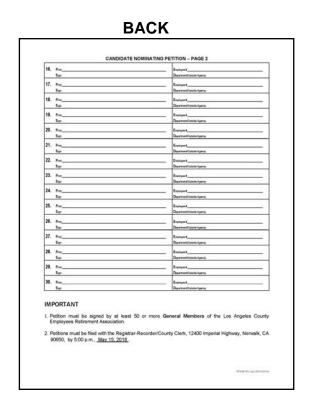
 Each signer must print and sign their own name, include their Employee Number and their Los Angeles County Department work location. For non-Los Angeles County employees who are active general members, the outside agency name should be given.

STEP 4 — FILING NOMINATION PETITIONS

- 1. Nomination Petitions must be filed with the RR/CC no later than **Tuesday**, **May 15, 2018 by 5:00 p.m.** Office hours are Monday through Friday, 8:00 a.m. to 5:00 p.m. excluding weekends and holidays.
- 2. The RR/CC will examine the signatures on Nomination Petitions and notify each nominee of his or her status no later than **Thursday, May 17, 2018.**

BELOW IS A SAMPLE OF A CANDIDATE NOMINATION PETITION





LACERA 2018 - 9 - Chapter 3

STEP 5 — FILING MANDATORY AND OPTIONAL DOCUMENTS

Listed below are the mandatory and optional documents to be filed for candidacy. It is the obligation of the candidate to ensure that filing requirements and deadlines are met. All candidates are urged to file documents as early as possible to avoid a last minute rush.

DOCUMENTS	APPLICABILITY
Nominating Petitions	Required for all Candidates
Candidate Statement of Qualifications	Optional for all Candidates
contact the Election	information, Planning Section at 62-2317

Each LACERA candidate will receive a receipt when filing their nomination documents.

BELOW IS A SAMPLE OF THE RECEIPT

Los Angeles County Registrar-Recorder/County Clerk's Office	Election Planning Section (562) 462-2317
LOS ANGELES COUNTY EMPLOYEES RETIREMEN July 24, 2018	T ASSOCIATION ELECTION
CANDIDATE RECEIPT FOR NOMINATION I	DOCUMENTS
Candidate's Name:	
Office: THIRD MEMBER, BOARD OF INVESTMENTS	<u></u>
The following documents have been received:	
Nominating Petitions (Sections)	
☐ Candidate Statement of Qualifications	
Other	
Elections Deputy	Clase
	LAC(WA_CHN 4/16

LACERA 2018 - 10 - Chapter 3

CHAPTER 4

Candidate Statement of Qualifications



CANDIDATE STATEMENT OF QUALIFICATIONS

GENERAL INFORMATION — A Candidate Statement of Qualifications must be filed no later than 5:00 p.m. on **May 15, 2018**, the last day of the nomination period.

ESTIMATED COST	WORD LIMIT	ENHANCED WORDS
NO FEE	200	25

- 1. A Candidate Statement of Qualifications is optional and may include the candidate's age and occupation.
- Statements are confidential until after close of the nomination period. There is no filing fee for a Candidate Statement of Qualifications.

WITHDRAWAL AND/OR RE-FILING OF CANDIDATE STATEMENT OF QUALIFICATIONS — Candidate statements may be withdrawn or withdrawn and refiled no later than 5:00 p.m. on **May 15, 2018,** the last day to file nomination documents.

FORMAT AND CONTENT REQUIREMENTS — Below is a sample showing how the Candidate Statement of Qualifications will appear once it is typed and included in the official ballot material.

Statements will be printed in uniform type, style and spacing. Use block paragraphs and single space format. Text submitted indented or centered will be typed in block paragraph form. Entire statements in all capital letters are not acceptable. Indentations, circles, stars, dots, italics and/or bullets cannot be accommodated. However, you may use dashes/hyphens.

Enhanced words to be printed in **boldface type**, <u>underscored</u> and/or CAPITALIZED are to be clearly indicated. Any combination of enhanced words is counted as one word. However, the number of words/acronyms that are in **boldface type**, <u>underscored</u> and/or CAPITALIZED shall not exceed 25 words per a 200 word statement. The pronoun (I) is not counted as an enhanced word.

Candidate Any Statement Qualifications which the Registrar-Recorder/County Clerk determines is not limited to a recitation of the nominee's own personal background and qualifications shall not be printed or circulated the Registrarby Recorder/County Clerk.

STATEMENT OF JOHN DOE CANDIDATE FOR THIRD MEMBER, BOARD OF INVESTMENTS

Age: 40

Occupation: Accountant

I seek your vote for election to the LACERA Board of Investments. My experience includes 30 YEARS as a FINANCIAL ANALYST, CONSULTANT and

<u>ACCOUNTANT</u>.

I have worked hard in not private and county careers and have increased financial wealth of all who have allowed me to oversee their financial assets. Please allow me to work with your hard earned money so that I can accomplish my goals of securing a great retirement for you.

- I have a Backeto's Degree from Any City University and a Master's Degree from The College of the United States.
- I will be a fair judge of every case that comes before me and make sure that employees' rights are protected.
- I am a proven advocate.
- I will continue to make sure our pensions are what YOU want.

Please fill in the circle next to my name, John Doe, on your LACERA ballot.

- GIVE me your trust! Give ME your confidence!!
- Give me YOUR assets!!!

CANDIDATE STATEMENT OF QUALIFICATIONS (continued)

The Registrar-Recorder/County Clerk shall notify each nominee by telephone or U.S. Mail if the nominee's statement of qualifications is rejected pursuant to this provision.

All statements should be submitted on the following forms. Candidates are responsible for checking the spelling and punctuation as the elections official is not permitted to edit any material contained therein. It is recommended that you do not use dashes or hyphens at the end of a line. Please refer to page 13 for Word Counting Guidelines.

BELOW IS A SAMPLE OF THE LACERA CANDIDATE STATEMENT OF QUALIFICATIONS FORM



PUBLIC EXAMINATION PERIOD – Candidate Statement of Qualifications as submitted by candidates will be available at the Registrar-Recorder/County Clerk, 12400 Imperial Highway, Norwalk, CA, 90650 in the Election Information Section on the 2nd Floor for public examination for a period of 5 business days from **May 18, 2018** through **May 24, 2018**. A fee may be charged to any person wishing to obtain a copy of the material. During this period, any person may file a writ of mandate or an injunction to require any or all of the material/data to be amended or deleted.

LACERA 2018 - 12 - Chapter 4

WORD COUNTING GUIDELINES

(Elections Code Chapter 1, General Provisions, Section 9)

The following guidelines are used by the Registrar-Recorder/County Clerk's Office for counting words on candidate statements, ballot measure text, arguments, rebuttals and other ballot enclosures. The guidelines do **not** apply to ballot designations for candidates. If the text exceeds the specified 200 or 400 word limit, the author will be asked to delete words or change text until the statement conforms with requirements.

- 1. **PUNCTUATION MARKS** are not counted. Symbols such as "&" (and), and "#" (number/pound) are not considered punctuation and each symbol is counted as one (1) word.
- 2. THE WORDS "I", "a", "the", "and", "an" are counted as individual words.
- 3. **PROPER NOUNS**, such as geographical names, and names of persons or things, as one (1) word.

EXAMPLE: "Gus Enwright" = 1 word

"City of Los Angeles" = 1 word

"Dalai Lama" = 1 word

4. **ABBREVIATIONS** such as acronyms or abbreviations for a word, phrase, or expression are counted as one (1) word.

EXAMPLE: UCLA, PTA, USMC, LAPD, U.S.M.C.

5. **HYPHENATED WORDS** that appear in any generally available standard reference dictionary published in the U.S. at any time within the last 10 calendar years immediately preceding the election are counted as one (1) word.

EXAMPLE: Attorney-at-law

6. **DATES...** are counted as one (1) word.

EXAMPLE: 3 July 21, 1983 18 June, 1987 3/18 7/21/89

7. **NUMERIC COMBINATIONS** are counted as one (1) word.

EXAMPLE: 1973 13 1/2 1971-73 5% 8/3/73 #14

8. MONETARY AMOUNTS consisting of a combination of digits are counted as one (1) word.

EXAMPLE: \$1,000.00

MONETARY AMOUNTS consisting of a combination of words and digits are counted as two (2) words.

EXAMPLE: \$4 million

9. **TELEPHONE/FAX NUMBERS** are counted as one (1) word.

EXAMPLE: 1-800-815-2666 1-562-462-2317

10. INTERNET WEB SITES/E-MAIL ADDRESSES are counted as one (1) word.

EXAMPLE: http://www.co.la.ca.us www.lavote.net http://www.lacounty.lnfo

CHAPTER 5

Duplicate Ballot Request Form





DI EASE DOINT

2018 LACERA ELECTION COORDINATOR'S REQUEST FOR

DUPLICATE ELECTION BALLOT FORM AND INSTRUCTIONS

ELECTION FOR THE THIRD MEMBERS OF THE BOARD OF INVESTMENTS AND THE BOARD OF RETIREMENT

In accordance with the election resolutions adopted by the Board of Supervisors establishing the procedures for the elections of the Third Member, Board of Investments and the Third Member, Board of Retirement, the following employee is requesting a duplicate ballot. Eligible members to vote in this election must have been a General Member of the Los Angeles County Retirement Association (LACERA) on March 1, 2018.

Item 21 of the election resolutions for the Third Member, Board of Investments and Board of Retirement, provides that eligible General Member who do not receive a ballot by <u>Friday</u>, <u>June 29, 2018</u> or who have made a mistake on their original ballot and wish to correct it, and who desire to vote, may request a duplicate ballot. An employee requesting a duplicate ballot must notify their department election coordinator on or before <u>Thursday</u>, <u>July 5</u>, <u>2018</u>, and explain in writing why a duplicate ballot is being requested. The department election coordinator shall submit to the Registrar-Recorder/County Clerk these written statements along with this Request for Duplicate Election Ballot Form which must include employee's name, current mailing address, employee number and department in which employed (as of <u>March 1, 2018</u>) on or before <u>5:00 p.m., Friday</u>, <u>July 6, 2018</u>.

Department Election Coordinators may submit requests for duplicate ballots via facsimile at (562) 466-6025 or via email to either of these email addresses: fguijaro@rrcc.lacounty.gov or <a href="mailto:mail

Employee Name	Employee Numbe
Mailing Address	
OFFICIA	AL USE ONLY
Requesting Election Please Print:	Coordinator Information
	Coordinator Information
Please Print:	Coordinator Information
Please Print:	() Area Code/Facsimile Number

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19	20	21	22	23	24	25	
26	27	28	29	30	31		

SEPTEMBER							
s	M	Т	W	Th	F	s	
						1	
2	3	4	5	6	7	8	
9	10	11	12	13	14	15	
16	17	18	19	20	21	22	
23	24	25	26	27	28	29	
30							

OCTOBER								
s	M	Т	W	Th	F	S		
	1	2	3	4	5	6		
7	8	9	10	11	12	13		
14	15	16	17	18	19	20		
21	22	23	24	25	26	27		
28	29	30	31					
ł								

NOVEMBER							
s	M	Т	W	Th	F	S	
				1	2	3	
4	5	6	7	8	9	10	
11	12	13	14	15	16	17	
18	19	20	21	22	23	24	
25	26	27	28	29	30		

DECEMBER								
s	M	Т	W	Th	F	s		
						1		
2	3	4	5	6	7	8		
9	10	11	12	13	14	15		
16	17	18	19	20	21	22		
23	24	25	26	27	28	29		
30	31							