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THE INTERCOM

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County Employees Association (CRCEA)
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PRESIDENT'S MESSAGE

Can you believe it? Another year has sped by and here we are in 2022 already. That's two years of restriction placed on us by the COVID pandemic and the State of California. And, the bullying and pressure keeps coming from all sorts of directions. Get vaccinated or get fired. Boy, what a great way to get people to work for you. I guess we should all count our blessings that we are retired and can make the decision on our health and welfare for ourselves based on what is in our own best interest.

But let us get on with some positive thought.

It was so great to be able to actually get together at our conference in Long Beach. Kudos to Los Angeles Coun-

ty (RELAC) for all the time, effort, and worry that the conference committee put in to make it a success. Yes, it was smaller in numbers than we would normally have, but those who were able to make it found an interesting set of topics and information. The business of CRCEA was conducted without a hitch. The re-election of our Vice President and Secretary saw Doug Fletcher and Virginia Adams continuing in their respective offices. The passage of the revised packet of bylaws gave us an updated and workable set of guidance for the organization.

Our next conference, the first of May, will be organized by Orange County, and it looks like it will be a virtual conference. This is being done in the name of caution, not knowing what restrictions might be in place as we move into the new year. REAOC is pulling together speakers and presenters who will again be of interest to our members, as well as updates on all things that impact retirees.

As we go into the new year, many active employees will be moving toward and into

the new role of retiree. Each association should make an effort to get to these people and encourage them to become members of your association. Each relied on their association or union to look out for their interests as they worked. So, why not convince them of the fact that someone needs to be looking out for their interests as retirees. That is what each local association does. The cost is minimal compared to what they paid as actives and the benefits each of you have for retirees is worth the price. It has worked for many associations in the past, so why not give it a shot.

As I write this just before the year-end holidays, I hope that everyone had a joyous and happy holiday period. My wish to each of you is that you have health, happiness, and friendship into 2022 and beyond.

Until next time.....

SKIP MURPHY, President



**LA County Retirement System
Files Lawsuit Against County**

CRCEA Retiree Associations Have an Interest in the Outcome

by: Judy Hammond, RELAC Newsletter Editor

The Los Angeles County retirement system (LACERA) has filed a lawsuit against the County after the Board of Supervisors refused to implement several personnel actions approved by LACERA's two governing boards.

The County takes the position that the supervisors can veto personnel decisions made by LACERA's boards, and that the County has ultimate authority over the terms and conditions of LACERA employees. LACERA strongly disagrees.

In its lawsuit, filed Oct. 18, LACERA asserts that under state law and the state Constitution, LACERA is an independent agency with authority over its management and administration, and that the County is obligated to implement personnel and salary decisions approved by both LACERA governing boards by including them in County salary ordinances.

The lawsuit requests the court to order the County to implement the personnel actions approved by the LACERA boards, which would create new positions deemed important by LACERA – including a deputy chief, investment officer and principal staff counsel – and change titles and salaries of several existing positions.

LACERA said the actions are needed to manage and administer the retirement system, and to perform the work necessary to protect and to invest prudently the assets of its members and retirees. The salaries for these positions would be paid from LACERA's investment earnings and are within LACERA's budget, the amount of which is established in state law and which is separate from the County's budget.

CRCEA's retiree association members will be impacted by the outcome of the litigation, except for four (4) associations in counties that have reorganized the retirement system as a special district not under the control of the county. The excluded counties are Orange, Ventura, San Bernardino and Contra Costa.

For more information, contact Dave Muir at dmuir6@gmail.com.

For a copy of the lawsuit, visit LACERA's website at lacera.com and, using the search function, search for lawsuit.



**IN SEARCH OF
PASSION, PURPOSE IN
RETIREMENT**

**Press Enterprise
December 26, 2021**

Q Before I retired, I was involved with an organization that helps children of prisoners; I also participated in church activities. When I retired, I just increased my involvement with both, plus added lunch with friends, going to garage sales and buying cute clothes for my granddaughter. I love the free time and getting together with friends, but that's not enough. I need to have a purpose.

How does one go about finding this important part of life? My retired neighbors just want to play games and/or travel exclusively. I believe they are missing out. Your thoughts?

~~Y.H.

A You have raised an important question that has no easy answer.

Other life stages seem to be better defined than retirement. We have traditional roles and expectations of young adulthood, midlife and even later life while working. That's not quite the case with retirement.

For millions, such as your neighbors, a life of travel, games and other leisure pursuits is a dream come true. For others, these pursuits are not sufficient.

A significant portion of the retirement population is asking the purpose question and more. They ask, "Where do I fit into a society where work is a high priority, at least for many?" "What is important to me in this new life stage?" "What is my passion?" "How can I make a difference?"

So, where to begin? Richard J. Leider, a pioneer of the global purpose movement and considered one of America's preeminent executive life coaches, is author of the recent book "What Do You Want to Be When You Grow Old? The Path of Purposeful Aging" (2021, Berrett-Koehler Publishers). He suggests that rather than finding our purpose, we need to unlock our purpose.

Here are three steps recommended by Leider to help achieve that.

FIRST » We need to find out how we want to help while becoming aware of our own gifts. These might be interpersonal skills, artistic talents, teaching, writing, working with numbers, creating new projects,

problem-solving or an affinity in working with populations such as young people, the underserved or older adults. At the same time, we need to determine what we love to do. Then we need to combine all three: how we want to help, our gifts and what we love to do that will make a contribution to others.

SECOND » We need to find out who we want to help by addressing causes important to us. These might be injustices we have witnessed or needs that touch our hearts. In today's world we are not short of injustices and causes, beginning with the environment, poverty, bigotry and world peace. The causes can be national, global or local in our communities, such as becoming a tutor or mentor in our local schools or providing company for those isolated.

THIRD » We need to find what energizes us. If we know how we want to help and who we want to help, next is finding out what invigorates us and gets us up in the morning. That purpose may inspire us to even make a few sacrifices.

Here is a completely different approach to finding your purpose, based on the experience of Margit Novack, author of "Squint: Re-visioning the Second Half of

Life” (2021, Extra Step Media). As a thought leader, entrepreneur and the founding president of the National Association of Senior and Specialty Move Managers, she is passionate about older adults and their wellbeing. That was not necessarily the case before she launched her older adult move management business.

She explained to me in an email, “I became passionate about older adults once I was in the business. My clients caused me to become passionate. You can become involved with something in retirement to give it a try and then find that you become passionate about it. You don’t need to be passionate in order to try something. The passion may come later.”

She adds, “Many think that finding purpose in retirement is a fast and simple process; they want to be directed and not waste time. That’s not the case. For most of us, finding our purpose is a journey. We may have to try different things until that light bulb goes off. With so much experience under their belts, older adults are supposed to plan and be cautious. But finding your purpose, as well as thriving as you age, may require embracing uncertainty.”

Getting back to Leider, I heard him give a lecture when he just said a few sentences that got me thinking. He said, “ ‘What is my purpose?’ is asking the wrong question. We should be asking, ‘What is life asking of me today?’ ” He made two other statements that resonated: “Compassion is a source of purpose” and “ ‘No’ is a complete sentence.”

Y.H., thank you for your good question. I hope these varying approaches to finding one’s purpose during retirement will be helpful to you. Happy holidays and stay well. As always, be good to yourself and others.

Helen Dennis is a nationally recognized leader on issues of aging, employment and the new retirement, with academic, corporate and nonprofit experience. Contact Helen with your questions and comments at: Helendenn@gmail.com. Follow her on: [facebook.com/SuccessfulagingCommunity](https://www.facebook.com/SuccessfulagingCommunity)

WHEN THINGS CHANGE
INSIDE YOU,
THINGS CHANGE
AROUND YOU.



Future CRCEA Conferences

With optimism, and in the spirit of continued opportunities to get together, following is the schedule for the next several conferences:

Spring 2022 (Virtual)
Orange (REAO)

Fall 2022
Sacramento (SCREA)

Spring 2023
San Bernardino (RESBC)

Fall 2023
San Joaquin (RPESJC)

Spring 2024
Kern (REOKC)

Fall 2024
Contra Costa (CCCREA)

**WE HOPE YOU WILL BE
ABLE TO JOIN US FOR
GREAT INFORMATION,
NETWORKING, AND,
OF COURSE, FUN!**

**RELAC Hosts CRCEA
Fall 2021 Conference
by Evelyn Gutierrez
RELAC Conference Committee**

The California Retired County Employees Association (CRCEA), enthusiastically supported attendance at the 2021 Fall Conference following an almost two-year cancellation of conferences. The “reunion” event was hosted by the Retired Employees of Los Angeles County (RELAC) on November 7-10, 2021 in Long Beach.

Following an “early-bird” reception hosted by RELAC at the Shoreline Village on Sunday, CRCEA delegates and alternates received their welcome goody bags and conference information in preparation for the start of the conference on Monday.

Monday morning, the CRCEA Conference was called to order by President Skip Murphy. The conference theme “New Horizons, Navigating into the Future” was highlighted by Welcome Address Speaker, Steve Goodling, President, CEO, Long Beach Convention & Visitors Bureau (LBCVB).

The Keynote Address, “Sacramento Insights & Political Update” was presented by Joe Ackler. Workshops featured presentations on: “Senior Safe Driving” by CHP Officer S. Yarbrough; “Paws-itive Companions for Seniors” by Dr. Yamamoto, DVM, Animal Care; “Rediscovering Nature” by Dr. Kareiva, President CEO, Aquarium of the Pacific, “California Water Opportunities and Solutions” by Jason Rollo, Metropolitan Water District, “Healthy Minds” by Tiffany Zhang, AARP Regional Coordinator; and “Strategic Communication Technology” by Stephanie Todd, Internal Service Department, L.A. County. Visit the RELAC website to view the conference program.

The CRCEA Fall 2021 conference workshops focused on providing information and resources that support organizational mission statements and the achievement of service goals to CRCEA members. Conference social events provided great networking opportunities. Monday evening’s reception hosted by PGA was held at the Aquarium of the Pacific with a special guest “Fisher” the penguin. The Tuesday evening banquet dinner featured door prizes, with Nancy Gust winning the \$50 gift card and attendees dancing to the music of the Bobby Z Band.

Conference Committee co-chairs Evelyn Gutierrez and Dave Muir, and committee members Brian Berger, Linda Hopkins, J.P. Harris, Les Robbins and Sheila Simpson wish to express sincere appreciation for the generous support of our conference sponsors: Platinum Sponsors: Pacific Group Agencies and My Senior Health Plan, Gold Sponsors: Shernoff, Bidart, Echeverria, LLP, Southland Credit Union; Silver Sponsors; L.A. Professional Peace Officers, Association of L.A. Deputy Sheriffs, L.A. County Management Council, L.A. County Library Foundation and the L.A. County African American Employees Association.

A special thank you is extended to LBCVB for providing media support, promotional items and the “Show Your Badge” Program which provided information on local business discounts available. RELAC also extends a sincere note of appreciation to L.A. County Supervisor Janice Hahn for providing transportation service for conference attendees.

Wednesday’s closing Business Session concluded with a special invitation by Ilene Barcenas, Orange County, to attend the first ever virtual CRCEA Conference in May 2022.

**CRCEA
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William "Bill" de la Garza
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