

Benefits at a Glance

As of **February 28, 2025**



Alameda County
Employees' Retirement
Association

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Kellie Simon Board of Retirement, Chair **Dave Nelsen** CEO **Carlos Barrios** Assistant CEO, Benefits

Vested Benefits

Vesting Requirement: 5 Years

1. Lifetime Monthly Retirement Allowance

2. Annual Cost of Living Adjustment

Posted April 1

Max. COLA

[Tiers 1 & 3](#) 3%

[Tiers 2 & 4](#) 2%

3. \$1,000 Lump Sum Death Benefit

Average Benefits

Median Gross Monthly Benefit
All Retirees as of 12/31/23: **\$3,671**

Retired in 2023

Median Gross Monthly Benefit: **\$3,605**

Mean Initial Benefit: **46% of salary**

Mean Age at Retirement: **61.9 years**

Mean Service at Retirement: **20.6 years**

2025 Non-Vested Benefits

ACERA's Board sets benefit levels annually based on sustainability of Supplemental Retiree Benefits Reserve (SRBR).

SRBR 12/31/23 Balance: \$1.19 billion

SRBR 12/31/23 Lifespan Projection: 24+ yrs.

Monthly Medical Allowance (MMA)

Subsidizes retiree premiums for ACERA-sponsored medical plans. Subsidy pays the lower of the premium or MMA.

Member Tiers	Min. Age Factor %	Max. Age Factor %	CA Code Section	Final Comp. Period for Salary Calc.	2025 Avg. Employee Contr. Rate	2025 County Contr. Rate
General Tier 1*	1.33% at 50	2.61% at 62	31676.2	1 year	10.01%	24.35%
General Tier 2 (A)*	1.18% at 50	2.43% at 65	31676.1	3 years	7.81%	22.69%
General Tier 3 (LARPD)*	2.00% at 50	2.50% at 55	31676.18	1 year	14.42%	16.49%
General Tier 4	1.00% at 52	2.50% at 67	7522.20	3 years	9.06% flat	22.44%
Safety Tier 2 (B)*	1.87% at 41	3.00% at 50	31644.1	3 years	16.49%	27.52%
Safety Tier (C)*	1.25% at 41	2.62% at 55	31664	3 years	13.86%	31.81%
Safety Tier (D)*	1.43% at 41	3.00% at 55	31664.2	3 years	16.71%	28.50%
Safety Tier 4	2.00% at 50	2.70% at 57	7522.25	3 years	17.88% flat	25.26%
All Categories Combined					9.87%	23.51%

* Closed tiers

Years of ACERA Service	Portion of MMA	MMA	Medicare Exchange MMA
0-9	None	\$0.00	\$0.00
10-14	1/2	\$331.19	\$253.72
15-19	3/4	\$496.78	\$380.57
20+	Full	\$662.37	\$507.43

Dental and Vision Coverage Subsidies

Dental (\$51.05 or \$22.18) and vision (\$4.63) monthly retiree premiums are reimbursed in full with 10+ yrs. ACERA service.

Medicare Part B Reimbursement

\$185.00 monthly, offsetting the cost of Medicare Part B, for retired members with 10+ years ACERA service.

Supplemental COLA

Keeps retirees within 85% of original purchasing power.

Retirement Eligibility

Tiers 1, 2, 3

- Age 50 with 5 yrs. service & 10 yrs. membership
- 30 yrs. (general) or 20 yrs. (safety) service at any age
- Age 70 with any amount of service

Tier 4

- Age 52 (general) or 50 (safety) with 5 yrs. service
- Age 70 with any amount of service

Membership 12/31/23

Active Members	11,495
Deferred Members	3,843
Retirees, Beneficiaries, and Survivors	11,004
Total Members	26,342

Active Membership 12/31/23

Employer	Members	%
Alameda County	8,013	69.4%
Alameda Health System	2,690	23.3%
Superior Court of California	645	5.6%
First 5 Alameda County	96	0.8%
Housing Authority of Alameda County	67	0.6%
Livermore Area Recreation & Park District	36	0.3%