



Alameda County Employees' Retirement Association
BOARD OF RETIREMENT

REVISED NOTICE and AGENDA

ACERA MISSION:

To provide ACERA members and employers with flexible, cost-effective, participant-oriented benefits through prudent investment management and superior member services.

Thursday, January 15, 2026
2:00 p.m.

LOCATION AND TELECONFERENCE	BOARD OF RETIREMENT TRUSTEES	
ACERA C.G. "BUD" QUIST BOARD ROOM 475 14 TH STREET, 10 TH FLOOR OAKLAND, CALIFORNIA 94612-1900 MAIN LINE: 510.628.3000 FAX: 510.268.9574	KELLIE SIMON CHAIR	ELECTED GENERAL
The public can observe the meeting and offer public comment by using the below Webinar ID and Passcode after clicking on the below link or calling the below call-in number.	TARRELL GAMBLE FIRST VICE-CHAIR	APPOINTED
Link: https://zoom.us/join Call-In: 1 (669) 900-6833 US Webinar ID: 879 6337 8479 Passcode: 699406 For help joining a Zoom meeting, see: https://support.zoom.us/hc/en-us/articles/201362193	ELIZABETH ROGERS SECOND VICE-CHAIR	ELECTED RETIRED
	OPHELIA BASGAL	APPOINTED
	KEITH CARSON	APPOINTED
	ROSS CLIPPINGER	ELECTED SAFETY
	SCOTT FORD	ELECTED GENERAL
	HENRY LEVY	TREASURER
	STEVEN WILKINSON	APPOINTED
	KATHY FOSTER	ALTERNATE RETIRED ¹
	VACANT	ALTERNATE SAFETY

¹ The Alternate Retired Member votes in the absence of the Elected Retired Member, or, if the Elected Retired Member is present, then votes if both Elected General Members, or the Safety Member and an Elected General Member, are absent.

Note regarding accommodations: If you require a reasonable modification or accommodation for a disability, please contact ACERA between 9:00 a.m. and 5:00 p.m. at least 72 hours before the meeting at accommodation@acera.org or at 510-628-3000.

Public comments are limited to four (4) minutes per person in total. The order of items on the agenda is subject to change without notice.

Board and Committee agendas and minutes and all documents distributed to the Board or a Committee in connection with a public meeting (unless exempt from disclosure) are posted online at www.acera.org and also may be inspected at 475 14th Street, 10th Floor, Oakland, CA 94612.

- 1. CALL TO ORDER**
- 2. ROLL CALL**
- 3. PUBLIC COMMENT**
- 4. ELECTION OF BOARD OFFICERS FOR 2026:**
Chair
First Vice-Chair
Second Vice-Chair
- 5. CONSENT CALENDAR:**
The Board will adopt the entire Consent Calendar by a single motion, unless one or more Board members remove one or more items from the Consent Calendar for separate discussion(s) and possible separate motion(s).
 - A. REPORT ON SERVICE RETIREMENTS:**
Appendix A
 - B. LIST OF DEFERRED RETIREMENTS:**
Appendix B
 - C. LIST OF DECEASED MEMBERS:**
Appendix C
 - D. APPROVE REQUEST(S) FOR UP TO 130 BI-WEEKLY PAYMENTS TO RE-DEPOSIT CONTRIBUTIONS AND GAIN CREDIT:**
None
 - E. APPROVE UNCONTESTED STAFF RECOMMENDATIONS ON DISABILITY RETIREMENTS AND DEATH BENEFITS:**
None
 - F. APPROVE UNCONTESTED HEARING OFFICER RECOMMENDATIONS FOR DISABILITY RETIREMENTS AND DEATH BENEFITS:**
None
 - G. APPROVE MINUTES of BOARD and COMMITTEE MEETINGS:**
December 18, 2025 Minutes of the Regular Board Meeting
January 7, 2026 Investment Committee Minutes
 - H. MISCELLANEOUS:**
 - *Operating Expenses as of 11/30/25*
 - *Approve Staff Recommendation regarding Alameda County's New Pay Code: 43L*
 - *Proposed 2026 Operations Committee Workplan*
 - *Changes to Remote Access to Meetings Policy Approved by CEO and Chief Counsel Per Delegated Authority*

-----End of Consent Calendar-----
(MOTION)

REGULAR CALENDAR
REPORTS AND ACTION ITEMS

6. DISABILITY, DEATH AND OTHER BENEFIT CLAIMS:

None.

7. COMMITTEE REPORTS, RECOMMENDATIONS AND MOTIONS:

A. Investment: **[See January 7, 2026 Investment Committee Agenda Packet for public materials related to the below listed items.]**

1. Summary of January 7, 2026 Meeting.
2. Motion to Adopt a New Public Equity Structure.

8. NEW BUSINESS:

- A. Discussion and Possible Motion to Approve the 2025 Discharge Request of Benefits Overpayments.
- B. Discussion and Possible Motion to Amend Conflict of Interest Code.
- C. Discussion and Possible Motion to Approve Trustee Henry Levy's Request To Travel Outside of the United States to Amsterdam, to Attend the Phenix Group Impact Europe Conference on April 14 through 15, 2026.
- D. Chief Executive Officer's Report.

9. CONFERENCE/ORAL REPORTS

10. ANNOUNCEMENTS

11. BOARD INPUT

12. ESTABLISHMENT OF NEXT MEETING:

Thursday, February 19, 2026 at 2:00 p.m.

13. ADJOURNMENT

APPENDIX A
REPORT ON SERVICE RETIREMENTS

ALON, Ann O.
Effective: 11/7/2025
Social Service Agency

ALVAREZ-PENA, Maritza
Effective: 10/21/2025
Alameda County Health

AQUITANIA, Jaime S.
Effective: 11/18/2025
Courts

CANADA, Gladis I.
Effective: 11/9/2025
Sheriff's Office

CHAPLIN, Tiffaney Y.
Effective: 10/28/2025
District Attorney

CHUNG, Wilbur
Effective: 10/25/2025
Alameda Health System

COUSINO, Tom L.
Effective: 10/25/2025
Sheriff's Office

DE VILLA, Edwin A.
Effective: 10/25/2025
Community Development Agency

ELENTENY, Adrienne A.
Effective: 10/1/2025
Public Defender

FLEMING, Theresa
Effective: 10/25/2025
Alameda County Health

FULINARA, Lerma F.
Effective: 11/7/2025
Social Service Agency

HISKETT, David
Effective: 10/25/2025
Alameda Health System

JAIMES, Marcus
Effective: 11/8/2025
Public Works Agency

JENKINS, Anita
Effective: 10/23/2025
Social Service Agency

LEE, Warren
Effective: 11/1/2025
Alameda Health System

MITCHELL, Gregory
Effective: 11/1/2025
Sheriff's Office

MITHAIWALA, Mark
Effective: 10/25/2025
Social Service Agency

MIXON, Loren
Effective: 10/22/2025
Sheriff's Office

MURILLO, Martha
Effective: 10/25/2025
Alameda Health System

NEWMAN, Kristin
Effective: 10/2/2025
Alameda Health System

O'BRYANT, Douglas
Effective: 10/2/2025
General Services Agency

OWENS-CHAPMAN, Jetrenee
Effective: 10/4/2025
Alameda County Health

APPENDIX A
REPORT ON SERVICE RETIREMENTS

POBLETE, Jocelyn
Effective: 10/25/2025
District Attorney

RICHART, Brian
Effective: 10/18/2025
Probation

SHAHEEN, Todd
Effective: 10/4/2025
Sheriff's Office

SHAW, Christiana
Effective: 10/21/2025
Alameda County Health

TADESSE, Ashenafi
Effective: 10/25/2025
Community Development Agency

TAN, Wilbur
Effective: 11/18/2025
Information Technology

YOUNG, Donald
Effective: 8/29/2025
Probation

APPENDIX B
LIST OF DEFERRED RETIREMENTS

ADIELE, Ruth
Alameda Health System
Effective Date: 10/12/2025

ARROYO, Margarita
Social Services Agency
Effective: 11/20/2025

BARKER, Christopher
Zone 7
Effective: 10/16/2025

CALMO JERONIMO, Brendi
District Attorney's Office
Effective: 10/24/2025

CASTRO, Carleen kayle
Alameda Health System
Effective: 10/29/2025

CONGER, James
District Attorney's Office
Effective: 10/17/2025

DAVIS, Jorian
Alameda Health System
Effective: 11/12/2025

DELGADO, Christine
Alameda Health System
Effective: 11/12/2025

DIAZ, Julian
Sheriff's Office
Effective: 10/14/2025

DRIVERS, Breawna
Social Services Agency
Effective: 10/28/2025

DRUSINSKY, Dana
District Attorney's Office
Effective: 10/21/2025

ELLIOTT, Sarah
Alameda County Superior Court
Effective: 11/4/2025

APPENDIX B
LIST OF DEFERRED RETIREMENTS

FONTES, Benjamin
Alameda County Health
Effective: 11/20/2025

FRANCE, Larnell
District Attorney's Office
Effective: 10/31/2025

GARCIA RODRIGUEZ, Joanna
Probation
Effective: 11/8/2025

GONOPOLSKY, Howard
Assessor
Effective: 10/20/2025

GONZALEZ, Emiliano
District Attorney's Office
Effective: 10/17/2025

GUERRA, Kevin
Alameda Health System
Effective: 11/9/2025

HAMMOUDEH, Mohammad
Alameda County Health
Effective: 10/17/2025

HIGGS, Gene
Sheriff's Office
Effective: 10/16/2025

IRVIN, Karessa
Alameda County Superior Court
Effective: 10/22/2025

KASSAN, Jennifer
District Attorney's Office
Effective: 10/17/2025

KAZAKOFF, Richard
Zone 7
Effective: 11/15/2025

LAMB, Lisa
Alameda County Superior Court
Effective: 11/21/2025

LATOURELLE, Marie
Alameda Health System
Effective: 10/27/2025

MONROE-THOMPSON, Donielle
Social Services Agency
Effective: 11/5/2025

NESJAN, Raymond
Alameda Health System
Effective: 11/19/2025

ORTIZ, Andres
Sheriff's Office
Effective: 11/12/2025

PAULASA, Julia sophia isabelle
Alameda County Superior Court
Effective: 11/21/2025

SEDGWICK, Audriana
Human Resource Services
Effective: 10/31/2025

SULLIVAN, Kenneth
Public Works Agency
Effective: 10/31/2025

USRY, Austin
Sheriff's Office
Effective: 10/24/2025

VARGAS-MOLINA, Jacqueline
Sheriff's Office
Effective: 10/24/2025

VELAZQUEZ, Yoselin
District Attorney's Office
Effective: 11/7/2025

APPENDIX B
LIST OF DEFERRED RETIREMENTS

WRIGHT, Erica
Social Services Agency
Effective: 10/31/2025

APPENDIX C
LIST OF DECEASED MEMBERS

ALARCON, Peter G.
Sheriff's Office
10/12/2025

BORDES, Nancy
Non-Member Survivor of JOHN BORDES
9/30/2025

BROWN, Charles K.
Probation
10/1/2025

DILUSTRO, Susan L.
Non-Member Survivor of ELAINE
LAESSLE
10/3/2025

DURKEE, Linda
Social Services Agency
9/28/2025

EDMONDSON, Wanda F.
Alameda Health System
10/5/2025

ELLIOTT, Mabele S.
Social Services Agency
9/26/2025

ENRIGHT, Richard
Sheriff's Office
10/25/2025

GASKILL, Robyn infelt F.
Non-Member Survivor of JAY GASKILL
10/2/2025

GLANCY, Roger F.
Alameda Health System
9/21/2025

GORDON, Robin G.
Superior Court
2/12/2025

HALLISEY, Michael J.
Non-Member Survivor of BARBARA
HALLISEY
10/2/2025

ISKOW, Eva
Alameda Health System
10/19/2025

MARCUS, Lavella
Alameda Health System
10/20/2025

MCCLAIN, Edith M.
Alameda Health System
10/2/2025

MOLES, Karen K.
Non-member DRO Recipient of Dennis
Jeglum
9/13/2025

APPENDIX C
LIST OF DECEASED MEMBERS

NEWTON, Lois A.
Non-Member Survivor of WILLIAM
NEWTON
9/12/2025

NOONAN, James J.
Sheriff's Office
10/19/2025

PARGETT, Robert A.
Assessor
10/16/2025

PICKETT, Raife
Alameda Health System
9/30/2025

SCHNELLER, David
Public Defender
10/11/2025

SMITH, Latonia P.
Community Development Agency
10/12/2025

WENSLER, Shirley M.
Superior Court
9/29/2025

ZAHN, Patricia L.
County Library
10/27/2025



**ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
BOARD OF RETIREMENT
MINUTES**

Thursday, December 18, 2025

Chair Kellie Simon called the meeting to order at 2:02 p.m.

Trustees Present: Ophelia Basgal
Keith Carson
Ross Clippinger
Tarrell Gamble
Henry Levy
Elizabeth Rogers
Kellie Simon
Steven Wilkinson (*Arrived After Roll Call*)
George Wood
Cynthia Baron (*Alternate*)

Trustees Excused: Kevin Bryant (*Alternate*)

Staff Present: Victoria Arruda, Human Resource Officer
Carlos Barrios, Assistant Chief Executive Officer-Benefits
Angela Bradford, Executive Secretary
Sandra Dueñas-Cuevas, Benefits Manager (via Zoom)
Vacant, Fiscal Services Officer
Jessica Huffman, Benefits Manager (via Zoom)
Harsh Jadhav, Chief of Internal Audit
Vijay Jagar, Retirement Chief Technology Officer, ACERA
Lisa Johnson, Assistant Chief Executive Officer-Operations
David Nelsen, Chief Executive Officer
Jeff Rieger, Chief Counsel
Betty Tse, Chief Investment Officer

Board Chair Simon opened the meeting by moving the New Business item regarding the Board Election Results to the top of the agenda.

NEW BUSINESS

Board Election Results

Chief Executive Officer Dave Nelsen reported that ACERA conducted its 2025 Board Election for the Third Member Seat (General Elected position). The two candidates were: Mr. Scott Ford of the Alameda County District Attorney's Office and Ms. Yeon Park of the Alameda County Health Care Services. Mr. Nelsen announced that Mr. Ford was elected with 59% of the votes. Trustees and Staff welcomed Trustee Ford, who attended today's Board meeting.

Chair Simon presented the outgoing Trustees with Service Award Plaques for their service on the ACERA Board of Retirement:

- George Wood, 17 years of service
- Cynthia Baron, 3 years of service
- Kevin Bryant, 3 years of service
- Chair Simon also received a Service Award Plaque for her service as the 2025 Board Chair.

Trustees Baron and Wood thanked the Board and Staff for all their support. Trustees, Staff, and ACRE President Pete Albert expressed their appreciation to Trustees Baron, Bryant, and Wood.

PUBLIC INPUT

None.

CONSENT CALENDAR
REPORTS AND ACTION ITEMS

REPORT ON SERVICE RETIREMENTS

Appendix A

LIST OF DEFERRED RETIREMENTS

Appendix B

LIST OF DECEASED MEMBERS

Appendix C

APPROVE REQUEST(S) FOR UP TO 130 BI-WEEKLY PAYMENTS TO RE-DEPOSIT CONTRIBUTIONS AND GAIN CREDIT

None

**APPROVE UNCONTESTED STAFF RECOMMENDATIONS ON
DISABILITY RETIREMENTS AND DEATH BENEFITS**

Appendix E

**APPROVE UNCONTESTED HEARING OFFICER RECOMMENDATIONS FOR
DISABILITY RETIREMENTS AND DEATH BENEFITS**

None

APPROVE MINUTES of BOARD and COMMITTEE MEETINGS

November 20, 2025 of the Regular Board Meeting

November 20, 2025 Audit Committee Minutes

November 20, 2025 Operations Committee Minutes

December 3, 2025 Retirees Committee Minutes

December 3, 2025 Investment Committee Minutes

MISCELLANEOUS

- *Operating Expenses as of 10/31/25*
- *Approve Staff Recommendation regarding Alameda County's New Pay Code: Coroner Assignment – 43K*
- *Approve Staff Recommendation regarding Alameda Health System's New Pay Code: MHS Escort – 22F*
- *2026 Travel Allotment*

25-91

It was moved by Elizabeth Rogers and seconded by Henry Levy that the Board adopt the Consent Calendar. The motion carried 9 yes (*Basgal, Carson, Clippinger, Gamble, Levy, Rogers, Simon, Wilkinson, Wood*), 0 no, and 0 abstentions.

**REGULAR CALENDAR
REPORTS AND ACTION ITEMS**

DISABILITY, DEATH AND OTHER BENEFIT CLAIMS

Victoria Valdez and Rebecca Valdez (Deceased Member Regina Romer-Valdez) Claim for Payment of Lump Sum Benefit Under Gov't Code § 31781.

This item was brought back from a previous Board meeting. Applicants Victoria and Rebecca Valdez (daughters of deceased member Regina Romer-Valdez) appeared at the meeting via Zoom. Victoria Valdez and Chief Counsel Jeff Rieger reported that after further investigation, they were unable to determine whether Hector Valdez, Ms. Romer-Valdez's spouse, was living or deceased. Mr. Rieger suggested that the Valdez sisters seek a court order requiring ACERA to pay them the lump-sum benefits. Details regarding this matter can be found in Mr. Rieger's memorandum in the public agenda backup materials.

25-92

It was moved by Ross Clippinger and seconded by George Wood that the Board deny Victoria and Rebecca Valdez's Relief Claim for Payment of a Lump Sum Benefit, Without Prejudice. The motion carried 9 yes (*Basgal, Carson, Clippinger, Gamble, Levy, Rogers, Simon, Wilkinson, Wood*), 0 no, and 0 abstentions.

COMMITTEE REPORTS, RECOMMENDATIONS AND MOTIONS

This month's Committee reports were presented in the following order:

Retirees:

Elizabeth Rogers reported that the Retirees Committee met on December 3, 2025 and that there the Committee was presented with and discussed the 2026 Medicare Part B Reimbursement Plan (MBRP) benefit for eligible retirees.

25-93

It was moved by Elizabeth Rogers and seconded by George Wood that the Board continue to provide the Medicare Part B Reimbursement Plan (MBRP) benefit to eligible retirees in 2026, and approve the reimbursement based on the lowest standard monthly Medicare Part B premium at the rate of \$202.90. MBRP benefit is a non-vested benefit funded by contributions from ACERA Employers to the 401(h) account. After contributions are made, in accordance with the County Employees Retirement Law, ACERA treats an equal amount of Supplemental Retiree Benefit Reserve assets as employer contributions for pensions. The motion carried 9 yes (Basgal, Carson, Clippinger, Gamble, Levy, Rogers, Simon, Wilkinson, Wood), 0 no, and 0 abstentions.

Trustee Rogers reported that the Retirees Committee was presented with and discussed Staff's revised and updated Appendix A to Resolution No. 07-29.

25-94

It was moved by Elizabeth Rogers and seconded by George Wood that the Board adopt the revised and updated Appendix A to Resolution No. 07-29, which reflects the changes approved by the Board to the Monthly Medical Allowance amounts for Group and Individual Plans as well as the Retiree Health Benefit contribution amounts for Plan Year 2026. The motion carried 9 yes (Basgal, Carson, Clippinger, Gamble, Levy, Rogers, Simon, Wilkinson, Wood), 0 no, and 0 abstentions.

The Committee was presented with the following Information Items: 1) Annual Retired Member (Lump Sum) Death Benefit Report; and 2) Retiree Health and Wellness Fair Results and Open Enrollment Activity.

Minutes of the meeting were approved as part of the Consent Calendar.

Investment:

The Investment Committee met on December 3, 2025. George Wood reported that the Investment Committee presented Information Items only, which are as follows: **1)** Report on Real Estate Investment Made Under Delegated Authority after Distribution of the Last Investment Committee Meeting Agenda for: **(a)** Artemis Healthcare Fund III (\$35 million), **(b)** Brookfield Global Transition Fund II-B, LP (\$40 million) and **(c)** Rockland Power Partners V, LP (\$30 million); **2)** Semiannual Performance Review for the Period Ending June 30, 2025 for: **(a)** Real Estate, **(b)** Private Equity, **(c)** Private Credit, **(d)** Real Assets and **(e)** Absolute Return; and **3)** Annual Report on ACERA Alternative Investments (CA Gov. Code § 7514.7).

Minutes of the meeting were approved as part of the Consent Calendar.

NEW BUSINESS

Consideration of Rita Wadhwani's Claim Regarding the Cost of Her Purchase of Service Credit for Service Prior to Membership Under Government Code Section 31641.5

Mr. Rieger explained that his December 18, 2025 memo entitled *Dr. Rita Wadhwani Claim for Lower Cost to Purchase Service Credit* addresses both Dr. Rita Wadhwani's matter and the New Business agenda item entitled *Discussion and Possible Motion regarding a Possible Change to How ACERA Calculates the Cost to Purchase Service Credit for Service Prior to Membership under Government Code Section 31641.5 for Tier 4 members*. Mr. Rieger identified his own potential financial interest in the decisions before the Board.

Mr. Rieger presented examples and explained how the "pensionable compensation" cap impacts contributions and the cost of service credit purchases for Tier 4 Members. The "Main Issue" before the Board is Dr. Wadhwani's request that her service credit purchase be based on proportional "pensionable compensation" cap due to her part-time service.

25-95

It was moved by Elizabeth Rogers and seconded by Ophelia Basgal that the Board deny Dr. Rita Wadhwani's claim regarding the "Main Issue," as identified in Mr. Rieger's memorandum in the public agenda backup materials. The motion carried 9 yes (Basgal, Carson, Clippinger, Gamble, Levy, Rogers, Simon, Wilkinson, Wood), 0 no, and 0 abstentions.

Mr. Rieger discussed a "Secondary Issue" addressed in his memorandum, which is whether ACERA should apply the "pensionable compensation" cap separately to purchases and member contributions or whether ACERA should apply the "pensionable compensation" cap to purchases and member contributions in the aggregate.

25-96

It was moved by Ross Clippinger and seconded by Ophelia Basgal that the Board grant Dr. Rita Wadhwani's request regarding the "Secondary Issue," as identified in Mr. Rieger's memorandum in the public agenda backup materials. The motion carried 8 yes (*Basgal, Carson, Clippinger, Gamble, Levy, Rogers, Simon, Wood*), 0 no, and 0 abstentions. Trustee Wilkinson was not present for the motion.

Discussion and Possible Motion Regarding a Possible Change to How ACERA Calculates the Cost to Purchase Service Credit for Service Prior to Membership Under Government Code Section 31641.5 for Tier 4 Members

The Board took no action on this agenda item. Staff will conduct further analysis and return to the Board with more information at a future meeting.

Presentation on the Use of Artificial Intelligence in the Pension Administration Industry

ACERA Retirement Chief Technology Officer Vijay Jagar, along with Shawn Farris of LRS and Todd Tauzer of Segal, provided high-level presentations on the various types of Artificial Intelligence (AI) and the current and future use of AI in pension administration software, the potential actuarial impacts related to job replacement, cybersecurity considerations, and associated challenges and risks. Mr. Jagar reported that Staff has added AI language in its contracts, established an AI Committee and have developed AI Guidelines and an AI Policy, consistent with Alameda County's AI Policy. Mr. Jagar reported that there is also a monthly OCERS AI Roundtable that provides updates on any new developments related to AI. Mr. Jagar recommended that Trustees and Staff read a Times Magazine Article entitled *Person(s) of the Year: The Architects of AI*. Messrs. Jagar, Farris, Tauzer and Nelsen responded to Trustees' questions.

Trustee Ophelia Basgal recommended that Staff explore the use of AI to assist the Board regarding summarization of Committee and Board meeting agendas, minutes, and other related documents. Staff is currently exploring this option.

Chief Executive Officer's Report

Mr. Nelsen presented his December 18, 2025 written CEO Report which provided an update on: **1) Committee and Board Action Items; 2) Other Items: a) Business Planning; b) Stand-by Pay Issue, c) Budget; and 3) Key Performance Indicators.**

Messrs. Nelsen and Rieger responded to Mr. Albert's inquiry regarding the status of the Stand-by Pay Issue.

Discussion and Possible Motion regarding Chief Executive Officer Compensation

Chair Simon reported that she was designated as the Board's representative to negotiate compensation with Chief Executive Officer Dave Nelsen. The Board went into Closed Session to discuss the matter and subsequently reported the Board's action in Open Session (See Motion No. 25-98 below).

CONFERENCE/ORAL REPORTS

Trustee Carson submitted a written report on his attendance at the Milken Middle East and Africa Summit.

ANNOUNCEMENTS

Trustee Tarrell Gamble expressed his appreciation to Trustees George Wood and Cynthia Baron, along with Dan McCallister, for the guidance and direction they provided to him throughout his tenure on the ACERA Board.

BOARD INPUT

None.

CLOSED SESSION

A.

Existing litigation pursuant to paragraph (1) of subdivision (d) of Section 54956.9: Alberto Mendoza v. Board of Retirement of the Ventura County Employees' Retirement Association, Cal. Court of Appeal Second Appellate District Case No. B327347 (consider whether to request publication of unpublished decision)—unpublished opinion included in public agenda backup.

B.

Conference with Designated Representative (Kellie Simon) regarding Compensation Negotiations with the Chief Executive Officer (Cal. Gov't Code § 54957.6).

The Board reconvened into Open Session and the following Trustees returned:
Basgal, Carson, Clippinger, Gamble, Levy, Rogers, Simon, Wilkinson and Wood

Mr. Rieger reported that the Board made the following motion in Closed Session regarding agenda item 12A listed above:

25-97

The Board voted to seek publication of the unpublished decision in the Alberto Mendoza v. Board of Retirement of the Ventura County Employees' Retirement Association matter. The motion carried 8 yes (Basgal, Carson, Clippinger, Gamble, Rogers, Simon, Wilkinson, Wood), 0 no, and 0 abstentions. Trustee Levy was not present for the motion.

Chair Simon reported that as of November of this year, the Alameda County Board of Supervisors included the CEO of ACERA in its 401(a) Program which is a list of department heads eligible to receive an annual 7% contribution. The following motion regarding agenda item 12B listed above was made in Open Session:

25-98

It was moved by Henry Levy and seconded by Elizabeth Rogers that the Board include Chief Executive Officer David Nelsen in Alameda County's 401(a) Program with a 7% of salary contribution for him, retroactive to January 1, 2025, and ongoing into future years. The motion carried 9 yes (Basgal, Carson, Clippinger, Gamble, Levy, Rogers, Simon, Wilkinson, Wood), 0 no, and 0 abstentions.

To view the December 18, 2025 Board meeting YouTube video in its entirety, go to ACERA's Website at <https://youtu.be/D5Y22O95ZNo>.

ADJOURNMENT

The meeting was adjourned at approximately 4:50 p.m.

Respectfully Submitted,



01/15/26

David Nelsen
Chief Executive Officer

Date Adopted

APPENDIX A
REPORT ON SERVICE RETIREMENTS

BALOLONG, Arnolfo
Effective: 9/27/2025
Social Services Agency

BRADY, Tiona
Effective: 9/27/2025
Library

BUSBY, Scott
Effective: 10/22/2025
Sheriff's Office

CAISON, Kimberly
Effective: 9/18/2025
Alameda County Health

CARRASCO, Heidi
Effective: 9/27/2025
Social Services Agency

CHEUNG, Alice
Effective: 11/4/2025
Alameda Health System

DELGADILLO, Maritza
Effective: 10/1/2025
General Services Agency

GONZALES, Tina
Effective: 9/13/2025
Social Services Agency

HAZELWOOD, Philip
Effective: 10/11/2025
Superior Courts

HOULE, Clyde
Effective: 10/9/2025
Sheriff's Office

JAMPAS, Merita
Effective: 9/13/2025
Auditor-Controller

JOE, David
Effective: 10/1/2025
Superior Courts

JONES, Carmen
Effective: 9/13/2025
Social Services Agency

KING, Debra
Effective: 9/11/2025
Housing Authority

MARTINEZ, Kimberly
Effective: 9/27/2025
Social Services Agency

MANAGAD, Cholly
Effective: 9/13/2025
Alameda Health System

MATEO, Maria Carmelina
Effective: 10/11/2025
Superior Courts

MILLER, Donald
Effective: 9/30/2025
Alameda Health System

MYERS, Stephanie
Effective: 10/7/2025
Social Services Agency

NGWANYIA, George
Effective: 9/13/2025
Social Services Agency

POLLARCA-GAMBUCCI, Norayda
Effective: 9/27/2025
Assessors Department

ROBINSON, Cecelia
Effective: 9/27/2025
Social Services Agency

APPENDIX A
REPORT ON SERVICE RETIREMENTS

SEYMOUR, Kathie
Effective: 9/19/2025
Non-Member

SKINNER, Tammy
Effective: 8/30/2025
Child Support Services

STEPHENS, Irma
Effective: 9/19/2025
Superior Courts

STONEBERGER, Anne
Effective: 10/13/2025
Non-Member

SUMMERS, Leslie
Effective: 10/1/2025
Superior Courts

WENSLEY, Paul
Effective: 9/13/2025
Alameda County Health

WHEELOCK, Janice
Effective: 9/9/2025
Social Services Agency

WILLIAMS, Elizabeth
Effective: 10/1/2025
Superior Courts

WINSTON, Gerald
Effective: 8/30/2025
Social Services Agency

YABUT-BALOLONG, Maria Janet
Effective: 9/27/2025
Registrar of Voters

APPENDIX B
LIST OF DEFERRED RETIREMENTS

BUSNARDO, Geralyn
District Attorney's Office
Effective Date: 9/30/2025

CUARESMA, Julius
ACERA
Effective: 10/10/2025

DE LOS ANGELES, Martin patrick
County Counsel
Effective: 10/6/2025

HARRIS, Jessica
Alameda County Superior Court
Effective: 10/9/2025

HARTWELL, Ann
Alameda Health System
Effective: 10/3/2025

HASHIMI, Hafizullah
Alameda County Health
Effective: 10/10/2025

MANCHAMEE, Lesley
Alameda County Health
Effective: 10/17/2025

MCCABE, Laurel
Alameda Health System
Effective: 10/10/2025

MONCREASE-ROMINE, Lalah
Social Services Agency
Effective: 10/21/2025

OJEH, Richard
Alameda Health System
Effective: 10/21/2025

APPENDIX B
LIST OF DEFERRED RETIREMENTS

PHAM, Tiffany
Public Works Agency
Effective: 10/10/2025

PORTER, Bryona
Social Services Agency
Effective: 10/10/2025

RAMIREZ, Lisa
Alameda Health System
Effective: 10/8/2025

RAMOS, Rodrigo
Social Services Agency
Effective: 10/10/2025

REED, Emma
Sheriff's Office
Effective: 10/9/2025

RUSH, Rebecca
Alameda County Health
Effective: 9/29/2025

SAI, Ramondo
Social Services Agency
Effective: 10/3/2025

SHERRY, Christopher
District Attorney's Office
Effective: 10/14/2025

SOSA, Angelica
Social Services Agency
Effective: 10/10/2025

ACKERMAN, Marjorie R.
Non-Member Survivor of JAMES
ACKERMAN
11/16/2025

ALSTON, Rodrick
General Services Agency
10/31/2025

ALTENBURG, Jody E.
Non-Member Survivor of PAUL RICH
6/6/2025

ANDRADE, Jeffrey E.
Sheriff's Office
11/4/2025

BENDER, Deborah E.
General Services Agency
10/29/2025

CLARO, Avelina G.
Non-Member Survivor of LEON CLARO
10/12/2025

DI MICHELE, Ruth H.
Probation
11/14/2025

FEMMINIS, Maria D.
Non-Member Survivor of JOHN FEMMINIS
11/10/2025

APPENDIX C
LIST OF DECEASED MEMBERS

APPENDIX C
LIST OF DECEASED MEMBERS

FLETCHER, Bruce D.
Assessor
11/17/2025

FOLLRATH, Robert H.
Sheriff's Office
11/15/2025

GRASBERGER, William H.
Non-Member Survivor of HELEN
MORTON
10/31/2025

HAILEY, Germannell L.
Social Services Agency
10/27/2025

HAMROL, Carol A.
Alameda Health System
11/4/2025

HARLAN, Wilma G.
Non-Member Survivor of WILLIAM
HARLAN
10/3/2025

HENSLEY, John C.
Social Services Agency
10/17/2025

HERZOG, Timothy L.
General Services Agency
10/26/2025

OSBORN, Raymond L.
Alameda County Health
11/3/2025

SCHPERBERG, Dee A.
Sheriff's Office
10/28/2025

UY, Manuel
Information Technology Dept.
11/3/2025

APPENDIX E
APPROVE UNCONTESTED STAFF RECOMMENDTIONS ON
DISABILITY RETIREMENTS AND DEATH BENEFITS

Name: **Fernandez, Janet**
Type of Claim: Service-Connected

Staff's Recommendation:

Adopt the findings and conclusions and approve and adopt the recommendation contained in the Medical Advisor's report, including but not limited to, denying Ms. Fernandez's application for a service-connected.

APPENDIX E
APPROVE UNCONTESTED STAFF RECOMMENDTIONS ON
DISABILITY RETIREMENTS AND DEATH BENEFITS

Name: **Saeteurn, Nai**
Type of Claim: Service-Connected

Staff's Recommendation:

Adopt the findings and conclusions and approve and adopt the recommendation contained in the Medical Advisor's report, including but not limited to, denying Ms. Saeteurn's application for a service-connected disability.

.....

CONSENT CALENDAR ITEM

**January 7, 2026
Investment Committee Minutes
For approval under January 15, 2026
Board “Consent Calendar”**

**The January 7, 2026
Investment Committee Minutes
will be distributed under separate cover**



MEMORANDUM TO THE BOARD OF RETIREMENT

DATE: January 15, 2026

TO: Members of the Board of Retirement

FROM: Lisa Johnson, Assistant Chief Executive Officer

SUBJECT: Operating Expenses & Budget Summary for November 30, 2025

ACERA's operating expenses are \$49K over budget for the period ending November 30, 2025. The overage is primarily due to depreciation expenses related to the capitalization of the Pension Gold V3. Other notable budget overages and surpluses are outlined below:

Budget Overages of \$787K

Depreciation Expense is \$727K over budget.

Pension Gold V3(PG3) was budgeted for capitalization in 2025. In accordance with GASB 51, PG3 was capitalized in 2024.

Professional Fees are \$43K over budget.

The overage is mainly due to higher actuarial fees.

Insurance is \$17K over budget.

The overage in insurance is due to higher insurance premiums.

Budget Surpluses of \$738K

Staffing Expense is \$158K under budget.

The surpluses are attributed to the salaries of (\$280K) and fringe benefits of (\$991K); offset by overages in temporary staffing of \$212K, and 5% staff vacancy adjustment of \$901K.

Staff Development is \$86K under budget.

The surplus in staff development is due to unattended trainings.

Office Expense is \$15K under budget.

The surplus in office expense is mainly due to reduced ordering of ergonomic equipment and furniture.

Member Services Expense is \$145K under budget.

The member services expense is currently under budget, primarily due to fewer cases in disability medical review expenses and disability legal arbitration cases.

Systems Expense is \$246K under budget.

The surplus in systems expense is primarily due to the switch to the Microsoft Teams from the telephone landlines, a credit received from the overlapped payments of PGv2/PGv3, and the in-house execution of the OnBase software upgrade project that reduced external costs.

Board of Retirement is \$88K under budget.

The surpluses are attributed to board compensation of (\$7K), board conferences and training of (\$61K), board reimbursement of (\$12K), and board strategic planning (\$8K).

Staffing Detail

Vacant positions as of November 30, 2025:

Department	Position	Qty	Comments
Administration	Administrative Specialist II	1	Vacant - currently budgeted for the year
Investments	Investment Analyst	1	Vacant - currently budgeted for the year
Fiscal Services	Fiscal Services Officer	1	Vacant - currently budgeted for the year
	Total Positions	3	

PAS Project:

Pension Administration System Project - as of November 30, 2025					
	Year-To-Date				
	Actual	Budget	Variance	2025 Budget	2019-24 Actual
Consultant Fees					
Levi, Ray and Shoup	\$1,050,375	\$1,117,500	\$(67,125)	\$1,130,000	\$5,410,677
Segal and other consultant fees					3,019,751
Total	1,050,375	1,117,500	(67,125)	1,130,000	8,430,428
Staffing	232,211	321,667	(89,456)	345,000	3,646,457
TOTAL	\$1,282,586	\$1,439,167	\$(156,581)	\$1,475,000	\$12,076,885

Attachments:

- Total Operating Expenses Summary
- Professional Fees – Year-to-Date – Actual vs. Budget
- Actual Operating Expenses comparison with last year



ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
TOTAL OPERATING EXPENSES SUMMARY

YEAR TO DATE - ACTUAL VS. BUDGET						
	<u>November 30, 2025</u>			YTD	2025	
	Actual <u>Year-To-Date</u>	Budget <u>Year-To-Date</u>	Variance <i>(Under)/Over</i>	Annual <u>Budget</u>	% Actual to <u>Annual Budget</u>	
Staffing	\$ 17,120,629	\$ 17,278,960	\$ (158,331)	\$ 19,033,000		90.0%
Staff Development	192,772	279,110	(86,338)	290,000		66.5%
Professional Fees (Next Page)	1,191,802	1,148,860	42,942	1,214,000		98.2%
Office Expense	345,317	360,540	(15,223)	396,000		87.2%
Insurance	618,180	600,830	17,350	655,000		94.4%
Member Services	633,662	778,390	(144,728)	838,000		75.6%
Systems	942,819	1,188,990	(246,171)	1,296,000		72.7%
Depreciation	1,674,730	947,900	726,830	1,034,000		162.0%
Board of Retirement	540,669	628,350	(87,681)	707,000		76.5%
Uncollectable Benefit Payments	-	-	-	78,000		0.0%
Total Operating Expense	\$ 23,260,580	\$ 23,211,930	\$ 48,650	\$ 25,541,000		91.1%



ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

PROFESSIONAL FEES

YEAR TO DATE - ACTUAL VS. BUDGET

November 30, 2025

	<i>Actual Year-To-Date</i>	<i>Budget Year-To-Date</i>	<i>YTD Variance (Under)/Over</i>	<i>2025 Annual Budget</i>	<i>% Actual to Annual Budget</i>
<i>Professional Fees</i>					
Consultant Fees - Operations and Projects ¹	\$ 426,896	\$ 414,760	\$ 12,136	\$ 448,000	95.3%
Actuarial Fees ²	515,482	474,500	40,982	496,000	103.9%
External Audit ³	140,510	145,000	(4,490)	145,000	96.9%
Legal Fees ⁴	108,914	114,600	(5,686)	125,000	87.1%
Total Professional Fees	\$ 1,191,802	\$ 1,148,860	\$ 42,942	\$ 1,214,000	98.2%

¹ CONSULTANT FEES - OPERATIONS AND PROJECTS:

	<i>Actual Year-To-Date</i>	<i>Budget Year-To-Date</i>	<i>YTD Variance (Under)/Over</i>	<i>2025 Annual Budget</i>	<i>% Actual to Annual Budget</i>
Benefits					
Alameda County HRS (Benefit Services)	115,500	115,500	-	126,000	91.7%
Segal (Benefit Consultant/Retiree Open Enrollment)	175,583	175,510	73	187,000	93.9%
Total Benefits	291,083	291,010	73	313,000	93.0%
Human Resources					
Lakeside Group (County Personnel)	135,813	123,750	12,063	135,000	100.6%
Total Human Resources	135,813	123,750	12,063	135,000	100.6%
Total Consultant Fees - Operations	426,896	414,760	12,136	448,000	95.3%

² ACTUARIAL FEES

Actuarial Valuation	90,789	90,000	789	90,000	100.9%
GASB 67 & 68 Valuation	55,000	55,000	-	55,000	100.0%
GASB 74 & 75 Actuarial	16,500	17,000	(500)	17,000	97.1%
Actuarial Standard of Practice 51 Pension Risk	25,486	30,000	(4,514)	30,000	85.0%
Supplemental Consulting	281,707	236,500	45,207	258,000	109.2%
Supplemental Retiree Benefit Reserve valuation	46,000	46,000	-	46,000	100.0%
Total Actuarial Fees	515,482	474,500	40,982	496,000	103.9%

³ EXTERNAL AUDIT

External audit	122,346	121,000	1,346	121,000	101.1%
GASB 67 & 68 audit	9,999	12,000	(2,001)	12,000	83.3%
GASB 74 & 75 audit	8,165	12,000	(3,835)	12,000	68.0%
Total External Audit Fees	140,510	145,000	(4,490)	145,000	96.9%

⁴ LEGAL FEES

Fiduciary & Litigation	55,609	45,800	9,809	50,000	111.2%
Tax and Benefit Issues	47,028	23,000	24,028	25,000	188.1%
Miscellaneous Legal Advice	6,277	45,800	(39,523)	50,000	12.6%
Total Legal Fees	108,914	114,600	(5,686)	125,000	87.1%

ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
 TOTAL EXPENDITURES VS. PRIOR YEAR ACTUAL
 For the Eleven Months Ending 11/30/2025

	<i>For the Month of November 2025</i>	<i>For the Month of November 2024</i>	<i>Variance</i>	<i>Year-To-Date 2025</i>	<i>Year-To-Date 2024</i>	<i>Variance</i>
STAFFING						
Salaries	940,390	967,430	(27,040)	11,488,992	10,437,222	1,051,770
Fringe Benefits	372,304	429,121	(56,817)	5,207,341	5,136,697	70,644
Temporary Staffing Cost	28,357	32,989	(4,632)	424,296	443,394	(19,098)
Staffing Total	<u>1,341,051</u>	<u>1,429,540</u>	<u>(88,489)</u>	<u>17,120,629</u>	<u>16,017,313</u>	<u>1,103,316</u>
STAFF DEVELOPMENT						
	25,962	23,795	2,167	192,772	205,166	(12,394)
PROFESSIONAL FEES						
Actuarial Fees	(8,500)	21,500	(30,000)	515,482	464,817	50,665
Consultant Fees - Operations	34,400	32,781	1,619	426,896	331,903	94,993
Consultant Fees - Legal	20,022	5,334	14,688	108,914	38,533	70,381
External Audit	0	0	0	140,510	141,618	(1,108)
Professional Fees Total	<u>45,922</u>	<u>59,615</u>	<u>(13,693)</u>	<u>1,191,802</u>	<u>976,871</u>	<u>214,931</u>
OFFICE EXPENSE						
Bank Charges & Misc. Admin	6,113	5,439	674	66,960	64,905	2,055
Building Expenses	6,497	6,394	103	61,753	62,693	(940)
Communications	4,327	11,432	(7,105)	54,074	119,060	(64,986)
Equipment Lease/Maintenance	8,924	26,771	(17,847)	97,864	141,869	(44,005)
Minor Equipment and Furniture	65	565	(500)	4,195	7,507	(3,312)
Office Supplies/Maintenance	2,533	2,860	(327)	37,735	37,215	520
Printing & Postage	1,187	1,621	(434)	22,736	14,392	8,344
Office Expense Total	<u>29,646</u>	<u>55,082</u>	<u>(25,436)</u>	<u>345,317</u>	<u>447,641</u>	<u>(102,324)</u>
INSURANCE						
	53,231	53,725	(494)	618,180	581,041	37,139
MEMBER SERVICES						
Disability - Legal Arbitration & Transcripts	8,000	8,000	0	63,133	124,507	(61,374)
Disability Medical Expense	31,505	7,325	24,180	177,093	197,830	(20,737)
Disability Claims Management	3,850	3,850	0	42,350	38,500	3,850
Health Reimbursement Acct. (HRA)	7,576	5,541	2,035	86,860	64,993	21,867
Member Training & Education	669	1,246	(577)	27,995	24,708	3,287
Printing & Postage - Members	53,629	18,247	35,382	171,015	162,819	8,196
Virtual Call Center	5,395	5,054	341	65,216	59,009	6,207
Member Services Total	<u>110,624</u>	<u>49,263</u>	<u>61,361</u>	<u>633,662</u>	<u>672,366</u>	<u>(38,704)</u>

ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
 TOTAL EXPENDITURES VS. PRIOR YEAR ACTUAL
 For the Eleven Months Ending 11/30/2025

	<i>For the Month of November 2025</i>	<i>For the Month of November 2024</i>	<i>Variance</i>	<i>Year-To-Date 2025</i>	<i>Year-To-Date 2024</i>	<i>Variance</i>
SYSTEMS						
Business Continuity Expense	22,205	21,550	655	251,592	225,062	26,530
County Data Processing	(859)	(18,250)	17,391	146,069	124,602	21,467
Minor Computer Hardware	644	3,319	(2,675)	53,007	67,610	(14,603)
Intangible right to use SBITA - GASB96	7,376	7,348	28	81,411	79,565	1,846
Software Maintenance & Support	72,110	117,939	(45,829)	410,740	755,393	(344,653)
Systems Total	101,476	131,906	(30,430)	942,819	1,252,232	(309,413)
DEPRECIATION						
Depreciation Expense	152,075	8,703	143,372	1,674,730	104,733	1,569,997
BOARD OF RETIREMENT						
Board Compensation	1,500	1,800	(300)	18,900	20,200	(1,300)
Board Conferences & Training	12,819	17,142	(4,323)	139,755	123,532	16,223
Board Election	5,464	0	5,464	11,491	1,500	9,991
Board Employer Reimbursement	32,890	31,570	1,320	345,090	347,570	(2,480)
Board Miscellaneous Expense	1,416	1,192	224	10,398	10,361	37
Board Software Maint. & Support	1,379	1,335	44	15,035	14,506	529
Board Strategic Planning	0	900	(900)	0	8,386	(8,386)
Board of Retirement Total	55,468	53,939	1,529	540,669	526,055	14,614
GRAND TOTALS	1,915,455	1,865,568	49,887	23,260,580	20,783,418	2,477,162



MEMORANDUM TO THE BOARD OF RETIREMENT

January 15, 2026

TO: Members of the Board of Retirement

FROM: Sandra Dueñas-Cuevas, Benefits Manager *SAC*

SUBJECT: **New Pay Code: Approve as “Compensation Earnable” and Exclude from “Pensionable Compensation” – County of Alameda**

The County of Alameda (County) requested that new pay code 43L – Attorney of Record be reviewed to determine whether it qualifies as “compensation earnable” and “pensionable compensation.” This new pay code establishes a footnote for additional compensation of 10% of the base pay to be paid to an employee in the job classification of Supervising Child Support Attorney (Job Code 3160) when assigned the responsibilities described below:

On December 9, 2025, the Board of Supervisors approved adding Subsection 3-21.112 to Article 3, Section 3-21 of the County of Alameda Salary Ordinance. It States: “Effective November 23, 2025, not to exceed one (1) employee in Job Code 3160 in the Alameda County Child Support Services who is designated to serve in Job Code 3170 while also serving as the Attorney of Record shall be compensated an additional ten percent (10%) of the base pay. This provision shall sunset effective March 28, 2026, and shall be deleted from the Salary Ordinance upon the sunset date.

Staff and Chief Counsel reviewed the required supporting documentation (attached) and made the determination that because this pay code is for one employee, it does not qualify as “pensionable compensation” under Government Code Section 7522.34 (for PEPRA members). However, this pay code does qualify as “compensation earnable” under Government Code Section 31461 (for Legacy members). This pay code clearly meets the definition of “compensation earnable” because it is paid in cash to the member, it is not paid for overtime, and it does not fall under any of the express exclusions in Section 31461. The two relevant Government Code sections are attached.

Staff informed the County that its determination will be included in the Board’s Consent Calendar for its January 15, 2026, meeting. If this item is not pulled from the Consent Calendar for discussion, then the Board will approve Staff’s determination to exclude pay code Attorney of Record- 43L from “pensionable compensation” under Government Code Section 7522.34 (for PEPRA members). And include it as “compensation earnable” under Government Code Section 31461. (for Legacy members).

Attachments:

Pay Item Request, 12/16/25
BOS Letter, 12/9/25



ALAMEDA COUNTY AUDITOR-CONTROLLER AGENCY MELISSA WILK

AUDITOR-CONTROLLER/CLERK-RECORDER

REQUEST FOR ACERA'S REVIEW OF A NEW PAY ITEM/CODE *REVISED*

Employer Name:	County of Alameda
Date of Request	12/16/25
Employer Department Submitting the Request	Auditor-Controller's Agency
Contact Person/Employer (include title/position)	Stephanie Tsurumoto
Contact Person Telephone incl area code	(510)272-6581
Contact Person Email address	stephanie.tsurumoto@acgov.org
Pay Item Name (and code Number)	43L Attorney of Record
Pay Item Effective Date per authorization:	11/23/25
State if additional documentation is attached	None

NOTE: The following information is required before ACERA can review and respond to the request. To meet ACERA's requirements, please provide substantive responses below or on a separate paper and return, with this form, all of the supporting documentation prior to issuing (paying) the pay item to any employee who is an ACERA member.

1. State the job classification of employees eligible for the pay item (i.e. Job Code 0499-Nurse Practitioners II may receive this pay item)

**RESPONSE #1: Job Code 3160 Supervising Child Support Attorney serving in
Job Code 3170 Director of Child Support Services**

2. State employment status of employees eligible to receive the pay item (i.e. full time employees, part time employees)

RESPONSE #2: Full Time

3. State the number of members or employees who are eligible to receive the pay item (i.e. all members or employees in a job classification eligible to receive the pay item, or "not to exceed one employee")

RESPONSE #3: Not to exceed one employee

4. State whether pay item is for overtime or regular base pay

RESPONSE #4: Regular Base Pay

5. State whether pay item is calculated as a fixed amount or percentage of the base pay

RESPONSE #5: Percentage - 10% of Base Pay

6. State whether the pay item is paid one time (i.e. incentive pay, referral pay, bonus, award)

RESPONSE #6: No

Office of the Auditor-Controller
1221 Oak St., Suite 249
Oakland, CA 94612
Tel: (510) 272-6565
Fax: (510) 272-6502

Central Collections Division
1221 Oak St., Suite 220
Oakland, CA 94612
Tel: (510) 208-9900
Fax: (510) 208-9932

Clerk-Recorder's Office, Main
1106 Madison St., 1st Floor
Oakland, CA 94607
Tel: (510) 272-6362
Fax: (510) 208-9858

Clerk-Recorder's Office, Tri-Valley
7600 Dublin Blvd.
Dublin, CA 94568
Tel: (510) 272-6362
Fax: (510) 208-9858

7. State whether the pay item is an ad hoc payment (i.e., stipend, payment for attending a meeting during the working hours, payment for attending a meeting during non-working hours)

RESPONSE #7: No

8. State whether the pay item is a reimbursement (i.e., car allowance, housing allowance, uniform allowance, mileage payment, cell phone allowance)

RESPONSE #8: No

9. State regular working hours of the employees who will receive the pay item (i.e., 37.5 hour workweek employees, 40 hour workweek employees)

RESPONSE #9: 40.0 Hour Work Week

10. State whether pay item is for work performed outside of the regular workweek (i.e., payment for work or services performed outside of the employee's 37.5 hour workweek, or outside the employee's 40 hour workweek)

RESPONSE #10: No

11. State whether the pay item is for deferred compensation

RESPONSE #11: No

12. State whether the pay item is for retro payments

RESPONSE #12: No

13. State whether the pay item is for accrued unused leaves (i.e., sick leave, annual leave, floating holiday, vacation, comp time)

RESPONSE #13: No

14. State whether the payment is compensation that had previously been provided in kind to the member by the employer or paid directly by the employer to a third party other than the retirement system for the benefit of the member or employee

RESPONSE #14: No

15. State whether the payment is severance or other payment in connection with or in anticipation of a separation from employment (and state if this payment is made while employee is working)

RESPONSE #15: No

16. State whether the pay item is paid in one lump sum or biweekly (or over some other time period-monthly, quarterly, annually)

RESPONSE #16: Biweekly

17. State the basis for eligibility for the pay item (i.e., certification of completion of training program conducted by an accredited university, or employee assigned as supervisor of badge distribution)

RESPONSE #17: Salary Ordinance/Board Letter

B. Amend Article 3 (Notes Applicable To Positions and Classifications Listed in Article 2 Preceding), Section 3-21 (Miscellaneous), subsection 3-21.51 to incorporate non-substantive language cleanup, and to add new subsection 3-21.112 to establish a footnote for the Supervising Child Support Attorney (JC 3160) classification, when designated to serve as the Director of Child Support Services ("DCSS") (JC 3170). This footnote, which provides an additional ten percent (10%) compensation of the base pay effective November 23, 2025, shall sunset and shall be deleted from the Salary Ordinance on March 28, 2026.

3-21.112 – Effective November 23, 2025, not to exceed one (1) employee in JC 3160 in the Alameda County Child Support Services who is designated to serve in JC 3170 while also serving as the Attorney of Record shall be compensated an additional ten percent (10%) of the base pay. This provision shall sunset effective March 28, 2026, and shall be deleted from the Salary Ordinance upon the sunset date.



Lakeside Plaza Building
1401 Lakeside Drive, Suite 500
Oakland, CA 94612-4305
TDD: (510) 272-3703

December 9, 2025

Honorable Board of Supervisors
County of Alameda
1221 Oak Street, Suite 536
Oakland, California 94612-4305

SUBJECT: ADOPT SALARY ORDINANCE AMENDMENTS TO 1) UPDATE SUBSECTION 1-1.1 TO INCREASE THE SALARIES FOR CERTAIN UNREPRESENTED CLASSIFICATIONS AND CHANGE JOB CODE 4140 TO SALARY STEPS, 2) AMEND SUBSECTION 3-21.51, AND 3) ADD SUBSECTION 3-21.112 TO ESTABLISH A FOOTNOTE FOR JOB CODE 3160

Dear Board Members:

RECOMMENDATION:

Adopt Salary Ordinance amendments to:

- A. Update Article 1, Section 1-1 (Pay Rate Schedules), subsection 1-1.1, to: 1) increase the salaries for certain Unrepresented M-designated and Non-Management related to Management classifications by four percent (4%) for a general wage increase and provide additional special adjustments ranging from 0.35% to 19.23% for specified classifications within this group, effective December 21, 2025; 2) increase the salaries for four (4) Unrepresented M-designated classifications, ranging from five percent (5%) to 15% for special adjustments, retroactive to October 12, 2025; 3) update the Librarian II classification (Job Code ("JC") 4140) from salary levels to salary steps, retroactive to August 3, 2025; and 4) increase the minimum salary rate for four (4) classifications to comply with the State of California ("State") minimum wage of \$16.90 per hour, effective January 1, 2026; and
- B. Amend Article 3 (Notes Applicable To Positions and Classifications Listed in Article 2 Preceding), Section 3-21 (Miscellaneous), subsection 3-21.51 to incorporate non-substantive language cleanup, and to add new subsection 3-21.112 to establish a footnote for the Supervising Child Support Attorney (JC 3160) classification, when designated to serve as the Director of Child Support Services ("DCSS") (JC 3170). This footnote, which provides an additional ten percent (10%) compensation of the base pay effective November 23, 2025, shall sunset and shall be deleted from the Salary Ordinance on March 28, 2026.

DISCUSSION/SUMMARY:

Historically, employees in certain Unrepresented M-designated classifications and non-management related to management classifications have received the same general wage increases as the Alameda County Management Employees Association General Government and Confidential Units. Accordingly, staff recommend that your Board approve a four percent (4%) general wage increase for specified unrepresented M-designated and non-management related to management classifications, effective December 21, 2025.

In addition, following a comprehensive review of certain unrepresented M-designated classifications, including agency/department head-level classifications, to address salary compaction, internal alignment, recruitment and retention issues, staff recommend special salary adjustments ranging from 0.35% to 19.23% for designated classifications within this group, also effective December 21, 2025. Staff further recommend additional special

adjustments ranging from five percent (5%) to 15% for four (4) Unrepresented M-designated agency/department head-level classifications, retroactive to October 12, 2025.

On September 23, 2025, your Board approved Item #57, which included updating to Steps 2 and 5 of the salary rates for the Librarian II classification (JC 4140), retroactive to August 3, 2025. These updates were originally listed as salary levels in the Salary Ordinance; however, staff recommend updating the reference to salary steps to maintain consistency in classification and compensation structure and administration.

To ensure compliance with the upcoming State minimum wage increase to \$16.90 per hour effective January 1, 2026, staff reviewed all the hourly salary rates and identified four (4) unrepresented classifications with a minimum hourly rate below the new threshold. Staff therefore recommend increasing the minimum salary rate for these classifications to \$16.90 per hour, effective January 1, 2026.

All of the salary increases and adjustments described above are reflected in the attached Salary Ordinance amendments. The amended salaries are organized into two (2) groups based on their salary structures: 1) classifications with salary steps or deep ranges, and 2) classifications with deep salary levels.

Lastly, on November 25, 2025, your Board approved Item #1, appointing Acting DCSS Vangeria Harvey effective November 25, 2025, for up to 120 days pending appointment of a permanent DCSS. Consistent with your Board's direction, the Human Resource Services Department will conduct an executive recruitment for the DCSS position. While this recruitment is underway, staff recommend adding new subsection 3-21.112 to establish a footnote authorizing an additional ten percent (10%) compensation of the base pay for the Supervising Child Support Attorney (JC 3160) when designated to serve as the Acting DCSS while also continuing to serve as the Attorney of Record. This footnote shall sunset effective March 28, 2026 and shall be deleted from the Salary Ordinance upon the sunset date.

SELECTION CRITERIA:

N/A

FINANCING:

Funds are available in the Fiscal Year 2025-2026 respective Agencies/Departments Approved Budgets and will be included in future years' requested budgets to cover the costs resulting from the applicable recommendation(s).

VISION 2026 GOAL:

The recommendations meet the 10x goal pathways of Employment for All in support of our shared vision of a Prosperous and Vibrant Economy.

Very truly yours,

Signed by:

Margarita Zamora

24C63D8E074A48D...

Margarita Zamora, Director
Human Resource Services

c: CAO
Auditor-Controller
County Counsel
Agency/Department Heads

SECOND READING - CONTINUED FROM 12/9/25

Amendments to Form

DONNA R. ZIEGLER, County Counsel

By *Kristy van Herick*

Kristy van Herick, Assistant County Counsel

Ordinance No.

AN ORDINANCE AMENDING CERTAIN PROVISIONS OF THE 2025 – 2026 COUNTY OF ALAMEDA SALARY ORDINANCE

The Board of Supervisors of the County of Alameda ordains as follows:

SECTION I

Article 1, Section 1-1, Subsection 1-1.1 of the County of Alameda Salary Ordinance is hereby amended thereto of the following job codes, titles, and salaries, effective on the dates outlined below:

JC	MC	Classification	Eff Date	Union Code	Step 01	Step 02	Step 03	Step 04	Step 05	FLSA Status
1585N	NM	Legal Assistant SAN	12/21/2025	043	20.82				39.82	N
1587	NM	Attorney Assistant	12/21/2025	043	2,842.50				3,453.75	N
8541	NM	Investigative Assistant	12/21/2025	043	2,701.60	2,844.00	2,988.80	3,124.00	3,281.60	N
8532	SM	Support Enfrcemnt Collctn Off	12/21/2025	046	2,302.40	2,413.60	2,564.80	2,684.00	2,817.60	N
9213	PA	Audio Visual Technician	12/21/2025	046	2,625.60	2,760.80	2,900.00	3,036.00	3,185.60	N
0023	EM	Chief Deputy Assessor	12/21/2025	051					9,534.40	X
0030	EM	Chief Deputy Auditor	12/21/2025	051					10,490.40	X
0031	SM	Asst Controller	12/21/2025	051	7,977.60	8,380.00	8,796.80	9,237.60	9,699.20	X
0162	EM	Asst Treasurer	12/21/2025	051					8,969.60	X
0259	PA	Asst Deputy County Adminstr	12/21/2025	051	7,828.00				11,016.80	X
0260	EM	Asst County Administrator	12/21/2025	051	10,724.00				13,028.80	X
1530	EM	Asst County Clerk Recorder	12/21/2025	051	5,048.80	5,291.20	5,558.40	5,848.00	6,132.00	X
2047	EM	Deputy Dir, Public Works	12/21/2025	051	7,808.80	8,184.00	8,596.00	9,032.80	9,498.40	X
2050	EM	Asst Dir of Public Works	12/21/2025	051	8,979.20	9,428.00	9,909.60	10,404.80	10,912.00	X
2952	EM	Deputy Dir, CDA	12/21/2025	051	7,808.80	8,184.00	8,596.00	9,032.80	9,498.40	X
4185	EM	Deputy County Librarian	12/21/2025	051	6,650.40	6,979.20	7,334.40	7,692.00	8,092.00	X
6082	EM	Deputy Director, SSA	12/21/2025	051	7,829.60	8,211.20	8,629.60	9,060.80	9,503.20	X
6135	PA	Probation Project Coordinatr	12/21/2025	051	4,286.40	4,501.60	4,727.20	4,961.60	5,209.60	X
0169	EM	Chief, Executive Offcr ACERA	12/21/2025	066	12,377.60				14,736.00	X
1371	PA	Retirement Accountant III	12/21/2025	066	4,622.40	4,857.60	5,102.40	5,372.80	5,624.80	X
0035	SE	County Administrator	10/12/2025	071	15,104.00				19,684.00	X
0035	SE	County Administrator	12/21/2025	071	15,708.00				20,471.20	X
0190	SE	Dir, General Services Agency	10/12/2025	071	9,290.40				12,128.00	X
0190	SE	Dir, General Services Agency	12/21/2025	071	9,662.40				12,612.80	X
0295	SE	Dir Of Human Resource Svcs	12/21/2025	071	9,604.80				12,484.80	X
2055	SE	Dir of Public Works	12/21/2025	071	9,662.40				12,612.80	X
2950	SE	Dir, Community Dev Agency	10/12/2025	071	9,290.40				12,128.00	X
2950	SE	Dir, Community Dev Agency	12/21/2025	071	9,662.40				12,612.80	X
3170	SE	Director, Dept Child Svs	12/21/2025	071	8,590.40				11,319.20	X
4190	SE	County Librarian	10/12/2025	071	7,545.60				10,561.60	X

JC	MC	Classification	Eff Date	Union Code	Step 01	Step 02	Step 03	Step 04	Step 05	FLSA Status
4190	SE	County Librarian	12/21/2025	071	7,847.20				10,984.00	X
5050	SE	Dir of Alameda County Health	12/21/2025	071	11,282.40				15,218.40	X
6085	SE	Dir of Social Services	12/21/2025	071	11,052.80				14,179.20	X
6150	SE	Chief Probation Officer	12/21/2025	071	9,244.00				12,017.60	X
0150	SM	Senior Supervising Auditor	12/21/2025	U15	5,048.00	5,314.40	5,564.80	5,834.40	6,132.00	X
0151	SM	Principal Auditor	12/21/2025	U15	5,654.40	5,926.40	6,225.60	6,549.60	6,868.00	X
0160	SM	Division Chief, Auditor	12/21/2025	U15	6,614.40	6,932.80	7,288.80	7,660.80	8,026.40	X
0167	SM	Chief, Real Estate Taxes	12/21/2025	U15	4,200.00	4,417.60	4,657.60	4,896.00	5,155.20	X
0168	SM	Supervisor, Persnl Prop Taxes	12/21/2025	U15	3,003.20	3,164.80	3,320.80	3,476.80	3,654.40	X
0203	PA	Management Associate I	12/21/2025	U15	2,942.40				3,392.80	X
0224	PA	Clerk, BOS Service Manager	12/21/2025	U15	3,522.40				4,956.00	X
0234	PA	Management Analyst Assistant	12/21/2025	U15	2,748.00	2,887.20	3,044.80	3,176.80	3,337.60	N
0312	MA	Program Administrator II	12/21/2025	U15	4,968.00	5,219.20	5,476.00	5,753.60	6,031.20	X
0340	PA	Community Liaison Specialist	12/21/2025	U15		3,946.40	4,139.20	4,349.60	4,569.60	X
0601	PA	Management Consultant	12/21/2025	U15	2,745.60				12,908.80	X
1244	SM	Supervising Civil Legal Sec	12/21/2025	U15	3,900.80	4,052.80	4,256.00	4,470.40	4,691.20	X
1581	PA	Probate Specialist	12/21/2025	U15	3,456.00	3,640.80	3,828.80	4,025.60	4,244.00	N
1583	PA	Civil Paralegal	12/21/2025	U15	3,456.00	3,640.80	3,828.80	4,025.60	4,244.00	X
1716	SM	Supervising Storekeeper I	12/21/2025	U15	2,656.00	2,784.80	2,906.40	3,054.40	3,185.60	X
1734	SM	Asst Prop & Salvage Mgr	12/21/2025	U15	2,637.60	2,772.80	2,905.60	3,029.60	3,175.20	X
2081	SM	Suprvsing Ind Hygiene Eng	12/21/2025	U15	5,190.40	5,420.80	5,674.40	5,924.80	6,210.40	X
2624	PA	Training Officer, Assessor	12/21/2025	U15	4,744.80	4,985.60	5,225.60	5,492.00	5,761.60	X
2722	SM	Suprvsing Auditor-Appraiser I	12/21/2025	U15	3,964.80	4,168.80	4,367.20	4,589.60	4,816.80	X
2940	MA	Senior Planner	12/21/2025	U15	5,469.60	5,732.80	6,024.00	6,324.00	6,641.60	X
2941	SM	Waste Program Manager, CDA	12/21/2025	U15	5,464.80	5,737.60	6,024.80	6,325.60	6,641.60	X
2951	SM	Dir of Finance, CDA	12/21/2025	U15	7,868.00	8,248.80	8,664.00	9,101.60	9,572.00	X
2953	SM	Asst Deputy Dir, CDA	12/21/2025	U15	6,783.20	7,128.00	7,481.60	7,841.60	8,243.20	X
2954	PA	Dir of Ops & Mgmt Svcs, CDA	12/21/2025	U15	7,064.80	7,419.20	7,788.80	8,178.40	8,588.00	X
2958	PA	Bonds and Finance Coordinator	12/21/2025	U15	4,226.40	4,435.20	4,657.60	4,892.00	5,133.60	X
2974	SM	Bonds and Finance Manager	12/21/2025	U15	5,469.60	5,732.80	6,024.00	6,324.00	6,641.60	X
2985	SM	Economic & Civic Dev Manager	12/21/2025	U15	5,469.60	5,732.80	6,024.00	6,324.00	6,641.60	X
2986	EM	Assistant Dir Surplus Prop Au	12/21/2025	U15	6,783.20	7,128.00	7,481.60	7,841.60	8,243.20	X
2987	EM	Director, Surplus Property Au	12/21/2025	U15	7,808.80	8,184.00	8,281.60	9,032.80	9,498.40	X
5090	SM	Training Officer, HCSA	12/21/2025	U15	5,004.00	5,251.20	5,513.60	5,788.00	6,078.40	X
6070	SM	Financial Srv Deputy Dir,SSA	12/21/2025	U15	6,092.00	6,401.60	6,720.00	7,060.80	7,406.40	X
6183	SM	Comm Network Coordinator	12/21/2025	U15	3,604.00	3,774.40	3,972.00	4,164.00	4,363.20	X
7740	SM	Laundry Supervisor	12/21/2025	U15	2,725.60	2,843.20	2,993.60	3,138.40	3,294.40	N
8421	SM	Dpty Agri Com/Sealr of WandM	12/21/2025	U15	4,409.60	4,632.80	4,861.60	5,122.40	5,365.60	X
8435	SM	Deputy Sealer of Wts&Measures	12/21/2025	U15	3,875.20	4,070.40	4,272.00	4,497.60	4,712.80	X
8561N	PA	Sh Office Pilot SAN	12/21/2025	U15	64.98				78.98	X
8562N	SM	Sh Office Chief Pilot SAN	12/21/2025	U15	68.22				82.93	X
8764	SM	Sr Code Enforce Officer	12/21/2025	U15	5,469.60	5,732.80	6,024.00	6,324.00	6,641.60	X
9245	SM	Painter Supervisor	12/21/2025	U15					4,664.00	X
9282	PA	Telecom Systems Analyst	12/21/2025	U15	4,542.40	4,724.80	4,916.00	5,159.20	5,417.60	X
9286	SM	Senior Telecom Tech	12/21/2025	U15	4,442.40	4,676.80	4,902.40	5,152.80	5,416.80	N

JC	MC	Classification	Eff Date	Union Code	Step 01	Step 02	Step 03	Step 04	Step 05	FLSA Status
9287	M	Telephone Services Specialist	12/21/2025	U15	3,861.60	4,052.00	4,237.60	4,451.20	4,678.40	N
9425	SM	Auto Mechanic Supervisor	12/21/2025	U15					5,165.60	X
9680	SM	Suprvsr, Bldgs & Plant Main	12/21/2025	U15					6,502.40	X
9688	SM	Suprvsing Maint Eng, Rehb Cnt	12/21/2025	U15					6,197.60	X
9691	PA	Portfolio Manager	12/21/2025	U15					7,501.60	X
2046	SM	Asst Deputy Dir, Public Works	12/21/2025	U44	6,783.20	7,128.00	7,481.60	7,841.60	8,243.20	X
2115	SM	Grading Supervisor	12/21/2025	U44	5,551.20	5,820.00	6,116.00	6,420.00	6,737.60	X
2190	SM	Suprvsing Traffic Technician	12/21/2025	U44	4,308.00	4,527.20	4,754.40	4,980.80	5,233.60	X
8344	PA	Asst Building Official	12/21/2025	U44	4,953.60	5,213.60	5,477.60	5,748.00	6,032.00	X
1458	SM	Registered Health Info Coord	12/21/2025	U45	3,168.00	3,321.60	3,444.80	3,610.40	3,762.40	X
1486	SM	Spvg Health Insurance Tech	12/21/2025	U45	3,663.20	3,718.40	3,904.00	4,100.80	4,308.00	X
5030	SM	Homelessness Svrs Admin	12/21/2025	U45	5,632.80	5,912.00	6,207.20	6,517.60	6,836.80	X
5046	PA	County Health Officer	12/21/2025	U45	15,898.40				19,318.40	X
5061	SM	Care Connect Deputy Director	12/21/2025	U45	7,169.60	7,528.00	7,903.20	8,299.20	8,714.40	X
5070	SM	Well, Rec and Res Dir BHCS	12/21/2025	U45	5,596.80	5,878.40	6,171.20	6,477.60	6,802.40	X
5076	SM	Bus Intel/Analytics Dir, HCSA	12/21/2025	U45	6,931.20	7,280.80	7,634.40	7,848.80	8,438.40	X
5078	SM	Deputy Director, Behav Health	12/21/2025	U45	7,954.40	8,360.00	8,769.60	9,012.80	9,688.00	X
5081	SM	Quality Assur Assoc Admn BHC	12/21/2025	U45	5,024.80	5,241.60	5,461.60	5,690.40	5,928.80	X
5084	SM	Comm Health Svcs Administrator	12/21/2025	U45	5,466.40	5,740.80	6,025.60	6,267.20	6,638.40	X
5615	SM	Suprvsing Microbiologist	12/21/2025	U45	4,528.80	4,758.40	4,986.40	5,250.40	5,480.00	X
5773	SM	Senior Public Hlth Investigatr	12/21/2025	U45	3,233.60	3,395.20	3,565.60	3,743.20	3,930.40	X
5774	SM	Chief Public Health Investgtr	12/21/2025	U45	3,668.00	3,854.40	4,043.20	4,245.60	4,472.00	X
6420	SM	Medical Social Work Suprvsr	12/21/2025	U45	4,325.60	4,530.40	4,740.80	4,966.40	5,195.20	X
6644	SM	SupClinCaseMgr-CtrHlthSch&Comm	12/21/2025	U45			4,950.40	5,199.20	5,457.60	X
6185	SM	Volunteer Program Coord(CASA)	12/21/2025	U49	4,471.20	4,688.80	4,928.00	5,166.40	5,416.00	X
6789	MA	Welfare Serv Con Social Serv	12/21/2025	U49	2,745.60				5,350.40	X
6795	PA	Social Services Agency Planner	12/21/2025	U49	4,768.80	5,019.20	5,257.60	5,523.20	5,799.20	X
8508	SM	Director, Div of Adult Protect	12/21/2025	U49	5,644.80	5,924.80	6,227.20	6,532.80	6,876.80	X
0227	SM	Management Svcs Admin Pub Wks	12/21/2025	U50	6,940.00	7,295.20	7,656.80	8,025.60	8,432.00	X
0229	SM	Admin/Financial Svcs Manager	12/21/2025	U50	5,804.80	6,098.40	6,406.40	6,718.40	7,061.60	X
0240	PA	Admin Trainee	12/21/2025	U50	2,942.40				3,392.80	N
0243	PA	Asst Admin Analyst	12/21/2025	U50	3,453.60				4,200.00	X
0244	CA	Local Agency Formation Comm Ck	12/21/2025	U50	3,293.60				4,046.40	X
0245	PA	Admin Analyst	12/21/2025	U50	4,605.60				7,060.80	X
0248	PA	Local Agcy Format Comm Analyst	12/21/2025	U50	4,605.60				7,060.80	X
0250	PA	Economic Development Anl,Trnee	12/21/2025	U50	2,942.40				3,392.80	X
0251	PA	Economic Development Analyst I	12/21/2025	U50	3,453.60				4,200.00	X
0252	PA	Grants Program Manager	12/21/2025	U50	4,086.40				7,588.80	X
0255	SM	Principal Admin Analyst	12/21/2025	U50	7,253.60				8,812.80	X
0256	SM	Local Agy Format Comm Ex Offr	12/21/2025	U50	5,095.20				7,767.20	X
0257	EM	Deputy County Administrator	12/21/2025	U50	12,848.80				16,396.00	X
0258	SM	Countywide Initiative Prg Coor	12/21/2025	U50	6,244.00				9,736.00	X

JC	MC	Classification	Eff Date	Union Code	Step 01	Step 02	Step 03	Step 04	Step 05	FLSA Status
0270	PA	Economic Development Analyst II	12/21/2025	U50	4,347.20				6,660.00	X
0271	SM	Exec Director EDAB	12/21/2025	U50	6,907.20				10,204.00	X
0475	SM	Director, Risk Management	12/21/2025	U50	6,244.00				7,968.00	X
0478	SM	Safety & Loss Control Manager	12/21/2025	U50	4,993.60				6,889.60	X
0491	PA	Senior Risk Analyst	12/21/2025	U50	4,256.80				6,526.40	X
0492	SM	Assistant Risk Manager	12/21/2025	U50	5,123.20				7,068.80	X
0493	PA	Risk Coordinator	12/21/2025	U50	3,987.20				5,391.20	X
0495	CA	Supervisor's Assistant	12/21/2025	U50	2,963.20				6,344.00	X
0496	CA	Chief of Staff, BOS	12/21/2025	U50	5,767.20				7,412.00	X
0497	SM	Diversity, Eq, Inc Deputy Dir	12/21/2025	U50	6,303.20				7,663.20	X
0498	SM	Diversity, Eq, Inc Director	12/21/2025	U50	6,949.60				8,448.80	X
1008	SM	Asst Clerk, Bd of Supervisors	12/21/2025	U50	4,347.20				6,660.00	X
1137	CA	Administrative Associate, CAO	12/21/2025	U50	3,293.60	3,467.20	3,648.80	3,844.80	4,046.40	X
1229	CA	Exec Asst to the County Admin	12/21/2025	U50	5,472.00				6,649.60	X
1090	NM	Retired Annuitant I	12/21/2025	095	17.97				103.66	N
1091	NM	Retired Annuitant II	12/21/2025	095	17.97				184.75	N
1092	NM	Retired Annuitant - Safety I	12/21/2025	095	30.85				103.66	N
1093	NM	Retired Annuitant - Safety II	12/21/2025	095	35.80				184.75	N
0298N	NM	Special Examiner SAN	1/1/2026	054	16.90				50.00	N
1780N	NM	Information Tech As SAN TAP	1/1/2026	039	16.90				22.95	N
5797N	NM	Health Svcs Consultant SAN	1/1/2026	054	16.90				21.00	N
6790N	NM	Consultant Social Svcs Agcy N	1/1/2026	054	16.90				35.00	N

SECTION II

Article 1, Section 1-1, Subsection 1-1.1 of the County of Alameda Salary Ordinance is hereby amended thereto of the following job code, title, and salaries, effective August 3, 2025 as outlined below:

Item	MC	Classification	Union Code	Level Step 01	Level Step 02	Level Step 03	Level Step 04	Level Step 05	FLSA Status
4140	NM	Librarian II	011		3412.50	3581.25	3748.50	3928.50	N

SECTION III

Article 1, Section 1-1, Subsection 1-1.1 of the County of Alameda Salary Ordinance is hereby amended thereto of the following job codes, titles, and salary levels, effective December 21, 2025 as outlined below:

JC	MC	Classification	Union Code	Level 01	Level 02	Level 03	Level 04	Level 05	Level 06	Level 07	Level 08	FLSA
1345	PA	Chief Investment Officer, ACERA	066	10,776.80	11,316.00	11,881.60	12,476.00	13,100.00	13,754.40	14,442.40	15,164.80	X
1347	PA	Human Resources Officer, ACERA	066	5,693.60	5,977.60	6,276.80	6,590.40	6,920.00	7,265.60	7,629.60	8,011.20	X
1348	CA	Human Resources Speclst, ACERA	066	4,124.00	4,330.40	4,547.20	4,774.40	5,012.80	5,263.20	5,526.40	5,802.40	X
1350	CA	Exec Secretary, ACERA	066	3,689.60	3,874.40	4,068.80	4,271.20	4,485.60	4,709.60	4,945.60	5,192.80	X

JC	MC	Classification	Union Code	Level 01	Level 02	Level 03	Level 04	Level 05	Level 06	Level 07	Level 08	FLSA
1355	SM	Retirement Benefits Manager	066	5,693.60	5,977.60	6,276.80	6,590.40	6,920.00	7,265.60	7,629.60	8,011.20	X
1356	SM	Retirement Asst Benefits Mgr	066	4,838.40	5,080.00	5,333.60	5,600.80	5,881.60	6,175.20	6,484.00	6,808.00	X
1358	EM	Asst Chief Execu Offcr,ACERA	066	8,049.60	8,452.00	8,875.20	9,318.40	9,784.00	10,273.60	10,787.20	11,326.40	X
1359	SM	Retirement Asst Acctng Mgr	066	4,838.40	5,080.00	5,333.60	5,600.80	5,881.60	6,175.20	6,484.00	6,808.00	X
1368	MA	Retirement Sys Prg Anyst,ACERA	066	4,432.00	4,653.60	4,886.40	5,131.20	5,387.20	5,656.80	5,940.00	6,236.80	X
1373	PA	Chief of Internal Audit, ACERA	066	5,693.60	5,977.60	6,276.80	6,590.40	6,920.00	7,265.60	7,629.60	8,011.20	X
0176	PA	Sustainability Project Mgr	U15	3,998.40	4,198.40	4,408.00	4,628.80	4,860.00	5,102.40	5,358.40	5,625.60	X
0247	PA	Program Manager ACAC	U15	4,007.20	4,207.20	4,417.60	4,638.40	4,870.40	5,114.40	5,369.60	5,638.40	X
1836	PA	Infrastructure Svcs Engineer	U15	5,790.40	6,080.00	6,384.00	6,703.20	7,038.40	7,390.40	7,760.00	8,148.00	X
6910	PA	Recruitment Specialist, HCSA	U15	3,656.80	3,840.00	4,032.00	4,233.60	4,444.80	4,666.40	4,900.00	5,144.00	X
8850	PA	Sh Grant Devlopmt Specialist	U15	4,373.60	4,592.80	4,822.40	5,063.20	5,316.80	5,582.40	5,861.60	6,154.40	X
8355	SM	Suprvsing Construction Insp	U44	4,332.00	4,548.80	4,776.00	5,014.40	5,264.80	5,528.00	5,804.00	6,094.40	X
0253	PA	Cable TV & Comm Analyst	U50	4,733.60	4,969.60	5,218.40	5,479.20	5,753.60	6,040.80	6,343.20	6,660.00	X
0254	PA	Public Information Officer	U50	4,733.60	4,969.60	5,218.40	5,479.20	5,753.60	6,040.80	6,343.20	6,660.00	X
0283	CA	Labor Relations Analyst I	U50	4,124.00	4,330.40	4,547.20	4,774.40	5,012.80	5,263.20	5,526.40	5,802.40	X
0284	PA	Labor Relations Analyst II	U50	4,875.20	5,119.20	5,375.20	5,644.00	5,925.60	6,221.60	6,532.80	6,859.20	X
0330	SM	Child Care Svcs Prog Admin	U50	4,144.00	4,351.20	4,569.60	4,798.40	5,037.60	5,289.60	5,554.40	5,832.00	X
0467	CA	HR Leaves Case Mgr	U50	4,124.00	4,330.40	4,547.20	4,774.40	5,012.80	5,263.20	5,526.40	5,802.40	X
0487	PA	Diversity Programs Asst Mgr	U50	4,733.60	4,969.60	5,218.40	5,479.20	5,753.60	6,040.80	6,343.20	6,660.00	X
0299N	NM	Admin Intern SAN	043	19.47	20.45	21.47	22.54	23.66	24.85	26.08		N
0193	SM	Chief Deputy, Admin GSA	051	6,799.20	7,139.20	7,496.00	7,871.20	8,264.80	8,678.40	9,112.80		X
1845	EM	Assistant Chief Info Officer	051	8,104.00	8,508.80	8,934.40	9,380.80	9,850.40	10,342.40	10,860.00		X
1847	EM	Chief Technology Officer	051	8,104.00	8,508.80	8,934.40	9,380.80	9,850.40	10,342.40	10,860.00		X
5056	EM	Assistant Director, HCSA	051	7,032.80	7,384.80	7,754.40	8,141.60	8,548.80	8,976.80	9,424.80		X
1339	PA	Compliance Officer, ACERA	066	3,827.20	4,018.40	4,220.00	4,431.20	4,652.80	4,885.60	5,130.40		X
1364	PA	Security Analyst, ACERA	066	4,145.60	4,352.80	4,571.20	4,800.00	5,039.20	5,291.20	5,556.00		X
1367	PA	PComp & Netwrk Sys Spec, ACERA	066	3,871.20	4,064.80	4,268.00	4,480.80	4,704.80	4,940.80	5,187.20		X
0181	PA	Sustainability Specialist	U15	3,244.80	3,407.20	3,577.60	3,756.80	3,944.80	4,141.60	4,348.80		X
0424	SM	Info Systems Director	U15	6,069.60	6,372.80	6,692.00	7,026.40	7,377.60	7,745.60	8,133.60		X

JC	MC	Classification	Union Code	Level 01	Level 02	Level 03	Level 04	Level 05	Level 06	Level 07	Level 08	FLSA
0481	PA	Contract Compliance Officer	U15	3,827.20	4,018.40	4,220.00	4,431.20	4,652.80	4,885.60	5,130.40		X
1817	PA	Network Services Analyst I	U15	4,291.20	4,506.40	4,731.20	4,968.00	5,216.80	5,476.80	5,750.40		X
1852	PA	Senior Technology Project Mgr	U15	6,080.00	6,384.00	6,703.20	7,038.40	7,390.40	7,760.00	8,148.00		X
1868	PA	Application Systems Enginr III	U15	6,080.00	6,384.00	6,703.20	7,038.40	7,390.40	7,760.00	8,148.00		X
2220	SM	Stra Facil Capital Plan Mgr	U15	6,181.60	6,491.20	6,816.00	7,156.80	7,514.40	7,890.40	8,284.80		X
8560	PA	Narc Task Force Chief Pilot	U15	4,406.40	4,626.40	4,858.40	5,100.80	5,356.80	5,624.00	5,905.60		X
9692	SM	Maintenance Coordinator	U15	3,618.40	3,799.20	3,988.80	4,188.00	4,397.60	4,617.60	4,848.80		X
0267	PA	Benefits Accountant	U50	3,208.80	3,369.60	3,538.40	3,716.00	3,901.60	4,096.00	4,300.80		X
0469	SM	Privacy Compliance Officer	U50	5,017.60	5,268.80	5,532.80	5,808.80	6,099.20	6,404.80	6,724.80		X
0275N	NM	Human Resources Intern SAN	043	30.24	31.75	33.34	35.01	36.75	38.59			N
8518	PA	Forensic Auditor	046	4,699.20	4,933.60	5,180.00	5,438.40	5,711.20	5,996.00			X
3165	EM	Deputy Dir, Dept Child Svcs	051	7,309.60	7,675.20	8,058.40	8,461.60	8,884.80	9,329.60			X
5045	EM	Dir, Behavioral Health	051	8,740.80	9,177.60	9,636.80	10,118.40	10,624.80	11,156.00			X
1343	PA	Investment Analyst, ACERA	066	5,031.20	5,282.40	5,546.40	5,823.20	6,114.40	6,420.00			X
1346	PA	Investment Officer, ACERA	066	6,285.60	6,600.00	6,930.40	7,277.60	7,640.80	8,023.20			X
1349	SM	Investment Ops Officer, ACERA	066	6,880.00	7,223.20	7,584.80	7,964.00	8,362.40	8,780.80			X
1363	PA	Communications Manager, ACERA	066	4,052.00	4,255.20	4,468.00	4,692.00	4,926.40	5,172.80			X
1365	SM	Retirement Tech Officer, ACERA	066	6,703.20	7,038.40	7,390.40	7,760.00	8,148.00	8,555.20			X
1366	PA	Comp & Netwrk Sys Analst, ACERA	066	5,706.40	5,992.00	6,291.20	6,606.40	6,936.00	7,283.20			X
1375	PA	Sr Investment Officer, ACERA	066	8,023.20	8,424.00	8,844.80	9,288.00	9,752.00	10,239.20			X
0146	SM	Suprvsing Auditor	U15	3,756.00	3,944.00	4,140.80	4,348.00	4,564.80	4,792.80			X
0321	PA	Assessor's Communicatn Coord	U15	2,871.20	3,013.60	3,164.00	3,322.40	3,488.80	3,663.20			X
0322	SM	Departmental Communicatns Mgr	U15	4,629.60	4,860.80	5,103.20	5,359.20	5,627.20	5,908.00			X
0323	SM	Assessor's Extrml Affairs Mgr	U15	4,859.20	5,101.60	5,357.60	5,624.80	5,906.40	6,201.60			X
0474	PA	Conf Ctr Services Manager	U15	4,596.80	4,826.40	5,068.00	5,321.60	5,588.00	5,867.20			X
0483	PA	Trg Ctr Cust Srv and SalesCo	U15	3,408.00	3,578.40	3,757.60	3,945.60	4,142.40	4,349.60			X
0485	PA	Training and System Specialist	U15	3,509.60	3,684.80	3,868.80	4,062.40	4,265.60	4,478.40			X
1374	PA	Cybersecurity Analyst, ACERA	U15	6,384.00	6,703.20	7,038.40	7,390.40	7,760.00	8,148.00			X
1419	PA	Library Fund Dev and Gt Spec	U15	3,492.80	3,667.20	3,850.40	4,042.40	4,244.80	4,456.80			X

JC	MC	Classification	Union Code	Level 01	Level 02	Level 03	Level 04	Level 05	Level 06	Level 07	Level 08	FLSA
1802	PA	Info Tech Acq Specialist II	U15	3,771.20	3,960.00	4,158.40	4,366.40	4,584.00	4,813.60			X
1818	PA	Network Services Analyst II	U15	5,198.40	5,457.60	5,731.20	6,016.80	6,318.40	6,634.40			X
1824	PA	Senior Network Servs Analyst	U15	6,145.60	6,452.80	6,776.00	7,114.40	7,470.40	7,844.00			X
1828	PA	Infrastructure Svcs Tech	U15	3,771.20	3,960.00	4,158.40	4,366.40	4,584.00	4,813.60			X
1829	SM	Sr Tech Services Director	U15	7,752.00	8,139.20	8,546.40	8,973.60	9,422.40	9,893.60			X
1830	PA	Infrastructure Svcs Analyst	U15	4,729.60	4,966.40	5,214.40	5,474.40	5,748.00	6,035.20			X
1832	PA	Sr Infrastruc Svcs Analyst	U15	5,613.60	5,893.60	6,188.80	6,497.60	6,822.40	7,163.20			X
1835	SM	Technical Service Director	U15	7,093.60	7,448.00	7,820.80	8,212.00	8,622.40	9,052.80			X
1837	SM	Infrastructure Svcs Director	U15	7,093.60	7,448.00	7,820.80	8,212.00	8,622.40	9,052.80			X
1838	SM	Sr Infrastructure Svcs Mgr	U15	7,752.00	8,139.20	8,546.40	8,973.60	9,422.40	9,893.60			X
1848	SM	Ch Infor Security Officer	U15	7,752.00	8,139.20	8,546.40	8,973.60	9,422.40	9,893.60			X
1854	PA	Web Designer I	U15	3,692.80	3,876.80	4,071.20	4,275.20	4,488.80	4,713.60			X
1855	PA	Web Designer II	U15	4,433.60	4,655.20	4,888.00	5,132.80	5,388.80	5,658.40			X
1856	PA	Web Designer III	U15	5,319.20	5,585.60	5,864.80	6,157.60	6,465.60	6,788.80			X
1857	PA	County Webmaster	U15	6,384.00	6,703.20	7,038.40	7,390.40	7,760.00	8,148.00			X
2090	PA	Public Art Program Coord	U15	3,492.80	3,667.20	3,850.40	4,042.40	4,244.80	4,456.80			X
2126	PA	Geo Info Systems Analyst	U15	4,151.20	4,358.40	4,576.00	4,804.80	5,045.60	5,297.60			X
2218	SM	Capital Program Manager	U15	6,867.20	7,209.60	7,569.60	7,948.00	8,345.60	8,763.20			X
5098	SM	Workforce Ed & Trg Mgr, BHCS	U15	5,148.80	5,406.40	5,676.80	5,960.00	6,258.40	6,571.20			X
9212	PA	Audio Visual Engineer	U15	3,836.80	4,027.20	4,228.00	4,439.20	4,661.60	4,894.40			X
9214	PA	Senior Audio Visual Engineer	U15	4,301.60	4,515.20	4,740.80	4,977.60	5,226.40	5,488.00			X
0313	SM	Family Health Services Coord	U45	4,332.80	4,549.60	4,776.80	5,015.20	5,265.60	5,528.80			X
0316	SM	Fund Dev and Grants Mgr	U45	4,629.60	4,860.80	5,103.20	5,359.20	5,627.20	5,908.00			X
5065	SM	Ast Dir, For, Div, and Re-Entry	U45	6,536.80	6,864.00	7,206.40	7,567.20	7,945.60	8,342.40			X
5760	SM	Prog Perf Mgt and Accred Dir	U45	4,649.60	4,881.60	5,124.80	5,381.60	5,650.40	5,932.80			X
5783	SM	Dir of Epidemiology and Eval	U45	5,253.60	5,516.00	5,792.00	6,081.60	6,385.60	6,704.80			X
6188	SM	Ct Aptd Sp Advcts CASA Pg Adm	U45	4,725.60	4,962.40	5,209.60	5,470.40	5,744.00	6,031.20			X
0232	PA	Exec Programs Coordinator	U50	4,629.60	4,860.80	5,103.20	5,359.20	5,627.20	5,908.00			X
0246	SM	Law Office Manager	U50	4,573.60	4,802.40	5,042.40	5,295.20	5,559.20	5,837.60			X
0261	SM	Employee Services Adminstr	U50	5,323.20	5,589.60	5,868.80	6,162.40	6,470.40	6,794.40			X

JC	MC	Classification	Union Code	Level 01	Level 02	Level 03	Level 04	Level 05	Level 06	Level 07	Level 08	FLSA
0263	CA	Employee Benefits Specialist	U50	3,756.00	3,944.00	4,140.80	4,348.00	4,564.80	4,792.80			N
0265	CA	Employee Benefits Tech I	U50	3,212.00	3,372.80	3,541.60	3,719.20	3,904.80	4,100.00			N
0457	CA	HR Leaves Case Mgr Trainee	U50	3,382.40	3,551.20	3,728.00	3,914.40	4,110.40	4,315.20			X
0490	PA	Disability Mgmt & Rehab Coord	U50	4,169.60	4,379.20	4,597.60	4,827.20	5,068.80	5,322.40			X
5062	SM	Health Care Sys Integ Admin	U50	6,244.00	6,555.20	6,883.20	7,227.20	7,588.80	7,968.00			X
3310	SM	DA Admin Chief of Staff	046	6,480.80	6,801.60	7,141.60	7,499.20	7,874.40				X
9215	PA	Audio Visual Specialist	046	3,944.80	4,141.60	4,348.80	4,566.40	4,793.60				N
0070	EM	Chief Deputy Tax Collector	051	7,028.80	7,380.00	7,749.60	8,136.00	8,543.20				X
0194	EM	Deputy Director, GSA	051	7,813.60	8,204.00	8,614.40	9,045.60	9,498.40				X
0195	EM	Chief Deputy of Ops, GSA	051	8,614.40	9,044.80	9,497.60	9,973.60	10,471.20				X
0196	EM	Deputy Dir of Deten Fac Op	051	7,813.60	8,204.00	8,614.40	9,045.60	9,498.40				X
0225	EM	Financial Svcs Director, HCSA	051	7,253.60	7,612.80	7,993.60	8,393.60	8,812.80				X
0290	EM	Deputy Director, HRS	051	7,757.60	8,145.60	8,552.80	8,980.80	9,429.60				X
1007	EM	Deputy Registrar of Voters	051	6,632.00	6,964.00	7,312.00	7,676.80	8,060.80				X
5039	SM	Deputy Dir,Of of Hmlss Coord	051	6,783.20	7,120.80	7,476.80	7,850.40	8,243.20				X
5041	EM	Director,Of of Hmlss Coord	051	7,618.40	8,000.00	8,400.00	8,820.00	9,260.80				X
5044	EM	Dir, Public Health	051	7,618.40	8,000.00	8,400.00	8,820.00	9,260.80				X
6048	SM	Ast Chf of Pol and Std Comp	051	6,074.40	6,378.40	6,696.80	7,031.20	7,383.20				X
6049	SM	Chief of Policy and Std Comp	051	7,011.20	7,361.60	7,729.60	8,115.20	8,521.60				X
6072	EM	Fin Svcs Director, ACSO	051	6,713.60	7,048.80	7,401.60	7,772.00	8,160.00				X
6073	EM	Finance and Contr Dir, Prob	051	6,713.60	7,048.80	7,401.60	7,772.00	8,160.00				X
6075	EM	Financial Svcs Director, SSA	051	7,253.60	7,612.80	7,993.60	8,393.60	8,812.80				X
6080	EM	Asst Agcy Dir, Social Svcs Agcy	051	7,618.40	8,000.00	8,400.00	8,820.00	9,260.80				X
6145	EM	Asst Chief Probation Officer	051	8,507.20	8,932.00	9,379.20	9,848.00	10,340.80				X
8586	SM	Sup of Professnal Stds, Prob	051	5,776.00	6,064.80	6,367.20	6,685.60	7,020.80				X
8587	SM	Dir of Prof Stdards, Prob	051	6,497.60	6,822.40	7,163.20	7,522.40	7,898.40				X
1357	SM	Fiscal Services Ofcr, ACERA	066	6,940.00	7,283.20	7,648.00	8,030.40	8,432.00				X
1360	PA	Retiremt Budget Analyst, ACERA	066	4,756.80	4,992.00	5,241.60	5,504.00	5,779.20				X
1372	PA	Internal Auditor, ACERA	066	4,538.40	4,765.60	5,004.00	5,254.40	5,516.80				X

JC	MC	Classification	Union Code	Level 01	Level 02	Level 03	Level 04	Level 05	Level 06	Level 07	Level 08	FLSA
0134	SM	Fiscal and Cashiering Supvr	U15	3,871.20	4,064.80	4,268.00	4,481.60	4,705.60				X
0137	SM	Treasurer-Tax Collector Admin	U15	5,141.60	5,399.20	5,668.80	5,952.00	6,249.60				X
0139	SM	Treasurer-Tax Colltr Fin Mgr	U15	6,225.60	6,536.80	6,864.00	7,206.40	7,567.20				X
0141	SM	Treasurer-Tx Col Actg Op Mgr	U15	5,045.60	5,297.60	5,561.60	5,840.00	6,132.00				X
0170	PA	Chief Inves Officer-Tre Dept	U15	6,225.60	6,536.80	6,864.00	7,206.40	7,567.20				X
0178	SM	Sustainability Program Mgr	U15	5,700.80	5,986.40	6,285.60	6,600.00	6,930.40				X
0183	SM	Chief Financial Manager	U15	6,225.60	6,536.80	6,864.00	7,206.40	7,567.20				X
0184	SM	Logistics Svrs Manager, GSA	U15	5,964.00	6,261.60	6,574.40	6,903.20	7,248.00				X
0185	SM	Procurement Administrator	U15	6,816.00	7,156.80	7,514.40	7,890.40	8,284.80				X
0302	PA	Program Support Rep	U15	3,399.20	3,569.60	3,748.00	3,935.20	4,132.80				X
0451	SM	Contract Compliance Supervr	U15	4,643.20	4,873.60	5,117.60	5,373.60	5,642.40				X
0471	SM	Train and Ed Ctr Org Dev Mgr	U15	5,346.40	5,613.60	5,893.60	6,188.80	6,497.60				X
0477	PA	Training Cntr Bus Specialist	U15	3,022.40	3,173.60	3,332.00	3,498.40	3,673.60				X
0479	PA	County Tmg and Prgm Coord	U15	3,114.40	3,269.60	3,432.80	3,604.00	3,784.80				X
1539	SM	Deferred Com Program Mgr	U15	5,043.20	5,296.00	5,560.00	5,838.40	6,130.40				X
1801	PA	Info Tech Acq Specialist I	U15	3,286.40	3,451.20	3,623.20	3,804.80	3,995.20				X
1846	PA	Associate Infrastr Svrs Tech	U15	3,286.40	3,451.20	3,623.20	3,804.80	3,995.20				X
1851	PA	Technology Project Manager	U15	5,955.20	6,253.60	6,566.40	6,894.40	7,239.20				X
1863	PA	Associate Web Designer	U15	3,156.00	3,313.60	3,479.20	3,653.60	3,836.00				X
3106	PA	Holistic Defen Mitign Spec I	U15	3,704.00	3,889.60	4,084.00	4,288.00	4,502.40				X
3109	SM	Holistic Defense Miti Supvr	U15	4,942.40	5,188.80	5,448.80	5,720.80	6,007.20				X
3162	SM	Policy Manager, DCSS	U15	5,655.20	5,937.60	6,235.20	6,547.20	6,873.60				X
5151	PA	Forensic Pathologist	U15	13,030.40	13,682.40	14,366.40	15,084.00	15,838.40				X
6031	SM	Prob Re-Entry Svcs Coord	U15	5,384.80	5,654.40	5,936.80	6,234.40	6,546.40				X
6074	SM	Asst Dir, Fin and Contr, Prob	U15	6,093.60	6,398.40	6,717.60	7,053.60	7,406.40				X
6076	SM	Prob Contracts/Grants Admstr	U15	5,540.00	5,816.80	6,108.00	6,412.80	6,733.60				X
6500	SM	CORE Clinical Supervisor	U15	4,979.20	5,228.00	5,489.60	5,764.00	6,052.00				X
6502	PA	CORE Clinical Manager	U15	5,239.20	5,500.80	5,776.80	6,065.60	6,368.80				X

JC	MC	Classification	Union Code	Level 01	Level 02	Level 03	Level 04	Level 05	Level 06	Level 07	Level 08	FLSA
6506	SM	CORE & Re-Entr Sy of Care Dir	U15	6,026.40	6,327.20	6,643.20	6,975.20	7,324.00				X
6517	SM	ACCESS Program Clinical Mgr	U15	5,436.80	5,708.80	5,994.40	6,294.40	6,608.80				X
7425	SM	Manager, Janitorial Services	U15	3,862.40	4,055.20	4,258.40	4,471.20	4,695.20				X
8422	SM	Deputy of Agri and Stds Service	U15	5,076.80	5,330.40	5,596.80	5,876.80	6,170.40				X
8851	PA	Ch Pol and Stra Officer, Sh Of	U15	5,545.60	5,822.40	6,113.60	6,419.20	6,740.00				X
9285	PA	Senior Telecom Systems Analyst	U15	5,401.60	5,672.00	5,955.20	6,253.60	6,566.40				X
9445	SM	Manager, Motor Vehicle Div	U15	4,720.00	4,956.00	5,204.00	5,464.80	5,737.60				X
5151N	PA	Forensic Pathologist SAN	U15	162.88	171.03	179.58	188.55	197.98				X
8561N	PA	Sh Office Pilot SAN	U15	64.98	68.22	71.64	75.21	78.98				X
8562N	SM	Sh Office Chief Pilot SAN	U15	68.22	71.64	75.21	78.98	82.93				X
0182	SM	Acctg and Finance Manager	U44	5,821.60	6,110.40	6,415.20	6,736.80	7,073.60				X
0401	SM	Dir of Interagy Chdr Pol Coun	U45	5,131.20	5,387.20	5,656.80	5,940.00	6,236.80				X
5049	PA	Dir of Asmt, Plng and Health	U45	5,546.40	5,823.20	6,114.40	6,420.00	6,740.80				X
5063	SM	Dir of Clin Case Mgmt Methods	U45	7,628.80	8,007.20	8,407.20	8,827.20	9,269.60				X
5064	SM	Clinical Case Mgmt Prjt Mgr	U45	6,047.20	6,348.80	6,667.20	7,000.80	7,350.40				X
5074	SM	For, Div, and Re-Entry Director	U45	7,401.60	7,772.00	8,160.00	8,568.00	8,996.80				X
5077	SM	Quality Mgmt Prog Dir, ACBH	U45	6,264.80	6,577.60	6,906.40	7,252.00	7,614.40				X
5079	SM	Associate Dir, Adult Svc, BHCS	U45	6,470.40	6,794.40	7,133.60	7,490.40	7,864.80				X
5080	SM	Quality Assurance Admin, BHCS	U45	5,497.60	5,772.80	6,060.80	6,364.00	6,681.60				X
5095	PA	Compl and Priv Officer HCSA	U45	5,388.00	5,657.60	5,940.80	6,237.60	6,549.60				X
5099	PA	Ch Compli and Privcy OfcrHCSA	U45	6,544.00	6,869.60	7,213.60	7,573.60	7,952.00				X
5149	PA	Chief Forensic Pathologist	U45	14,991.20	15,734.40	16,521.60	17,348.00	18,216.00				X
5390	PA	Deputy Dir, Pub Hlth Nrsg	U45	7,178.40	7,536.80	7,913.60	8,310.40	8,724.80				X
5782	SM	Epidemiology Research Scient	U45	5,100.00	5,354.40	5,622.40	5,904.00	6,199.20				X
5801	SM	Lactation Specialist	U45	3,328.80	3,495.20	3,669.60	3,853.60	4,047.20				X
6518	PA	Critical Care Manager, BHCS	U45	4,840.80	5,082.40	5,336.80	5,603.20	5,884.00				X
6647	SM	Chd and Youth Initia Directr	U45	5,616.00	5,897.60	6,192.00	6,501.60	6,826.40				X
0484	SM	Staff Development Manager	U49	5,384.80	5,654.40	5,936.80	6,234.40	6,546.40				X
6125	PA	Div Ops Services Mgr, SSA	U49	5,678.40	5,962.40	6,260.00	6,572.80	6,901.60				X

JC	MC	Classification	Union Code	Level 01	Level 02	Level 03	Level 04	Level 05	Level 06	Level 07	Level 08	FLSA
6799	SM	SSA Program Dev Administrator	U49	6,528.00	6,854.40	7,196.80	7,556.00	7,933.60				X
0180	SM	Operations Support Manager, GSA	U50	5,571.20	5,848.80	6,140.80	6,448.00	6,771.20				X
0208	PA	Off of Prog & Pol Dev Mgr	U50	4,850.40	5,092.80	5,347.20	5,614.40	5,894.40				X
0262	SM	Benefits Admin Supervisor	U50	5,364.80	5,632.80	5,914.40	6,211.20	6,521.60				X
0266	CA	Employee Benefits Tech II	U50	3,713.60	3,898.40	4,093.60	4,298.40	4,512.80				N
0268	CA	Business Analyst	U50	5,364.80	5,632.80	5,914.40	6,211.20	6,521.60				X
0269	CA	HR Validation Processor	U50	3,078.40	3,232.00	3,393.60	3,563.20	3,741.60				N
0272	PA	Assistant Business Analyst	U50	4,774.40	5,012.80	5,263.20	5,526.40	5,802.40				X
0276	CA	Human Resources Trainee	U50	3,455.20	3,628.00	3,809.60	4,000.00	4,200.00				X
0281	SM	Principal Labor Rel Analyst	U50	6,244.80	6,556.80	6,884.80	7,229.60	7,590.40				X
0292	SM	Labor Relations Manager	U50	7,757.60	8,145.60	8,552.80	8,980.80	9,429.60				X
0293	SM	Personnel Services Program Mgr	U50	6,016.80	6,316.80	6,632.00	6,964.00	7,312.80				X
0294	SM	Human Resource Svcs Div Mgr	U50	6,896.00	7,240.80	7,603.20	7,983.20	8,381.60				X
0296	SM	TAP Program Manager	U50	5,364.80	5,632.80	5,914.40	6,211.20	6,521.60				X
0459	CA	Dept HR Officer Trainee	U50	3,404.80	3,573.60	3,752.00	3,939.20	4,136.80				X
0462	SM	Departmental HR Manager	U50	5,364.80	5,632.80	5,914.40	6,211.20	6,521.60				X
0463	SM	HR Leaves Administrator	U50	6,896.00	7,240.80	7,603.20	7,983.20	8,381.60				X
0465	SM	Chief Dept HR Administrator	U50	6,016.80	6,316.80	6,632.00	6,964.00	7,312.80				X
0466	PA	Cty Trng and Org Dev Special	U50	4,774.40	5,012.80	5,263.20	5,526.40	5,802.40				X
0468	SM	HR Leaves Manager	U50	5,364.80	5,632.80	5,914.40	6,211.20	6,521.60				X
1226	CA	Administrative Legal Secretary	U50	3,492.80	3,667.20	3,850.40	4,042.40	4,244.80				X
6033	SM	Prob Deputy Dir of Str Aff	U50	7,011.20	7,361.60	7,729.60	8,115.20	8,521.60				X
6037	SM	Prob Chief of Res and Eval	U50	7,011.20	7,361.60	7,729.60	8,115.20	8,521.60				X
8588	CA	Investigator, Probation Dept	U50	5,278.40	5,541.60	5,819.20	6,110.40	6,415.20				X

SECTION IV

Article 3, Section 3-21 (Miscellaneous), subsections 3-21.51 and 3-21.112 of the County of Alameda Salary Ordinance are hereby amended and added, respectively, to read as follows:

3-21.51 – The salary level, within the range of salaries shown, for the incumbent of JC 3170 SE (Director of, Department of Child Support Services) shall be determined by the Board of Supervisors. It is further provided

that the salary shall not be subject to the Five Step Plan nor to general adjustments prescribed for other County employees.

3-21.112 – Effective November 23, 2025, not to exceed one (1) employee in JC 3160 in the Alameda County Child Support Services who is designated to serve in JC 3170 while also serving as the Attorney of Record shall be compensated an additional ten percent (10%) of the base pay. This provision shall sunset effective March 28, 2026, and shall be deleted from the Salary Ordinance upon the sunset date.

SECTION V

This ordinance shall take effect immediately, and before the expiration of fifteen days after its passage, shall be published once with the names of the members voting for and against it in the Inter-City Express, a newspaper published in the County of Alameda.

Gov. Code Sec. 31461. (a) "Compensation earnable" by a member means the average compensation as determined by the board, for the period under consideration upon the basis of the average number of days ordinarily worked by persons in the same grade or class of positions during the period, and at the same rate of pay. The computation for any absence shall be based on the compensation of the position held by the member at the beginning of the absence. Compensation, as defined in Section 31460, that has been deferred shall be deemed "compensation earnable" when earned, rather than when paid.

(b) "Compensation earnable" does not include, in any case, the following:

(1) Any compensation determined by the board to have been paid to enhance a member's retirement benefit under that system. That compensation may include:

(A) Compensation that had previously been provided in kind to the member by the employer or paid directly by the employer to a third party other than the retirement system for the benefit of the member, and which was converted to and received by the member in the form of a cash payment in the final average salary period.

(B) Any one-time or ad hoc payment made to a member, but not to all similarly situated members in the member's grade or class.

(C) Any payment that is made solely due to the termination of the member's employment, but is received by the member while employed, except those payments that do not exceed what is earned in each 12-month period during the final average salary period regardless of when reported or paid.

(2) Payments for unused vacation, annual leave, personal leave, sick leave, or compensatory time off, however denominated, whether paid in a lump sum or otherwise, in an amount that exceeds that which may be earned in each 12-month period during the final average salary period, regardless of when reported or paid.

(3) Payments for additional services rendered outside of normal working hours, whether paid in a lump sum or otherwise.

(4) Payments made at the termination of employment, except those payments that do not exceed what is earned in each 12-month period during the final average salary period, regardless of when reported or paid.

Gov. Code Sec. 7522.34. (a) "Pensionable compensation" of a new member of any public retirement system means the normal monthly rate of pay or base pay of the member paid in cash to similarly situated members of the same group or class of employment for services rendered on a full-time basis during normal working hours, pursuant to publicly available pay schedules.

(b) Compensation that has been deferred shall be deemed pensionable compensation when earned rather than when paid.

(c) "Pensionable compensation" does not include the following:

(1) Any compensation determined by the board to have been paid to increase a member's retirement benefit under that system.

(2) Compensation that had previously been provided in kind to the member by the employer or paid directly by the employer to a third party other than the retirement system for the benefit of the member and which was converted to and received by the member in the form of a cash payment.

(3) Any one-time or ad hoc payments made to a member.

(4) Severance or any other payment that is granted or awarded to a member in connection with or in anticipation of a separation from employment, but is received by the member while employed.

(5) Payments for unused vacation, annual leave, personal leave, sick leave, or compensatory time off, however denominated, whether paid in a lump sum or otherwise, regardless of when reported or paid.

(6) Payments for additional services rendered outside of normal working hours, whether paid in a lump sum or otherwise.

(7) Any employer-provided allowance, reimbursement, or payment, including, but not limited to, one made for housing, vehicle, or uniforms.

(8) Compensation for overtime work, other than as defined in Section 207(k) of Title 29 of the United States Code.

(9) Employer contributions to deferred compensation or defined contribution plans.

(10) Any bonus paid in addition to the compensation described in subdivision (a).

(11) Any other form of compensation a public retirement board determines is inconsistent with the requirements of subdivision (a).

(12) Any other form of compensation a public retirement board determines should not be pensionable compensation.



Proposed 2026 Operations Committee Work Plan

Date	Action Items	Information Items
January 15 Board	1. Discussion and Possible Motion to Approve the 2025 Discharge Request of Benefits Overpayments.	<ul style="list-style-type: none">Operating Expenses as of 11/30/25Proposed 2026 OPS Committee Workplan
February 19 Board		<ul style="list-style-type: none">Un-Audited Financial Statements as of 12/31/25Operating Expenses as of 12/31/25Actual Cash Report as of 12/31/25Board Member Conference Expense Report for 4th Qtr. 2025Senior Manager Conference and Training Expense Report for 4th Qtr. 2025
March 4	1. Administrative Hearing Policy (last reviewed 4.20.2023)* *Up for review	<ul style="list-style-type: none">Operating Expenses as of 01/31/26
April 16 Board		<ul style="list-style-type: none">Operating Expenses as of 02/28/26Statement of Reserves as of 12/31/26
May 6	1. Board Elections Policy (last reviewed 11.16.2023)* 2. Electronic Tablet Policy (Last reviewed 8.17.2023)* *Up for Review	<ul style="list-style-type: none">Quarterly Financial Statements as of 03/31/26Operating Expenses as of 03/31/26Quarterly Cash Forecast ReportBoard Member Conference Expense Report for 1st Qtr. 2026Senior Manager Conference and Training Expense Report for 1st Qtr. 2026
June 18		<ul style="list-style-type: none">Operating Expenses as 04/30/26MMRO Annual Report
July 17 Board		<ul style="list-style-type: none">Operating Expenses as of 05/31/26



Proposed 2026 Operations Committee Work Plan

Date	Action Items	Information Items
August 20		<ul style="list-style-type: none"> Operating Expenses as of 06/30/26 Quarterly Financial Statements as of 06/30/26 Quarterly Cash Forecast Report Board Member Conference Expense Report as of 06/30/26 Senior Manager Conference and Training Expense Report as of 06/30/26 Technology Report
September 17 Board		<ul style="list-style-type: none"> Operating Expenses as of 07/31/26
October 15 Board		<ul style="list-style-type: none"> Operating Expenses as of 08/31/26 Statement of Reserves as of 6/30/26
November 19 (Special Operations meeting)	3. Discussion and possible motion to approve the proposed 2027 ACERA Operating Expense Budget	<ul style="list-style-type: none"> Quarterly Financial Statements as of 09/30/26* Operating Expenses as of 09/30/26* Quarterly Cash Forecast Report* Board Member Conference Expense Report for 3rd Qtr. 2026* Senior Manager Conference and Training Expense Report for 3rd Qtr. 2026* <p>*Items to be presented at Board Meeting</p>
December 17 Board		<ul style="list-style-type: none"> Operating Expenses as of 10/31/26

Note:

- 1) This work plan is subject to change without prior notice. Periodic rearrangements of agenda items will be made to the work plan to provide a reasonable length of time for each meeting.
- 2) Operations Committee Meeting date is assumed to be the first Wednesday of every other month, unless otherwise noted.
- 3) Board Policy and legislative updates will be added as directed by the Legal department.
- 4) Technology updates will be added as directed by the PRISM department.
- 5) Dates in red indicate Board meetings while items highlighted in yellow refer to tentative committee meeting dates.

CONSENT CALENDAR ITEM

Changes to Remote Access to Meetings
Policy Approved by CEO and Chief
Counsel Per Delegated Authority



Remote Access to Meetings Policy

I. Purpose

To provide guidance to the Board of Retirement (Board) and Staff when Trustees wish to appear at Board and Standing Committee meetings from a remote location.

II. Assumptions

- A. The Board is subject to California's open meeting law that applies to local agencies, the Brown Act, Gov't Code §54950 et seq.
- B. ~~Gov't Code §54953~~ The Brown Act permits the Board to hold a teleconference meeting if the Board follows certain requirements
- C. The Board finds that providing teleconference meetings can benefit the public, the Board and its Standing Committees and therefore teleconferencing should be available to facilitate Trustees' participation in Board and Standing Committee meetings.
- D. This Policy does not limit the Board's authority under applicable law. The Board may apply all legal authority that relates to the requirements for a teleconference meeting that are operative at the time of the meeting without amending this Policy.
- ~~D.~~E. ~~Nothing in this Policy shall be construed to prohibit a Trustee with a disability from attending meetings remotely as a reasonable accommodation, per Gov't Code §54953(c).~~

III. Policy Guidelines

- A. Unless the exception described in Section III(E) below applies, at least a quorum of the Board or Standing Committee must be within Alameda County during a teleconference meeting.
- B. Unless one of the exceptions described in Sections III(E) or III(F) below applies, each Trustee appearing from a remote location is responsible for ensuring that:
 - 1. The agenda is properly posted at the site at least 72 hours before the meeting in a location that is accessible to the public. Weekend hours may be included to satisfy this requirement, but the agenda must be accessible to the public for the entire 72-hour period. Thus, the agenda may need to be posted both outside a main entrance

(visible outside an office building) and outside the room in which the Trustee will teleconference. Such agendas must remain visible until the meeting is completed.

2. Members of the public can access the site during the meeting (even if the location is a hotel room, cruise ship cabin or a residence) and the site is ADA compliant.
3. Teleconference equipment is working, with a speaker reasonably loud enough for attendees to hear.
4. Members of the public who wish to make a public comment may do so.

C. Unless one of the exceptions described in Sections III(E) or III(F) below applies, each remote location must be identified in the notice and agenda of the meeting including:

1. The identity of the Trustee appearing at that location.
2. The street address and any room, apartment, suite or office number.
3. The agenda must provide the opportunity for the public to address the Board or Standing Committee at each location.

D. All votes during a teleconference meeting must be taken by roll call, even if only one Trustee is participating video/telephone.

E. Gov't Code §54953.~~8.2(e)~~ eliminates the requirements stated in Sections III(A-C) above during a proclaimed state of emergency or local emergency if the Board makes certain findings relating to the protection of the health and safety of meeting attendees (roll call votes are still required). When the Board holds a teleconference meeting pursuant to Section 54953.~~8.2(e)~~, the notice and agenda will prominently state as on the first page of the agenda: "THIS MEETING WILL BE CONDUCTED VIA TELECONFERENCE [GOV'T CODE § 54953.~~8.2(e)~~].

F. Gov't Code §54953.~~8.3(f)~~ eliminates the requirements stated in Sections III(B-C) above when one or more Trustees appear remotely ~~under "emergency circumstances" or~~ for "just cause" (as defined ~~in the statute~~), if at least a quorum the Board participates in person in the Boardroom or other appropriate physical location open to the public. ~~As of August 21 2025, these exceptions are set to be repealed on January 1, 2026.~~ ACERA will provide the means by which the public can remotely hear, watch and participate in the meeting and the agenda will explain how to do so. ~~The -meeting minutes will list each Trustees who attended remotely and the provision of law each Trustee relied upon.~~ When a Trustee attends remotely, the Trustee must:

1. Publicly disclose at the meeting before any action is taken the general reason for the remote attendance, whether any other individuals 18 years of age or older are present in the room at the remote location with the member; and the general nature of the member's relationship with any such individuals.
2. Participate through both audio and visual technology.
3. Contact the ACERA Chief Executive Officer or Chief Counsel as soon as the desire to utilize these exceptions arises. The Chief Counsel will ensure compliance with the limitations on the use of these exceptions. A memorandum that explains the how those limitations operate for ACERA is attached hereto as Exhibit A.

IV. Policy Review

The Governance Committee shall review this policy at least every three (3) years to ensure that it remains relevant and appropriate.

V. Policy History

- A. The Board adopted this policy on November 21, 2019.
- B. The Board revised this Policy on August 18, 2022.
- C. The Board added Section III(F) and made other minor technical amendments to this Policy on April 20, 2023.
- D. The Board revised this Policy on August 21, 2025.

D.E. ~~The CEO revised this Policy effective January 1, 2026 to carry out required changes based on Legislative amendments of applicable statutes.~~



MEMORANDUM TO THE BOARD OF RETIREMENT

DATE: January 15, 2026
TO: Members of the Board of Retirement
FROM: Lisa Johnson, Assistant Chief Executive Officer *L.J. Johnson*
SUBJECT: 2025 Discharge Request of Uncollectable Benefit Overpayments

Executive Summary

For the 2025 financial reporting period, Benefits' management has deemed 28 accounts uncollectable, for a total net uncollectable amount of \$48,059.29. The following table summarizes the type, quantity, and respective accrual amounts of each uncollectable account type in this 2025 discharge request.

2025 Discharge Summary		
Type of Benefit Overpayment	QTY	Total Net Uncollectable
Continuance	1	\$ 2,643.99
Duty Related Disability Retirement	2	1,290.79
Non Duty Related Disability Retirement	-	-
Service Retirement	7	34,435.26
Survivorship	-	-
All Other Benefit Related Items (Recoveries)	7	52.56
Prior Year Tax Overpayments (Recoveries)	11	9,636.69
Total	28	\$ 48,059.29

Budget and Financial Statement Impact

In preparing the 2025 budget, fiscal services staff created a budget expense line item to discharge benefit overpayments in the amount of \$78,000. The Assistant Chief Executive Officer is requesting approval to discharge \$48,059.29 of uncollectable accruals from ACERA's stated assets.

Recommendation

Staff recommends that the Board of Retirement approve the 2025 discharge request for benefit overpayments in the amount of \$48,059.29.

Attachment

- 1). Discharge of Benefits Overpayments Receivables Policy (January 18, 2024).



Discharge of Overpayments Policy

I. Purpose

- A. This policy sets forth procedures for discharge of uncollectable benefit overpayments. For purposes of this policy, “benefit overpayments” include retirement benefits, health care premiums, credit union deductions, and taxes.
- B. The primary objective of this policy is to ensure that uncollectable benefit overpayments to a member or a beneficiary are properly identified, tracked and, when appropriate, discharged from ACERA’s financial accounting records.
- C. The principal focus of this policy is to ensure that staff follows consistent, Board-approved guidelines to determine that an amount due is deemed uncollectable, and therefore qualifies to be discharged from ACERA’s financial accounting records.

II. Assumptions

- A. Benefit overpayments deemed uncollectable should be discharged from ACERA’s financial accounting records as “receivables” in accordance with generally accepted accounting principles.
- B. Discharging uncollectable benefit overpayments from ACERA’s financial accounting records does not prevent the Board from recouping the resulting shortfall by transferring the shortfall to ACERA’s unfunded liability.
- C. ACERA can later accept repayment from the member or beneficiary after a discharge.

III. Guidelines

- A. Upon discovery of an overpayment of benefits, the Benefits Department will proceed according to the ACERA Error Correction Policy.

- B. When the Benefits Department, in consultation with the Legal Department, determines that an overpayment is uncollectable following exhaustion of all reasonable efforts (taking into account the statute of limitations for court filings), the Benefits Manager shall notify the Fiscal Services Officer in writing.
- C. Included in that writing shall be name of the recipient, amount of the receivable, the cause of the overpayment, the date on which the Benefits Department initially became aware of the overpayment circumstance, the steps taken to collect the overpayment, and the determination that the overpayment is uncollectable consistent with applicable procedures.
- D. Upon receipt of the writing, the Fiscal Services Department shall track the uncollectable accrued overpayment until approval by the Board of Retirement to discharge the overpayment is received.
- E. At the beginning of each calendar year, the Fiscal Services Officer shall present a Notice of Uncollectable Receivables to the Operations Committee to request a recommendation to the Board of Retirement that it authorize the discharge of accounts that have been deemed uncollectable receivables for the previous calendar year ending December 31.

IV. Policy Review

The Operations Committee shall review this policy at least every three (3) years to ensure that it remains relevant and appropriate.

V. Policy History

- A. The Board adopted this policy on November 17, 2016.
- B. The Board updated this policy on December 20, 2018 and January 18, 2024.



Office of the Chief Counsel

To: Board of Retirement
From: Jeff Rieger, Chief Counsel
Meeting: January 15, 2026
Subject: **Proposed Conflict of Interest Code Revision**

A handwritten signature in black ink, appearing to read "Jeff Rieger".

In past years, the ACERA Chief Counsel or his or her designee has served as the “filing officer” for all ACERA Form 700s. Effective January 1, 2026, the Fair Political Practices Commission (FPPC) will be the “filing officer” for any “public official who manages public investments,” per Government Code Section 87500(o).

ACERA’s Conflict of Interest Code includes a required Appendix that lists positions that “manage public investments.” That Appendix includes Trustees, the Chief Executive Officer and the Chief Investment Officer. Beginning this year, those individuals must file their Form 700s through the FPPC’s electronic filing system. The proposed revision to the Conflict of Interest Code is based on the change to applicable law. There are no proposed changes for the “Designated Positions” in the Conflict of Interest Code.

A redline with the proposed revision follows this memorandum.



ACERA Conflict of Interest Code

The Political Reform Act (Government Code Section 81000, et seq.) requires state and local government agencies to adopt and promulgate conflict of interest codes. The Fair Political Practices Commission has adopted a regulation (2 California Code of Regulations Section 18730) that contains the terms of a standard conflict of interest code, which can be incorporated by reference in an agency's code. After public notice and hearing, the standard code may be amended by the Fair Political Practices Commission to conform to amendments in the Political Reform Act. Therefore, the terms of 2 California Code of Regulations Section 18730 and any amendments to it duly adopted by the Fair Political Practices Commission are hereby incorporated by reference.

Individuals holding designated positions shall timely file their statements of economic interests (Form 700) with the ACERA Chief Counsel or his or her designee (475 14th Street, Suite 1000, Oakland, CA 94612) who shall serve as the Filing Officer for ACERA. Filings may be made through DocuSign. All statements will be retained by ACERA and are available for public inspection and reproduction. Individuals holding positions listed on the Appendix to this Conflict of Interest Code shall timely file their statements of economic interests (Form 700) using the Fair Political Practices Commission's electronic filing system.

Designated Positions and Disclosure Categories

Category 1: These ACERA positions must disclose all financial interests called for in the Form 700:

Investment Operations Officer	Chief Counsel
Investment Officer	Associate Counsel
Assistant Chief Executive Officer	Senior Investment Officer

Category 2: These ACERA positions must disclose the financial interests called for in the Form 700, but only to the extent it is reasonably foreseeable that an ACERA decision might impact such financial interests (for example, a financial interest in a business that currently provides, or may in the future, provide goods or services to ACERA).

Fiscal Services Officer	Chief of Internal Audit
Retirement Benefits Manager	Communications Manager
Chief Technology Officer	Human Resources Officer
Cybersecurity Analyst	

New Positions and Consultants: Consultants and newly created positions that make or participate in the making of ACERA decisions that may foreseeably have a material effect on any financial interest must disclose all financial interests called for in the Form 700 (Category 1). The Chief Executive Officer may set disclosure requirements that are tailored to positions with a limited range of duties pursuant to 2 CCR § 18734. Any such limited disclosure requirements determined by the CEO shall be in writing and are public records.

Conflict of Interest Code Appendix: Agency Positions that Manage Public Investments for Purposes of Section 87200 of the Government Code

Trustee

Chief Executive Officer

Chief Investment Officer



Office of the Chief Executive Officer
Office of Administration

DATE: January 15, 2026

TO: Members of the Board of Retirement

FROM: Dave Nelsen, Chief Executive Officer

DN

SUBJECT: Request to Travel Outside of the United States

In accordance with Section III.F (Page 3) of the *Board Travel Policy*, Trustees requesting travel outside of the United States are required to obtain the Board's approval.

Trustee Henry Levy is requesting the Board's approval to travel outside of the United States to attend the Phenix Group Impact Europe Conference in Amsterdam, on April 14 through 15, 2026.

Trustee Levy has enough funds in his annual allotment to cover for registration (if necessary), airline and hotel accommodations.

Recommendation

That the Board consider Trustee Henry Levy's request to travel outside of the United States to attend the Phenix Group Impact Europe Conference.

Enclosure: 1) Conference Coversheet/Awaiting Receipt of Agenda

ENCLOSURE 1

12th global assembly

14 - 15 April 2026 | CIRCA Amsterdam

[REGISTER HERE](#)*Institutional asset owners may apply for a Complimentary ticket.*

LEADING IMPACT INVESTING CONFERENCE FOR INSTITUTIONAL INVESTORS!

Impact Summit Europe is a highly curated institutional investor & asset owner conference that annually brings together thought leaders and practitioners in the impact investing space. The conference aims to catalyse institutional capital to support the most ambitious environmental & societal goals, promoting meaningful investments that go hand-in-hand with financial returns.

The Summit will provide comfortable space to institutional asset owners to share best practices, network and raise important questions amongst their peers, and to learn practical instruments to increase their impact allocation, contributing to scaling their positive impact on people and the planet. The programme also provides the necessary content and tools to start investing with positive impact and returns.

We look forward to connecting leading institutional investors for a meaningful dialogue at the 12th edition of this flagship conference in the industry.

[REGISTER HERE FOR 2026](#)



OUR AUDIENCE

This event is tailored for C-Suite executives, Board Members, Portfolio Managers, and ESG/Impact Investing officers of institutional asset owners and their respective teams:

- Public and Corporate Pension Funds and their Fiduciary Managers,
- Insurance Companies,
- Sovereign Wealth Funds,
- Family Offices,
- Foundations and Endowments,
- Wealth Managers/Private Banks,
- Development Finance Institutions,
- Faith-based Organisations.

2 DAYS OF ENGAGEMENT, LEARNING & INSPIRATION

WHY ATTEND:



DYNAMIC & INSPIRING PROGRAMME

Designed directly with input from institutional investors, the powerful 2-day agenda is packed with thought leadership, featuring high-impact keynotes, expert panel discussions, in-depth workshops, engaging interviews, and lively impact debates. Prepare for an immersive experience that will inspire innovative thinking and ignite new opportunities.

EUROPE

LEADING IMPACT INVESTING CONFERENCE FOR INSTITUTIONAL INVESTORS



PEER-TO-PEER COLLABORATIVE LEARNING

Institutional investors have an exclusive platform to connect, collaborate, and share their impact investing expertise through various speaking engagements and practical sessions. This dynamic networking space encourages knowledge exchange, helping participants navigate the impact investment landscape, expand their global network, and learn from peers.

InvestorConnect

00:48



INVESTORCONNECT SESSIONS

These dynamic sessions provide asset owners with an opportunity to discover a carefully curated array of high-quality institutional impact strategies. Tailored to asset owners' individual preferences, these personalised meetings are designed by Phenix Capital Group to help them gain deeper insights into available impact strategies across all asset classes, impact themes, and SDGs.



EDUCATIONAL & PRACTICAL WORKSHOPS

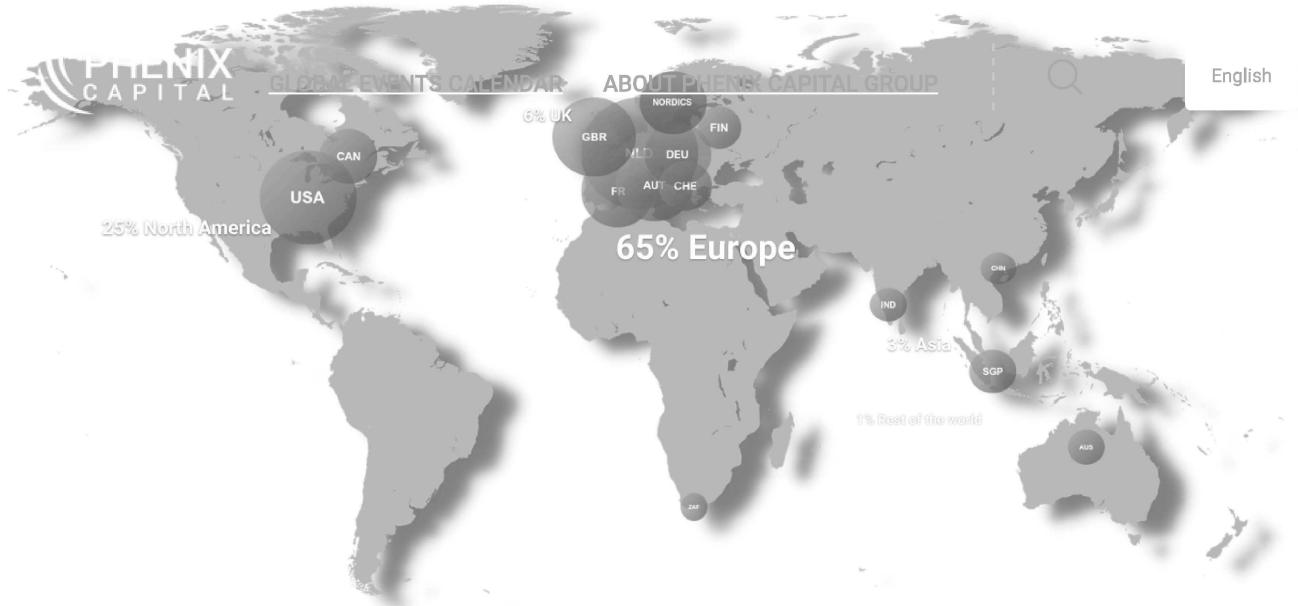
Gain actionable insights through practical sessions designed to equip institutional investors with the tools and frameworks needed to turn strategy into action. A series of sessions will provide insights into impact instruments, explore real-world case studies, learn from industry experts, and engage in hands-on activities to deepen their understanding of impact investing.

TESTIMONIALS ABOUT OUR EVENTS

WHAT OUR ATTENDEES SAY

"For me, the Impact Summit is a valuable and inspirational event to get up to speed with the latest developments in impact investing whilst reconnecting with peers and establishing new contacts. Phenix Capital does a great job bringing content and investors together, that's why I attended this event for the past two editions."

"Taking part in the "Private vs Public markets" debate was an interesting challenge as there's a perception that private market allocations are "purist" whereas public market allocations are... What inspired me at Impact Summit 1 was to convert some of the purists! I enjoyed most seeing familiar faces... also an increasing number of new faces also enjoyed the debate surrounding



64%

Asset Owners

25%

Impact Fund Managers

11%

Network orgs, Corporations & Media

FEATURED SPEAKERS FROM OUR PAST EVENTS

IN THE COMPANY OF THOUGHT LEADERS

SUSTAINABLE DEVELOPMENT GOALS

OUR COMMITMENT TO UN SDGs

The world is facing an abundance of environmental and societal challenges. Recent years have seen a significant momentum surrounding the need of a 'new normal' where financial markets are designed to positively contribute to sustainable development. Despite this trend, significantly more private sector capital is needed to help finance the implementation of the 2030 Agenda, which requires investments in the amount of several trillion USD each year. Phenix Capital Group accompanies institutional investors and asset owners throughout their impact journey. We provide tools to facilitate the implementation of a successful impact investing allocation and to navigate current impact investing opportunities.

[LEARN ABOUT IMPACT INVESTING >](#)



Office of the Chief Executive Officer

DATE: January 15, 2026

TO: Members of the Board of Retirement

FROM: Dave Nelsen, Chief Executive Officer

D N

SUBJECT: Chief Executive Officer's Report

Senior Manager Recruitment

None

Committee/Board Action Items

Follow-Up Board Item	Assigned Senior Leader	Estimated Completion Date	Completion Date	Notes
Have a presentation on AI.	Dave Nelsen	December 2025	Presented in December at the Board meeting.	The Board would like to have a presentation on AI, its application and impact to the pension field, and what ACERA is doing to respond/utilize this new technology.

Conference/Event Schedule

None

Other Items

Business Planning Update

Attached are the final 2025 Business Plan updates. We are developing the draft 2026 Business plan and will present these items at the March Operations Committee meeting.

Legislative Update

The monthly Legislative Update from the SACRS Lobbying Firm which discusses bills of interest and their status will be sent under separate cover.

Other Items

Stand-by Pay Issue: We are continuing to work with employers to determine whether stand-by pay has been appropriately reported to ACERA and whether other actions are being explored to potentially mitigate the impact of the fact finding. Once we have all the information, we will bring it to the Board to discuss next steps, corrections, etc.

Budget: Through November, ACERA is \$49K or .21% over budget. The primary reason is how we are showing depreciation for our PAS project costs. Currently, depreciation is \$727K over budget. In terms of what we have actually spent, we are under budget by \$678K.

The depreciation is the driver of our current overage and will likely continue that way for the rest of the budget year.

We will continue to monitor the budget situation and will approach the Board if an adjustment appears warranted.

Key Performance Indicators

Below are the high-level performance indicators for ACERA, with the latest scores included:

Scorecard KPI	2025 Performance Goal
PRUDENT INVESTMENT PRACTICES	
Portfolio Performance vs. Policy Benchmark	<i>Annualized 10-year return will meet or exceed Policy benchmark at the total fund level</i> As of November of 2025: 10 year net return 8.86%, policy index 9.02%.
EFFECTIVE PLAN ADMINISTRATION	
Actual Spent vs. Approved Budget	<i>On budget or 10% below 2025 approved budget</i> As of November of 2025: .21% over budget.
COMPREHENSIVE ORGANIZATION DEVELOPMENT	
Employee Engagement Survey Results	<i>80% of responses in top two rating boxes on the question: "Is ACERA a great place to work?"</i> As of the latest survey (October of 2025): 84%.
SUPERIOR CUSTOMER SERVICE	
Service Excellence Survey	<i>80% of responses in top two rating boxes on the question: "Did ACERA meet or exceed my expectations for my customer service experience?"</i> For 3rd Quarter of 2025: 99%.

ACERA BUSINESS PLANNING PROJECTS UPDATE

1. **WFE Phase III (Adoption Into OnBase Platform)**

Goal 2 (Completed in November 2025)

Migration of job performance and job development plans into the OnBase Workforce Excellence module for use by both team members and leaders. After this is completed, the entire Workforce Excellence process will have been migrated into OnBase. The OnBase Software Upgrade Project completion status was a predecessor to resuming this project. Migration is ongoing.

2. **PAS 2.0 Post-Implementation Initiatives**

Goal 3 (Completed in December 2025)

These initiatives are various improvements captured after go-live together with contractual items identified as pour-over for Pension Gold V3. All remaining critical work items for the 2025 pipeline have resources committed and a target finish date identified. Lessons Learned was completed this month and the scope document was retired. A summary of changes to PGV3 referencing the design documents will be available at year end to mark the closing of the project.

3. **General Ledger System - New Product Selection**

Goal 3 (Completed September 18, 2025)

The Great Plains Upgrade Project Team was to select the final software vendor from the list that was narrowed down in 2024. The 2025 new product selection initiative is now complete. The Cross-Departmental Team selected Microsoft Business Central. New product selection is complete. The goal is to target the next phase of the General Ledger System Project – implementation, for 2026

4. **Customer Service – Member Engagement Enhancement**

Goal 4 (Completed November 1, 2025)

To strengthen member engagement, this project focuses on creating a series of short video tutorials addressing the most frequently asked questions. Using member email transcripts and AI tools, we identified the issues members most often need help with so we can provide clear self-service guidance. Scripts for the first seven videos have been completed and are ready to move into production. The Customer Service Member Engagement Enhancement project successfully delivered a library of video tutorials aimed at improving member education and reducing repetitive inquiries. By leveraging internal collaboration and digital tools, the project established a scalable model for future content development and laid the groundwork for expanding member engagement through accessible, self-service resources.

5. **CEM – Benchmarking (Administration)**

Goal 3 (This will now be undertaken during the first half of 2026)

This project would review administrative benchmarking process and tools available to help measure, compare and guide assessment of our pension administration costs, resource levels and the value of service we provide to our members.

Due to delayed contract negotiations and key staff turnover at CEM, the initiation of this project was delayed. Since the annual survey is typically provided in the first quarter of the calendar year, the timing of completing the survey this year, which would likely be in the fourth quarter, and then completing next year's survey in the first quarter of 2026 doesn't add value or provide any real difference in the data provided. Consequently, we will participate in the survey for the first time in 2026.

6. **Internal Administrative Dashboard Tool Review and Selection**

Goal 3 (Completed by November 30, 2025)

Review and selection of an internal tool for allowing input of data and for displaying data in a dynamic, graphical, and interactive format. Requirements have been collected from end-users, and the team is sifting through the items now.

7. **2025 Business Initiative for Investments - Clearwater Onboarding**

Goal 1 (Complete by December 31, 2025)

Onboard ACERA into the Clearwater Analytics (CW) service provider platform. CW's benefits for ACERA will provide increased efficiencies and timely accessibility of investment data, automation of many processes, improved record keeping and retention, and an extra resource for data reconciliation. This project requires involvement from multiple ACERA departments (Investments, Fiscal Services, Legal), and once onboarding is complete it will also benefit the same three departments. The onboarding process will build and transition historical and current ACERA information and data into CW's systems. The project scope will cover setting up the required user IDs, conducting user training and ongoing client service check-ins. The project is expected to be complete by the end of December 2025. User training is progressing, as data onboarding has been completed and reconciliation is scheduled to complete by end of December; the project remains on track. We anticipate reporting the completion of this Business Initiative in January 2026. During one of the training sessions, Staff provided feedback requesting complete historical documents availability in the Clearwater Document Manager platform. Clearwater is exploring options to fulfill ACERA's needs on this matter, and this does not impact the project going live as scheduled.

8. [Letter Printing Initiative Assessment](#)

Goal 4 (Completed September 30, 2025)

Automate some members' printing output for process efficiency and business resilience. The 2025 phase of the project will be dedicated to requirements assessment and limited testing of potential tools and technology. Quadient's Impress Distribute subscription and service has been selected to test the sample population of letters. Testing materials were selected and provided to the vendor for pilot testing purposes and user training is forthcoming. Users were trained and tested the product. End users did some simulated testing.

LEGISLATIVE UPDATE

TO: State Association of County Retirement Systems
FROM: Cara Martinson, Public House Consulting
DATE: Laurie Johnson, LJ Consulting & Advocacy
RE: January 7, 2026
Legislative Update – January

The Legislature has returned to Sacramento, reconvening on Monday, January 5, following the fall recess. As lawmakers enter the second year of the two-year legislative session, their initial focus will be on bills that remain in their House of Origin. Key deadlines include mid-January for policy committee hearings and the end of the month for fiscal and floor actions needed to advance these measures to the opposite House.

In addition, the Governor is expected to release his proposed budget on January 10, outlining how the state plans to address the projected budget deficit in 2026–27. Doing so will likely require spending adjustments, program reductions, and/or new revenue proposals. Policymakers are expected to begin addressing these issues early in 2026, with an emphasis on balancing reserves, maintaining essential public services, and supporting long-term fiscal stability.

The Legislative Analyst's Office (LAO) 2026–27 outlook indicates that California's economy continues to face challenges, including high interest rates and new tariffs, despite currently strong tax revenues. Much of the recent revenue growth has been driven by enthusiasm around artificial intelligence, which has contributed to rising stock prices and increased revenues in the technology sector. However, the LAO suggests this growth may not be sustainable, and uncertainty remains regarding future stock market performance. As a result, revenue forecasts assume only a temporary boost rather than long-term gains. Even with this cautious approach, the state is projected to face a budget shortfall of nearly \$18 billion in 2026–27, with deficits expected to increase in subsequent years. Ongoing spending requirements and rising program costs continue to outpace revenue growth, leaving the state's budget in a weaker position and less prepared for any economic downturn.

Change is also underway within the Legislature. New Senate President pro Tempore Monique Limón announced her new leadership team and policy committee chairs right before the holiday break. While many changes were made, the new leader did not replace the Senate PERS Committee Chair, and Senator Smallwood-Cuevas remains at the helm. This year also marks the final year of Governor Newsom's term, with significant attention focused on the gubernatorial election as it takes shape. In addition, advocacy and interest groups are actively organizing and collecting signatures for several ballot initiatives that will appear before voters in November. These measures have the potential to increase pressure on lawmakers, as the prospect of legislative negotiations versus campaign-driven outcomes remains a key consideration.

As we kick off the legislative year, the SACRS team would like to highlight the following measures, some of which are being implemented into law, while others remain active and may continue moving through the legislative process.

New Laws that take Effect January 1, 2026

SB 852 (Chapters 331, 2025)

This new law makes several changes to the Political Reform Act, including requiring public officials who manage public investments to file statements of economic interest electronically directly to FPPC.

SB 853 (Chapters 239, 2025)

This new law includes clarifying changes to the CERL, including updated requirements for how employers should report to the retirement system the hours and wages of retirees who return to work for a participating employer.

Bills to Watch in 2026

AB 1323 (Chen) – Compensation for certain Members of Orange County Board of Retirement

OCERS has indicated they plan to move an amended vehicle forward in the New Year. The bill in print would increase the compensation rate for certain members of the Orange County Board of Retirement to not more than \$320 per meeting. This bill did not receive a policy committee hearing and has until January 16th to pass out of the Assembly PERS Committee to advance.

AB 1383 (McKinnor) – Public Employee Retirement Benefits

This bill was held in the Assembly Appropriations Committee. It has until January 23rd to pass out of the Committee to advance. The bill in print would establish new retirement formulas, for employees first hired on or after January 1, 2026, as 2.5% at age 55, 2.7% at age 55, or 3% at age 55. For new members hired on or after January 1, 2013, who are safety members, the bill would require employers to adjust the formulas for service performed on or after January 1, 2026, to offer one of the 3 formulas for safety members that is closest to the formula the employer provided pursuant to existing law. The bill would authorize a public employer and a recognized employee organization to negotiate a prospective increase to the retirement benefit formulas for members and new members, consistent with the formulas permitted under the act. This bill would authorize an employer and its employees to agree in a memorandum of understanding to be subject to a higher safety plan or a lower safety plan, subject to certain requirements, including that the memorandum of understanding is collectively bargained in accordance with applicable laws.

AB 1439 (Garcia) – Public Retirement Systems: Labor Standards

This bill did not receive a policy committee hearing last year and would need to pass out of the Assembly PERS Committee before January 16th in order to advance this year. The bill in print would prohibit the board of a public pension or retirement system from making any additional or new investments of public employee pension or retirement funds in development projects in California or providing financing for those projects with public employee pension or retirement funds unless those projects include labor standards protections. The SACRS legislative committee recommended an oppose position and the SACRS Board approved this recommendation.

Assembly Committee on Public Employment and Retirement – Public Retirement Systems: Omnibus Bill

This bill is expected to include the SACRS-sponsored legislative package in the Legislature's annual omnibus bill for technical changes to laws affecting CalSTRS, CalPERS, and the CERL systems. The proposed changes in the CERL include the following:

- Clarifying that deferred members cannot run for or vote in active member Miscellaneous and Safety trustee elections.
- Establishing a 10-year statute of limitations for recovery of overpayments due to fraudulent reports of overpaid death benefits.
- Formalizing the practice of the majority of CERL systems that only the last system pays a lump-sum burial allowance for reciprocal members.
- Defining "concurrent retirement" to allow reciprocal members to retire on different dates with 30 days of each retirement date, as long as there is not overlapping service.

Contact:

If you have any questions, contact Cara Martinson at cara@publichouseconsulting.net, or Laurie Johnson at lauriejconsult@gmail.com.