



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.***

**Wednesday, June 18, 2025  
2:00 p.m.**

LOCATION AND TELECONFERENCE	BOARD OF RETIREMENT TRUSTEES	
<b>ACERA</b> <b>C.G. "BUD" QUIST BOARD ROOM</b> <b>475 14<sup>TH</sup> STREET, 10<sup>TH</sup> FLOOR</b> <b>OAKLAND, CALIFORNIA 94612-1900</b> <b>MAIN LINE: 510.628.3000</b> <b>FAX: 510.268.9574</b>  <b>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.</b>  <b>Link: <a href="https://zoom.us/join">https://zoom.us/join</a></b> <b>Call-In: 1 (669) 900-6833 US</b> <b>Webinar ID: 879 6337 8479</b> <b>Passcode: 699406</b> <b>For help joining a Zoom meeting, see: <a href="https://support.zoom.us/hc/en-us/articles/201362193">https://support.zoom.us/hc/en-us/articles/201362193</a></b>	<b>KELLIE SIMON</b>	<b>ELECTED GENERAL CHAIR</b>
	<b>TARRELL GAMBLE</b>	<b>APPOINTED</b>
	<b>ELIZABETH ROGERS</b>	<b>ELECTED RETIRED</b>
	<b>OPHELIA BASGAL</b>	<b>APPOINTED</b>
	<b>KEITH CARSON</b>	<b>APPOINTED</b>
	<b>ROSS CLIPPINGER</b>	<b>ELECTED SAFETY</b>
	<b>HENRY LEVY</b>	<b>TREASURER</b>
	<b>STEVEN WILKINSON</b>	<b>APPOINTED</b>
	<b>GEORGE WOOD</b>	<b>ELECTED GENERAL</b>
	<b>CYNTHIA BARON</b>	<b>ALTERNATE RETIRED<sup>1</sup></b>
	<b>KEVIN BRYANT</b>	<b>ALTERNATE SAFETY<sup>2</sup></b>

<sup>1</sup> 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.

<sup>2</sup> The Alternate Safety Member votes in the absence of the Elected Safety Member, either of the two Elected General Members, or both the Retired and Alternate Retired Members.

*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](mailto: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](http://www.acera.org) and also may be inspected at 475 14<sup>th</sup> Street, 10<sup>th</sup> Floor, Oakland, CA 94612-1900.

**1. CALL TO ORDER**

**2. ROLL CALL**

**3. PUBLIC COMMENT**

**4. 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:**

*Appendix E*

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

*Appendix F*

**G. APPROVE MINUTES of BOARD and COMMITTEE MEETINGS:**

*May 22, 2025 Minutes of the Regular Board Meeting*

*May 22, 2025 Actuarial Committee Minutes*

*May 22, 2025 Audit Committee Minutes*

*June 4, 2025 Retirees Committee Minutes*

*June 4, 2025 Investment Committee Minutes*

**H. MISCELLANEOUS:**

- *Operating Expenses as of 04/30/25*
- *Quarterly Report on Member Underpayments and Overpayments*
- *1st Quarter 2025 Call Center Report*
- *Approve Staff Recommendation regarding the Alameda Health System's New Pay Item/Code: SEIU RN Specialty Cert Pay 3% – 28Y*
- *Revisions of Resolution No. 07-29, Appendix A and the SRBR Policy regarding Retired Annuitants Using HRAs*

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

**REGULAR CALENDAR**  
**REPORTS AND ACTION ITEMS**

**5. DISABILITY, DEATH AND OTHER BENEFIT CLAIMS:**

**The following Item will be addressed in Closed Session, pursuant to Gov't Code § 54957(b):**

- A.** Non-Service-Connected Disability Retirement Application of Shauna White, Eligibility Services Technician III, Social Services Agency for the County of Alameda: Consideration of Hearing Officer's Proposed Findings of Fact and Recommended Decision after Remand, per Gov't Code § 31534.

**6. COMMITTEE REPORTS, RECOMMENDATIONS AND MOTIONS:**

- A. Retirees: [See June 4, 2025 Retirees Committee Agenda Packet for public materials related to the below listed items.]**

1. Summary of June 4, 2025 Meeting.
2. Motion to authorize Staff to transfer \$2,453,953 from the Supplemental Retiree Benefit Reserve account to the County Advance Reserve to be amortized over 20 years as the Implicit Subsidy payment for Plan Year 2024.
3. Motion to adopt a Statement of Intent to continue the Implicit Subsidy Program for health Plan Year 2026, following a determination by ACERA at the end of Plan Year 2026 that the amount is not greater than the actual retiree Implicit Subsidy.
4. Motion to award a contract for ACERA's retiree dental care coverage to Delta Dental (incumbent) for Plan Year 2026, pending completion of Legal and Benefits due diligence and successful contract negotiations.
5. Motion to award a contract for ACERA's retiree vision care coverage to Vision Service Plan (incumbent) for Plan Year 2026, pending completion of Legal and Benefits due diligence and successful contract negotiations.

**B. Investment: [See June 4, 2025 Investment Committee Agenda Packet for public materials related to the below listed items.]**

1. Summary of June 4, 2025 Meeting.
2. Motion to Discontinue the Directed Brokerage Program.

**C. Operations: [See June 18, 2025 Operations Committee Agenda Packet for public materials related to the below listed items.]**

1. Summary of June 18, 2025 Meeting.
2. Possible Motion to approve the *Employer Reimbursement Policy*, as recommended by the Operations Committee.

**D. Actuarial: [See June 18, 2025 Actuarial Committee Agenda Packet for public materials related to the below listed items.]**

1. Summary of June 18, 2025 Meeting.
2. Possible Motion to Revise *Actuarial Funding Policy* and *Interest Crediting Policy*, as may be necessary to accommodate extraordinary contribution from the County of Alameda.

**E. Audit: [See June 18, 2025 Audit Committee Agenda Packet for public materials related to the below listed items.]**

1. Summary of June 18, 2025 Meeting.
2. Possible Motion to adopt the audited Schedule of Employer Allocations and Schedule of Pension Amounts by Employer and the audited Schedule of Employer Allocations and Schedule of OPEB Amounts by Employer Based on the Governmental Accounting Standards Board (GASB) Statement No. 67 and Statement No. 74, as of December 31, 2024.

**7. NEW BUSINESS:**

- A. Discussion and Possible Motion to approve a Memorandum of Understanding with the County of Alameda regarding its anticipated extraordinary contributions to fund a portion of the County of Alameda's unfunded liabilities.
- B. Discussion and Possible Motion regarding Chief Executive Officer Compensation.
- C. Chief Executive Officer's Report.

- 8. CONFERENCE/ORAL REPORTS**
- 9. ANNOUNCEMENTS**
- 10. BOARD INPUT**
- 11. ESTABLISHMENT OF NEXT MEETING:**  
Thursday, July 17, 2025 at 2:00 p.m.
- 12. CLOSED SESSION:**  
See Item 5A above.
- 13. REPORT ON ACTION TAKEN IN CLOSED SESSION**
- 14. ADJOURNMENT**

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**APPENDIX A  
REPORT ON SERVICE RETIREMENTS**

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ABRAMS, Keir  
Effective: 3/29/2025  
Sheriff's Office

BYRNE MICHAEL,  
Effective: 3/29/2025  
Public Works Agency

ACKERMAN MIRAFLORES, Lila  
Effective: 4/5/2025  
Superior Court

CHAMBERS, Dean  
Effective: 3/29/2025  
Alameda County Health

AHIF, Matthew  
Effective: 4/3/2025  
Sheriff's Office

CHIONG, Rena  
Effective: 3/29/2025  
Social Services Agency

ALIABADI, Mitra  
Effective: 3/29/2025  
Assessor

COLON, Luz  
Effective: 3/29/2025  
Alameda Health System

ALLEN, Tanesia  
Effective: 4/1/2025  
Social Services Agency

CORRAL, Steven  
Effective: 3/29/2025  
District Attorney

AQUINO-OLIVE, Leah  
Effective: 3/29/2025  
Alameda Health System

DE LEON-PEREY, Celeste  
Effective: 3/29/2025  
Alameda County Health

BANKS, Edgar  
Effective: 3/29/2025  
Sheriff's Office

DENTON, Charles  
Effective: 4/12/2025  
Public Defender

BAUTISTA, Honeylet  
Effective: 3/29/2025  
General Services Agency

DUGAN, Patricia  
Effective: 3/28/2025  
Alameda County Health

BERNAL, Joseph  
Effective: 4/2/2025  
Alameda Health System

DUPES, Emilia  
Effective: 3/29/2025  
Dept of Child Support Services

BULLARD, Lynee  
Effective: 3/29/2025  
Dept of Child Support Services

ELLISON, Richard  
Effective: 3/29/2025  
Sheriff's Office

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**APPENDIX A  
REPORT ON SERVICE RETIREMENTS**

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ESCAREZ, Carlota  
Effective: 3/29/2025  
Social Services Agency

HAMADANYAN, Karen  
Effective: 3/29/2025  
Alameda County Health

ESTABROOK-HORTON, Mary Ann  
Effective: 3/29/2025  
Alameda County Health

HAMLIN, Eileen  
Effective: 3/29/2025  
Alameda County Health

FARROW, Susan  
Effective: 2/20/2025  
Public Defender

HARRIS, Alfred  
Effective: 3/29/2025  
Public Works Agency

FERNANDES, William  
Effective: 3/28/2025  
General Services Agency

HAYES, Steven  
Effective: 3/29/2025  
Sheriff's Office

FLORES, Estella  
Effective: 3/29/2025  
Superior Court

HEWITT, Chet  
Effective: 3/1/2025  
Social Services Agency

FULLER, Gregory  
Effective: 3/29/2025  
General Services Agency

HINOJOSA, Lorenzo  
Effective: 3/29/2025  
Alameda County Health

GARCIA, Alejandro  
Effective: 4/1/2025  
General Services Agency

HOANG, Alton  
Effective: 3/29/2025  
Sheriff's Office

GARCIA, Gail  
Effective: 3/29/2025  
Superior Court

HUNTE, Steven  
Effective: 3/29/2025  
Public Works Agency

GARRICK, Jocelyn Freeman  
Effective: 3/5/2025  
Alameda Health System

HUTTON, Vera  
Effective: 3/29/2025  
Social Services Agency

GARRIDO, Roy  
Effective: 3/29/2025  
Social Services Agency

JIMENEZ, Maria  
Effective: 3/29/2025  
Social Services Agency

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**APPENDIX A  
REPORT ON SERVICE RETIREMENTS**

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KARP, David  
Effective: 3/29/2025  
Superior Court

MC DOUGAL, Michelle  
Effective: 3/31/2025  
Sheriff's Office

LAU, Shiu  
Effective: 4/1/2025  
Auditor-Controller

MCANDREW, Eileen  
Effective: 3/29/2025  
District Attorney

LAW, Keith  
Effective: 4/1/2025  
Alameda Health System

MCBURNIE, Lisa  
Effective: 3/29/2025  
Social Services Agency

LEONARD, Gregory  
Effective: 3/29/2025  
Public Works Agency

MCKETNEY, Edwin  
Effective: 3/29/2025  
Alameda County Health

LEWIS, David  
Effective: 3/29/2025  
Public Works Agency

MEDINA, Michael  
Effective: 3/29/2025  
Zone 7 Water Agency

LOOMIS, Laura  
Effective: 3/29/2025  
Social Services Agency

MENDONCA, Judith  
Effective: 3/29/2025  
Dept of Child Support Services

LOTMAN, William  
Effective: 3/26/2025  
Sheriff's Office

MENGISTE, Wosen  
Effective: 3/29/2025  
Superior Court

LOUISE, Sue  
Effective: 3/29/2025  
Alameda County Health

NARVAEZ, Benigno  
Effective: 3/29/2025  
Alameda Health System

LUKAN, Maria  
Effective: 3/15/2025  
District Attorney

NOBREGA, Herlander  
Effective: 3/29/2025  
Alameda County Health

MAGLAYA, Robert  
Effective: 3/29/2025  
Sheriff's Office

OGUNTUASE, Abiodun  
Effective: 3/15/2025  
Social Services Agency

MAGTIBAY, Lisa  
Effective: 3/29/2025  
Social Services Agency

ORNELLAS, Teresa  
Effective: 3/15/2025  
General Services Agency

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**APPENDIX A  
REPORT ON SERVICE RETIREMENTS**

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OSHIRO, Jennifer  
Effective: 3/29/2025  
Dept of Child Support Services

ROXAS, Luisito  
Effective: 3/29/2025  
Alameda County Health

PARKER, Andrew  
Effective: 3/29/2025  
Social Services Agency

SAELIAW-CHAO, Pamela  
Effective: 3/29/2025  
Social Services Agency

PEREZ, Rozel  
Effective: 3/29/2025  
Assessor

SASS, Cynthia  
Effective: 3/29/2025  
Sheriff's Office

PETTIGREW, Robert  
Effective: 3/29/2025  
General Services Agency

SCHROYER, Maria  
Effective: 3/29/2025  
Public Works Agency

PIERCE, Patricia  
Effective: 3/15/2025  
Alameda County Health

SEELEY-WILLIAMS, Sandra  
Effective: 3/29/2025  
Alameda Health System

PROVOST, John  
Effective: 3/29/2025  
Alameda Health System

SILVA, Karen  
Effective: 4/1/2025  
Zone 7 Water Agency

RASMUSSEN, Robin  
Effective: 4/1/2025  
LARPD

SWANSON, Patricia  
Effective: 4/1/2025  
County Administrator Office

ROA, Daisy Dacumos  
Effective: 3/29/2025  
Sheriff's Office

TESFAYOHANNES, Taaque  
Effective: 3/29/2025  
Zone 7 Water Agency

ROCHA, Ana  
Effective: 3/14/2025  
Social Services Agency

TOLERO, Michael  
Effective: 3/29/2025  
Sheriff's Office

ROSALES-PERRE, Imelda  
Effective: 3/29/2025  
Dept of Child Support Services

VALADEZ, Rita  
Effective: 3/21/2025  
Social Services Agency

ROSE, Nancy  
Effective: 3/29/2025  
Superior Court

VINCENT, Raymond  
Effective: 3/29/2025  
Sheriff's Office

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**APPENDIX A  
REPORT ON SERVICE RETIREMENTS**

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WALES, Michele  
Effective: 3/29/2025  
Register of Voters

WONG, Jennie  
Effective: 3/29/2025  
First 5 Alameda County

WHITAKER, Keith  
Effective: 3/29/2025  
Public Works Agency

YOUNG, Teresa  
Effective: 3/21/2025  
Alameda Health System

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**APPENDIX B  
LIST OF DEFERRED RETIREMENTS**

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ALBERT, Ernest  
Alameda Health System  
Effective Date: 4/24/2025

CLAFTON, Tyler  
Auditor Controller  
Effective: 4/3/2025

BANAGA, Jennifer  
Alameda Health System  
Effective: 5/1/2025

DAVIES, Anna  
Alameda County Health  
Effective: 4/21/2025

BARRAGAN-MORENO JR, Abraham  
Sheriff's Office  
Effective: 4/1/2025

DUCKWORTH, Eric  
Alameda Health System  
Effective: 4/25/2025

BERBER NORIEGA, Jose  
Sheriff's Office  
Effective: 4/16/2025

ESQUIVEL, Lisa  
Social Services Agency  
Effective: 4/8/2025

BOBO, Kimberly  
Alameda County Health  
Effective: 4/25/2025

FLORES, Nereida  
First 5 Alameda County  
Effective: 4/3/2025

CASSON, Kelly  
Superior Court  
Effective: 4/14/2025

GONZALEZ, Ramiro  
Probation  
Effective: 4/3/2025

CATALAN, Aileen  
Social Services Agency  
Effective: 4/23/2025

GUZMAN, Carlos  
District Attorney  
Effective: 4/25/2025

CEN, Xiaoying  
Social Services Agency  
Effective: 3/31/2025

JOHNSON, Benjamin  
Social Services Agency  
Effective: 4/24/2025

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**APPENDIX B  
LIST OF DEFERRED RETIREMENTS**

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KELLEY, Stacy  
Alameda Health System  
Effective: 4/29/2025

ORTIZ, Gabriel  
Public Works Agency  
Effective: 4/24/2025

KONING, Kaitlyn  
Alameda Health System  
Effective: 4/10/2025

PASTRANA PAGES, Roberto  
Social Services Agency  
Effective: 4/25/2025

KORDISH, Lora  
Alameda Health System  
Effective: 4/8/2025

SANTOS, Aletho  
Public Works Agency  
Effective: 4/17/2025

MARQUEZ, Taylor  
Superior Court  
Effective: 4/11/2025

SERRANO, Matthew  
Auditor Controller  
Effective: 5/2/2025

MIDDLETON, Ramon  
District Attorney  
Effective: 4/11/2025

THOMAS, Kathleen  
Alameda County Health  
Effective: 4/18/2025

MURRELL, Elaisha  
District Attorney  
Effective: 4/11/2025

TRANSOU, Scott  
General Services Agency  
Effective: 4/18/2025

NGUYEN, Trinh  
Social Services Agency  
Effective: 4/15/2025

WALIA, Gurpreet  
Alameda Health System  
Effective: 5/2/2025

NIEBLAS, Guadalupe  
Sheriff's Office  
Effective: 4/5/2025

WHEAT, Adam  
Sheriff's Office  
Effective: 4/18/2025

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**APPENDIX C  
LIST OF DECEASED MEMBERS**

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BENNETT, Minnie J.  
Non-Member Survivor of ROBERT  
BENNETT  
3/13/2025

BURKE, Susan J.  
Alameda Health System  
4/15/2025

CHURCHILL, Ruth E.  
Non-Member Survivor of RICHARD  
CHURCHILL  
5/8/2025

CRIST, Frieda J.  
Social Services Agency  
4/15/2025

DESSASAU, Loretta J.  
Alameda Health System  
5/2/2025

ELLIS, Dorothy M.  
Alameda Health System  
4/14/2025

GOMEZ, Andrew E.  
Alameda Health System  
5/13/2025

GOODE-HARDEMAN, Antoinette M.  
Probation  
5/17/2025

GREEN, Florence  
Alameda Health System  
4/20/2025

HAYNES, Marinett  
Alameda County Health  
4/25/2025

HILL, Barbara R.  
Alameda Health System  
5/20/2025

JONES, Annie M.  
Alameda Health System  
5/14/2025

JUNG, Ruth Y.  
Alameda Health System  
4/4/2025

KIELY, John E.  
Fire Department  
4/19/2025

LEE, Serah D.  
Social Services Agency  
5/7/2025

MORTAZAVI, Hamid  
Probation  
5/14/2025

PENQUITE, Dorothy J.  
Non-Member Survivor of LEWIS  
PENQUITE  
5/15/2025

REYNOLDS, Barbara D.  
Social Services Agency  
4/2/2025

ROSS, Lori A.  
Alameda Health System  
4/10/2025

ROBLES, Alfred F.  
Public Works Agency  
5/6/2025

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**APPENDIX C  
LIST OF DECEASED MEMBERS**

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SALTA, Benjamin P.  
Probation  
4/13/2025

WALES, George S.  
Assessor  
4/26/2025

SIMON, Dorothy L.  
Social Services Agency  
5/10/2025

WALLER, Martea  
Alameda County Health  
5/16/2025

SOUZA, Gloria M.  
Social Services Agency  
5/5/2025

WALTON, David M.  
Sheriff's Department  
5/18/2025

STEWART, Raygenia L.  
Alameda County Health  
5/1/2025

WESTBROOK, Bertha L.  
Social Services Agency  
5/1/2025

TABARI, Hasani O.  
Probation  
4/14/2025

WILLIAMS, Irvin  
Non-Member Survivor of DELANE  
WILLIAMS  
5/18/2025

WRIGHT, Stanley D.  
Sheriff's Department  
4/21/2025

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

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**Name:** Hargraves, John  
**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, granting Mr. Hargrave's application for a service-connected disability, and waiving annual medical examinations and questionnaires.

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**Name:** Alexander, Dyan  
**Type of Claim:** Service-Connected Disability

Adopt the Hearing Officer's Proposed Findings of Fact and Recommended Decision as the Board's own final decision to grant Ms. Alexander's application for a service-connected disability retirement and not require future medical examinations.

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60 61 62 63 64 65 66 67 68 69 70 71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 100 101 102 103 104 105 106 107 108 109 110 111 112 113 114 115 116 117 118 119 120 121 122 123 124 125 126 127 128 129 130 131 132 133 134 135 136 137 138 139 140 141 142 143 144 145 146 147 148 149 150 151 152 153 154 155 156 157 158 159 160 161 162 163 164 165 166 167 168 169 170 171 172 173 174 175 176 177 178 179 180 181 182 183 184 185 186 187 188 189 190 191 192 193 194 195 196 197 198 199 200 201 202 203 204 205 206 207 208 209 210 211 212 213 214 215 216 217 218 219 220 221 222 223 224 225 226 227 228 229 230 231 232 233 234 235 236 237 238 239 240 241 242 243 244 245 246 247 248 249 250 251 252 253 254 255 256 257 258 259 260 261 262 263 264 265 266 267 268 269 270 271 272 273 274 275 276 277 278 279 280 281 282 283 284 285 286 287 288 289 290 291 292 293 294 295 296 297 298 299 300 301 302 303 304 305 306 307 308 309 310 311 312 313 314 315 316 317 318 319 320 321 322 323 324 325 326 327 328 329 330 331 332 333 334 335 336 337 338 339 340 341 342 343 344 345 346 347 348 349 350 351 352 353 354 355 356 357 358 359 360 361 362 363 364 365 366 367 368 369 370 371 372 373 374 375 376 377 378 379 380 381 382 383 384 385 386 387 388 389 390 391 392 393 394 395 396 397 398 399 400 401 402 403 404 405 406 407 408 409 410 411 412 413 414 415 416 417 418 419 420 421 422 423 424 425 426 427 428 429 430 431 432 433 434 435 436 437 438 439 440 441 442 443 444 445 446 447 448 449 450 451 452 453 454 455 456 457 458 459 460 461 462 463 464 465 466 467 468 469 470 471 472 473 474 475 476 477 478 479 480 481 482 483 484 485 486 487 488 489 490 491 492 493 494 495 496 497 498 499 500 501 502 503 504 505 506 507 508 509 510 511 512 513 514 515 516 517 518 519 520 521 522 523 524 525 526 527 528 529 530 531 532 533 534 535 536 537 538 539 540 541 542 543 544 545 546 547 548 549 550 551 552 553 554 555 556 557 558 559 560 561 562 563 564 565 566 567 568 569 570 571 572 573 574 575 576 577 578 579 580 581 582 583 584 585 586 587 588 589 590 591 592 593 594 595 596 597 598 599 600 601 602 603 604 605 606 607 608 609 610 611 612 613 614 615 616 617 618 619 620 621 622 623 624 625 626 627 628 629 630 631 632 633 634 635 636 637 638 639 640 641 642 643 644 645 646 647 648 649 650 651 652 653 654 655 656 657 658 659 660 661 662 663 664 665 666 667 668 669 670 671 672 673 674 675 676 677 678 679 680 681 682 683 684 685 686 687 688 689 690 691 692 693 694 695 696 697 698 699 700 701 702 703 704 705 706 707 708 709 710 711 712 713 714 715 716 717 718 719 720 721 722 723 724 725 726 727 728 729 730 731 732 733 734 735 736 737 738 739 740 741 742 743 744 745 746 747 748 749 750 751 752 753 754 755 756 757 758 759 760 761 762 763 764 765 766 767 768 769 770 771 772 773 774 775 776 777 778 779 780 781 782 783 784 785 786 787 788 789 790 791 792 793 794 795 796 797 798 799 800 801 802 803 804 805 806 807 808 809 810 811 812 813 814 815 816 817 818 819 820 821 822 823 824 825 826 827 828 829 830 831 832 833 834 835 836 837 838 839 840 841 842 843 844 845 846 847 848 849 850 851 852 853 854 855 856 857 858 859 860 861 862 863 864 865 866 867 868 869 870 871 872 873 874 875 876 877 878 879 880 881 882 883 884 885 886 887 888 889 890 891 892 893 894 895 896 897 898 899 900 901 902 903 904 905 906 907 908 909 910 911 912 913 914 915 916 917 918 919 920 921 922 923 924 925 926 927 928 929 930 931 932 933 934 935 936 937 938 939 940 941 942 943 944 945 946 947 948 949 950 951 952 953 954 955 956 957 958 959 960 961 962 963 964 965 966 967 968 969 970 971 972 973 974 975 976 977 978 979 980 981 982 983 984 985 986 987 988 989 990 991 992 993 994 995 996 997 998 999 1000 1001 1002 1003 1004 1005 1006 1007 1008 1009 1010 1011 1012 1013 1014 1015 1016 1017 1018 1019 1020 1021 1022 1023 1024 1025 1026 1027 1028 1029 1030 1031 1032 1033 1034 1035 1036 1037 1038 1039 1040 1



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

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**Thursday, May 22, 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  
                                 Cynthia Baron (*Alternate*) (*Arrived After Roll Call*)  
                                 Kevin Bryant (*Alternate*)

Trustees Excused:      George Wood

Staff Present:           Victoria Arruda, Human Resource Officer (via Zoom)  
                                 Carlos Barrios, Assistant Chief Executive Officer-Benefits  
                                 Angela Bradford, Executive Secretary  
                                 Sandra Dueñas-Cuevas, Benefits Manager  
                                 Erica Haywood, Fiscal Services Officer  
                                 Jessica Huffman, Benefits Manager  
                                 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

**PUBLIC INPUT**

Retired member Rupa Srivastava commented on her standby duties and her desire that standby pay be included in the calculation of her retirement allowance. Chief Counsel Jeff Rieger reported that Standby Pay is a difficult issue and is on today's agenda for discussion.

**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**

*April 17, 2025 Minutes of the Regular Board Meeting*

*April 17, 2025 Actuarial Committee Minutes*

*April 17, 2025 Audit Committee Minutes*

**MISCELLANEOUS**

- *Operating Expenses as of 03/31/25*
- *Quarterly Financial Statements as of 03/31/25*
- *Quarterly Cash Forecast Report for 1<sup>st</sup> Qtr. 2025*
- *Board Member Conference Expense Report for 1st Qtr. 2025*
- *Senior Manager Conference and Training Expense Report for 1st Qtr. 2025*
- *Approve Staff Recommendation regarding the Alameda Health System's New Pay*
- *Item/Code: RCP III DIF 5% – 20M*

**25-30**

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

**REGULAR CALENDAR**  
**REPORTS AND ACTION ITEMS**

**DISABILITY, DEATH AND OTHER BENEFIT CLAIMS**

None.

**COMMITTEE REPORTS, RECOMMENDATIONS AND MOTIONS**

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

***Actuarial:***

Ophelia Basgal reported that the Actuarial Committee met earlier today and completed its review of the Actuarial Valuation and Review as of December 31, 2024.

**25-31**

**It was moved by Ophelia Basgal and seconded by Elizabeth Rogers that the Board adopt the Actuarial Valuation and Review as of December 31, 2024, as recommended by the Actuarial Committee. The motion carried 9 yes (*Basgal, Bryant, Carson, Clippinger, Gamble, Levy, Rogers, Simon, Wilkinson*), 0 no, and 0 abstentions.**

There were no Information Items.

Minutes of the meeting will be presented to the Board for adoption on the Consent Calendar at the June 18, 2025 Board meeting.

***Audit:***

Henry Levy reported that the Audit Committee met earlier today and completed its review of the December 31, 2024 Audited Financial Statements and Independent Auditor's Report.

**25-32**

**It was moved by Henry Levy and seconded by Ross Clippinger that the Board approve the December 31, 2024 Audited Financial Statements and Independent Auditor's Report, as recommended by the Audit Committee. The motion carried 9 yes (*Basgal, Bryant, Carson, Clippinger, Gamble, Levy, Rogers, Simon, Wilkinson*), 0 no, and 0 abstentions.**

Trustee Levy reported that the Audit Committee completed its review of the Government Accounting Standards Board (GASB) Statement No. 67 Actuarial Valuation and Addendum as of December 31, 2024.

**25-33**

**It was moved by Henry Levy and seconded by Ross Clippinger that the Board adopt the Government Accounting Standards Board (GASB) Statement No. 67 Actuarial Valuation and Addendum as of December 31, 2024, as recommended by the Audit Committee. The motion carried 9 yes (*Basgal, Bryant, Carson, Clippinger, Gamble, Levy, Rogers, Simon, Wilkinson*), 0 no, and 0 abstentions.**

Trustee Levy reported that the Audit Committee completed its review of the Government Accounting Standards Board (GASB) Statement No. 74 Actuarial Valuation and Addendum as of December 31, 2024.

**25-34**

**It was moved by Henry Levy and seconded by Ross Clippinger that the Board adopt the Government Accounting Standards Board (GASB) Statement No. 74 Actuarial Valuation and Addendum as of December 31, 2024, as recommended by the Audit Committee. The motion carried 9 yes (*Basgal, Bryant, Carson, Clippinger, Gamble, Levy, Rogers, Simon, Wilkinson*), 0 no, and 0 abstentions.**

The Committee was presented with the following Information Items: *1) Internal Audit Plan; 2) Completed Audits and Projects; and 3) Artificial Intelligence.*

Minutes of the meeting will be presented to the Board for adoption on the Consent Calendar at the June 18, 2025 Board meeting.

**OLD BUSINESS:**

***Update from Staff and Possible Motion regarding the Standby Pay Project.***

Mr. Rieger reported that Staff is working with AHS and the County of Alameda regarding their reporting of standby pay to ACERA. Staff is researching various issues regarding Standby Pay, which include whether Standby Pay is voluntary or mandatory and the meaning of “ordinarily worked” by employees in the same classification. Mr. Rieger and Chief Executive Officer (CEO) Dave Nelsen responded to Trustees’ and the public’s questions. This item will be brought back to a future Board meeting for further discussion. For detailed information regarding this issue, see Mr. Rieger’s May 22, 2025 memo contained in the May 22, 2025 Board’s agenda packet.

**NEW BUSINESS:**

***Participating Employers' Recommended Contribution to Their Alameda County Employees' Retirement Association 401(h) Accounts for the 2025 - 2026 Fiscal Year***

Assistant Chief Executive Officer of Operations Lisa Johnson provided a brief overview regarding ACERA's annual 401(h) Contribution Process, which is the process where ACERA's Actuary recommends the amount of contributions each Participating Employer is required to make to their respective ACERA 401(h) Accounts in order to fund ACERA's Other Post-Employment Benefits (OPEB) (non-vested medical benefits) for the 2025-2026 fiscal year.

**25-35**

It was moved by Elizabeth Rogers and seconded by Ophelia Basgal that after contributions are made to the 401(h) accounts by the respective Participating Employers, ACERA, in accordance with the CERL, treat an equal amount of Supplemental Retiree Benefits Reserve (SRBR) assets as employer contributions for pensions and transfer the amount equal to the pro rata share of the 401(h) contributions for the 2025-2026 fiscal year for each Participating Employer. The exact amount will be adjusted by the balance remaining in each of their 401 (h) accounts and is contingent upon receipt by ACERA of an authorizing resolution from each of the Participating Employers' governing bodies. The motion carried 9 yes (*Basgal, Bryant, Carson, Clippinger, Gamble, Levy, Rogers, Simon, Wilkinson*), 0 no, and 0 abstentions.

***ACERA 2025 Board of Retirement Election Update***

Ms. Johnson provided an update on the Board of Retirement Election process reporting that Staff will be using MK Election Services LLC, ACERA's new vendor, this year (who will manage the vote-by-mail portion of the election). Ms. Johnson reported that Staff met with MK Election Services and ACERA's Communications Team and that the ACERA Election Coordinating Team is currently working on finalizing the materials in preparation for the five Board seats up for election. For detailed information regarding the Board Election process, see Ms. Johnson's Memo dated May 22, 2025 contained in the Board agenda packet.

***Discussion and Possible Motion to Amend ACERA's Disability Retirement Procedures to Delegate Authority to the Chief Executive Officer to Order Medical Examinations and Questionnaires for Members Receiving Disability Retirement Allowances***

Mr. Rieger recommended that the Board amend the *Disability Retirement Procedures* to authorize the CEO to order medical examinations and/or completion of questionnaires based on the CEO's best judgment. Further information can be found in Mr. Rieger's memorandum in the agenda backup materials.

**25-36**

**It was moved by Tarrell Gamble and seconded by Elizabeth Rogers that the Board amend section 10.1(a) of the *Disability Retirement Procedures* to include the following language: “The CEO has authority to order examinations and/or completion of questionnaires based on the CEO's best judgment.” The motion carried 9 yes (*Basgal, Bryant, Carson, Clippinger, Gamble, Levy, Rogers, Simon, Wilkinson*), 0 no, and 0 abstentions.**

***Discussion and Possible Motion Regarding Whether Retired Annuitants May Receive a Monthly Medical Allowance through an HRA***

Trustee Elizabeth Rogers referred to Government Code Section 87105 and announced that, out of the abundance of caution, she is recusing herself from all discussion and voting on this matter because she has previously been a retired annuitant who received her MMA through an HRA and potentially could be a retired annuitant in the future. Trustee Cynthia Baron recused herself from all discussion and voting on this matter for the same reason (she is currently a retired annuitant). Trustees Baron and Rogers left the Board Room.

Mr. Rieger recommended that the Board revise all relevant documentation to remove all statements that retired annuitants may not receive an MMA through an HRA for the reasons stated in his memorandum in the Board agenda packet.

**25-37**

**It was moved by Ross Clippinger and seconded by Ophelia Basgal that the Board (1) Authorize Staff to revise all relevant documentation to remove all statements that retired annuitants may not receive an MMA through an HRA (2) Staff will bring back redlines showing revisions to any documents that require Board approval for revisions to a future meeting on the Consent Calendar and simply revise any documents that do not require Board approval for revisions. The motion carried 8 yes (*Basgal, Bryant, Carson, Clippinger, Gamble, Levy, Simon, Wilkinson*), 0 no, 0 abstentions and 2 recusals (*Baron, Rogers*).**

After the remaining Trustees discussed and voted on the above-referenced item, Trustees Baron and Rogers returned to the Board Room.

***Chief Executive Officer's Report***

Mr. Nelsen presented his May 22, 2025 written CEO Report which provided an update on: **1) Committee and Board Action Items; 2) Other Items: a) Business Planning; b) Legislative Updates; c) Legislative Highlights; d) LAFCO and 3) Key Performance Indicators.**

Mr. Nelsen reported that at the April 2025 Board meeting, the Board approved the terms/conditions under which LAFCO could become an ACERA employer. Mr. Nelsen reported that LAFCO's Board meeting is scheduled to take place in July 2025, at which time LAFCO can agree or disagree with the terms/conditions. Mr. Nelsen will keep the Board apprised of the status.

Mr. Nelsen provided an update on AB 569 and AB 1383 stating that these two bills roll back several PEPPRA provisions. For detailed information regarding these bills, see the Legislative Update which is attached to Mr. Nelsen’s CEO Report, dated May 22, 2025.

### **CONFERENCE/ORAL REPORTS**

Trustee Tarrell Gamble announced that ACERA Board Trustee Steven Wilkinson and ACERA Chief Investment Officer Betty Tse were both featured in the May 2, 2025 edition of “Power 100 Magazine”.

Trustees Keith Carson, Elizabeth Rogers and Kellie Simon reported that they attended the Milken Global Conference and that it was an excellent conference. It was noted that there were approximately 200 Sessions, which included topics on Investments, Longevity, Science, Health, Global Issues, State of the Military, The Future, etc. It was noted that Michael Milken, Tony Blair and Hedge Fund Manager Ken Griffin were speakers at the conference. Trustee Steven Wilkinson reported he also attended the Milken Global Conference, but as a Board member of Oakland Police and Fire.

### **ANNOUNCEMENTS**

None.

### **BOARD INPUT**

None.

### **CLOSED SESSION**

The Board adjourned into Closed Session to discuss the following:

#### **Item 13**

- A.** Conference With Legal Counsel—Existing Litigation (Gov’t Code § 54956.9(d)(1)): Michael Grygo v. Alameda County Employees’ Retirement Association, Alameda County Superior Court Case No: 25CV118189.
- B.** Conference With Legal Counsel—Existing Litigation (Gov’t Code § 54956.9(d)(1)): Michael Dalisay v. Alameda County Employees’ Retirement Association, Alameda County Superior Court Case No: 24CV096325.

The Board reconvened into Open Session and the following Trustees returned:

***Baron, Basgal, Bryant, Carson, Clippinger, Gamble, Levy Rogers, Simon and Wilkinson***

Chief Counsel Jeff Rieger reported that the Board took the following action in Closed Session on Item 13A. listed above:

**25-38**

**Motion that the Board defend the Michael Grygo v. Alameda County Employees' Retirement Association Matter, Alameda County Superior Court Case No: 25CV118189. The motion carried 9 yes (*Basgal, Bryant, Carson, Clippinger, Gamble, Levy Rogers, Simon, Wilkinson*), 0 no, and 0 abstentions.**

Mr. Rieger reported that the Board took no reportable action in Closed Session on the Michael Dalisay matter, Item 13B. listed above.

To view the May 22, 2025 Board meeting YouTube video in its entirety, go to ACERA's Website at: <https://youtu.be/v8XlMYdv4w4>.

**ADJOURNMENT**

The meeting was adjourned at approximately 3:26 p.m.

Respectfully Submitted,



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David Nelsen  
Chief Executive Officer

06/18/25

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Date Adopted

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**APPENDIX A**  
**REPORT ON SERVICE RETIREMENT**

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BLACK, Carolyn  
Effective: 2/27/2025  
Social Service Agency

COLVIN, Lucy  
Effective: 2/15/2025  
Alameda Health System

BLOEDE, Carolyn  
Effective: 3/29/2025  
General Services Agency

CONNER, Stephanie  
Effective: 4/1/2025  
Department of Child Support

BROOKS, Lawrence  
Effective: 3/1/2025  
Community Development Agency

CORDERO, Laila  
Effective: 2/15/2025  
Alameda Health System

BRUNER, Brenda  
Effective: 2/15/2025  
Sheriff's Office

COURTNEY, Breton  
Effective: 2/15/2025  
Health Care Service Agency

CAMPBELL-BELTON, Anika  
Effective: 2/22/2025  
County Administrator Office

CRUZ, Mary  
Effective: 2/21/2025  
Social Service Agency

CANALIN, Susan  
Effective: 2/1/2025  
General Services Agency

DOWNING, Caryn  
Effective: 3/1/2025  
Courts

CARTER, Steven  
Effective: 2/8/2025  
General Services Agency

FIEN, Jason  
Effective: 3/1/2025  
Sheriff's Office

CHATMAN, Christopher  
Effective: 2/18/2025  
Probation

GABATO, Edward  
Effective: 3/14/2025  
Probation

CHEN, Arthur  
Effective: 8/23/2024  
Public Health

GUESS, Erin  
Effective: 3/1/2025  
Probation

CHOI, Anthony  
Effective: 3/1/2025  
Zone 7

HAGEN, Dale  
Effective: 3/1/2025  
Community Development Agency

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**APPENDIX A**  
**REPORT ON SERVICE RETIREMENT**

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HII, Noh  
Effective: 3/18/2025  
Auditor-Controller

RUIZ, Robert  
Effective: 3/1/2025  
Sheriff's Office

IBALIO, Judith  
Effective: 2/15/2025  
Assesor's Department

SMITH, Dwight  
Effective: 1/27/2025  
Alameda Health System

LANGER, Catharine  
Effective: 2/11/2025  
Courts

SMITHERMAN, RONALDA  
Effective: 2/26/2025  
Sheriff's Office

LEADER, Janet  
Effective: 2/18/2025  
Health Care Service Agency

SPIKES, Beatrice  
Effective: 1/18/2025  
Probation

LEE, Ronda  
Effective: 2/11/2025  
Social Service Agency

SWEET, Andrew  
Effective: 3/14/2025  
District Attorney

LEE, Sherron  
Effective: 3/1/2025  
Probation

TATE ATTIBA, Candice  
Effective: 1/11/2025  
Alameda Health System

MAJOR, Mavis  
Effective: 1/1/2025  
Alameda Health System

WESCHLER, Suzanne  
Effective: 2/15/2025  
Social Service Agency

MCCORMICK, Kenneth  
Effective: 3/4/2025  
District Attorney

WONG, Wai Kung  
Effective: 3/1/2025  
Social Service Agency

RIECHERS, Jason  
Effective: 3/2/2025  
District Attorney

YOUNG, David  
Effective: 2/28/2025  
Alameda Health System

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**APPENDIX B**  
**LIST OF DEFERRED RETIREMENTS**

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BADMUS, Taofeek  
Alameda Health System  
Effective Date: 3/28/2025

DELGADILLO, Lizbeth  
Social Services Agency  
Effective: 2/7/2025

BAKER, Michael  
Sheriff's Office  
Effective: 2/21/2025

DEMINGO, Tiffany  
Alameda Health System  
Effective: 3/24/2025

BAKILANA, Martina  
Health Care Services Agency  
Effective: 3/28/2025

DOZIER-JONES, Pashia  
Child Support Services  
Effective: 2/5/2025

BARANOV, Lyudmila  
Probation  
Effective: 3/21/2025

FULWOOD, Leilani  
Human Resource Services  
Effective: 3/21/2025

BERECZ-ORTEGA, Amy  
Alameda Health System  
Effective: 3/26/2025

GINSBERG, Joel  
Social Services Agency  
Effective: 2/18/2025

BROWN NIX, Paris  
District Attorney  
Effective: 2/19/2025

GRADY, Janet  
Social Services Agency  
Effective: 2/4/2025

BUSTONERA, Maria Theresa  
Alameda Health System  
Effective: 3/6/2025

HERNANDEZ, Alicia  
Alameda Health System  
Effective: 3/21/2025

BYRD, Charla  
Child Support Services  
Effective: 2/28/2025

HODGE, Kara  
Child Support Services  
Effective: 2/10/2025

CHANG, Gui Rong  
Zone 7  
Effective: 3/17/2025

IMAMI, Zebi  
Sheriff's Office  
Effective: 2/5/2025

CHEUNG, Terry  
Health Care Services Agency  
Effective: 3/21/2025

LEI, Christine  
Assessor  
Effective: 2/7/2025

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**APPENDIX B**  
**LIST OF DEFERRED RETIREMENTS**

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LI, Hao  
County Administrator  
Effective: 2/14/2025

SAGAR, Pradeep  
Alameda Health System  
Effective: 4/3/2025

LINOWITZ, Zachary  
District Attorney  
Effective: 2/7/2025

SATCHER, Harry  
General Services Agency  
Effective: 2/21/2025

MAGLAYA, Calvin  
Public Works Agency  
Effective: 3/28/2025

SOLWAY, Aimee  
District Attorney  
Effective Date: 3/27/2025

MARTIN, Torcha  
Alameda Health System  
Effective: 2/20/2025

SUNDARARAJ, Mohan  
Alameda County Health  
Effective: 2/25/2025

MOLINA VELANDIA, Daniela  
Public Defender  
Effective: 3/21/2025

SYLER, Jonathan  
Sheriff's Office  
Effective: 2/15/2025

MONTIERRO, Isabella  
Alameda Health System  
Effective: 3/24/2025

TATOLA, Milika  
Human Resources Services  
Effective: 3/28/2025

MORRIS, Leslie  
District Attorney  
Effective: 2/3/2025

TEAFATILLER, David  
Alameda Health System  
Effective: 3/26/2025

PETERSON, Trina  
Social Services Agency  
Effective: 2/28/2025

WALKER, Latasha  
Child Support Services  
Effective: 2/28/2025

REED FOSTER, Tracy  
District Attorney  
Effective: 2/21/2025

WONG, Jennie  
First 5  
Effective: 3/28/2025

ROBERTS, Royle  
District Attorney  
Effective: 2/28/2025

WONG, Jessica  
Social Services Agency  
Effective: 2/28/2025

RUIZ, Mercury  
Superior Courts  
Effective: 3/4/2025

ZHANG, Kevin  
Public Works Agency  
Effective: 2/28/2025

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**APPENDIX C**  
**LIST OF DECEASED MEMBERS**

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ALBANO, Milagros A.  
Public Defender  
4/10/2025

JACOVITZ, Loisann  
Social Services Agency  
3/28/2025

ARACIC, Nicholas M.  
Sheriff's Office  
3/21/2025

KIELY, John E.  
Fire Department  
4/19/2025

BARRETT, Marilyn J.  
Probation  
3/27/2025

LAVIENE, Tommie J.  
Health Care Services Agency  
3/24/2025

BELTRAN, Dolores  
Public Defender  
3/28/2025

LUCAS, Irene  
Non-Mbr Survivor of James Lucas  
4/16/2025

BRIONES, Adoracion P.  
Auditor-Controller  
4/3/2025

MAGANN, George C.  
Sheriff's Office  
4/9/2025

BRITTO, Cindy  
Non-Mbr Survivor of Robert Britto  
3/21/2025

PAJAUD, Dianne R.  
Alameda Health System  
4/14/2025

BULLOCK, Willie A.  
Social Services Agency  
3/21/2025

REYMUNDO, John Joseph  
Superior Court  
4/5/2025

EISENHOWER, Kay S.  
Library  
4/9/2025

RICHARDSON, Ronald I.  
Health Care Services Agency  
3/20/2025

FIVELLA, William P.  
Sheriff's Office  
4/25/2025

ROSS, Lori A.  
Alameda Health System  
4/10/2025

FRANCOIS, Davy M.  
Alameda Health System  
3/8/2025

SALEHI, Behzad  
Information Technology  
4/15/2025

HARRISON, Gerald D.  
Sheriff's Office  
4/12/2025

SANFORD, Wanda J.  
Alameda Health System  
3/25/2025

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**APPENDIX C**  
**LIST OF DECEASED MEMBERS**

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TOTH, Nicholas  
Health Care Services Agency  
4/12/2025

VIVIAN, Ronald  
Health Care Services Agency  
4/2/2025

TURNER, Keene  
Non-Mbr Survivor of Donna Camitta  
4/1/2025

WALES, George S.  
Assessor  
4/26/2025

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

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**Name:** Alexander, Blair  
**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, granting Mr. Alexander's application for a service-connected disability, and waiving annual medical examinations and questionnaires.

**Name:** Hadley, Randy  
**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, granting Mr. Hadley's application for a service-connected disability, and waiving annual medical examinations and questionnaires.

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

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**Name:**                      **Nelson, Gerald**  
**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, granting Mr. Nelson's application for a service-connected disability, and waiving annual medical examinations and questionnaires.

Based on the Medical Advisor's finding regarding Mr. Nelson's ability to ascertain the permanency of his incapacity on or before the date following the day for which he last received regular compensation, to deny Mr. Nelson's request for an earlier effective date.

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## MINUTES OF MAY 22, 2025 ACTUARIAL COMMITTEE MEETING

To: Members of the Actuarial Committee

From: Ophelia Basgal, Chair

Subject: Summary of the May 22, 2025 Actuarial Committee Meeting

Committee Chair Ophelia Basgal called the May 22, 2025, Actuarial Committee meeting to order at 11:03 a.m.

### **ACERA TRUSTEES, SENIOR MANAGERS AND PRESENTING STAFF IN ATTENDANCE**

Committee members present were Ophelia Basgal, Keith Carson, Ross Clippinger, Steven Wilkinson and Elizabeth Rogers. Also present were Henry Levy, Kellie Simon, and Cynthia Baron.

Staff present were David Nelsen, Chief Executive Officer; Lisa Johnson, Assistant Chief Executive Officer; Carlos Barrios, Assistant Chief Executive Officer; Jeff Rieger, Chief Counsel; Betty Tse, Chief Investment Officer; Erica Haywood, Fiscal Services Officer (Via Zoom); Harsh Jadhav, Chief of Internal Audit; Vijay Jagar, Chief Technology Officer; and Victoria Arruda, Human Resource Officer (Via Zoom).

### **PUBLIC INPUT**

None

### **Action Items**

1. Discussion and possible motion to adopt the Actuarial Valuation as of December 31, 2024.

#### **Recommendation**

Staff recommends that the Actuarial Committee recommend to the Board of Retirement that the Board adopt the Actuarial Valuation and Review as of December 31, 2024.

It was moved by Elizabeth Rogers and seconded by Ross Clippinger that the Actuarial Committee recommend to the Board of Retirement that the Board adopt the Actuarial Valuation and Review as of December 31, 2024.

The motion carried 7 yes (*Basgal, Carson, Clippinger, Wilkinson, Levy, Rogers, and Simon*). 0 no and 0 abstentions.

**INFORMATION ITEMS**

None

**TRUSTEE INPUT AND DIRECTION TO STAFF**

During the Participating Employers meeting held on April 24, 2025, Alameda County's Actuary Matt Larabee, from Milliman Actuarial, asked Segal to provide some greater details on the splits between Safety and General for some key metrics already shown in the Valuation to help Milliman explain the factors driving differences in Safety and General contribution rate outcomes. Milliman and Segal agreed that the request would be included in future valuations and that no changes would be made to the valuation as of December 31, 2024.

After hearing the future request that came through the Participating Employers meeting, Ophelia Basgal asked that the requested additions be highlighted in next year's Actuarial Valuation presentation.

**FUTURE DISCUSSION ITEMS**

June

- Segal presentation of the deterministic projections as part of the Risk Assessment Report based on the Actuarial Valuation and Review as of December 31, 2024

**ESTABLISHMENT OF NEXT MEETING DATE**

The next meeting is scheduled for Wednesday, June 18, 2025, at 11:00 a.m.

**MEETING ADJOURNED**

The meeting adjourned at 11:06 a.m.



## MINUTES OF MAY 22, 2025 AUDIT COMMITTEE MEETING

Date: May 22, 2025

To: Members of the Audit Committee

From: Henry Levy, Chair

Subject: **Summary of the May 22, 2025 Audit Committee Meeting**

The Audit Committee Chair, Henry Levy called the May 22, 2025, Audit Committee meeting to order at 12:31 p.m.

### **ACERA TRUSTEES, SENIOR MANAGERS AND PRESENTING STAFF IN ATTENDANCE**

Committee members present were Henry Levy, Ross Clippinger, and Steven Wilkinson. Other Board members present were Ophelia Basgal, Keith Carson, Elizabeth Rogers, Kellie Simon and alternate member Cynthia Baron. Tarrell Gamble arrived after roll call.

Staff present were David Nelsen, Chief Executive Officer; Lisa Johnson, Assistant Chief Executive Officer; Carlos Barrios, Assistant Chief Executive Officer; Jeff Rieger, Chief Counsel; Harsh Jadhav, Chief of Internal Audit; Erica Haywood, Fiscal Services Officer; Jessica Huffman, Benefits Manager; Betty Tse, Chief Investment Officer; and Sandra Dueñas-Cuevas, Benefits Manager. Victoria Arruda, Human Resource Officer attended via Zoom.

### **PUBLIC COMMENT**

None

### **ACTION ITEMS**

#### *External Audit*

#### **1. Discussion and possible motion to recommend approval of the December 31, 2024 Audited Financial Statements and Independent Auditor's Report**

Staff reported that Williams Adley & Co. had completed its independent audit of ACERA's 2024 financial statements.

After discussion, it was moved by Trustee Wilkinson and seconded by Trustee Simon that the Audit Committee recommend that the Board of Retirement accept and file the December 31, 2024 Audited Financial Statements and Independent Auditor's Report.

The motion carried 8 yes (*Basgal, Carson, Clippinger, Gamble, Levy, Rogers, Simon, Wilkinson*), 0 no, 0 abstentions.

**2. Discussion and possible motion to recommend adoption of the Government Accounting Standards Board (GASB) Statement No. 67 Actuarial Valuation and addendum as of December 31, 2024**

Staff reported the completion of their review and evaluation of the GASB Statement No. 67 Actuarial Valuation and addendum as of December 31, 2024.

After discussion, it was moved by Trustee Simon and seconded by Trustee Wilkinson that the Audit Committee recommend that the Board of Retirement adopt the GASB Statement No. 67 Actuarial Valuation and addendum as of December 31, 2024.

The motion carried 8 yes (*Basgal, Carson, Clippinger, Gamble, Levy, Rogers, Simon, Wilkinson*), 0 no, 0 abstentions.

**3. Discussion and possible motion to recommend adoption of the Government Accounting Standards Board (GASB) Statement No. 74 Actuarial Valuation and addendum as of December 31, 2024**

Staff reported the completion of their review and evaluation of the GASB Statement No. 74 Actuarial Valuation and addendum as of December 31, 2024.

After discussion, it was moved by Trustee Basgal and seconded by Trustee Wilkinson that the Audit Committee recommend that the Board of Retirement adopt the GASB Statement No. 74 Actuarial Valuation and addendum as of December 31, 2024.

The motion carried 8 yes (*Basgal, Carson, Clippinger, Gamble, Levy, Rogers, Simon, Wilkinson*), 0 no, 0 abstentions.

**INFORMATION ITEMS**

*Internal Audit*

**1. Progress report on the Internal Audit Plan**

Staff provided a progress report on the Internal Audit Plan.

**2. Review Completed Audits and Projects**

Sean Reynolds received the Anti-Fraud, Controls, Excellence (ACE) Award. PRISM staff provided an update on how consulting firms are using artificial intelligence.

**TRUSTEE INPUT AND DIRECTION TO STAFF**

None

**FUTURE DISCUSSION ITEMS**

None

**ESTABLISHMENT OF NEXT MEETING DATE**

June 18, 2025

**MEETING ADJOURNED**

The meeting adjourned at 1:49 p.m.



**MINUTES OF JUNE 4, 2025 RETIREES COMMITTEE MEETING**

To: Members of the Retirees Committee

From: Elizabeth Rogers, Chair

**Subject: Summary of the June 4, 2025 Retirees Committee Meeting**

Committee Chair Elizabeth Rogers called the June 4, 2025 Committee meeting to order at 9:31 a.m.

**ACERA TRUSTEES, SENIOR MANAGERS AND PRESENTING STAFF IN ATTENDANCE**

Committee members present were Elizabeth Rogers, George Wood and Kellie Simon (as Board Chair). Also present were Ross Clippinger and alternate member Cynthia Baron. Committee members Keith Carson, Henry Levy, and Steven Wilkinson, and Board members Ophelia Basgal and Tarrell Gamble joined the meeting after roll call.

Staff present were Carlos Barrios, Assistant Chief Executive Officer; Sandra Dueñas-Cuevas, Benefits Manager; Mike Fara, Communications Manager; Jessica Huffman, Benefits Manager; Harsh Jadhav, Chief of Internal Audit; Lisa Johnson, Assistant Chief Executive Officer; David Nelsen, Chief Executive Officer; and Jeff Rieger, Chief Counsel.

**PUBLIC INPUT**

None.

**ACTION ITEMS**

**1. Implicit Subsidy Cost for 2024**

Staff provided a letter from the County of Alameda (County) stating that the final Implicit Subsidy amount for 2024 is \$2,453,953. This amount was verified by Segal, ACERA's Benefits Consultant.

It was moved by George Wood and seconded by Kellie Simon that the Retirees Committee recommend to the Board of Retirement that it authorize Staff to transfer \$2,453,953 from the Supplemental Retiree Benefit Reserve account to the County Advance Reserve to be amortized over 20 years as the Implicit Subsidy payment for Plan Year 2024.

The motion carried 3 yes (*Rogers, Simon, Wood*), 0 no, 0 abstentions.

## **2. Declaration of Intent to Fund Implicit Subsidy for 2026**

Staff recommended that ACERA state its intent to fund the Implicit Subsidy Program for Plan Year 2026. The Implicit Subsidy cost for Plan Year 2025 is estimated by the County of Alameda (County) to be \$9,390,686. The estimated cost of the Implicit Subsidy for Plan Year 2026 will not be known until the County has completed its medical plan contract negotiations.

It was moved by George Wood and seconded by Kellie Simon that the Retirees Committee recommend to the Board of Retirement that it adopt a Statement of Intent to continue the Implicit Subsidy Program for health Plan Year 2026, following a determination by ACERA at the end of Plan Year 2026 that the amount is not greater than the actual retiree Implicit Subsidy.

The motion carried 6 yes (*Basgal, Carson, Clippinger, Rogers, Simon, Wood*), 0 no, 1 abstention (*Gamble*). *Trustees Levy and Wilkinson were not present for the motion.*

## **3. Award of Contract for Plan Year 2026 after Dental Care Provider Request for Proposal**

Segal, ACERA's Benefits Consultant, provided a presentation describing the process, which included the review and scoring of the Request for Proposal (RFP) responses from the bidders, and the recommendation on the finalist.

In response to Trustees Gamble and Carson's comments, Staff will look into getting information regarding Alameda Health System's network of dentists.

In response to Alicia Baptista's, President of the Retired Employees of Alameda County, Inc. (REAC), request and Trustees Simon and Basgal's comments, Staff will follow up with Delta Dental to get additional information to provide at a future meeting regarding its online tools that provide a list of dentists in its network, estimates of costs for specific type of services, and the SmileWay wellness benefits.

It was moved by Ophelia Basgal and seconded by Ross Clippinger that the Committee recommend to the Board of Retirement to approve Staff's recommendation to continue ACERA's retiree dental care coverage through Delta Dental, and to award the dental care coverage contract to Delta Dental for Plan Year 2026.

The motion carried 7 yes (*Basgal, Clippinger, Gamble, Levy, Rogers, Simon, Wood*), 0 no, 0 abstentions. *Trustees Carson and Wilkinson were not present for the motion.*

## **4. Award of Contract for Plan Year 2026 after Vision Care Provider Request for Proposal**

Segal, ACERA's Benefits Consultant, provided a presentation describing the process, which included the review and scoring of the Request for Proposal (RFP) responses from the bidders, and the recommendation on the finalist.

It was moved by Kellie Simon and seconded by Ross Clippinger that the Committee recommend to the Board of Retirement to approve Staff's recommendation to continue ACERA's retiree vision care coverage through Vision Service Plan (VSP), and to award the vision care coverage contract to VSP for Plan Year 2026.

The motion carried 7 yes (*Basgal, Carson, Clippinger, Levy, Rogers, Simon, Wood*), 0 no, 0 abstentions. *Trustees Gamble and Wilkinson were not present for the motion.*

### **INFORMATION ITEMS**

#### **1. Presentation and Report on Health Care Inflation/Trends**

Staff provided health care inflation factors for 2025 and 2026 based on the information provided by Segal, ACERA's Actuary. The trend assumptions provided will be set at 7.75% for non-Medicare plans and 7.50% for Medicare Advantage plans. The annual trend assumptions for dental will be updated to start at 6.00%. The vision trend assumption will be lowered from 4.00% to 3.00%. The trend used for Medicare Part B will be increased to 6.20%. Segal's benefits consulting team also provided health care trend information.

In response to Trustee Carson's comments, Staff will look into providing regular updates on how artificial intelligence would impact the different trend areas, and how ACERA's service providers are looking at opportunities using artificial intelligence.

#### **2. Preliminary Report on Projected Benefit Costs Funded through the Supplemental Retiree Benefit Reserve**

Segal, ACERA's Actuary, provided a preliminary report of the Supplemental Retiree Benefit Reserve (SRBR) financial status, which indicates that the terminal year of Other Post-Employment Benefits (OPEB) is projected to be 2045 with full benefits paid through 2044, for a total of 20 full years and one partial year. The terminal year of the SRBR for non-OPEB is projected to be 2048, for a total of 23 full years and one partial year.

Staff stated that the preliminary review of the valuation is based on projections using substantive plan and medical inflation trends. This information is used in the decision making process to set the Monthly Medical Allowance (MMA), and the dental and vision benefit amounts for the 2026 Plan Year.

#### **3. Discussion of Monthly Medical Allowance for 2026**

Staff presented Group and Individual plan enrollment Monthly Medical Allowance (MMA) cost comparisons for the 2025 and 2026 Plan Years. This item will be brought back to the Retirees Committee for further discussion and possible approval of the 2026 MMA at the July 2025 meeting.

#### **4. Report on Health Reimbursement Arrangement Account Balances and Reimbursements**

Staff provided information on retirees' 2024 Health Reimbursement Arrangement (HRA) account balances categorized by years of service contribution levels and cost analysis as of April 29, 2025.

#### **5. Plans for Open Enrollment and Retiree Health and Wellness Fair**

Staff provided information on the planning for ACERA's annual Open Enrollment and Retiree Health and Wellness Fair, which will be held as a hybrid event where retirees can attend either in person or via Zoom. The on-site event will be held at the DoubleTree by Hilton Hotel Pleasanton at the Club on October 23, 2025.

#### **TRUSTEE REMARKS**

None.

#### **FUTURE DISCUSSION ITEMS**

- Adoption of 2026 Monthly Medical Allowance for Group Plans
- Adoption of 2026 Monthly Medical Allowance for Early Retiree Individual Plans
- Adoption of 2026 Monthly Medical Allowance for Medicare Eligible Retiree Individual Plans

#### **ESTABLISHMENT OF NEXT MEETING DATE**

The next meeting is scheduled for July 2, 2025 at 9:30 a.m.

#### **MEETING ADJOURNED**

The meeting adjourned at 11:11 a.m.

**CONSENT CALENDAR ITEM**

**June 4, 2025  
Investment Committee Minutes  
For approval under June 18, 2025  
Board “Consent Calendar”**

**The June 4, 2025  
Investment Committee Minutes  
will be distributed under separate cover**



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MEMORANDUM TO THE BOARD OF RETIREMENT

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DATE: June 18, 2025

TO: Members of the Board of Retirement

FROM: Erica Haywood, Fiscal Services Officer *EH*

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

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ACERA's operating expenses are \$323K over budget for the period ended April 30, 2025. Budget overages and surpluses worth noting are as follows:

**Budget Overages of \$432K**

***Staffing Expense is \$168K over budget.***

The overages are attributed to temporary staffing of \$133K, and 5% staff vacancy adjustment of \$327K; offset by surplus in salaries and fringe benefits of (\$292K).

***Depreciation Expense is \$264K over budget.***

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

**Budget Surpluses of \$109K**

***Professional Fees Expense is \$26K under budget.***

The surplus in professional fees is primarily due to a decrease in legal service requests.

***Staff Development is \$27K under budget.***

The surplus in staff development is due to unattended trainings.

***Member Services Expense is \$47K under budget.***

The member service expense includes a (\$64K) surplus in disability medical expenses from the timing of invoice billing; offset by overages in virtual call center \$3K from timing of vendor invoice billing, printing & postage \$10K for mailing members' pin letters, and in disability legal arbitration \$4K from higher disability arbitration fees.

***Systems Expense is \$9K under budget.***

This amount is comprised of a surplus in software maintenance and support (\$15K) due to the timing of vendor invoice billing; offset by overages in county data processing \$3K and business continuity \$1K from higher data connection fees, and minor computer hardware \$2K resulting from equipment purchases.

**Staffing Detail**

No vacant positions as of April 30, 2025.

**PAS Project:**

| Pension Administration System Project - as of April 30, 2025 |                  |                  |                   |                    |                     |
|--------------------------------------------------------------|------------------|------------------|-------------------|--------------------|---------------------|
|                                                              | Year-To-Date     |                  |                   |                    |                     |
|                                                              | Actual           | Budget           | Variance          | 2025 Budget        | 2019-24 Actual      |
| <b>Consultant Fees</b>                                       |                  |                  |                   |                    |                     |
| Levi, Ray and Shoup                                          | \$40,365         | \$50,000         | \$(9,635)         | \$1,130,000        | \$5,410,677         |
| Segal and other consultant fees                              |                  |                  |                   |                    | 3,019,751           |
| Total                                                        | 40,365           | 50,000           | (9,635)           | 1,130,000          | 8,430,428           |
| <b>Staffing</b>                                              | 80,757           | 136,667          | (55,910)          | 345,000            | 3,646,457           |
| <b>TOTAL</b>                                                 | <b>\$121,122</b> | <b>\$186,667</b> | <b>\$(65,545)</b> | <b>\$1,475,000</b> | <b>\$12,076,885</b> |

## 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>April 30, 2025</u>                 |                     |                     |                     |                      |                      |
|                                       | <u>Actual</u>       | <u>Budget</u>       | <u>YTD</u>          | <u>2025</u>          | <u>% Actual to</u>   |
|                                       | <u>Year-To-Date</u> | <u>Year-To-Date</u> | <u>Variance</u>     | <u>Annual</u>        | <u>Annual Budget</u> |
|                                       |                     |                     | <u>(Under)/Over</u> | <u>Budget</u>        |                      |
| <b>Staffing</b>                       | \$ 6,201,888        | \$ 6,033,740        | \$ 168,148          | \$ 18,794,000        | 33.0%                |
| <b>Staff Development</b>              | 41,540              | 69,030              | (27,490)            | 290,000              | 14.3%                |
| <b>Professional Fees</b> (Next Page)  | 412,986             | 439,440             | (26,454)            | 1,249,000            | 33.1%                |
| <b>Office Expense</b>                 | 123,684             | 129,080             | (5,396)             | 396,000              | 31.2%                |
| <b>Insurance</b>                      | 239,053             | 213,720             | 25,333              | 655,000              | 36.5%                |
| <b>Member Services</b>                | 208,099             | 254,960             | (46,861)            | 838,000              | 24.8%                |
| <b>Systems</b>                        | 403,418             | 412,830             | (9,412)             | 1,281,000            | 31.5%                |
| <b>Depreciation</b>                   | 609,570             | 345,240             | 264,330             | 1,034,000            | 59.0%                |
| <b>Board of Retirement</b>            | 151,083             | 170,400             | (19,317)            | 707,000              | 21.4%                |
| <b>Uncollectable Benefit Payments</b> | -                   | -                   | -                   | 78,000               | 0.0%                 |
| <b>Total Operating Expense</b>        | <b>\$ 8,391,321</b> | <b>\$ 8,068,440</b> | <b>\$ 322,881</b>   | <b>\$ 25,322,000</b> | <b>33.1%</b>         |



ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

PROFESSIONAL FEES

YEAR TO DATE - ACTUAL VS. BUDGET

April 30, 2025

|                                                        | <u>Actual</u><br><u>Year-To-Date</u> | <u>Budget</u><br><u>Year-To-Date</u> | <u>YTD Variance</u><br><u>(Under)/Over</u> | <u>2025</u><br><u>Annual</u><br><u>Budget</u> | <u>% Actual to</u><br><u>Annual Budget</u> |
|--------------------------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------------|-----------------------------------------------|--------------------------------------------|
| <b><u>Professional Fees</u></b>                        |                                      |                                      |                                            |                                               |                                            |
| Consultant Fees - Operations and Projects <sup>1</sup> | \$ 151,597                           | \$ 147,640                           | \$ 3,957                                   | \$ 483,000                                    | 31.4%                                      |
| Actuarial Fees <sup>2</sup>                            | 153,146                              | 154,000                              | (854)                                      | 496,000                                       | 30.9%                                      |
| External Audit <sup>3</sup>                            | 97,000                               | 97,000                               | -                                          | 145,000                                       | 66.9%                                      |
| Legal Fees <sup>4</sup>                                | 11,243                               | 40,800                               | (29,557)                                   | 125,000                                       | 9.0%                                       |
| <b>Total Professional Fees</b>                         | <b>\$ 412,986</b>                    | <b>\$ 439,440</b>                    | <b>\$ (26,454)</b>                         | <b>\$ 1,249,000</b>                           | <b>33.1%</b>                               |

|                                                            | <u>Actual</u><br><u>Year-To-Date</u> | <u>Budget</u><br><u>Year-To-Date</u> | <u>YTD Variance</u><br><u>(Under)/Over</u> | <u>2025 Annual</u><br><u>Budget</u> | <u>% Actual to</u><br><u>Annual Budget</u> |
|------------------------------------------------------------|--------------------------------------|--------------------------------------|--------------------------------------------|-------------------------------------|--------------------------------------------|
| <b><u>1 CONSULTANT FEES - OPERATIONS AND PROJECTS:</u></b> |                                      |                                      |                                            |                                     |                                            |
| Benefits                                                   |                                      |                                      |                                            |                                     |                                            |
| Alameda County HRS (Benefit Services)                      | 42,000                               | 42,000                               | -                                          | 126,000                             | 33.3%                                      |
| Segal (Benefit Consultant/Retiree Open Enrollment)         | 45,667                               | 45,640                               | 27                                         | 187,000                             | 24.4%                                      |
| Total Benefits                                             | 87,667                               | 87,640                               | 27                                         | 313,000                             | 28.0%                                      |
| Fiscal Services                                            |                                      |                                      |                                            |                                     |                                            |
| Accounting System                                          | -                                    | -                                    | -                                          | 20,000                              | 0.0%                                       |
| Total Fiscal Services                                      | -                                    | -                                    | -                                          | 20,000                              | 0.0%                                       |
| Human Resources                                            |                                      |                                      |                                            |                                     |                                            |
| Lakeside Group (County Personnel)                          | 48,930                               | 45,000                               | 3,930                                      | 135,000                             | 36.2%                                      |
| Total Human Resources                                      | 48,930                               | 45,000                               | 3,930                                      | 135,000                             | 36.2%                                      |
| PRISM                                                      |                                      |                                      |                                            |                                     |                                            |
| OnBase upgrade                                             | 15,000                               | 15,000                               | -                                          | 15,000                              | 100.0%                                     |
| Total PRISM                                                | 15,000                               | 15,000                               | -                                          | 15,000                              | 100.0%                                     |
| <b>Total Consultant Fees - Operations</b>                  | <b>151,597</b>                       | <b>147,640</b>                       | <b>3,957</b>                               | <b>483,000</b>                      | <b>31.4%</b>                               |

|                                                |                |                |              |                |              |
|------------------------------------------------|----------------|----------------|--------------|----------------|--------------|
| <b><u>2 ACTUARIAL FEES</u></b>                 |                |                |              |                |              |
| Actuarial Valuation                            | 45,000         | 45,000         | -            | 90,000         | 50.0%        |
| GASB 67 & 68 Valuation                         | -              | -              | -            | 55,000         | 0.0%         |
| GASB 74 & 75 Actuarial                         | -              | -              | -            | 17,000         | 0.0%         |
| Actuarial Standard of Practice 51 Pension Risk | -              | -              | -            | 30,000         | 0.0%         |
| Supplemental Consulting                        | 85,146         | 86,000         | (854)        | 258,000        | 33.0%        |
| Supplemental Retiree Benefit Reserve valuation | 23,000         | 23,000         | -            | 46,000         | 50.0%        |
| <b>Total Actuarial Fees</b>                    | <b>153,146</b> | <b>154,000</b> | <b>(854)</b> | <b>496,000</b> | <b>30.9%</b> |

|                                  |               |               |          |                |              |
|----------------------------------|---------------|---------------|----------|----------------|--------------|
| <b><u>3 EXTERNAL AUDIT</u></b>   |               |               |          |                |              |
| External audit                   | 81,000        | 81,000        | -        | 121,000        | 66.9%        |
| GASB 67 & 68 audit               | 8,000         | 8,000         | -        | 12,000         | 66.7%        |
| GASB 74 & 75 audit               | 8,000         | 8,000         | -        | 12,000         | 66.7%        |
| <b>Total External Audit Fees</b> | <b>97,000</b> | <b>97,000</b> | <b>-</b> | <b>145,000</b> | <b>66.9%</b> |

|                            |               |               |                 |                |             |
|----------------------------|---------------|---------------|-----------------|----------------|-------------|
| <b><u>4 LEGAL FEES</u></b> |               |               |                 |                |             |
| Fiduciary & Litigation     | 9,134         | 16,400        | (7,266)         | 50,000         | 18.3%       |
| Tax and Benefit Issues     | 1,758         | 8,000         | (6,243)         | 25,000         | 7.0%        |
| Miscellaneous Legal Advice | 352           | 16,400        | (16,049)        | 50,000         | 0.7%        |
| <b>Total Legal Fees</b>    | <b>11,243</b> | <b>40,800</b> | <b>(29,557)</b> | <b>125,000</b> | <b>9.0%</b> |

ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION  
TOTAL EXPENDITURES VS. PRIOR YEAR ACTUAL  
For the Four Months Ending 4/30/2025

|                                              | <i><b>For the Month of<br/>April 2025</b></i> | <i><b>For the Month of<br/>April 2024</b></i> | <i><b>Variance</b></i> | <i><b>Year-To-Date<br/>2025</b></i> | <i><b>Year-To-Date<br/>2024</b></i> | <i><b>Variance</b></i> |
|----------------------------------------------|-----------------------------------------------|-----------------------------------------------|------------------------|-------------------------------------|-------------------------------------|------------------------|
| <b>STAFFING</b>                              |                                               |                                               |                        |                                     |                                     |                        |
| Salaries                                     | 1,025,723                                     | 908,822                                       | 116,901                | 4,079,589                           | 3,605,728                           | 473,861                |
| Fringe Benefits                              | 523,416                                       | 457,004                                       | 66,412                 | 1,977,225                           | 1,897,997                           | 79,228                 |
| Temporary Staffing Cost                      | 40,664                                        | 36,938                                        | 3,726                  | 145,074                             | 168,414                             | (23,340)               |
| Staffing Total                               | <u>1,589,803</u>                              | <u>1,402,764</u>                              | <u>187,039</u>         | <u>6,201,888</u>                    | <u>5,672,139</u>                    | <u>529,749</u>         |
| <b>STAFF DEVELOPMENT</b>                     | 11,442                                        | 8,956                                         | 2,486                  | 41,540                              | 53,800                              | (12,260)               |
| <b>PROFESSIONAL FEES</b>                     |                                               |                                               |                        |                                     |                                     |                        |
| Actuarial Fees                               | 21,500                                        | 21,500                                        | 0                      | 153,146                             | 147,277                             | 5,869                  |
| Consultant Fees - Operations                 | 34,149                                        | 28,000                                        | 6,149                  | 151,597                             | 112,000                             | 39,597                 |
| Consultant Fees - Legal                      | 4,194                                         | 3,844                                         | 350                    | 11,243                              | 40,292                              | (29,049)               |
| External Audit                               | 25,000                                        | 25,000                                        | 0                      | 97,000                              | 98,000                              | (1,000)                |
| Professional Fees Total                      | <u>84,843</u>                                 | <u>78,344</u>                                 | <u>6,499</u>           | <u>412,986</u>                      | <u>397,569</u>                      | <u>15,417</u>          |
| <b>OFFICE EXPENSE</b>                        |                                               |                                               |                        |                                     |                                     |                        |
| Bank Charges & Misc. Admin                   | 6,119                                         | 5,513                                         | 606                    | 22,467                              | 23,566                              | (1,099)                |
| Building Expenses                            | 5,871                                         | 1,962                                         | 3,909                  | 18,292                              | 10,261                              | 8,031                  |
| Communications                               | 5,803                                         | 9,546                                         | (3,743)                | 18,704                              | 38,947                              | (20,243)               |
| Equipment Lease/Maintenance                  | 7,929                                         | 15,899                                        | (7,970)                | 40,173                              | 37,402                              | 2,771                  |
| Minor Equipment and Furniture                | 0                                             | 49                                            | (49)                   | 929                                 | 49                                  | 880                    |
| Office Supplies/Maintenance                  | 3,199                                         | 2,025                                         | 1,174                  | 12,547                              | 15,175                              | (2,628)                |
| Printing & Postage                           | 2,164                                         | 1,130                                         | 1,034                  | 10,572                              | 4,672                               | 5,900                  |
| Office Expense Total                         | <u>31,085</u>                                 | <u>36,124</u>                                 | <u>(5,039)</u>         | <u>123,684</u>                      | <u>130,072</u>                      | <u>(6,388)</u>         |
| <b>INSURANCE</b>                             | 56,485                                        | 51,590                                        | 4,895                  | 239,053                             | 206,361                             | 32,692                 |
| <b>MEMBER SERVICES</b>                       |                                               |                                               |                        |                                     |                                     |                        |
| Disability - Legal Arbitration & Transcripts | 7,940                                         | 0                                             | 7,940                  | 35,259                              | 17,658                              | 17,601                 |
| Disability Medical Expense                   | 8,755                                         | 0                                             | 8,755                  | 49,620                              | 103,225                             | (53,605)               |
| Disability Claims Management                 | 3,850                                         | 3,850                                         | 0                      | 15,400                              | 15,400                              | 0                      |
| Health Reimbursement Acct. (HRA)             | 7,852                                         | 5,535                                         | 2,317                  | 31,936                              | 23,891                              | 8,045                  |
| Member Training & Education                  | 1,259                                         | 685                                           | 574                    | 5,012                               | 2,508                               | 2,504                  |
| Printing & Postage - Members                 | 4,769                                         | 4,970                                         | (201)                  | 45,562                              | 33,046                              | 12,516                 |
| Virtual Call Center                          | 5,064                                         | 5,425                                         | (361)                  | 25,310                              | 21,739                              | 3,571                  |
| Member Services Total                        | <u>39,489</u>                                 | <u>20,465</u>                                 | <u>19,024</u>          | <u>208,099</u>                      | <u>217,467</u>                      | <u>(9,368)</u>         |

ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION  
TOTAL EXPENDITURES VS. PRIOR YEAR ACTUAL  
For the Four Months Ending 4/30/2025

|                                        | <i><b>For the Month of<br/>April 2025</b></i> | <i><b>For the Month of<br/>April 2024</b></i> | <i><b>Variance</b></i> | <i><b>Year-To-Date<br/>2025</b></i> | <i><b>Year-To-Date<br/>2024</b></i> | <i><b>Variance</b></i> |
|----------------------------------------|-----------------------------------------------|-----------------------------------------------|------------------------|-------------------------------------|-------------------------------------|------------------------|
| <b>SYSTEMS</b>                         |                                               |                                               |                        |                                     |                                     |                        |
| Business Continuity Expense            | 21,146                                        | 18,965                                        | 2,181                  | 81,587                              | 85,665                              | (4,078)                |
| County Data Processing                 | 12,410                                        | 11,424                                        | 986                    | 49,626                              | 45,720                              | 3,906                  |
| Minor Computer Hardware                | 181                                           | 7,616                                         | (7,435)                | 14,146                              | 23,527                              | (9,381)                |
| Intangible right to use SBITA - GASB96 | 7,376                                         | 7,348                                         | 28                     | 29,777                              | 28,124                              | 1,653                  |
| Software Maintenance & Support         | 60,397                                        | 55,308                                        | 5,089                  | 228,282                             | 237,103                             | (8,821)                |
| Systems Total                          | <u>101,510</u>                                | <u>100,661</u>                                | <u>849</u>             | <u>403,418</u>                      | <u>420,139</u>                      | <u>(16,721)</u>        |
| <b>DEPRECIATION</b>                    |                                               |                                               |                        |                                     |                                     |                        |
| Depreciation Expense                   | 152,392                                       | 10,203                                        | 142,189                | 609,570                             | 40,813                              | 568,757                |
| <b>BOARD OF RETIREMENT</b>             |                                               |                                               |                        |                                     |                                     |                        |
| Board Compensation                     | 2,200                                         | 1,300                                         | 900                    | 6,300                               | 5,000                               | 1,300                  |
| Board Conferences & Training           | 4,240                                         | 1,349                                         | 2,891                  | 18,875                              | 15,859                              | 3,016                  |
| Board Employer Reimbursement           | 32,490                                        | 31,570                                        | 920                    | 117,260                             | 126,580                             | (9,320)                |
| Board Miscellaneous Expense            | 1,121                                         | 798                                           | 323                    | 3,263                               | 2,912                               | 351                    |
| Board Software Maint. & Support        | 1,379                                         | 1,335                                         | 44                     | 5,385                               | 5,158                               | 227                    |
| Board of Retirement Total              | <u>41,430</u>                                 | <u>36,352</u>                                 | <u>5,078</u>           | <u>151,083</u>                      | <u>155,509</u>                      | <u>(4,426)</u>         |
| <b>GRAND TOTALS</b>                    | <u>2,108,479</u>                              | <u>1,745,459</u>                              | <u>363,020</u>         | <u>8,391,321</u>                    | <u>7,293,869</u>                    | <u>1,097,452</u>       |



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MEMORANDUM TO THE BOARD OF RETIREMENT

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DATE: June 18, 2025

TO: Members of the Board of Retirement

FROM: Jessica Huffman, Retirement Benefits Manager 

SUBJECT: **Quarterly Report on Member Underpayments and Overpayments**

Attached are the quarterly reports regarding member contributions and overpayments of retirement allowance due to death for the most current six-month period. The report regarding staff errors contains the cases initially presented that have not yet been resolved, along with recently discovered errors. The information below provides more specifics in each of these categories.

Overpayments of Retirement Allowance Due to Death

This report provides any payments (including HRA (Health Reimbursement Arrangements) payments) made after the death of a retiree. In instances where a death is not reported timely, an overpayment occurs. For the six-month reporting period June 23, 2024 to December 21, 2024, 172 deaths occurred. There are eight overpayments due to unreported deaths to report at this time. Staff is actively attempting to collect on these overpayments.

Staff Errors

There are no staff errors to report.

Overpayments and Underpayments of Member Contributions

This report, which is for the period June 23, 2024 through December 21, 2024, shows discrepancies in member contribution amounts resulting in an underpayment or overpayment above the \$50 threshold, average time to resolve, and an explanation of the error type. For this reporting period, staff identified six members who underpaid their mandatory employee contributions and no members who overpaid their mandatory employee contributions. Staff reviewed and resolved the six cases of incorrect payment. There were a total of 4,604 exceptions from all Participating Employers. The most common exception type was underpayments due to the Employers withholding retirement contributions based on the incorrect salary.

Attachments

# Overpayments of Retirement Allowance Due to Unreported Death

## June 23, 2024 thru December 21, 2024

| Benefit Type                   | Date of Death | Date ACERA Notified of Death | Last Check Issued | Net Receivable Owed | Staff's Comment                                                                                                                                                                                                                                                                                                                                                                                    |
|--------------------------------|---------------|------------------------------|-------------------|---------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Duty Disability Retirement     | 6/19/2024     | 7/9/2024                     | 6/30/2024         | \$4,105.72          | Staff initiated a reclaim request with JPMorgan but was unsuccessful at collecting. Three unsuccessful attempts have been made to collect the overpayment from the family. Staff will continue to attempt collection of overpayment.                                                                                                                                                               |
| Service Retirement             | 1/30/2024     | 8/1/2024                     | 7/31/2024         | \$2,215.22          | Staff received initial death report from Kaiser on 2/09/2024 that did not include date of death. Per policy, ACERA began the process to confirm the date of death to determine amounts owed. Date of death confirmation was received on 8/1/2024. Three unsuccessful attempts have been made to collect the overpayment from the family. Staff will continue to attempt collection of overpayment. |
| Non-Duty Disability Retirement | 7/25/2024     | 8/5/2024                     | 7/31/2024         | \$1,791.58          | Staff initiated a reclaim request with JPMorgan but was unsuccessful at collecting. Three unsuccessful attempts have been made to collect the overpayment from the family. Staff will continue to attempt collection of overpayment.                                                                                                                                                               |
| Service Retirement             | 9/9/2024      | 10/3/2024                    | 9/30/2024         | \$1,988.13          | Staff initiated a reclaim request with JPMorgan but was unsuccessful at collecting. Two unsuccessful attempts have been made to collect the overpayment from the family. Staff will continue to attempt collection of overpayment.                                                                                                                                                                 |
| Service Retirement             | 10/30/2024    | 11/6/2024                    | 10/31/2024        | \$5,515.59          | Staff initiated a reclaim request with JPMorgan but was unsuccessful at collecting. Two unsuccessful attempts have been made to collect the overpayment from the family. Staff will continue to attempt collection of overpayment.                                                                                                                                                                 |
| Continuance                    | 10/26/2024    | 11/6/2024                    | 10/31/2024        | \$2,678.68          | Staff initiated a reclaim request with JPMorgan but was unsuccessful at collecting. Two unsuccessful attempts have been made to collect the overpayment from the family. Staff will continue to attempt collection of overpayment.                                                                                                                                                                 |

| Benefit Type               | Date of Death | Date ACERA Notified of Death | Last Check Issued | Net Receivable Owed | Staff's Comment                                                                                                                                                                                                                    |
|----------------------------|---------------|------------------------------|-------------------|---------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Service Retirement         | 10/30/2024    | 11/7/2024                    | 10/31/2024        | \$2,420.21          | Staff initiated a reclaim request with JPMorgan but was unsuccessful at collecting. Two unsuccessful attempts have been made to collect the overpayment from the family. Staff will continue to attempt collection of overpayment. |
| Duty Disability Retirement | 10/10/2024    | 11/7/2024                    | 10/31/2024        | \$5,199.00          | Staff initiated a reclaim request with JPMorgan but was unsuccessful at collecting. Two unsuccessful attempts have been made to collect the overpayment from the family. Staff will continue to attempt collection of overpayment. |
| Total Receivable           |               |                              |                   | \$25,914.13         |                                                                                                                                                                                                                                    |

**Active Members - Overpayments and Underpayments of Member Contributions**  
**June 23, 2024 to December 21, 2024**

| Alameda County |                                                                                                          |                              |                |                       |       |
|----------------|----------------------------------------------------------------------------------------------------------|------------------------------|----------------|-----------------------|-------|
|                | Amount                                                                                                   | Date Discovered/<br>Received | Date Completed | # of days to complete | Cause |
| Overpayments:  | No Overpayments to Report                                                                                |                              |                |                       |       |
| Underpayments: | No Underpayments to Report                                                                               |                              |                |                       |       |
| Summary        | Most Common Exception Type: N/A<br>Total Exceptions: 2,976<br>% Above Exceptions of Total Exceptions: 0% |                              |                |                       |       |

| Alameda County Housing Authority |                                                                                                        |                              |                |                       |       |
|----------------------------------|--------------------------------------------------------------------------------------------------------|------------------------------|----------------|-----------------------|-------|
|                                  | Amount                                                                                                 | Date Discovered/<br>Received | Date Completed | # of days to complete | Cause |
| Overpayments:                    | No Overpayments to Report                                                                              |                              |                |                       |       |
| Underpayments:                   | No Underpayments to Report                                                                             |                              |                |                       |       |
| Summary                          | Most Common Exception Type: N/A<br>Total Exceptions: 145<br>% Above Exceptions of Total Exceptions: 0% |                              |                |                       |       |

## Overpayments and Underpayments of Member Contributions – Continued

Page 2 of 4

| Alameda Health System |                                                                                                                                                                                      |                              |                |                          |                                                          |
|-----------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|----------------|--------------------------|----------------------------------------------------------|
|                       | Amount                                                                                                                                                                               | Date Discovered/<br>Received | Date Completed | # of days to<br>complete | Cause                                                    |
| Overpayments:         | No Overpayments to Report                                                                                                                                                            |                              |                |                          |                                                          |
| Underpayment 1:       | \$68.21                                                                                                                                                                              | 8/26/2024                    | 8/26/2024      | 1                        | Employer Withheld Contribution Based on Incorrect Salary |
| Underpayment 2:       | \$55.56                                                                                                                                                                              | 8/26/2024                    | 8/26/2024      | 1                        | Employer Withheld Contribution Based on Incorrect Salary |
| Underpayment 3:       | \$65.95                                                                                                                                                                              | 8/26/2024                    | 8/26/2024      | 1                        | Employer Withheld Contribution Based on Incorrect Salary |
| Underpayment 4:       | \$55.06                                                                                                                                                                              | 8/26/2024                    | 8/26/2024      | 1                        | Employer Withheld Contribution Based on Incorrect Salary |
| Underpayment 5:       | \$64.41                                                                                                                                                                              | 8/26/2024                    | 8/26/2024      | 1                        | Employer Withheld Contribution Based on Incorrect Salary |
| Underpayment 6:       | \$55.57                                                                                                                                                                              | 8/23/2024                    | 8/23/2024      | 1                        | Employer Withheld Contribution Based on Incorrect Salary |
| Summary               | <b>Most Common Exception Type: Employer Withheld Contribution Based on Incorrect Salary</b><br><b>Total Exceptions: 1252</b><br><b>% Above Exceptions of Total Exceptions: 0.48%</b> |                              |                |                          |                                                          |

| First 5 Alameda County |                                                                                                       |                              |                |                       |       |
|------------------------|-------------------------------------------------------------------------------------------------------|------------------------------|----------------|-----------------------|-------|
|                        | Amount                                                                                                | Date Discovered/<br>Received | Date Completed | # of days to complete | Cause |
| Overpayments:          | No Overpayments to Report                                                                             |                              |                |                       |       |
| Underpayments:         | No Underpayments to Report                                                                            |                              |                |                       |       |
| Summary                | Most Common Exception Type: N/A<br>Total Exceptions: 37<br>% Above Exceptions of Total Exceptions: 0% |                              |                |                       |       |

| Livermore Area Recreation and Park District |                                                                                                       |                              |                |                       |       |
|---------------------------------------------|-------------------------------------------------------------------------------------------------------|------------------------------|----------------|-----------------------|-------|
|                                             | Amount                                                                                                | Date Discovered/<br>Received | Date Completed | # of days to complete | Cause |
| Overpayments:                               | No Overpayments to Report                                                                             |                              |                |                       |       |
| Underpayments:                              | No Underpayments to Report                                                                            |                              |                |                       |       |
| Summary                                     | Most Common Exception Type: N/A<br>Total Exceptions: 23<br>% Above Exceptions of Total Exceptions: 0% |                              |                |                       |       |

| Alameda County Superior Courts |                                                                                                        |                                 |                   |                          |       |
|--------------------------------|--------------------------------------------------------------------------------------------------------|---------------------------------|-------------------|--------------------------|-------|
|                                | Amount                                                                                                 | Date<br>Discovered/<br>Received | Date<br>Completed | # of days to<br>complete | Cause |
| Overpayments:                  | No Overpayments to Report                                                                              |                                 |                   |                          |       |
| Underpayments:                 | No Underpayments to Report                                                                             |                                 |                   |                          |       |
| Summary                        | Most Common Exception Type: N/A<br>Total Exceptions: 171<br>% Above Exceptions of Total Exceptions: 0% |                                 |                   |                          |       |



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MEMORANDUM TO THE BOARD OF RETIREMENT

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DATE: June 18, 2025

TO: Members of the Board of Retirement

FROM: Jessica Huffman, Retirement Benefits Manager 

SUBJECT: **1st Quarter 2025 Call Center Report**

Attached is the Service Level Report for the 1<sup>st</sup> quarter of 2025. The team handled a total of 7,668 incoming calls this past quarter, 84.85% of which were answered within 60 seconds. The call volume for this period increased by 46% compared to the 4<sup>th</sup> Quarter of 2024, primarily due to the launch of the MemberDirect Member Portal for our Deferred and Retired members. The team also responded to a total of 112 member voicemails within 1 business day or less.

The matrix below provides the five highest call volume categories for Q4 2024 and Q1 2025.

| Q4 2024 Highest Volume | Categories of Calls                                 | Q1 2025 Highest Volume | Categories of Calls                                 |
|------------------------|-----------------------------------------------------|------------------------|-----------------------------------------------------|
| 18%                    | Retiree Payroll Change Requests                     | 43%                    | Retiree Payroll Change Requests                     |
| 23%                    | Retirement/Membership/Job Status Change Related Q's | 26%                    | Retirement/Membership/Job Status Change Related Q's |
| 32%                    | Health/Dental/Vision related Q's                    | 17%                    | Health/Dental/Vision related Q's                    |
| 7%                     | Award Letter/EFT Statement/1099R Requests           | 7%                     | Award Letter/EFT Statement/1099R Requests           |
| 20%                    | Service Purchase/Retirement Estimate Requests       | 7%                     | Service Purchase/Retirement Estimate Requests       |

Attachment

ACERA

YTD 2025 Member Services Service Level Report

| Performance Indicators                                         | January 2025<br>Member Services | February 2025<br>Member Services | March 2025<br>Member Services | April 2025<br>Member Services | May 2025<br>Member Services | June 2025<br>Member Services |
|----------------------------------------------------------------|---------------------------------|----------------------------------|-------------------------------|-------------------------------|-----------------------------|------------------------------|
| KPI - Service Level<br>(% of calls answered within 60 seconds) | 82.38%                          | 85.16%                           | 87.02%                        | 0.00%                         | 0.00%                       | 0.00%                        |
| Total Calls Within KPI                                         | 2558                            | 1721                             | 2212                          | 0                             | 0                           | 0                            |
| Total Number of Call Offered                                   | 3202                            | 2063                             | 2596                          | 0                             | 0                           | 0                            |
| Call Center Agent Handled Calls                                | 3105                            | 2021                             | 2542                          | 0                             | 0                           | 0                            |
| Number of Abandoned Calls                                      | 97                              | 42                               | 54                            | 0                             | 0                           | 0                            |
| Average Hold Time Before Abandoned<br>(minutes:seconds)        | 01:58                           | 02:05                            | 01:34                         | 0:00                          | 0:00                        | 0:00                         |
| Abandoned Call Rate<br>(Goal: 3% or less)                      | 3.03%                           | 2.04%                            | 2.08%                         | 0.00%                         | 0.00%                       | 0.00%                        |
| Average Talk Time<br>(minutes:seconds)                         | 04:51                           | 04:51                            | 04:47                         | 00:00                         | 00:00                       | 00:00                        |

| Performance Indicators                                         | July 2025<br>Member Services | August 2025<br>Member Services | September 2025<br>Member Services | October 2025<br>Member Services | November 2025<br>Member Services | December 2025<br>Member Services |
|----------------------------------------------------------------|------------------------------|--------------------------------|-----------------------------------|---------------------------------|----------------------------------|----------------------------------|
| KPI - Service Level<br>(% of calls answered within 60 seconds) | 0.00%                        | 0.00%                          | 0.00%                             | 0.00%                           | 0.00%                            | 0.00%                            |
| Total Calls Within KPI                                         | 0                            | 0                              | 0                                 | 0                               | 0                                | 0                                |
| Total Number of Call Offered                                   | 0                            | 0                              | 0                                 | 0                               | 0                                | 0                                |
| Call Center Agent Handled Calls                                | 0                            | 0                              | 0                                 | 0                               | 0                                | 0                                |
| Number of Abandoned Calls                                      | 0                            | 0                              | 0                                 | 0                               | 0                                | 0                                |
| Average Hold Time Before Abandoned<br>(minutes:seconds)        | 00:00                        | 00:00                          | 00:00                             | 00:00                           | 00:00                            | 00:00                            |
| Abandoned Call Rate<br>(Goal: 3% or less)                      | 0.00%                        | 0.00%                          | 0.00%                             | 0.00%                           | 0.00%                            | 0.00%                            |
| Average Talk Time<br>(minutes:seconds)                         | 00:00                        | 00:00                          | 00:00                             | 00:00                           | 00:00                            | 00:00                            |

YTD 2025

Total Call Center Agent Handled Calls

7668

Total Call Center Agent Handled Calls

within KPI

6491



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MEMORANDUM TO THE BOARD OF RETIREMENT

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DATE: June 18, 2025

TO: Members of the Board of Retirement

FROM: Sandra Dueñas-Cuevas, Benefits Manager 

SUBJECT: **New Pay Code: Approve as “Compensation Earnable” and “Pensionable Compensation” – Alameda Health System**

Alameda Health System (AHS) requested that new pay code SEIU RN Specialty Cert Pay 3% – 28Y be reviewed to determine whether it qualifies as “compensation earnable” and “pensionable compensation.” This new pay code establishes a footnote for additional compensation of 3% of the base pay to be paid to all employees in the SEIU Local 1021 – RN Unit who acquire certification in their area of specialty.

On April 29, 2025, AHS and SEIU Local 1021 agreed to the Specialty Certification Pay: Article 15: Premium Pay Provisions that states: “Effective January 1, 2025, employees who acquire certification in their area of specialty shall receive additional compensation of 3% above the current salary. Employees shall continue to be compensated at this increased salary rate as long as they maintain the certification. The date upon which an employee presents proof of certification shall be the effective date of increased compensation. The employee will be responsible for submitting their renewal to continue the 3% additional pay.”

Staff and Chief Counsel reviewed the required supporting documentation (attached) and made the determination that this pay code qualifies as “compensation earnable” under Government Code Section 31461 (for Legacy members) and “pensionable compensation” under Government Code Section 7522.34 (for PEPRA members). This pay code provides additional compensation that applies to more than one similarly situated employee in a group or class (in this case, employees who acquire certification), and increases the employees’ base pay in all pay periods like a normal salary increase. Under the Board of Retirement’s (Board) historical practices, these kinds of pay items/codes have been included in both “compensation earnable” and “pensionable compensation.” The two relevant Government Code sections are attached.

Staff informed AHS that its determination will be included on the Board’s Consent Calendar for its June 18, 2025 meeting. If this item is not pulled from the Consent Calendar for discussion, then the Board will approve Staff’s determination that pay code SEIU RN Specialty Cert Pay 3% – 28Y is “compensation earnable” under Government Code Section 31461 (for Legacy members) and “pensionable compensation” under Government Code Section 7522.34 (for PEPRA members).

Attachments



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### **Request for ACERA's Review of a New Pay Item**

|                                                   |                                   |
|---------------------------------------------------|-----------------------------------|
| Employer Name:                                    | ALAMEDA HEALTH SYSTEM             |
| Date of Request:                                  | 5/29/25                           |
| Employer Department Submitting the Request:       | PAYROLL                           |
| Contact Person/Employer (include title/position): | PAYROLL MANAGER                   |
| Contact Person Telephone (include area code):     | 510-346-7506                      |
| Contact Person Email Address:                     | mlestro@alamedahealthsystem.org   |
| Pay Item Name and Pay Code/Number:                | SEIU RN SPECIALTY CERT PAY 3%-28Y |
| Pay Item Effective Date per Authorization:        | 1/1/2025                          |
| Pay Item End Date (if applicable/known):          | N/A                               |

**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 and return with all of the supporting documentation prior to issuing (paying) the pay item to any employee who is an ACERA member.

**Please attach the approving document from your agency (Board Letter, Salary Ordinance, Side Letter, MOU Agreement, or Approving Memo from Department Head; include resolution, or similar document) that verifies the formal adoption of the new pay item.**

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: ALL EMPLOYEE IN SEIU RN UNION**

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

**RESPONSE #2: ALL EMPLOYEES FULLTIME, PART TIME AND SAN**

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: ALL MEMBERS**

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

**RESPONSE #4: ALL HOURS REGULAR**

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

**RESPONSE #5: PERCENTAGE OF BASE PAY**

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

**RESPONSE #6: NOT FOR ONE TIME**

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: NOT AD HOC**

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

**RESPONSE #8: NOT A REIMBURSEMENT**

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: VARIES**

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: PAY IS NOT FOR ADDITIONAL WORK**

11. State whether the pay item if for deferred compensation

**RESPONSE #11: NOT FOR DEFERRED COMP**

12. State whether the pay item is for retro payments

**RESPONSE #12: NOT RETRO PAY**

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

**RESPONSE #13: NOT FOR ACCRUED LEAVE**

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: NOT PREVIOUSLY PAID**

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: NOT FOR SEPARATION**

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

**RESPONSE #16: NOT A LUMP SUM**

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: COMPLETION OF SPECIALTY CERTIFICATION**

## **Specialty Certification Pay Agreement**

DATE: May 15, 2025

SUBJECT: Specialty Certification Pay: ARTICLE 15: PREMIUM PAY PROVISIONS-  
[Referenced in the **SEIU-1021 RN Chapter** under Article 12, Section 12.3.3].

Eligibility: Employees covered under the SEIU 1021 – RN Unit and effective 3/25/07, Clinical Nurse II 24/7 Unit and Clinical Nurse III 24/7 Unit.

According to this Article:

Effective January 1, 2025, employees who acquire certification in their area of specialty shall receive additional compensation of 3% above the current salary. Employees shall continue to be compensated at this increased salary rate as long as they maintain the certification. The date upon which an employee presents proof of certification shall be the effective date of increased compensation. The employee will be responsible for submitting their renewal to continue the 3% additional pay.

Upon ratification of the MOU AHS nursing leadership and SEIU shall meet to develop a mutually agreed upon list of certifications that qualify as well as a tracking system to maintain active certifications...”

On January 23, February 5, February 19, February 27, March 4, March 14, March 24, April 2 and April 15, 2025, the Union, Clinical Nurses of various Departments at Wilma Chan Highland hospital and Alameda Health System (AHS) met and conferred regarding Specialty Pay.

AHS and SEIU-1021 concluded the meet and confer regarding the above referenced matter on April 29, 2025.

On April 29, 2025, AHS and the Union mutually agreed upon a list of Specialty Certifications. Please see below.

Pursuant to this Article, “Employees in the classification of Clinical Nurse II and Clinical Nurse III, and effective 3/25/07, Clinical Nurse II 24/7 Unit and Clinical Nurse III 24/7 Unit, who are regularly scheduled to work sixteen hours of more per week and exclusive and SAN's” qualify subject to fulfilling the requirements as outlined in this Article.

**List of Specialty Certifications:**

- AACN (CCRN) Critical Care
  - ICU
  - PACU
- AACN (PCCN) Progressive Care
  - Step Down
  - Telemetry
- AACN (CNL) Clinical Nurse Leader
  - Applicable only to Clinical Nurse III
- Accredited Case Manager (ACM/ACMA)
  - Care Management
- Association of Rehabilitation Nurses (ARN) Certified Rehabilitation RN
  - Rehab
- American Board of Perianesthesia Certification (CPAN)
  - PACU
- Ambulatory Care Nursing Certification (AMB-BC)
  - Ambulatory
- ANCC Psychiatric & Mental Health Nursing Certification (PMH-BC)
  - Psych
- ANCC Informatics Nursing Certification
  - Only for Informatics
- ANCB Certified Addictions Registered Nurse (CARN)
  - Bridge Clinic
- Certified Diabetes Care and Educational Specialist (CBDCE)-
  - Chronic Care Clinic
- Certified Perioperative Nurse (CNOR)
  - Operating Room
- Perianesthesia Nurse (CAPA)
  - ISSU
  - GI
  - Dental Clinic
  - OMG procedure clinic
  - Same Day Surgery
- Emergency Nurse ENA (CEN)
  - ED
- ANCC Gerontological Nursing Certification (GERO-BC)
  - SNF
- Inpatient Obstetric Nursing (RNC-OB)
  - L&D
- Low Risk Neonatal Intensive Care Nursing (RNC-LRN)
  - NICU

- Transition Nurse
  - Maternal Newborn Nursing (RNC-MNN)
- Post-Partum
- K-6/OMG
- Ambulatory for Ob/Gyn areas
  - Medical Surgical Nurse (AMSN)
- Med Surg
  - MICN
  - Midwife Sonography Certification (ARDMS)
  - Registered Cardiovascular Invasive Specialist (RCIS)
- Interventional Services/Cath Lab
  - Vascular Access Board Certified (VACC)
  - Wound, Ostomy and Continence Nursing Certification Board (WOC)
  - The Certified Transport Registered Nurse (CTRN)
    - Transfer Center RN
- ANCC Nurse Executive Board Certification
  - Transfer Center

AHS looks forward to working together to review and consider any changes or additions to this list during future open contract negotiations.

### Process and Compensation:

**Prior to January 1, 2025:** If an employee(s) acquired a specialty certification that is outlined in the list of certifications referenced herein *prior to January 1, 2025*, the employee(s) shall receive a one-time 3% premium pay above the current salary, regardless of the number of additional specialty certifications acquired, *effective January 5, 2025*. The Specialty Certification should be *active*, and the Employee must submit proof of such specialty certification to their Unit Manager/Designee for them to receive such compensation.

**January 1, 2025 - Effective date of execution of this agreement:** If an employee(s) acquired a specialty certification that is outlined in the list of certifications referenced herein *between January 1, 2025, until the date of execution of the agreement*, the employee(s) shall receive a one-time 3% premium pay above the current salary, regardless of the number of additional specialty certifications acquired. The date of completion must be clearly indicated on the Specialty Certification. The Employee must present proof of such specialty certification to their Unit Manager/Designee for them to receive such compensation. *The beginning of the pay period following the date of completion indicated on the Specialty Certification, shall be the effective date of the 3% premium pay.* Employee will receive retro-pay effective the pay period following the date of completion indicated on the Specialty Certification.

**After the execution of the agreement:** If an employee(s) acquired a specialty certification that is outlined in the list of certifications referenced herein *after the date of the execution of this agreement*, the employee(s) shall receive a one-time 3% premium pay above the current salary, regardless of the number of additional specialty certifications acquired. *The effective date will be the beginning of a pay period following the date upon which an employee submits proof of certification to their Unit Manager/Designee.*

It is the sole responsibility of the Employee to keep their certification up to date. AHS will not be sending expiration reminders for RN Specialty Certifications that are not listed as required on the Job Description. Any expired certifications will result in the 3% premium pay to end, until a renewed certification and PAR is resubmitted to the Human Resources Service Center for processing and no retro pay is applicable.

By signing this agreement, AHS and SEIU-1021 acknowledge their understanding and agreement of the aforementioned RN Specialty Certification agreement:

Signed by:

Dana Littlepage

E1DE55D66BCB498...

5/27/2025

**For AHS:**

**Date:**

Signed by:

Malinor Shamrao

A8031FE1D72A434...

5/27/2025

**For AHS:**

**Date:**

Shane Ruiz

[Signature]

5/23/25

**For SEIU-1021:**

**Date:**

Halley Parigan RN

[Signature]

5/15/25

**For SEIU-1021:**

**Date:**

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.



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*Office of the Chief Counsel*

To: Board of Retirement  
From: Jeff Rieger, Chief Counsel  
Meeting: June 18, 2025  
Subject: **Proposed Policy Revisions Regarding Retired Annuitants' Receipt of MMAs Through HRAs**

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A handwritten signature in blue ink, appearing to be "MR", is written over the "From:" line.

At the May 22, 2025 Board meeting, the Board directed staff to revise all relevant documentation to remove all statements that retired annuitants may not receive an MMA through an HRA. Following this memorandum are redlines showing proposed revisions to Board Resolution No. 07-29, Appendix A, and the SRBR Policy. These proposed revisions have been placed on the Consent Calendar per the Board's direction at the May 22, 2025 meeting, but may be pulled by any Trustee for further discussion.

ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION  
RESOLUTION # 07-29  
401(h) ACCOUNT  
APPENDIX A - AMOUNT OF BENEFITS FROM 401(h) ACCOUNT  
FOR PLAN YEAR 2025

1. Monthly Medical Allowance

- Group Plans

The Monthly Medical Allowance ("MMA") is a subsidy amount covering all or a portion of the eligible retiree's health plan premiums when enrolled in an ACERA-sponsored health plan. Premium costs for an enrolled surviving spouse and dependents are not paid by ACERA and are deducted from the retiree's monthly retirement allowance. Premium costs that exceed the MMA are paid by the retiree and are deducted from the retiree's monthly retirement allowance. If premium costs for any retiree are less than the maximum MMA, no additional cash or other benefit shall be paid to the retiree.

- Individual Plans – Early (non-Medicare) Retirees Living Outside the HMO Service Area

The MMA is provided as a reimbursement for premiums, co-pays and deductibles for Individual Plans for retirees enrolled in a plan through the Health Exchange. The reimbursement amount will not exceed the total annual MMA amount.

- Individual Plans – Medicare Eligible Retirees

The MMA is provided as a reimbursement for premiums, co-pays and deductibles for Individual Plans for retirees enrolled in a Medicare plan through the Medicare Exchange. The reimbursement amount will not exceed the total annual MMA amount.

For the health Plan Year beginning February 1, 2025 for Group Plans and January 1, 2025 for Individual Plans and for all later years (unless and until amended by the Board of Retirement), the maximum MMA for Group Plans and Individual Plans provided through the Health Exchange for early (non-Medicare) retirees living outside the HMO service area is \$662.37 per month. The maximum MMA for Individual Plans for Medicare eligible retirees provided through the Medicare Exchange is \$507.43 per month. The MMA amounts that are paid to retirees based on years of service are set out below:

| YEARS OF SERVICE                                                  | AMOUNT OF MONTHLY<br>MEDICAL ALLOWANCE BENEFIT |                                                                      |                                                              |
|-------------------------------------------------------------------|------------------------------------------------|----------------------------------------------------------------------|--------------------------------------------------------------|
|                                                                   | <i>Group Plans</i>                             | <i>Individual Plans –<br/>Out-of-Service Area<br/>Early Retirees</i> | <i>Individual Plans –<br/>Medicare Eligible<br/>Retirees</i> |
| 20 or more years<br>or retired on service<br>connected disability | \$662.37                                       | \$662.37                                                             | \$507.43                                                     |
| 15 through 19                                                     | \$496.78                                       | \$496.78                                                             | \$380.57                                                     |
| 10 through 14                                                     | \$331.19                                       | \$331.19                                                             | \$253.72                                                     |
| Under 10                                                          | \$0                                            | \$0                                                                  | \$0                                                          |

~~As a result of the Affordable Care Act, in 2014 ACERA's plans are required to be "retiree only plans" in order to provide reimbursement through a Health Reimbursement Account (HRA). In order to comply with this federal law, rRetirees who return to work for an ACERA Participating Employer for any amount of time on or after January 1, 2014, will not be eligible for medical plan and prescription drug plan reimbursements through an HRA during the time periodwhile they are working for an ACERA Participating Employer unless their employment complies with Government Code Section 7522.56, such that they are entitled to continue receiving a retirement allowance and related benefits. This is because retirees who return to work (including retired annuitants) are considered "active employees" as defined by the Affordable Care Act, and therefore cause ACERA's plans to not meet the "retiree only" plan qualifications for benefits.~~

## 2. Medicare Part B Premium

The Medicare Part B premium that will be reimbursed for the calendar year beginning on January 1, 2025 is \$185.00 per month. ACERA shall reimburse only the lowest standard monthly Medicare Part B premium, and will not make any reimbursement of the income-related monthly adjustment amount of the Medicare Part B premium. No premium will be reimbursed to a retiree unless he or she provides proof to ACERA of enrollment in Medicare Part B. Premiums will only be reimbursed for retirees and not for spouse, dependents or survivors.

No Medicare Part D premiums will be reimbursed to retirees enrolled in Group Plans.

## 3. Dental Care

The dental care contribution is payment of the eligible retiree's Delta Dental premium when enrolled in the Delta Dental plan. Premium costs for an enrolled spouse and dependents are not paid by ACERA and are deducted from the retiree's monthly retirement allowance.

For the health Plan Year beginning February 1, 2025 and for all later years (unless and until amended by the Board), the monthly Delta Dental premiums paid by ACERA are as follows: for retirees enrolled in the Delta Dental DPO Plan, \$51.05; and for retirees enrolled in the Delta Dental DMO Plan, \$22.18.

## 4. Vision Care

The vision care contribution is payment of the eligible retiree's Vision Service Plan (VSP) premium when enrolled in the VSP plan. Premium costs for an enrolled spouse and dependents are not paid by ACERA and are deducted from the retiree's monthly retirement allowance.

For the health Plan Year beginning February 1, 2025 and for all later years (unless and until amended by the Board), the monthly VSP premium paid by ACERA is \$4.63.

## 5. Spouse, Dependents and Surviving Beneficiaries

ACERA shall not provide payment for any health or medical or other retiree health benefits to any spouse, dependent, or surviving beneficiary of a retired member. However, to the extent available from the applicable health plan or carrier, ACERA will allow the retired member to purchase for his or her spouse and dependents the same coverage as the member has through ACERA by paying the full premium cost of such coverage. A surviving beneficiary may purchase coverage available from the applicable health plan or carrier by paying the full premium cost of such coverage.



# *Supplemental Retiree Benefit Reserve (SRB Policy)*

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## I. Purpose

The purpose of this policy is to set forth the Alameda County Employees' Retirement Association (ACERA) Board of Retirement's (the Board) overall strategy regarding management of the Supplemental Retiree Benefit Reserve (SRBR). The SRBR is a reserve established pursuant to Article 5.5 of the County Employees Retirement Law of 1937 (CERL). The CERL allows the sequential distributions of retirement earnings to employers, employees and retired members.

The Board has the sole and exclusive authority and discretion to distribute funds in the SRBR to provide benefits. The distribution of these funds shall be determined solely by the Board and shall be used only for the benefit of retired members and their beneficiaries.

All benefits funded by the SRBR are non-vested. They are individually reviewed annually for appropriateness, eligibility, and to ensure they can be adequately funded. Only the Retired Member Death Benefit is considered vested, per Government Code Section 31789.12, as long as there are funds available in the SRBR.

Through specific programs such as medical, dental and vision insurance, Medicare Part B reimbursement, supplemental cost-of-living adjustments and

death benefits, the Board may provide benefits to eligible retired members and their beneficiaries.

In designing and administering these programs, the Board may provide adequate funding, maximize the tax-efficiency of benefits to recipients in accordance with 401(h) regulations, provide participants' access to medical care, and minimize the impact of inflation on retirement allowances over time.

## II. Program Objectives

- A. Through the achievement of long term investment goals, provide for the long-term consistent payment and adequate funding of all SRBR benefits.
- B. Annually assess, review, analyze and determine the ability to provide each benefit, at the discretion of the Board. Generally, benefits are subject to modification or elimination by the Board at any time with adequate notice. Should Objective A. not be met and the SRBR ever be depleted, benefits will cease.
- C. Determine eligibility for benefits, and make benefits available to eligible retired members. This does not mean that benefits will be distributed on a "per capita" basis, but simply that access to SRBR benefits will not be denied on the basis of protected status (e.g., race, sex, etc.) or place of residence.
- D. Determine and administer payments made on behalf of eligible retired members to ACERA medical insurance coverage programs on a basis that is proportional to service with ACERA. The maximum contribution will be paid to those retired members with 20 years or more of qualified ACERA service credit, and members awarded a service connected disability retirement.

- E. Structure dental and vision programs to minimize adverse selection through the mandatory enrollment of all eligible retired members.
- F. Structure supplemental cost-of-living programs so as to benefit those members who have suffered the greatest erosion of their purchasing power, in a manner that sustains the ability to do so projected into the future.
- G. Administer the SRBR program in accordance with the provisions of the applicable laws. Net earnings, account crediting, benefit costing and funding adequacy are to be determined according to law and using the same assumptions utilized by the Board for account administration and actuarial purposes or assumptions consistent with those activities.

### III. Supplemental Cost-of-Living

ACERA provides two different cost-of-living (COLA) allowances: 1) the Basic COLA, which is based on statute and is paid from the pension fund; and 2) the Supplemental COLA, which is paid for from the SRBR. Any changes made to the Basic COLA, which require no further approval, shall be effective April 1 and payable with the warrant issued at the end of April.

In addition to the statutory Basic COLA, ACERA may pay a Supplemental COLA, which provides a supplemental monthly payment designed to preserve 85% of the purchasing power of ACERA retired members and beneficiaries as calculated by the actuary pursuant to the methodology described in Government Code Section 31870.

The Board shall review the ACERA COLA program each year and shall normally make any adjustments or recommendations at its February meeting.

#### IV. Implicit Subsidy

The Board believes that the ability of retired members to continue to participate in the County of Alameda (County)-sponsored medical benefit plans following retirement is a critical factor in maintaining a reasonable post-retirement quality of life.

The Board recognizes that continued retired member participation increases the cost to the plan sponsors and members. In times of fiscal difficulty, this additional cost may create pressures which may impact the participation of retired members in County-sponsored medical insurance plans.

The Board finds that the use of SRBR funds to support the ability of retired members to participate in the County-sponsored medical insurance plans is an appropriate use of the reserve benefiting retired members, dependents, and beneficiaries.

#### V. Current Benefit Guidelines

In allocating the funds available through the SRBR, the Board will be guided by the following program guidelines:

##### A. Medical Insurance Benefits

1. The Board shall review the ACERA retired member medical insurance program each year and shall, at the appropriate meeting, make any adjustments. Any change in medical insurance contribution amounts, out-of-area reimbursement amounts or Medicare Part B premium reimbursement amounts will be effective with the warrants issued at the end of the next January.

2. To the extent possible, all medical insurance benefits will be paid through a 401(h) account exchange with participating employers in order to minimize the tax consequences for ACERA members.
- B. Any Board changes to the current ACERA SRBR benefit levels will take into consideration the advice of ACERA's actuary, legal counsel, tax counsel, active and retired employees and their representatives, employers and/or consultants as may be advisable.
- C. The Board retains the authority to add or delete programs or modify this Policy or these guidelines at any time, following public notice.

#### VI. Long Term Goal Funding Policy

It is the intent of the Board to closely monitor the expenditures and contributions to the SRBR.

The Board will monitor the long-term funding implications of all of the existing programs, which provide benefits outlined in this Policy and any others that may be appropriate.

In managing the relationship between assets and liabilities, the Board shall manage approved SRBR benefits with a goal towards meeting the projected liabilities of the fund over a 15-year period, as determined by the actuary. If it is reported that current SRBR programs, which provide benefits, will not sustain for 15 years, benefit adjustments may be made based on the amount of funds needed in order to attain a prolonged lifespan of the fund without causing undue harm to beneficiaries.

## VII. Priority of Funding

In the event the Board, in its opinion, determines that the assets available in the SRBR are, at any point, insufficient to fund the projected liabilities of all of the benefits approved by the Board, then available SRBR assets shall be used to fund benefits in accordance with the following priorities:

### A. Category I

First priority for funding shall be given to the following Category I benefits:

1. Retired Member Death Benefit
2. ACERA Monthly Medical Allowance
3. Supplemental Cost-of-Living Benefit
4. Medicare Part B Premium Reimbursement
5. Employer Reimbursement for Implicit Subsidy

If it becomes necessary to prioritize or allocate funds among Category I or Category II benefits, the Board shall make that determination when required.

### B. Category II

Category II benefits shall be funded only when the Board, in its opinion, believes that adequate assets are available to fund the projected liabilities of all Category I benefits and additional assets remain to fund some or all of the following Category II benefits:

1. Dental Care Coverage Contribution
2. Vision Care Coverage Contribution

If it becomes necessary to prioritize or allocate funds among Category I or Category II benefits, the Board shall make that determination when required.

#### VIII. Policy Review

The Retirees Committee shall review the SRBR Policy at least every two years to ensure it remains relevant, accurate and appropriate.

## Current Benefits

The following benefits have been approved by the Board provided that sufficient funds are available. This is a general description of the benefit elements including eligibility requirements for each benefit. If there is any conflict with the CERL or formal Board actions, the CERL or those actions prevail.

### Category I

#### RETIRED MEMBER DEATH BENEFIT

**Eligibility:** Beneficiaries of ACERA retired members. There is no minimum ACERA service credit requirement for this benefit.

**Benefit Amount:** A one-time payment of \$1,000 will be paid upon the death of an ACERA retired member, if that member retired from ACERA as their last employer. If a reciprocal agency was the last employer and that agency pays less than a \$1,000 death benefit, ACERA will supplement that benefit at a level which ensures the reciprocal retired member will receive a \$1,000 death benefit when considering the amount of death benefit paid by all reciprocal retirement systems combined.

**Effective Date:** January 1, 2013<sup>1</sup>

#### MONTHLY MEDICAL ALLOWANCE

**Eligibility:** Retired members with 10 or more years of ACERA service credit or members retired based on service connected disability benefits. See chart on page 9 for years of service structure.

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<sup>1</sup>~~The Board~~ adopted Government Code Section 31789.12 in 1992

**Benefit Amount: GROUP PLANS**

A Monthly Medical Allowance (MMA) is paid towards a retired member's medical plan premium when enrolled in an ACERA-sponsored group medical plan. The MMA is based on an amount determined by the Board. The maximum MMA amount is limited to the single-party premium or one hundred percent (100%) of the MMA amount, whichever is lower, for a retired member with 20 or more years of ACERA service credit or a retired member receiving service connected disability benefits. The amount is prorated for retired members with less than 20 years of ACERA service credit. Plan premium costs that exceed the contribution are deducted from the retired member's monthly retirement allowance. Premium costs for enrolled dependents are deducted from the retired member's monthly allowance.

**INDIVIDUAL PLANS FOR EARLY (NON-MEDICARE)  
RETIREES LIVING OUTSIDE THE HMO SERVICE AREA  
(Effective January 1, 2016)**

A Monthly Medical Allowance (MMA) is provided to eligible retired members as reimbursement for medical plan costs when they are enrolled in an Individual Plan through the Health Exchange and for medical costs that qualify under section 213(d) of the Internal Revenue Code. The reimbursement is paid to the eligible retired member by the Exchange through a Health Reimbursement Account (HRA). The MMA is set as a monthly amount based on years of ACERA service credit. Reimbursements may be made for premiums, co-pays, deductibles, and medical expenses that qualify under section 213(d) of the Internal Revenue Code.

In order to be eligible to receive this category of MMA, the retiree must live outside the ACERA-sponsored medical plan HMO service areas.

Retired members ~~enrolled in the Health Exchange~~, who return to work for a participating employer, lose eligibility for reimbursements during the period of employment unless their employment complies with Government Code Section 7522.56, such that they are entitled to continue receiving a retirement allowance and related benefits~~based on Federal regulations~~.

### **INDIVIDUAL PLANS FOR MEDICARE ELIGIBLE RETIREES**

A Monthly Medical Allowance (MMA) is provided to eligible retired members as reimbursement for medical plan costs when they are enrolled in an Individual Plan through the Medicare Exchange and for medical costs that qualify under section 213(d) of the Internal Revenue Code. The reimbursement is paid to the eligible retired member by the Exchange through a Health Reimbursement Account (HRA). The MMA is set as a monthly amount based on years of ACERA service credit. Reimbursements may be made for premiums, co-pays, deductibles, and medical expenses that qualify under section 213(d) of the Internal Revenue Code.

Retired members ~~enrolled in the Medicare Exchange~~, who return to work for a participating employer, lose eligibility for reimbursements during the period of employment unless their employment complies with Government Code Section 7522.56, such that they are entitled to continue receiving a retirement allowance and related benefits~~based on Federal regulations~~.

### **YEARS OF ACERA SERVICE CREDIT STRUCTURE FOR MMA**

The chart below demonstrates the percentage of MMA provided to eligible retired members in group plans and individual plans. Service connected

disability recipients are eligible for the 20 + years of ACERA service credit contribution level.

| YEARS OF ACERA<br>SERVICE CREDIT | CONTRIBUTION<br>PERCENTAGE UP TO |
|----------------------------------|----------------------------------|
| 20 +                             | 100%                             |
| 15 through 19                    | 75%                              |
| 10 through 14                    | 50%                              |
| Under 10                         | 0%                               |

### SUPPLEMENTAL COST-OF-LIVING BENEFIT

**Eligibility:** Retired members of ACERA or their surviving beneficiaries who are receiving an ACERA allowance, and whose purchasing power, as measured by the Consumer Price Index (CPI), has eroded by 15% or more as defined by the CERL. There is no minimum ACERA service credit requirement for this benefit.

**Benefit Amount:** As determined by the above formula.

**Effective Date:** April 1, 1999 for 1999 COLA Year  
(To be paid with the warrant issued at the end of April)

### MEDICARE PART B PREMIUM REIMBURSEMENT

**Eligibility:** Retired members with 10 years or more of ACERA service credit or members retired based on service connected disability who are enrolled in Medicare Part B.

**Benefit Amount:** Lowest Standard Medicare Part B premium amount

**Effective Date:** January 1, 1999  
(Requires proof of Medicare Part B enrollment to be provided to ACERA)

## EMPLOYER REIMBURSEMENT FOR IMPLICIT SUBSIDY

- Eligibility:** Any ACERA employer providing medical benefits coverage to ACERA retired members or beneficiaries through County-sponsored active employee medical benefit plans.
- Benefit Amount:** To be determined each year by the Board based on the cost of retired member participation and the availability of funding.
- Effective Date:** April 21, 2005
- Funding Policy:** In March of each year, ACERA staff shall independently verify the cost associated with retired member participation. The Board shall review the program in May and determine the amount, if any, of employer reimbursement based on the funding available and the overall SRBR program goals. Any reimbursement established by the Board shall be implemented as a credit against employer retirement contributions due ACERA.

## Category II

### DENTAL CARE COVERAGE CONTRIBUTION

- Eligibility:** Retired members of ACERA who are receiving ACERA allowances with ten or more years of ACERA service credit, members retired based on service connected disability, or members retired based on non-service connected disability with effective retirement dates on or before January 31, 2014.
- Benefit Amount:** Retired member-only Dental plan premium in accordance with the established 401(h) account mechanism.
- Effective Date:** February 1, 2014

VISION CARE COVERAGE CONTRIBUTION

- Eligibility:** Retired members of ACERA who are receiving ACERA allowances with ten or more years of ACERA service credit, members retired based on service connected disability, or members retired based on non-service connected disability with effective retirement dates on or before January 31, 2014.
- Benefit Amount:** Retired member-only Vision plan premium in accordance with the established 401(h) account mechanism.
- Effective Date:** February 1, 2014

### Closed Benefit Plans

The following benefit plans are closed to new recipients.

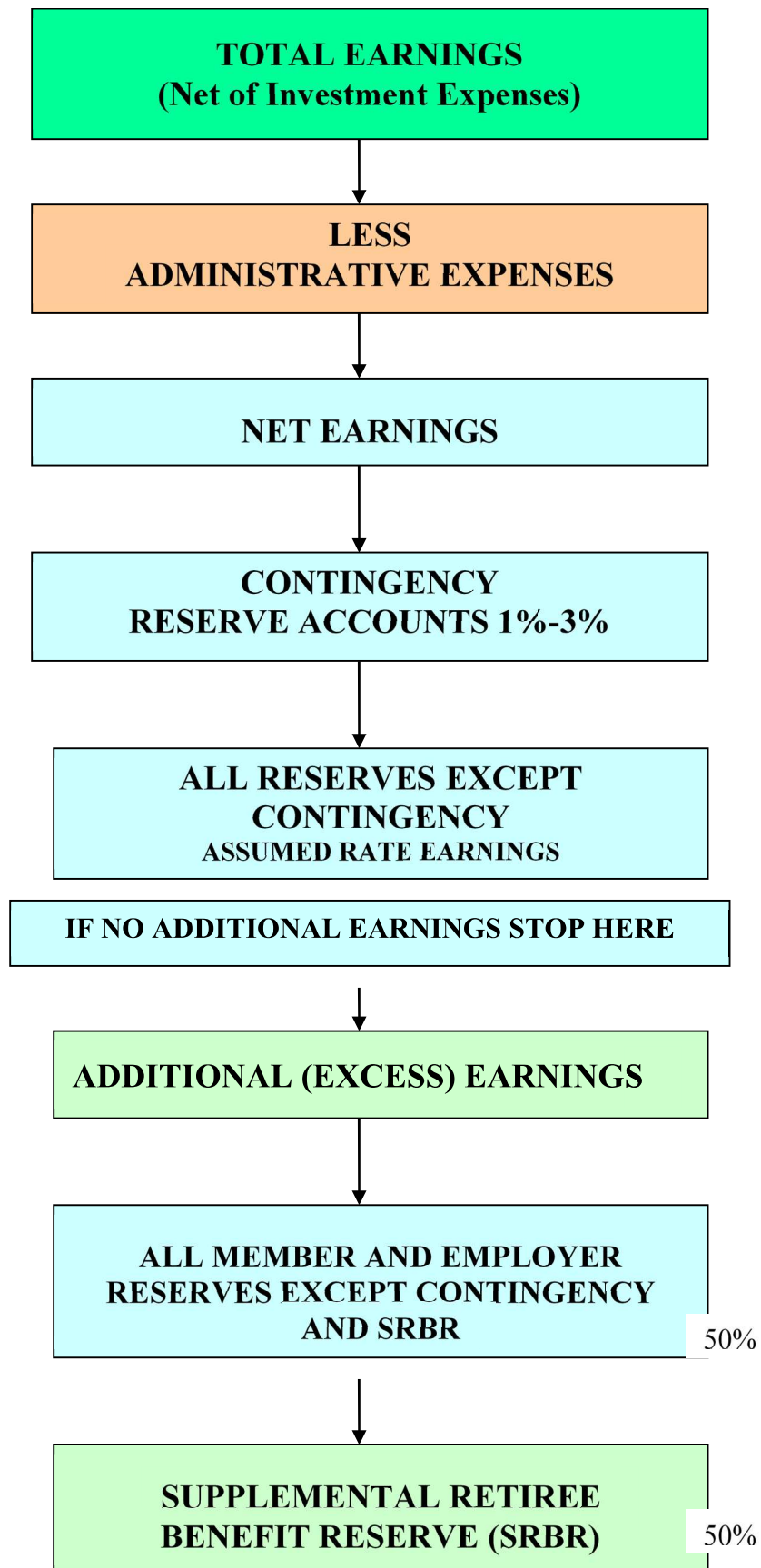
- Emergency Subsidy – July 1, 1997 to March 1, 2001
- Health Equity Location Plan (HELP) – July 1, 1997 to March 1, 2001
- Retired Member Death Benefit – August 20, 1998 to December 31, 2012; benefit amount of \$5,000.
- Active Death Equity Benefit (ADEB) – July 1, 1999 to December 31, 2012
- Dental Care Coverage Contribution – February 1, 1999 to January 31, 2013 for retired members with less than ten years of ACERA service credit, unless a member retired based on service connected disability, or a member retired based on non-service connected disability with an effective retirement date on or before January 31, 2014.
- Vision Care Coverage Contribution – February 1, 1999 to January 31, 2013 for retired members with less than ten years of ACERA service credit, unless a member retired based on service connected disability, or a member retired based on non-service connected disability with an effective retirement date on or before January 31, 2014.

## IX. Policy History

- A. The Board reviewed and affirmed this policy, with revisions, on December 19, 2024<sup>2</sup>

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<sup>2</sup> Previous amendment dates all with revisions: September 16, 2010; May 19, 2013; September 20, 2016; February 21, 2018; September 19, 2018; May 25, 2019; and October 21, 2021. Affirmed without revision: October 17, 2019 and October 19, 2023.



## **NEW BUSINESS**

**MATERIALS FOR THE NEW BUSINESS ITEM LISTED BELOW  
WILL BE DISTRIBUTED UNDER SEPARATE COVER.**

- 7A. Motion to Approve a Memorandum of Understanding With the County of Alameda Regarding Its Anticipated Extraordinary Contributions to Fund a Portion of Its Unfunded Liabilities.**



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*Office of the Chief Executive Officer  
Office of Administration*

DATE: June 18, 2025

TO: Members of the Board of Retirement

FROM: Dave Nelsen, Chief Executive Officer *DN*

**SUBJECT: Providing the County 401A Defined Contribution Benefit for the CEO Position**

**Background:**

Since 2012, Alameda County has offered an employer paid benefit to the Appointed County Department heads, each member of the Board of Supervisors, and each Elected County Department head (a total of 24 individuals). This benefit is a payment into the County's 401a Defined Contribution Plan, administered by the Treasurer/Tax Collector's Office, equivalent to at least 7% of salary, with annual limitations set by the IRS. This payment is made directly by the employer and is not contingent upon the employee contributing to the plan.

When the plan document was amended to provide this benefit, two County Department heads were not included on the list of those positions eligible for the benefit, the CEO of ACERA and the Director of the Zone 7 Water System. It is unclear why these positions were excluded, but they are the only two department heads that report to and are appointed by someone other than the Board of Supervisors or the County Administrator, as both are appointed by their separate Boards.

Twice in the past eight years, the Board of Retirement has requested the Board of Supervisors amend the plan document to include the CEO position of ACERA as part of the annual salary negotiation process for the CEO. In both instances, no official response to the request was received by ACERA and the plan document has not been amended.

**Today's Discussion:**

The Alameda County Treasurer would like to amend the Plan document for several reasons and hopes to get this approved by the Board of Supervisors in July 2025. If this Board would like to ask the Treasurer to add the ACERA CEO position to the list of eligible positions in the plan document changes to be approved, now would be the time to make that request.

**Options:**

The Board could choose to request the ACERA CEO be added to the list of eligible positions, which would make the benefit automatically payable to any person serving as the CEO. This would be the same situation as with all the other eligible positions.

Another option could be for the Board to request it be added to the list of eligible positions, but payment to the position would be made only after approval by the Board of Retirement. This structure would make the benefit an option, subject to negotiation and approval.

Finally, the Board could choose not to request that the Alameda County Treasurer add the CEO of ACERA to the list of eligible positions.



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***Office of the Chief Executive Officer***

DATE: June 18, 2025

TO: Members of the Board of Retirement

FROM: Dave Nelsen, Chief Executive Officer

DN

**SUBJECT: Chief Executive Officer's Report**

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**Senior Manager Recruitment**

None

**Committee/Board Action Items**

| ASSIGNED FOLLOW-UP ITEMS                               |                        |                           |                                                                   |                                                                                                                                                                      |
|--------------------------------------------------------|------------------------|---------------------------|-------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Follow-Up Board Item                                   | Assigned Senior Leader | Estimated Completion Date | Completion Date                                                   | Notes                                                                                                                                                                |
| Discuss with Segal the use of AI in actuarial services | Dave Nelsen            | November 2024             | Segal will present to the Board on this issue in the coming year. | The Board Off-Site meeting raised the question of the use of AI in the actuarial profession, and whether there are any actuarial committees discussing AI standards. |

**Conference/Event Schedule**

None.

**Other Items**

**Business Planning Update**

Attached are the 2025 Business Plan updates.

**Legislative Update**

Attached is the monthly Legislative Update from the SACRS lobbying firm which discusses bills of interest and their status.

**Other Items**

Legislative highlights: There were two bills this session that would roll back significant provisions of the PEPRA reforms (AB 1383 and AB 569). Both bills were placed on the suspense calendars and were made 2-year bills. Neither will likely pass this session given the significant financial challenges still being worked out in the budget deliberations.

Budget: Through April, ACERA spending is \$323K or 4% over budget. There are two primary reasons for this. The first is salary expenditures coming in over what was budgeted. As you know, three years ago we began budgeting a 5% decrease in salaries to account for unplanned resignations or retirements throughout the year. This assumed vacancy rate was fairly accurate the first year, but last year and this year so far we have seen far less unplanned or unknown staff exits. It appears post-covid that there is less turnover than we have previously seen. While this is a good thing for staffing consistency, it has made our budget assumptions overstated.

The other item is how we are showing depreciation for our PAS project costs. During our audit with Williams Adley, they informed us of a requirement to depreciate the costs of the project sooner than what we had budgeted. This means that our depreciation is showing as a deficit every month, and making it appear as if we have spent more. 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                                 | 2022 Performance Goal                                                                                                                                                          |
|-----------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>PRUDENT INVESTMENT PRACTICES</b>           |                                                                                                                                                                                |
| Portfolio Performance vs. Policy Benchmark    | <i>Annualized 10-year return will meet or exceed Policy benchmark at the total fund level</i><br>As of March of 2025: 10 year net return 7.17%, policy index 7.41%.            |
| <b>EFFECTIVE PLAN ADMINISTRATION</b>          |                                                                                                                                                                                |
| Actual Spent vs. Approved Budget              | <i>On budget or 10% below 2024 approved budget</i><br>As of April of 2025: 4.00% over budget.                                                                                  |
| <b>COMPREHENSIVE ORGANIZATION DEVELOPMENT</b> |                                                                                                                                                                                |
| Employee Engagement Survey Results            | <i>80% of responses in top two rating boxes on the question: "Is ACERA a great place to work?"</i><br>As of the latest survey (October of 2024): 77%.                          |
| <b>SUPERIOR CUSTOMER SERVICE</b>              |                                                                                                                                                                                |
| 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 1st Quarter of 2025: 100%. |

# **ACERA BUSINESS PLANNING PROJECTS UPDATE**

1. WFE Phase III (Adoption Into OnBase Platform)

**Goal 2 (Complete 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. Migration activities are still in progress.

2. PAS 2.0 Post-Implementation Initiatives

**Goal 3 (Complete in December 2025)**

These initiatives are various additional improvements together with contractual items identified as pour over for Pension Gold 3. The scope of work is prioritized according to criticality of the processes supported by enhancements to PGV3. End-user testing of the remaining warranty items is complete. The final base releases for the new version 3 are now available. All critical work items for 2025 have resources committed and a target finish date identified.

3. General Ledger System - New Product Selection

**Goal 3 (Complete December 31, 2025)**

For 2025, the Great Plains upgrade project team will be selecting the final software vendor from the list that was narrowed down in 2024. The project team will take a deeper dive into each of the software options, including Hyland OnBase now that ACERA's OnBase upgrade is complete. The goal is to target the next phase of the General Ledger System Project – implementation for 2026. The team participated in a demo for Microsoft's cloud offering this month.

4. Customer Service – Member Engagement Enhancement

**Goal 4 (Complete November 1, 2025)**

This project aims to improve member engagement by developing short video tutorials and quick click answers to frequently asked questions. While we initially explored using past call data to inform video topics, we've learned that historical call transcripts are not accessible through our current system. We are moving forward with a solution that will enable future call transcript analysis and have approved a one-time implementation fee to establish this capability. In the meantime, we will begin identifying common member questions through other channels to stay on track with video production ahead of the project deadline.

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

**Goal 3 (Complete by October 31, 2025)**

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. We are currently finalizing the Performance Agreement with CEM. We will hold a kick-off meeting later this month.

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

**Goal 3 (Complete 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. Our next step is to get requirements from end-users, including expectations around training. There are no updates this month.

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 (Investment, Fiscal Services and 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. There are no updates for this project this month. The project is on track

8. **Letter Printing Initiative Assessment**

**Goal 4 (Complete by 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. After providing some sample data to the vendor, a small population of letters have been selected for requirements development and pilot testing. There are no updates to this project this month.

## **LEGISLATIVE UPDATE**



TO: State Association of County Retirement Systems  
FROM: Cara Martinson, Public House Consulting  
Laurie Johnson, LJ Consulting & Advocacy  
DATE: June 10, 2025  
RE: **Legislative Update – June 2025**

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The Legislature wrapped up their House of Origin deadline on June 6 after convening two weeks of floor session votes to move over a thousand bills to the other House. But that was not before both Houses made its fiscal deadline on May 23 - when the Legislature took its first big cut of bills. With the state facing an estimated \$12 billion deficit and growing, both Appropriations Committees were tasked with holding many bills back that had fiscal impacts. In the Senate, with 432 measures, leaders held 29%, up from 25.5% last year; and, of the 666 bills in the Assembly, lawmakers held 35%, which is consistent with their actions last year.

Meanwhile, legislative leadership and budget staff are working to reach an agreement on a budget plan. The Senate and Assembly announced an agreement amongst the houses on June 9 but final negotiations with the Administration are ongoing. Key points of contention include the Governor's proposal to advance the Delta Conveyance Project, and significant cuts to Medi-Cal—such as eliminating dental benefits for adults, halting new enrollment for undocumented Californians, and imposing monthly premiums on those already enrolled. Amidst all of this activity, and after weeks of rumors, the Senate voted for a new leader this week, Senator Monique Limon from Santa Barbara. She will replace the current Senate President Pro Tempore Mike McGuire next year. This transition wasn't entirely unexpected as Senator McGuire is termed out in 2026. However, the vote came quickly after Senator Limon was able to secure the votes necessary to make the transition official. Focus will now return to the budget as the Legislature has until June 15 to pass a budget and send it to the Governor.

**SACRS is tracking the following bills:**

- **ACA 2 (Jackson)** - seeks to reinstate retirement for State Legislators. ACA 2 would establish a retirement system specifically for legislators elected or serving from November 1, 2010 onward. To qualify, legislators would be required to serve at least 10 years. If their service is less than 10 years, legislators could transfer their accumulated service credits to another public pension or retirement system they are a part of. Status: This bill did not receive a hearing and is now a 2-year bill.



- **AB 259 (Rubio)** - was amended to extend the 2026 sunset on existing laws governing teleconferencing procedures for public meetings to 2030. This bill is sponsored the CA Special District's Association (CSDA). Status: This bill passed out of the Assembly and has been referred to the Senate Local Government Committee.
- **AB 288 (McKinnor)** - expands the jurisdiction of the Public Employment Relations Board (PERB) by authorizing certain workers to petition the PERB to protect and enforce their rights. Status: This bill passed out of the Assembly and is awaiting a policy committee referral in the Senate.
- **AB 339 (Ortega)** - would require the governing body of a public agency to give a recognized employee organization no less than 120 days' written notice before issuing a request for proposals, request for quotes, or renewing or extending an existing contract to perform services that are within the scope of work of the job classifications represented by the recognized employee organization. Status: This bill passed out of Assembly and is awaiting bill referral in the Senate.
- **AB 340 (Ahrens)** - would prohibit a public agency employer from questioning any employee or employee representative regarding communications made in confidence between an employee and an employee representative in connection with representation relating to any matter within the scope of the recognized employee organization's representation. Status: This bill passed out of the Assembly and is awaiting bill referral in the Senate.
- **AB 409 (Arambula)** - would extend the 2026 sunset on existing laws governing teleconferencing procedures for California Community College student body associations and student-run community college organizations to 2030. Status: This bill passed out of the Assembly and has been referred to the Senate Local Government Committee.
- **AB 467 (Fong)** – would extend the sunset date from 2026 to 2030 (as opposed to 2031) for teleconferencing procedures for neighborhood councils, defined as an advisory body with the purpose to promote more citizen participation in government and make government more responsive to local needs that is established pursuant to the charter of a city with a population of more than 3,000,000 people that is subject to the Brown Act. Status: This bill passed out of the Assembly and has been referred to the Senate Local Government Committee.



- **AB 569 (Stefani)** - was amended to maintain the proposed authorization to negotiate contributions to supplemental Defined Benefit plans but also maintain consistency with the existing PEPPRA prohibitions and limitations. Status: This bill was held on the Appropriations Suspense File and is now a 2-year bill.
- **AB 1323 (Chen)** – would increase the compensation rate for certain members of the Orange County Board of Retirement to not more than \$320 per meeting. Status: This bill did not receive a policy committee hearing and is now a 2-year bill.
- **AB 1383 (McKinnor)** - This bill 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. Status: This bill was held on the Assembly Suspense File and is now a 2-year bill.
- **AB 1439 (Garcia)** - 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. Status: This bill did not receive a policy committee hearing and is now a 2-year bill.
- **SB 239 (Arreguín)** - allows flexibility for remote meetings of local advisory bodies (“subsidiary bodies” in the language of the bill). Specifically, this bill would allow the subsidiary body of a local agency to teleconference their meetings without having to make all locations publicly available and would require the subsidiary body to post the agenda at each physical



- meeting location. The bill also sunsets these provisions in 2030. Status: The bill was moved in the inactive file. The sponsors of this bill are now working with Senator Durazo on SB 707 as the consensus measure.
- **SB 301 (Grayson)** - would beginning on or after January 1, 2026, prohibit a city or district that contracts with a retirement system under the CERL from amending their contract with the system in a manner that provides for the exclusion of some, but not all, employees. This bill passed out of the Senate and is awaiting policy committee referral in the Assembly.
  - **SB 470 (Laird)** – would delete the 2026 sunset on existing laws governing teleconferencing procedures for state agencies relative to the Bagley-Keene Open Meeting Act and extend the sunset provision to 2030. Status: This bill passed out of the Senate and is awaiting policy committee referral in the Assembly.
  - **SB 707 (Durazo)** - would add additional teleconferencing meeting requirements for certain local governments until 2030 to allow members of the public to attend a public meeting via a two-way teleconferencing option. The bill would also require additional alternative language noticing requirements, among other requirements. The sponsors of SB 239 (Arreguin) are now working with Senator Durazo and have amended the bill to narrow the public participation requirements to cities, counties and special districts with certain population thresholds. The bill's two-way conferencing and translation requirements appear to no longer apply to the County Boards of Retirement. Additional amendments are expected in the Assembly related to remote comments. Status: The bill passed out of the Senate and is now awaiting policy committee referral in the Assembly.

**Contact:**

If you have any questions, please feel free to contact Cara Martinson at [cara@publichouseconsulting.net](mailto:cara@publichouseconsulting.net), or Laurie Johnson at [lauriejconsult@gmail.com](mailto:lauriejconsult@gmail.com).