ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
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MINUTES OF AUGUST 5, 2026 RETIREES COMMITTEE MEETING

To: Members of the Retirees Committee

From: Elizabeth Rogers, Chair

Subject: Summary of the August 5, 2026 Retirees Committee Meeting

Committee Chair Elizabeth Rogers called the August 5, 2026 Committee meeting to order at 9:31 a.m.

ACERA TRUSTEES, SENIOR MANAGERS AND PRESENTING STAFF IN ATTENDANCE

Committee members present were Elizabeth Rogers, Ophelia Basgal and Keith Carson. Also present were Scott Ford, Henry Levy and alternate member Kathy Foster.

Staff present were Victoria Arruda, Human Resources Officer (by Zoom); Carlos Barrios, Assistant Chief Executive Officer; Satjit Dale, Assistant Chief Executive Officer; Sandra Dueñas-Cuevas, Benefits Manager (by Zoom); Mike Fara, Communications Manager; Jessica Huffman, Benefits Manager; Harsh Jadhav, Chief of Internal Audit; Vijay Jagar, Chief Technology Officer; Dave Nelson, Chief Executive Officer; Jeff Rieger, Chief Counsel (by Zoom); Betty Tse, Chief Investment Officer (by Zoom); and Susan Weiss, Investment Counsel.

PUBLIC INPUT

ACTION ITEMS

1. Proposal to Offer Individual Plans for Early Retirees Living in the Service Area (Deferred Item from April 1, 2026 Retirees Committee)

Staff provided information regarding the proposal to offer individual health plans through VIA Benefits as an alternative option for early retirees living within the group service area. Mr. Barrios explained that while the proposal does not necessarily reduce overall health care costs, it expands member choices and allows lower-income early retirees to take advantage of federal tax credits in lieu of the Monthly Medical Allowance (MMA).

In response to Trustee Rogers' question regarding how this information and tax credits would be communicated prior to open enrollment, staff agreed to notify early retirees in advance and include the information in the open enrollment guide. VIA Benefits will be present at the Health and Wellness Fair to help members analyze their health plan options.

Trustee Ford inquired about estimates regarding potential early retiree migration and active employee premium impacts. Staff and ACERA's actuary Michael Szeto responded that early retiree migration patterns are largely unpredictable and expected to be minimal and noted that exact impacts cannot be predicted until implementation.

In response to Trustee Basgal's inquiry about when we would know about the impacts from the implementation process, staff explained that information reflecting the impact of the 2027 plan changes will likely not materialize until 2028.

It was moved by Trustee Basgal and seconded by Trustee Foster that the Committee recommend to the Board of Retirement a motion it adopt the early retiree enrollment into the HRA for retirees living in the group service area starting on November 1, 2026, which would make them eligible for healthcare reimbursements through the HRA for healthcare expenses on or after January 1, 2027.

The motion carried 5 yes (*Basgal, Carson, Foster, Levy, Rogers)*, 1 no (*Ford*), 0 abstentions.

2. Adoption of Dental Plan Contributions for 2027

Staff reported that there is no change in the 2027 renewal rates for the dental plans, and the premiums remain the same.

It was moved by Trustee Foster and seconded by Trustee Levy that the Committee recommend to the Board of Retirement a motion to continue the dental plan contributions for Plan Year 2027, which provides a monthly subsidy equal to the single-party dental plan coverage premium of $54.35 for the PPO plan and $19.96 for the DeltaCare USA plan for retirees who are receiving ACERA allowances with ten or more years of ACERA service, are service connected disability retirees, or are non-service connected disability retirees on or before January 31, 2014. This is a non-vested benefit funded by contributions from the ACERA employers to the 401(h) account. After contributions are made in accordance with the County Employees Retirement Law, ACERA treats an equal amount of Supplemental Retiree Benefit Reserve assets as employer contributions for pensions.

The motion carried 6 yes (*Basgal, Carson, Ford, Levy, Foster, Rogers*), 0 no, 0 abstentions.

3. Adoption of Vision Plan Contributions for 2027

Staff reported that there is no change in the 2027 renewal rates for the vision plans, and the premiums remain the same.

It was moved by Trustee Foster and seconded by Trustee Ford that the Committee recommend to the Board of Retirement a motion to continue the vision plan contributions for Plan Year 2027, which provides a monthly subsidy equal to the single-party vision plan coverage premium of $4.63 for retirees who are receiving ACERA allowances with ten or more years of ACERA service, are service connected disability retirees, or are non-service connected disability retirees on or before January 31, 2014. This is a non-vested benefit funded by contributions from the ACERA employers to the 401(h) account. After contributions are made in accordance with the County Employees Retirement Law, ACERA treats an equal amount of Supplemental Retiree Benefit Reserve assets as employer contributions for pensions.

The motion carried 6 yes (*Basgal, Carson, Ford, Levy, Foster, Rogers*), 0 no, 0 abstentions.

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INFORMATION ITEMS

1. Report on Dental and Vision Plans Renewal Information for 2027

Staff and Segal provided information on the ACERA-sponsored dental and vision plans premiums for Plan Year 2027 renewals.

For the dental plan, based on the single retiree premium rates, the projected annual cost to provide this non-vested benefit for Plan Year 2027 is approximately $5,935,672. The DeltaCare USA plan was estimated at approximately $82,155, resulting in a total estimated cost for both plans of approximately $6,017,828.

For the vision plan, based on the single retiree premium rate for Plan Year 2027, the projected annual cost to provide this non-vested benefit for 2027 is approximately $521,208. Since VSP provided a five-year premium rate guarantee, there are no changes in the premiums.

2. Semi-Annual Report on ACERA's Wellness Program

Staff reviewed the 2026 wellness initiatives, which include addressing chronic conditions through virtual resources provided by ACERA's insurance carriers. Staff also provided a report on ACERA's 2026 wellness email campaign and the campaign performance covering various key metrics. ACERA continues to promote One Pass and the Kaiser Permanente Virtual Health Talks.

The 2026 Health and Wellness Fair is scheduled for October 22, 2026, and will be a hybrid event, combining an in-person event with virtual presentations. The in-person event will be held at DoubleTree by Hilton Hotel Pleasanton at the Club in Pleasanton, CA.

TRUSTEE REMARKS

Trustee Carson acknowledged the presence of Margarita Zamora, Alameda County Human Resource Services Department Director.

FUTURE DISCUSSION ITEMS

ESTABLISHMENT OF NEXT MEETING DATE

The next meeting is scheduled for September 2, 2026, at 9:30 a.m.

MEETING ADJOURNED

The meeting adjourned at 10:13a.m.