



Alameda County Employees' Retirement Association
BOARD OF RETIREMENT

RETIREES COMMITTEE/BOARD MEETING
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, August 21, 2025
11:30 a.m.

LOCATION AND TELECONFERENCE	COMMITTEE MEMBERS	
	ELIZABETH ROGERS, CHAIR	ELECTED RETIRED
	KEITH CARSON, VICE CHAIR	APPOINTED
	HENRY LEVY	TREASURER
	STEVEN WILKINSON	APPOINTED
	GEORGE WOOD	ELECTED GENERAL
ACERA C.G. "BUD" QUIST BOARD ROOM 475 14 TH STREET, 10 TH FLOOR OAKLAND, CALIFORNIA 94612-1900 MAIN LINE: 510.628.3000 FAX: 510.268.9574 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. Link: https://zoom.us/join Call-In: 1 (669) 900-6833 US Webinar ID: 879 6337 8479 Passcode: 699406 For help joining a Zoom meeting, see: https://support.zoom.us/hc/en-us/articles/201362193		

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.

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.

This is a meeting of the Retirees Committee if a quorum of the Retirees Committee attends, and it is a meeting of the Board if a quorum of the Board attends. This is a joint meeting of the Retirees Committee and the Board if a quorum of each attends.

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

Public comments are limited to four (4) minutes per person in total. The order of items on the agenda is subject to change without notice. Board and Committee agendas and minutes and all documents distributed to the Board or a Committee in connection with a public meeting (unless exempt from disclosure) are posted online at www.acera.org and also may be inspected at 475 14th Street, 10th Floor, Oakland, CA 94612-1900.

RETIREES COMMITTEE/BOARD MEETING

NOTICE and AGENDA, Page 2 of 4 – Wednesday, August 21, 2025

Call to Order: 11:30 a.m.

Roll Call

Public Input (Time Limit: 4 minutes per speaker)

Action Items: Matters for discussion and possible motion by the Committee

1. Adoption of Dental Plan Contributions for 2026

Discussion and possible motion to recommend that the Board of Retirement continue dental plan contributions for Plan Year 2026. ACERA currently provides a contribution to cover the single retiree premium for retirees with ten or more years of ACERA service, service connected disability recipients, or grandfathered as of January 31, 2014 non-service connected disability recipients.

- Carlos Barrios

Recommendation

Staff recommends that the Retirees Committee recommend to the Board of Retirement a motion to continue the dental plan contributions for Plan Year 2026, 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 as of 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.

2. Adoption of Vision Plan Contributions for 2026

Discussion and possible motion to recommend that the Board of Retirement continue vision plan contributions for Plan Year 2026. ACERA currently provides a contribution to cover the single retiree premium for retirees with ten or more years of ACERA service, service connected disability recipients, or grandfathered as of January 31, 2014 non-service connected disability recipients.

- Carlos Barrios

Recommendation

Staff recommends that the Retirees Committee recommend to the Board of Retirement a motion to continue the vision plan contributions for Plan Year 2026, 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 as of 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

RETIREES COMMITTEE/BOARD MEETING

NOTICE and AGENDA, Page 3 of 4 – Wednesday, August 21, 2025

Law, ACERA treats an equal amount of Supplemental Retiree Benefit Reserve assets as employer contributions for pensions.

Information Items: These items are not presented for Committee action but consist of status updates and cyclical reports

1. Report on Dental and Vision Plans Renewal Information for 2026

Segal, ACERA's Benefits Consultant, will report on Dental and Vision Plans premiums for Plan Year 2026 renewals.

- Carlos Barrios
- Steve Murphy, Segal
- Michael Szeto, Segal

2. Delta Dental Overview Tools and Resources

Delta Dental will present an overview of their tools and resources.

- Carlos Barrios
- Ana Mezei, Delta Dental

3. Transitioning Member Communications to Secure Messaging in MemberDirect

Staff will provide information on the plan to transition member communications from info@acera.org on the Contact Us page of the ACERA website to secure messaging on MemberDirect.

- Mike Fara
- Jessica Huffman

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

Staff will provide the semi-annual report on ACERA's Wellness Program.

- Mike Fara
- Jessica Huffman

Trustee Remarks

Future Discussion Items

Establishment of Next Meeting Date

September 3, 2025, at 9:30 a.m.

RETIRES COMMITTEE/BOARD MEETING

NOTICE and AGENDA, Page 4 of 4 – Wednesday, August 21, 2025


Adjournment



MEMORANDUM TO THE RETIREES COMMITTEE

DATE: August 21, 2025

TO: Members of the Retirees Committee

FROM: Carlos Barrios, Assistant Chief Executive Officer 

SUBJECT: **Adoption of Dental Plan Contributions for 2026**

Currently, there are two dental plan options available for retiree enrollment: Delta Dental PPO and DeltaCare USA. The dental contracts are managed by ACERA; and therefore, are separate from the County of Alameda. In order to keep premium amounts at a minimal cost, dental plan enrollment is mandatory for retirees with ten or more years of ACERA service credit, retirees receiving a service connected disability, or retirees receiving a non-service connected disability effective January 31, 2014. A contribution is provided to cover the single retiree premium for this group. Contracts are reviewed by Staff and ACERA's Benefits Consultant, Segal, as contract terms end or rates need to be negotiated. Presentations are made annually to the Retirees Committee for review and possible recommendation for approval by the Board of Retirement. Retirees with less than 10 years of service may enroll themselves and their dependents as long as the premium cost can be deducted from their monthly retirement allowance.

Segal will review the attached presentation and discuss proposal information and premiums.

Provided below are the current 2025 and 2026 rates for the Delta Dental PPO and DeltaCare USA plans based on the current contract, and the 2027 premiums without any coverage changes. Delta Dental has proposed a 6.7% increase for the PPO contract rates, and a 6.5% decrease for the billed rates. Delta Dental has also proposed a -10.00% decrease for DeltaCare USA premiums. The proposed rates are guaranteed from February 1, 2026 through January 31, 2029.

CURRENT PREMIUMS – 2025

February 1, 2025 through January 31, 2026:

<u>Delta Dental (PPO)</u>			<u>DeltaCare USA</u>		
	<u>Single</u>			<u>Single</u>	
	Less than Ten <u>Years</u>	Ten or More <u>Years</u>		Less than Ten <u>Years</u>	Ten or More <u>Years</u>
Contract Rates	N/A	\$54.22		N/A	N/A
Billed Rates	\$74.60	\$51.05		\$31.05	\$22.18

RENEWAL PREMIUMS – 2026

February 1, 2026 through January 31, 2027:

<u>Delta Dental (PPO)</u>			<u>DeltaCare USA</u>		
<u>Single</u>			<u>Single</u>		
	Less than Ten <u>Years</u>	Ten or More <u>Years</u>		Less than Ten <u>Years</u>	Ten or More <u>Years</u>
Contract Rates	N/A	\$57.85		N/A	N/A
Billed Rates	\$79.60	\$54.35		\$27.95	\$19.96

Based on the July 2025 enrollment numbers (9,239), the estimated annual cost to provide the dental benefit with this enhancement, based on the estimated contract rate, for retirees enrolled in the PPO plan (8,920) is approximately \$5,817,624. The annual cost to provide the subsidized dental benefit for retirees enrolled in the DeltaCare USA plan (319) is approximately \$76,407, resulting in a total estimated cost for both plans of approximately \$5,894,031.

Recommendation

Staff recommends that the Retirees Committee recommend to the Board of Retirement a motion to continue the dental plan contributions for Plan Year 2026, 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 as of 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.

Attachment



Alameda County Employees'
Retirement Association (ACERA)

Delta Dental Proposal Effective February 1, 2026

ACERA Retirees Committee Meeting

Presented on: August 21, 2025

Presented by: Stephen Murphy and Michael Szeto

| Agenda

DPPO Funding Arrangement
Proposed Monthly Premiums
Annualized 2026 Premiums

This document was prepared as part of a presentation made to ACERA on August 21, 2025 and is not complete without the remainder of presentation. Except as may be required by law, this document should not be shared, copied or quoted, in whole or in part, without the consent of Segal

DPPO Funding Arrangement

Subscriber Only Premium (10+ Years of Service)	Renewal Monthly Premium 2/1/2026-1/31/2027
Contract Rate	\$57.85
Subsidy from Premium Stabilization Reserve	(\$3.50)
Billed Rate	\$54.35

- Premium Stabilization Reserves (PSR) are designed to minimize fluctuation in renewal premiums when plan experience is higher than projected claims
 - The PSR decreased from \$2.82M as of February 28, 2025 to \$2.56M as of May 31, 2025, due to increase claims utilization
- Subsidy from the PSR is applied towards premiums for Retirees with 10+ Years of Service
- ACERA contributes towards the Subscriber Only Premium for the DPPO and DHMO plans for Retirees with 10+ Years of Service

Proposed Monthly Premiums DPPO and DHMO Plans

Dental PPO Rates	Subscriber Enrollment ⁽¹⁾	Current Rates 2/1/2025-1/31/2026	Proposed Rates ⁽²⁾ 2/1/2026-1/31/2027	% Change from Current
<10 Years of Service - Unsubsidized				
Subscriber Only	239	\$74.60	\$79.60	6.7%
Subscriber + 1	123	\$121.82	\$129.98	6.7%
Subscriber and 1 or more dependents	7	\$195.94	\$209.07	6.7%
10+ Years of Service - Subsidized				
Contract Rates				
Subscriber Only	5,951	\$54.22	\$57.85	6.7%
Subscriber + 1	2,685	\$102.19	\$109.04	6.7%
Subscriber and 1 or more dependents	284	\$177.60	\$189.50	6.7%
Billed Rates ^{(3), (4)}				
Subscriber Only	5,951	\$51.05	\$54.35	6.5%
Subscriber + 1	2,685	\$99.02	\$105.54	6.6%
Subscriber and 1 or more dependents	284	\$174.43	\$186.00	6.6%

DHMO Rates	Subscriber Enrollment ⁽¹⁾	Current Rates 2/1/2025-1/31/2026	Proposed Rates ⁽²⁾ 2/1/2026-1/31/2027	% Change from Current
<10 Years of Service				
Subscriber Only	14	\$31.05	\$27.95	-10.0%
Subscriber + 1	4	\$45.51	\$40.96	-10.0%
Subscriber and 1 or more dependents	0	\$63.00	\$56.70	-10.0%
10+ Years of Service				
Contract Rates ⁽³⁾				
Subscriber Only	224	\$22.18	\$19.96	-10.0%
Subscriber + 1	67	\$36.64	\$32.98	-10.0%
Subscriber and 1 or more dependents	28	\$54.13	\$48.72	-10.0%

(1) Subscriber enrollment was provided by ACERA for the month of July 2025.

(2) Rates are guaranteed from February 1, 2026 through January 31, 2029.

(3) ACERA contributes towards the Subscriber Only premium for the DPPO and DHMO plans for Retirees with 10+ Years of Service.

(4) Premiums for all coverage tiers receives a monthly subsidy of \$3.50 from the Premium Stabilization Reserve.

Annualized 2026 Premiums

DPPO and DHMO Plans

DPPO Plan	Current Rates 2/1/2025-1/31/2026	Proposed Rates ⁽¹⁾ 2/1/2026-1/31/2027	% Change from Current
<10 Years of Service - Unsubsidized			
Retiree Contribution	\$410,200	\$437,700	6.7%
ACERA Contribution ⁽²⁾	\$0	\$0	N/A
Total Annualized Premium	\$410,200	\$437,700	6.7%
10+ Years of Service - Subsidized			
Retiree Contribution	\$1,966,100	\$2,098,000	6.7%
ACERA Contribution ⁽²⁾	\$5,464,400	\$5,817,600	6.5%
Total Annualized Premium	\$7,430,500	\$7,915,600	6.5%
All Retirees			
Retiree Contribution	\$2,376,300	\$2,535,700	6.7%
ACERA Contribution ⁽²⁾	\$5,464,400	\$5,817,600	6.5%
Total Annualized Premium	\$7,840,700	\$8,353,300	6.5%

DHMO Plan	Current Rates 2/1/2025-1/31/2026	Proposed Rates ⁽¹⁾ 2/1/2026-1/31/2027	% Change from Current
<10 Years of Service - Unsubsidized			
Retiree Contribution	\$7,400	\$6,700	-9.5%
ACERA Contribution ⁽²⁾	\$0	\$0	N/A
Total Annualized Premium	\$7,400	\$6,700	-9.5%
10+ Years of Service - Subsidized			
Retiree Contribution	\$22,400	\$20,100	-10.3%
ACERA Contribution ⁽²⁾	\$84,900	\$76,400	-10.0%
Total Annualized Premium	\$107,300	\$96,500	-10.1%
All Retirees			
Retiree Contribution	\$29,800	\$26,800	-10.1%
ACERA Contribution ⁽²⁾	\$84,900	\$76,400	-10.0%
Total Annualized Premium	\$114,700	\$103,200	-10.0%

⁽¹⁾ Rates are guaranteed from February 1, 2026 through January 31, 2029.

⁽²⁾ ACERA contributes towards the Subscriber Only premium for the DPPO and DHMO plans for Retirees with 10+ Years of Service.

The projections in this report are estimates of future costs and are based on unaudited information available to Segal Consulting at the time the projections were made. Projections are not a guarantee of future results. Actual experience may differ due to, but not limited to, such variables as changes in the regulatory environment, local market pressure, changes in group demographics, overall inflation rates and claims volatility. The accuracy and reliability of health projections decrease as the projection period increases.

Annualized 2026 Premiums DPPO and DHMO Plans (Combined)

DPPO & DHMO Plans	Current Rates 2/1/2025-1/31/2026	Proposed Rates ⁽¹⁾ 2/1/2026-1/31/2027	% Change from Current
<10 Years of Service - Unsubsidized			
Retiree Contribution	\$417,600	\$444,400	6.4%
ACERA Contribution ⁽²⁾	\$0	\$0	N/A
Total Annualized Premium	\$417,600	\$444,400	6.4%
10+ Years of Service - Subsidized			
Retiree Contribution	\$1,988,500	\$2,118,100	6.5%
ACERA Contribution ⁽²⁾	\$5,549,300	\$5,894,000	6.2%
Total Annualized Premium	\$7,537,800	\$8,012,100	6.3%
All Retirees			
Retiree Contribution	\$2,406,100	\$2,562,500	6.5%
ACERA Contribution ⁽²⁾	\$5,549,300	\$5,894,000	6.2%
Total Annualized Premium	\$7,955,400	\$8,456,500	6.3%

⁽¹⁾ Rates are guaranteed from February 1, 2026 through January 31, 2029.


⁽²⁾ ACERA contributes towards the Subscriber Only premium for the DPPO and DHMO plans for Retirees with 10+ Years of Service.



MEMORANDUM TO THE RETIREES COMMITTEE

DATE: August 21, 2025

TO: Members of the Retirees Committee

FROM: Carlos Barrios, Assistant Chief Executive Officer 

SUBJECT: **Adoption of Vision Plan Contributions for 2026**

ACERA currently provides vision coverage to retirees through the Vision Service Plan (VSP). The vision plan contract is managed by ACERA; and therefore, is separate from the County of Alameda. In order to keep premium amounts at a minimal cost, VSP enrollment is mandatory for retirees with ten or more years of ACERA service credit, retirees receiving a service connected disability, or retirees receiving a non-service connected disability effective January 31, 2014. A contribution is provided to cover the single retiree premium for this group. The contract is reviewed by Staff and ACERA's Benefits Consultant, Segal, as contract terms end or rates need to be negotiated. Presentations are made annually to the Retirees Committee for review and possible recommendation for approval by the Board of Retirement. Retirees with less than 10 years of service may enroll themselves and their dependents as long as the premium cost can be deducted from their monthly retirement allowance.

Segal will review the attached presentation and discuss renewal information and premiums.

Provided below are the current 2025 and 2026 rates for VSP based on the current contract, and the 2026 premiums without any coverage changes. Since VSP provided a three-year premium rate guarantee, there are no changes in the premiums. The proposed rates are guaranteed from February 1, 2026 through January 31, 2031.

2025 and 2026 PREMIUMS

February 1, 2025 through January 31, 2027:

<u>Single</u>		
	Less than <u>Ten Years</u>	Ten or More <u>Years</u>
Contract Rates	\$6.69	\$4.63

Based on the July 2025 enrollment numbers (9,175), the annual cost to provide the subsidized vision benefit is approximately \$509,763.

VOLUNTARY BUY UP PLAN OPTION

In addition, ACERA offers a Voluntary Buy Up plan option in which retirees would pay the difference in premiums to enroll in a richer plan. The following is a breakdown of the premiums

for the current 2025 and 2026 Voluntary Buy Up plan. VSP also provided a two-year proposed monthly premium rate guarantee for the Voluntary Buy Up plan, so there are no changes in the premiums. Below are the total premiums for the Voluntary Buy Up plan. Those retirees with 10+ years of service will receive the vision plan subsidy towards their premiums.

2025 and 2026 VOLUNTARY BUY UP PLAN PREMIUMS

February 1, 2026 through January 31, 2031:

Retiree Groups	Total 2026 Proposed Rates
10 + Years	\$16.63 / \$24.15 / \$43.36
Under 10 Years	\$18.43 / \$26.77 / \$48.07

Recommendation

Staff recommends that the Retirees Committee recommend to the Board of Retirement a motion to continue the vision plan contributions for Plan Year 2026, 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 as of 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.

Attachment



Alameda County Employees'
Retirement Association (ACERA)

VSP Proposal

Effective February 1, 2026

ACERA Retirees Committee Meeting

Presented on August 21, 2025

Presented by Stephen Murphy and Michael Szeto

| Agenda

Proposed Monthly Premiums **Annualized 2026 Premiums**

This document was prepared as part of a presentation made to ACERA on August 21, 2025 and is not complete without the remainder of presentation. Except as may be required by law, this document should not be shared, copied or quoted, in whole or in part, without the consent of Segal

Proposed Monthly Premiums Standard and Buy-Up Plans

Standard Plan	Subscriber Enrollment ⁽¹⁾	Current Rates 2/1/2025-1/31/2026	Proposed Rates ⁽²⁾ 2/1/2026-1/31/2027	% Change from Current
<10 Years of Service - Unsubsidized				
Subscriber Only	215	\$6.69	\$6.69	0.0%
Subscriber + 1	95	\$9.70	\$9.70	0.0%
Subscriber + 2 or more dependents	4	\$17.42	\$17.42	0.0%
10+ Years of Service - Subsidized ⁽³⁾				
Subscriber Only	5,256	\$4.63	\$4.63	0.0%
Subscriber + 1	1,779	\$6.73	\$6.73	0.0%
Subscriber + 2 or more dependents	149	\$12.08	\$12.08	0.0%

Buy-Up Plan	Subscriber Enrollment ⁽¹⁾	Current Rates 2/1/2025-1/31/2026	Proposed Rates ⁽²⁾ 2/1/2026-1/31/2027	% Change from Current
<10 Years of Service - Unsubsidized				
Subscriber Only	49	\$18.43	\$18.43	0.0%
Subscriber + 1	54	\$26.77	\$26.77	0.0%
Subscriber + 2 or more dependents	1	\$48.07	\$48.07	0.0%
10+ Years of Service - Subsidized ⁽³⁾				
Subscriber Only	1,104	\$16.63	\$16.63	0.0%
Subscriber + 1	782	\$24.15	\$24.15	0.0%
Subscriber + 2 or more dependents	105	\$43.36	\$43.36	0.0%

⁽¹⁾ Subscriber enrollment was provided by ACERA for the month of July 2025.

⁽²⁾ Rates are guaranteed from February 1, 2026 through January 31, 2031.

⁽³⁾ ACERA contribute towards the Standard Plan's Subscriber Only premium for Retirees with 10+ Years of Service.

Annualized 2026 Premiums Standard and Buy-Up Plans

Standard Plan	Current Rates 2/1/2025-1/31/2026	Proposed Rates ⁽¹⁾ 2/1/2026-1/31/2027	% Change from Current
<10 Years of Service - Unsubsidized			
Retiree Contribution	\$29,000	\$29,000	0.0%
ACERA Contribution ⁽²⁾	\$0	\$0	N/A
Total Annualized Premium	\$29,000	\$29,000	0.0%
10+ Years of Service - Subsidized			
Retiree Contribution	\$58,000	\$58,000	0.0%
ACERA Contribution ⁽²⁾	\$399,000	\$399,000	0.0%
Total Annualized Premium	\$457,000	\$457,000	0.0%
All Retirees			
Retiree Contribution	\$87,000	\$87,000	0.0%
ACERA Contribution ⁽²⁾	\$399,000	\$399,000	0.0%
Total Annualized Premium	\$486,000	\$486,000	0.0%

Buy-Up Plan	Current Rates 2/1/2025-1/31/2026	Proposed Rates ⁽¹⁾ 2/1/2026-1/31/2027	% Change from Current
<10 Years of Service - Unsubsidized			
Retiree Contribution	\$29,000	\$29,000	0.0%
ACERA Contribution ⁽²⁾	\$0	\$0	N/A
Total Annualized Premium	\$29,000	\$29,000	0.0%
10+ Years of Service - Subsidized			
Retiree Contribution	\$391,000	\$391,000	0.0%
ACERA Contribution ⁽²⁾	\$111,000	\$111,000	0.0%
Total Annualized Premium	\$502,000	\$502,000	0.0%
All Retirees			
Retiree Contribution	\$420,000	\$420,000	0.0%
ACERA Contribution ⁽²⁾	\$111,000	\$111,000	0.0%
Total Annualized Premium	\$531,000	\$531,000	0.0%

⁽¹⁾ Rates are guaranteed from February 1, 2026 through January 31, 2031.

⁽²⁾ ACERA contribute towards the Standard Plan's Subscriber Only premium for Retirees with 10+ Years of Service.

The projections in this report are estimates of future costs and are based on unaudited information available to Segal at the time the projections were made. Projections are not a guarantee of future results. Actual experience may differ due to, but not limited to, such variables as changes in the regulatory environment, local market pressure, changes in group demographics, overall inflation rates and claims volatility. The accuracy and reliability of health projections decrease as the projection period increases.

Annualized 2026 Premiums Standard and Buy-Up Plans (Combined)

Standard & Buy-Up Plans	Current Rates 2/1/2025-1/31/2026	Proposed Rates ⁽¹⁾ 2/1/2026-1/31/2027	% Change from Current
<10 Years of Service - Unsubsidized			
Retiree Contribution	\$58,000	\$58,000	0.0%
ACERA Contribution ⁽²⁾	\$0	\$0	N/A
Total Annualized Premium	\$58,000	\$58,000	0.0%
10+ Years of Service - Subsidized			
Retiree Contribution	\$449,000	\$449,000	0.0%
ACERA Contribution ⁽²⁾	\$510,000	\$510,000	0.0%
Total Annualized Premium	\$959,000	\$959,000	0.0%
All Retirees			
Retiree Contribution	\$507,000	\$507,000	0.0%
ACERA Contribution ⁽²⁾	\$510,000	\$510,000	0.0%
Total Annualized Premium	\$1,017,000	\$1,017,000	0.0%

⁽¹⁾ Rates are guaranteed from February 1, 2026 through January 31, 2031.



⁽²⁾ ACERA contribute towards the Standard Plan's Subscriber Only premium for Retirees with 10+ Years of Service.



MEMORANDUM TO THE RETIREES COMMITTEE

DATE: August 21, 2025

TO: Members of the Retirees Committee

FROM: Mike Fara, Communications Manager 
Jessica Huffman, Retirement Benefits Manager 

SUBJECT: **Transitioning Member Communications to Secure Messaging in MemberDirect**

ACERA is phasing out its public-facing email address info@acera.org and transitioning all member email communications to the secure Message Center within our new online portal, MemberDirect. This change is part of our broader effort to strengthen data security, streamline internal operations, and increase MemberDirect adoption. The transition will take full effect on September 1, 2025.

Why We're Doing This

- **Improve Security and Privacy:** MemberDirect's Message Center is an authenticated, encrypted platform that protects sensitive pension-related information and supports secure file attachments, features not supported by standard email.
- **Eliminate Redundant Workflows:** Currently, staff must monitor and respond to both MemberDirect and info@acera.org. Transitioning to a single, secure channel increases efficiency and reduces the risk of missed or delayed messages.
- **Increase Portal Usage:** Encouraging use of MemberDirect drives engagement with the portal and supports long-term strategic goals, including digital access to retirement planning tools and self-service resources.

Transition Plan Overview

1. Website Contact Form Redesign

- The main contact page (www.acera.org/contact) will be updated, dividing users into two categories:
 - **Account holders** (e.g., members, continuance beneficiaries, DROs) are directed to log in and message us securely through MemberDirect.
 - **Non-account holders** (e.g., lump-sum beneficiaries, attorneys, prospective members, public) are provided with appropriate options: general inquiries (routed to a non-member email box), public records requests (routed to Legal), or investment-related questions (routed to Investments).



MEMORANDUM TO THE RETIREES COMMITTEE

- A death reporting link has been moved to the upper right and remains available to all users.

2. **Email Auto-Responders**

- An automatic reply is being sent to members who email info@acera.org explaining the upcoming change and directing members to use MemberDirect, through August 31, 2025.
- On September 1, 2025 the info@acera.org inbox will either be disabled or left open with a permanent redirect message. Final approach to be determined.

3. **Communications and Outreach**



- A public-facing news post and homepage carousel slide have been posted to the website announcing the change.
- Two email campaigns will support the transition:
 - One to retirees and subscribers via Mailchimp
 - One to active members through employer channels
- All ACERA correspondence, website content, and templates are being updated to direct people to www.acera.org/contact (non-members) or www.acera.org/email (members) as appropriate.



MEMORANDUM TO THE RETIREES COMMITTEE

DATE: August 21, 2025

TO: Members of the Retirees Committee

FROM: Mike Fara, Communications Manager 
Jessica Huffman, Retirement Benefits Manager 

SUBJECT: **Semi-Annual Report on ACERA's Wellness Program**

As reported in February 2025, focus remains on addressing chronic conditions through virtual resources. This approach allows us to leverage wellness messages and content provided by our insurance carriers and reach retirees regardless of their location. We continue to promote One Pass and the Kaiser Permanente Virtual Health Talks.

2025 Wellness Email Campaign

Messages that are highlighted in gray have already been emailed to members and posted at www.acera.org/well.

Month	Kaiser Permanente	Delta Dental	VSP and Other
Jan	<ul style="list-style-type: none">• Health Talk: Stress Reduction, Resiliency and Communication• One Pass: Free Gym Membership and Home Fitness Kits for Kaiser Senior Advantage Members		
Feb	<ul style="list-style-type: none">• Health Talk: Protective Power of Food		
Mar	<ul style="list-style-type: none">• Health Talk: Back Issues: Pain to Progress	<ul style="list-style-type: none">• Eating cheese can help your teeth	<ul style="list-style-type: none">• 3 Tips To Help Provide Relief From Digital Eye Strain
Apr	<ul style="list-style-type: none">• Health Talk: Reducing Screen Time and Rebuilding Social Connections• One Pass: Free Gym Membership and Home Fitness Kits for Kaiser Senior Advantage Members	<ul style="list-style-type: none">• What is a crown?	<ul style="list-style-type: none">• Ask An Eye Doc: What Causes Eye Twitching?

Semi-Annual Report on ACERA's Wellness Program

August 21, 2025

Page 2 of 5

Month	Kaiser Permanente	Delta Dental	VSP and Other
May	<ul style="list-style-type: none"> Health Talk: Midlife & Women's Health: Embracing Change 	<ul style="list-style-type: none"> How your dentist can detect osteoporosis Is there a link between glaucoma and oral health? 	<ul style="list-style-type: none"> Keep Your Vision Sharp—Tips for Healthy Eyes
Jun	<ul style="list-style-type: none"> Health Talk: Childhood Obesity: Growing Stronger Together 	<ul style="list-style-type: none"> Preventing Gum Disease May Help Avoid Alzheimer's Keep your heart healthy with better oral care 	<ul style="list-style-type: none"> What Are the Warning Signs of Macular Degeneration?
Jul	<ul style="list-style-type: none"> Health Talk: Men's Health 	<ul style="list-style-type: none"> Have a Chronic Condition? Retirees Can Get More Dental Coverage with SmileWay 	
Aug	<ul style="list-style-type: none"> Health Talk: Chronic Pain Management One Pass: Free Gym Membership and Home Fitness Kits for Kaiser Senior Advantage Members 	<ul style="list-style-type: none"> What's the difference between a bridge and an implant? Delta Dental cost planning tool overview 	
Sep	<ul style="list-style-type: none"> Health Talk: Understanding ADHD 	<ul style="list-style-type: none"> 5 Reasons to Floss Every Day PLUS How to Floss in 1 Minute 	<ul style="list-style-type: none"> What Vision Changes Are Normal as We Age? Health Fair
Oct		<ul style="list-style-type: none"> What do dentists give out for Halloween?---Halloween Tips From Dentists 	<ul style="list-style-type: none"> How to Help Dry Eyes Health Fair
Nov	<ul style="list-style-type: none"> One Pass: Free Gym Membership and Home Fitness Kits for Kaiser Senior Advantage Members 	<ul style="list-style-type: none"> 7 common myths about toothpaste 	<ul style="list-style-type: none"> Open Enrollment Packet The Impacts of Diabetes on the Eyes
Dec		<ul style="list-style-type: none"> 5 tips to keep your teeth healthy over the holidays 	<ul style="list-style-type: none"> What Is Night Blindness and What Can I Do about It? Everything You Need to Know About Glaucoma

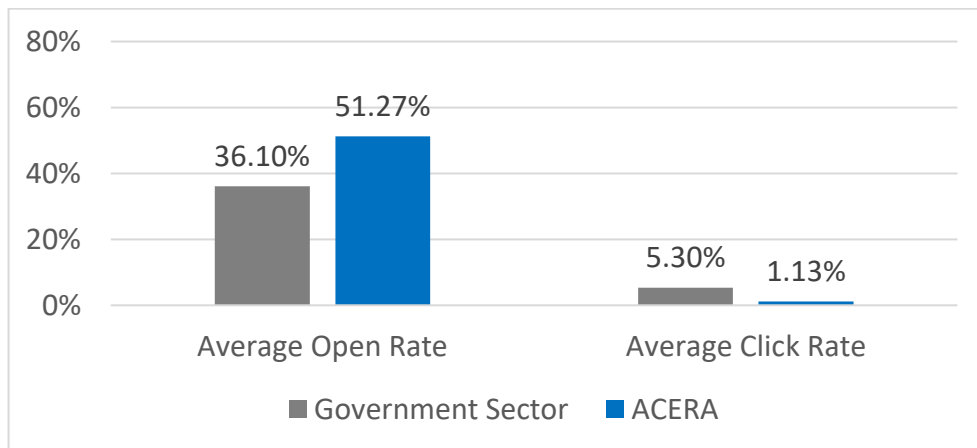
Wellness Email Campaign Performance

Our wellness email campaign utilizes the online marketing automation tool Mailchimp to distribute timed wellness messages and content provided by our insurance carriers to approximately 9,100 retirees, representing 82% of our retiree population. Notably, ACERA's wellness campaign metrics surpassed 4 out of 5 industry benchmarks.

Key Metrics

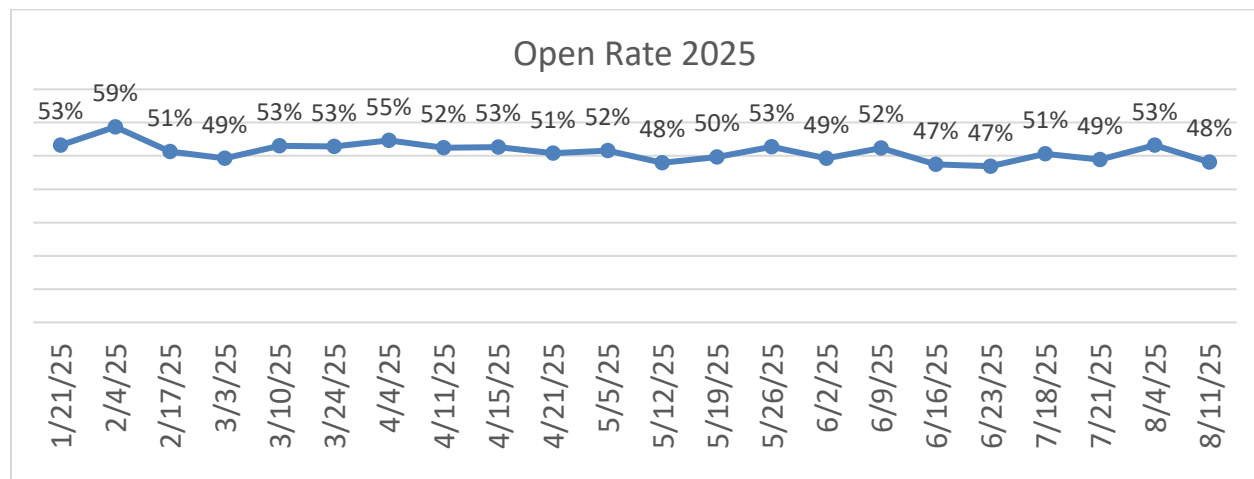
Average Open Rate and Average Click Rate:

- ACERA retirees are actively engaging with the wellness emails, with an 15% greater Open Rate than the Government Sector industry benchmark by Mailchimp.
- Over 4,700 retirees, on average, are opening each wellness email.
- Although our Average Click Rate is lower than the benchmark, it aligns with our wellness goals, as the full educational content is contained within the body of each email, so we don't necessarily need members to click to be fully educated on the topic.



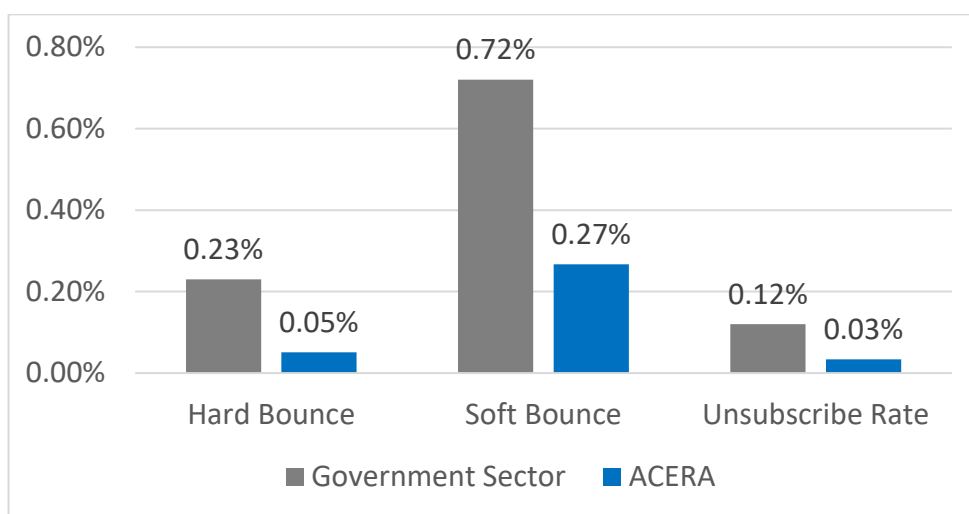
Email Engagement (Open Rate) Over Time:

- The Open Rate for each email remained fairly consistent throughout the year, varying based on individual interest in the subject matter.



Bounce and Unsubscribe Rates:

- The minimal rates of both Hard Bounces (indicating permanently undeliverable emails) and Soft Bounces (reflecting temporarily undeliverable emails) indicate a well-maintained email list. This aligns with the fact that our retirees willingly shared their email addresses with us.
- Our remarkably low Unsubscribe Rate of 0.03%, which is one quarter of the government sector average, indicates a strong preference among our members to maintain their subscription and a willingness to stay connected with our resources.



In summary, the high average open rate that remained consistent through the year and the exceptionally low unsubscribe rate collectively suggest that the frequency and content of our wellness emails are well-received and enjoyed by the majority of recipients.

Delta Dental

Delta Dental SmileWay Wellness Benefits

Delta Dental provided ACERA with program information and links to their web resources for the SmileWay Wellness Benefits, which offer eligible retirees and covered dependents extra dental cleanings and enhanced gum disease treatment. Using these materials, ACERA developed a comprehensive SmileWay webpage at www.acera.org/smileway, which includes a benefit overview, eligibility criteria, step-by-step enrollment instructions, and a detailed FAQ. To ensure members were informed, we also distributed the information through a retiree email blast in July.

Delta Dental Cost Planning Tool

We are also preparing a wellness news post and email blast to highlight Delta Dental's online cost planning tool, available through their member portal. This resource allows members to estimate out-of-pocket costs for various dental procedures, compare fees among dentists, and make more informed decisions about their care. The upcoming communication will provide clear guidance on how retirees can access and use the tool to plan for their dental expenses.

Kaiser Permanente One Pass Fitness Benefit Update

The One Pass fitness benefit offers ACERA retirees enrolled in the Kaiser Permanente Senior Advantage Plan expanded fitness and wellness options at no cost, including access to over 26,000 participating gyms nationwide.

We have identified that the full set of participating gyms is not currently visible when using the search tool inside a logged-in One Pass account; however, the complete list can be viewed using the map tool while logged out. We have submitted a support request to Kaiser to address this issue with their provider and will update members when it is resolved.

Members can find more information about the program at www.acera.org/onepass, and ACERA will continue to advertise the program to them.

2025 Hybrid Health and Wellness Fair

Based on the success of last year's event, we will once again hold a hybrid health fair in 2025 to meet the needs of both in-person and virtual attendees. The 2025 event is confirmed for Thursday, October 23, at the DoubleTree by Hilton Hotel Pleasanton at the Club in Pleasanton. Planning is well underway, and the program will feature presentations from healthcare providers and wellness vendors, along with opportunities for retirees to connect directly with plan representatives and explore wellness resources.