



**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, September 18, 2025  
1:30 p.m.**

<b>LOCATION AND TELECONFERENCE</b>	<b>COMMITTEE MEMBERS</b>	
	<b>ELIZABETH ROGERS, CHAIR</b>	<b>ELECTED RETIRED</b>
	<b>KEITH CARSON, VICE CHAIR</b>	<b>APPOINTED</b>
	<b>HENRY LEVY</b>	<b>TREASURER</b>
	<b>STEVEN WILKINSON</b>	<b>APPOINTED</b>
	<b>GEORGE WOOD</b>	<b>ELECTED GENERAL</b>
<b>ACERA C.G. "BUD" QUIST BOARD ROOM 475 14<sup>TH</sup> STREET, 10<sup>TH</sup> FLOOR OAKLAND, CALIFORNIA 94612-1900 MAIN LINE: 510.628.3000 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>		

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](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.

# ***RETIREES COMMITTEE/BOARD MEETING***

NOTICE and AGENDA, Page 2 of 2 – Wednesday, September 18, 2025

Call to Order: 1:30 p.m.

Roll Call

Public Input (Time Limit: 4 minutes per speaker)

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

None.

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

## **1. ACERA-Sponsored Medical Plans and Premiums for Plan Year 2026**

Report on renewal of Alameda County's medical plan contracts for the 2026 Plan Year. Staff will provide information regarding renewal rates and plan coverage for the Plan Year February 1, 2026 through January 31, 2027.

- Carlos Barrios
- Ava Lavender, Alameda County
- Keith Brown, Newfront Insurance

**Trustee Remarks**

**Future Discussion Items**

- Presentation and Acceptance of SRBR Funding Report/Valuation
- SRBR Policy Update

**Establishment of Next Meeting Date**

October 1, 2025, at 9:30 a.m.

**Adjournment**



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MEMORANDUM TO THE RETIREES COMMITTEE

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DATE: September 18, 2025

TO: Members of the Retirees Committee

FROM: Carlos Barrios, Assistant Chief Executive Officer 

SUBJECT: **ACERA-Sponsored Medical Plans and Premiums for Plan Year 2026**

Provided below is a summary of the Plan Year 2026 medical renewal group plan rates from our carriers; Kaiser Permanente and UnitedHealthcare (UHC). The County of Alameda (County) will review the attached presentation regarding the 2026 Plan Year renewal rates.

Level of Coverage	2025 Rates & % Increase/ (Decrease)	2026 Rates & % Increase/ (Decrease)	2026 Difference	20 + MMA (\$687.21) Retiree Out-of- Pocket
<b><i>Kaiser HMO</i></b>	5.79%	3.27%		
Retiree Only	\$1,097.88	\$1,133.80	\$35.92	\$446.59
Retiree + One Dep	\$2,195.76	\$2,267.60	\$71.84	\$1,580.39
Retiree + Two/More Deps	\$3,107.04	\$3,208.66	\$101.62	\$2,521.45
<b><i>UHC HMO – Signature Value</i></b>	8.84%	15.43%		
Retiree Only	\$1,594.36	\$1,840.38	\$246.02	\$1,153.17
Retiree + One Dep	\$3,189.80	\$3,682.02	\$492.22	\$2,994.81
Retiree + Two/More Deps	\$4,514.06	\$5,210.62	\$696.56	\$4,523.41
<b><i>UHC HMO – Signature Value Advantage</i></b>	8.85%	76.54%		
Retiree Only	\$1,042.48	\$1,840.38	\$797.90	\$1,153.17
Retiree + One Dep	\$2,085.04	\$3,682.02	\$1,596.98	\$2,994.81
Retiree + Two/More Deps	\$2,950.20	\$5,210.62	\$2,260.42	\$4,523.41
<b><i>Kaiser Sr. Advantage</i></b>	5.90%	6.08%		
Retiree Only	\$375.22	\$398.05	\$22.83	\$0.00
Retiree + One Dep	\$750.44	\$796.10	\$45.66	\$398.05

Attached for your information is a five-year medical plans rate history for the period 2021 through 2025.

### **2026 Premium Rates for Individual Medical Plans through Via Benefits**

The 2026 individual plans Medicare premium rates will not be available until early October. The Medicare plans and rates go through a Centers for Medicare and Medicaid Services (CMS) approval process before they are released. The 2026 premiums for individual Early Retiree plans will be available around the same time in October.

Attachments

# 2026 ACERA ANNUAL BENEFIT RENEWAL PRESENTATION RETIREEES COMMITTEE



Ava Lavender  
HRS Division Manager, Benefits  
Keith Brown, VP  
Newfront Insurance



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## Executive Summary

The purpose of this presentation is to present rates and plan design changes to the ACERA Retirees Committee resulting from the Plan Year 2026 renewal negotiations between the County of Alameda and its medical vendors, Kaiser Permanente and UHC.

- The initial overall blended rate increase was **3.07% for Kaiser Permanente**. However, the County opted to add a chiropractic and acupuncture rider to align benefits with the other health plan. The adjusted final rate increase will be **3.27% for the pre-65 population**.
- The final, rate increase for **UHC was 15.43% for Signature Value (SV)**. The **Signature Value Advantage (SVA)** plan will be terminated effective midnight on January 31, 2026.
- There are no additional plan design changes planned for Plan Year (PY) 2026 for the commercial medical plans offered by Kaiser and UHC.
- **The Kaiser Permanente Senior Advantage (KPSA) plan is increasing by 6.08%.**
- Kaiser Permanente has offered enhanced hearing aid benefit options for ACERA's consideration.



# County of Alameda 2026 Plan Year – Blended Rate Increases by Carrier (Actives, Subgroups and Early Retirees)



KAISER PERMANENTE®

**3.28%**

(3.27% for pre-65)

(HMO)

**-1.16%**

(County)

Actives:  
6,267

**47.30%**

(ACERA)

Early Retirees:  
786



UnitedHealthcare®

**15.43%**

(HMO)

*To demonstrate their continued partnership with the County and ACERA, UHC made underwriting concessions to +15.43%. This was down from an initial overall rate increase of +21.33%.*

**SV: 12.92%**

(County)

Actives:  
SV: 1,465

**SV: 62.91%**

(ACERA)

Early Retirees:  
SV: 188

**Blended  
Rate  
Increases**

**Unblended  
Rate  
Increases\***



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Human Resource Services  
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# 2026 Medical Renewal Explanations

- **Kaiser**

- Kaiser's standard renewal rating called for **3.07%** rate increase based on plan year 2024 experience. The moderate adjustment results from lower utilization, improved incurred claims experience, reduced trend factors, and the effects of prior-year blending.
- In alignment with the UHC plans, **Chiropractic and Acupuncture services will be added to the Kaiser plans** changing the rate increase to **3.28%** for the 2026 Plan Year (3.27% for pre-65 retirees).

# 2026 Medical Renewal Explanations

- **UHC**

- Based on plan year 2024 experience, UHC initially proposed a 21.33% blended (active employees and early retirees) rate increase for the SV HMO plans, and 26.72% increase for the SVA plans.
- However, after initial negotiations and to demonstrate continued commitment to partnering with the County, UHC underwriting agreed to reduce the SV HMO plans increase from 21.33% **to 15.43%**.
- **Signature Value Advantage Plan Elimination** – for PY2026, **Canopy Health** has chosen to **withdraw from the SVA HMO network**, significantly disrupting member access. **Of the 639 current SVA HMO Subscribers, 590 will lose access to their providers through Canopy Health**, leaving only 49 unaffected. All 115 ACERA enrollees would be affected with the Canopy Health withdrawal. After seven (7) years, **given the extent of this disruption, continuing to offer the SVA HMO plan is no longer viable.**

# 2026 Medical Renewal Explanations

- **UHC – Key Costs and Network Drivers**

- **Mandated Coverage** - California requires certain benefits with authorizations (GLP-1 Weight loss drugs). Claims for these services totaled \$737,000 during the renewal period and continue to rise.
- **Large Claims** – 52 claimants incurred over \$100,000 each in claims, totaling \$12 million during the renewal period (ACERA members made up less than 10).
- **HMO Benefit Cost Ratio** – Claims alone generated a 98.9% cost ratio for the renewal period. Excluding administrative costs, the total loss ratio exceeded 112%. ACERA only Total Loss Ratio was over 130% at the time of the renewal. Since renewal calculation, ACERA is now at 150.1% Total Loss Ratio. Administrative costs and claims for the Plan exceeded the premiums collected for the period.
- **SVA Network Termination** - Canopy Health providers will exit the SVA network in Northern California effective January 1, 2026, eliminating access to lower cost network contracts and rates.

# County of Alameda

## 2026 Plan Year – Kaiser HMO Pre-65 Retiree Rates

2026 Kaiser HMO Renewal	Current Enrollment*	2025 Monthly Premium Rate	2026 Monthly Premium Rate	Increase
Employee Only	589	\$1,097.88	\$1,133.80	3.27%
Employee + 1	145	\$2,195.76	\$2,267.60	3.27%
Employee + Family	52	\$3,107.04	\$3,208.66	3.27%
Monthly Total	<b>786</b>	\$1,126,603	\$1,163,461	3.27%

\*Based on June 2025 enrollment.

# County of Alameda

## 2026 Plan Year – UHC HMO Pre-65 Retiree Rates

2026 UHC HMO SignatureValue Renewal	Current Enrollment*	2025 Monthly Premium Rate	2026 Monthly Premium Rate	Increase
Employee Only	65	\$1,594.36	\$1,840.38	15.43%
Employee + 1	9	\$3,189.80	\$3,682.02	15.43%
Employee + Family	4	\$4,514.06	\$5,210.62	15.43%
Monthly Total	78	\$150,398	\$173,605	15.43%

2026 UHC HMO 2025 SVA Rates vs 2026 SV Rates Renewal	SVA Enrollment*	2025 SVA Monthly Premium Rate	2026 SV Monthly Premium Rate	Increase
Employee Only	82	\$1,042.48	\$1,840.38	76.54%
Employee + 1	23	\$2,085.04	\$3,682.02	76.59%
Employee + Family	10	\$2,950.20	\$5,210.62	76.62%
Monthly Total	115	\$162,941	\$287,704	76.57%

\*Based on June 2025 enrollment

## County of Alameda

### 2026 Plan Year – Kaiser Senior Advantage Rates

The Kaiser Senior Advantage (KPSA) rates have an increase of **6.08%**.

2026 Kaiser HMO Senior Advantage Renewal	2025 Monthly Premium Rate	2026 Monthly Premium Rate	Increase
Retiree Only	\$375.22	\$398.05	6.08%
Retiree + 1	\$750.44	\$796.10	6.08%
Retiree + Family	\$1,661.72	\$1,737.16	4.54%

This rate is the sum of the Retiree + 1 **Medicare** rate (\$796.10) and the difference between the **Pre-65** 2-Party and **Pre-65** Family rates on page 6.

# COA 2025 Plan Year – Pre-65 Retiree HMO Rates 2026 Blended vs. 2026 Unblended

2026 Kaiser HMO	Current Enrollment*	2026 BLENDED ACERA Monthly Premium	2026 UNBLENDED ACERA Monthly Premium	\$ Variance	% Variance
Employee Only	589	\$1,133.80	\$1,617.20	\$483.40	42.64%
Employee + 1	145	\$2,267.60	\$3,234.40	\$966.80	42.64%
Employee + Family	52	\$3,208.66	\$4,576.74	\$1,368.08	42.64%
Monthly Total	786	\$1,163,461	\$1,659,509	\$496,049	42.64%

2026 UHC HMO SV Network	Current Enrollment*	2026 BLENDED ACERA Monthly Premium	2026 UNBLENDED ACERA Monthly Premium	\$ Variance	% Variance
Employee Only	147	\$1,840.38	\$2,597.30	\$756.92	41.13%
Employee + 1	32	\$3,682.02	\$5,196.38	\$1,514.36	41.13%
Employee + Family	14	\$5,210.62	\$7,353.66	\$2,143.04	41.13%
Monthly Total	193	\$461,309	\$651,039	\$189,729	41.13%

\*Based on June 2025 enrollment.

# COA 2025 Plan Year – Pre-65 Retiree HMO Rates 2025 Unblended vs. 2026 Unblended

2026 Kaiser HMO	Current Enrollment*	2025 UNBLENDED ACERA Monthly Premium	2026 UNBLENDED ACERA Monthly Premium	\$ Variance	% Variance
Employee Only	589	\$1,788.34	\$1,617.20	(\$171.14)	-9.57%
Employee + 1	145	\$3,576.68	\$3,234.40	(\$342.28)	-9.57%
Employee + Family	52	\$5,061.08	\$4,576.74	(\$484.34)	-9.57%
Monthly Total	786	\$1,835,127	\$1,659,509	(\$175,618)	-9.57%

2026 UHC HMO SV Network	Current Enrollment*	2025 UNBLENDED ACERA Monthly Premium	2026 UNBLENDED ACERA Monthly Premium	\$ Variance	% Variance
Employee Only	147	\$2,130.51	\$2,597.30	\$466.79	21.91%
Employee + 1	32	\$4,262.50	\$5,196.38	\$933.88	21.91%
Employee + Family	14	\$6,032.10	\$7,353.66	\$1,321.56	21.91%
Monthly Total	193	\$534,034	\$651,039	\$117,004	21.91%

\*Based on June 2025 enrollment.



## Low-Income Premium Subsidy Amounts (Part D) – 2026

Percentage of Maximum Subsidy Amount	2026 Subsidy Amount
100%	To be provided early November
75%	
50%	
25%	

Source: [Regional Rates Benchmarks 2025 \(cms.gov\)](https://www.cms.gov/medicare/medicaid-support/regional-rates-benchmarks).

# Questions





THANK  
YOU

## Medical Rate Comparisons

2021 - 2025 Rate History



### Kaiser Early Retiree

710 Enrolled\*

	2021	2022	2023	2024	2025
Rating Structure	Rate	Rate	Rate	Rate	Rate
Retiree	\$810.72	\$843.16	\$909.74	\$1,037.76	\$1,097.88
Retiree & 1 Dep	\$1,621.44	\$1,686.32	\$1,819.48	\$2,075.52	\$2,195.76
Retiree & 2+ Deps	\$2,294.34	\$2,386.22	\$2,574.60	\$2,936.90	\$3,107.04
% Change over Retiree Monthly Premium		4.00%	7.90%	14.07%	5.79%

### Kaiser Permanente Senior Advantage

4,360 Enrolled\*

	2021	2022	2023	2024	2025
Rating Structure	Rate	Rate	Rate	Rate	Rate
Retiree	\$382.21	\$344.44	\$316.81	\$354.31	\$375.22
Retiree & Spouse	\$764.42	\$688.88	\$633.62	\$708.62	\$750.44
% Change over Retiree Monthly Premium		-9.88%	-8.02%	11.84%	5.90%

### UnitedHealthcare SignatureValue HMO Early Retiree

66 Enrolled\*

	2021	2022	2023	2024	2025
Rating Structure	Rate	Rate	Rate	Rate	Rate
Retiree	\$1,150.60	\$1,184.32	\$1,290.92	\$1,464.90	\$1,594.36
Retiree & 1 Dep	\$2,301.12	\$2,368.56	\$2,581.72	\$2,929.64	\$3,189.80
Retiree & 2+ Deps	\$3,256.06	\$3,351.46	\$3,653.08	\$4,145.40	\$4,514.16
% Change over Retiree Monthly Premium		2.93%	9.00%	13.48%	8.84%

### UnitedHealthcare SignatureValue Advantage HMO Early Retiree - Effective 2/1/20

112 Enrolled\*

	2021	2022	2023	2024	2025
Rating Structure	Rate	Rate	Rate	Rate	Rate
Retiree	\$781.42	\$843.94	\$957.68	\$1,042.48	\$1,042.48
Retiree & 1 Dep	\$1,562.70	\$1,687.72	\$1,915.18	\$2,085.04	\$2,085.04
Retiree & 2+ Deps	\$2,211.18	\$2,388.08	\$2,709.92	\$2,950.20	\$2,950.20
% Change over Retiree Monthly Premium		2.93%	8.00%	13.48%	8.85%

\*As of April 2025