



ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
BOARD OF RETIREMENT
MINUTES

Thursday, November 20, 2025

Chair Kellie Simon called the meeting to order at 2:01 p.m.

Trustees Present: Ophelia Basgal
 Keith Carson
 Tarrell Gamble
 Henry Levy
 Elizabeth Rogers
 Kellie Simon
 Steven Wilkinson
 George Wood

Trustees Excused: Ross Clippinger
 Cynthia Baron (*Alternate*)
 Kevin Bryant (*Alternate*)

Staff Present: Victoria Arruda, Human Resource Officer
 Carlos Barrios, Assistant Chief Executive Officer-Benefits
 Angela Bradford, Executive Secretary
 Sandra Dueñas-Cuevas, Benefits Manager
 Vacant, 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

Before calling for Public Input, Board Chair Kellie Simon announced the unexpected passing of ACERA's Fiscal Services Officer, Erica Haywood. Trustees and Staff offered their condolences and expressed their heartfelt appreciation for Erica, honoring her as a person and acknowledging her many contributions to ACERA. Erica will be truly missed. Chief Executive Officer Dave Nelsen will provide Trustees/Staff with the date and time of Erica's Memorial Service.

Mr. Nelsen announced the retirement of Eva Hardy, ACERA's long-time employee affectionately known as the "Rock" of the Benefits Department. Trustees, Staff, and ACRE President Pete Albert congratulated Eva, expressed their gratitude, and acknowledged Eva's many contributions to ACERA. Assistant CEO of Benefits Carlos Barrios, and Eva's supervisor, presented her with a Certificate of Appreciation honoring her 15 years of dedicated service to ACERA. Eva will be truly missed.

PUBLIC INPUT

None.

**CONSENT CALENDAR
REPORTS AND ACTION ITEMS**

Chief Counsel Jeff Rieger reported that, prior to today's Board meeting, Staff from the Alameda County Counsel's Office raised questions about what was on Appendix E on today's Board agenda. Mr. Rieger reported that the Neil Gonzalgo and Jose Ramirez matters listed in Appendix E should also both include the denial of an earlier effective date. Mr. Rieger stated that, aside from the earlier effective date issue, the agenda is in order and the Board may move forward with approval. Staff will make the necessary corrections to both matters.

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**

None

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

None

APPROVE MINUTES of BOARD and COMMITTEE MEETINGS

October 16, 2025 Minutes of the Regular Board Meeting

MISCELLANEOUS

Operating Expenses as of 09/30/25

Quarterly Financial Statements as of 09/30/25

Quarterly Cash Forecast Report

Board Member Conference Expense Report for 3rd Qtr. 2025

Senior Manager Conference and Training Expense Report for 3rd Qtr. 2025

Approve Staff Recommendation regarding Alameda County's New Pay Code:

Recruit/Supervisor Recruit Training Officer-43J

25-89

It was moved by Tarrell Gamble and seconded by Ophelia Basgal that the Board adopt the Consent Calendar. The motion carried 8 yes (*Basgal, Carson, Gamble, Levy, Rogers, Simon, Wilkinson, Wood*), 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:

Audit:

Henry Levy reported that the Audit Committee met earlier today and that there were no Action Items. However, the Committee was presented with the following Information Items: **1)** ACE Award Recognition; **2)** Progress Report on the Internal Audit Plan; **3)** Review of Completed Audits and Projects; and **4)** Business Impact Analysis/Dark Web Update (Cybersecurity).

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

Operations:

Ophelia Basgal reported that the Operations Committee met earlier today and that the Committee was presented with and discussed ACERA's 2026 proposed Operating Expense Budget. Trustee Basgal reported that Staff made one point of clarification regarding the balance of the total fund as of June 30, 2025. Staff will make the necessary corrections before finalizing and publishing the 2026 Board approved budget.

25-90

It was moved by Ophelia Basgal and seconded by Tarrell Gamble that the Board approve the proposed 2026 ACERA Operating Expense Budget of \$27,874,000, with the correction of the total fund balance, as recommended by the Operations Committee. The motion carried 8 yes (*Basgal, Carson, Gamble, Levy, Rogers, Simon, Wilkinson, Wood*), 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 December 18, 2025 Board meeting.

NEW BUSINESS:

Disability Process Overview

Human Resources Services Division Manager of Benefits Ava Lavender and Medical Leave and Accommodation Services Administrator Herlinda Morales-Chacon appeared via Zoom because Ms. Lavender announced that her Father had recently passed away. Trustees and Staff expressed their condolences. Ms. Morales-Chacon and Ms. Lavender presented a high-level overview of Alameda County's Disability Process, Programs and Benefits and how those processes interact with ACERA's disability and benefits processes. Mr. Barrios presented information on ACERA's Disability Process and explained the different types of disability retirement benefits available to its members. Mr. Rieger offered explanations regarding ACERA's Disability Process.

Presentation of Member Engagement Videos

Mr. Nelsen reported that ACERA's Member Engagement Video Tutorials are part of ACERA's 2025 Project Objectives. ACERA Communications Manager Michael Fara presented a couple of video tutorials that address members' frequently asked questions and demonstrated how members would access and view them. The video tutorials are now available on ACERA's Website. Mr. Fara responded to Trustees questions.

Chief Executive Officer's Report

Mr. Nelsen presented his November 20, 2025 written CEO Report which provided an update on: **1)** Committee and Board Action Items; **2)** Other Items: **a)** Business Planning; **b)** Legislative Update; **c)** Stand-by Pay Issue; **d)** Budget; and **3)** Key Performance Indicators.

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

CONFERENCE/ORAL REPORTS

None.

ANNOUNCEMENTS

None.

BOARD INPUT

None.

To view the November 20, 2025 Board meeting YouTube video in its entirety, go to ACERA's Website at: <https://youtu.be/cmtweQXaDPY>.

CLOSED SESSION

Government Code Section 54957(b)(1): Public Employee Evaluation (Chief Executive Officer):

The Board reconvened into Open Session and the following Trustees returned:
Carson, Levy, Rogers, Simon and Wilkinson.

Trustee Simon reported that she would serve as the Board's Designated Representative for compensation negotiations with Chief Executive Officer Dave Nelsen.

ADJOURNMENT

The meeting was adjourned at approximately 3:48 p.m.

Respectfully Submitted,



David Nelsen
Chief Executive Officer

12/18/25

Date Adopted

APPENDIX A
REPORT ON SERVICE RETIREMENTS

BELL, Delana
Effective: 9/13/2025
Sheriff's Office

HUEHNERFUSS, Gary
Effective: 9/13/2025
Information Technology

CHOI, Sungkyu
Effective: 9/22/2025
Superior Courts

IBAY, Jessica
Effective: 9/6/2025
Alameda Health System

CORBETT, John
Effective: 9/16/2025
Alameda Health System

JOHNSON, Marcus
Effective: 8/5/2025
Alameda Health System

CRANE, Julie
Effective: 9/10/2025
ACERA

LOPEZ, Anthony
Effective: 8/21/2025
Sheriff's Office

DIEW, Ryant
Effective: 8/17/2025
Probation

MARTINEZ, Katherine
Effective: 8/30/2025
ACERA

DOBBS, Desiree
Effective: 9/13/2025
Child Support Services

MCGUIRE, Sheila
Effective: 9/1/2025
LARPD

EASHMAN, Willie
Effective: 4/1/2025
Probation

MILINA, Eric
Effective: 8/30/2025
District Attorney

FREEMAN, Christine
Effective: 9/1/2025
Social Services Agency

REDD, Joyce
Effective: 8/30/2025
Social Services Agency

HEBERT, Patricia
Effective: 8/16/2025
Social Services Agency

WALLACE, Paul
Effective: 8/13/2025
Sheriff's Office

YU, Kay
Effective: 8/30/2025
Auditor - Controller

APPENDIX B
LIST OF DEFERRED RETIREMENTS

ACACIO, Kristel
Alameda County Health
Effective Date: 9/26/2025

ADAMS, Che
Social Services Agency
Effective: 9/18/2025

CONTI, Lakeeta
Alameda Health System
Effective: 9/3/2025

HIPKIN, Christopher
Public Works Agency
Effective: 9/23/2025

HOLLAND, David
Sheriff's Office
Effective: 9/6/2025

HOWARD, Erik
Sheriff's Office
Effective: 9/25/2025

LIANG, William
Auditor-Controller Agency
Effective: 9/26/2025

LIU, Yi
County Library
Effective: 9/26/2025

MACARIOLA, Yasmin
County Counsel
Effective: 9/19/2025

MANZO, Javier
Sheriff's Office
Effective: 9/8/2025

MARTINEZ R, Cesar
General Services Agency
Effective: 9/26/2025

MARTINEZ, Victoria
Probation
Effective: 9/19/2025

PAULSEN, Allison
Alameda Health System
Effective: 9/21/2025

PERSON, Monique
Social Services Agency
Effective: 9/2/2025

POSTWAY, Shronidia
Social Services Agency
Effective: 9/22/2025

RODRIGUEZ, Cindy
Alameda Health System
Effective: 9/26/2025

RODRIGUEZ, Elena
Alameda County Superior Court
Effective: 9/19/2025

SCOTT ZSUTTY, La vonne
Public Works Agency
Effective: 9/26/2025

THROWER, Tavio
Alameda County Superior Court
Effective: 9/3/2025

APPENDIX C
LIST OF DECEASED MEMBERS

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

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

BROWN, Charles K.
Probation
10/1/2025

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

DURKEE, Linda
Social Services Agency
9/28/2025

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

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

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

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

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

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

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

ISKOW, Eva
Alameda Health System
10/19/2025

MARCUS, Lavella
Alameda Health System
10/20/2025

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

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

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

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

PARGETT, Robert A.
Assessor
10/16/2025

PICKETT, Raife
Alameda Health System
9/30/2025

APPENDIX C
LIST OF DECEASED MEMBERS

SCHNELLER, David
Public Defender
10/11/2025

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

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

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

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

Name: Barao, Donald
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. Barao's application for a service-connected disability and waiving annual medical examinations and questionnaires at this time.

Based on the Medical Advisor's finding regarding Mr. Barao'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 the request for an earlier effective date.

Name: Barton, Crystal
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 Ms. Barton's application for a service-connected disability and waiving annual medical examinations and questionnaires.

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

APPENDIX E

APPROVE UNCONTESTED STAFF RECOMMENDATIONS ON DISABILITY RETIREMENTS AND DEATH BENEFITS

Name: Gabato, Edward
Type of Claim: Service-Connected

Staff's Recommendation:

Adopt the findings and conclusions and approve and adopt the recommendation contained in the Medical Advisor's report, including but not limited to, denying Mr. Gabato's application for a service-connected disability and granting a non-service connected disability, requiring annual medical examinations and questionnaires.

Name: Gonzalgo, Neil
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. Gonzalgo's application for a service-connected disability and waiving annual medical examinations and questionnaires at this time.

Name: Gums, April
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 Ms. Gum's application for a service-connected disability and waiving annual medical examinations and questionnaires at this time.

Name: Ramirez, Jose
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. Ramirez's application for a service-connected disability and waiving annual medical examinations and questionnaires at this time.

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

Name: Staysa, Lauren
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 Ms. Staysa's application for a service-connected disability and waiving annual medical examinations and questionnaires at this time.

Name: Wilhelm, Erin
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 Ms. Wilhelm application for a service-connected disability and requiring annual medical examinations and questionnaires at this time.
