



ALAMEDA COUNTY  
EMPLOYEES' RETIREMENT  
ASSOCIATION

A Component Unit of the  
County of Alameda, Oakland, CA

A detailed photograph of a quail perched on a thorny, light-brown branch. The quail has a distinctive black plume on its head, a black face, and a body covered in intricate brown and white patterns. The background is a clear, vibrant blue sky. The branch has several small, reddish-pink buds and a few yellow leaves.

# Popular Annual Financial Report

For the  
Year Ended  
December 31, 2024



## Message from the Chief Executive Officer, David Nelsen

Processed **436**  
members into  
retirement

Counseled **470**  
ready-to- retire  
members

Dear ACERA Members,

I'm pleased to share an update on your pension fund's progress over the past year. In 2024, our investments delivered a 9.2% net return, increasing ACERA's net position by \$756 million to \$12.0 billion as of December 31, 2024. We're proud of this strong result, but our focus is always on the long term. We invest with the goal of providing you with a secure retirement, even through the short-term ups and downs of the market.

In 2024, we also made significant strides in serving you better. We completed a major five-year project to upgrade our pension administration system and launched the MemberDirect portal, providing you with modern, secure access to your retirement account at [www.acera.org/login](http://www.acera.org/login). We also held our first-ever hybrid retiree health fair, bringing our community together both online and in person. For more highlights from the past year, see the accomplishments section on the next page.

For your safety and convenience, we encourage you to connect with us virtually. You can get answers to all your pension questions through our virtual call center ([acera.org/contact](http://acera.org/contact)), schedule a Zoom ready-to- retire counseling appointment ([acera.org/counseling](http://acera.org/counseling)), or attend a live seminar from the comfort of your home or office ([acera.org/seminars](http://acera.org/seminars)). We also hold hybrid in-person/virtual Board and Committee meetings, giving you the option to participate remotely ([acera.org/meetings](http://acera.org/meetings)).

If retirement is still a few years away, now is a great time to plan ahead! Visit [acera.org/planning](http://acera.org/planning) to learn how to estimate your future pension and set retirement savings goals.

Thank you for your continued trust in ACERA. We're honored to be part of your retirement journey.

Sincerely,

**David Nelsen,**  
**Chief Executive Officer**

The Popular Annual Financial Report (PAFR) is a summary of the Annual Comprehensive Financial Report (ACFR) for the year ended December 31, 2024

The financial data in the Popular Annual Financial Report derive from the more detailed Annual Comprehensive Financial Report. Both are consistent with generally accepted accounting principles and guidelines established by the Governmental Accounting Standards Board.

You can find both reports online at [www.acera.org/financial](http://www.acera.org/financial).

## Board of Retirement

Kellie Simon  
**Chair**  
Elected by General Members

Tarrell V. Gamble  
**1<sup>st</sup> Vice Chair**  
Appointed by the Board  
of Supervisors

Elizabeth Rogers  
**2<sup>nd</sup> Vice Chair**  
Elected by Retired Members

Cynthia Baron  
**Alternate Retired**  
Elected Alternate by  
Retired Members

Ophelia B. Basgal  
Appointed by the Board  
of Supervisors

Kevin Bryant  
**Alternate Safety**  
Elected Alternate by  
Safety Members

Keith Carson  
Appointed by the Board  
of Supervisors

Ross Clippinger  
Elected by Safety Members

Henry C. Levy  
Ex-Officio Member  
Treasurer-Tax Collector

Steven Wilkinson  
Appointed by the Board  
of Supervisors

George Wood  
Elected by General Members

# Accomplishment Highlights

2024 • STRENGTHENING ACERA

Enrolled 9,629 so far in the new MemberDirect at [ACERA.ORG/LOGIN](https://www.acera.org/login)

## Launched Your New Member Portal

Launched MemberDirect, ACERA's new and improved member portal, offering a modern interface, enhanced security with two-factor authentication, and mobile-friendly access to make accessing your retirement account easier. Enroll now at [www.acera.org/login](https://www.acera.org/login)

## Optimized Active Death Benefit Election

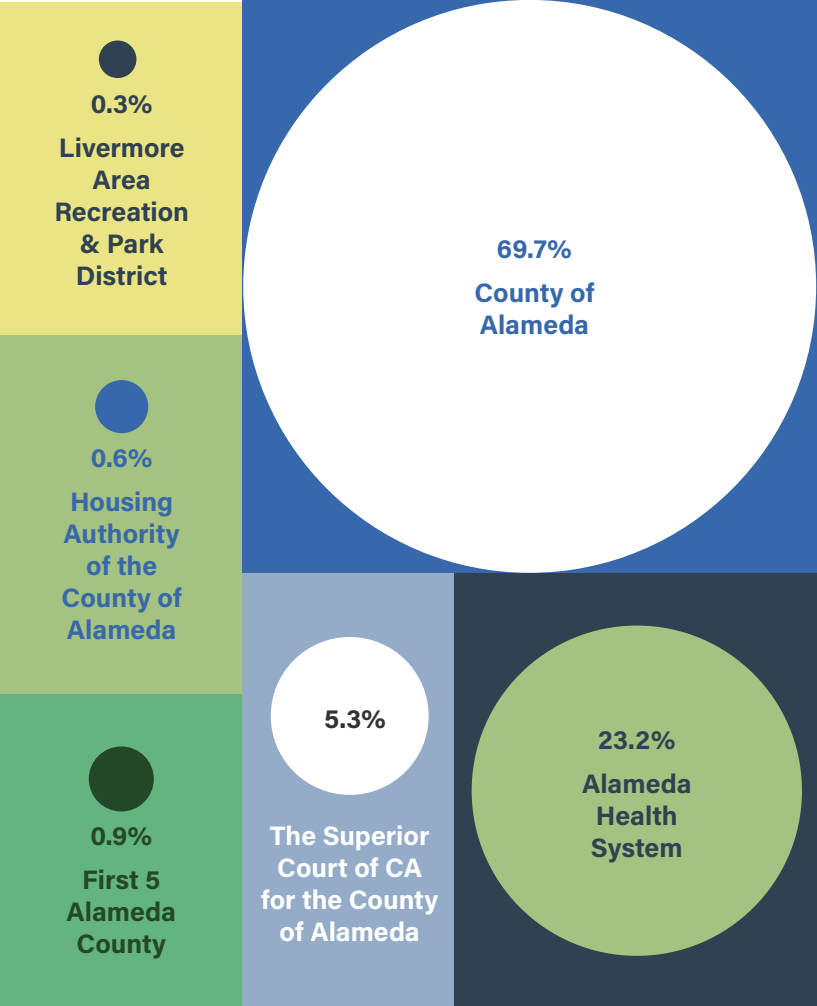
Active members can elect to maximize death benefits for their loved ones. All active members should consider this. It takes 10 minutes. [www.acera.org/adv](https://www.acera.org/adv)

## Completed Pension Software Upgrade

Completed a 5-year project to upgrade ACERA's pension administration

system from PensionGold Version 2 to PensionGold Version 3 on schedule, delivering large gains in efficiency and supporting launch of the new MemberDirect portal.

**ACERA also...** Developed a 2025 Business Plan; launched SharePoint as an intranet tool; earned an unmodified audit opinion and GFOA awards for financial reporting; completed a Benefit Certification Audit and Direct Deposit Audit; onboarded a new Board election vendor; held an inaugural hybrid retiree health fair; and transitioned Kaiser Medicare members from Silver&Fit to One Pass for free gym memberships. Details at: [www.acera.org/onepass](https://www.acera.org/onepass)



## ACERA's Membership

ACERA's members are current and former employees of six participating employers who collectively share the risks of supporting a multi-employer, cost-sharing, defined benefit retirement plan. **More at [www.acera.org/about](https://www.acera.org/about).**

2024	
Total Membership	26,984
Service Retirees	8,827
Active Vested	7,644
Active Non-Vested	4,195
Deferred	3,920
Beneficiaries	1,389
Disability Retirees	1,009
2023	
Total Membership	26,342
Service Retirees	8,674
Active Vested	7,668
Active Non-Vested	3,827
Deferred	3,843
Beneficiaries	1,325
Disability Retirees	1,005



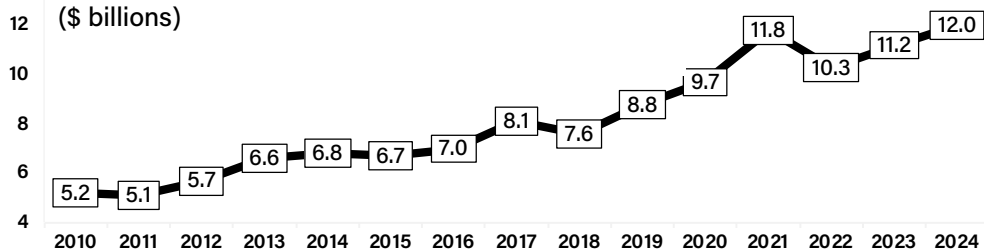
That's  
36% of all  
members

# ACERA Financial Highlights

The funding sources that finance the retirement benefits are member contributions, employer contributions, and investment income. ACERA's assets are primarily used for the payment of benefits to members and their beneficiaries, the refund of contributions to terminated employees, and the cost of administering the retirement system.

More at [www.acera.org/acfr](http://www.acera.org/acfr).

## Year-End Fair Value of Investments



## Financial Summary (Fiduciary Net Position Condensed)

(Dollars in millions)

ADDITIONS	2024	2023	Increase (Decrease) Amount	Percent Change
Net investment income + Misc. income	\$ 1,025.6	\$ 1,249.6	\$ (224.0)	-18%
Employee & Employer Contributions	445.6	415.1	30.5	7%
Reserve Transfers	57.9	58.8	(0.9)	-2%
Total Additions	1,529.1	1,723.5	(194.4)	-11%
DEDUCTIONS				
Retirement Benefit Payments & Refunds	644.1	619.7	24.4	4%
Postemployment Medical Benefits	50.2	47.1	3.1	7%
Administration	20.4	17.6	2.8	16%
Reserve Transfers	57.9	58.8	(0.9)	-2%
Total Deductions	772.6	743.2	29.4	4%
CUMULATIVE EFFECT OF ACCOUNTING CHANGE	(0.9)	-	(0.9)	N/A
FIDUCIARY NET POSITION AT END OF YEAR	\$ 12,034.4	\$ 11,278.8	\$ 755.6	7%

## Pension Plan Funding Status

ACERA hires an independent actuary to conduct annual valuations of pension assets and expenses. The actuarial values are compared to determine the annual contribution rates that ACERA's members and employers are required to pay to meet pension obligations. You may notice that the actuarial value of assets and the net position differ; this is because gains and losses are mathematically "smoothed" over a 5-year period. This minimizes the effect of market volatility on contribution rates. Participating employers contributed 100% of the annual required contributions to the pension plan, which include additional contributions so ACERA can re-achieve 100% funding over time.

## Actuarial Values & Funded Ratio

Actuarial Valuation as of December 31	Actuarial Value of Asset	Actuarial Accrued Liability	Unfunded Actuarial Accrued Liability	Funded Ratio
(Dollars in millions)				
Plain English:	How Much We Have Now	How Much We Owe, Now & in the Future	How Much More We'll Need	% of How Much We Owe That We Have Now
2023	\$ 10,342.6	\$ 11,746.7	\$ 1,404.1	88.0%
2022	9,923.0	11,415.1	1,492.1	86.9%
2021	9,453.1	10,929.9	1,476.8	86.5%
2020	7,984.3	10,484.2	2,499.9	76.2%*
2019	7,600.0	9,795.0	2,195.0	77.6%

\*Reduction in funded ratio primarily due to reduction in assumed annual rate of return

Check [www.acera.org/actuarial](http://www.acera.org/actuarial) for more information on pension plan funding and the Net Pension Liability calculation required by GASB 67.

# Non-Guaranteed Benefits and the Supplemental Retiree Benefits Reserve (SRBR)

## Non-Guaranteed Benefits Currently Offered

- Monthly Medical Allowance (MMA)
- Dental Coverage Subsidy
- Vision Coverage Subsidy
- Medicare Part B Reimbursement Plan
- Supplemental COLA
- Implicit Subsidy (Paid to County)

ACERA's non-guaranteed (non-vested) benefits are subject to available funds in ACERA's Supplemental Retiree Benefits Reserve (SRBR). The SRBR receives regular interest earnings and half of investment earnings above the assumed rate of return. Each year, our actuary projects how many years the SRBR will last at current benefit levels. ACERA aims to keep the SRBR above a projected 15-year sustainability level. The Board of Retirement may change or end non-guaranteed benefits to meet this goal. Below is the sustainability projection made for each of the last 13 years.

More at [www.acera.org/srbr](http://www.acera.org/srbr).

Year	Projected Years	End Year
2012	15 years	2027
2013	19 years	2032
2014	22 years	2036
2015	22 years	2037
2016	22 years	2038
2017	21 years	2038
2018	21 years	2039
2019	20 years	2039
2020	21 years	2041
2021	24 years	2045
2022	27 years	2049
2023	24 years	2047
2024	20* years	2044*

\*Preliminary projection

# Investment Performance

## Net Results

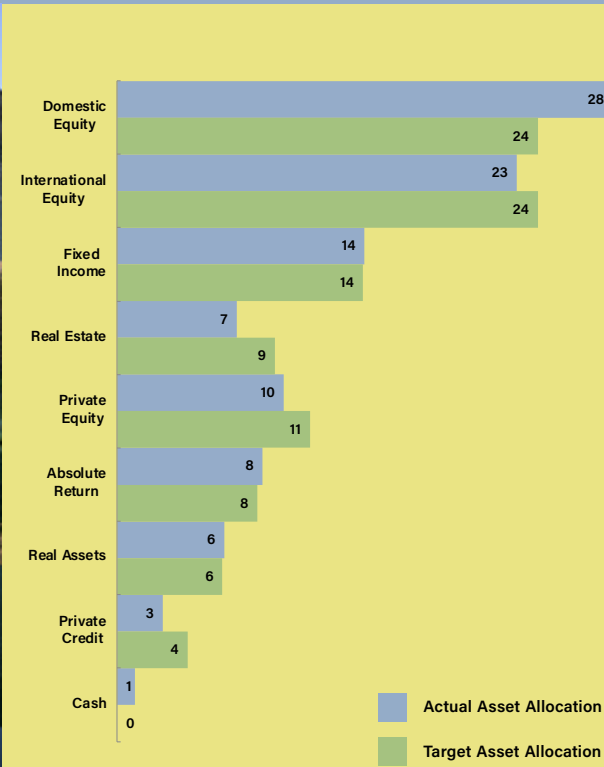
The Board of Retirement has the fiduciary responsibility to prudently invest ACERA's funds to minimize overall risk and maximize returns.

More at [www.acera.org/investments](http://www.acera.org/investments).

## Investment Fund Performance Highlights (Net Results)

Description		2024 Return	Ranking in a universe of public funds over \$1 billion*
TOTAL FUND			
Total fund return	ACERA fund return	9.2%	40th percentile
Policy index return	Benchmark	9.0%	50th percentile
Median return	Peer group return	9.0%	50th percentile
Annualized 5 years	Average return over 5 years	73%	37th percentile
Annualized 10 years	Average return over 10 years	75%	23rd percentile
Annualized 15 years	Average return over 15 years	8.4%	15th percentile
INDIVIDUAL ASSET CLASSES		\$ VALUE IN BILLIONS	
Domestic equity	U.S. Stocks	22.8%	\$ 3.4
International equity	International Stocks	4.2%	2.7
Fixed income	Bonds/debt	1.5%	1.7
Real estate	Real, tangible properties	-5.7%	0.8
Private equity	Non-public companies	9.0%	1.1
Absolute return	Stable, positive returns	11.2%	1.0
Real assets	Inflation hedge	8.4%	0.7
Private credit	Private, non-bank lending	9.1%	0.3
Cash	Cash	5.2%	0.1
Overlay		N/A	0.0
TOTAL			\$ 12.0

\* ACERA's investment policy targets a ranking in the top 25th percentile.





Alameda County Employees'  
Retirement Association

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Oakland, CA  
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# Popular Annual Financial Report

FOR THE YEAR ENDED  
December 31

2024

## *Serving You*

**OUR MISSION AT ACERA** is to provide members and employers with flexible, cost-effective, participant-oriented benefits through prudent investment management and superior member services. We've been doing this since we became operational on January 1, 1948 under the County Employees Retirement Law of 1937 (CERL). ACERA is one of the few county retirement organizations that has adopted Article 5.5 of the CERL. This means that our members also receive non-guaranteed benefits such as healthcare.

Our dedicated and diverse team at ACERA uses its expertise to provide these benefits to you, our members. On the following pages you can see some of the ways we've improved our service in 2024.

475 14th Street STE 1000 | Oakland, CA 94612 | [www.acera.org](http://www.acera.org)

Answered <b>18,529</b> telephone calls	<b>96%</b> of callers spent less than <u>60 seconds</u> on hold	Fulfilled <b>921</b> formal written requests
Scanned & indexed <b>23,091</b> member documents	Subscribed <b>10,553</b> people to email news updates at <a href="http://acera.org/subscribe">acera.org/ subscribe</a>	Members generated <b>23,428</b> retirement estimates through our online portal.  Try it at: <a href="http://www.acera.org/login">www.acera.org/login</a>
Responded to <b>9,201</b> email messages		