



Benefits At a Glance

Alameda County Employees' Retirement Association
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475 14th Street, Suite 1000, Oakland, CA 94612
Fact sheet is current as of October 14, 2019.

Henry C. Levy

Board of Retirement, Chair

Dave Nelsen
Kathy Foster
Betsy Tse

CEO
Assistant CEO
Chief Investment Officer

Vested Benefits

Vesting Requirement: 5 years of service credit
Avg. (Mean) Age at Retirement (2018): 60.7 years¹
Avg. (Mean) Service at Retirement (2018): 19.6 years¹

Avg. (Median) Gross Monthly Benefit (2018): \$2,929¹
Avg. (Mean) Initial Benefit (2018): 43% of highest salary¹
Avg. (Median) Gross Monthly Benefit All Retirees: \$3,353

Service Retirement Formula

$$\frac{\text{Age Factor Percentage} \times \text{Years of Service Credit}}{\text{X Highest Avg. Monthly Salary}} = \text{Monthly Retirement Allowance for Life}$$

Cost of Living Adjustments (COLA) – Provided to all retired members annually on April 1. Determined by San Francisco CPI % change from Dec. to Dec., rounded to nearest .5%. CPI percentages above tier maximum are banked for future years. Maximum annual COLA is 3% for Tiers 1 and 3 and 2% for Tiers 2 and 4.

Member Tiers

| Tier | Min. Age Factor % | Max. Age Factor % | California Code Section | Final Comp. Period for Salary Calc. | 2020 Avg. Employee Contr. Rate ⁵ | 2020 County Employer Contr. Rate ^{5†} |
|--------------------------|-------------------|-------------------|-------------------------|-------------------------------------|---|--|
| General Tier 1* | 1.33% at 50 | 2.61% at 62 | 31676.12 | 1 year | 9.54% | 22.31% |
| General Tier 2 (A)* | 1.18% at 50 | 2.43% at 65 | 31676.1 | 3 years | 7.75% | 21.40% |
| General Tier 3 (LARPD)* | 2.00% at 50 | 2.50% at 55 | 31676.18 | 1 year | 13.99% | 32.14% |
| General Tier 4 | 1.00% at 52 | 2.50% at 67 | 7522.20 | 3 years | 8.80% flat | 20.83% |
| Safety Tier 1* | 1.87% at 41 | 3.00% at 50 | 31664.1 | 1 year | 8.55% | 80.60% |
| Safety Tier 2 (B)* | 1.87% at 41 | 3.00% at 50 | 31664.1 | 3 years | 15.85% | 62.34% |
| Safety Tier 2 (C)* | 1.25% at 41 | 2.62% at 55 | 31664 | 3 years | 13.38% | 63.63% |
| Safety Tier 2 (D)* | 1.43% at 41 | 3.00% at 55 | 31664.2 | 3 years | 16.15% | 61.60% |
| Safety Tier 4 | 2.00% at 50 | 2.70% at 57 | 7522.25 | 3 years | 15.58% flat | 59.20% |
| All Categories Combined: | | | | | 9.34% | 27.96% |

* Closed tiers to non-reciprocal new members entering membership after 12/31/2012
† County only—other employer rates differ; see actuarial valuation

Non-Vested Benefits

ACERA's Board of Retirement sets benefit levels annually based on sustainability of ACERA's Supplemental Retiree Benefits Reserve (SRBR), an account funded by interest gain sharing. ACERA's actuary most recently predicted the \$919 million SRBR would last until 2040 (21 full years and 1 partial year) if it received no new funds.²

Monthly Medical Allowance (MMA) – Subsidizes retiree premiums for ACERA-sponsored medical plans. Based on years of service, the subsidy pays up to amount of the premium or MMA, whichever is lower, to the retiree only.

| Yrs. ACERA Service | Portion of MMA | 2020 MMA ³ | 2020 Medicare Exchange MMA |
|--------------------|----------------|-----------------------|----------------------------|
| 0-9 yrs. | None | \$0 | \$0 |
| 10-14 yrs. | 1/2 | \$289.33 | \$221.64 |
| 15-19 yrs. | 3/4 | \$433.99 | \$332.46 |
| 20+ yrs. | Full | \$578.65 | \$443.28 |

Dental and Vision Coverage Subsidies – Dental (\$42.04 or \$22.18)³ and vision (\$4.24)³ monthly retiree premiums are reimbursed in full with 10+ yrs. service.

Medicare Part B Reimbursement – \$135.50 monthly (2019), offsetting the cost of Medicare Part B, for retired members with over 10 years of ACERA service.

Supplemental COLA – Keeps retirees within 85% of original purchasing power.

Retirement Eligibility Tiers 1, 2, 3

- Age 50 with 10 yrs. service
- 30 yrs. (general) or 20 yrs. (safety) service at any age
- Age 70 with any amount of service

Retirement Eligibility Tier 4

- Age 52 (general) or 50 (safety) with 5 yrs. service
- Age 70 with any amount of service

Estimated ACERA Fund Market Value: \$8.2 billion⁶

ACERA Funded Ratio: 77.2%²

Interest Assumption Rate: 7.25%⁴

Membership As Of 12/31/18

| | |
|---|---------------|
| Active Members: | 11,368 |
| Deferred Members: | 2,592 |
| Retirees, Beneficiaries, and Survivors: | 9,779 |
| Total Members: | 23,739 |

| Employer | Active Members: | Num. | % |
|---|-----------------|-------|-------|
| Alameda County | | 8,097 | 71.3% |
| Alameda Health System | | 2,430 | 21.4% |
| Superior Court of California | | 641 | 5.6% |
| Livermore Area Recreation & Park District | | 58 | 0.5% |
| Housing Authority of Alameda County | | 61 | 0.5% |
| First 5 Alameda County | | 62 | 0.5% |

| Investments | ACERA Fund Net Return ⁶ | Rank among U.S. public funds >\$1 billion ⁶ |
|--------------------|------------------------------------|--|
| 1 Year | 5.31% | 46th percentile |
| Annualized 5 yrs. | 6.17% | 27th percentile |
| Annualized 10 yrs. | 10.13% | 8th percentile |
| Annualized 15 yrs. | 7.20% | 9th percentile |