



Alameda County Employees' Retirement Association
BOARD OF RETIREMENT

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.

Thursday, September 21, 2023
2:00 p.m.

LOCATION AND TELECONFERENCE	BOARD OF RETIREMENT TRUSTEES	
<p>ACERA C.G. "BUD" QUIST BOARD ROOM 475 14TH STREET, 10TH FLOOR OAKLAND, CALIFORNIA 94612-1900 MAIN LINE: 510.628.3000 FAX: 510.268.9574</p> <p>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.</p> <p>Link: https://zoom.us/join Call-In: 1 (669) 900-6833 US Webinar ID: 879 6337 8479 Passcode: 699406</p> <p>For help joining a Zoom meeting, see: https://support.zoom.us/hc/en-us/articles/201362193</p>	JAIME GODFREY CHAIR	APPOINTED
	OPHELIA BASGAL FIRST VICE-CHAIR	APPOINTED
	KELLIE SIMON SECOND VICE-CHAIR	ELECTED GENERAL
	KEITH CARSON	APPOINTED
	ROSS CLIPPINGER	ELECTED SAFETY
	TARRELL GAMBLE	APPOINTED
	HENRY LEVY	TREASURER
	ELIZABETH ROGERS	ELECTED RETIRED
	GEORGE WOOD	ELECTED GENERAL
	CYNTHIA BARON	ALTERNATE RETIRED ¹
KEVIN BRYANT	ALTERNATE SAFETY ²	

¹ 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.

² 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.

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.

1. CALL TO ORDER

2. ROLL CALL

3. PUBLIC COMMENT

4. CONSENT CALENDAR:

The Board will adopt the entire Consent Calendar by a single motion, unless one or more Board members remove one or more items from the Consent Calendar for separate discussion(s) and possible separate motion(s).

A. REPORT ON SERVICE RETIREMENTS:

Appendix A

B. LIST OF DEFERRED RETIREMENTS:

Appendix B

C. LIST OF DECEASED MEMBERS:

Appendix C

D. APPROVE REQUEST(S) FOR UP TO 130 BI-WEEKLY PAYMENTS TO RE-DEPOSIT CONTRIBUTIONS AND GAIN CREDIT:

Appendix D

E. APPROVE UNCONTESTED STAFF RECOMMENDATIONS ON DISABILITY RETIREMENTS AND DEATH BENEFITS:

Appendix E

F. APPROVE UNCONTESTED HEARING OFFICER RECOMMENDATIONS FOR DISABILITY RETIREMENTS AND DEATH BENEFITS:

None

G. APPROVE MINUTES of BOARD and COMMITTEE MEETINGS:

August 17, 2023 Minutes of the Regular Board Meeting

September 6, 2023 Retirees Committee Minutes

September 6, 2023 Investment Committee Minutes

H. MISCELLANEOUS:

- *Approve Staff Recommendation regarding the County of Alameda's New Pay Item/Code Longevity Pay – Pay Code 10Y*
- *Approve Staff Recommendation regarding the County of Alameda's New Pay Item/Code Longevity Pay – Pay Code 20Y*

**-----End of Consent Calendar-----
(MOTION)**

REGULAR CALENDAR
REPORTS AND ACTION ITEMS

5. DISABILITY, DEATH AND OTHER BENEFIT CLAIMS:

None.

6. COMMITTEE REPORTS, RECOMMENDATIONS AND MOTIONS:

A. Retirees: [See September 6, 2023 Retirees Committee Agenda Packet for public materials related to the below listed items.]

1. Summary of September 6, 2023 Meeting.
2. Motion to maintain the current hearing aid benefit allowance for Kaiser Permanente Medicare and early (non-Medicare eligible) enrollees for Plan Year 2024.

B. Investment: [See September 6, 2023 Investment Committee Agenda Packet for public materials related to the below listed items.]

1. Summary of September 6, 2023 Meeting.
2. Motion to approve engagement of NEPC, LLC, as ACERA's General Investment Consultant, subject to final investment and legal due diligence and successful contract negotiations.
3. Motion to approve Meketa Investment Group as an alternative General Investment Consultant to NEPC, LLC, (should an agreement not be reached with NEPC, LLC), subject to final investment and legal due diligence and successful contract negotiation.

C. Actuarial: [See September 21, 2023 Actuarial Committee Agenda Packet for public materials related to the below listed items.]

1. Summary of September 21, 2023 Meeting.

7. NEW BUSINESS:

- A. Motion to direct the Chief Executive Officer (or his designee) to vote ACERA's Proxy on behalf of the Board of Retirement at the State Association of County Retirement Systems (SACRS) Fall Conference Business Meeting.
- B. Update on Hybrid Board Elections.
- C. Chief Executive Officer's Report.

- 8. CONFERENCE/ORAL REPORTS**
- 9. ANNOUNCEMENTS**
- 10. BOARD INPUT**
- 11. ESTABLISHMENT OF NEXT MEETING:
Thursday, October 19, 2023 at 2:00 p.m.**
- 12. ADJOURNMENT**

**APPENDIX A
REPORT ON SERVICE RETIREMENTS**

AGUILAR, Pamela
Effective: 7/1/2023
Superior Court

ELDER, Nicole
Effective: 7/4/2023
District Attorney

ALEJO, Sandy
Effective: 7/5/2023
Superior Court

ESPINOZA, Michael
Effective: 6/30/2023
Superior Court

BANTA, David
Effective: 7/22/2023
Information Technology Department

EYA, Eileen
Effective: 7/1/2023
Health Care Services Agency

BAUERMEISTER, Heidi
Effective: 6/18/2023
Alameda Health System

GAY, Robert
Effective: 7/8/2023
Health Care Services Agency

BLAKELY, Clifford Jr
Effective: 8/1/2023
Public Defender

GBADAMOSI, Olubukola
Effective: 8/12/2023
General Services Agency

BOVARNICK, Karen
Effective: 8/1/2023
Superior Court

GONSALVES-ZIMMERMAN, Maria
Effective: 6/24/2023
Alameda Health System

CABANILLAS, Jessica
Effective: 4/1/2023
Social Services Agency

GONZALEZ, Lourdes
Effective: 7/11/2023
Alameda Health System

CINTORINO, Richard
Effective: 6/20/2023
Sheriff's Office

GOODE-HARDEMAN, Antoinette
Effective: 7/1/2023
Probation

DAVIDSON, Elaine
Effective: 6/29/2023
Alameda Health System

HOPKINS, Darian
Effective: 7/14/2023
Sheriff's Office

DELGADO, Joseph
Effective: 7/8/2023
Sheriff's Office

LACATIVO, Carolyn
Effective: 6/24/2023
Social Services Agency

DYKES, Terry
Effective: 7/9/2023
Probation

LEWIS, Dennise
Effective: 6/30/2023
Superior Court

**APPENDIX A
REPORT ON SERVICE RETIREMENTS**

LICHTENBERGER, Daniel
Effective: 6/24/2023
General Services Agency

ROMERO, Margaret
Effective: 4/1/2023
Health Care Services Agency

LUCKETT, Robin
Effective: 6/24/2023
Social Services Agency

ROMERO, Robert
Effective: 6/19/2023
Public Works Agency

NGUYEN, Thao Thi Kim
Effective: 6/24/2023
Social Services Agency

STRICKLAND, Alan
Effective: 7/6/2023
Sheriff's Office

PAULO, Kathleen
Effective: 6/24/2023
Health Care Services Agency

TSAI, Jade
Effective: 7/8/2023
Sheriff's Office

PECK, Robert
Effective: 7/8/2023
Assessor

VALADEZ, Jose
Effective: 7/8/2023
Social Services Agency

PHILLIPS, Margo
Effective: 7/9/2023
Sheriff's Office

VALDESPINO, Benjamin
Effective: 7/15/2023
Superior Court
: 20.13
\$2,446.63

RIDOLFI, Douglas
Effective: 8/1/2023
Sheriff's Office

WALKER, Andrew
Effective: 7/8/2023
Public Defender

RIVERS, James
Effective: 6/10/2023
Probation

YAN, Natalie
Effective: 7/8/2023
Social Services Agency

**APPENDIX B
LIST OF DEFERRED RETIREMENTS**

AITHEPALLE, Bhanu
District Attorney
Effective Date: 1/27/2023

ANDRADE, Steve
Sheriff's Office
Effective: 1/13/2023

AHLERSMEYER, Amanda A.
Health Care Services Agency
Effective: 8/3/2023

BAGOBRI, Kadidja Y.
Alameda Health System
Effective: 7/12/2023

**APPENDIX B
LIST OF DEFERRED RETIREMENTS**

BAILEY, Laporca C.
Social Services Agency
Effective: 7/21/2023

BANEGAS, Claudia L.
Social Services Agency
Effective: 4/28/2023

BARNES BERGFELD, Monique A.
Health Care Services Agency
Effective: 3/27/2023

BATES, Adriane N.
Superior Court
Effective: 8/4/2023

BATES, Lemelle J.
Health Care Services Agency
Effective: 1/28/2023

BATISTA, Chalonda J.
Social Services Agency
Effective: 3/24/2023

BIMS-PAYNE, Carolyn L.
Social Services Agency
Effective: 7/14/2023

BLUNT, Genevieve A.
District Attorney
Effective: 7/21/2023

BOLDEN, Yolanda F.
Health Care Services Agency
Effective: 7/21/2023

BONILLA, Victor L.
Sheriff's Office
Effective: 1/17/2023

BRITTON, Donald A.
Superior Court
Effective: 7/7/2023

BROWN, Antonia C.
Social Services Agency
Effective: 5/3/2023

BUENO, Liliana
District Attorney
Effective: 8/18/2023

BUEY, Jennifer C.
Health Care Services Agency
Effective: 8/11/2023

CALDEJON, Adrian R.
Alameda Health System
Effective: 7/3/2023

CARDENAS, Guadalupe Yasmin P.
Social Services Agency
Effective: 8/2/2023

CASTILLO, Carla R.
Alameda Health System
Effective: 8/4/2023

CERVANTES GARCIA, Rosa L.
District Attorney
Effective: 7/7/2023

CHAN, So M.
Sheriff's Office
Effective: 7/27/2023

CHAN, Velma W.
Social Services Agency
Effective: 8/15/2023

CHEW, Rebekah J.
Superior Court
Effective: 12/28/2022

CHIN, Christopher
District Attorney
Effective: 8/4/2023

**APPENDIX B
LIST OF DEFERRED RETIREMENTS**

CHURCH, Andrew J.
Alameda Health System
Effective: 7/16/2023

GONZALEZ, Elizabeth
Social Services Agency
Effective: 8/11/2023

COLETTI, Peter T.
Social Services Agency
Effective: 7/14/2023

GRADY, William J.
Sheriff's Office
Effective: 8/16/2023

DANIELS, Kimberly S.
Assessor
Effective: 8/1/2023

GRANT, Traci A.
District Attorney
Effective: 7/21/2023

DECANO, Clarence G.
Superior Court
Effective: 4/28/2023

GROOTBOOM, Sharrel B.
Alameda Health System
Effective Date: 4/17/2023

DIAS, David M.
Social Services Agency
Effective: 5/19/2023

HAITH, Kayla-Cristine G.
Health Care Services Agency
Effective: 3/24/2023

DIAZ, Carolina F.
Public Defender
Effective: 8/4/2023

HANLEY, Robert W.
Public Works Agency
Effective: 2/3/2023

DOMECQ, Gwynneth M.
Health Care Services Agency
Effective: 1/20/2023

HARDY, Tiffany R.
Social Services Agency
Effective: 5/3/2023

GAMBETTI, Roberta M.
Health Care Services Agency
Effective: 1/6/2023

HENDERSON, Lisa
Superior Court
Effective: 5/5/2023

GEHRMAN, Paul
Information Technology Department
Effective: 8/6/2023

HENRY, Leslyn L.
Superior Court
Effective: 8/8/2023

GIBSON, Jeanette M.
Social Services Agency
Effective: 1/13/2023

IGBINOGUN, Enorese
Alameda Health System
Effective: 7/7/2023

GONZALEZ, Elizabeth
Alameda Health System
Effective: 8/3/2023

JARAMILLO, Andria J.
County Counsel
Effective: 1/31/2023

**APPENDIX B
LIST OF DEFERRED RETIREMENTS**

JARVIS, Bianca
Social Services Agency
Effective: 7/21/2023

JENNINGS, Danecia K.
Social Services Agency
Effective: 2/10/2023

JERONIMO LORENZO, Gerardo
Alameda Health System
Effective: 7/25/2023

KASONSO, Newton
Assessor
Effective: 8/4/2023

KAUR, Gurpreet
Alameda Health System
Effective: 7/4/2023

KING, Diamond A.
Social Services Agency
Effective: 1/6/2023

KIRONDE, Gibwa N.
Health Care Services Agency
Effective: 5/17/2023

KIRTON, Jamson D.
Social Services Agency
Effective: 5/12/2023

KNOWLES, Aiyana
Health Care Services Agency
Effective: 7/20/2023

LAFONT, Mireille G.
District Attorney
Effective: 1/30/2023

LAMPIMAKI, Steve R.
Alameda Health System
Effective: 1/20/2023

LATNO, Matthew W.
General Services Agency
Effective: 2/14/2023

LEWIS, Seante C.
Community Development Agency
Effective: 2/10/2023

LIN, Joyce
Health Care Services Agency
Effective: 8/4/2023

LLORENTE, Christopher
Health Care Services Agency
Effective: 8/2/2023

LOPEZ, Jose
Auditor-Controller
Effective: 8/18/2023

LOZOYA, Tiffany
Social Services Agency
Effective: 6/30/2023

LUCERO, Tiffany
Social Services Agency
Effective: 7/14/2023

MACHADO, Isaac A.
County Counsel
Effective: 7/11/2023

MACKENSEN, Emily F.
Library
Effective: 3/3/2023

MARES, Jeri L.
Health Care Services Agency
Effective: 2/4/2023

MASON, Katherine L.
Health Care Services Agency
Effective: 7/14/2023

**APPENDIX B
LIST OF DEFERRED RETIREMENTS**

MC MAHON, Hank H.
Zone 7 Water Agency
Effective: 7/26/2023

OGHOGHO, Kelvin O.
Alameda Health System
Effective: 2/8/2023

MCCLERKINS, Stacie M.
District Attorney
Effective: 3/31/2023

OLOTA, Shandria
Alameda Health System
Effective: 1/25/2023

MCGUIRE, Trevor W.
Public Works Agency
Effective: 4/7/2023

OSBORNE, Berniece M.
Social Services Agency
Effective: 6/30/2023

MCKINNEY, Jazmyn J.
Superior Court
Effective: 7/28/2023

OUTLAW, Yasmine
Superior Court
Effective: 7/7/2023

MILLER, Shelley L.
County Counsel
Effective: 2/1/2023

PADDOCK, Natasha D.
Community Development Agency
Effective: 7/31/2023

MILLIAN VASQUEZ, Reyes
Probation
Effective: 8/21/2023

PADILLA VILLAFUERTE, Israel
Assessor
Effective: 1/31/2023

NADEEMULLAH, Nayha A.
Alameda Health System
Effective: 4/16/2023

PON, William B.
District Attorney
Effective: 7/7/2023

NAIR, Archana
Alameda Health System
Effective: 7/14/2023

RABAGO, Magarita M.
Human Resources Services
Effective: 2/15/2023

NAVIDAD, Teza K.
Social Services Agency
Effective: 1/9/2023

RAINEY, Leslie
Alameda Health System
Effective: 1/27/2023

NISHIMURA, Rieko
Human Resources Services
Effective: 2/14/2023

RAMIREZ, Maria D.
District Attorney
Effective: 1/30/2023

OFARRELL, Chloe V.
Superior Court
Effective Date: 4/6/2023

RAMOS, Rodrigo
Auditor-Controller
Effective: 3/24/2023

**APPENDIX B
LIST OF DEFERRED RETIREMENTS**

REGANIT, Aileen L.
Alameda Health System
Effective: 7/26/2023

REGYNSKI, David M.
Sheriff's Office
Effective: 4/21/2023

RIAR , Harbinder S.
Alameda Health System
Effective: 1/30/2023

RIOS MORALES, Celene
Alameda Health System
Effective: 2/28/2023

RODRIGUEZ, Alejandro
Alameda Health System
Effective: 7/6/2023

RODRIGUEZ, Jennifer
Sheriff's Office
Effective: 4/25/2023

ROMERO, Danae L.
Sheriff's Office
Effective: 8/18/2023

ROMERO, Ellen
Superior Court
Effective: 7/7/2023

SAENZ , Phillip A.
Sheriff's Office
Effective: 4/7/2023

SANCHEZ, Miguel D.
Social Services Agency
Effective: 2/1/2023

SANTOS, Melissa
Superior Court
Effective: 7/7/2023

SANTOS, Nicole
Health Care Services Agency
Effective: 3/27/2023

SCALISE, Giancarlo
Health Care Services Agency
Effective: 4/3/2023

SCHIERBURG, Anthony J.
Alameda Health System
Effective: 4/14/2023

SELLATI, Desiree A.
Social Services Agency
Effective: 1/26/2023

SEO, Sun H.
District Attorney
Effective: 4/14/2023

SLAPER, Roy P.
Public Works Agency
Effective: 2/3/2023

SPENCER, Jared M.
Board of Supervisors
Effective: 3/17/2023

STEIN, David R.
District Attorney
Effective: 4/28/2023

SUPICA, Colette L.
Social Services Agency
Effective: 7/7/2023

VALLERY, Tonnica F.
Alameda Health System
Effective: 5/10/2023

VILLALOBOS GALINDO, Damaris
Public Works Agency
Effective: 6/14/2023

**APPENDIX B
LIST OF DEFERRED RETIREMENTS**

WATSON, Victoria A.
Alameda Health System
Effective: 7/14/2023

YI, Jun Chao
Auditor-Controller
Effective: 7/21/2023

WILLIAMS, Tandeka J.
Health Care Services Agency
Effective: 7/24/2023

YOUNG, Royal E.
Alameda Health System
Effective: 7/7/2023

YI, Jeffery
Alameda Health System
Effective: 7/8/2023

ZHANG, Kathy B.
Alameda Health System
Effective: 7/21/2023

ZHONG, Lulian
General Services Agency
Effective Date: 3/20/2023

**APPENDIX C
LIST OF DECEASED MEMBERS**

ANTHONY, Melody
Social Services Agency
8/15/2023

HAYENGA, Mary Ellen
Alameda Health System
8/20/2023

CALDEIRA, Sandra
Alameda Health System
7/29/2023

HOWELL, Carol
Non-Mbr Survivor of Edgar Howell III
7/31/2023

FOLAN, William
Probation
7/28/2023

JOHNSON, Mark
Probation
8/6/2023

FOLLARI, Joseph
General Services Agency
8/8/2023

KOHLER, James
Non-Mbr Survivor of Claudia Kohler
8/21/2023

FOWLER, Jean
Public Works Agency
8/15/2023

LAMBIASE, Johanna
Assessor
8/11/2023

GIBSON, Juanita
Social Services Agency
7/13/2023

LAWRY, Marguerite
Probation
7/30/2023

**APPENDIX C
LIST OF DECEASED MEMBERS**

MILANI, John Probation 8/3/2023	SOWA, Beverly Human Resource Services 7/14/2023
NURIDDIN, Claudine Social Services Agency 8/10/2023	TSE, Rebecca District Attorney 8/8/2023
REED-DIAMOND, Wanda Social Services Agency 7/31/2023	WALDON, Bessie Social Services Agency 8/14/2023

**APPENDIX D
REQUEST FOR 130 BI-WEEKLY PAYMENTS
TO RE-DEPOSIT CONTRIBUTIONS AND GAIN CREDIT**

VERA, Christian Z.
Government Code § 31641.5 Part Time & Days Prior

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

Name: Cabotage, Marcene
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. Cabotage's application for a service-connected disability, and waiving annual medical examinations and questionnaires at this time. The request for an earlier effective date is pending hearing officer recommendation.

Name: Gomez, George
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. Gomez's application for a service-connected disability.

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

Name: Slofkosky, Richard
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. Slofkosky's application for a service-connected disability, and waiving annual medical examinations and questionnaires.

CONSENT CALENDAR ITEM

**August 17, 2023
Minutes of the Regular Board Meeting
For approval under September 21, 2023
Board “Consent Calendar”**



**ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
BOARD OF RETIREMENT
MINUTES**

Thursday, August 17, 2023

Chair Jaime Godfrey called the meeting to order at 2:00 p.m.

Trustees Present: Ophelia Basgal (*Arrived After Roll Call*)
Keith Carson
Ross Clippinger
Tarrell Gamble
Jaime Godfrey
Henry Levy
Elizabeth Rogers
Kellie Simon
Cynthia Baron (*Alternate*)
Kevin Bryant (*Alternate*)

Trustees Excused: George Wood

Staff Present: Victoria Arruda, Human Resource Officer (via Zoom)
Carlos Barrios, Assistant Chief Executive Officer-Benefits
Angela Bradford, Executive Secretary
Sandra Dueñas-Cuevas, Benefits Manager
Erica Haywood, Fiscal Services Officer (via Zoom)
Jessica Huffman, Benefits Manager
Harsh Jadhav, Chief of Internal Audit
Vijay Jagar, Retirement Chief Technology Officer, ACERA
David Nelsen, Chief Executive Officer
Jeff Rieger, Chief Counsel
Betty Tse, Chief Investment Officer

Staff Excused: Lisa Johnson, Assistant Chief Executive Officer-Operations

Chief Executive Officer Dave Nelsen announced that, due to technical difficulties with the Board Room Projector Screen, the Trustees and Staff that were at today's Board meeting will be able to hear and acknowledge the Zoom participants, but will not be able to see them. The Zoom participants were able to see and hear the Trustees and Staff that were at today's Board meeting.

PUBLIC INPUT

None.

**CONSENT CALENDAR
REPORTS AND ACTION ITEMS**

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**

Appendix D

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

Appendix E

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

None

APPROVE MINUTES of BOARD and COMMITTEE MEETINGS

July 20, 2023 Governance Committee Minutes

July 20, 2023 Minutes of the Regular Board Meeting

August 2, 2023 Operations Committee Minutes

August 2, 2023 Retirees Committee Minutes

MISCELLANEOUS

- *Quarterly Report on Member Underpayments and Overpayments*
- *2nd Quarter 2023 Call Center Report*

23-58

It was moved by Elizabeth Rogers and seconded by Kellie Simon that the Board adopt the Consent Calendar. The motion carried 8 yes (*Bryant, Carson, Clippinger, Gamble, Godfrey, Levy, Rogers, Simon*), 0 no, and 0 abstentions. *Trustee Basgal was not present for the vote on the motion.*

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:

Operations:

Trustee Kellie Simon reported that the Operations Committee met on August 2, 2023 and that the Committee discussed two actions items. One being a discussion regarding the *Employer Reimbursement Policy (Policy)*. Trustee Simon further reported that she recused herself at the August 2, 2023 Operations Committee meeting, along with Trustees Ross Clippinger and Kevin Bryant. Trustee Simon then announced that she is also recusing herself from today's discussion and Board actions regarding the *Policy*. Trustees Clippinger and Bryant also recused themselves. Chief Counsel Jeff Rieger explained the reason for the recusals is because the *Policy* has a financial impact on their employing departments. Trustee Elizabeth Rogers took over the Operations Committee meeting portion at today's Board meeting.

23-59

It was moved by Elizabeth Rogers and seconded by Henry Levy that the Board adopt the Operations Committee's recommendation to renew the *Employer Reimbursement Policy* without revisions. The motion carried 5 yes (*Baron, Carson, Godfrey, Levy, Rogers*), 1 no (*Gamble*), 0 abstentions, 3 recusals (*Bryant, Clippinger, Simon*). Trustee *Basgal* was not present for the vote on the motion.

Trustee Henry Levy encouraged the Trustees to attend more conferences/events.

Trustees Bryant, Clippinger and Simon returned to the Board Room. Trustee Simon reported that the Operations Committee reviewed and discussed the *Electronic Tablet Policy*.

23-60

It was moved by Kellie Simon and seconded by Ross Clippinger that the Board adopt the Operations Committee's recommended revisions to the *Electronic Tablet Policy*, per the redline in the agenda backup, but also including "discovery of" added to Sections III(B)(4) and III(D)(3) as follows: "within 24 hours of *discovery of* the occurrence. The motion carried 8 yes (*Basgal, Bryant, Carson, Clippinger, Godfrey, Levy, Rogers, Simon*), 0 no, and 1 abstention (*Gamble*).

Trustee Simon further reported that the Committee discussed revising the *Board Reciprocity Policy* due to *Casson v. Orange County Employees Retirement System* (2023) 87 Cal.App.5th 1204. Mr. Rieger discussed *Casson*'s impacts on the *Board Reciprocity Policy*. The Committee directed Mr. Rieger to provide the Board with alternate revised redlined proposals of the *Board Reciprocity Policy*.

23-61

It was moved by Kellie Simon and seconded by Elizabeth Rogers that the Board revise the *Board Reciprocity Policy* to include Recommendation Nos. 1 and 4, per the proposed redline in today's Board agenda packet. The motion carried 7 yes (*Basgal, Carson, Gamble, Godfrey, Levy, Rogers, Simon*), 2 no (*Bryant, Clippinger*), and 0 abstentions.

Chief Executive Officer Dave Nelsen announced that Staff will present Annual Reciprocity Reviews at the Operations Committee/Board meetings starting next Summer.

Trustee Simon reported that Staff presented the Committee with the following Information Items: *1)* Discussion and presentation on hybrid Board elections; *2): (a)* Operating Expenses, *(b)* Quarterly Financial Statements, *(c)* Quarterly Cash Forecast, *(d)* Board Member Conference Expense, and *(e)* Senior Manager Conference and Training Expense Reports as of 06/30/23; and *3)* MMRO Annual Report.

Minutes of the meeting were approved as part of the Consent Calendar.

Retirees:

Elizabeth Rogers reported that the Retirees Committee met on August 2, 2023 and that the Committee discussed increasing the Delta Dental PPO plan annual benefit maximum from \$1,300 to \$1,900 for Plan Year 2024.

23-62

It was moved by Elizabeth Rogers and seconded by Ophelia Basgal that the Board increase the Delta Dental PPO plan annual benefit maximum from \$1,300 to \$1,900 for Plan Year 2024. The motion carried 9 yes (*Bryant, Basgal, Carson, Clippinger, Gamble, Godfrey, Levy, Rogers, Simon*), 0 no, and 0 abstentions.

Trustee Rogers further reported that the Committee discussed continuing dental plan contributions for Plan Year 2024. ACERA received the final premium rate of \$51.05 after distribution of the Board Packet.

23-63

It was moved by Elizabeth Rogers and seconded by Kellie Simon that the Board continue the dental plan contributions for Plan Year 2024, which provides a monthly subsidy equal to the single-party dental plan coverage premium of \$51.05 for the PPO plan and \$22.18 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. The motion carried 9 yes (*Bryant, Basgal, Carson, Clippinger, Gamble, Godfrey, Levy, Rogers, Simon*), 0 no, and 0 abstentions.

Trustee Rogers further reported that the Committee discussed continuing vision plan contributions for Plan Year 2024.

23-64

It was moved by Elizabeth Rogers and seconded by Kellie Simon that the Board continue the vision plan contributions for Plan Year 2024, 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. The motion carried 9 yes (*Bryant, Basgal, Carson, Clippinger, Gamble, Godfrey, Levy, Rogers, Simon*), 0 no, and 0 abstentions.

Trustee Rogers further reported that the Committee reviewed and discussed possible procedures to help active members maximize benefits for their designated beneficiaries. Staff was directed to bring back a proposed *Policy* for review at the October 2023 Retirees Committee meeting.

Trustee Rogers reported that Staff presented the Committee with the following Information Items: *1) Report on Dental and Vision Plans Renewal Information and Dental Plan Enhancements for 2024 and; 2) Semi-Annual Report on ACERA's Wellness Program.*

Minutes of the meeting were approved as part of the Consent Calendar.

NEW BUSINESS:

Discussion and possible motion to approve Trustee Keith Carson’s request to travel outside of the United States to: 1) Singapore, Asia to attend the Milken Asia Summit; and 2) to Den Haag, Netherlands to attend the Pension & Investments World Pension Summit, per Section III.F (Page 3) of the Board Travel Policy.

Chief Executive Officer Dave Nelsen announced that per Section III.F (Page 3) of the *Board Travel Policy*, Trustees must obtain Board approval to travel outside of the United States for ACERA business-related conferences/events. Mr. Nelsen reported that Trustee Keith Carson is requesting to travel outside of the United States to attend the following two (2) conferences: *1) Milken Asia Summit, Singapore, Asia; and 2) Pension & Investments World Pension Summit, Den Haag, Netherlands.* Trustee Carson gave a high-level overview regarding his attendance at Milken, Stanford and Wharton Conferences and stated his reasons for attending these types of conferences, which include the ability to gain the diverse and international investment knowledge he needs to effectively carry out his fiduciary responsibilities as an ACERA Board Trustee, as ACERA does invest internationally. It was noted that ACERA is not paying for the cost of registration for Trustee Carson’s attendance at the conferences. It was further noted that Trustee Carson’s travel expenses are covered under his annual conference allotment and that only half of Trustee Carson’s total expenses will be charged against his allotment for his attendance at the Milken Conference, per the *Board Travel Policy*.

23-65

It was moved by Tarrell Gamble and seconded by Henry Levy that the Board approve Trustee Keith Carson’s request to travel to Singapore, Asia to attend the Milken Asia Summit on September 13 thru September 15, 2023, per Section III.F. (Page 3) of the *Board Travel Policy*. The motion carried 8 yes (*Bryant, Basgal, Clippinger, Gamble, Godfrey, Levy, Rogers, Simon*), 0 no, and 1 abstention (*Carson*).

23-66

It was moved by Tarrell Gamble and seconded by Henry Levy that the Board approve Trustee Keith Carson’s request to travel to Den Haag, Netherlands to attend the Pension & Investments World Pension Summit on October 10 through October 12, 2023, per Section III.F. (Page 3) of the *Board Travel Policy*. The motion carried 8 yes (*Bryant, Basgal, Clippinger, Gamble, Godfrey, Levy, Rogers, Simon*), 0 no, and 1 abstention (*Carson*).

Discussion and Possible Motion to Change the Elections Policy Reviewing Committee from the Governance Committee to the Operations Committee

Mr. Rieger reported that he and the Governance and Operations Committee Chairs agree that the Elections Policy Reviewing Committee should be changed from the Governance Committee to the Operations Committee, as most other matters related to the Board Elections fall under the purview of the Operations Committee.

23-67

It was moved by Ophelia Basgal and seconded by Elizabeth Rogers that the Board change the Election Policy Reviewing Committee from the Governance Committee to the Operations Committee. The motion carried 9 yes (*Bryant, Basgal, Carson, Clippinger, Gamble, Godfrey, Levy, Rogers, Simon*), 0 no, and 0 abstentions.

David Nelsen, Chief Executive Officer's Report

Mr. Nelsen presented his August 17, 2023 written CEO Report which provided an update on: **1) Committee and Board Action Items; 2) Other Items: a) Business Planning; b) Legislation; and c) Recognition; and 4) Key Performance Indicators.**

Mr. Nelsen announced that the Retirees Committee meeting on September 6, 2023 at 8:30 a.m. was scheduled to review the County's Health Plan Renewals. Mr. Nelsen also announced that there will also be an Investment Committee meeting on September 6, 2023 to interview the candidates regarding ACERA's General Investment Consultant (GIC) Search. Due to the length of the September 6th Retirees and Investment Committee meetings, Breakfast Bagels and Lunch will be provided for the Trustees.

CONFERENCE/ORAL REPORTS

None.

ANNOUNCEMENTS

None.

BOARD INPUT

None.

To view the August 17, 2023 Board meeting in its entirety, click on the link below:
<https://youtu.be/IMy73sFxuBA>

ADJOURNMENT

The meeting was adjourned at approximately 3:01 p.m.

Respectfully Submitted,



David Nelsen
Chief Executive Officer

09/21/23

Date Adopted

**APPENDIX A
REPORT ON SERVICE RETIREMENTS**

BLANCO, Sandra
Effective: 5/27/2023
Social Services Agency

MCCUE, Susan
Effective: 6/10/2023
Community Development Agency

CADE, Olga
Effective: 5/20/2023
Treasure-Tax Collector

POTIER, Gail
Effective: 6/10/2023
Health Care Services Agency

CROSSE, Ana
Effective: 6/10/2023
Library

PRATER, Rachel
Effective: 1/31/2023
Non-Member

ESCOBER, Chona
Effective: 6/10/2023
Social Services Agency

ROBERTS, Karen
Effective: 6/10/2023
General Services Agency

HESSELEIN, Derrick
Effective: 6/15/2023
Sheriff's Office

STOLTENBERG, Stephanie
Effective: 6/3/2023
District Attorney

HOLMES, Garrett
Effective: 6/10/2023
Sheriff's Office

STURDIVANT, Maria
Effective: 6/10/2023
Child Support Services

HYPOLITE, Ronald
Effective: 6/10/2023
Health Care Services Agency

TATUM, Donna
Effective: 6/10/2023
Alameda Health System

TSOU, Joy
Effective: 3/31/2023
Library

**APPENDIX B
LIST OF DEFERRED RETIREMENTS**

AHITE, Ayi
Alameda Health System
Effective Date: 6/1/2023

ALI, Emzaan
Alameda Health System
Effective: 6/1/2023

AKBARI, Mohammad
Social Services Agency
Effective: 5/22/2023

AUSTIN, Jamie
Alameda Health System
Effective: 6/2/2023

APPENDIX B
LIST OF DEFERRED RETIREMENTS

BALLESTEROS, Dominic
Alameda Health System
Effective: 6/19/2023

BANEGAS, Claudia
Social Services Agency
Effective: 4/28/2023

BARDEN, Lawrence
Alameda Health System
Effective: 6/22/2023

BARNES, Amanda
Public Works Agency
Effective: 7/7/2023

BERTHIAUME, Erin
District Attorney
Effective: 7/7/2023

BONNETT, Brooke
District Attorney
Effective: 7/7/2023

BROWN, Antonia
Social Services Agency
Effective: 5/3/2023

BUNDE, Jared
Health Care Services Agency
Effective: 5/26/2023

CABRAL, Edward
Social Services Agency
Effective: 6/27/2023

CARROLL, Gloria
Social Services Agency
Effective: 4/28/2023

CHAMBERLAIN, Andrew
Zone 7 Water Agency
Effective: 6/23/2023

CHUON, Ratha
General Services Agency
Effective: 6/30/2023

CONNOR, Shanna
County Counsel
Effective: 4/21/2023

COOPER, Kwyn
Probation
Effective: 5/21/2023

CRUZ, Nina Micaela
Auditor-Controller
Effective: 7/7/2023

DAVID, Ronnel Anthony
Alameda Health System
Effective: 6/30/2023

DECANO, Clarence Zocyril
Superior Court
Effective: 4/28/2023

DELGADO, Joseph
Sheriff office
Effective: 7/7/2023

DENNIS, Lakisha
Social Services Agency
Effective: 5/22/2023

DIAS, David
Social Services Agency
Effective: 5/19/2023

DIAZ, Elia
Alameda Health System
Effective: 6/13/2023

DIAZ, Irma
Social Services Agency
Effective: 6/8/2023

APPENDIX B
LIST OF DEFERRED RETIREMENTS

DISMUKE-DAVIS, Lauren
Alameda Health System
Effective: 5/19/2023

FRIAS, Kimberly
Health Care Services Agency
Effective: 7/7/2023

DOUGLAS, Miguel
Health Care Services Agency
Effective: 4/21/2023

GARCIA, Kiara
Health Care Services Agency
Effective: 4/20/2023

DRESSMAN, Jeremy
Alameda Health System
Effective: 5/8/2023

GONZALEZ, Jose
Superior Court
Effective: 4/17/2023

DUNKLEY, Erin
Sheriff's Office
Effective: 5/11/2023

GOODE-HARDEMAN, Antoinette
Probation
Effective: 6/30/2023

EICHENHOLTZ, Paul
Health Care Services Agency
Effective: 5/5/2023

GROOTBOOM, Sharrel
Alameda Health System
Effective Date: 4/17/2023

ELLIOTT, Shayla
General Services Agency
Effective: 6/23/2023

GUEVARA, Elvia
Alameda Health System
Effective: 1/31/2023

ELLIS, Bryan
Sheriff's Office
Effective: 6/10/2023

HARDY, Tiffany
Social Services Agency
Effective: 5/3/2023

ESQUER, Jacqueline
Social Services Agency
Effective: 6/7/2023

HARVEY, Breanne
Sheriff office
Effective: 7/1/2023

FAAMAUSILI, Denxielle
Social Services Agency
Effective: 5/26/2023

HENDERSON, Lisa
Superior Court
Effective: 5/5/2023

FORD, Amilcar
District Attorney
Effective: 5/26/2023

HERRERA, Rhafael
Public Works Agency
Effective: 7/7/2023

APPENDIX B
LIST OF DEFERRED RETIREMENTS

HOM, Katherine
Library
Effective: 6/10/2023

HONG, Zachary
Public Works Agency
Effective: 6/21/2023

JAIN, Sharad
Health Care Services Agency
Effective: 5/15/2023

JEAN, Chardriana
County Administrator
Effective: 6/9/2023

JONES, David
Superior Court
Effective: 6/9/2023

KAPLAN, Emily
Health Care Services Agency
Effective: 6/13/2023

KARAYANIDI, Yuliya
Social Services Agency
Effective: 5/5/2023

KC, Rabi
Superior Court
Effective: 5/26/2023

KERNS, Justin
Alameda Health System
Effective: 6/30/2023

KHAN, Iqra
Superior Court
Effective: 5/19/2023

LAU, Francis
Assessor
Effective: 5/26/2023

LENARD, Deborah
Alameda Health System
Effective: 6/23/2023

LEVNO, Melanye
Social Services Agency
Effective: 6/22/2023

LINDSEY, Symphani
Social Services Agency
Effective: 5/22/2023

LLACER, Katreena
Alameda Health System
Effective: 5/27/2023

MATTHEWS-MILTON, Anita
Social Services Agency
Effective: 5/22/2023

MCCMAHON, Colleen
District Attorney
Effective: 5/12/2023

MEDLOCK-NURSE, Ayoka
Social Services Agency
Effective: 5/2/2023

MEEKS, Jajuan
Health Care Services Agency
Effective: 5/26/2023

MOLINAR, Connor
District Attorney
Effective: 6/23/2023

MONTES, Phillip
Superior Court
Effective: 6/16/2023

MUNSELL, Brian
Zone 7 Water Agency
Effective: 5/2/2023

APPENDIX B
LIST OF DEFERRED RETIREMENTS

NELSON, Tangeria
Alameda Health System
Effective: 5/9/2023

RAMIREZ, Guillermo
Social Services Agency
Effective Date: 4/28/2023

O'NEIL, Mark
Alameda Health System
Effective: 5/11/2023

RANDRUP, Jerri
Health Care Services Agency
Effective: 6/23/2023

PARRA, Darlene
Superior Court
Effective: 6/1/2023

RASQUIZA, Adriana
First 5
Effective: 6/16/2023

PATRICK, Lauren
District Attorney
Effective: 6/12/2023

REAL, Somandy
Alameda Health System
Effective: 5/4/2023

PECH, Christopher
Social Services Agency
Effective: 6/23/2023

REILLY, Michael
Sherriff's Office
Effective: 5/12/2023

PENA, Rafael
Alameda Health System
Effective: 5/2/2023

RIFAI, Randa
Alameda Health System
Effective: 5/30/2023

PERALTA, Sherry
Social Services Agency
Effective: 6/2/2023

RIVAS, Clarissa
Social Services Agency
Effective: 4/28/2023

POQUEZ, Paul Patrick
Alameda Health System
Effective: 6/14/2023

RODRIGUEZ, Jennifer
Sherriff's Office
Effective: 4/25/2023

RADFORD-ANDERSON, Colette
Social Services Agency
Effective: 6/9/2023

ROJAS, Baisy
Social Services Agency
Effective: 5/19/2023

RAMIREZ VEGA, Rodolfo
Probation
Effective: 6/12/2023

RUGGIERO, Angela
District Attorney
Effective: 6/9/2023

APPENDIX B
LIST OF DEFERRED RETIREMENTS

SCHNALL, Lori
District Attorney
Effective: 6/9/2023

SEAGREN, Lisa
Probation
Effective: 6/8/2023

SEELEY, Christine
Health Care Services Agency
Effective: 6/28/2023

SHANA, Kudzai
Alameda Health System
Effective: 6/10/2023

SMITH, Felix
Alameda Health System
Effective: 6/30/2023

SOMERA, Andrew
Health Care Services Agency
Effective: 5/5/2023

SPENCER, Kindra
Social Services Agency
Effective: 5/22/2023

STEIN, David
District Attorney
Effective: 4/28/2023

TAXDAHL, Clinton
Social Services Agency
Effective: 5/19/2023

TAYLOR, Cameron
Sherriff's Office
Effective: 6/3/2023

TELLES, Yesenia
District Attorney
Effective: 5/9/2023

THOMAS, Elena
Alameda Health System
Effective: 6/20/2023

THOMAS, Kayla
Health Care Services Agency
Effective: 4/28/2023

TILINI, Fatafehi
Alameda Health System
Effective: 5/5/2023

TRIL, Veronica
Social Services Agency
Effective: 5/3/2023

TROTTER, Royce
Social Services Agency
Effective: 6/23/2023

VILLALOBOS GALINDO, Damaris
Public Works Agency
Effective: 6/14/2023

WALIA, Gurpreet
Alameda Health System
Effective: 4/21/2023

WARD, Channing
General Services Agency
Effective: 5/26/2023

WATSON, Deandre
Superior Court
Effective: 4/3/2023

WELLS, Karen
Alameda Health System
Effective: 4/18/2023

WINSTON LIONEL, Gladston
Superior Court
Effective: 6/23/2023

**APPENDIX B
LIST OF DEFERRED RETIREMENTS**

WISE, Nicole
Social Services Agency
Effective: 5/1/2023

YANG, I Huan
Health Care Services Agency
Effective: 6/30/2023

WRIGHT, Julia
Library
Effective: 5/12/2023

YUK, Portia
Human Resource Services
Effective: 4/27/2023

YAN, Jeremy
Social Services Agency
Effective: 6/9/2023

ZANGAI, Tonia
Health Care Services Agency
Effective: 5/30/2023

ZARATE MARTINEZ, Ana
Probation
Effective: 5/13/2023

**APPENDIX C
LIST OF DECEASED MEMBERS**

BLACKWELL, Joseph
Sheriff's Office
7/18/2023

GARTLAND, James
Probation
7/21/2023

BRYAN, Michael
Sheriff's Office
5/9/2023

HALL, Elola
Non-Mbr Survivor of Alvin Hall
6/26/2023

CHANDLER JR, Claude
Sheriff's Office
6/18/2023

HARRINGTON, Charles
Superior Court
7/12/2023

CUELLAR, Lucia
Public Healthcare Services
6/12/2023

HOLSTEIN, Kenneth
Probation
7/1/2023

FOLSOM, Noel
Social Services Agency
7/7/2023

JOHNSON, Eddie
General Services Agency
6/20/2023

FOSSETT, John
Assessor
6/28/2023

KENNEDY, Kevin
District Attorney
7/3/2023

**APPENDIX C
LIST OF DECEASED MEMBERS**

LINDNER, Anna
Health Care Services Agency
4/14/2023

ST. DENIS, Frank
General Services Agency
6/6/2023

MATHEWS, Roselyn
Non-Mbr Survivor of Angie Huerta
6/14/2023

STEVENS, Valerie
Social Services Agency
5/18/2023

METTELMANN, Michael
Behavioral Health Care Services
7/15/2023

TEMPLE, Galen
Sheriff's Office
7/9/2023

MILLER, Larry D.
Alameda Health System
6/13/2023

THEWS JR, Albert
District Attorney
6/26/2023

MIRANDA, Priscilla
Social Services Agency
7/6/2023

VILLEGAS, Anthony
Non-Mbr Survivor of Irene Villegas
6/13/2023

MUSER, Laura
Health Care Services Agency
6/29/2023

WARGUEZ, James
General Services Agency
7/2/2023

PALMA, Frank
Public Works Agency
7/4/2023

WHITE, Margot
Non-Mbr Survivor of Robert White
2/9/2023

SANCHEZ, Cecilia
Social Services Agency
7/20/2023

WHITEHEAD, Dorothy
Alameda Health System
7/5/2023

SOBREPENA, Anita
Health Care Services Agency
7/16/2023

WYNNE, Helen
Social Services Agency
6/21/2023

**APPENDIX D
REQUEST FOR 130 BI-WEEKLY PAYMENTS
TO RE-DEPOSIT CONTRIBUTIONS AND GAIN CREDIT**

BAILE, Jaime
Government Code § 31641.5 Part Time & Days Prior

CONTRERAS, ESPERANZA
Government Code § 31641.5 Part Time & Days Prior

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

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

Name: Mitchell, Josiah
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. Mitchell's application for a service-connected disability, and requiring annual medical examinations and questionnaires at this time.

September 6, 2023
Retirees Committee Minutes
For approval under September 6, 2023
Board “Consent Calendar”



MINUTES OF SEPTEMBER 6, 2023 RETIREES COMMITTEE MEETING

To: Members of the Retirees Committee

From: Henry Levy, Vice Chair

Subject: Summary of the September 6, 2023 Retirees Committee Meeting

Committee Vice Chair Henry Levy called the September 6, 2023 Committee meeting to order at 8:31 a.m.

ACERA TRUSTEES, SENIOR MANAGERS AND PRESENTING STAFF IN ATTENDANCE

Committee members present were Henry Levy, and Kellie Simon. Also present were Ross Clippinger and alternate member Cynthia Baron. Committee members Ophelia Basgal and Keith Carson, and Tarrell Gamble, Jamie Godfrey and alternate member Kevin Bryant joined the meeting after the roll call.

Staff present were Carlos Barrios, Assistant Chief Executive Officer; Sandra Dueñas-Cuevas, Benefits Manager; Jessica Huffman, Benefits Manager; Vijay Jagar, Chief Technology Officer; Lisa Johnson, Assistant Chief Executive Officer; David Nelsen, Chief Executive Officer; and Jeff Rieger, Chief Counsel.

PUBLIC INPUT

None.

ACTION ITEMS

1. Approval to Maintain Current Hearing Aid Benefit Allowance for Kaiser Permanente Medicare and Early (Non-Medicare Eligible) Plan Enrollees for Plan Year 2024

Staff provided information on the additional cost to increase the hearing aid benefit for the Kaiser Permanente (Kaiser) Medicare and early (non-Medicare eligible) enrollees. Based on the medical renewal group plan rates for Plan Year 2024, and the additional cost to increase the hearing aid benefit, Staff is recommending not to increase the hearing aid benefit at this time. Segal, ACERA's Benefits Consultant, provided information on alternative sources for hearing aids.

In response to Trustee Basgal's question, Staff and Kaiser will provide the number of retirees who have used the hearing aid benefit, and determine the subsidy provided per person utilizing the benefit.

Trustees Basgal and Gamble suggested reimbursing the retirees for the hearing aid, as an alternative to providing the hearing aid benefit in the group medical plans. Staff will look into whether Via Benefits could provide a reimbursement program as an option to reimburse retirees for the hearing aid in a manner that does not add taxable benefits.

It was moved by Ophelia Basgal and seconded by Kellie Simon that the Committee recommend to the Board of Retirement a motion to maintain the current hearing aid benefit allowance for Kaiser Permanente Medicare and early (non-Medicare eligible) enrollees for Plan Year 2024.

The motion carried 8 yes (*Basgal, Carson, Clippinger, Godfrey, Levy, Simon, Baron and Bryant*), 1 no (*Gamble*), 0 abstentions.

INFORMATION ITEMS

1. ACERA-Sponsored Medical Plans and Premiums for Plan Year 2024

Staff and the County of Alameda (County) provided information on the renewal of the County's medical plan contracts for the 2024 Plan Year. The County presented detailed information regarding renewal rates and plan coverage for the Plan Year February 1, 2024 through January 31, 2025, stating that the Kaiser Permanente early retiree rate will increase by 14.07%, and the Kaiser Permanente Senior Advantage (KPSA) plan premium will increase by 11.84%. The UnitedHealthcare (UHC) Signature Value and UHC Signature Value Advantage plans premiums will increase by 13.48%. The 2024 KPSA plan rate includes the premium of \$2.80 per member/per month for the Silver&Fit program.

In response to Trustee Basgal's request, Staff will survey ACERA members during the open enrollment period to reevaluate the Silver&Fit program, to include whether or not they would have joined a gym if it were not for the program. Staff will also calculate the cost per person based on the actual number of participants in the program, instead of all the members enrolled in the KPSA plan.

2. Discussion Regarding Kaiser Permanente Senior Advantage Plan Optional Riders for Plan year 2024

Staff provided information on the Over-the-Counter, Meals and Transportation Benefits as optional riders available for the Kaiser Permanente Senior Advantage plan for Plan Year 2024. Trustees all agreed not to explore the optional benefits due to the higher premium increase.

TRUSTEE REMARKS

None.

FUTURE DISCUSSION ITEMS

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

ESTABLISHMENT OF NEXT MEETING DATE

The next meeting is scheduled for October 4, 2023 at 9:30 a.m.

MEETING ADJOURNED

The meeting adjourned at 9:28 a.m.

CONSENT CALENDAR ITEM

**September 6, 2023
Investment Committee Minutes
For approval under September 21, 2023
Board “Consent Calendar”**

**The September 21, 2023
Investment Committee Minutes
will be distributed under separate cover**

CONSENT CALENDAR ITEM

**Operating Expenses and Budget
Summary as of 7/31/23**



MEMORANDUM TO THE BOARD OF RETIREMENT

DATE: September 21, 2023

TO: Members of the Board of Retirement

FROM: Erica Haywood, Fiscal Services Officer *EH*

SUBJECT: Operating Expenses and Budget Summary for the period ended July 31, 2023

ACERA's operating expenses are \$546K under budget for the period ended July 31, 2023. Budget surpluses worth noting are as follows:

Budget Surpluses

1. *Staffing*: Staffing is \$159K under budget. This amount comprised surpluses in fringe benefits of (\$416K), and staff vacancies of (\$384K), offset by overages in temporary staffing of \$187K, and 5% staff vacancy adjustment of \$454K.
2. *Staff Development*: Staff Development is \$122K under budget in savings from unattended staff trainings and conferences.
3. *Professional Fees*: Professional fees are \$140K under budget. This amount comprised surpluses in actuarial fees of (\$110K), and legal fees of (\$32K), offset by overage in consultant fees of \$2K.
4. *Office Expense*: Office Expense is \$46K under budget. This amount comprised surpluses in bank charges of (\$9K), building expenses of (\$32K), equipment lease and maintenance of (\$6K), office maintenance and supplies of (\$7K), and printing and postage of (\$4K), offset by overage in communications of 12K.
5. *Member Services*: Member Services are \$23K under budget. This amount comprised surpluses in disability legal arbitration and transcripts of (\$29K), disability medical expenses of (\$4K), and member training & education of (\$2K), offset by overages in health reimbursement of \$3K, members' printing & postage of \$8K, and virtual call center of \$1K.
6. *Systems*: Systems are \$30K under budget. This amount comprised surpluses in business continuity expenses of (\$38K), and software maintenance & support of (\$24K), offset by overages in county data processing of \$1K, and minor computer hardware of \$31K.
7. *Board of Retirement*: Board of Retirement is \$26K under budget. This amount comprised surpluses in board compensation of (\$2K), board conferences and trainings of (\$32K), offset by overages in board employer reimbursement of \$5K, and miscellaneous expenses of \$3K.

Staffing Detail

Vacant positions as of July 31, 2023:

Department	Position	Qty	Comments
Benefits	Retirement Benefits Specialist	1	Vacant - currently budgeted for the year
Benefits	Sr. Retirement Technician	2	Vacant - currently budgeted for the year
Fiscal Services	Retirement Accountant II	1	Vacant - currently budgeted for the year
PRISM	Retirement System Program Analyst	1	Vacant – currently budgeted for the year
	Total Positions	5	

Pension Administration System Project - as of July 31, 2023					
	Year-To-Date			2023 Budget	2019-22 Actual
	Actual	Budget	Variance		
Consultant Fees					
Levi, Ray and Shoup	\$668,017	\$875,000	\$(206,983)	\$1,500,000	\$2,533,989
Segal and other consultant fees	318,181	280,000	38,181	480,000	1,632,042
Other expenses	-	-	-	-	1,500
Leap Technologies	-	-	-	-	98,970
Total	986,198	1,155,000	(168,802)	1,980,000	4,266,501
Staffing	416,756	406,000	10,756	696,000	2,158,220
TOTAL	\$1,402,954	\$1,561,000	\$(158,046)	\$2,676,000	\$6,424,721

Attachments:

- Total Operating Expenses Summary
- Professional Fees – Year-to-Date – Actual vs. Budget
- Actual Operating Expenses comparison with last year



**ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
TOTAL OPERATING EXPENSES SUMMARY**

YEAR TO DATE - ACTUAL VS. BUDGET					
<u>July 31, 2023</u>					
	Actual	Budget	YTD	2023	% Actual to
	<u>Year-To-Date</u>	<u>Year-To-Date</u>	<u>Variance</u>	<u>Annual</u>	<u>Annual Budget</u>
			<u>(Under)/Over</u>	<u>Budget</u>	
Staffing	\$ 9,292,040	\$ 9,451,080	\$ (159,040)	\$ 16,224,000	57.3%
Staff Development	100,405	223,280	(122,875)	367,000	27.4%
Professional Fees (Next Page)	747,850	888,220	(140,370)	1,301,000	57.5%
Office Expense	225,761	272,600	(46,839)	469,000	48.1%
Insurance	334,519	330,940	3,579	579,000	57.8%
Member Services	247,945	271,790	(23,845)	522,000	47.5%
Systems	692,294	722,740	(30,446)	1,223,000	56.6%
Depreciation	69,730	69,860	(130)	120,000	58.1%
Board of Retirement	363,147	389,190	(26,043)	614,000	59.1%
Uncollectable Benefit Payments	-	-	-	53,000	0.0%
Total Operating Expense	\$ 12,073,691	\$ 12,619,700	\$ (546,009)	\$ 21,472,000	56.2%



ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
PROFESSIONAL FEES

YEAR TO DATE - ACTUAL VS. BUDGET

July 31, 2023

	<u>Actual</u> <u>Year-To-Date</u>	<u>Budget</u> <u>Year-To-Date</u>	<u>YTD Variance</u> <u>(Under)/Over</u>	<u>2023</u> <u>Annual</u> <u>Budget</u>	<u>% Actual to</u> <u>Annual Budget</u>
Professional Fees					
Consultant Fees - Operations and Projects ¹	\$ 200,442	\$ 198,740	\$ 1,702	\$ 354,000	56.6%
Actuarial Fees ²	347,889	458,050	(110,161)	653,000	53.3%
External Audit ³	144,000	144,000	-	144,000	100.0%
Legal Fees ⁴	55,519	87,430	(31,911)	150,000	37.0%
Total Professional Fees	\$ 747,850	\$ 888,220	\$ (140,370)	\$ 1,301,000	57.5%

	<u>Actual</u> <u>Year-To-Date</u>	<u>Budget</u> <u>Year-To-Date</u>	<u>YTD Variance</u> <u>(Under)/Over</u>	<u>2023 Annual</u> <u>Budget</u>	<u>% Actual to</u> <u>Annual Budget</u>
<u>1 CONSULTANT FEES - OPERATIONS AND PROJECTS:</u>					
Administration					
Strategic Planning	6,730	-	6,730	-	0.0%
Total Administration	6,730	-	6,730	-	0.0%
Benefits					
Alameda County HRS (Benefit Services)	73,500	73,500	-	126,000	58.3%
Segal (Benefit Consultant/Retiree Open Enrollment)	75,250	76,440	(1,190)	131,000	57.4%
Total Benefits	148,750	149,940	(1,190)	257,000	57.9%
Fiscal Services					
Cashlog	-	4,000	(4,000)	20,000	0.0%
Total Fiscal Services	-	4,000	(4,000)	20,000	0.0%
Human Resources					
Lakeside Group (County Personnel)	44,962	44,800	162	77,000	58.4%
Total Human Resources	44,962	44,800	162	77,000	58.4%
Total Consultant Fees - Operations	200,442	198,740	1,702	354,000	56.6%

<u>2 ACTUARIAL FEES</u>					
Actuarial Valuation	85,000	85,000	-	85,000	100.0%
Actuarial Audit	20,000	78,750	(58,750)	135,000	14.8%
GASB 67 & 68 Valuation	21,000	26,000	(5,000)	52,000	40.4%
GASB 74 & 75 Actuarial	8,000	8,000	-	16,000	50.0%
Actuarial Standard of Practice 51 Pension Risk	30,000	30,000	-	30,000	100.0%
Supplemental Consulting	99,889	146,300	(46,411)	251,000	39.8%
Supplemental Retiree Benefit Reserve valuation	44,000	44,000	-	44,000	100.0%
Triennial Experience Study	40,000	40,000	-	40,000	100.0%
Total Actuarial Fees	347,889	458,050	(110,161)	653,000	53.3%

<u>3 EXTERNAL AUDIT</u>					
External audit	121,000	121,000	-	121,000	100.0%
GASB 67 & 68 audit	11,000	11,000	-	11,000	100.0%
GASB 74 & 75 audit	12,000	12,000	-	12,000	100.0%
Total External Audit Fees	144,000	144,000	-	144,000	100.0%

<u>4 LEGAL FEES</u>					
Fiduciary & Litigation	27,865	43,750	(15,885)	75,000	37.2%
Tax and Benefit Issues	5,518	14,560	(9,043)	25,000	22.1%
Miscellaneous Legal Advice	22,136	29,120	(6,984)	50,000	44.3%
Total Legal Fees	55,519	87,430	(31,911)	150,000	37.0%

ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
TOTAL EXPENDITURES VS. PRIOR YEAR ACTUAL
For the Seven Months Ending 7/31/2023

	<u>For the Month of July 2023</u>	<u>For the Month of July 2022</u>	<u>Variance</u>	<u>Year-To-Date 2023</u>	<u>Year-To-Date 2022</u>	<u>Variance</u>
STAFFING						
Salaries	872,907	895,000	(22,093)	5,994,174	5,836,919	157,255
Fringe Benefits	445,810	461,342	(15,532)	3,023,515	2,997,335	26,180
Temporary Staffing Cost	39,903	32,841	7,062	274,351	236,336	38,015
Staffing Total	<u>1,358,620</u>	<u>1,389,183</u>	<u>(30,563)</u>	<u>9,292,040</u>	<u>9,070,590</u>	<u>221,450</u>
STAFF DEVELOPMENT	16,864	17,783	(919)	100,405	140,154	(39,749)
PROFESSIONAL FEES						
Actuarial Fees	120,400	108,600	11,800	347,889	311,112	36,777
Consultant Fees - Operations	27,667	27,517	150	200,442	242,617	(42,175)
Consultant Fees - Legal	9,932	11,662	(1,730)	55,519	63,449	(7,930)
External Audit	0	0	0	144,000	142,000	2,000
Professional Fees Total	<u>157,999</u>	<u>147,779</u>	<u>10,220</u>	<u>747,850</u>	<u>759,178</u>	<u>(11,328)</u>
OFFICE EXPENSE						
Bank Charges & Misc. Admin	11,320	11,042	278	51,292	79,008	(27,716)
Building Expenses	3,521	1,319	2,202	15,263	7,418	7,845
Communications	8,356	13,826	(5,470)	60,632	83,488	(22,856)
Equipment Lease/Maintenance	8,106	7,250	856	60,361	60,363	(2)
Minor Equipment and Furniture	0	0	0	8,211	2,821	5,390
Office Supplies/Maintenance	1,837	944	893	21,890	22,478	(588)
Printing & Postage	1,726	88	1,638	8,112	8,101	11
Office Expense Total	<u>34,866</u>	<u>34,469</u>	<u>397</u>	<u>225,761</u>	<u>263,677</u>	<u>(37,916)</u>
INSURANCE	52,973	46,924	6,049	334,519	312,641	21,878
MEMBER SERVICES						
Disability - Legal Arbitration & Transcripts	0	0	0	(3,283)	14,902	(18,185)
Disability Medical Expense	8,300	5,700	2,600	108,420	62,624	45,796
Disability Claims Management	3,850	3,850	0	26,950	26,950	0
Health Reimbursement Acct. (HRA)	5,415	5,226	189	39,718	40,433	(715)
Member Training & Education	418	0	418	3,305	2,711	594
Printing & Postage - Members	16,512	2,279	14,233	34,941	36,187	(1,246)
Virtual Call Center	5,422	0	5,422	37,894	0	37,894
Member Services Total	<u>39,917</u>	<u>17,055</u>	<u>22,862</u>	<u>247,945</u>	<u>183,807</u>	<u>64,138</u>

ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
TOTAL EXPENDITURES VS. PRIOR YEAR ACTUAL
For the Seven Months Ending 7/31/2023

	<u>For the Month of July 2023</u>	<u>For the Month of July 2022</u>	<u>Variance</u>	<u>Year-To-Date 2023</u>	<u>Year-To-Date 2022</u>	<u>Variance</u>
SYSTEMS						
Business Continuity Expense	5,354	16,194	(10,840)	129,051	123,604	5,447
County Data Processing	10,860	10,427	433	76,177	72,711	3,466
Minor Computer Hardware	9,791	10,160	(369)	54,729	29,735	24,994
Software Maintenance & Support	58,501	69,951	(11,450)	432,337	429,225	3,112
Systems Total	<u>84,506</u>	<u>106,732</u>	<u>(22,226)</u>	<u>692,294</u>	<u>655,275</u>	<u>37,019</u>
DEPRECIATION						
Depreciation Expense	9,961	9,961	0	69,730	72,313	(2,583)
BOARD OF RETIREMENT						
Board Compensation	1,400	1,500	(100)	13,800	13,700	100
Board Conferences & Training	13,632	11,635	1,997	118,246	72,657	45,589
Board Election	0	0	0	0	3,533	(3,533)
Board Employer Reimbursement	29,660	28,250	1,410	212,220	203,355	8,865
Board Miscellaneous Expense	1,193	976	217	11,198	6,657	4,541
Board Software Maint. & Support	1,042	986	56	7,683	6,900	783
Board of Retirement Total	<u>46,927</u>	<u>43,347</u>	<u>3,580</u>	<u>363,147</u>	<u>306,802</u>	<u>56,345</u>
GRAND TOTALS	<u><u>1,802,633</u></u>	<u><u>1,813,233</u></u>	<u><u>(10,600)</u></u>	<u><u>12,073,691</u></u>	<u><u>11,764,437</u></u>	<u><u>309,254</u></u>

CONSENT CALENDAR ITEM

Approve Staff Recommendation regarding the County of Alameda's New Pay Item/Code Longevity Pay – Pay Code 10Y

CONSENT CALENDAR ITEM


Approve Staff Recommendation regarding the County of Alameda's New Pay Item/Code Longevity Pay – Pay Code 20Y



MEMORANDUM TO THE BOARD OF RETIREMENT

DATE: September 21, 2023

TO: Members of the Board of Retirement

FROM: Sandra Dueñas-Cuevas, Benefits Manager 

SUBJECT: **New Pay Items/Codes: Approve as “Compensation Earnable” and “Pensionable Compensation” – County of Alameda**

The County of Alameda (County) requested that new pay items/codes Longevity Pay – 10Y and Longevity Pay – 20Y be reviewed to determine whether they qualify as “compensation earnable” and “pensionable compensation. These new pay codes provide additional compensation for employees completing ten or more years of continuous service or twenty or more years of continuous service in all job classifications covered under the Service Employees International Union (SEIU) Local 1021.

On June 13, 2023, the Board of Supervisors of the County of Alameda adopted an Ordinance approving the December 11, 2022 through January 3, 2026 Memorandum of Understanding (MOU) between the County and the Northern California Public Sector Region Local 1021 of the Service Employees International Union, CTW (SEIU Local 1021). This MOU includes Section 13.E. Longevity Pay, which states:

“13.E. LONGEVITY PAY.

- 1. 10-Years of Service.** Effective pay period containing January 1, 2024, except for employees covered under subsection 13.E.1.a. (Child Welfare Worker I/II) below, employees completing the equivalent of ten (10) or more years of continuous service (equivalent to or at least 20,800 and 19,500 total service hours for 80- and 75-hour employee, respectively) shall receive an additional one percent (1.0%) compensation and shall apply to all hours in a paid status.
 - a. Child Welfare Worker I/II.** Notwithstanding subsection 13.E.1. (10-Years of Service) above, employees occupying positions as Child Welfare Worker I (Job Code 6740) or Child Welfare Worker II (Job Code 6745), upon completion of the equivalent of ten (10) years of continuous service, in either or both job classifications, shall receive an additional two percent (2.0%) compensation.
- 2. 20-Years of Service.** Except for employees covered under subsection 13.E.1.a. (Child Welfare Worker I/II) above, employees completing the equivalent of twenty (20) or more years of continuous service (equivalent to or at least 41,600 and 39,000 total service hours for 80-hour and 75-hour employee, respectively) shall receive an additional one percent (1.0%) compensation, for a total of two percent (2.0%) and shall apply to all hours in a paid status.”

Staff and Chief Counsel reviewed the required supporting documentation (attached) and made the determination that these new pay codes qualify as “compensation earnable” under Government Code Section 31461 (for Legacy members) and “pensionable compensation” under Government Code Section 7522.34 (for PEPRA members). These pay codes increase the employee’s base pay in all pay periods like a normal salary increase. Under the Board of Retirement’s (Board) historical practices, these kind of pay codes have been included in both “compensation earnable” and “pensionable compensation.” The two relevant Government Code sections are attached for the Board’s reference.

Staff informed the County that its determination will be included on the Board’s consent calendar for its September 21, 2023 meeting. If this item is not pulled from the consent calendar for discussion, then the Board will approve Staff’s determination that pay items/codes Longevity Pay – 10Y and Longevity Pay – 20Y is “compensation earnable” under Government Code Section 31461 (for Legacy members) and “pensionable compensation” under Government Code Section 7522.34 (for PEPRA members).

Attachments



ALAMEDA COUNTY
AUDITOR-CONTROLLER AGENCY
MELISSA WILK
 AUDITOR-CONTROLLER/CLERK-RECORDER

REQUEST FOR ACERA'S REVIEW OF A NEW PAY ITEM/CODE

Employer Name:	County of Alameda
Date of Request	08/09/23
Employer Department Submitting the Request	Auditor-Controller's Agency
Contact Person/Employer (include title/position)	Stephanie Tsurumoto
Contact Person Telephone incl area code	(510)272-6581
Contact Person Email address	stephanie.tsurumoto@acgov.org
Pay Item Name (and code Number)	10Y – Longevity Pay
Pay Item Effective Date per authorization:	1/1/2024
State if additional documentation is attached	Yes – Board Letter

NOTE: The following information is required before ACERA can review and respond to the request. To meet ACERA's requirements, please provide substantive responses below or on a separate paper and return, with this form, all of the supporting documentation prior to issuing (paying) the pay item to any employee who is an ACERA member.

1. State the job classification of employees eligible for the pay item (i.e. Job Code 0499-Nurse Practitioners II may receive this pay item)

RESPONSE #1: All classifications covered by SEIU 1021MOU with the exception of Child Welfare Worker I/II (Job Code 6740/6745)

2. State employment status of employees eligible to receive the pay item (i.e. full time employees, part time employees)

RESPONSE #2: Full Time / Part Time Employees

3. State the number of members or employees who are eligible to receive the pay item (i.e. all members or employees in a job classification eligible to receive the pay item, or "not to exceed one employee")

RESPONSE #3: All SEIU Members with the exception of members in Job Code 6740 and Job Code 6745 with 10 years or more years of continuous service equivalent to or at least 19,500 or 20,800 total service hours for 75 and 80 hour employees, respectively, shall receive an additional 1% compensation and shall apply to all hours in paid status. Job Codes 6740 and 6745 already had Longevity Pay in the MOU – Pay Code 464 CWW 10-Yr Service.

a. Child Welfare Worker I/II. Notwithstanding subsection 13.E.1. (10-Years of Service) above, employees occupying positions as Child Welfare Worker I (Job Code 6740) or Child Welfare Worker II (Job Code 6745), upon completion of the equivalent of ten (10) years of continuous service, in either or both job classifications, shall receive an additional two percent (2.0%) compensation.

4. State whether pay item is for overtime or regular base pay

RESPONSE #4: Regular

5. State whether pay item is calculated as a fixed amount or percentage of the base pay

RESPONSE #5: Percentage of Base Pay

6. State whether the pay item is paid one time (i.e. incentive pay, referral pay, bonus, award)

RESPONSE #6: No

7. State whether the pay item is an ad hoc payment (i.e, stipend, payment for attending a meeting during the working hours, payment for attending a meeting during non-working hours)

RESPONSE #7: No

8. State whether the pay item is a reimbursement (i.e., car allowance, housing allowance, uniform allowance, mileage payment, cell phone allowance)

RESPONSE #8: No

9. State regular working hours of the employees who will receive the pay item (i.e., 37.5 hour workweek employees, 40 hour workweek employees)

RESPONSE #9: 37.5 / 40.0 Hour Workweek

10. State whether pay item is for work performed outside of the regular workweek (i.e., payment for work or services performed outside of the employee's 37.5 hour workweek, or outside the employee's 40 hour workweek)

RESPONSE #10: No

11. State whether the pay item is for deferred compensation

RESPONSE #11: No

12. State whether the pay item is for retro payments

RESPONSE #12: No

13. State whether the pay item is for accrued unused leaves (i.e., sick leave, annual leave, floating holiday, vacation, comp time)

RESPONSE #13: No

14. State whether the payment is compensation that had previously been provided in kind to the member by the employer or paid directly by the employer to a third party other than the retirement system for the benefit of the member or employee

RESPONSE #14: No

15. State whether the payment is severance or other payment in connection with or in anticipation of a separation from employment (and state if this payment is made while employee is working)

RESPONSE #15: No

16. State whether the pay item is paid in one lump sum or biweekly (or over some other time period-monthly, quarterly, annually)

RESPONSE #16: Biweekly

17. State the basis for eligibility for the pay item (i.e., certification of completion of training program conducted by an accredited university, or employee assigned as supervisor of badge distribution)

RESPONSE #17: SEIU MOU

20. *Human Resource Services* - Approve the following recommendations:
- A. Second reading and adoption of an Ordinance approving the 12/11/22 through 1/3/26 Memorandum of Understanding (MOU) between the County of Alameda (County) and the Northern California Public Sector Region Local 1021 of the Service Employees International Union (SEIU Local 1021); and

13.E. LONGEVITY PAY.

- 1. 10-Years of Service.** Effective pay period containing January 1, 2024, except for employees covered under subsection 13.E.1.a. (Child Welfare Worker I/II) below, employees completing the equivalent of ten (10) or more years of continuous service (equivalent to or at least 20,800 and 19,500 total service hours for 80- and 75-hour employee, respectively) shall receive an additional one percent (1.0%) compensation and shall apply to all hours in a paid status.
 - a. Child Welfare Worker I/II.** Notwithstanding subsection 13.E.1. (10-Years of Service) above, employees occupying positions as Child Welfare Worker I (Job Code 6740) or Child Welfare Worker II (Job Code 6745), upon completion of the equivalent of ten (10) years of continuous service, in either or both job classifications, shall receive an additional two percent (2.0%) compensation.
- 2. 20-Years of Service.** Except for employees covered under subsection 13.E.1.a. (Child Welfare Worker I/II) above, employees completing the equivalent of twenty (20) or more years of continuous service (equivalent to or at least 41,600 and 39,000 total service hours for 80-hour and 75-hour employee, respectively) shall receive an additional one percent (1.0%) compensation, for a total of two percent (2.0%) and shall apply to all hours in a paid status.



ALAMEDA COUNTY
AUDITOR-CONTROLLER AGENCY
MELISSA WILK
AUDITOR-CONTROLLER/CLERK-RECORDER

REQUEST FOR ACERA'S REVIEW OF A NEW PAY ITEM/CODE

Employer Name:	County of Alameda
Date of Request	08/09/23
Employer Department Submitting the Request	Auditor-Controller's Agency
Contact Person/Employer (include title/position)	Stephanie Tsurumoto
Contact Person Telephone incl area code	(510)272-6581
Contact Person Email address	stephanie.tsurumoto@acgov.org
Pay Item Name (and code Number)	20Y – Longevity Pay
Pay Item Effective Date per authorization:	1/1/2024
State if additional documentation is attached	Yes – Board Letter

NOTE: The following information is required before ACERA can review and respond to the request. To meet ACERA's requirements, please provide substantive responses below or on a separate paper and return, with this form, all of the supporting documentation prior to issuing (paying) the pay item to any employee who is an ACERA member.

1. State the job classification of employees eligible for the pay item (i.e. Job Code 0499-Nurse Practitioners II may receive this pay item)

RESPONSE #1: All classifications covered by SEIU 1021MOU with the exception of Child Welfare Worker I/II (Job Code 6740/6745)

2. State employment status of employees eligible to receive the pay item (i.e. full time employees, part time employees)

RESPONSE #2: Full Time / Part Time Employees

3. State the number of members or employees who are eligible to receive the pay item (i.e. all members or employees in a job classification eligible to receive the pay item, or "not to exceed one employee")

RESPONSE #3: All SEIU Members with the exception of members in Job Code 6740 and Job Code 6745 with 20 years or more years of continuous service equivalent to or at least 41,600 or 39,000 total service hours for 75 and 80 hour employees, respectively, shall receive an additional 1% for a total of 2% compensation and shall apply to all hours in paid status. Job Codes 6740 and 6745 already had Longevity Pay in the MOU – Pay Code 464 CWW 10-Yr Service.

a. Child Welfare Worker I/II. Notwithstanding subsection 13.E.1. (10-Years of Service) above, employees occupying positions as Child Welfare Worker I (Job Code 6740) or Child Welfare Worker II (Job Code 6745), upon completion of the equivalent of ten (10) years of continuous service, in either or both job classifications, shall receive an additional two percent (2.0%) compensation.

4. State whether pay item is for overtime or regular base pay

RESPONSE #4: Regular

5. State whether pay item is calculated as a fixed amount or percentage of the base pay

RESPONSE #5: Percentage of Base Pay

6. State whether the pay item is paid one time (i.e. incentive pay, referral pay, bonus, award)

RESPONSE #6: No

7. State whether the pay item is an ad hoc payment (i.e, stipend, payment for attending a meeting during the working hours, payment for attending a meeting during non-working hours)

RESPONSE #7: No

8. State whether the pay item is a reimbursement (i.e., car allowance, housing allowance, uniform allowance, mileage payment, cell phone allowance)

RESPONSE #8: No

9. State regular working hours of the employees who will receive the pay item (i.e., 37.5 hour workweek employees, 40 hour workweek employees)

RESPONSE #9: 37.5 / 40.0 Hour Workweek

10. State whether pay item is for work performed outside of the regular workweek (i.e., payment for work or services performed outside of the employee's 37.5 hour workweek, or outside the employee's 40 hour workweek)

RESPONSE #10: No

11. State whether the pay item if for deferred compensation

RESPONSE #11: No

12. State whether the pay item is for retro payments

RESPONSE #12: No

13. State whether the pay item is for accrued unused leaves (i.e., sick leave, annual leave, floating holiday, vacation, comp time)

RESPONSE #13: No

14. State whether the payment is compensation that had previously been provided in kind to the member by the employer or paid directly by the employer to a third party other than the retirement system for the benefit of the member or employee

RESPONSE #14: No

15. State whether the payment is severance or other payment in connection with or in anticipation of a separation from employment (and state if this payment is made while employee is working)

RESPONSE #15: No

16. State whether the pay item is paid in one lump sum or biweekly (or over some other time period-monthly, quarterly, annually)

RESPONSE #16: Biweekly

17. State the basis for eligibility for the pay item (i.e., certification of completion of training program conducted by an accredited university, or employee assigned as supervisor of badge distribution)

RESPONSE #17: SEIU MOU

20. *Human Resource Services* - Approve the following recommendations:

- A. Second reading and adoption of an Ordinance approving the 12/11/22 through 1/3/26 Memorandum of Understanding (MOU) between the County of Alameda (County) and the Northern California Public Sector Region Local 1021 of the Service Employees International Union (SEIU Local 1021); and

13.E. LONGEVITY PAY.

1. 10-Years of Service. Effective pay period containing January 1, 2024, except for employees covered under subsection 13.E.1.a. (Child Welfare Worker I/II) below, employees completing the equivalent of ten (10) or more years of continuous service (equivalent to or at least 20,800 and 19,500 total service hours for 80- and 75-hour employee, respectively) shall receive an additional one percent (1.0%) compensation and shall apply to all hours in a paid status.

- a. Child Welfare Worker I/II.** Notwithstanding subsection 13.E.1. (10-Years of Service) above, employees occupying positions as Child Welfare Worker I (Job Code 6740) or Child Welfare Worker II (Job Code 6745), upon completion of the equivalent of ten (10) years of continuous service, in either or both job classifications, shall receive an additional two percent (2.0%) compensation.

2. 20-Years of Service. Except for employees covered under subsection 13.E.1.a. (Child Welfare Worker I/II) above, employees completing the equivalent of twenty (20) or more years of continuous service (equivalent to or at least 41,600 and 39,000 total service hours for 80-hour and 75-hour employee, respectively) shall receive an additional one percent (1.0%) compensation, for a total of two percent (2.0%) and shall apply to all hours in a paid status.



Lakeside Plaza Building
1401 Lakeside Drive, Suite 200
Oakland, CA 94612-4305
TDD: (510) 272-3703

Human Resource Services

June 6, 2023

Honorable Board of Supervisors
County of Alameda
1221 Oak Street, Suite 536
Oakland, California 94612-4305

SUBJECT: ADOPT: 1) SERVICE EMPLOYEES INTERNATIONAL UNION ("SEIU") LOCAL 1021 MEMORANDUM OF UNDERSTANDING ("MOU"); AND 2) SALARY ORDINANCE AMENDMENTS TO UPDATE SUBSECTION 1-1.1 FOR NEGOTIATED WAGE INCREASES AND DELETE EIGHT (8) ABOLISHED CLASSIFICATIONS; AND DELETE AND REMOVE SUBSECTION 3-18.35

Dear Board Members:

RECOMMENDATIONS:

- A. Adopt an Ordinance approving the December 11, 2022 through January 3, 2026 Memorandum of Understanding ("MOU") between the County of Alameda ("County") and the Northern California Public Sector Region Local 1021 of the Service Employees International Union, CTW ("SEIU Local 1021"); and
- B. Adopt Salary Ordinance amendments to:
 - i. Update Article 1, Section 1-1 (Pay Rate Schedules), subsection 1-1.1, to reflect the negotiated wage increases of the SEIU Local 1021 MOU for classifications in Representation Units 003, 004, 005, 006, 007, 008, 010, 011, and 012;
 - ii. Update Article 1, Section 1-1 (Pay Rate Schedules), subsection 1-1.1, to delete eight (8) abolished classifications effective July 9, 2023, agreed to as part of the MOU negotiations; and
 - iii. Amend Article 3, Section 3-18 (Social Services Agency), to delete subsection 3-18.35 and incorporate said provision into the MOU effective July 9, 2023.

DISCUSSION/SUMMARY:

The SEIU Local 1021 MOU expired and fully terminated as of December 10, 2022. To reach agreement on a successor MOU, representatives of the County and representatives of SEIU Local 1021 (collectively herein, the "Parties") held 38 negotiating sessions beginning July 2, 2022. While the MOU expired and fully terminated on December 10, 2022, the laws governing collective bargaining agreements provide that the terms and conditions set forth in the expired MOU remains in full force and effect until modified through the completion of the collective bargaining process. The collective bargaining process is now complete, and the Parties reached agreement on a successor MOU.

As such, we recommend that your Board adopt an Ordinance approving the December 11, 2022 through January 3, 2026 MOU between the Parties. This new MOU includes the updated provisions as summarized in the attached Summary of Significant Negotiated Terms.

Furthermore, it is recommended that Article 1, Section 1-1 (Pay Rate Schedules), subsection 1-1.1 of the Salary Ordinance be updated to 1) reflect the negotiated wage increases for all the classifications represented by SEIU Local 1021 and 2) delete eight (8) classifications the Parties agreed to abolish in these negotiations; and 3) amend Article 3, Section 3-18 (Social Services Agency) to delete subsection 3-18.35; said provision is incorporated into the successor MOU.


FINANCING:

Funds are available in the 2022-2023 Approved Budget and will be included in future years' requested budgets to cover the costs resulting from the recommendations.

VISION 2026 GOAL:

The Salary Ordinance amendments meet the 10x goal pathways of **Employment for All** in support of our shared vision of a **Prosperous and Vibrant Economy**.

Very truly yours,

DocuSigned by:

24C63D8E074A48D
Margarita Zamora, Acting Director
Human Resource Services

c: CAO
Auditor-Controller
County Counsel
Agency/Department Heads

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
NORTHERN CALIFORNIA PUBLIC SECTOR REGION
LOCAL 1021
OF THE SERVICE EMPLOYEES INTERNATIONAL UNION, CTW**



**AND THE
COUNTY OF ALAMEDA**



December 11, 2022 – January 3, 2026

for the lower-level position, if the employee is otherwise eligible for step increases in the lower-level position.

Notwithstanding this restriction, however, the employee's rate of pay shall not be reduced during a continuous period of out-of-class assignment in the event that the salary range of the higher-level position increases.

- c. An employee otherwise eligible for out-of-class pay who is absent on paid leave shall be paid at the out-of-class pay rate for such paid leave, provided that:
 - 1) Another person has not been hired or assigned to work on an out-of-class pay basis to the same position to which the out-of-class pay assignment has been made for the same period.
 - 2) Paid leave shall be granted at the higher level during an employee's assignment in the higher level, provided, however, if an absence exceeds five (5) consecutive workdays, the employee shall be paid for such absence in excess of five (5) workdays at the employee's regular non-out-of-class rate.
- d. Work assignments shall not be changed or rotated among employees for the purpose of evading this requirement of providing greater compensation to an employee who would otherwise be eligible for such pay as provided herein.
- e. An employee in a thirty-seven and one-half (37.5) hour classification who is assigned to a forty (40) hour higher level position may at the Agency/Department Head's discretion continue to work thirty-seven and one-half (37.5) hours and is to be paid at the appropriate hourly rate of the higher-level classification, as if the employee were, in fact, promoted (see subsection 13.C.3.b. above).
- f. Time worked in a higher-level assignment in excess of the workweek affixed to the employee's Civil Service appointed position shall be compensated pursuant to the provisions of Section 7 (Overtime) hereof.

13.D. REPORTING PAY. In the event that employees are scheduled or directed to report for work and so reports and are told by the Agency/Department Head that their services are not required, they will be entitled to two (2) hours pay at the straight time rate. If such employees are sent home through no fault of their own before completion of a shift, such employees will be entitled to a minimum of four (4) hours of pay at the straight time rate, or straight time pay for hours actually worked, whichever is greater.

13.E. LONGEVITY PAY.

- 1. **10-Years of Service.** Effective pay period containing January 1, 2024, except for employees covered under subsection 13.E.1.a. (Child Welfare Worker I/II) below, employees completing the equivalent of ten (10) or more years of continuous service (equivalent to or at least 20,800 and 19,500 total service hours for 80- and 75-hour employee, respectively) shall receive an additional one percent (1.0%) compensation and shall apply to all hours in a paid status.
 - a. **Child Welfare Worker I/II.** Notwithstanding subsection 13.E.1. (10-Years of Service) above, employees occupying positions as Child Welfare Worker I (Job Code 6740) or Child Welfare Worker II (Job Code 6745), upon completion of the equivalent of ten (10) years of continuous service, in either or both job classifications, shall receive an additional two percent (2.0%) compensation.

- 2. 20-Years of Service.** Except for employees covered under subsection 13.E.1.a. (Child Welfare Worker I/II) above, employees completing the equivalent of twenty (20) or more years of continuous service (equivalent to or at least 41,600 and 39,000 total service hours for 80-hour and 75-hour employee, respectively) shall receive an additional one percent (1.0%) compensation, for a total of two percent (2.0%) and shall apply to all hours in a paid status.

SECTION 14. MEDICAL AND DENTAL PLANS

- 14.A. MEDICAL PLANS.** The County offers Health Maintenance Organization (“HMO”) medical plan options and a Preferred Provider Organization (“PPO”)/Indemnity medical plan. Alternative plan options listed in subsection 14.A.3. (Duplicate Coverage) apply to employees who receive alternate coverage through the County. Employees who are regularly scheduled to work at least fifty percent (50%) of the normal full-time biweekly pay period for their classification, shall be entitled to elect coverage from the available options.

The County and covered employees share the cost of medical premiums as provided in subsection 14.A.1. (Payment of Premiums) below:

1. Payment for Premiums.

- a. Plan Year 2022.** For the plan year beginning February 1, 2022 through the remaining term of the MOU, the County shall contribute eighty-eight percent (88%) of the total monthly premium of an HMO plan or eighty-eight percent (88%) of the total premium of the lowest cost HMO plan toward the total monthly premium of the PPO/indemnity plan at the corresponding level of coverage (i.e., Self, Self + 1 dependent, Family) in a Plan Year.
- 2. Proration.** The County contribution (in subsection 14.A.1. (Payment of Premiums)) shall be prorated each pay period based upon a proportion of hours the employee is on paid status (excluding vacation purchase hours referenced in subsection 10.N. (Vacation Purchase Plan), which do not count as hours in paid status) within that biweekly pay period to the normal full-time biweekly pay period for the job classification, and, provided further that the employee is on paid status at least fifty percent (50%) of the normal full-time biweekly pay period for the job classification. If an employee is not on paid status at least fifty percent (50%) of the normal full-time biweekly pay period for the job classification, the employee will be responsible for paying one hundred percent (100%) for the semi-monthly medical premium for the benefit.
- 3. Duplicative Coverage.** This subsection applies to married County employees, employees in domestic partnerships (as defined in Appendix E – Domestic Partners), and employees in parent-young adult dependent (“YAD”) relationships where the YAD employee is under age 26, when both parties are employed by the County. The intent of this subsection is to limit County employees from both covering each other or having duplicate coverage within the same medical plan.

Married County employees and employees in domestic partnerships, who are both employed by the County, shall be entitled to one (1) choice from the following list of Medical Plan coverages:

- a.** Up to one (1) full family HMO membership,
- b.** Up to one (1) full family PPO/Indemnity membership,
- c.** Up to one (1) full family HMO membership with up to one (1) full family PPO/Indemnity membership,

Gov. Code Sec. 31461. (a) "Compensation earnable" by a member means the average compensation as determined by the board, for the period under consideration upon the basis of the average number of days ordinarily worked by persons in the same grade or class of positions during the period, and at the same rate of pay. The computation for any absence shall be based on the compensation of the position held by the member at the beginning of the absence. Compensation, as defined in Section 31460, that has been deferred shall be deemed "compensation earnable" when earned, rather than when paid.

(b) "Compensation earnable" does not include, in any case, the following:

(1) Any compensation determined by the board to have been paid to enhance a member's retirement benefit under that system. That compensation may include:

(A) Compensation that had previously been provided in kind to the member by the employer or paid directly by the employer to a third party other than the retirement system for the benefit of the member, and which was converted to and received by the member in the form of a cash payment in the final average salary period.

(B) Any one-time or ad hoc payment made to a member, but not to all similarly situated members in the member's grade or class.

(C) Any payment that is made solely due to the termination of the member's employment, but is received by the member while employed, except those payments that do not exceed what is earned in each 12-month period during the final average salary period regardless of when reported or paid.

(2) Payments for unused vacation, annual leave, personal leave, sick leave, or compensatory time off, however denominated, whether paid in a lump sum or otherwise, in an amount that exceeds that which may be earned in each 12-month period during the final average salary period, regardless of when reported or paid.

(3) Payments for additional services rendered outside of normal working hours, whether paid in a lump sum or otherwise.

(4) Payments made at the termination of employment, except those payments that do not exceed what is earned in each 12-month period during the final average salary period, regardless of when reported or paid.

Gov. Code Sec. 7522.34. (a) "Pensionable compensation" of a new member of any public retirement system means the normal monthly rate of pay or base pay of the member paid in cash to similarly situated members of the same group or class of employment for services rendered on a full-time basis during normal working hours, pursuant to publicly available pay schedules.

(b) Compensation that has been deferred shall be deemed pensionable compensation when earned rather than when paid.

(c) "Pensionable compensation" does not include the following:

(1) Any compensation determined by the board to have been paid to increase a member's retirement benefit under that system.

(2) Compensation that had previously been provided in kind to the member by the employer or paid directly by the employer to a third party other than the retirement system for the benefit of the member and which was converted to and received by the member in the form of a cash payment.

(3) Any one-time or ad hoc payments made to a member.

(4) Severance or any other payment that is granted or awarded to a member in connection with or in anticipation of a separation from employment, but is received by the member while employed.

(5) Payments for unused vacation, annual leave, personal leave, sick leave, or compensatory time off, however denominated, whether paid in a lump sum or otherwise, regardless of when reported or paid.

(6) Payments for additional services rendered outside of normal working hours, whether paid in a lump sum or otherwise.

(7) Any employer-provided allowance, reimbursement, or payment, including, but not limited to, one made for housing, vehicle, or uniforms.

(8) Compensation for overtime work, other than as defined in Section 207(k) of Title 29 of the United States Code.

(9) Employer contributions to deferred compensation or defined contribution plans.

(10) Any bonus paid in addition to the compensation described in subdivision (a).

(11) Any other form of compensation a public retirement board determines is inconsistent with the requirements of subdivision (a).

(12) Any other form of compensation a public retirement board determines should not be pensionable compensation.

NEW BUSINESS

- 7.A. Motion to direct the Chief Executive Officer (or his designee) to vote ACERA's Proxy on behalf of the Board of Retirement at the State Association of County Retirement Systems (SACRS) Fall Conference Business Meeting.**



*Office of the Chief Executive Officer
Office of Administration*

DATE: September 21, 2023
TO: Members of the Board of Retirement
FROM: Dave Nelsen, Chief Executive Officer *DN*
SUBJECT: SACRS Proxy Voting

Twice each year, the State Association of County Retirement Systems (SACRS) requests submission of a Voting Proxy Form which, designates the member agency's representative(s) who will vote for the Board of Retirement at the business meeting during the conference. The items for vote at the Fall Conference Business Meeting were not available for this Board of Retirement meeting, but will be presented and direction can be provided at the October Board meeting.

Recommendation

Staff recommends that the Board of Retirement select the Chief Executive Officer (or his designee) to vote ACERA's proxy on behalf of the Board at the SACRS Fall Conference Business Meeting.

Enclosure: 1) SACRS Proxy Voting Form

ENCLOSURE 1



SACRS VOTING PROXY FORM

The following are authorized by the _____ County Retirement Board to vote on behalf of the County Retirement System at the upcoming SACRS Conference

(If you have more than one alternate, please attach the list of alternates in priority order):

_____ Voting Delegate

_____ Alternate Voting Delegate

These delegates were approved by the Retirement Board on ____ / ____ / ____.

The person authorized to fill out this form and submit electronically on behalf of the Retirement Board:

Signature: _____

Print Name: _____

Position: _____

Date: _____

Please send your system's voting proxy by October 1, 2023, to Sulema Peterson, SACRS Executive Director at Sulema@sacrs.org.

NEW BUSINESS

7.B. Update on Hybrid Board Elections.



MEMORANDUM TO THE BOARD OF RETIREMENT

DATE: September 21, 2023

TO: Members of the Board of Retirement

FROM: Lisa Johnson, Assistant Chief Executive Officer

SUBJECT: **MK Elections – Hybrid Elections**

A handwritten signature in blue ink, appearing to read "Lisa Johnson", is written over the "FROM:" line.

Executive Summary

MK Elections attended the August 2, 2023, Operations Committee meeting to discuss and present information as well as answer questions on their company's process of conducting hybrid elections for their clients.

In response to the trustees' request for more information on MK Elections' cost, service provision in comparison to like vendors, and customer feedback – the tables on the following pages will provide more details in the areas of:

- Hybrid Election Cost
- Election Service Comparison
- MK Elections Client Feedback

Overview

ACERA currently utilizes the services of the Alameda County Registrar of Voters (ACROV) for elections. We used actual ACROV cost data during price comparison with MK Elections' cost estimate. In our search for like vendors, we contacted peer retirement systems. One peer retirement system, Santa Barbara County Employees' Retirement System (SBCERS) is using MK Elections and one other, CalPERS is using Integrity Voting Systems (IVS) for part of their election process. Most of our peers are not engaged in hybrid elections and continue to use their County's Elections office.

When reaching out to CalPERS' election vendor, IVS, two significant pieces of information emerged: 1) ACROV uses IVS to create and print our current ballots – but not to count them. ACROV counts our ballots and has indicated they are not currently able to run a hybrid election with online voting for us; and 2) CalPERS uses IVS for all the services MK Elections provides to its clients. When asked to provide a cost estimate based on our specified number of ballots, IVS declined to provide an estimate due to conflict of interest concerns with ACROV being their client.

Cost

Staff requested an informal hybrid election cost estimate from MK Elections in March 2023. To provide a basis for comparison, we averaged the ACROV's number of ballots over a 4-year period and provided a quantity of mailed ballots for MK Elections to use to arrive at an informal cost estimate. That data is provided in the cost table below. MK Elections' cost estimate came in approximately 20% lower than ACROV's 4-year average cost.

COUNTY ROV ACTUAL COST/ NEW VENDOR COST ESTIMATE			
ELECTION YEAR	COUNTY REGISTRAR OF VOTERS	MK ELECTIONS (Estimate based on Year 2021 Actuals)	# OF BALLOTS MAILED OUT
2019	\$30,061.18		13,974
2021	\$48,532.00		12,883
2022	\$49,430.00		11,139
		\$33,345.00	*12,000

*Number of ballots used for MK estimate

Service Comparison

MK Elections and IVS offers elections services comparable to ACROV in all areas but stand apart in their offering our members the option to participate in online voting.

Services Provided			
SERVICES	REGISTAR	MK ELECTIONS	INTEGRITY
	OF VOTERS		VOTING SYSTEMS
Check National Address Change Registry	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Printing of Ballots and Envelopes	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Inclusion of Candidate Statement with Ballot	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Mailing of Ballots	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Online Voting	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Provide Online Voting Credentials	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Issue Replacement Ballots	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Validation of Ballots Received	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Counting of Ballots	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Duplicate Ballot Check	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Ballot Marking Review	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Certification of Election	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Post Election Challenge Support	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Printing of What's Up Newsletter	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

MK Elections Customer Feedback

We reached out to eight of MK Elections clients and four responded to the request for feedback on how they were running elections before MK Elections; and whether they are running hybrid, mail only, or online only elections. We also asked the impact on voter participation and any additional comments they wanted to share. MK Elections has run three elections with one of them being hybrid for SBCERS.

All respondents gave positive feedback on their experience working with MK Elections, especially in the areas of responsiveness and ease of collaboration.

Client Feedback Questions					
MK Client Names	Before MK Elections, how or who was running your elections?	Are you running your elections with MK Elections online only or hybrid?	Did voter turnout increase as a result of using MK Elections?	Where there any challenges in switching over to MK Elections from your previous elections provider	Any additional feedback in regards to MK Elections
North San Joaquin Water Conservation District	District staff and CPA	Mail or hand delivered ballots	Probably	None provided	<ul style="list-style-type: none"> Professional and understands the process. Have used them twice.
Operating Engineers Local Union #3	Had previously worked with Tureballot and interviewed other election vendors each year, but have worked with MK Elections consistently for more than a decade.	Physical ballot mail-in elections	No increase or decrease	None provided	<ul style="list-style-type: none"> Our experience has been smooth. Kenny is very responsive, including when we had to deal with challenges to the election results, non of which were found to have merit. I recommend utilizing the services of MK Elections.
Santa Barbara Retirement Association	County Registrar of Voters	Hybrid	No increase or decrease	None provided	<ul style="list-style-type: none"> Good experience I recommend the services of MK Elections. Very responsive
SEIU - Organizational Development Department	AAA	Mail Ballot and In Person	No increase or decrease	None provided	<ul style="list-style-type: none"> Easy to work with Managed a pretty complicated election Cesar and Kenny are a joy to work with

Conclusion:

Interest in hybrid elections is growing amongst our peers. Consensus is other systems are waiting and watching to see who will take the lead regarding the hybrid elections process. Although, there are a limited number of resources to run a hybrid election, MK Elections has built confidence in their client base to run, certify, and defend election results.

NEW BUSINESS

7.B. Chief Executive Officer's Report.



Office of the Chief Executive Officer

DATE: September 21, 2023
TO: Members of the Board of Retirement
FROM: Dave Nelsen, Chief Executive Officer *DN*
SUBJECT: **Chief Executive Officer's Report**

Senior Manager Recruitment

None

Committee/Board Action Items

ASSIGNED FOLLOW-UP ITEMS

Follow-Up Board Item	Assigned Senior Leader	Estimated Completion Date	Completion Date	Notes
Develop ACERA Re-Opening Plan.	Dave Nelsen	April 2023	Completed	We have implemented the provisions of the plan.

Conference/Event Schedule

I will attend the CALAPRS Administrators Institute from Wed, Sep 27 thru Thur, Sep 28, 2023.

Other Items

Business Planning Update

Attached is a list of updates for each of the projects.

Legislative Update

Attached is the monthly Legislative Update from the SACRS Lobbying Firm which discusses bills of interest and their status.

Recognition

I would like to recognize the Investment Team for their work on the Investment Consultant RFP. This is a long, intensive process that involved the entire team. As the consultants all commented, they recognized the thoroughness of the process and diligence of the team. It really was a joint effort designed to ensure the Board had excellent candidates from which to select.

Key Performance Indicators

Below are the high level performance indicators for ACERA, with the latest scores included:

Scorecard KPI	2022 Performance Goal
PRUDENT INVESTMENT PRACTICES	
Portfolio Performance vs. Policy Benchmark	<i>Annualized 10-year return will meet or exceed Policy benchmark at the total fund level</i> As of July of 2023: We were .04% short of the benchmark.
EFFECTIVE PLAN ADMINISTRATION	
Actual Spent vs. Approved Budget	<i>On budget or 10% below 2022 approved budget</i> As July of 2023: 4.3% under budget.
COMPREHENSIVE ORGANIZATION DEVELOPMENT	
Employee Engagement Survey Results	<i>80% of responses in top two rating boxes on the question: "Is ACERA a great place to work?"</i> As of the latest survey (October of 2022): 71%.
SUPERIOR CUSTOMER SERVICE	
Service Excellence Survey	<i>80% of responses in top two rating boxes on the question: "Did ACERA meet or exceed my expectations for my customer service experience?"</i> For 2 nd Quarter of 2023: 100%.

**ACERA 2023-2024 BUSINESS
PLANNING PROJECTS UPDATE**

1. General Investment Consultant (GIC) RFP

Goal 1 (Sept. 2022 – Sept. 2023)

Staff and Cortex concluded the GIC RFP due diligence process, and Staff recommended one of the four Finalists in its 9/6/23 ICM packet to the Investment Committee to be ACERA's next GIC. Accordingly, the four Finalists interviews are scheduled for the September ICM. The IC will choose one or more than one candidate(s) to be recommended to the Board.

2. Investment License Services for Private Market & Subscription

Goal 1 (Jul. 2023 – Dec. 2023)

The Investment Operations Team has a goal of obtaining direct access to the Cambridge Associates Private Benchmark data through IHS Markit. This vendor can provide the ACERA, or State Street Bank Performance Team, the necessary access to aid in providing timely benchmark performance reporting monthly. Staff has completed initial introductory call with IHS Markit. The follow-up demonstrations with the vendor to view the product offering has been paused, pending the completion of the General Investment Consultant search, as the possibility of a new consultant could result in benchmark change recommendations. We expect to continue pursuing this in 4Q 2023 to 1Q 2024. John Ta, Serafin Lim and Daniel Morales will be leading the conversation with Markit.

3. Comprehensive Pension Administration System PG3 Training

Goal 2 (May 2023 – Fall 2024)

ACERA's project consulting team is coordinating ongoing status meetings for updating progress on this project, developing communication tools for back and forth work on procedures and tracking, and gathering and reviewing procedures as well as ACERA's On-base functionality.

4. Review Workforce Excellence (WFE) Processes and Tools

Goal 2 (Oct. 2022 – Dec. 2023)

ACERA's HR team has collected most of the updated WFE material from the different departments. The next phase, researching potential software options for HR, is in process now.

5. PGV3 Upgrade

Goal 2 (Complete in August 2024) & Goal 3

The team is finalizing D4 UAT this month. The final requirements validation deliverable also takes off this month, covering Member Direct, Employer Direct and role based permissions for V3.

**6. On-Base Case Manager and PG-OnBase Integration Activity:
Goal 2 (Complete in August 2024) & Goal 3**

The implementation of the Beneficiary Case Manager is ready for activation. This case manager captures and facilitates the process for assignment and management of beneficiary designations for active and retired members. We will be reaching out to the Benefits Team for their availability to schedule UAT Testing and Training. We will meet with Benefits Management to review the functionality developed to provide customized document views for associated pages in PGV3 that will streamline document searches for end users.

**7. BoardEffect Software
Goal 2 (Fall 2022 – Fall 2023)**

We have reached our goal for adoption of BoardEffect by the Trustees and ACERA Senior Managers. The project team will continue to request feedback from the expanded user community on use of BoardEffect during our upcoming Board meetings. We also begin the process of replacing Dropbox for accessing meeting materials and supporting documents with the BoardEffect Resource Library.

**8. Research Agency Intranet Solution for Internal Document Management
Goal 3 (Spring 2023 – Fall 2024)**

A list of priorities has been submitted by the project team and ACERA departments. The list is categorized as follows:

- a. In scope and prioritized for the first phase
- b. In scope but prioritized for a later phase
- c. Out of scope, but can be captured by a future project
- d. Out of scope, but can be completed by PRISM

**9. Research Expense S/W Subscription Options
Goal 3 (Mar. 2023 –Aug. 2023)**

Two senior managers completed testing of the Expensify Application using receipts and expenses from a training trip in late July. Sample training travel expense receipts were captured by using Expensify's mobile app to take photos of physical receipts. Digital receipts received by the managers via email were forwarded to the app by emailing the receipts to a designated email address for ACERA. Angie received real-time automatic email notifications when receipts were uploaded. She tested the receipt review and expense approval process and was able to communicate questions and updates.

Initial feedback is that receipt submission is easily accomplished. Expensify's auto-scan feature recognizes merchant name (business where expense is incurred) by scanning the receipt. The app also picks up the date and amount of the expense. Additionally, the software has the

Research Expense S/W Subscription Options (Continued)

capability to auto track mileage if individuals choose to select the start mileage capture feature through the mobile app at the start of a drive. The mobile device's GPS and the app, when allowed, will capture mileage at start and stop of the feature. This feature is optional to use - not required.

A post-test meeting was held to capture feedback. Staff concluded the product is a good match to help streamline our Board of Trustee travel expense reimbursement submission process. We will proceed with next steps of starting the subscription and planning for training on use of the Expensify product. The cost will be \$2,200 annually.

10. Product Analysis for GP Upgrade or Similar Accounting Software **Goal 3 (Aug. 2023 – Dec. 2024)**

We are working with Aramino, our GP consultant, to research the different options out there. The next meeting is scheduled for the third week of September. We are also reviewing some of the processes in Fiscal Services to identify good candidates for process improvement ahead of any preparation for a potential software change.

11. New Member Enrollment **Goal 4 (Complete by Fall 2023)**

The Project Team met in August and decided on a direction for transitioning the Member Enrollment Questionnaire into a considerably more streamlined ACERA Welcome Form, aimed at simplifying and expediting the process of capturing reciprocity elections and beneficiary designations as well as getting a new member set up in Pension Gold. Staff began development of an optimized member onboarding schedule of touch-points and communications, as well as a revision of existing communications to fit the new process. The AWF (ACERA Welcome Form) will be used to capture critical information to complete enrollment multiple times throughout the member life cycle without impeding the enrollment process. A discussion and sign off on the requested design of the AWF is being worked on by the Communications Team. The project team will review the design of the AWF and discuss the implementation plan for the newly improved process.

12. Communications Methods

Goal 4 (Apr. 2023 – Dec. 2023)

Staff continued development of video graphic animations by ACERA's in-house Graphic Designer for a seven-minute new-member orientation video to be shown during employer orientation. Staff also began revision of the draft onboarding schedule in alignment with the New Member Onboarding project.

LEGISLATIVE UPDATE



EDELSTEIN GILBERT ROBSON & SMITH ^{LLC}

Donald B. Gilbert Michael R. Robson Trent E. Smith Jason D. Ikerd ^{Associate} Bridget E. McGowan ^{Associate}

September 6, 2023

TO: State Association of County Retirement Systems

FROM: Edelman Gilbert Robson & Smith, LLC

RE: Legislative Update – September 2023

Last week, the Legislature met the fiscal committee deadline of September 1. On this day, both the Senate and Assembly Appropriations Committee held their Suspense File hearing, where they dispensed with hundreds of bills at once. The Senate held a little over 20% of the Assembly bills in this Committee while the Assembly held a little over 15% of the Senate bills that it heard on the Suspense File. Bills that are held in the Appropriations Committee are generally considered dead, aside from a small portion of bills that are held as “two year bills” that are eligible to move again early in January.

The Legislature is now in the final two weeks of session— Legislators must pass bills off the floor of the second house, and if needed, the floor of the house of origin for concurrence, before the Legislature adjourns on September 14.

The Governor will then have a month to consider the bills that were placed on his desk at the end of session. The Legislature will remain on recess until 2024, reconvening on January 3.

Senate Leadership Update

On Monday August 28, the Senate Democratic Caucus announced its next leader – Senator Mike McGuire was selected as the Senate Pro Tem Designee. Once the transition occurs, he will replace the current Pro Tem, Senator Toni Atkins, who is terming out in 2024. At this point, it is expected the transition will occur in 2024 and Senator Atkins will remain in her post for the duration of session. Senator McGuire terms out in 2026.

Legislation of Interest

SB 885 (Committee on Labor, Public Employment and Retirement). This is the annual committee omnibus bill that contains various cleanup provisions for CalSTRS, CalPERS and CERL systems. The amendments to the CERL make non-substantive, technical changes as well as conform provisions on Required Minimum Distributions to federal law under the SECURE ACT 2.0 by referencing the federal law instead of a specific age.

The Governor signed this bill into law.

AB 1020 (Grayson) – CERL Disability Presumptions. This bill would establish several new disability retirement presumptions for various injuries and illnesses in the CERL, similar to provisions that exist in the Labor Code. The bill is sponsored by the California Professional Firefighters. The author and sponsor agreed to technical clarifications proposed by SACRS that were amended into the bill in June. CSAC remains opposed to the bill.

The bill is pending a vote on the Senate Floor.

AB 1637 (Irwin) - Local Government Websites and Email Addresses. This bill requires cities and counties to use a ".gov" or ".ca.gov" domain for websites and email addresses by January 1, 2029. This bill passed out of the Senate Appropriations Committee on Friday and is now pending a vote on the Senate Floor.

Public Meeting Bills

AB 557 (Hart) - Brown Act Emergency Teleconferencing Sunset Extension. This bill would remove the sunset in current law to allow teleconferencing during certain emergencies as well as increase the time period when the Board must renew the findings of an emergency or need for social distancing from 30 days to 45 days. The bill is pending a vote on the Senate Floor.

SB 537 (Becker) - Teleconference Flexibilities. This bill would allow expanded teleconference flexibilities for multijurisdictional, cross county legislative bodies if certain requirements are met, along with adding to the list of circumstances where a member is permitted to participate remotely. The bill has been narrowed considerably as it advanced through various policy committees in each house. The bill is pending a vote on the Assembly Floor.