



Alameda County Employees' Retirement Association
BOARD OF RETIREMENT

**OPERATIONS COMMITTEE/BOARD MEETING
NOTICE and AGENDA**

THIS MEETING WILL BE CONDUCTED VIA TELECONFERENCE [SEE EXECUTIVE ORDER N-29-20 ATTACHED AT THE END OF THIS AGENDA.]

ACERA MISSION:

To provide ACERA members and employers with flexible, cost-effective, participant-oriented benefits through prudent investment management and superior member services.

**Wednesday, December 2, 2020
9:30 a.m.**

ZOOM INSTRUCTIONS	COMMITTEE MEMBERS	
The public can view the Teleconference and comment via audio during the meeting. To join this Teleconference, please click on the link below. https://zoom.us/join Meeting ID: 829 2323 4360 Password: 752499 For help joining a Zoom meeting, see: https://support.zoom.us/hc/en-us/articles/201362193	OPHELIA BASGAL, CHAIR	APPOINTED
	LIZ KOPPENHAVER, VICE CHAIR	ELECTED RETIRED
	DALE AMARAL	ELECTED SAFETY
	JAIME GODFREY	APPOINTED
	ELIZABETH ROGERS	ELECTED GENERAL

This is a meeting of the Operations Committee if a quorum of the Operations Committee attends, and it is a meeting of the Board if a quorum of the Board attends. This is a joint meeting of the Operations Committee and the Board if a quorum of each attends.

The order of agenda items 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 available online at www.acera.org.

Note regarding public comments: Public comments are limited to four (4) minutes per person in total.

Note regarding accommodations: The Board of Retirement will provide reasonable accommodations for persons with special needs of accessibility who plan to attend Board meetings. Please contact ACERA at (510) 628-3000 to arrange for accommodation.

OPERATIONS COMMITTEE/BOARD MEETING

NOTICE and AGENDA, Page 2 of 2 – December 2, 2020

Call to Order: 9:30 a.m.

Roll Call:

Public Input (Time Limit: 4 minutes per speaker)

Action Items: Matters for Discussion and Possible Motion by the Committee

- 1. Discussion and possible motion to approve the annual agreement for the Segal Group, ACERA's Benefits Consultant**

- Kathy Foster

Recommendation

Staff recommends that the Operations Committee recommend to the Board of Retirement to approve the annual agreement for \$127,200 effective January 1, 2021, for ACERA's Benefits Consultant, the Segal Group.

- 2. Discussion and possible motion to recommend to the Board a remedy for the excess payments to active member trustees' employers under the Employer Reimbursement Policy for calendar years 2017, 2018, 2019**

- Jeff Rieger

Recommendation

Staff recommends that the Operations Committee recommend to the Board of Retirement that the Board approve a remedy for the excess payments to active member trustees' employers under the Employer Reimbursement Policy for calendar years 2017, 2018, 2019.

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

- 1. Operating Expenses as of October 31, 2020**

Report on the status of ACERA's budget vs. actual as of October 31, 2020

- Margo Allen

- 2. Technology Update**

- Vijay Jagar

Trustee Remarks

Future Discussion Items

Establishment of Next Meeting Date

February 3, 2021, at 9:30 a.m.

Adjournment

**EXECUTIVE DEPARTMENT
STATE OF CALIFORNIA**

EXECUTIVE ORDER N-29-20

WHEREAS on March 4, 2020, I proclaimed a State of Emergency to exist in California as a result of the threat of COVID-19; and

WHEREAS despite sustained efforts, the virus continues to spread and is impacting nearly all sectors of California; and

WHEREAS the threat of COVID-19 has resulted in serious and ongoing economic harms, in particular to some of the most vulnerable Californians; and

WHEREAS time bound eligibility redeterminations are required for Medi-Cal, CalFresh, CalWORKs, Cash Assistance Program for Immigrants, California Food Assistance Program, and In Home Supportive Services beneficiaries to continue their benefits, in accordance with processes established by the Department of Social Services, the Department of Health Care Services, and the Federal Government; and

WHEREAS social distancing recommendations or Orders as well as a statewide imperative for critical employees to focus on health needs may prevent Medi-Cal, CalFresh, CalWORKs, Cash Assistance Program for Immigrants, California Food Assistance Program, and In Home Supportive Services beneficiaries from obtaining in-person eligibility redeterminations; and

WHEREAS under the provisions of Government Code section 8571, I find that strict compliance with various statutes and regulations specified in this order would prevent, hinder, or delay appropriate actions to prevent and mitigate the effects of the COVID-19 pandemic.

NOW, THEREFORE, I, GAVIN NEWSOM, Governor of the State of California, in accordance with the authority vested in me by the State Constitution and statutes of the State of California, and in particular, Government Code sections 8567 and 8571, do hereby issue the following order to become effective immediately:

IT IS HEREBY ORDERED THAT:

1. As to individuals currently eligible for benefits under Medi-Cal, CalFresh, CalWORKs, the Cash Assistance Program for Immigrants, the California Food Assistance Program, or In Home Supportive Services benefits, and to the extent necessary to allow such individuals to maintain eligibility for such benefits, any state law, including but not limited to California Code of Regulations, Title 22, section 50189(a) and Welfare and Institutions Code sections 18940 and 11265, that would require redetermination of such benefits is suspended for a period of 90 days from the date of this Order. This Order shall be construed to be consistent with applicable federal laws, including but not limited to Code of Federal Regulations, Title 42, section 435.912, subdivision (e), as interpreted by the Centers for Medicare and Medicaid Services (in guidance issued on January 30, 2018) to permit the extension of

otherwise-applicable Medicaid time limits in emergency situations.

2. Through June 17, 2020, any month or partial month in which California Work Opportunity and Responsibility to Kids (CalWORKs) aid or services are received pursuant to Welfare and Institutions Code Section 11200 et seq. shall not be counted for purposes of the 48-month time limit set forth in Welfare and Institutions Code Section 11454. Any waiver of this time limit shall not be applied if it will exceed the federal time limits set forth in Code of Federal Regulations, Title 45, section 264.1.
3. Paragraph 11 of Executive Order N-25-20 (March 12, 2020) is withdrawn and superseded by the following text:

Notwithstanding any other provision of state or local law (including, but not limited to, the Bagley-Keene Act or the Brown Act), and subject to the notice and accessibility requirements set forth below, a local legislative body or state body is authorized to hold public meetings via teleconferencing and to make public meetings accessible telephonically or otherwise electronically to all members of the public seeking to observe and to address the local legislative body or state body. All requirements in both the Bagley-Keene Act and the Brown Act expressly or impliedly requiring the physical presence of members, the clerk or other personnel of the body, or of the public as a condition of participation in or quorum for a public meeting are hereby waived.

In particular, any otherwise-applicable requirements that

- (i) state and local bodies notice each teleconference location from which a member will be participating in a public meeting;
- (ii) each teleconference location be accessible to the public;
- (iii) members of the public may address the body at each teleconference conference location;
- (iv) state and local bodies post agendas at all teleconference locations;
- (v) at least one member of the state body be physically present at the location specified in the notice of the meeting; and
- (vi) during teleconference meetings, a least a quorum of the members of the local body participate from locations within the boundaries of the territory over which the local body exercises jurisdiction

are hereby suspended.

A local legislative body or state body that holds a meeting via teleconferencing and allows members of the public to observe and address the meeting telephonically or otherwise electronically, consistent with the notice and accessibility requirements set forth below, shall have satisfied any requirement that the body allow

members of the public to attend the meeting and offer public comment. Such a body need not make available any physical location from which members of the public may observe the meeting and offer public comment.

Accessibility Requirements: If a local legislative body or state body holds a meeting via teleconferencing and allows members of the public to observe and address the meeting telephonically or otherwise electronically, the body shall also:

- (i) Implement a procedure for receiving and swiftly resolving requests for reasonable modification or accommodation from individuals with disabilities, consistent with the Americans with Disabilities Act and resolving any doubt whatsoever in favor of accessibility; and
- (ii) Advertise that procedure each time notice is given of the means by which members of the public may observe the meeting and offer public comment, pursuant to subparagraph (ii) of the Notice Requirements below.

Notice Requirements: Except to the extent this Order expressly provides otherwise, each local legislative body and state body shall:

- (i) Give advance notice of the time of, and post the agenda for, each public meeting according to the timeframes otherwise prescribed by the Bagley-Keene Act or the Brown Act, and using the means otherwise prescribed by the Bagley-Keene Act or the Brown Act, as applicable; and
- (ii) In each instance in which notice of the time of the meeting is otherwise given or the agenda for the meeting is otherwise posted, also give notice of the means by which members of the public may observe the meeting and offer public comment. As to any instance in which there is a change in such means of public observation and comment, or any instance prior to the issuance of this Order in which the time of the meeting has been noticed or the agenda for the meeting has been posted without also including notice of such means, a body may satisfy this requirement by advertising such means using "the most rapid means of communication available at the time" within the meaning of Government Code, section 54954, subdivision (e); this shall include, but need not be limited to, posting such means on the body's Internet website.

All of the foregoing provisions concerning the conduct of public meetings shall apply only during the period in which state or local public health officials have imposed or recommended social distancing measures.

All state and local bodies are urged to use sound discretion and to make reasonable efforts to adhere as closely as reasonably possible to the provisions of the Bagley-Keene Act and the Brown Act, and other applicable local laws regulating the conduct of public meetings, in order to maximize transparency and provide the public access to their meetings.

IT IS FURTHER ORDERED that as soon as hereafter possible, this Order be filed in the Office of the Secretary of State and that widespread publicity and notice be given of this Order.

This Order is not intended to, and does not, create any rights or benefits, substantive or procedural, enforceable at law or in equity, against the State of California, its agencies, departments, entities, officers, employees, or any other person.

IN WITNESS WHEREOF I have hereunto set my hand and caused the Great Seal of the State of California to be affixed this 17th day of March 2020.



GAVIN NEWSOM
Governor of California

ATTEST:

ALEX PADILLA
Secretary of State



MEMORANDUM TO THE OPERATIONS COMMITTEE

DATE: December 2, 2020

TO: Members of the Operations Committee

FROM: Kathy Foster, Assistant Chief Executive Officer

A handwritten signature in blue ink, appearing to read "K Foster".

SUBJECT: **Annual Renewal of Benefits Consulting Agreement – the Segal Group**


ACERA has negotiated a new agreement for benefits consulting services with the Segal Group to be effective January 1, 2021 through December 31, 2021. The annual cost for the new agreement is \$127,200, which is a 1.4% increase from the current annual fee to account for inflation. Staff is requesting approval for an annual amount of \$127,200 for benefits consulting services for the new agreement.

Recommendation

Staff recommends that the Operations Committee recommend to the Board of Retirement to approve the annual agreement for \$127,200 effective January 1, 2021, for ACERA's Benefits Consultant, the Segal Group.



To: Operations Committee

From: Jeff Rieger, Chief Counsel 

Meeting: December 2, 2020

Subject: **Excess Payments to Active Member Trustees' Employers under the Employer Reimbursement Policy**

Four of ACERA's trustees (including one alternate) are active ACERA members. For many years, each year ACERA has reimbursed those four trustees' employers for a portion of the trustees' salaries and benefits. These reimbursements are not legally required, but for the reasons stated in the Employer Reimbursement Policy (copy attached), the Board has determined that the reimbursements are reasonable expenses of administering ACERA.

The Employer Reimbursement Policy, last revised in 2017, states that ACERA will reimburse the four active member trustees' employers for as much as 25% of the trustees' salaries and benefits, up to a total annual cap of \$300,000 in 2017, subject to an annual cost of living adjustment to that \$300,000 cap each year thereafter.

It was recently discovered that the cap was not applied for calendar years 2017, 2018 and 2019, and that, as a result, the trustees' employers were paid excess amounts of \$1,490.14 in 2017, \$16,705.73 in 2018, and \$23,090.52 in 2019, for a total of \$41,286.39. The attached calculation sheet shows how these excess amounts were determined.

The Board set the reimbursement cap under its broad policy-making discretion regarding ACERA's reasonable administrative expenses. Thus, the Board has broad discretion regarding how to best deal with the excess payments that ACERA made to the trustees' employers. For example, but without limitation, the Board could:

- Subtract the total excess payments (with or without interest) from the reimbursements ACERA will otherwise make under the Employer Reimbursement Policy for 2020.
- Approve the excess payments, but continue applying the cap in future years.
- Amend the Employer Reimbursement Policy to change or eliminate the cap for past and future years.

The Operations Committee, which reviews the Employer Reimbursement Policy, may recommend that the Board adopt any one of the above three remedies or some other remedy that the Operations Committee deems appropriate.

Employer Reimbursement Policy Payments: 2017-2019				
	Payment	CPI*	Policy Cap	Overpayment
2017	\$ 301,490.14	--	\$ 300,000.00	\$ 1,490.14
2018	\$ 322,405.73	1.9%	\$ 305,700.00	\$ 16,705.73
2019	\$ 333,990.52	1.7%	\$ 310,900.00	\$ 23,090.52
3-YearTotal	\$ 957,886.39		\$ 916,600.00	\$ 41,286.39
* CPI multipliers are based on the San Francisco Metropolitan Statistical Area (SF MSA)				



Employer Reimbursement Policy

I. Purpose

The Board of Retirement believes that the interests of the members and retirees of the Association are best served by attracting and retaining highly competent Board members who embrace the fiduciary responsibilities of ACERA Trustees and who are selected through a process that supports the statutory configuration of the Board.

II. Objectives

The objectives of this policy are as follows:

- A. To assist employers of active employee elected Board members (hereinafter “elected Board members”);
- B. To promote free and open participation of members in the democratic Board electoral process; and
- C. To maximize the opportunities for elected Board members to fulfill their fiduciary responsibilities to ACERA.

However, elected member employer reimbursement is not a statutorily mandated benefit to employers. Further, its authorization is subject to annual renewal at the discretion of the Board. Reimbursement is dependent upon ACERA budgetary considerations and Board approval.

III. Assumptions

In preparing this policy, the following assumptions were made:

- A. The 1937 County Employees Retirement Law specifies that the Board of Retirement of the Alameda County Employees’ Retirement Association shall consist of nine members, and up to two (2) alternate members.

While all qualified members of ACERA have the constitutional right to seek election to the Board of Retirement, the members' employer does not enjoy a statutory right to reimbursement.

- B. The Board recognizes that, in order to fulfill their fiduciary duties to ACERA, Board members will be required to expend a significant amount of time on ACERA business to the possible detriment of their other professional and personal activities. This may create conflicts with respect to the non-ACERA duties of these members and may, in the case of elected Board members, inhibit or deter Association members from seeking election to the Board of Retirement or satisfactorily discharging the duties of an elected Board member.
- C. The Board further recognizes that the precise amount of time an individual Board member may spend on ACERA activities will differ with the member's interests, committee assignments and general Association activity level. Elected Board members will, generally, incur additional responsibilities in conjunction with their duty to serve as an intermediary between their constituency and the Association.
- D. The Board acknowledges that it is not practical or useful to precisely quantify the amount of time spent on ACERA activities by each elected Board member over any given period of time and it is reasonable to limit reimbursement to 25% of the elected member's full time employment requirements which equates to 520 hours per year.

IV. Guidelines

In order to assist the employers of ACERA elected Board members, to promote free and open participation of ACERA active members in the democratic Board electoral process and to maximize the opportunities for elected Board members to fulfill their fiduciary responsibilities to ACERA, the Board hereby approves:

- A. Reimbursement to the employers of ACERA elected Board members;
- B. Not to Exceed 25% of the cost of the salary (excluding overtime and any lump-sum sell back) and benefits of such members, however under no circumstance will the total paid to the employers exceed \$300,000 for the calendar year with an annual cost of living

adjustment based upon the consumer price index. The \$300,000 is calculated based upon a pro rata share of each trustee's salary;

- C. The promulgation of guidelines to help illustrate how an elected Board member may reasonably spend at least 520 hours per year on ACERA business (See Appendix A);
- D. A process by which, at the end of the calendar year, each elected Board member will review Appendix A and certify in writing that he/she spent at least 520 hours that year on ACERA business;
- E. A proportional adjustment of the reimbursement if the elected Board member determines that he/she has spent less than 520 hours that year on ACERA business;
- F. Reimbursement of the elected Board member's employer in the appropriate amount at the end of the calendar year.

V. Policy Modifications

This document shall be reviewed by the Operations Committee annually during the budgetary process. The Committee shall make recommendations to the Board concerning any improvements or modifications it deems necessary.

VI. Policy History

- A. The Board adopted this policy on April 20, 2000.
- B. The Board reviewed and affirmed this policy, with revisions, on October 19, 2017¹.

¹ The Board adopted the Policy on April 20, 2000. It was reviewed and affirmed with revisions November 9, 2006; February 18, 2010; November 21, 2013; and October 19, 2017. It was reviewed and affirmed without revisions December 15, 2011; November 8, 2012; December 18, 2014; December 17, 2015; November 17, 2016; and January 19, 2017.



MEMORANDUM TO THE OPERATIONS COMMITTEE

DATE: December 2, 2020

TO: Members of the Operations Committee

FROM: Margo Allen, Fiscal Services Officer *MA*

SUBJECT: Operating Expenses Budget Summary for the period ended October 31, 2020

ACERA's operating expenses are \$2,278K under budget for the period ended October 31, 2020. Budget overages and surpluses worth noting are as follows:

Budget Overage

1. *Professional Fees*: Professional Fees are \$52K over budget. This amount comprises overage in legal fees of \$142K primarily due to confidential professional services related to employment advice, which are offset by surplus in actuarial fees¹ of (\$68K), operations consultant fees of (\$18K) due to delay in benchmarking project, and savings in external audit fees of (\$4K).

Budget Surpluses

2. *Staffing*: Staffing is \$1,408K under budget. This amount comprises surplus in staff vacancies of (\$410K) and fringe benefits of (\$1,342K), which are offset by overage in temporary staffing of \$344K due to vacant positions filled by temporary staff.
3. *Staff Development*: Staff Development is \$285K under budget primarily due to cancelation and delay in staff trainings and conferences caused by COVID-19.
4. *Office Expense*: Office Expense is \$89K under budget. This amount comprises surpluses in printing and postage of (\$14K) and office maintenance and supplies of (\$49K) due to majority staff is working from home, building expenses of (\$15K) due to credit from CBRE related to 2019 escalation charges, bank charges and miscellaneous administration of (\$16K), equipment lease and maintenance of (\$5K) and minor equipment and furniture of (\$11K). Which are offset by overage in communication expenses of \$21K mainly due to teleconference services e.g. departmental calls, coaching, check-ins, are all being done remotely due to COVID-19.
5. *Insurance*: Insurance is \$11K under budget, which is related to Alameda County Risk Management Program.

¹ Surplus in actuarial fees of \$68K is mainly due to savings from last year accrual related to Standard of Practice #51 Pension Risk and consulting services.

Operating Expenses Budget Summary for the period ended October 31, 2020

6. *Member Services:* Member Services are \$165K under budget. This amount comprises surpluses in disability legal arbitration and transcripts of (\$59K) and disability medical expense of (\$94K) are both due to reduction in number of disability cases, health reimbursement account of (\$3K), members printing and postage of (\$21K) partially due to timing difference, member training and education of (\$12K), and virtual call center of \$24K established due to COVID-19.
7. *Systems:* Systems are \$101K under budget. This amount comprises surpluses in software maintenance and support of (\$118K) primarily due to delay in the start of projects caused by COVID-19, minor computer hardware of (\$8K), which are offset by overage in business continuity of \$23K mainly due to COVID-19 expenses e.g. laptops, amazon workspaces, IT equipment, etc. for working from home, and county data processing of \$2K.
8. *Depreciation:* Depreciation is \$4K under budget, which is mainly related to the computer software.
9. *Board of Retirement:* Board of Retirement is \$267K under budget. This amount comprises surpluses in board conferences and trainings of (\$149K) primarily due to cancelation and delay in trainings and conferences caused by COVID-19, board election expense² of (\$79K) due to savings from last year accrual, board employer reimbursement of (\$3K), board compensation of (\$8K), board miscellaneous expenses of (\$16K), board software maintenance and support of (\$1K), and board strategic planning of (\$10K).

Staffing Detail

Permanent vacant positions as of October 31, 2020:

Department	Position	QTY	Comments
Benefits	Administrative Specialist II	1	Vacant - currently budgeted until 12/2020
Benefits	Retirement Technician	3	Filled by temporary staff - currently budgeted until 12/2020
Investments	Senior Investment Officer	1	Vacant - currently budgeted until 12/2020
Investments	Investment Officer	1	Vacant - currently budgeted until 12/2020
PRISM	Retirement Support Specialist	1	Vacant - currently budgeted until 12/2020
Total Positions		7	

² ACERA has savings of \$79K from 2019 board election expense accrual due to reduction in actual expense as compare to quotation from vendor.

Operating Expenses Budget Summary for the period ended October 31, 2020

Pension Administration System Project - as of 10/31/2020					
	Year-To-Date			Annual	
	Actual	Budget	Variance	2020 Budget	2019 Actual
Consultant Fees					
Levi, Ray and Shoup	629,004	2,120,000	(1,490,996)	2,544,000	224,153
LRWL / Segal	346,133	333,300	12,833	400,000	398,160
Leap Technologies	-	-	-	-	98,970
Total	975,136	2,453,300	(1,478,164)	2,944,000	721,283
Staffing	401,618	555,000	(153,382)	665,000	387,808
TOTAL	1,376,754	3,008,300	(1,631,546)	3,609,000	1,109,091

Attachments:

- Total Operating Expenses Summary
- Professional Fees – Year-to-Date – Actual vs. Budget



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

YEAR TO DATE - ACTUAL VS. BUDGET					
<u>October 31, 2020</u>					
	<u>Actual</u>	<u>Budget</u>	<u>YTD</u>	<u>2020</u>	<u>% Actual to</u>
	<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	\$ 11,697,707	\$ 13,105,300	\$ (1,407,593)	\$ 15,745,000	74.3%
Staff Development	120,797	406,265	(285,468)	482,000	25.1%
Professional Fees (Next Page)	1,143,316	1,091,800	51,516	1,215,000	94.1%
Office Expense	354,602	443,460	(88,858)	531,000	66.8%
Insurance	790,351	801,480	(11,129)	967,000	81.7%
Member Services	279,294	444,100	(164,806)	527,000	53.0%
Systems	845,197	946,320	(101,123)	1,128,000	74.9%
Depreciation	98,750	102,960	(4,210)	123,000	80.3%
Board of Retirement	307,077	573,780	(266,703)	660,000	46.5%
Uncollectable Benefit Payments	-	-	-	22,000	0.0%
Total Operating Expense	\$ 15,637,091	\$ 17,915,465	\$ (2,278,374)	\$ 21,400,000	73.1%



ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
PROFESSIONAL FEES
YEAR TO DATE - ACTUAL VS. BUDGET
October 31, 2020

	<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>2020</u> <u>Annual</u> <u>Budget</u>	<u>% Actual to</u> <u>Annual Budget</u>
Professional Fees					
Consultant Fees - Operations and Projects ¹	\$ 293,717	\$ 311,500	\$ (17,783)	\$ 366,000	80.3%
Actuarial Fees ²	365,926	434,300	(68,374)	466,000	78.5%
External Audit ³	148,795	153,000	(4,205)	153,000	97.3%
Legal Fees ⁴	334,878	193,000	141,878	230,000	145.6%
Total Professional Fees	\$ 1,143,316	\$ 1,091,800	\$ 51,515	\$ 1,215,000	94.1%

	<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>2020 Annual</u> <u>Budget</u>	<u>% Actual to</u> <u>Annual Budget</u>
¹ CONSULTANT FEES - OPERATIONS AND PROJECTS:					
Administration					
Benchmarking	-	20,000	(20,000)	20,000	0.0%
Total Administration	-	20,000	(20,000)	20,000	0.0%
Benefits					
Alameda County HRS (Benefit Services)	105,000	105,000	-	126,000	83.3%
Segal (Benefit Consultant/Retiree Open Enrollment)	104,550	102,500	2,050	123,000	85.0%
Segal (Dental and Vision Consulting)	20,000	20,000	-	20,000	100.0%
Total Benefits	229,550	227,500	2,050	269,000	85.3%
Human Resources					
Lakeside Group (County Personnel)	64,167	64,000	167	77,000	83.3%
Total Human Resources	64,167	64,000	167	77,000	83.3%
Total Consultant Fees - Operations	\$ 293,717	\$ 311,500	\$ (17,783)	\$ 366,000	80.3%
² ACTUARIAL FEES					
Actuarial valuation	77,000	77,000	-	77,000	100.0%
GASB 67 & 68 Valuation	47,500	48,000	(500)	48,000	99.0%
GASB 74 & 75 Actuarial	14,000	14,000	-	14,000	100.0%
Actuarial Standard of Practice 51 Pension Risk	10,000	60,000	(50,000)	60,000	16.7%
Supplemental Consulting	140,426	158,300	(17,874)	190,000	73.9%
Triennial Experience Study	36,000	36,000	-	36,000	100.0%
Supplemental Retiree Benefit Reserve valuation	41,000	41,000	-	41,000	100.0%
Total Actuarial Fees	\$ 365,926	\$ 434,300	\$ (68,374)	\$ 466,000	78.5%
³ EXTERNAL AUDIT					
External audit	128,720	129,000	(280)	129,000	99.8%
GASB 67 & 68	10,815	12,000	(1,185)	12,000	90.1%
GASB 74 & 75-External Audit	9,260	12,000	(2,740)	12,000	77.2%
Total External Audit Fees	\$ 148,795	\$ 153,000	\$ (4,205)	\$ 153,000	97.3%
⁴ LEGAL FEES					
Fiduciary Counseling					
Nossaman	31,315	110,000	(78,685)	130,000	
Subtotal	31,315	110,000	(78,685)	130,000	24.1%
Tax and Benefit Issues					
Hanson Bridgett	10,248	33,000	(22,752)	40,000	
Subtotal	10,248	33,000	(22,752)	40,000	25.6%
Litigation & Miscellaneous Legal Advice					
Meyers Nave	192,869	31,861	161,008	38,233	
Nossaman	77,444	12,793	64,650	15,352	
Reed Smith	32,364	5,346	27,018	6,416	
Preferred Custody Services (class action settlement)	(9,361)	-	(9,361)	-	
Subtotal	293,315	50,000	243,315	60,000	488.9%
Total Legal Fees	\$ 334,878	\$ 193,000	\$ 141,878	\$ 230,000	145.6%

Technology Update

December 2, 2020

Vijay Jagar

PRISM Updates

1. Work From Home

1. Training
2. Virtual Call Center
3. Security

2. OnBase

1. Upgrade
2. Reporting
3. Workflows



Work From Home

- **Training**
 - Home networks
 - Microsoft Teams
 - Zoom
- **Virtual Call Center**
- **Security**



OnBase

- OnBase Upgrade
 - To Foundation EP3 (20.3)
 - Improvements
- Reporting
 - Dashboards
 - User Empowerment
- Workflows



OnBase Reporting Example



Questions?

