



**Alameda County Employees' Retirement Association
BOARD OF RETIREMENT**

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.

**Thursday, June 18, 2020
2:00 p.m.**

HOW TO PARTICIPATE	BOARD OF RETIREMENT - 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: 826 0508 3587 Password: 569500 For help joining a Zoom meeting, see: https://support.zoom.us/hc/en-us/articles/201362193	HENRY LEVY	TREASURER
	CHAIR	
	ELIZABETH ROGERS	ELECTED GENERAL
	FIRST VICE-CHAIR	
	JAIME GODFREY	APPOINTED
	SECOND VICE-CHAIR	
	DALE AMARAL	ELECTED SAFETY
	OPHELIA BASGAL	APPOINTED
	KEITH CARSON	APPOINTED
	TARRELL GAMBLE	APPOINTED
	LIZ KOPPENHAVER	ELECTED RETIRED
	GEORGE WOOD	ELECTED GENERAL
	NANCY REILLY	ALTERNATE RETIRED¹
DARRYL L.WALKER	ALTERNATE SAFETY²	

¹ 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 Elected Safety Member and an Elected General member, are absent).

² Alternate Safety Member (Votes in the absence of (1) the Elected Safety, (2) either of the two Elected General Members, or (3) both the Retired and Alternate Retired members).

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.

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

The order of agendized items is subject to change without notice. Board and Committee agendas and minutes are available online at www.acera.org.

1. CALL TO ORDER:

2. ROLL CALL:

3. PUBLIC COMMENT:

4. CONSENT CALENDAR:

A. APPROVE APPLICATIONS FOR SERVICE RETIREMENT:

Appendix A

B. APPROVE APPLICATIONS FOR RETIREMENT, DEFERRED:

Appendix B

Appendix B-1

C. APPROVE APPLICATIONS FOR DEFERRED TRANSFER:

None

D. LIST OF DECEASED MEMBERS:

Appendix D

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

None

F. APPROVE STAFF RECOMMENDATIONS (UNCONTESTED) FOR DISABILITY RETIREMENTS:

Appendix F

G. APPROVE HEARING OFFICER RECOMMENDATIONS FOR DISABILITY RETIREMENTS:

None

H. APPROVAL of BOARD and COMMITTEE MINUTES:

May 21, 2020 Minutes of the Regular Board Meeting

June 3, 2020 Operations Committee Minutes

June 3, 2020 Retirees Committee Minutes

June 10, 2020 Investment Committee Minutes

I. MISCELLANEOUS MATTERS:

Approve Staff's Recommendations for Adoption of New Pay Codes for the: County of Alameda and Superior Courts

"Deemed Assignment" of the Brandywine Global Investment Management Agreement from Legg Mason to Franklin Resources

-----End of Consent Calendar-----

(MOTION)

REGULAR CALENDAR
REPORTS AND ACTION ITEMS

5. DISABILITIES, RECOMMENDATIONS AND MOTIONS:

None.

6. COMMITTEE REPORTS, RECOMMENDATIONS AND MOTIONS:

A. Operations:

1. Summary of June 3, 2020 Meeting.
2. Motion to approve *Service Provider Policy* deferment request for ACERA commercial banking institution.

B. Retirees:

1. Summary of June 3, 2020 Meeting.
2. Motion to authorize Staff to transfer \$6,446,702 from the Supplemental Retiree Benefit Reserve account to the County Advance Reserve to be amortized over 20 years as the Implicit Subsidy payment for Plan Year 2019.
3. Motion to adopt a Statement of Intent to continue the Implicit Subsidy Program for health Plan Year 2021, following a determination by ACERA at the end of Plan Year 2021 that the amount is not greater than the actual retiree Implicit Subsidy.
4. Motion to approve Staff's recommendation to continue ACERA's retiree dental care coverage through Delta Dental, and to award the dental care coverage contract to Delta Dental for Plan Year 2021.
5. Motion to approve Staff's recommendation to continue ACERA's retiree vision care coverage through Vision Service Plan (VSP), and to award the vision care coverage contract to VSP for Plan Year 2021.

C. Investment:

1. Summary of June 10, 2020 Meeting.
2. Motion to approve one Finalist for ACERA's U.S. Large Cap Value Manager

D. Actuarial:

1. Summary of June 18, 2020 Meeting.

E. Audit:

1. Summary of June 18, 2020 Meeting.
2. Motion to adopt the audited *Schedules of Employer Allocations and Schedules of Pension Amounts by Employer with Related Notes, based on the Addendum to GASB Statement No. 67 Valuation as of December 31, 2019.*
3. Motion to adopt the audited *Schedules of Employer OPEB Allocations and Schedules of OPEB Amounts by Employer with Related Notes, based on the Addendum to GASB Statement No. 74 Valuation as of December 31, 2019.*

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 for the State Association of County Retirement Systems (SACRS) Board of Directors via electronic proxy voting.
- B.** Motion to direct the Chief Executive Officer (or his Designee) on how to vote on behalf of the Board of Retirement for the SACRS Board of Directors via electronic proxy voting.
- C.** Chief Executive Officer's Report.

8. CONFERENCE/ORAL REPORTS:

9. ANNOUNCEMENTS:

10. BOARD INPUT:

11. ESTABLISHMENT OF NEXT MEETING:

Thursday, July 16, 2020 at 2:00 p.m.

12. CLOSED SESSION: (If necessary due to decisions being released in the following matters at the time of the Board meeting.)

A. Government Code Section 54956.9(d)(1): Pending litigation (2 matters):

1. *Alameda County Deputy Sheriff's Association v. Alameda County Employees' Retirement Association*, California Supreme Court Case No. S247095.
2. Service Appeal of Marguerite Malloy, OAH No. 201909090358.

13. REPORT ON ACTION TAKEN IN CLOSED SESSION:

14. ADJOURNMENT:

**APPENDIX A
APPLICATION FOR SERVICE RETIREMENT**

ALSTON, Pamela
Effective: 4/1/2020
Alameda Health System

DAHLQUIST, Allan
Effective: 4/1/2020
Zone 7

ALSTON, Rodrick
Effective: 4/1/2020
General Services Agency

DELA CRUZ, Rebecca
Effective: 4/1/2020
Treasurer - Tax Collector

ANGUIANO, Joanne
Effective: 5/2/2020
Social Services Agency

ENG, Frances
Effective: 4/1/2020
Health Care Services Agency

ARLETT, James
Effective: 4/18/2020
Social Services Agency

FLORES, Lucila
Effective: 3/31/2020
Superior Court

BERNARD, Thomas
Effective: 4/1/2020
Zone 7

FOLEY, Rosita
Effective: 4/1/2020
Health Care Services Agency

BOLDS, Jackie
Effective: 3/31/2020
Alameda Health System

FRENCH, Tanya
Effective: 4/1/2020
Social Services Agency

BONCODIN, Maria-Luisa
Effective: 3/8/2020
Superior Court

GARDNER, Linda
Effective: 3/21/2020
Community Development Agency

BUSH, Donna
Effective: 4/1/2020
Public Works Agency

GARDNER, Lisa
Effective: 3/28/2020
Alameda Health System

CARTER, Brenetta
Effective: 4/1/2020
Alameda Health System

GELERA, Mary Ann
Effective: 3/14/2020
Alameda Health System

CHEN, Kathy
Effective: 4/1/2020
Social Services Agency

GONZALES, Angel
Effective: 3/31/2020
General Service Agency

CONTRERAS, Carmela
Effective: 3/31/2020
Housing Authority

GONZALEZ, Rene
Effective: 3/28/2020
Health Care Services Agency

CRAIG, Charles
Effective: 4/1/2020
Sheriff's Office

GOUIG, Christine
Effective: 3/31/2020
Housing Authority

**APPENDIX A
APPLICATION FOR SERVICE RETIREMENT**

GREWAL, Satwant
Effective: 3/31/2020
Alameda Health System

KLASS, Deanne
Effective: 3/14/2020
Superior Court

HARGER, Gloria
Effective: 3/21/2020
Alameda Health System

KUNSELMAN, Gary
Effective: 3/31/2020
Health Care Services Agency

HERNANDEZ, Gladys
Effective: 4/1/2020
Social Services Agency

LANDEROS, Roberto
Effective: 3/31/2020
Public Defender

HEUNG, Michael
Effective: 3/31/2020
Health Care Services Agency

LEUNG, Newton
Effective: 4/1/2020
Health Care Services Agency

HING, Kevin
Effective: 3/31/2020
Auditor-Controller

LINCOLN, David
Effective: 4/1/2020
Sheriff's Office

HOUGHTPELLING, Dennis
Effective: 4/1/2020
Sheriff's Office

LOCKE, Jeffrey
Effective: 4/1/2020
Sheriff's Office

JOSHI, Vijaya
Effective: 4/1/2020
Social Services Agency

LOPEZ, Rosa
Effective: 3/21/2020
Alameda Health System

KATEN, Matthew
Effective: 4/1/2020
Zone 7

MARTIN, Colleen
Effective: 5/1/2020
Non-Member

KATTAN, Marcel
Effective: 3/31/2020
Alameda Health System

MEIJER, Deborah
Effective: 3/31/2020
Superior Court

KENNEDY, Jon
Effective: 3/28/2020
District Attorney

MINKIN, Marlene
Effective: 3/27/2020
Sheriff's Office

KING, Evan
Effective: 1/1/2020
Social Services Agency

MURRAY, Edna
Effective: 3/21/2020
Health Care Services Agency

**APPENDIX A
APPLICATION FOR SERVICE RETIREMENT**

NAVARRA, Robyn
Effective: 4/1/2020
Zone 7

SHAVERS, Janet
Effective: 3/28/2020
Social Services Agency

NG, Lawrence
Effective: 3/28/2020
Social Services Agency

SIEVERS, Andria
Effective: 3/20/2020
Alameda Health System

NUNEZ, Jody
Effective: 3/31/2020
Public Defender

SLAUGHTER, Peter
Effective: 3/28/2020
Sheriff's Office

OLIVAREZ, Patricia
Effective: 3/28/2020
Human Resource Services

SMITH, Angie
Effective: 4/1/2020
Alameda Health System

PETTUS, Pamela
Effective: 3/28/2020
Social Services Agency

SPANIER, Andrew
Effective: 3/19/2020
Alameda Health System

POLLOCK, William
Effective: 3/31/2020
Health Care Services Agency

STAFFORD, Gloria
Effective: 3/31/2020
Health Care Services Agency

ROCHA, Sara
Effective: 3/31/2020
Social Services Agency

TAYLOR, Mary
Effective: 3/31/2020
Sheriff's Office

ROSS, Valerie
Effective: 3/28/2020
Superior Court

THOMPSON, Sheila
Effective: 3/31/2020
Alameda Health System

SALEH, Rohin
Effective: 3/28/2020
Public Works Agency

TJON, Wendy
Effective: 4/1/2020
Social Services Agency

SANTOS, Elizabeth
Effective: 3/29/2020
Alameda Health System

TZUDIKER, Jane
Effective: 3/28/2020
Health Care Services Agency

SEERY, Scott
Effective: 3/31/2020
Health Care Services Agency

U, Seaty
Effective: 4/18/2020
Social Services Agency

SHAULL, Ben
Effective: 3/28/2020
Sheriff's Office

WARREN, Judy
Effective: 3/28/2020
Superior Court

**APPENDIX A
APPLICATION FOR SERVICE RETIREMENT**

WONG, Nancy
Effective: 4/1/2020
Social Services Agency

**APPENDIX B
APPLICATION FOR DEFERRED RETIREMENT**

LANE, Brandon R.
Sheriff's Office
Effective Date: 5/15/2020
Years of Service: 12.88462

**APPENDIX B-1
APPLICATION FOR NON-VESTED DEFERRED**

FENG, Wendy
Alameda Health System
Effective Date: 12/31/2019
Years of Service: 0.13389

NEEDES, Charles
Alameda Health System
Effective: 3/20/2020
Years of Service: 2.69404

**APPENDIX D
LIST OF DECEASED MEMBERS**

FALCON, Maryanne
Superior Court
5/1/2020

MAYFIELD, Craig A.
Zone 7
5/14/2020

FOSTER, Catherine B.
Alameda Health System
5/2/2020

MITCHELL, Lucy M.
Non-Member Survivor of John Mitchell
4/27/2020

GRIFFIN, Bobbie R.
General Services Agency
5/3/2020

OCONNOR, Joan M.
Probation
5/25/2020

INGRAM, Doris S.
DRO
5/16/2020

PARTIDO, Hospicia B.
Auditor-Controller
3/19/2020

JONES, Boyd
Non-Member Survivor of Valeria Jones
5/14/2020

RICKETTS, Thomas
LARPD
5/2/2020

KILPATRICK, Peggy A.
Social Services Agency
4/26/2020

SHOEMAKER, Thomas E.
Non-Member Survivor of Jason Som
5/3/2020

**APPENDIX D
LIST OF DECEASED MEMBERS**

SOM, Constance W.
Sheriff's Office
4/21/2020

VAN WETTER, Beatrice A.
Superior Court
5/5/2020

SPENCER, B. Jean
Superior Court
5/6/2020

WALTON JR., Granville H.
Social Services Agency
5/7/2020

STELLA, George
Probation
5/7/2020

WITT, Herbert M.
Non-Member Survivor of Hildene Witt
5/5/2020

**APPENDIX F
APPLICATION FOR DISABILITY RETIREMENT**

Name: Ames, Lizra
Type of Claim: Annual Review for SCD (Granted on 3/21/19)

Staff's Recommendation:

Adopt the findings and conclusions and approve and adopt the recommendation contained in the Medical Advisor's report to continue the allowance for Ms. Ames's service-connected disability and to waive future annual medical examinations and questionnaires at this time.

APPENDIX F
APPLICATION FOR DISABILITY RETIREMENT

Name: Elzy, Bennie
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. Elzy’s application for a service-connected disability. Since Ms. Elzy is over 55 years old, future annual medical examinations and questionnaires will not be required.

Based on the Medical Advisor’s and Staff’s review and determination of Ms. Elzy’s ability to determine the permanency of her incapacity, to grant Ms. Elzy’s request for an earlier effective date.

Name: Frye, Denise
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. Frye’s application for a service-connected disability. Since Ms. Frye is over 55 years old, future annual medical examinations and questionnaires will not be required.

Based on the Medical Advisor’s and Staff’s review and determination of Ms. Frye’s ability to determine the permanency of her incapacity, to deny Ms. Frye’s request for an earlier effective date.

APPENDIX F
APPLICATION FOR DISABILITY RETIREMENT

Name: Goldsby, Alma
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. Goldsby’s application for a service-connected disability. Since Ms. Goldsby is over 55 years old, future annual medical examinations and questionnaires will not be required.

Name: Lewis, Mykeisha
Type of Claim: Annual Review for SCD (Granted on 7/18/19)

Staff’s Recommendation:

Adopt the findings and conclusions and approve and adopt the recommendation contained in the Medical Advisor’s report to continue the allowance for Ms. Lewis’s service-connected disability and to waive future annual medical examinations and questionnaires at this time.

Name: Moore, Valerie
Type of Claim: Non-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. Moore’s application for a non-service connected disability Since Ms. Moore is over 55 years old, future annual medical examinations and questionnaires will not be required.

APPENDIX F
APPLICATION FOR DISABILITY RETIREMENT

Name: **Richardson, Treina**
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. Richardson’s application for a service-connected disability, and waiving future annual medical examinations and questionnaires at this time.

Based on the Medical Advisor’s and Staff’s review and determination of Ms. Richardson’s ability to determine the permanency of his incapacity, to deny Ms. Richardson’s request for an earlier effective date.

Name: **Tyler, Curtis**
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. Tyler’s application for a service-connected disability, and waiving future annual medical examinations and questionnaires at this time.

Name: **Williams, Horace**
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. William’s application for a service-connected disability, and waiving future annual medical examinations and questionnaires at this time.

Based on the Medical Advisor’s and Staff’s review and determination of Mr. Williams’s ability to determine the permanency of his incapacity, to grant Mr. William’s request for an earlier effective date.

**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

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

May 21, 2020
Minutes of the Regular Board Meeting
For approval under June 18, 2020
Board “Consent Calendar”



ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION
BOARD OF RETIREMENT
MINUTES

THIS MEETING WAS CONDUCTED VIA TELECONFERENCE WITH VIDEO

Thursday, May 21, 2020

Chair Henry Levy called the meeting to order at 2:00 p.m.

Trustees Present: Dale Amaral
Ophelia Basgal
Keith Carson
Tarrell Gamble
Jaime Godfrey
Liz Koppenhaver
Henry Levy
Elizabeth Rogers
George Wood
Nancy Reilly (*Alternate*)
Darryl Walker (*Alternate*)

Staff Present: Margo Allen, Fiscal Services Officer
Victoria Arruda, Human Resource Officer
Angela Bradford, Executive Secretary
Sandra Dueñas-Cuevas, Benefits Manager
Kathy Foster, Assistant Chief Executive Officer
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 Office

PUBLIC INPUT

ACRE President Pete Albert stated that he appreciates that the full public Board Packet is available on ACERA's Website and that he is looking forward to ACERA resuming its monthly Committee meetings via Zoom. Mr. Albert also expressed his appreciation to Communications Manager Michael Fara for his participation in the Telephonic ACRE and Zoom REAC meetings.

**CONSENT CALENDAR
REPORTS AND ACTION ITEMS**

APPROVAL of APPLICATIONS FOR SERVICE RETIREMENT

Appendix A

APPROVAL of APPLICATIONS FOR RETIREMENT, DEFERRED

Appendix B

APPROVAL of APPLICATIONS FOR DEFERRED TRANSFER

None

LIST OF DECEASED MEMBERS

Appendix D

**APPROVAL of REQUEST FOR 130 BI-WEEKLY PAYMENTS TO RE-DEPOSIT
CONTRIBUTIONS AND GAIN CREDIT**

Appendix E

**APPROVAL of STAFF RECOMMENDATIONS (UNCONTESTED) FOR
DISABILITY RETIREMENTS**

Appendix F

**APPROVAL of HEARING OFFICER RECOMMENDATIONS FOR DISABILITY
RETIREMENTS**

None

APPROVAL of COMMITTEE and BOARD MINUTES

April 16, 2020 Minutes of the Regular Board Meeting

MISCELLANEOUS MATTERS

Unaudited Financial Statements as of March 31, 2020

Operating Expenses as of March 31, 2020

Quarterly Cash Forecast Report as of March 31, 2020

Board Member Conference Expense Report as of March 31, 2020

Senior Manager Conference and Training Expense Report as of March 31, 2020

Statement of Reserves and SRBR Financial Status Report as of December 31, 2019

Order Granting ACERA Lead Plaintiff Status in Portola Pharm. Securities Litigation

Quarterly Report on Member Under/Overpayments

1st Quarter 2020 Call Center Report

*Approval of Staff Recommendations for Adoption of New Pay Codes for the:
County of Alameda, Alameda Health System, Superior Courts and First 5*

20-17

It was moved by Ophelia Basgal seconded by Liz Koppenhaver and approved by a vote of 7 yes (*Basgal, Carson, Gamble, Godfrey, Koppenhaver, Levy, Wood*), 0 no, and 2 abstentions (*Amaral, Walker*).

BE IT RESOLVED BY THIS BOARD that the Consent Calendar is approved.

REGULAR CALENDAR
REPORTS AND ACTION ITEMS

DISABILITIES, CURRENT AND CONTINUING RECOMMENDATIONS AND MOTIONS

None.

COMMITTEE REPORTS, RECOMMENDATIONS AND MOTIONS

None.

NEW BUSINESS:

Participating Employers' Recommended Contribution to Their ACERA 401(h) Accounts for the 2020-2021 Fiscal Year

Fiscal Services Officer, Margo Allen, presented and discussed her May 21, 2020, memo regarding Participating Employers' recommended contributions of approximately \$55,657,000 to their ACERA 401(h) Accounts for the 2020-2021 fiscal year.

20-18

It was moved by Tarrell Gamble and seconded by Ophelia Basgal that after contributions of approximately \$55,657,000 are made to the 401(h) accounts by the respective Participating Employers, ACERA, in accordance with the County Employees' Retirement Law, treat an equal amount of Supplemental Retiree Benefit Reserve assets as employer contributions for pensions and transfer the amount equal to the pro rata share of the 401(h) contributions for the 2020-2021 fiscal year for each Participating Employer. The exact amount will be adjusted by the balance remaining in each of the 401(h) accounts and is contingent upon receipt by ACERA of an authorizing resolution from the Participating Employers' governing bodies. The motion carried 9 yes (*Amaral, Basgal, Carson, Gamble, Godfrey, Koppenhaver, Levy, Walker, Wood*), 0 no, and 0 abstentions.

December 31, 2019 Audited Financial Statements and Independent Auditor's Report

Ms. Allen presented and discussed her May 21, 2020, memo regarding ACERA's December 31, 2019, Audited Financial Statements. ACERA's external auditor, Williams Adley & Company, presented and clarified information regarding the acceptance and filing of the December 31, 2019, Audited Financial Statements and Independent Auditors' Report.

20-19

It was moved by Elizabeth Rogers and seconded by Jaime Godfrey to accept and file the December 31, 2019, audited Financial Statements and Independent Auditors' Report. The motion carried 9 yes (*Amaral, Basgal, Carson, Gamble, Godfrey, Koppenhaver, Levy, Rogers Wood*), 0 no, and 0 abstentions.

ACERA's Actuarial Valuation and Review as of December 31, 2019, including the Employer and Employee Contribution Rates

Ms. Allen presented and discussed her May 21, 2020, memo regarding ACERA's Actuarial Valuation and Review as of December 31, 2019. ACERA's Actuary, Segal Consulting, clarified information regarding ACERA's Unfunded Actuarially Accrued Liability (UAAL) and the employer and employee contribution rates. It was noted that a Participating Employers' Meeting was held April 29, 2020, to present and discuss the results of the Actuarial Valuation and Review as of December 31, 2019 with the employer group representatives.

20-20

It was moved by Dale Amaral and seconded by Liz Koppenhaver that the Board adopt ACERA's Actuarial Valuation and Review as of December 31, 2019, including the employer and employee contribution rates. The motion carried 9 yes (*Amaral, Basgal, Carson, Gamble, Godfrey, Koppenhaver, Levy, Rogers Wood*), 0 no, and 0 abstentions.

GASB Statement No. 67 Valuation and Addendums as of December 31, 2019

Ms. Allen presented and discussed her May 21, 2020, memo regarding the draft Governmental Accounting Standards Board (GASB) Statement No. 67 Valuation and addendums as of December 31, 2019 (*i.e.*, pension liability reporting).

20-21

It was moved by Ophelia Basgal and seconded by Elizabeth Rogers that the Board adopt GASB Statement No. 67 Actuarial Valuation as of December 31, 2019, and addendums. The motion carried 9 yes (*Amaral, Basgal, Carson, Gamble, Godfrey, Koppenhaver, Levy, Rogers Wood*), 0 no, and 0 abstentions.

GASB Statement No. 74 Valuation and Addendums as of December 31, 2019

Ms. Allen presented and discussed her May 21, 2020, memo regarding the draft GASB Statement No. 74 Valuation and addendums as of December 31, 2019 (*i.e.*, OPEB liability reporting).

20-22

It was moved by Elizabeth Rogers and seconded by Liz Koppenhaver that the Board adopt GASB Statement No. 74 Actuarial Valuation as of December 31, 2019, and addendums. The motion carried 9 yes (*Amaral, Basgal, Carson, Gamble, Godfrey, Koppenhaver, Levy, Rogers Wood*), 0 no, and 0 abstentions.

David Nelsen, Chief Executive Officer's Report

Mr. Nelsen presented his May 21, 2020, written CEO Report which provided an update on: **1) Committee and Board Action Items; 2) Other Items**, which included: COVID-19 Responses and an update on the Pension Administration System; and **3) Personnel Items and Budget Update**. Mr. Nelsen reported that ACERA Staff continues to provide superior customer service to its members, have become more efficient during the COVID-19 Pandemic and explained how ACERA plans to move forward with reintegration in the distant future.

CONFERENCE/ORAL REPORTS

Trustees Henry Levy and Liz Koppenhaver reported that they participated in SACRS and other agency related Webinar Conferences.

ANNOUNCEMENTS

None.

BOARD INPUT

During Public Comment, Trustee Liz Koppenhaver expressed her appreciation on how quickly ACERA Staff posted the status of the *DSA* Lawsuit on the ACERA Website.

Trustee Dale Amaral reported on how the Sheriff's Department is making sure that its inmates and sheriff deputies are being kept safe during the COVID-19 Pandemic and offered to forward the information to CEO Dave Nelsen for his reference and/or use.

CLOSED SESSION

- A. CONFERENCE WITH LEGAL COUNSEL—EXISTING LITIGATION, Gov't Code Sec. 54956.9(d)(1), *Alameda County Deputy Sheriff's Association v. Alameda County Employees' Retirement Association*, California Supreme Court Case No. S247095

REPORT ON ACTION TAKEN IN CLOSED SESSION

The Board reconvened into Open Session and Chair Henry Levy announced that the Board took no reportable action.

ADJOURNMENT

The meeting adjourned at approximately 3:13 p.m.

Respectfully Submitted,

A handwritten signature in cursive script that reads "David Nelsen". The signature is written in black ink and is positioned above a horizontal line.

David Nelsen
Chief Executive Officer

06/18/2020

Date Adopted

**APPENDIX A
APPLICATION FOR SERVICE RETIREMENT**

AKBAR, Irfan
Probation
Effective Date: 2/22/2020

CAMPODONICO, Edward
Alameda Health System
Effective: 3/22/2020

ALBERGOTTIE, Linda
Social Services Agency
Effective: 12/28/2019

CARLISLE, Richard S.
Alameda Health System
Effective: 3/21/2020

ALI, Aslam
Sheriff's Office
Effective: 3/21/2020

CARTER, Richard A.
Sheriff's Office
Effective: 2/29/2020

ANTOINE, Charles R.
Treasurer-Tax Collector
Effective: 3/21/2020

CAYANAN, Rodrigo
Social Services Agency
Effective: 2/22/2020

ATTIOGBE, Kwablah J-L
Public Works Agency
Effective: 3/21/2020

CHOW, Ted
ACERA
Effective: 3/21/2020

BAKER, Barry L.
Social Services Agency
Effective: 3/4/2020

COHRAN, Philip T.
General Services Agency
Effective Date: 3/21/2020

BARON, Howard L.
Sheriff's Office
Effective: 3/22/2020

COLON, Rafael
Probation
Effective: 3/21/2020

BAUMANN, Elizabeth P.
Health Care Services Agency
Effective: 3/21/2020

CRUZ, Louis N.
District Attorney
Effective: 2/8/2020

BEINTEMA, Connie
Sheriff's Office
Effective: 2/22/2020

CSISZAR, Csilla
Social Services Agency
Effective: 2/4/2020

BONCODIN, Maria-Luisa G.
Superior Courts
Effective: 3/8/2020

DAVILA, Robert W.
District Attorney
Effective: 3/21/2020

BROWN, Trevor M.
Probation
Effective: 3/22/2020

DE DIOS, Whilma C.
Probation
Effective: 2/22/2020

**APPENDIX A
APPLICATION FOR SERVICE RETIREMENT**

DE JESUS, Emily D.
Alameda Health System
Effective: 3/21/2020

HA, Hong T.
Information Technology
Effective: 3/21/2020

DELEON, Yolanda C.
Alameda Health System
Effective: 2/23/2020

HALPERIN, Lisa A.
Health Care Services Agency
Effective: 3/20/2020

DENNY, Christian P.
Sheriff's Office
Effective: 3/21/2020

HASELTON, Thomas G.
District Attorney
Effective: 3/10/2020

DOMINGO, Kofoworola M.
General Services Agency
Effective: 12/31/2019

HINDERLIE, Thomas R.
Public Works Agency
Effective: 3/21/2020

EDNALAGA, Melanio S.
Assessor
Effective: 3/21/2020

HODGSON, Hazel M.
Alameda Health System
Effective: 3/20/2020

FAUMUINA, Sao
Social Services Agency
Effective: 3/21/2020

JOHNSON, Karen M.
Sheriff's Office
Effective: 11/2/2019

FREITAG, Rodman D.
General Services Agency
Effective: 3/7/2020

JONES, Janet R.
Child Support Services
Effective: 3/7/2020

GARCIA, Maria Amelia J.
Auditor-Controller
Effective: 2/22/2020

KELANI, Bolanle A.
Alameda Health System
Effective: 2/20/2020

GLORIA, Carolina V.
Auditor-Controller
Effective: 3/21/2020

KLASS, Deanne M.
Superior Courts
Effective: 3/14/2020

GORDON, Sandra J.
District Attorney
Effective Date: 3/21/2020

KOLTZ, John K.
Zone 7
Effective: 3/21/2020

GOSSETT, Damien M.
Community Development Agency
Effective: 2/22/2020

KRAUSNICK, Michael E.
Health Care Services Agency
Effective: 2/22/2020

**APPENDIX A
APPLICATION FOR SERVICE RETIREMENT**

LABAYOG, Victorino J.
Health Care Services Agency
Effective: 3/21/2020

NUNLEY, Pamela L.
District Attorney
Effective: 3/21/2020

LAKE, Robert
Alameda Health System
Effective: 2/28/2020

OSBORNE, Tanya M.
Human Resource Services
Effective: 2/22/2020

LAM, Cynthia
Social Services Agency
Effective: 3/7/2020

PINEDO, John S.
Sheriff's Office
Effective: 3/8/2020

LISTER, Daniel V.
Probation
Effective Date: 3/21/2020

RUELAS, Patricia A.
Child Support Services
Effective: 3/21/2020

LOVESETH, Sharon L.
Health Care Services Agency
Effective: 2/22/2020

SADLER, William L.
Zone 7
Effective: 2/23/2020

LUI, Leung
Social Services Agency
Effective: 3/7/2020

SCHAECHNER, Lillian
Health Care Services Agency
Effective: 2/22/2020

MCKOY, Vivian
Alameda Health System
Effective: 2/15/2020

SIMS, Sharon L.
Social Services Agency
Effective: 2/22/2020

MEEKS, Denise M.
Social Services Agency
Effective: 2/22/2020

SINGH, Nilma D.
Community Development Agency
Effective: 3/21/2020

MOUNT, Kathy E.
ACERA
Effective: 3/7/2020

SPENCER II, Roger W.
Public Defender
Effective Date: 3/21/2020

NANCE, Karen F.
Child Support Services
Effective: 3/21/2020

STEPHENS, Una M.
Social Services Agency
Effective: 3/7/2020

NEAL, Kim L.
Social Services Agency
Effective: 3/21/2020

TANG, Wei Cheng
Alameda Health System
Effective: 3/21/2020

**APPENDIX A
APPLICATION FOR SERVICE RETIREMENT**

TAYLOR, Jeffrey
Sheriff's Office
Effective: 3/4/2020

WILLIAMS, Rosemary
Alameda Health System
Effective: 11/27/2019

VILLEGAS, Anthony M.
Probation
Effective: 3/21/2020

WON, Kendell H.
District Attorney
Effective: 10/19/2019

WALKER, Cynthia E.
Superior Courts
Effective: 2/1/2020

WONG, Elsie C.
Auditor-Controller
Effective: 3/21/2020

WHITTLE, Tony F.
Sheriff's Office
Effective: 3/7/2020

WONG, Lynn E.
Child Support Services
Effective: 3/21/2020

WILKINSON, Brian C.
Information Technology
Effective: 3/21/2020

WONG, Terence F.
Community Development Agency
Effective: 12/12/2019

YEE, Jeannie
Sheriff's Office
Effective: 2/22/2020

**APPENDIX B
APPLICATION FOR DEFERRED RETIREMENT**

DORMAN, Rosemary A.
Probation
Effective Date: 2/14/2020

EHMEN-KRAUSE, Esa S.
Probation
Effective Date: 3/13/2020

WHITE-SOSO, Fredericka L.
Alameda Health System
Effective Date: 3/2/2020

**APPENDIX D
LIST OF DECEASED MEMBERS**

ARCENEUX, Danny
Social Services Agency
3/24/2020

GARCIA, Linda M.
Social Services Agency
4/8/2020

BALDWIN, Lillian A.
ACERA
3/17/2020

GINES, Milagros
Non-Mbr Survivor of Camilo S. Rivera
3/29/2020

BEAUGHAN, Barbara E.
Public Works Agency
4/17/2020

HARRISON, Florence A.
Health Care Services Agency
4/17/2020

BOYD, Kenneth
Community Development Agency
3/23/2020

HOLMAN, Christine J.
Social Services Agency
3/18/2020

BUCHER, Rita M.
Non-Mbr Survivor of Alfred R. Bucher
4/22/2020

KOLLAR, Sheila M
DRO of Clint R. Ojala
4/8/2020

BULLUCK, Vancy C.
Social Services Agency
4/8/2020

LOPEZ, Dolores M.
Social Services Agency
3/27/2020

BUTZBACH, Eugene B.
Public Works Agency
3/18/2020

MCDONALD, Laura H.
Sheriff's Office
4/15/2020

DOLSBY, Vicki D.
Non-Mbr Survivor of Gale F. Dolsby
3/18/2020

MILLER, Harold I.
Public Works Agency
4/2/2020

EDGERLY, Miranda
Superior Court
4/2/2020

O'CONNELL, Anne M.
ACERA
3/13/2020

EPPERSON, Joanne L.
General Services Agency
4/12/2020

O'DONNELL, Lambert M.
Non-Mbr Survivor of Grace E. O'Donnell
4/18/2020

FABELLA, Antonio U.
Sheriff's Office
3/18/2020

REID, Imelda T.
Probation
4/5/2020

**PPENDIX D
LIST OF DECEASED MEMBERS**

RIVERS, Shirley A.
Alameda Health System
2/14/2020

STORCH, Sandra J.
Public Health Services Agency
4/12/2020

ROBERSON, Roger W.
Probation
4/6/2020

TABOADA, Manuel J.
Alameda Health System
2/7/2020

ROBERTS, Billie G.
Public Works Agency
4/20/2020

THOMPSON, Abimbola B.
Assessor
2/28/2020

SALVADOR, Teresa U.
Sheriff's Office
4/12/2020

TUGADE, Andres A.
Non-Mbr Survivor of Romula C. Tugade
3/21/2020

SCOTT-WILSON, Georgia M.
Alameda Health System
1/29/2020

TURPEN, Larry L.
Zone 7
3/12/2020

SIVILA, Michael E.
Sheriff's Office
4/12/2020

VOGEL, Marta K.
Alameda Health System
3/22/2020

SMITH, Denree M.
Social Services Agency
2/14/2020

WATSON, Leon S.
Alameda Health System
4/13/2020

SORENSEN, Lois A.
Non-Mbr Survivor of Ronald F. Sorensen
3/20/2020

WHEATLEY, Barnarese P.
Alameda Health System
3/5/2020

SPLAN, Tanjore E.
Sheriff's Office
3/12/2020

YEE, Peter
Social Services Agency
4/5/2020

**APPENDIX E
REQUESTS FOR 130 BI-WEEKLY PAYMENTS TO
RE-DEPOSIT CONTRIBUTIONS AND GAIN CREDIT**

BRAUN, Eduard A.
Government Code § 31641.1 Other Public Service

DREHER, Julie
Government Code § 31641.5 Part Time & Days Prior

APPENDIX F
APPLICATION FOR DISABILITY RETIREMENT

Name: Harper, Rashida
Type of Claim: Annual Review for SCD (Granted on 1/17/19)

Staff's Recommendation:

Adopt the findings and conclusions and approve and adopt the recommendation contained in the Medical Advisor's report to continue the allowance for Ms. Harper's service-connected disability and to waive future annual medical examinations and questionnaires at this time.

Name: Jakub, Charles
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. Jakub's application for a service-connected disability. Since Mr. Jakub is over 55 years old, future annual medical examinations and questionnaires will not be required.

Name: Jamiol, Gwendolyn
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. Jamiol's application for a service-connected disability. Since Ms. Jamiol is over 55 years old, future annual medical examinations and questionnaires will not be required.

Based on the Medical Advisor's and Staff's review and determination of Ms. Jamiol's ability to determine the permanency of her incapacity, to deny Ms. Jamiol's request for an earlier effective date.

APPENDIX F
APPLICATION FOR DISABILITY RETIREMENT

Name: Jayamanne, Lalantha
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. Jayamanne's application for a service-connected disability. Since Mr. Jayamanna is over 55 years old, future annual medical examinations and questionnaires will not be required.

Based on the Medical Advisor's and Staff's review and determination of Mr. Jayamanne's ability to determine the permanency of his incapacity, to grant Mr. Jayamanne's request for an earlier effective date.

Name: Kamau, Hashim
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. Kamau's application for a service-connected disability. Since Mr. Kamau is over 55 years old, future annual medical examinations and questionnaires will not be required.

Based on the Medical Advisor's and Staff's review and determination of Mr. Kamau's ability to determine the permanency of his incapacity, to deny Mr. Kamau's request for an earlier effective date.

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

APPENDIX F
APPLICATION FOR DISABILITY RETIREMENT

Name: McMullen, Saudria
Type of Claim: Annual Review for SCD (Granted on 3/21/19)

Staff's Recommendation:

Adopt the findings and conclusions and approve and adopt the recommendation contained in the Medical Advisor's report to continue the allowance for Ms. McMullen's service-connected disability and to waive future annual medical examinations and questionnaires at this time.

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

Based on the Medical Advisor's and Staff's review and determination of Ms. Owensby's ability to determine the permanency of her incapacity, to deny Ms. Owensby's request for an earlier effective date.

Name: Romine, Leitriss
Type of Claim: Annual Review for SCD (Granted on 4/18/19)

Staff's Recommendation:

Adopt the findings and conclusions and approve and adopt the recommendation contained in the Medical Advisor's report to continue the allowance for Ms. Romine's service-connected disability and to waive future annual medical examinations and questionnaires at this time.

**APPENDIX F
APPLICATION FOR DISABILITY RETIREMENT**

Name: Skidgel, Matthew
Type of Claim: Annual Review for SCD (Granted on 1/17/19)

Staff's Recommendation:

Adopt the findings and conclusions and approve and adopt the recommendation contained in the Medical Advisor's report to continue the allowance for Mr. Skidgel's service-connected disability and to waive future annual medical examinations and questionnaires at this time.

**June 3, 2020 Operations
Committee Minutes
For approval under June 18, 2020
Board “Consent Calendar”**



THIS MEETING WAS CONDUCTED VIA TELECONFERENCE WITH VIDEO

Date: June 3, 2020
To: Members of the Operations Committee
From: Ophelia Basgal, Chair
Subject: Summary of the June 3, 2020, Operations Committee Meeting

Operations Committee Chair Ophelia Basgal called the June 3, 2020, Operations Committee Meeting to order at 9:33 a.m. Committee members present were Ophelia Basgal, Chair; Liz Koppenhaver, Vice Chair; Dale Amaral; Tarrell Gamble; Jaime Godfrey; and Elizabeth Rogers. Other Board members present were Keith Carson; Henry Levy; George Wood; and Alternate Darryl Walker. Staff present were David Nelsen, Chief Executive Officer; Margo Allen, Fiscal Services Officer; Kathy Foster, Assistant Chief Executive Officer; Jeffrey Rieger, Chief Counsel; Jessica Huffman, Benefits Manager; Victoria Arruda, Human Resources Officer; and Vijay Jagar, Chief Technology Officer.

ACTION ITEMS

1. Discussion and Possible Motion to approve Service Provider Policy Deferment Request for Commercial Banking

After discussion, it was moved by Liz Koppenhaver and seconded by Dale Amaral that the Operations Committee recommend to the Board of Retirement that the Board approve the Service Provider Policy Deferment Request for Commercial Banking for two years, not for three years as staff recommended.

The motion carried 6 yes (Amaral, Basgal, Carson, Levy, Rogers, Koppenhaver), 3 no (Gamble, Godfrey, Wood) 0 abstentions.

INFORMATION ITEMS

1. Operating Expenses as of April 30, 2020

Staff provided the operating expenses as of April 30, 2020. As of April 30, 2020, actual expenses were \$704K under budget. Budget overage noted was Professional Fees (5K over budget). Budget surpluses noted were Staffing (\$419K under budget) with 5 unfilled positions, Staff Development (\$62K under budget), Office Expense (\$11K under budget), Member Services (\$54K under budget), Systems (\$46K under budget), Depreciation (\$2K under budget), and Board of Retirement (\$115K under budget).

2. Update on Disability Cases Provided by Managed Medical Review Organization (MMRO)

Staff presented an update on disability cases provided by Managed Medical Review Organization (MMRO). It was noted in the presentation by using MMRO for disability cases, the time period for completion of cases has been substantially shortened.

3. Technology Update

Staff presented an update on the technology plan used since Executive Order N-29-20 was enacted. The plan has included assisting employees with additional devices to allow for working from home, as well as PRISM's efforts to maintain cybersecurity.

TRUSTEE/PUBLIC INPUT

None

RECOMMENDATIONS

None

ESTABLISHMENT OF NEXT MEETING DATE

The next meeting is scheduled for August 5, 2020 at 9:30 a.m.

MEETING ADJOURNED

The meeting adjourned at 10:25 a.m.

**June 3, 2020 Retirees
Committee Minutes
For approval under June 18, 2020
Board “Consent Calendar”**



THIS MEETING WAS CONDUCTED VIA TELECONFERENCE WITH VIDEO

June 3, 2020

To: Members of the Retirees Committee

From: Liz Koppenhaver, Chair, Retired Trustee

Subject: Summary of the June 3, 2020 Retirees Committee Meeting

Committee Chair Liz Koppenhaver called the June 3, 2020 meeting to order at 10:31 a.m. Committee members present were Liz Koppenhaver, Jamie Godfrey, Dale Amaral, Keith Carson and Elizabeth Rogers. Also present were Ophelia Basgal, and Tarrell Gamble, and alternate member Nancy Reilly. Staff present were David Nelsen, Chief Executive Officer; Kathy Foster, Assistant Chief Executive Officer; Margo Allen, Fiscal Services Officer; Jeff Rieger, Chief Counsel; Sandra Dueñas-Cuevas, Benefits Manager; Jessica Huffman, Benefits Manager; Vijay Jagar, Chief Technology Officer; and Harsh Jadhav, Chief of Internal Audit.

PUBLIC INPUT

None.

ACTION ITEMS

1. Approval of Payment for Implicit Subsidy Cost for 2019

Staff provided a letter from the County of Alameda (County) stating that the final Implicit Subsidy amount for 2019 is \$6,446,702. This amount was verified by Segal, ACERA's Benefits Consultant.

It was moved by Ophelia Basgal and seconded by Dale Amaral that the Retirees Committee recommend to the Board of Retirement that it authorizes Staff to transfer \$6,446,702 from the Supplemental Retiree Benefit Reserve account to the County Advance Reserve to be amortized over 20 years as the Implicit Subsidy payment for Plan Year 2019.

The motion carried 7 yes (*Amaral, Basgal, Carson, Gamble, Godfrey, Koppenhaver, Rogers*), 0 no, 0 abstentions.

2. Possible Declaration of Intent to Fund Implicit Subsidy Program for 2021

Staff recommended that ACERA state its intent to fund the Implicit Subsidy Program for Plan Year 2021. The Implicit Subsidy cost for Plan Year 2020 is estimated by the County of Alameda (County) to be \$7,548,683. The estimated cost of the Implicit Subsidy for Plan Year 2021 will not be known until the County has completed its medical plan contract negotiations.

It was moved by Elizabeth Rogers and seconded by Ophelia Basgal that the Committee recommend to the Board of Retirement that it adopts a Statement of Intent to continue the Implicit Subsidy Program for health Plan Year 2021, following a determination by ACERA at the end of Plan Year 2021 that the amount is not greater than the actual retiree Implicit Subsidy.

The motion carried 7 yes (*Amaral, Basgal, Carson, Gamble, Godfrey, Koppenhaver, Rogers*), 0 no, 0 abstentions.

3. Report and Possible Recommendation on Dental Care Provider Request for Proposal and Awarding Contract for Plan Year 2021

Segal, ACERA's Benefits Consultant, provided a presentation describing the process, which included the review and scoring of the Request for Proposal (RFP) responses from the bidders, and the recommendation on the finalist. In response to Pete Albert's (President of the Alameda County Retired Employees association) request, Staff will provide non-proprietary information on the analyses of the bidders' proposals related to the dental and vision RFP process.

It was moved by Jamie Godfrey and seconded by Elizabeth Rogers that the Committee recommend to the Board of Retirement to approve Staff's recommendation to continue ACERA's retiree dental care coverage through Delta Dental, and to award the dental care coverage contract to Delta Dental for Plan Year 2021.

The motion carried 7 yes (*Amaral, Basgal, Carson, Gamble, Godfrey, Koppenhaver, Rogers*), 0 no, 0 abstentions.

4. Report and Possible Recommendation on Vision Care Provider Request for Proposal and Awarding Contract for Plan Year 2021

Segal, ACERA's Benefits Consultant, provided a presentation describing the process, which included the review and scoring of the Request for Proposal (RFP) responses from the bidders, and the recommendation on the finalist.

It was moved by Ophelia Basgal and seconded by Dale Amaral that the Committee recommend to the Board of Retirement to approve Staff's recommendation to continue ACERA's retiree vision care coverage through Vision Service Plan (VSP), and to award the vision care coverage contract to VSP for Plan Year 2021.

The motion carried 7 yes (*Amaral, Basgal, Carson, Gamble, Godfrey, Koppenhaver, Rogers*), 0 no, 0 abstentions.

INFORMATION ITEMS

1. Presentation and Report on Health Care Inflation/Trends

Staff reported on health care inflation factors for 2020 and 2021 based on the information provided by Segal, ACERA's Actuary. The trend assumptions provided have been reset to start at 6.75% for non-Medicare plans and 6.25% for Medicare Advantage plans. These trend assumptions will be further adjusted to reflect the repeal of the Health Insurance Tax (HIT), resulting in 5.55% (6.75% less 1.20% for the HIT) for non-Medicare plans, and 5.35% (6.25% less 0.90% for the HIT) for Medicare plans. The trend used for dental and vision is 4.00%. The trend used for Medicare Part B is 4.50%. These trends will be used in accordance with ACERA's GASB 43 substantive plan definition. Segal's benefits consulting team also provided health care trend information.

2. Preliminary Report on Projected Benefit Costs Funded through the Supplemental Retiree Benefit Reserve

Segal, ACERA's Actuary, provided a preliminary report of the Supplemental Retiree Benefit Reserve (SRBR) financial status, which indicates that the terminal year of Other Post-Employment Benefits (OPEB) is projected to be 2039 with full benefits paid through 2038, for a total of 19 full years and one partial year. The terminal year of the SRBR for non-OPEB is projected to be 2037, for a total of 17 full years and one partial year.

Staff stated that the preliminary review of the valuation is based on projections using substantive plan and medical inflation trends. This information is used in the decision making process to set the Monthly Medical Allowance (MMA), and the dental and vision benefit amounts for the 2021 Plan Year.

3. Discussion of Monthly Medical Allowance (MMA) for 2021

Staff presented Group and Individual plan enrollment Monthly Medical Allowance (MMA) cost comparisons for the 2020 and 2021 Plan Years. This item will be brought back to the Retirees Committee for further discussion and possible approval of the 2021 MMA at the July 2020 meeting.

4. 2021 Medical Plans Update/Renewal Requests of ACERA/County of Alameda

Staff reported that the 2021 annual medical plan renewal request letter was provided to the County of Alameda, and a summary of the information provided is included in the meeting materials.

5. Report on Health Reimbursement Arrangement Account Balances and Reimbursements

Staff provided information on retirees' 2019 Health Reimbursement Arrangement (HRA) account balances categorized by years of service contribution levels and cost analysis as of March 31, 2020.

6. Miscellaneous Updates

Staff reported that due to the COVID-19 shelter in place and the disruptions many companies and services are experiencing, ACERA has extended the March 31st deadline for retirees to submit their 2019 Health Reimbursement Arrangement (HRA) account reimbursement requests for an additional 60 days.

TRUSTEE REMARKS

Trustee Amaral expressed his appreciation to Staff for the very well presented reports, which have been very helpful. Trustee Koppenhaver expressed her appreciation to Trustee Amaral and the sheriffs for all of the work they do, and the many hours they all have been working. Trustee Koppenhaver also expressed her appreciation to Trustee Carson for providing everyone with the latest information regarding the virus, and the activities related to the recent demonstrations.

FUTURE DISCUSSION ITEMS

- Adoption of 2021 Monthly Medical Allowance for Group Plans
- Adoption of 2021 Monthly Medical Allowance for Early Retiree Individual Plans
- Adoption of 2021 Monthly Medical Allowance for Medicare Eligible Retiree Individual Plans

ESTABLISHMENT OF NEXT MEETING DATE

The next meeting is scheduled for July 1, 2020 at 10:30 a.m.

MEETING ADJOURNED

The meeting adjourned at 12:08 p.m.



Alameda County Employees'
Retirement Association (ACERA)

Dental Plan Request for Proposal (RFP)

Summary of Results

ACERA Retirees Committee Meeting

Presented on June 3, 2020

Presenters: Stephen Murphy & Paul Sadro

Agenda

- 1. RFP Objectives and Bidder List**
- 2. Finalist Selection and Scoring Process**
- 3. Finalist Summary**
- 4. Recommendation**
- 5. Appendices**
 - i. A-1: Financial Analysis**
 - ii. A-2: Network Provider Disruption Analysis (DPPO)**
 - iii. A-3: Network Provider Disruption Analysis (DHMO)**
 - iv. A-4: Current Dental Benefits (DPPO)**
 - v. A-5: Current Dental Benefits (DHMO)**
 - vi. A-6: RFP Facilitators and Scorers**

This bid analysis report is for the sole use of the plan sponsor and its authorized representatives involved in the competitive bid. Some material provided by the bidders may be deemed proprietary and confidential to the bidder and may not be disclosed or shared with any third parties other than the authorized employees, directors and/or Trustees of the plan sponsor, unless required by public disclosure laws or other legal requirements.

RFP Objectives and Bidder List

RFP Objectives:

- Assess financial competitiveness of ACERA’s existing relationship with Delta Dental
- Examine opportunities to maintain or improve participant accessibility to preferred providers
- Update performance criteria consistent with current standards and best practices

Bidder List:

- Ten carriers were invited to submit proposals for ACERA’s DPPO and DHMO plans
 - Two bidders declined to submit proposals due to their concerns about matching Delta Dental’s provider network and/or presenting a financially competitive proposal
 - One bidder did not respond

Vendor	Status
Aetna	Bid
Ameritas/Liberty Dental Plan	Declined
Anthem	Bid
Blue Shield of California	Declined
Cigna	Bid
Delta Dental	Bid
MetLife	Bid
United Concordia (UCCI)	Bid
Western Dental	Bid
Dental Health Services	Did Not Respond

Finalist Selection and Scoring Process

Delta Dental, Cigna, and MetLife were selected as finalists based on their financial proposal's impact on ACERA and its members, as well as their ability to minimize disruptions to existing patient/provider relationships.

Scoring Process:

ACERA's Selection Committee scored proposals based on a combination of quantitative and qualitative metrics.

- Quantitative Metrics:
 - Financial benefits to ACERA and its members
 - Provider network's breadth and consistency with existing patient relationships
- Qualitative Metrics:
 - Demonstrated experience serving public sector organizations with a significant concentration of retirees
 - Accessibility and responsiveness of Customer Services and designated Account Team to address the needs of ACERA members and staff

Ranking	Finalists	ACERA Selection Committee Score	Segal Score	Average Score
1	Delta Dental	94.3	94.5	94.4
2	Cigna	86.8	87.4	87.1
3	MetLife	89.3	83.9	86.6

Note: Maximum Score is 100 points.

Finalist Summary

	Delta Dental (Incumbent)	Cigna	MetLife
Financial Impact:			
Premium Change (%)	<ol style="list-style-type: none"> 1. DPPO: 5.6% Increase 2. DHMO: Rate Pass 3. Combined: 5.5% Increase 	<ol style="list-style-type: none"> 1. DPPO ⁽¹⁾: 1.7% Increase 2. DHMO: 1.2% Increase 3. Combined: 1.7% Increase 	<ol style="list-style-type: none"> 1. DPPO: Rate Pass 2. DHMO: (10.5%) Decrease 3. Combined: (0.1%) Decrease
Projected ACERA Contribution Change Over Guarantee Period (\$)	<ol style="list-style-type: none"> 1. DPPO: \$678,000 Increase 2. DHMO: No Change 3. Combined: \$678,000 Increase 	<ol style="list-style-type: none"> 1. DPPO: \$201,000 Increase 2. DHMO: \$6,000 Increase 3. Combined: \$207,000 Increase 	<ol style="list-style-type: none"> 1. DPPO: No Change 2. DHMO: (\$18,000) Decrease 3. Combined: (\$18,000) Decrease
Projected Member Contribution Change Over Guarantee Period (\$)	<ol style="list-style-type: none"> 1. DPPO: \$354,000 Increase 2. DHMO: No Change 3. Combined: \$354,000 Increase 	<ol style="list-style-type: none"> 1. DPPO: \$108,000 Increase 2. DHMO: (\$3,000) Decrease 3. Combined: \$105,000 Increase 	<ol style="list-style-type: none"> 1. DPPO: No Change 2. DHMO: (\$9,000) Decrease 3. Combined: (\$9,000) Decrease
Premium Rate Guarantee Period	3 Years	3 Years	3 Years
Performance Guarantees (Total Percent of Premiums at Risk)	<ol style="list-style-type: none"> 1. DPPO: 20% Admin (Annually) 2. DHMO: 10% Admin (Annually) 	<ol style="list-style-type: none"> 1. DPPO: 20% Admin (Annually) 2. DHMO: 26% Admin⁽²⁾ (Annually) 	<ol style="list-style-type: none"> 1. DPPO: 20% Admin (Annually) 2. DHMO: 10% Admin (Annually)
Organization:			
Preferred Provider Match (%)	<ol style="list-style-type: none"> 1. DPPO: 94.6% 2. DHMO: 100.0% 	<ol style="list-style-type: none"> 1. DPPO: 75.2% 2. DHMO: 91.6% 	<ol style="list-style-type: none"> 1. DPPO: 50.1% 2. DHMO: 64.8%
Subscriber Count (National)	<ol style="list-style-type: none"> 1. DPPO: 9.0 million 2. DHMO: 2.5 million 	<ol style="list-style-type: none"> 1. DPPO: 6.7 million 2. DHMO: 984,000 	<ol style="list-style-type: none"> 1. DPPO: 20.4 million 2. DHMO: 440,000
Subscriber Count (Alameda County)	<ol style="list-style-type: none"> 1. DPPO: 488,000 2. DHMO: 106,000 	<ol style="list-style-type: none"> 1. DPPO: 35,000 2. DHMO: 4,000 	<ol style="list-style-type: none"> 1. DPPO: 1.1 million 2. DHMO: 1,000
Client Consultant Location	Rancho Cordova, California	San Francisco, California	Irvine, California
Members Services Location	Oakland, California	San Francisco, California	Irvine, California
Miscellaneous:			
	<ol style="list-style-type: none"> 1. Wellness Fund: \$2,500 (Annually) 2. SmileWay Benefit Included for DPPO 3. Tele dentistry Included 4. Team will attend for wellness events under 100 member attendance 	<ol style="list-style-type: none"> 1. Wellness and Communication Fund: \$12,000 (one-time) 2. Performance Guarantee Recruitment Commitment: \$7,000 	<ol style="list-style-type: none"> 1. Wellness Fund: \$5,000 (Annually) 2. Implementation Fund: \$10,000 3. COBRA Administration Included in Rates

⁽¹⁾ Premiums are based on Cigna's narrow network, but provider match is based on Cigna's broadest network.

⁽²⁾ Estimated from 2.0% of total premium quoted by Cigna.

Recommendation

ACERA's Selection Committee and Segal recommend awarding Delta Dental (Incumbent) the DPPO and DHMO dental plans for the following reasons:

- Proposed premium rate is lower than projected dental trend over the guaranteed period
- Patient/Provider disruption is minimal, and Delta Dental's greater DPPO network prevents balance billing
- Improved DPPO member benefits by including SmileWay Benefit

| Appendices

A-1: Financial Analysis

	Current Premiums		Proposed Premiums (2/1/2021-1/31/2024)					
	Delta Dental	Delta Dental (Incumbent)	Aetna	Anthem	Cigna ⁽²⁾	MetLife ⁽³⁾	UCCI	Western Dental
DPPO Plan - Status Quo								
Monthly Premiums (Single Coverage)								
Voluntary (<10 Years of Service)	\$61.58	\$65.03	\$68.69	\$69.61	\$62.61	\$61.58	N/A	N/A
Mandatory (10+ Years of Service)	\$44.75	\$47.26	\$54.47	\$50.59	\$45.50	\$44.75	N/A	N/A
Annual Premiums								
Voluntary (<10 Years of Service)	\$660,000	\$697,000	\$736,000	\$746,000	\$671,000	\$660,000	N/A	N/A
Mandatory (10+ Years of Service)	\$5,489,000	\$5,796,000	\$6,681,000	\$6,205,000	\$5,581,000	\$5,489,000	N/A	N/A
Total DPPO Plan Premiums ⁽¹⁾	\$6,149,000	\$6,493,000	\$7,417,000	\$6,951,000	\$6,252,000	\$6,149,000	N/A	N/A
\$ Change from Current		\$344,000	\$1,268,000	\$802,000	\$103,000	\$0	N/A	N/A
% Change from Current		5.6%	20.6%	13.0%	1.7%	0.0%	N/A	N/A
DHMO Plan - Status Quo								
Monthly Premiums (Single Coverage)								
Voluntary (<10 Years of Service)	\$31.05	\$31.05	\$15.69	\$16.18	\$27.49	\$26.39	\$17.55	\$24.09
Mandatory (10+ Years of Service)	\$22.18	\$22.18	\$15.09	\$15.41	\$22.89	\$20.18	\$17.55	\$17.22
Annual Premiums								
Voluntary (<10 Years of Service)	\$13,000	\$13,000	\$7,000	\$7,000	\$12,000	\$11,000	\$8,000	\$10,000
Mandatory (10+ Years of Service)	\$73,000	\$73,000	\$50,000	\$56,000	\$75,000	\$66,000	\$60,000	\$60,000
Total DHMO Plan Premiums ⁽¹⁾	\$86,000	\$86,000	\$57,000	\$63,000	\$87,000	\$77,000	\$68,000	\$70,000
\$ Change from Current		\$0	-\$29,000	-\$23,000	\$1,000	-\$9,000	-\$18,000	-\$16,000
% Change from Current		0.0%	-33.7%	-26.7%	1.2%	-10.5%	-20.9%	-18.6%
DPPO & DHMO Plans								
Annual Premiums								
Voluntary (<10 Years of Service)	\$673,000	\$710,000	\$743,000	\$753,000	\$683,000	\$671,000	N/A	N/A
Mandatory (10+ Years of Service)	\$5,562,000	\$5,869,000	\$6,731,000	\$6,261,000	\$5,656,000	\$5,555,000	N/A	N/A
Total Plan Premiums ⁽¹⁾	\$6,235,000	\$6,579,000	\$7,474,000	\$7,014,000	\$6,339,000	\$6,226,000	N/A	N/A
\$ Change from Current		\$344,000	\$1,239,000	\$779,000	\$104,000	-\$9,000	N/A	N/A
% Change from Current		5.5%	19.9%	12.5%	1.7%	-0.1%	N/A	N/A
ACERA Contributions	\$4,104,000	\$4,330,000	\$4,963,000	\$4,613,000	\$4,173,000	\$4,098,000	N/A	N/A
\$ Change from Current		\$226,000	\$859,000	\$509,000	\$69,000	(\$6,000)	N/A	N/A
% Change from Current		5.5%	20.9%	12.4%	1.7%	-0.1%	N/A	N/A
ASO Fee PEPM		\$2.92	\$3.60	\$2.50	\$2.13	\$2.74	\$1.25	N/A
Rate Guarantee Period		3 Years	4 Years	3 Years	3 Years	3 Years	3 Years	3 Years
DPPO Rate Cap				Year 4 & 5: 7%				N/A
DHMO Rate Cap		Years 4 & 5: 5%	N/A	Years 4 & 5: 3%	Years 4 & 5: 6.5%	Year 4: 3% Year 5: 4%	Years 4 & 5: 8.5%	Year 4: 2% Year 5: 0%

⁽¹⁾ Annual Premiums are calculated for the DPPO and DHMO plans are based on 8,325 retirees and 258 retirees, respectively.

⁽²⁾ During the RFP Review Process, it was determined that Cigna proposed financials based on their narrow DPPO network, but projected a DPPO disruption rate based on their broadest network.

⁽³⁾ COBRA Administration included in premiums.

A-2: Network Provider Disruption Analysis (DPPO)

	Delta Dental ⁽¹⁾ (Incumbent)	Delta Dental (PPO)	Aetna	Anthem	Cigna ⁽²⁾	MetLife	UCCI	Western Dental
Claimant Count								
Total Claimant Count	12,010	12,010	12,010	12,010	12,010	12,010	12,010	N/A
Matched Claimant Count	11,386	5,730	4,758	7,948	8,934	5,727	5,719	
% In-Network	94.8%	47.7%	39.6%	66.2%	74.4%	47.7%	47.6%	
Claim Count								
Total Claim Count	29,188	29,188	29,188	29,188	29,188	29,188	29,188	N/A
Matched Claim Count	27,744	13,037	11,315	18,688	21,229	13,806	13,825	
% In-Network	95.1%	44.7%	38.8%	64.0%	72.7%	47.3%	47.4%	
Procedure Count								
Total Procedure Count	71,442	71,442	71,442	71,442	71,442	71,442	71,442	N/A
Matched Procedure Count	67,998	33,373	30,262	47,230	53,563	36,565	36,632	
% In-Network	95.2%	46.7%	42.4%	66.1%	75.0%	51.2%	51.3%	
Incurred Claims								
Total Incurred Claims	\$13,785,808	\$13,785,808	\$13,785,808	\$13,785,808	\$13,785,808	\$13,785,808	\$13,785,808	N/A
Matched Incurred Claims	\$13,059,881	\$6,848,888	\$5,737,049	\$9,266,050	\$10,541,471	\$6,816,640	\$6,868,244	
% In-Network	94.7%	49.7%	41.6%	67.2%	76.5%	49.4%	49.8%	
Provider Counts								
Total Provider Count	4,109	4,109	4,109	4,109	4,109	4,109	4,109	N/A
Matched Provider Count	3,836	2,325	1,909	2,901	3,189	2,256	2,173	
% In-Network	93.4%	56.6%	46.5%	70.6%	77.6%	54.9%	52.9%	
Average % In-Network	94.6%	49.1%	41.8%	66.8%	75.2%	50.1%	49.8%	N/A

(1) Includes Delta Dental Premier providers. Retiree out-of-pocket costs may be higher for Delta Dental premier providers compared to Delta Dental PPO providers.

(2) During the RFP review process, it was determined that Cigna projected a DPPO disruption rate based on their broadest network, but proposed financials based on their narrow DPPO network.

A-3: Network Provider Disruption Analysis (DHMO)

	Delta Dental (Incumbent)	Aetna	Anthem	Cigna	MetLife	UCCI	Western Dental
Subscriber Count							
Total Claimant Count	274	274	274	274	274	274	274
Matched Claimant Count	274	162	110	252	180	125	69
% In-Network	100.0%	59.1%	40.1%	92.0%	65.7%	45.6%	25.2%
Member Count							
Total Claim Count	367	367	367	367	367	367	367
Matched Claim Count	367	215	143	341	237	167	95
% In-Network	100.0%	58.6%	39.0%	92.9%	64.6%	45.5%	25.9%
Provider Counts							
Total Provider Count	139	139	139	139	139	139	139
Matched Provider Count	139	90	58	125	89	57	45
% In-Network	100.0%	64.7%	41.7%	89.9%	64.0%	41.0%	32.4%
Average % In-Network	100.0%	60.8%	40.3%	91.6%	64.8%	44.0%	27.8%

A-4: Current Dental Benefits (DPPO)

Benefits and Covered Services	Current Benefit Design (Delta Dental)			Proposed Benefit Deviations			
	Narrow (In-Network)	Greater (In-Network)	Out-of-Network	Cigna		MetLife	
				In-Network	Out-of-Network	In-Network	Out-of-Network
Deductible (Per Plan Year)	None	\$50 per Individual / \$150 per Family	\$50 per Individual / \$150 per Family				
Waived for Diagnostic & Preventive (D&P)?	N/A	Yes	Yes				
Annual Maximum (Per Plan Year)	\$1,300 per Individual	\$1,000 per Individual	\$1,000 per Individual				
D&P count towards Annual Maximum?	Yes	Yes	Yes				
Diagnostic & Preventive Services (D&P)							
Exams ⁽¹⁾	100%	100%	100%				
Cleanings ⁽¹⁾	100%	100%	100%				
X-Rays	100%	100%	100%				
Basic Services							
Fillings	80%	70%	70%				
Sealants	80%	70%	70%				
Posterior Composites	80%	70%	70%				
Endodontics (root canals)	80%	70%	70%				
Periodontics (gum treatment) ⁽¹⁾	80%	70%	70%				
Oral Surgery	80%	70%	70%				
Major Services							
Crown	60%	60%	50%				
Cast Restorations	60%	60%	50%				
Inlays and Onlays	60%	50%	50%				
Prosthetics							
Bridges	60%	50%	50%				
Dentures	60%	50%	50%				
Implants	60%	50%	50%				
Temporomandibular Joint (TMJ) Benefits	50%	50%	50%				
TMJ Maximum	\$500 Lifetime	\$500 Lifetime	\$500 Lifetime				
Orthodontics Benefits	0%	0%	0%				

⁽¹⁾ MetLife - One additional Exam, Cleaning, or Peridontic Treatment for Members under the care of a medical professional during pregnancy. MetLife can offer additional cleanings for all the enrollees based upon it being dentally necessary.

A-5: Current Dental Benefits (DHMO)

The table below contains a high level overview of member copays relative to major dental service categories

Procedure Code	Description	Category of Services	Delta Dental Current Copay	Proposed Benefit Deviations	
				Cigna	MetLife
D2740	Crown - Porcelain/Ceramic	Restorative	\$90	\$200	\$225
D2929	Prefabricated Porcelain/Ceramic Crown - Primary Tooth - Anterior	Restorative	\$15	\$75	\$0
D2949	Restorative Foundation For An Indirect Restoration	Restorative	\$15	Not Covered	Not Covered
D2971	Additional Procedures To Construct New Crown Under Existing Partial Denture Framework	Restorative	\$18	\$30	\$50
D3221	Pulpal Debridement, Primary And Permanent Teeth	Endodontics	\$10		\$20
D3421	Apicoectomy - Premolar (First Root)	Endodontics	\$60	\$70	\$90
D3425	Apicoectomy - Molar (First Root)	Endodontics	\$60	\$80	\$90
D4211	Gingivectomy Or Gingivoplasty - One To Three Contiguous Teeth Or Tooth Bounded Spaces Per Quadrant	Periodontics	\$25	\$30	\$26
D4212	Gingivectomy Or Gingivoplasty To Allow Access For Restorative Procedure, Per Tooth	Periodontics	\$25	\$30	\$8
D5226	Mandibular Partial Denture - Flexible Base (Including Any Clasps, Rests And Teeth)	Prosthodontics (Removable)	\$175	\$165	\$365
D5512	Repair Broken Complete Denture Base, Maxillary	Prosthodontics (Removable)	\$20	Not Covered	\$10
D6251	Pontic - Resin With Predominantly Base Metal	Prosthodontics (Fixed)	\$90	\$50	\$85
D6252	Pontic - Resin With Noble Metal	Prosthodontics (Fixed)	\$90	\$50	\$85
D6610	Retainer Onlay - Cast High Noble Metal, Two Surfaces	Prosthodontics (Fixed)	\$0	\$50	\$85
D6611	Retainer Onlay - Cast High Noble Metal, Three Or More Surfaces	Prosthodontics (Fixed)	\$0	\$50	\$85
D6612	Retainer Onlay - Cast Predominantly Base Metal, Two Surfaces	Prosthodontics (Fixed)	\$0	\$50	\$85
D7471	Removal Of Lateral Exostosis (Maxilla Or Mandible)	Oral and Maxillofacial Surgery	\$0		\$80
D8070	Comprehensive Orthodontic Treatment Of The Transitional Dentition - Child Or Adolescent To Age 19	Orthodontics	\$1,600	Not Covered	\$1,450
D8080	Comprehensive Orthodontic Treatment Of The Adolescent Dentition - Adolescent To Age 19	Orthodontics	\$1,600	Not Covered	\$1,450
D8999	Unspecified Orthodontic Procedure, By Report - Includes Start-Up Fees (Including Initial Examination, Diagnosis, Consultation And Initial Banding)	Orthodontics	\$350	Not Covered	\$250
D9933	Cleaning And Inspection Of Removable Complete Denture, Mandibular	Adjunctive General Services	\$0	Not Covered	\$55
D9934	Cleaning And Inspection Of Removable Partial Denture, Maxillary	Adjunctive General Services	\$0	Not Covered	\$55

A-6: RFP Facilitators and Scorers

Individuals below facilitated and scored proposals for ACERA’s Dental RFP:

Name	Title
<u>ACERA Selection Committee:</u>	
• Kathy Foster	• Assistant Chief Executive Officer
• Jessica Huffman	• Benefits Manager
• Ismael Piña	• Assistant Benefits Manager
• Eva Hardy	• Management Analyst
<u>Segal – Health & Welfare Consultants:</u>	
• Stephen Murphy	• Vice President
• Paul Sadro	• Senior Actuary
• Michael Szeto	• Health Benefit Analyst



Alameda County Employees'
Retirement Association (ACERA)

Vision Plan

Request for Proposal (RFP)

Summary of Results

ACERA Retirees Committee Meeting

Presented on June 3, 2020

Presenters: Stephen Murphy & Paul Sadro

Agenda

- 1. RFP Objectives and Bidder List**
- 2. Finalist Selection and Scoring Process**
- 3. Finalist Summary**
- 4. Recommendation**
- 5. Appendices**
 - i. A-1: Financial Analysis**
 - ii. A-2: Network Provider Disruption Analysis**
 - iii. A-3: Current Vision Benefits (Base Plan)**
 - iv. A-4: Current Vision Benefits (Buy-Up Plan)**
 - v. A-5: RFP Facilitators and Scorers**

This bid analysis report is for the sole use of the plan sponsor and its authorized representatives involved in the competitive bid. Some material provided by the bidders may be deemed proprietary and confidential to the bidder and may not be disclosed or shared with any third parties other than the authorized employees, directors and/or Trustees of the plan sponsor, unless required by public disclosure laws or other legal requirements.

RFP Objectives and Bidder List

RFP Objectives:

- Assess financial competitiveness of ACERA's existing relationship with Vision Service Plan (VSP)
- Examine opportunities to maintain or improve participant accessibility to preferred providers
- Update performance criteria consistent with current standards and best practices

Bidder List:

- Ten carriers were invited to submit proposals for ACERA's Vision plans
 - Three bidders declined to submit proposals due to their concerns about matching VSP's provider network and/or presenting a financially competitive proposal

Carriers	Status
Aetna	Bid
Ameritas	Declined
Anthem	Bid
Blue Shield of California	Declined
EyeMed	Declined
MES Vision	Bid
MetLife	Bid
National Vision Administrators (NVA)	Bid
Vision Service Plan (VSP)	Bid
Western Dental (EyeMax Inc.)	Bid

Finalist Selection and Scoring Process

VSP and MetLife were selected as finalists based on their financial proposal’s impact on ACERA and its members, as well as their ability to minimize disruptions to existing patient/provider relationships.

Scoring Process:

ACERA’s Selection Committee scored proposals based on a combination of quantitative and qualitative metrics.

- Quantitative Metrics:
 - Financial benefits to ACERA and its members
 - Provider network’s breadth and consistency with existing patient relationships
- Qualitative Metrics:
 - Demonstrated experience serving public sector organizations with a significant concentration of retirees
 - Accessibility and responsiveness of Customer Services and designated Account Team to address the needs of ACERA members and staff

Ranking	Finalists	ACERA Selection Committee Score	Segal Score	Average Score
1	VSP	94.8	94.4	94.6
2	MetLife	87.8	89.0	88.4

Note: Maximum Score is 100 points.

Finalist Summary

	VSP (Incumbent)	MetLife
<u>Financial Impact:</u>		
Premium Change %	<ol style="list-style-type: none"> 1. Base Plan: (6.2%) Decrease 2. Buy-Up Plan: (3.3%) Decrease 3. Combined: (5.0%) Decrease 	<ol style="list-style-type: none"> 1. Base Plan: Rate Pass 2. Buy-Up Plan ⁽¹⁾: 22.5% Increase 3. Combined: 9.2% Increase
Projected ACERA Contribution Change Over Guarantee Period (\$)	<ol style="list-style-type: none"> 1. Base Plan: (\$105,000) Decrease 2. Buy-Up Plan: (\$20,000) Decrease 3. Combined: (\$125,000) Decrease 	<ol style="list-style-type: none"> 1. Base Plan: No Change 2. Buy-Up Plan: No Change 3. Combined: No Change
Projected Member Contribution Change Over Guarantee Period (\$)	<ol style="list-style-type: none"> 1. Base Plan: (\$30,000) Decrease 2. Buy-Up Plan: (\$30,000) Decrease 3. Combined: (\$60,000) Decrease 	<ol style="list-style-type: none"> 1. Base Plan: No Change 2. Buy-Up Plan: \$204,000 Increase 3. Combined: \$204,000 Increase
Premium Rate Guarantee Period	5 Years	3 Years
Performance Guarantees (Total Percent of Premiums at Risk)	18% Premiums at Risk (Quarterly Evaluation)	18% Premiums at Risk (Annual Evaluation)
<u>Organization:</u>		
Preferred Provider Match (%)	88.3%	89.3% ⁽²⁾
Group and Member Count (Northern California Region)	<ol style="list-style-type: none"> 1. Member Groups: 6,088 2. Members Covered: 8 million 	<ol style="list-style-type: none"> 1. Member Groups: 407 2. Members Covered: 51,000
Public Sector Exposure	Significant Exposure for Vision Coverage	Moderate Exposure for Vision Coverage
Client Consultant Location	Walnut Creek, California	Irvine, California
Members Services Location	Rancho Cordova, California	Irvine, California
<u>Miscellaneous:</u>		
	<ol style="list-style-type: none"> 1. Wellness Credit: \$2,500 (annually) 2. Marketing Communication Fund: \$10,000 (one-time) 3. COBRA Administration: Included at no cost 4. Walmart/Sam's Club locations included at no cost 5. Proposed Materials Only Plan for Kaiser Member 	<ol style="list-style-type: none"> 1. Implementation Credit: \$10,000 (one-time) 2. Wellness Credit: \$5,000 (annually)

⁽¹⁾ Buy-Up Plan Rate Increase will be decreased by 6.5% if MetLife is awarded Dental and Vision plans.

⁽²⁾ MetLife leases VSP's Choice provider network and supplements by direct contracting with retail operations.

Recommendation

ACERA's Selection Committee and Segal recommend awarding VSP (Incumbent) the Base and Buy-Up vision plans for the following reasons:

- Premium rate reductions that benefit both ACERA and its members
- Patient/Provider disruption is minimized and provider network access can be expanded with the addition of Walmart and Sam's Club locations
- Continuity of experience for ACERA members and staff developed over a 21-year partnership

| Appendices

A-1: Financial Analysis

	Current Premiums	Proposed Premiums (2/1/2021-1/31/2024)						
	VSP	VSP ⁽²⁾ (Incumbent)	Aetna	Anthem	MES Vision ⁽²⁾	MetLife ⁽³⁾	NVA	EyeMax (Western Dental)
Base Plan								
Monthly Premiums (Single Coverage)								
Voluntary (<10 Years of Service)	\$6.12	\$5.74	\$5.82	\$6.12	\$6.10	\$6.12	\$4.61	\$9.61
Mandatory (10+ Years of Service)	\$4.24	\$3.97	\$4.03	\$4.24	\$6.10	\$4.24	\$3.49	\$9.61
Annual Premiums								
Voluntary (<10 Years of Service)	\$55,000	\$52,000	\$53,000	\$55,000	\$55,000	\$55,000	\$42,000	\$83,000
Mandatory (10+ Years of Service)	\$382,000	\$358,000	\$363,000	\$382,000	\$547,000	\$382,000	\$311,000	\$808,000
Total Annual Plan Premiums ⁽¹⁾	\$437,000	\$410,000	\$416,000	\$437,000	\$602,000	\$437,000	\$353,000	\$891,000
\$ Change from Current		-\$27,000	-\$21,000	\$0	\$165,000	\$0	-\$84,000	\$454,000
% Change from Current		-6.2%	-4.8%	0.0%	37.8%	0.0%	-19.2%	103.9%
ACERA Contributions	\$331,000	\$310,000	\$315,000	\$331,000	\$477,000	\$331,000	\$273,000	\$751,000
\$ Change from Current		(\$21,000)	(\$16,000)	\$0	\$146,000	\$0	(\$58,000)	\$420,000
% Change from Current		-6.3%	-4.8%	0.0%	44.1%	0.0%	-17.5%	126.9%
Buy-Up Plan								
Monthly Premiums (Single Coverage)								
Voluntary (<10 Years of Service)	\$16.38	\$15.81	\$22.31	\$20.30	\$16.68	\$20.07	\$10.69	\$11.81
Mandatory (10+ Years of Service)	\$14.78	\$14.26	\$19.59	\$18.99	\$16.68	\$18.11	\$8.36	\$11.81
Annual Premiums								
Voluntary (<10 Years of Service)	\$23,000	\$23,000	\$31,000	\$29,000	\$24,000	\$29,000	\$15,000	\$16,000
Mandatory (10+ Years of Service)	\$279,000	\$269,000	\$369,000	\$358,000	\$311,000	\$341,000	\$158,000	\$202,000
Total Annual Premiums ⁽¹⁾	\$302,000	\$292,000	\$400,000	\$387,000	\$335,000	\$370,000	\$173,000	\$218,000
\$ Change from Current		-\$10,000	\$98,000	\$85,000	\$33,000	\$68,000	-\$129,000	-\$84,000
% Change from Current		-3.3%	32.5%	28.1%	10.9%	22.5%	-42.7%	-27.8%
ACERA Contributions	\$63,000	\$59,000	\$60,000	\$63,000	\$90,000	\$63,000	\$52,000	\$142,000
\$ Change from Current		(\$4,000)	(\$3,000)	\$0	\$27,000	\$0	(\$11,000)	\$79,000
% Change from Current		-6.3%	-4.8%	0.0%	42.9%	0.0%	-17.5%	125.4%
Base & Buy-Up Plans								
Annual Premiums								
Voluntary (<10 Years of Service)	\$78,000	\$75,000	\$84,000	\$84,000	\$79,000	\$84,000	\$57,000	\$99,000
Mandatory (10+ Years of Service)	\$661,000	\$627,000	\$732,000	\$740,000	\$858,000	\$723,000	\$469,000	\$1,010,000
Total Annual Premiums ⁽¹⁾	\$739,000	\$702,000	\$816,000	\$824,000	\$937,000	\$807,000	\$526,000	\$1,109,000
\$ Change from Current		-\$37,000	\$77,000	\$85,000	\$198,000	\$68,000	-\$213,000	\$370,000
% Change from Current		-5.0%	10.4%	11.5%	26.8%	9.2%	-28.8%	50.1%
ACERA Contributions	\$394,000	\$369,000	\$375,000	\$394,000	\$567,000	\$394,000	\$325,000	\$893,000
\$ Change from Current		(\$25,000)	(\$19,000)	\$0	\$173,000	\$0	(\$69,000)	\$499,000
% Change from Current		-6.3%	-4.8%	0.0%	43.9%	0.0%	-17.5%	126.6%
ASO Fee PEPM		\$0.85	\$1.12	\$0.69	\$2.07	N/A	\$0.50	N/A
Rate Guarantee Period		5 Years	4 Years	4 Years	3 Years	3 Years	5 Years	3 Years
Rate Cap		N/A	N/A	Year 5: 9%	N/A	Year 4: 3% Year 5: 4%	N/A	N/A

⁽¹⁾ Annual Premiums are calculated for the Base and Buy-Up plans are based on 7,199 retirees and 1,331 retirees, respectively.

⁽²⁾ Proposed 10% Rate Cap for Year 6.

⁽³⁾ MetLife proposed a rate increase of 16% for the Buy-Up plan if awarded Dental and Vision plans.

A-2: Network Provider Disruption Analysis (Base & Buy-Up Plans)

	VSP (Incumbent)	Aetna	Anthem	MES Vision	MetLife	NVA	EyeMax (Western Dental)
Claim Counts							
Total Claim Count	4,627	4,627	4,627	4,627	4,627	4,627	4,627
Matched Claim Count	4,164	2,037	2,034	3,319	4,200	583	555
% In-Network	90.0%	44.0%	44.0%	71.7%	90.8%	12.6%	12.0%
Paid Claims							
Total Paid Claims	\$651,268	\$651,268	\$651,268	\$651,268	\$651,268	\$651,268	\$651,268
Matched Paid Claims	\$610,038	\$317,637	\$311,108	\$480,837	\$614,629	\$78,727	\$91,990
% In-Network	93.7%	48.8%	47.8%	73.8%	94.4%	12.1%	14.1%
Patient Counts							
Total Patient Count	4,161	4,161	4,161	4,161	4,161	4,161	4,161
Matched Patient Count	3,721	1,792	1,797	3,001	3,756	527	495
% In-Network	89.4%	43.1%	43.2%	72.1%	90.3%	12.7%	11.9%
Provider Counts							
Total Provider Count	1,716	1,716	1,716	1,716	1,716	1,716	1,716
Matched Provider Count	1,372	777	837	1,047	1,405	270	158
% In-Network	80.0%	45.3%	48.8%	61.0%	81.9%	15.7%	9.2%
Average % In-Network	88.3%	45.3%	45.9%	69.7%	89.3%	13.3%	11.8%

A-3: Current Vision Benefits (Base Plan)

	Current Benefits	
	In-Network	Non-Network
Annual Deductible	None	None
Eye Exam	No Copay	\$45 Allowance
Frequency:		
Exam	12 Months	12 Months
Lens	12 Months	12 Months
Frames	24 Months	24 Months
Contacts	12 Months	12 Months
Lenses		
Prescription Glasses	\$25 Copay	
Single Vision	100% Covered	\$30 Allowance
Bifocal	100% Covered	\$50 Allowance
Trifocal	100% Covered	\$65 Allowance
Lenticular	100% Covered	\$100 Allowance
Lens Options		
Polycarbonate (Children)	100% Covered	N/A
Tints & Photochromic	20% Discount	\$5 Allowance
Standard Progressives	100% Covered	N/A
Premium/Custom Progressive	\$95 - \$175 Copay	N/A
Anti-Reflective Coating	\$41 Copay	N/A
Frame Allowances	\$150 Retail / \$80 Costco	\$70 Allowance ⁽¹⁾
Contact Lenses Allowances (in Lieu of Glasses)		
Non-Medically Necessary	\$105 Allowance ⁽²⁾	\$105 Allowance
Medically Necessary	\$25 Copay	\$210 Allowance ⁽¹⁾
Low Vision Benefit		
Supplementary Testing	\$0 Copay	\$125 Allowance
Supplemental Care Aids	25% Member Coinsurance	25% Member Coinsurance ⁽³⁾
Maximum Benefit	\$1000 (excludes copay) Every Two Years	\$1000 (excludes copay) Every Two Years
Diabetic Eye Care Exam	\$20 Copay	N/A

⁽¹⁾ Subject to \$25 copay.

⁽²⁾ 15% discount applies to Member Doctor's usual and customary professional fees for contact lens evaluations and fitting.

⁽³⁾ Reimbursement will not exceed In-Network provider in similar circumstances.

Note: VSP and MetLife bid on ACERA's existing Base plan.

A-4: Current Vision Benefits (Buy-Up Plan)

	Current Benefits	
	In-Network	Non-Network
Annual Deductible	None	None
Annual Copay for Exam + Prescription Glasses	\$15 Copay	
Eye Exam	100% Covered ⁽¹⁾	\$45 Allowance ⁽¹⁾
Frequency:		
Exam	12 Months	12 Months
Lens	12 Months	12 Months
Frames	12 Months	12 Months
Contacts	12 Months	12 Months
Lenses		
Prescription Glasses	100% Covered ⁽¹⁾	
Single Vision	100% Covered	\$30 Allowance
Bifocal	100% Covered	\$50 Allowance
Trifocal	100% Covered	\$65 Allowance
Lenticular	100% Covered	\$100 Allowance
Lens Options		
Polycarbonate (Children)	100% Covered	N/A
Tints & Photochromic	100% Covered	\$5 Allowance
Standard Progressives	100% Covered	N/A
Premium/Custom Progressive	\$25 Copay	\$50 Allowance
Anti-Reflective Coating	\$25 Copay	N/A
Frame Allowances	\$200 Retail / \$110 Costco	\$70 Allowance
Contact Lenses Allowances (in Lieu of Glasses)		
Non-Medically Necessary	\$200 Allowance ⁽²⁾	\$105 Allowance
Medically Necessary	\$15 Copay	\$210 Allowance ⁽¹⁾
Low Vision Benefit		
Supplementary Testing	\$0 Copay	\$125 Allowance
Supplemental Care Aids	25% Member Coinsurance	25% Member Coinsurance ⁽³⁾
Maximum Benefit	\$1000 (excludes copay) Every Two Years	\$1000 (excludes copay) Every Two Years
Diabetic Eye Care Exam	\$20 Copay	N/A

⁽¹⁾ Subject to \$15 annual copay.

⁽²⁾ 15% discount applies to Member Doctor's usual and customary professional fees for contact lens evaluations and fitting.

⁽³⁾ Reimbursement will not exceed In-Network provider in similar circumstances.

Note: VSP and MetLife bid on ACERA's existing Buy-Up plan.

A-5: RFP Facilitators and Scorers

Individuals below facilitated and scored proposals for ACERA’s Vision RFP:

Name	Title
<u>ACERA Selection Committee:</u>	
• Kathy Foster	• Assistant Chief Executive Officer
• Jessica Huffman	• Benefits Manager
• Ismael Piña	• Assistant Benefits Manager
• Eva Hardy	• Management Analyst
<u>Segal – Health & Welfare Consultants:</u>	
• Stephen Murphy	• Vice President
• Paul Sadro	• Senior Actuary
• Michael Szeto	• Health Benefit Analyst

**June 10, 2020 Investment
Committee Minutes
For approval under June 18, 2020
Board “Consent Calendar”**

**The June 10, 2020 Investment Committee
Minutes will be distributed
under separate cover.**

Subject: FW: LCV search cover memo (June ICM Action Item) - updated tables regarding Fees and Performance Net of Fees

Importance: High



Subject: LCV search cover memo (June ICM Action Item) - updated tables regarding Fees and Performance Net of Fees
Importance: High

Dear Trustees,

Please see below the updated tables regarding the subject Large Cap Value search (the only Action Item on your June 10th ICM agenda). These tables appeared on p.4.of my cover memo and are now updated with the lower fee proposals from Aristotle and Wellington. To be clear, neither Verus nor staff is proposing any changes to our original recommendation and rankings of the LCV candidates presented at the last ICM.

Fyi, in addition to Aristotle who voluntarily offered to lower their fees at the last ICM, Wellington also offered a slightly lower fee proposal to us earlier this week. With the goal of being transparent and prudent, staff and Verus concluded the revisions of the two relevant tables late yesterday. Earlier today, the IC Chair advised staff to distribute this updated information to the Board.

Please let me know if you have any questions/comments. Alternatively, Margaret and I will be prepared to answer any questions you may have at the Board Meeting tomorrow.

Best regards,
bt

Annual Estimated Management Fees (based on \$125,000,000 target allocation)	
Aristotle Capital Management (Tiered: 0.39%)	\$487,500
Eagle Capital Management (Tiered: 0.76%)	\$950,000
Wellington Management Company (Tiered (0.38%))	\$475,000

Performance Net of Fees	<u>1-year</u>	<u>3-year</u>	<u>5-year</u>	<u>7-year</u>	<u>10-year</u>
Aristotle Capital (39 bps)	-9.89%	1.93%	5.73%	8.62%	9.98%
Excess Returns	7.28%	4.10%	3.83%	3.06%	2.31%
Eagle Capital (76 bps)	-11.30%	3.20%	5.33%	8.70%	10.67%
Excess Returns	5.87%	5.38%	3.43%	3.14%	3.00%
Wellington Mgmt. (38 bps)	-8.63%	3.01%	5.90%	8.42%	10.27%
Excess Returns	8.54%	5.19%	4.00%	2.86%	2.61%
Russell 1000 Value	-17.17%	-2.18%	1.90%	5.56%	7.67%

**June 18, 2020 Actuarial
Committee Minutes
For approval under July 16, 2020
Board “Consent Calendar”**

**June 18, 2020 Audit
Committee Minutes
For approval under July 16, 2020
Board “Consent Calendar”**


**Adoption of New Pay Code 841 for
County of Alameda**



MEMORANDUM TO THE BOARD OF RETIREMENT

DATE: June 18, 2020

TO: Members of the Board of Retirement

FROM: Sandra Dueñas-Cuevas, Benefits Manager 

SUBJECT: **Approval of One New County Pay Code as “Compensation Earnable” and “Pensionable Compensation”**

Alameda County requested that the following one new pay code be designed as “compensation earnable” and “pensionable compensation”.

- 841 – Trainer – HC Prof. Nursing Staff
Pay code 841 is to establish a footnote provision for up to three (3) positions in the classification of Registered Nurse II (RN) (Job Code #5305NM) in the Health Care Services Agency’s (HCSA) Public Health Department (PHD) Division of Communicable Disease Control and Prevention (DCDCP) Unit when assigned to serve as the “primary trainer” to other professional-level health care nursing staff to be compensated an additional five percent (5%) of base pay retroactive to February 24, 2020.

Staff, reviewed the required supporting documentation (attached) and made the administrative determination that the new pay code qualify as “compensation earnable” under Government Code Section 31461 (for Legacy members) and “pensionable compensation” under Government Code Section 7522.34 (for PEPRAs members). The two relevant Government Code sections are attached for the Board’s review.

Staff informed the County that staff’s administrative determination will be on the Board’s consent calendar for approval at the Board’s June 18, 2020 meeting. If this item is not pulled from the consent calendar for discussion, then the Board will approve staff’s determinations that the pay code is “compensation earnable” under Government Code Section 31461 (for Legacy members) and “pensionable compensation” under Government Code Section 7522.34 (for PEPRAs 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	5/20/2020
Employer Department Submitting the Request	Auditor-Controller's Agency
Contact Person/Employer (include title/position)	Dawn Duffy
Contact Person Telephone incl area code	(510) 272-6383
Contact Person Email address	dawn.duffy@acgov.org
Pay Item Name (and code Number)	841 Trainer-HC Prof. Nursing Staff
Pay Item Effective Date per authorization:	2/24/2020
State if additional documentation is attached	No

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: Registered Nurse (RN) II, Job Code 5305NM

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

RESPONSE #2: Full Time

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: Up to three positions

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

RESPONSE #4: Regular base pay

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

RESPONSE #5: Percentage

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

RESPONSE #6: No

Office of the Auditor-Controller
1221 Oak St., Suite 249
Oakland, CA 94612
Tel: (510) 272-6565
Fax: (510) 272-6502

Central Collections Division
1221 Oak St., Suite 220
Oakland, CA 94612
Tel: (510) 208-9900
Fax: (510) 208-9932

Clerk-Recorder's Office, Main
1106 Madison St., 1st Floor
Oakland, CA 94607
Tel: (510) 272-6362
Fax: (510) 208-9858

Clerk-Recorder's Office, Tri-Valley
7600 Dublin Blvd.
Dublin, CA 94568
Tel: (510) 272-6362
Fax: (510) 208-9858



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

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: 40 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)



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

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:

- A. Adopt a Salary Ordinance amendment to add subsection 3-12.89 to Article 3, Section 3-12, to establish a footnote provision for up to three (3) positions in the classification of Registered Nurse (RN) II (Job Code #5305NM) in the Health Care Services Agency's (HCSA) Public Health Department's (PHD) Division of Communicable Disease Control and Prevention (DCDCP) Unit when assigned to serve as the "primary trainer" to other professional-level health care nursing staff to be compensated an additional five percent (5%) of base pay retroactive to February 24, 2020.

SECOND READING - CONTINUED FROM 04/07/2020



AGENDA NO. _____ April 14, 2020

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

Human Resource Services

April 14, 2020

2nd reading 4/21/20

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

SUBJECT: ADOPT A SALARY ORDINANCE AMENDMENT TO ADD SUBSECTION 3-12.89 TO ARTICLE 3, SECTION 13; AND ADOPT A TEMPORARY SIDELETTER OF AGREEMENT WITH THE PROBATION PEACE OFFICERS' ASSOCIATION TO ADDRESS STAFFING NEEDS DURING THE COVID-19 EMERGENCY

Dear Board Members:

RECOMMENDATIONS:

- A. Adopt a Salary Ordinance amendment to add subsection 3-12.89 to Article 3, Section 3-12, to establish a footnote provision for up to three (3) positions in the classification of Registered Nurse (RN) II (Job Code #5305NM) in the Health Care Services Agency's (HCSA) Public Health Department's (PHD) Division of Communicable Disease Control and Prevention (DCDCP) Unit when assigned to serve as the "primary trainer" to other professional-level health care nursing staff to be compensated an additional five percent (5%) of base pay retroactive to February 24, 2020.
- B. Adopt one (1) Temporary Sideletter of Agreement between the County of Alameda (County) and the Probation Peace Officers' Association (PPOA) to address the COVID-19 emergency and potential staffing shortages in the County's Juvenile Hall and Camp Wilmont Sweeney.

DISCUSSION/SUMMARY:

On January 9, 2020, staff concluded the meet and confer with the Service Employees International Union (SEIU) Local 1021 regarding the restructure of the HCSA PHD's Nursing Division. The restructure dissolved the field nursing staff in the PHD's Nursing Division and placed all nurses into the various PHD programs, including the DCDCP Immunization (IZ) Unit.

The DCDCP IZ Unit focuses on improving immunization rates for patients of all ages and consists of staff conducting direct immunization services during a weekly immunization clinic. The RN IIs assigned to this Unit will provide technical assistance to community partners and other health care professionals, as well as serve as the primary immunization trainers for nurses involved with school-based immunization activities and trainings and community-based immunization improvement efforts and activities.

Given the level of training that will be provided, management determined that the role of the RN IIs as a "primary trainer" for other health care professionals in the IZ Unit is outside the scope of the RN II job classification. The function of the "primary trainer" typically resides with a RN III (Lead Nurse) or a RN IV (Supervising Nurse). However, given the small size of the IZ Unit, compared to most of the other units in PHD, the IZ Unit does not consist of an RN III or RN IV level at this time nor does it warrant such higher-level classifications. Therefore, staff recommend establishing additional compensation of five-percent (5%) of base pay for up to three (3) RN IIs in the DCDCP IZ Unit, only when assigned to serve as the "primary trainer" to other

professional-level health care nursing staff. The additional compensation shall only apply for the hours designated and assigned to conduct training at the discretion of the Public Health Director, and/or their designee.

In addition, we request that your Board adopt a Temporary Sideletter of Agreement (Agreement) [as attached] between the County and PPOA that will ensure adequate staffing at the County's Juvenile Hall and Camp Wilmont Sweeney during the COVID-19 State of Emergency, needed in order to continue to provide the required essential services during such time. The County and PPOA agreed that the Agreement shall expire at the start of May 1, 2020, however, may be extended by mutual agreement to amend the termination date (May 1, 2020) due to Shelter In Place Order from the County Interim Health Officer or State of California.

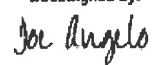
FINANCING:

Funds are available in the 2019-2020 Approved Budget and will be included in future years' requested budgets to cover the costs resulting from the applicable actions.

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:

ZCC022F834DA404

Joe Angelo, Director
Human Resource Services

- c: CAO
Auditor-Controller
County Counsel
Director, Health Care Services Agency
Probation Chief

SECOND READING - CONTINUED FROM 04/07/2020

2nd reading 4/21/20

Approved as to Form
DONNA ZIEGLER, County Counsel

By *Kristy van Herick*
Kristy van Herick, Asst. County Counsel

AN ORDINANCE AMENDING
CERTAIN PROVISIONS OF THE 2019 – 2020
COUNTY OF ALAMEDA SALARY ORDINANCE

The Board of Supervisors of the County of Alameda ordains as follows:

Trainer - HC Prof. Nursing staff

SECTION I

Article 3, Section 3-12, of the County of Alameda Salary Ordinance is hereby amended by the addition of subsection 3-12.89 as follows, to be effective February 24, 2020.

TR 84-1

3-12.89 – Effective February 24, 2020, not to exceed three (3) employees in Job Code #5305NM (Registered Nurse II) in the Division of Communicable Disease Control and Prevention – Immunization Unit, when formally assigned as the primary trainer to other professional-level health care nursing staff, shall be compensated an additional five percent (5%) of the base pay. Such additional compensation shall only apply to the hours the employee(s) are assigned to conduct training at the discretion of the Public Health Director, and/or their designee.

SECTION II

This ordinance shall take effect immediately, and before the expiration of fifteen days after its passage, shall be published once with the names of the members voting for and against it in the Inter-City Express, a newspaper published in the County of Alameda.

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.


Adoption of New Pay Code 368 for Superior Courts



MEMORANDUM TO THE BOARD OF RETIREMENT

DATE: June 18, 2020

TO: Members of the Board of Retirement

FROM: Sandra Dueñas-Cuevas, Benefits Manager 

SUBJECT: **Approval of One New Court Pay Code as “Compensation Earnable” and “Pensionable Compensation”**

FFCRA is an emergency law created in response to COVID-19 and contains two (2) provisions, which provide paid leave to impacted employees. FFCRA contains the 1) Emergency Paid Sick Leave (ESPL) Act and Emergency Family and Medical Leave Expansion Act (EFMLEA)

The Superior Court requested that the following new pay code be designated as “compensation earnable” and “pensionable compensation”:

- 368 – Expanded Family Medical Leave
Pay Code 368 will be used when the employee applies and submits the Families First Coronavirus Response Act (FFCRA) Certification Form. The employee will be eligible to receive 2/3 of their regular rate of pay up to \$200 per day and capped at \$12,000 for the 12 week period. Employees who apply for this leave and who earn over the maximum, can supplement with their paid leave to bring pay up to 100% or choose leave without pay. This pay code is effective April 1, 2020 through December 31, 2020. Staff reviewed the required supporting documentation (attached) and made the administrative determination that the 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). The two relevant Government Code sections are attached for the Board’s review.

Staff informed the Courts that staff’s administrative determination will be on the Board’s consent calendar for approval at the Board’s June 18, 2020 meeting. If this item is not pulled from the consent calendar for discussion, then the Board will approve staff’s determinations that the two pay codes are “compensation earnable” under Government Code Section 31461 (for Legacy members) and “pensionable compensation” under Government Code Section 7522.34 (for PEPRA members).

Attachments



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

Employer Name: Superior Court of California, County of Alameda

Date: 5/18/2020

Contact Person/Employer (include title/position): Jan Tillman/Senior Accountant (additionally: Sarah Ybarra/Payroll Specialist)

Contact Person Telephone: 510-891-6215 (Jan Tillman) or 510-891-6226 (Sarah Ybarra)

Email: Payrollunit@alameda.courts.ca.gov or jtillman@alameda.courts.ca.gov

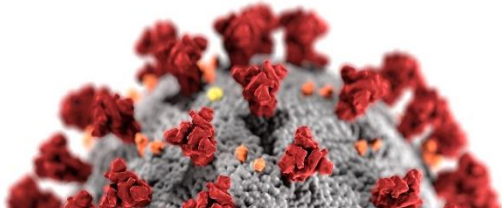
Pay Item Name (and code number): Expanded Family Medical Leave; code# 368

The following information is required before ACERA can review and respond to your request. Please provide substantive responses on separate paper and return with this form 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).
2. State employment status of employees eligible to receive the pay item (i.e., full time employees, part time employees)
3. State the number of members or employees who are eligible to receive the pay item (i.e., all members or employers in a job classification eligible to receive the pay item, or “not to exceed one employee”)
4. State whether pay item is for overtime or regular base pay.
5. State whether pay item is calculated as a fixed amount or percentage of the base pay.
6. State whether the pay item is paid one time (i.e., incentive pay, referral pay, bonus, award).

7. State whether the pay item is an ad hoc payment (i.e., stipend, payment for attending a meeting during working hours, payment for attending a meeting during non working hours).
8. State whether the pay item is a reimbursement (i.e., car allowance, housing allowance, uniform allowance, mileage payment, cell phone allowance)
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)
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 work week, or outside of the employee's 40 hour work week)
11. State whether the pay item is for deferred compensation.
12. State whether the pay item is for retro payments.
13. State whether the pay item is for accrued unused leave (i.e., sick leave, annual leave, floating holiday, vacation, comp time)
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.
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)
16. State whether the pay item is paid in one lump sum or bi-weekly (or over some other time period-monthly, quarterly, annually)
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).

1. All job classifications eligible
2. Part Time and Full Time
3. All members in all job classifications eligible to receive this pay code
4. Regular base pay
5. Calculated as same amount of Base Pay (hour for hour)
6. This is not a one-time payment
7. provide paid leave and expanded family and medical leave for specified reasons related to COVID-19
8. Not a reimbursement
9. All employees eligible to receive pay: 37.5 and 40 hours (including Part Time)
10. This is not for payment outside regular work week
11. Not for deferred compensation
12. Not for retro payments
13. Not for accrued unused leave
14. Not for compensation that had previously been provided
15. Not for severance or separation
16. Paid bi-weekly, based on Hours
17. employee must be eligible to receive regular wages



FFCRA Benefits effective April 1 – December 31, 2020

	Eligibility*	Duration	Pay
<p>Emergency Paid Sick Leave</p> <p><i>Up to two weeks of additional paid sick leave if employee is unable to work (or telework) due to a qualifying reason. The leave is available for use immediately.</i></p>	<ul style="list-style-type: none"> All employees, regardless of hours of work or number of days employed. Employee is unable to work (or telework) due to a qualifying reason. <p>Qualifying Reasons</p> <ol style="list-style-type: none"> Subject to a federal, state, or local quarantine or isolation order Advised by a health care provider to self-quarantine Experiencing COVID-19 symptoms and is seeking a medical diagnosis Caring for a person subject to #1 or #2 Caring for a child and whose school/childcare is unavailable due to COVID-19 Experiencing any other ‘Substantially Similar Condition’ specified by DHHS 	<p>Up to two weeks:</p> <ul style="list-style-type: none"> 80 hours for 40-hour employees 75 hours for 37.5-hour employees part-time employee: the number of hours the employee normally works on average during a 2-week period 	<ul style="list-style-type: none"> Regular rate of pay up to \$511/day for reasons 1, 2, 3, or 6. Two-thirds (2/3) regular rate of pay up to \$200/day for reasons 4 or 5. Employees may use any of their available accruals to supplement the 2/3 pay to achieve 100% of their regular pay.
<p>Expanded Family & Medical Leave</p> <p><i>FFCRA provides up to 12 weeks of family or medical leave (EFML) if employee is unable to work due to caring for a child as specified.</i></p> <p><i>“School” is an elementary, middle, or high school. “Childcare provider” is someone paid to care for the employee’s child on a regular basis.</i></p>	<ul style="list-style-type: none"> Employed for at least 30 calendar days; no minimum hours of work requirement. Unable to work and needs leave to care for the employee’s child, whose school or childcare provider is closed or unavailable for reasons related to COVID-19. 	<ul style="list-style-type: none"> Up to 12 weeks, in conjunction with the other qualifying reasons for conventional FML. This leave is counted against an employee’s 12 weeks of FML within a 12-month period (i.e., this leave is subject to an employee’s available FML balance). This leave does not run concurrently with CFRA. 	<ul style="list-style-type: none"> The first 10 days are unpaid. An employee may choose to use any available accruals or Emergency Paid Sick Leave. After the first 10 days, FFCRA allows the employee to be paid at two-thirds (2/3) the employee’s regular rate of pay, up to \$200/day, capped at \$12,000 for the 12 week period. Employees may use any of their available accruals to supplement the 2/3 pay to achieve 100% of their regular pay.

* The Court may require additional appropriate documentation to verify eligibility. Use of either type of emergency leave has no effect on an employee’s health insurance.

* The Court may require additional appropriate documentation to verify eligibility. Use of either type of emergency leave has no effect on an employee's health insurance.

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.

**“Deemed Assignment” of the Brandywine
Global Investment Management Agreement from
Legg Mason to Franklin Resources.**



DATE: June 10, 2020

TO: Board Trustees

FROM: Investment and Legal Departments

SUBJ: “Deemed Assignment” of the ACERA Investment Management Agreement with Brandywine Global Investment Management, LLC (Global Fixed Income)

Recommendation: The ACERA Board consent to the “deemed assignment” of its 2001 Investment Management Agreement with Brandywine Global Investment Management, LLC. (“Brandywine Global”) from Legg Mason to Franklin Resources, Inc., a global investment management organization operating as Franklin Templeton.

Background: Brandywine Global’s parent company, Legg Mason, Inc. (“LM”), has entered into an agreement with Franklin Resources, Inc. (“Franklin”), pursuant to which Franklin will purchase 100% of the outstanding equity of LM and, as a result, will acquire 100% of LM’s ownership interest in Brandywine Global. The transaction is subject to customary closing conditions and is expected to close in the third quarter of 2020.

Under the U.S. Investment Advisers Act of 1940, the change in ownership/control of Brandywine Global resulting from this transaction will result in a “deemed assignment” of its Investment Management Agreement with ACERA. Thus, ACERA’s written consent is required. Investment advisory contracts may not be assigned without client consent (See Advisers Act, Sections 202(a)(1), 202(a)(12), 205(a)(2), and 206; See also Form ADV Part 1 Glossary; Investment Company Act, Section 2(a)(9); SEC Rule 202(a)(1)-1.)

ACERA Investment Staff (“Staff”) was notified of this ownership change in February 2020 and reported the development to the Investment Committee in its March 2020 Quarterly Report. (See attached February 18, 2020 Press Release.) An independent investment manager affiliate of LM, Brandywine Global has operated with complete investment autonomy and full control over all business and employment decisions. This independence is expected to continue under Franklin and has been a key component of the merger. There is expected to be no change in Brandywine Global’s investment philosophy, process or personnel.

In May 2020 Brandywine Global asked Staff to complete, sign and return a form *Consent to Assignment of the Investment Management Agreement*. However, the parties' 2001 Investment Management Agreement, Section XV, requires that the Board consent to assignment, not Staff:

XV. ASSIGNMENT OF CONTRACT

Nothing contained herein shall be construed to permit assignment or transfer by Brandywine of any rights, obligations or liabilities created by this Agreement and such **assignment or transfer is prohibited and void, unless expressly approved in writing in advance by the Board.** [*Emphasis added.*]

Staff believes it would be prudent to continue ACERA's relationship with Brandywine Global and neither Staff nor the Legal Department believes that consenting to the "deemed assignment" poses any problems for ACERA generally or its relationship with Brandywine Global specifically. Accordingly, approval of the "deemed assignment" has been placed on the Board's Consent Calendar. Of course, the matter can be pulled from the Consent Calendar for further discussion if any trustees have any questions.

ATTACHMENT 1



LEGG MASON
GLOBAL ASSET MANAGEMENT

From: Franklin Resources, Inc.
Investor Relations: Brian Sevilla, (650) 312-4091, brian.sevilla@franklintempleton.com
Corporate Communications:
Matt Walsh, (650) 312-2245, matthew.walsh@franklintempleton.com
Lisa Gallegos, (650) 312-3395, lisa.gallegos@franklintempleton.com
franklinresources.com

Legg Mason, Inc.
Investor Relations:
Alan Magleby, 410-454-5246, afmagleby@leggmason.com
Corporate Communications:
Mary Athridge, 212-805-6035, mkathridge@leggmason.com

FOR IMMEDIATE RELEASE

Franklin Templeton to Acquire Legg Mason, Creating \$1.5 Trillion AUM Global Investment Manager

*Combined Company to Offer Complementary Investment Strategies
through Expanded Global Distribution Platform*

Significant Diversification, Including Increased Alternative and Institutional Assets

*Transaction Structured to Ensure Continued Autonomy of Legg Mason Affiliates
While Enhancing Scale of Combined Organization*

*Franklin Templeton Will Continue to Have Substantial Financial Resources
and Flexibility to Invest in Growth and Innovation*

Franklin Templeton and Legg Mason to Hold Joint Investor Conference Call at 8:30 a.m. ET Today

San Mateo, CA, February 18, 2020 – Franklin Resources, Inc. (the “Company”) [NYSE:BEN], a global investment management organization operating as Franklin Templeton, today announced that it has entered into a definitive agreement to acquire Legg Mason, Inc. [NYSE:LM] for \$50.00 per share of common stock in an all-cash transaction. The Company will also assume approximately \$2 billion of Legg Mason’s outstanding debt. The acquisition of Legg Mason and its multiple investment affiliates, which collectively manage over \$806 billion in assets as of January 31, 2020, will establish Franklin Templeton as one of the world’s largest independent, specialized global investment managers with a combined \$1.5 trillion in assets under management (AUM) across one of the broadest ranges of high-quality investment teams in the industry. The combined footprint of the organization will significantly deepen Franklin Templeton’s presence in key geographies and create an expansive investment platform that is well balanced between institutional and retail client AUM. In addition, the combined platform creates a strong separately managed account business.

“This is a landmark acquisition for our organization that unlocks substantial value and growth opportunities driven by greater scale, diversity and balance across investment strategies, distribution channels and geographies,” said Greg Johnson, executive chairman of the Board of Franklin Resources, Inc. “Our complementary strengths will enhance our strategic positioning and long-term growth potential, while also delivering on our goal of creating a more balanced and diversified organization that is competitively positioned to serve more clients in more places.”

Jenny Johnson, president and CEO of Franklin Templeton, said, “This acquisition will add differentiated capabilities to our existing investment strategies with modest overlap across multiple world-class affiliates, investment teams and distribution channels, bringing notable added leadership and strength in core fixed income, active equities and alternatives. We will also expand our multi-asset solutions, a key growth area for the firm amid increasing client demand for comprehensive, outcome-oriented investment solutions.”

Joseph A. Sullivan, chairman and CEO of Legg Mason, said, “The incredibly strong fit between our two organizations gives me the utmost confidence that this transaction will create meaningful long-term benefits for our clients and provide our shareholders with a compelling valuation for their investment. By preserving the autonomy of each investment organization, the combination of Legg Mason and Franklin Templeton will quickly leverage our collective strengths, while minimizing the risk of disruption. Our clients will benefit from a shared vision, strong client-focused cultures, distinct investment capabilities and a broad distribution footprint in this powerful combination.”

Carol Anthony "John" Davidson, lead independent director of Legg Mason, said, “Today’s announcement marks the beginning of an exciting next chapter for Legg Mason, our investment affiliates and valued clients, who will benefit from a leading global asset manager with the scale to compete and win in today’s markets. I am honored to have had the opportunity to serve as the lead independent director of this dynamic board, and I am truly appreciative of the hard work and dedication of the entire Legg Mason team.”

Nelson Peltz, CEO and Founding Partner of Trian Fund Management, L.P. and a Legg Mason director said, “Given the dynamics of today’s rapidly evolving and increasingly competitive asset management sector, I believe this transaction is compelling. In our view, it offers an attractive valuation for Legg Mason’s shareholders. I believe it will also enable Legg Mason’s investment affiliates to remain at the forefront of an industry where scale is increasingly vital to success and to join Franklin Templeton, an organization that I have deep respect for and confidence in.”

Trian Fund Management, L.P. and funds managed by it, which collectively own approximately 4 million shares or 4.5% of the outstanding stock of Legg Mason, have entered into a voting agreement in support of the transaction.

Jenny Johnson added, “This transaction gives us significant scale, addresses strategic gaps and brings greater balance to our business, while positioning us for accelerated growth in the future. We have incredible respect and admiration for the success Legg Mason and its investment affiliates have achieved and we have structured the transaction to ensure that its affiliates have the right mix of independence and support to continue building on their strong track records. Legg Mason’s investment affiliates will be able to leverage Franklin Templeton’s global infrastructure and ongoing investment in technology and innovation, while clients can take comfort in the combined firm’s financial strength and aligned interests.”

Continued Autonomy for Investment Affiliates

Franklin Templeton has spent significant time with the affiliates and there is strong alignment among all parties in this transaction and shared excitement about the future of the company.

James W. Hirschmann, CEO of Western Asset, a Legg Mason affiliate, said, “Western Asset is excited to be joining the Franklin Templeton family, a firm with a long and storied history of proven financial performance and a leadership team and board with decades of asset management experience who value our investment independence and organizational autonomy. Like us, Franklin Templeton understands the importance of culture, teams and core values to achieving outstanding investment results for clients.”

Terrence J. Murphy, CEO of ClearBridge Investments, a Legg Mason affiliate, said, “As part of Franklin Templeton, we are confident that we will retain the strong culture that has defined our success as a recognized market leader in active equities. Their commitment to investment autonomy, augmented by the scale and reach that the combined organization will provide, will allow us to deliver for our existing clients and expand our ability to deliver our investment capabilities in new channels and regions. We are very pleased to join the team at Franklin Templeton and excited about what we can do together.”

Organizational Structure and Parent Company Integration

With this acquisition, Franklin Templeton will preserve the autonomy of Legg Mason’s affiliates, ensuring that their investment philosophies, processes and brands remain unchanged. As with any acquisition, the pending integration of Legg Mason’s parent company into Franklin Templeton’s, including the global distribution operations at the parent company level, will take time and only commence after careful and deliberate consideration.

Following the closing of the transaction, Jenny Johnson will continue to serve as president and CEO, and Greg Johnson will continue to serve as executive chairman of the Board of Franklin Resources, Inc. There will be no changes to the senior management teams of Legg Mason’s investment affiliates. Global headquarters will remain in San Mateo, CA and the combined firm will operate as Franklin Templeton.

After careful consideration, EnTrust Global, a Legg Mason affiliate that provides alternative investment solutions, and Franklin Templeton, jointly agreed that it was in their best interest that EnTrust repurchase its business, which will be acquired by its management at closing. EnTrust will maintain an ongoing relationship with Franklin Templeton. Jenny Johnson added, “EnTrust is an excellent business and we recognize and appreciate their desire to once again become a private company. We have appreciated their collaboration in our discussions and look forward to our ongoing relationship.”

Transaction Details

The all-cash consideration of \$4.5 billion will be funded from the Company’s existing balance sheet cash. Franklin Templeton will also assume approximately \$2 billion in Legg Mason’s outstanding debt. Upon closing of the transaction, Franklin Templeton expects to maintain a robust balance sheet and considerable financial flexibility with pro forma gross debt of approximately \$2.7 billion with remaining cash and investments of approximately \$5.3 billion. This transaction is designed to preserve the Company’s financial strength and stability with modest leverage, significant liquidity and strong cash flow to provide ongoing flexibility to invest in further growth and innovation.

This transaction is expected to generate upper twenties percentage GAAP EPS accretion in Fiscal 2021 (based on street consensus earnings estimates for each company), excluding one-time charges, non-recurring and acquisition related expenses.

While cost synergies have not been a strategic driver of the transaction, there are opportunities to realize efficiencies through parent company rationalization and global distribution optimization. These are expected to result in approximately \$200 million in annual cost savings, net of significant growth investments Franklin Templeton expects to make in the combined business and in addition to Legg

Mason's previously announced cost savings. The majority of these savings are expected to be realized within a year, following the close of the transaction, with the remaining synergies being realized over the next one to two years.

The transaction has been unanimously approved by the boards of Franklin Resources, Inc. and Legg Mason, Inc. This transaction is subject to customary closing conditions, including receipt of applicable regulatory approvals and approval by Legg Mason's shareholders, and is expected to close no later than the third calendar quarter of 2020.

Broadhaven Capital Partners, LLC and Morgan Stanley & Co LLC served as financial advisors to Franklin Resources, Inc. Ardea Partners LP also provided advice. Willkie Farr & Gallagher LLP acted as external legal counsel. PJT Partners served as the lead financial advisor to Legg Mason. J.P. Morgan Securities LLC also served as financial advisor to Legg Mason. Weil, Gotshal & Manges LLP served as lead counsel to Legg Mason and Skadden, Arps, Slate, Meagher & Flom LLP served as special counsel to Legg Mason. Dechert LLP served as legal counsel to EnTrust Global.

Conference Call Information

Executives from Franklin Templeton and Legg Mason will lead a live teleconference today at 8:30 a.m. Eastern Time. Access to the teleconference will be available by dialing (877) 407-8293 in the U.S. and Canada or (201) 689-8349 internationally, and a supplementary presentation will be available to investors via franklinresources.com. A replay of the teleconference can also be accessed by calling (877) 660-6853 in the U.S. and Canada or (201) 612-7415 internationally, using access code 13699226, after 11:30am ET on February 18, 2020 through March 18, 2020.

About Legg Mason

Guided by a mission of Investing to Improve Lives™, Legg Mason helps investors globally achieve better financial outcomes by expanding choice across investment strategies, vehicles and investor access through independent investment managers with diverse expertise in equity, fixed income, alternative and liquidity investments. Legg Mason's investment affiliates operate with investment independence and have specialized expertise across asset classes and markets around the globe. The firm's affiliates include: Brandywine Global, Clarion Partners, ClearBridge Investments, Martin Currie, QS Investors, Royce Investment Partners, and Western Asset. Legg Mason's assets under management are \$806 billion as of January 31, 2020.

About Franklin Templeton

Franklin Resources, Inc. [NYSE:BEN] is a global investment management organization operating, together with its subsidiaries, as Franklin Templeton. Franklin Templeton's goal is to deliver better outcomes by providing global and domestic investment management to retail, institutional and sovereign wealth clients in over 170 countries. Through specialized teams, the Company has expertise across all asset classes, including equity, fixed income, alternatives and custom multi-asset solutions. The Company's more than 600 investment professionals are supported by its integrated, worldwide team of risk management professionals and global trading desk network. With employees in over 30 countries, the California-based company has more than 70 years of investment experience and approximately \$688 billion in assets under management as of January 31, 2020. For more information, please visit investors.franklinresources.com.

Forward-Looking Statements

Statements in this press release that are not historical facts are "forward-looking statements" within the meaning of the U.S. Private Securities Litigation Reform Act of 1995. When used in this press release,

words or phrases generally written in the future tense and/or preceded by words such as “will,” “may,” “could,” “expect,” “believe,” “anticipate,” “intend,” “plan,” “seek,” “estimate,” “preliminary” or other similar words are forward-looking statements.

Various forward-looking statements in this press release relate to the acquisition by Franklin Resources, Inc. (“Franklin”) of Legg Mason, Inc. (“Legg Mason”), including regarding expected scale opportunities, operating efficiencies and results, growth, client and stockholder benefits, key assumptions, timing of closing of the transaction, revenue realization, cost and expense synergies, financial benefits or returns, accretion and integration costs.

Forward-looking statements involve a number of known and unknown risks, uncertainties and other important factors, some of which are listed below, that could cause actual results and outcomes to differ materially from any future results or outcomes expressed or implied by such forward-looking statements. Important transaction-related and other risk factors that may cause such differences include: (i) the occurrence of any event, change or other circumstances that could give rise to the termination of the merger agreement; (ii) the transaction closing conditions may not be satisfied in a timely manner or at all, including due to the failure to obtain Legg Mason stockholder approval and regulatory and client approvals; (iii) the announcement and pendency of the merger may disrupt Franklin’s and Legg Mason’s business operations (including the threatened or actual loss of employees, clients or suppliers); (iv) Franklin or Legg Mason could experience financial or other setbacks if the transaction encounters unanticipated problems; (v) anticipated benefits of the transaction, including the realization of revenue, accretion, financial benefits or returns and expense and other synergies, may not be fully realized or may take longer to realize than expected; and (vi) Franklin may be unable to successfully integrate Legg Mason’s businesses with those of Franklin or to integrate the businesses within the anticipated timeframe.

Other important factors that may affect our business or the combined business’ future operating results, include, but are not limited to: (i) volatility and disruption of the capital and credit markets, and adverse changes in the global economy, may significantly affect our results of operations and may put pressure on our financial results; (ii) the amount and mix of assets under management (“AUM”) are subject to significant fluctuations; (iii) the significant risk of asset volatility from changes in the global financial, equity, debt and commodity markets; (iv) harm to our, or Legg Mason’s, reputation may negatively impact revenues and income; (v) Franklin may review and pursue other strategic transactions that could pose risks to our business operations; (vi) strong competition from numerous and sometimes larger companies with competing offerings and products could limit or reduce sales of our products, potentially resulting in a decline in their market share, revenues and income; (vii) the ability to manage and grow our business and the combined business successfully can be impeded by systems and other technological limitations; (viii) dependence on key personnel could negatively affect financial performance; (ix) the businesses are subject to extensive, complex, and frequently changing rules, regulations, policies, and legal interpretations; (x) our contractual obligations may subject us to indemnification costs and liability to third parties; (xi) any significant limitation, failure or security breach of information and cyber security infrastructure, software applications, technology or other systems that are critical to operations could disrupt the businesses and harm operations and reputation; and (xii) regulatory and governmental examinations and/or investigations, litigation and the legal risks associated with the businesses, could adversely impact AUM, increase costs and negatively impact profitability and/or our future financial results. For a detailed discussion of other risk factors, please refer to the risks, uncertainties and factors described in Franklin’s and Legg Mason’s recent filings with the U.S. Securities and Exchange Commission (“SEC”), including, without limitation, each company’s most recent Annual Report on Form 10-K and subsequent periodic and current reports.

Any forward-looking statement made in this press release speaks only as of the date on which it is made. Factors or events that could cause actual results to differ may emerge from time to time, and it is not

possible for us to predict all of them. Franklin and Legg Mason undertake no obligation to publicly update any forward-looking statement, whether as a result of new information, future developments or otherwise, except as may be required by law.

Additional Information and Where to Find It

This filing may be deemed solicitation material in respect of the proposed acquisition of Legg Mason by Franklin. In connection with the proposed merger, Legg Mason will file with the SEC and furnish to Legg Mason's stockholders a proxy statement and other relevant documents. This filing does not constitute a solicitation of any vote or approval. Stockholders are urged to read the proxy statement when it becomes available and any other documents to be filed with the SEC in connection with the proposed merger or incorporated by reference in the proxy statement because they will contain important information about the proposed merger.

Investors will be able to obtain free of charge the proxy statement and other documents filed with the SEC at the SEC's website at <http://www.sec.gov>. In addition, the proxy statement and our annual reports on Form 10-K, quarterly reports on Form 10-Q, current reports on Form 8-K and amendments to those reports filed or furnished pursuant to section 13(a) or 15(d) of the Securities Exchange Act of 1934 are or will be available free of charge through our website at www.leggmason.com as soon as reasonably practicable after they are electronically filed with, or furnished to, the SEC.

The directors, executive officers and certain other members of management and employees of Legg Mason may be deemed "participants" in the solicitation of proxies from stockholders of Legg Mason in favor of the proposed merger. Information regarding the persons who may, under the rules of the SEC, be considered participants in the solicitation of the stockholders of Legg Mason in connection with the proposed merger will be set forth in the proxy statement and the other relevant documents to be filed with the SEC. You can find information about Legg Mason's executive officers and directors in the definitive proxy statement on Schedule 14A in connection with Legg Mason's 2019 Annual Meeting of Shareholders, filed with the SEC on June 6, 2019.

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 for the State Association of County Retirement Systems (SACRS) Board of Directors via electronic proxy voting.**
- 7.B. Motion to direct the Chief Executive Officer (or his Designee) on how to vote on behalf of the Board of Retirement for the SACRS Board of Directors via electronic proxy voting.**
- 7.C. Chief Executive Officer's Report.**

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 for the State Association of County Retirement Systems (SACRS) Board of Directors via electronic proxy voting.**



*Office of the Chief Executive Officer
Office of Administration*

DATE: June 18, 2020
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. This year, due to the cancellation of the Spring Conference, the proxy will be voting on the SACRS Board of Directors via electronic proxy voting form.

Recommendation

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

Enclosure: 1) SACRS Proxy Voting Form

ENCLOSURE 1



SACRS VOTING PROXY FORM

The following are authorized by the Alameda 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):

David Nelsen: Voting Delegate

Kathy Foster: Alternate Voting Delegate

These delegates were approved by the Retirement Board on 06/18/2020.

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

Signature: _____

Print Name: David Nelsen

Position: Chief Executive Officer

Date: _____

Signature: _____

Print Name: Kathy Foster

Position: Assistant Chief Executive Officer

Date: _____

Please send your system's voting proxy by July 31, 2020 to Sulema H. Peterson, SACRS Administrator at Sulema@sacrs.org.

NEW BUSINESS

- 7.B. Motion to direct the Chief Executive Officer (or his Designee) to vote ACERA's Proxy on behalf of the Board of Retirement on how to vote on the SACRS Board of Directors at the SACRS Fall Conference (Business Meeting).**



*Office of the Chief Executive Officer
Office of Administration*

DATE: June 18, 2020
TO: Members of the Board of Retirement
FROM: Dave Nelsen, Chief Executive Officer *DN*
SUBJECT: **SACRS 2020-2021 Board of Directors Elections**

Typically, the new SACRS Board of Directors are elected at the Spring Conference SACRS Business meeting. That meeting was cancelled this year due to COVID-19, and the election was going to take place at the Fall Conference Business meeting. However, the SACRS Board have decided to conduct the election earlier via electronic proxy voting. Votes are due to SACRS by July 31, 2020. Please provide direction on how you would like your proxy to vote.

Below are the six candidates recommended by the SACRS Nominating Committee, and two additional candidates who have applied for consideration for a Regular Member position.

Your options are to make a motion to direct your proxy to vote for:

- The candidates recommended by the Nominating Committee, or
- Some other combination of candidates, including the additional candidates not recommended by the Nominating Committee.

SACRS Nominating Committee Recommended Ballot:

- Vivian Gray, Los Angeles CERA, President
- Roger Hilton, Orange CERS, Vice President
- Harry Hagen, Santa Barbara, CERS Treasurer
- Kathryn Cavness, Mendocino, CERA Secretary
- David MacDonald, MD, Contra Costa CERA, Regular Member
- John Kelly, Sacramento CERA Regular Member

Additional Candidates Submitted:

- Vere Williams, San Bernardino CERA, Regular Member
- Edward Robinson, Kern CERA, Regular Member

Enclosure: 1) March 24, 2020, Letter re SACRS BOD 2020-2021 Elections – Final Ballot
2) SACRS BOD Nomination Submission Form
3) Email from Sulema Peterson, dated June 8, 2020

ENCLOSURE 1



March 24, 2020

To: SACRS Trustees & SACRS Administrators/CEO's
 From: Ray McCray, SACRS Immediate Past President, Nominating Committee Chair
 SACRS Nominating Committee
 Re: SACRS Board of Director Elections 2020-2021 Elections – Final Ballot

SACRS BOD 2020-2021 election process began January 2020. Please provide the final ballot and voting instructions to your Board of Trustees and Voting Delegates.

DEADLINE	DESCRIPTION
March 1, 2020	Any regular member may submit nominations for the election of a Director to the Nominating Committee, provided the Nominating Committee receives those nominations no later than noon on March 1 of each calendar year regardless of whether March 1 is a Business Day. Each candidate may run for only one office. Write-in candidates for the final ballot, and nominations from the floor on the day of the election, shall not be accepted.
March 25, 2020	The Nominating Committee will report a final ballot to each regular member County Retirement System prior to March 25
November 10-13, 2020 (Exact date TBD)	Nomination Committee to conduct elections during the SACRS Business Meeting at the Fall Conference, November 10-13, 2020
November 10-13, 2020	Board of Directors take office for 1 year (until Spring 2021 Elections)

Per SACRS Bylaws, Article VIII, Section 1. Board of Director and Section 2. Elections of Directors:

Section 1. Board of Directors. The Board shall consist of the officers of SACRS as described in Article VI, Section 1, the immediate Past President, and two (2) regular members

A. Immediate Past President. *The immediate Past President, while he or she is a regular member of SACRS, shall also be a member of the Board. In the event the immediate Past President is unable to serve on the Board, the most recent Past President who qualifies shall serve as a member of the Board.*

B. Two (2) Regular Members. *Two (2) regular members shall also be members of the Board with full voting rights.*

Section 2. Elections of Directors. *Any regular member may submit nominations for the election of a Director to the Nominating Committee, provided the Nominating Committee receives those nominations no later than noon on March 1 of each calendar year regardless of whether March 1 is a Business Day. Each candidate may run for only one office. Write-in candidates for the final ballot, and nominations from the floor on the day of the election, shall not be accepted.*

The Nominating Committee will report its suggested slate, along with a list of the names of all members who had been nominated, to each regular member County Retirement System prior to March 25. The Administrator of each regular member County Retirement System shall be responsible for communicating the Nominating Committee's suggested slate to each trustee and placing the election of SACRS Directors on his or her board agenda. The Administrator shall acknowledge the completion of these responsibilities with the Nominating Committee.



Director elections shall take place during the first regular meeting of each calendar year. The election shall be conducted by an open roll call vote, and shall conform to Article V, Sections 6 and 7 of these Bylaws.

Newly elected Directors shall assume their duties at the conclusion of the meeting at which they are elected, with the exception of the office of Treasurer. The incumbent Treasurer shall co-serve with the newly elected Treasurer through the completion of the current fiscal year.

Due to the cancellation of the Spring Conference because of COVID-19 (Coronavirus) the elections will be held at the SACRS Fall Conference November 10-13, 2020 at the Renaissance Esmeralda Resort & Spa, Indian Wells. Elections will be held during the Annual Business meeting, date TBD, November 10-13, 2020.

SACRS Nominating Committee Final Ballot:

- | | |
|--|----------------|
| • Vivian Gray, Los Angeles CERA | President |
| • Roger Hilton, Orange CERS | Vice President |
| • Harry Hagen, Santa Barbara, CERS | Treasurer |
| • Kathryn Cavness, Mendocino CERA | Secretary |
| • David MacDonald, MD, Contra Costa CERA | Regular Member |
| • John Kelly, Sacramento CERS | Regular Member |

Additional Candidates Submitted:

- | | |
|--------------------------------------|----------------|
| • Vere Williams, San Bernardino CERA | Regular Member |
| • Edward Robinson, Kern CERA | Regular Member |

Please prepare your voting delegate to have the ability to vote by the recommended ballot and by each position separately.

If you have any questions, please contact me at Ray McCray, raym1@sbcglobal.net or (209) 471-4472.

Thank you for your prompt attention to this timely matter.

Sincerely,

Ray McCray

Ray McCray, San Joaquin CERA Trustee
SACRS Nominating Committee Chair

CC: SACRS Board of Directors
SACRS Nominating Committee Members
Sulema H. Peterson, SACRS Executive Director

ENCLOSURE 2



SACRS VOTING BALLOT FORM

Alameda County Retirement Board hereby vote the following candidates for SACRS 2020-2021 Board of Directors

Position	Name of Candidate
President	
Vice President	
Treasurer	
Secretary	
Regular Member	
Regular Member	

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

The voting delegate completing this form on behalf of the Retirement Board:

Signature: _____
 Print Name: _____
 Position: _____
 Email Address: _____
 Date: _____

The person authorized to complete and submit this form via email on behalf of the Retirement Board:

Signature: _____
 Print Name: _____
 Position: _____
 Email Address: _____
 Date: _____

Please send your system's Voting Ballot by July 31, 2020 to Sulema H. Peterson, SACRS Executive Director at Sulema@sacrs.org.

ENCLOSURE 3

Angela Bradford

From: Sulema Peterson <sulema@sacrs.org>
Sent: Monday, June 8, 2020 2:17 PM
To: David Nelsen; gstrohl@cccera.org; dkendig@co.fresno.ca.us; scottjarvis@co.imperial.ca.us; dominic.brown@kcera.org; skreimann@lacera.com; JWickman@marincounty.org; Doris.Rentschler@mendocinocounty.org; ksantos@co.merced.ca.us; sdelaney@ocers.org; SternE@saccounty.net; dcherney@sbcera.org; DWescoe@sdccera.org; johannas@sjccera.org; Scott Hood; glevin@sbcers.org; Julie.Wyne@sonoma-county.org; santosr@stancera.org; lmalison@tccera.org; Linda.webb@ventura.org
Cc: 'McAllister, Dan (Dan.McAllister@sdcounty.ca.gov)'; 'Vivian Gray'; 'raym1@sbcglobal.net' (raym1@sbcglobal.net); Chris Cooper; 'Roger Hilton'; Hagen, Harry; Kathryn Cavness; k24u2figure; Teri Noble; 'Scott Draper (scott.draper@algertglobal.com)'; Alex.Tanase@wellsfargo.com; Sulema Peterson; Angela Bradford; CDunn@cccera.org; eavalos@co.fresno.ca.us; icers@co.imperial.ca.us; aimee.morton@kcera.org; nminjarez@lacera.com; DBarre@marincounty.org; Judy.Zeller@mendocinocounty.org; rphillips@co.merced.ca.us; ssharma@ocers.org; musilli-SidhuD@saccounty.net; ecalicchio@sbcera.org; bwill@sdccera.org; gregf@sjccera.org; gsmith@samccera.org; akhajetoorians@sbcers.org; rebecca.lankford@sonoma-county.org; gomesk@stancera.org; rpendleton@tccera.org; chris.ayala@ventura.org; Kathy Foster; drentschler@co.fresno.ca.us; lghazarian@lacera.com; ctorres@ocers.org; cjames@sbcera.org; Tclanton@sdccera.org; Andrea Ireland; Couture, Danielle; msanderson@co.fresno.ca.us; bnolley@lacera.com; egaeta@sdccera.org; Trent Smith; Mike Robson; Bridget McGowan
Subject: SACRS Board of Directors Elections 2020-2021 - Update/Action Required
Attachments: SACRS 2020-2021 Election Notice Final.pdf; SACRS Voting Proxy Form.docx; SACRS Ballot Form.docx
Importance: High
Follow Up Flag: Follow up
Flag Status: Flagged
Categories: SACRS

This message is from outside ACERA's email system. Do not open links or attachments from untrusted sources.

SACRS Administrators/CEOs/Trustees,

SACRS 2020-2021 Board of Directors Elections was to take place at the Spring Conference, however since the conference was cancelled the elections were suspended until the next full meeting of the membership in November.

However, in light of COVID-19 social distancing requirements in place, we are unsure if the November conference will garner a full quorum of the Retirement System Member voting delegates.

In an effort to maintain current business continuity, the SACR Board of Directors have decided to move forward with an election via electronic proxy voting.

The attached information was sent on 3/24/2020 with information that reflected the cancellation of the Spring Conference/Elections in November.

SACRS Board of Directors ask that your Retirement Board provide SACRS with the following forms by July 31, 2020;

1. Completed Voting Proxy Form submitted to SACRS at Sulema@SACRS.org
2. Completed Ballot Form submitted to SACRS at Sulema@SACRS.org

During these unprecedented times, we appreciate your assistance with distribution of the information and your continued support and dedication to SACRS.

If you have any questions or would like additional information, please feel free to contact me directly – Sulema@SACRS.org or 916-701-5158 or Dan McAllister, SACRS President, at dan.mcallister@sdcounty.ca.gov

Thank you,
Sulema

Sulema H. Peterson
SACRS Executive Director
1225 8th St., Suite 550
Sacramento, CA 95814
(916) 701-5158 O
(916) 316-7632 M
sulema@sacrs.org

NEW BUSINESS

7.C. Chief Executive Officer's Report.



*Office of the Chief Executive Officer
Office of Administration*

DATE: June 18, 2020
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
Schedule Joint Board of Supervisors and Board of Retirement meeting.	Dave Nelsen	Spring of 2020		The meeting was scheduled for 3/24/2020. It was canceled due to the COVID-19 crisis. This will be rescheduled to a later date.
Develop ACERA Re-opening plan.	Dave Nelsen	June 2020		This plan will lay out the phased re-integration of customers and team members to the ACERA building, as coordinated with other County agencies and officials.

Conference/Event Schedule

None Scheduled

Other Items

COVID-19 Responses

The current Shelter-in-Place order remains in place at the time of writing this memo. County officials are discussing what re-opening to the public looks like, and dates for when that will occur. We continue our planning for the return of team members and customers to our building. We are taking into account the safety of our team members and our customers, while still providing value added services. This includes keeping common areas cleaned, and allowing for interactions while preserving social distancing. Additionally, we are looking at Board and Committee meetings with some public interaction on-site, again while respecting the safety of Trustees, participants and visitors.

After the last meeting, I visited the Sheriff's Command Center in Dublin. Commander Amaral and a Lieutenant showed me their precautions, and lessons learned on this visit and from discussions with other County officials and peers are being incorporated into the plan.

Pension Administration System Update

The project is continuing. We are refining our distance interactions with project tasks, and have been focusing on validating the design of the new system processes. Once the designs have been signed off on, LRS can begin programming those designs into the software. At this point, we haven't experienced any significant delays in the project.

Personnel Items and Budget

We are moving forward with filling certain vacancies within the organization, including Retirement Technicians, a Staff Development Specialist, and a Senior Investment Officer.

CLOSED SESSION

12.A. Government Code Section 54956.9(d)(1): Pending Litigation (2 matters):

**1. *Alameda County Deputy Sheriff's Association v. Alameda County Employees' Retirement Association*, California Supreme Court
Case No. S247095.**

2. Service Appeal of Marguerite Malloy, OAH No. 201909090358.

IF THERE ARE ANY MATERIALS TO BE DISTRIBUTED, FOR THE ABOVE-REFERENCED MATTERS, THEY WILL BE DISTRIBUTED UNDER SEPARATE COVER BY THE ACERA LEGAL DEPARTMENT.