



Alameda County Employees' Retirement Association
BOARD OF RETIREMENT

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

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

ACERA MISSION:

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

**Wednesday, February 3, 2021
10:30 a.m.**

ZOOM INSTRUCTIONS	COMMITTEE MEMBERS	
The public can view the Teleconference and comment via audio during the meeting. To join this Teleconference, please click on the link below. https://zoom.us/join Meeting ID: 871 6698 0947 Password: 563161 For help joining a Zoom meeting, see: https://support.zoom.us/hc/en-us/articles/201362193	LIZ KOPPENHAVER, CHAIR	ELECTED RETIRED
	HENRY LEVY, VICE CHAIR	TREASURER
	KEITH CARSON	APPOINTED
	ELIZABETH ROGERS	ELECTED GENERAL
	GEORGE WOOD	ELECTED GENERAL

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

The order of agenda items is subject to change without notice. Board and Committee agendas and minutes, and all documents distributed to the Board or a Committee in connection with a public meeting (unless exempt from disclosure), are available online at www.acera.org.

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

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

RETIREES COMMITTEE/BOARD MEETING

NOTICE and AGENDA, Page 2 of 3 – Wednesday, February 3, 2021

Call to Order: 10:30 a.m.

Roll Call:

Public Input (Time Limit: 4 minutes per speaker)

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

1. Annual Supplemental Cost of Living Adjustment (COLA)

Motion to adopt the annual Supplemental COLA Adjustment benefit for 2021 paid to eligible retirees.

- Jessica Huffman

Recommendation

Staff recommends that the Retirees Committee recommend to the Board of Retirement that it adopts the Supplemental Cost of Living Adjustment increase for Tier I members who retired on or before April 1, 1981, and Tier 2 members who retired on or before April 1, 2000, effective with the April 1, 2021 monthly retirement allowance. This annual supplemental benefit is non-vested and is funded by the Supplemental Retiree Benefit Reserve.

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

1. Annual Cost of Living Adjustment (COLA)

Report of ACERA's COLA for 2021.

- Jessica Huffman

2. 2021 Annual Retirees Committee Work Plan Review

Review of the proposed Retirees Committee Work Plan for 2021.

- Kathy Foster

3. Annual Health Care Planning Meeting with Retiree Representatives/Date Announcement

Staff will present plans for ACERA's annual health care planning meeting with retiree representatives, Benefits Consultants, and the County of Alameda.

- Kathy Foster

4. Report on 1099-R Processing

Report on status of issuance process for 2020 Form 1099-R, which ACERA uses to report income paid to retirees, beneficiaries and members receiving refunds or contribution adjustments.

- Jessica Huffman

RETIREES COMMITTEE/BOARD MEETING

NOTICE and AGENDA, Page 3 of 3 – Wednesday, February 3, 2021

5. Report on Open Enrollment Activity

Staff will provide a report on the Open Enrollment activity for Plan Year 2021.

- Ismael Piña

6. Miscellaneous Updates

Staff will update the Committee on any recent benefit issues affecting ACERA retirees.

- Ismael Piña

Trustee Remarks

Establishment of Next Meeting Date

April 7, 2021, at 10:30 a.m.

Adjournment

**EXECUTIVE DEPARTMENT
STATE OF CALIFORNIA**

EXECUTIVE ORDER N-29-20

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

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

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

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

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

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

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

IT IS HEREBY ORDERED THAT:

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

otherwise-applicable Medicaid time limits in emergency situations.

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

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

In particular, any otherwise-applicable requirements that

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

are hereby suspended.

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

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

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

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

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

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

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

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

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

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

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



GAVIN NEWSOM
Governor of California

ATTEST:


ALEX PADILLA
Secretary of State



MEMORANDUM TO THE RETIREES COMMITTEE

DATE: February 3, 2021

TO: Members of the Retirees Committee

FROM: Jessica Huffman, Benefits Manager 

SUBJECT: **Annual Supplemental Cost of Living Adjustment**

In 1998, by the Board of Retirement action, the Supplemental Cost of Living Adjustment (COLA) benefit was restructured to provide a benefit that maintained retiree purchasing power at no less than 85% of the member's original benefit. Therefore, those retirees who have an accumulated loss of purchasing power of 15% due to inflation are eligible to receive this benefit. There is an average of 591 retirees/payees receiving the Supplemental COLA. The cost of this benefit for 2020 was \$1,114,025.65.

Annually, the actuary reviews the accumulated carry-over in conjunction with the annual cost of living calculation. Based on the accumulated loss of purchasing power as of December 31, 2020, those Tier 1 members who retired on or before April 1, 1981, and those Tier 2 members who retired on or before April 1, 2000, will receive the Supplemental COLA increase effective with their April 1, 2021 monthly allowance. The supplemental COLA range did not change from last year.

This benefit is provided in accordance with Government Code Section 31618 and is paid out of the Supplemental Retiree Benefit Reserve.

For your information, attached is the updated Supplemental COLA matrix.

Recommendation

Staff recommends that the Retirees Committee recommend to the Board of Retirement that it adopts the Supplemental Cost of Living Adjustment increase for Tier 1 members who retired on or before April 1, 1981, and Tier 2 members who retired on or before April 1, 2000, effective with the April 1, 2021 monthly retirement allowance. This annual supplemental benefit is non-vested and is funded by the Supplemental Retiree Benefit Reserve.

Attachment

Supplemental Cost of Living Adjustment (COLA) Matrix

Below is a matrix showing the number of recipients receiving the Supplemental Cost of Living Adjustment (COLA) and the annual costs for this benefit over the last five-year period. Included in the matrix is the annual regular COLA increases provided to Tiers 1 and 3 and Tiers 2 and 4, if applicable. Any banked amounts are not included, or added to the COLA increase percentages.

Year	Supplemental COLA		Regular COLA Increase	
	No. of Recipients	Annual Cost	Tiers 1 & 3	Tiers 2 & 4
2021	N/A	N/A	2.0%	2.0%
2020	591	\$1.1 M	2.5%	2.0%
2019	538	\$1.2 M	3.0%	2.0%
2018	458	\$1.1 M	3.0%	2.0%
2017	328	\$1.2 M	3.0%	2.0%
2016	358	\$1.3 M	3.0%	2.0%

The median Supplemental COLA amount received in 2020 is \$68.79.



MEMORANDUM TO THE RETIREES COMMITTEE

DATE: February 3, 2021

TO: Members of the Retirees Committee

FROM: Jessica Huffman, Benefits Manager *JH*

SUBJECT: **Annual Cost of Living Adjustment for 2021**

Attached is a letter prepared by Segal Consulting, ACERA's actuary, providing the annual Consumer Price Index (CPI) change, and the resulting annual Cost of Living Adjustments (COLA) effective April 1, 2021, in accordance with Government Code Sections 31870 (Tiers 2 and 4, 2.0% maximum) and 31870.1 (Tiers 1 and 3, 3.0% maximum).

The CPI calculation results in a change of 2.00%. According to the above Government Code Sections, the percentage change should be rounded to the nearest one-half percent, which is 2.0%. Tiers 1 and 3 retirees/payees who retired on or before April 1, 2019 will receive a COLA increase of 3.0%, due to carry-over banked from prior years. Tiers 1 and 3 retirees/payees who retired on or after April 2, 2019 will receive a COLA increase of 2.0%. Tiers 2 and 4 retirees/payees will receive a COLA increase of 2.0%. COLA increases will be processed with the April 2021 monthly payroll.

Retirement Dates	Tiers	COLA Adjustment
On or before April 1, 2019	1 and 3	3.0%
On or after April 2, 2019	1 and 3	2.0%
On or before April 1, 2021	2 and 4	2.0%

This year, no amounts will be banked for any of the Tiers since the 2021 COLA does not exceed the 3.0% maximum for Tiers 1 and 3 retirees and the 2.0% maximum for Tiers 2 and 4 retirees.

Tier 3 retirees are employees who retired from Livermore Area Recreation and Parks District and fall under Government Code Section 31870.1. Tier 2 retirees consist of General Tier 2 employees, Safety Tier 2 employees, and Safety Tier 2 employees with a new benefit formula. Tier 4 retirees are employees who retired under the California Public Employees' Pension Reform Act of 2012 regulations (effective January 1, 2013).

Attachment



Eva Yum, FSA, MAAA, EA
Senior Actuary
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180 Howard Street
Suite 1100
San Francisco, CA 94105-6147
segalco.com

Via Email

January 20, 2021

Ms. Kathy Foster
Assistant Chief Executive Officer
Alameda County Employees' Retirement Association
475 14th Street, Suite 1000
Oakland, CA 94612-1900

Re: Alameda County Employees' Retirement Association (ACERA) Cost-of-Living Adjustments (COLA) as of April 1, 2021

Dear Kathy:

We have determined the cost-of-living adjustments for the Association in accordance with Sections 31870.1 and 31870, as provided in the enclosed exhibits.

The cost-of-living factor to be used by the Association on April 1, 2021 is determined by comparing the December CPI for the San Francisco-Oakland-Hayward Area (with 1982-84 as the base period) in each of the past two years. The ratio of the past two December indices, 302.948 in 2020 and 297.007 in 2019, is 1.0200. The County Law sections cited above indicate that the resulting percentage change of 2.00% should be rounded to the nearest one-half percent, which is 2.0%.

Please note the above cost-of-living adjustments calculated using established procedures for ACERA may result in adjustments different from those calculated using alternative procedures by other systems.

The actual cost-of-living adjustment is dependent on tier and date of retirement. The CPI adjustment to be applied on April 1, 2021 is provided in Column (4) of the enclosed exhibits. The COLA banks before and after the SRBR supplemental COLA are provided in Columns (5) and (6), respectively.

Please give us a call if you have any questions.

Sincerely,

A handwritten signature in black ink that reads "Eva Yum".

Eva Yum, FSA, MAAA, EA
Senior Actuary

OH/bbf
Enclosures

cc: Margo Allen

Alameda County Employees' Retirement Association
 Cost-Of-Living Adjustment
 As of April 1, 2021

Retirement Date	(1) April 1, 2020 Accumulated Carry-over	(2) CPI Change*	(3) CPI Rounded**	(4) CPI Used***	(5) April 1, 2021 Accumulated Carry-over****	(6) Effective April 1, 2021 Accumulated Carry-over***** W/ Supp. COLA
Tiers 1 & 3						
Section 31870.1						
Maximum Annual COLA	3.0%					
On or Before 7/1/1967	72.0%	2.00%	2.0%	3.0%	71.0%	15.0%
07/01/1967 to 06/30/1968	71.5%	2.00%	2.0%	3.0%	70.5%	15.0%
07/01/1968 to 04/01/1969	70.5%	2.00%	2.0%	3.0%	69.5%	15.0%
04/02/1969 to 04/01/1970	68.0%	2.00%	2.0%	3.0%	67.0%	15.0%
04/02/1970 to 04/01/1971	65.5%	2.00%	2.0%	3.0%	64.5%	15.0%
04/02/1971 to 04/01/1972	63.5%	2.00%	2.0%	3.0%	62.5%	15.0%
04/02/1972 to 04/01/1973	62.5%	2.00%	2.0%	3.0%	61.5%	15.0%
04/02/1973 to 04/01/1974	62.0%	2.00%	2.0%	3.0%	61.0%	15.0%
04/02/1974 to 04/01/1975	59.0%	2.00%	2.0%	3.0%	58.0%	15.0%
04/02/1975 to 04/01/1976	52.0%	2.00%	2.0%	3.0%	51.0%	15.0%
04/02/1976 to 04/01/1977	45.0%	2.00%	2.0%	3.0%	44.0%	15.0%
04/02/1977 to 04/01/1978	42.5%	2.00%	2.0%	3.0%	41.5%	15.0%
04/02/1978 to 04/01/1979	38.0%	2.00%	2.0%	3.0%	37.0%	15.0%
04/02/1979 to 04/01/1980	31.5%	2.00%	2.0%	3.0%	30.5%	15.0%
04/02/1980 to 04/01/1981	26.0%	2.00%	2.0%	3.0%	25.0%	15.0%
04/02/1981 to 04/01/1982	14.0%	2.00%	2.0%	3.0%	13.0%	13.0%
04/02/1982 to 04/01/1983	4.0%	2.00%	2.0%	3.0%	3.0%	3.0%
04/02/1983 to 04/01/2017	1.5%	2.00%	2.0%	3.0%	0.5%	0.5%
04/02/2017 to 04/01/2018	1.0%	2.00%	2.0%	3.0%	0.0%	0.0%
04/02/2018 to 04/01/2019	1.0%	2.00%	2.0%	3.0%	0.0%	0.0%
04/02/2019 to 04/01/2020	0.0%	2.00%	2.0%	2.0%	0.0%	0.0%
04/02/2020 to 04/01/2021		2.00%	2.0%	2.0%	0.0%	0.0%

* Based on ratio of December 2020 CPI to December 2019 CPI for the San Francisco - Oakland - Hayward Area.
 ** Based on CPI change rounded to nearest one-half percent.
 *** These are the cost-of-living adjustment factors to be applied on April 1, 2021.
 **** These are the carry-over of the cost-of-living adjustments that have not been used on April 1, 2021.
 ***** Assuming that the supplemental COLA providing 85% purchasing power is continued by the Board in 2021.

Alameda County Employees' Retirement Association
 Cost-Of-Living Adjustment
 As of April 1, 2021

Retirement Date	(1) April 1, 2020 Accumulated Carry-over	(2) CPI Change*	(3) CPI Rounded**	(4) CPI Used***	(5) April 1, 2021 Accumulated Carry-over****	(6) Effective April 1, 2021 Accumulated Carry-over***** W/ Supp. COLA
Tiers 2, 2C, 2D, & 4						
Section 31870						
Maximum Annual COLA	2.0%					
<hr/>						
On or Before 4/1/1985	37.5%	2.00%	2.0%	2.0%	37.5%	15.0%
04/02/1985 to 04/01/1986	34.0%	2.00%	2.0%	2.0%	34.0%	15.0%
04/02/1986 to 04/01/1987	32.0%	2.00%	2.0%	2.0%	32.0%	15.0%
04/02/1987 to 04/01/1988	31.0%	2.00%	2.0%	2.0%	31.0%	15.0%
04/02/1988 to 04/01/1989	29.5%	2.00%	2.0%	2.0%	29.5%	15.0%
04/02/1989 to 04/01/1990	27.0%	2.00%	2.0%	2.0%	27.0%	15.0%
04/02/1990 to 04/01/1991	25.0%	2.00%	2.0%	2.0%	25.0%	15.0%
04/02/1991 to 04/01/1992	21.0%	2.00%	2.0%	2.0%	21.0%	15.0%
04/02/1992 to 04/01/1993	19.5%	2.00%	2.0%	2.0%	19.5%	15.0%
04/02/1993 to 04/01/1997	19.0%	2.00%	2.0%	2.0%	19.0%	15.0%
04/02/1997 to 04/01/1998	18.5%	2.00%	2.0%	2.0%	18.5%	15.0%
04/02/1998 to 04/01/1999	16.5%	2.00%	2.0%	2.0%	16.5%	15.0%
04/02/1999 to 04/01/2000	15.5%	2.00%	2.0%	2.0%	15.5%	15.0%
04/02/2000 to 04/01/2001	13.5%	2.00%	2.0%	2.0%	13.5%	13.5%
04/02/2001 to 04/01/2007	10.0%	2.00%	2.0%	2.0%	10.0%	10.0%
04/02/2007 to 04/01/2012	8.5%	2.00%	2.0%	2.0%	8.5%	8.5%
04/02/2012 to 04/01/2014	7.5%	2.00%	2.0%	2.0%	7.5%	7.5%
04/02/2014 to 04/01/2015	7.0%	2.00%	2.0%	2.0%	7.0%	7.0%
04/02/2015 to 04/01/2016	6.5%	2.00%	2.0%	2.0%	6.5%	6.5%
04/02/2016 to 04/01/2017	5.5%	2.00%	2.0%	2.0%	5.5%	5.5%
04/02/2017 to 04/01/2018	4.0%	2.00%	2.0%	2.0%	4.0%	4.0%
04/02/2018 to 04/01/2019	3.0%	2.00%	2.0%	2.0%	3.0%	3.0%
04/02/2019 to 04/01/2020	0.5%	2.00%	2.0%	2.0%	0.5%	0.5%
04/02/2020 to 04/01/2021	0.0%	2.00%	2.0%	2.0%	0.0%	0.0%


* Based on ratio of December 2020 CPI to December 2019 CPI for the San Francisco - Oakland - Hayward Area.
 ** Based on CPI change rounded to nearest one-half percent.
 *** These are the cost-of-living adjustment factors to be applied on April 1, 2021.
 **** These are the carry-over of the cost-of-living adjustments that have not been used on April 1, 2021.
 ***** Assuming that the supplemental COLA providing 85% purchasing power is continued by the Board in 2021.



MEMORANDUM TO THE RETIREES COMMITTEE

DATE: February 3, 2021

TO: Members of the Retirees Committee

FROM: Kathy Foster, Assistant Chief Executive Officer 

SUBJECT: **Retirees Committee Work Plan Review**

Attached for review and discussion is the proposed 2021 Retirees Committee Work Plan. There are no major changes from last year's Work Plan.

Attachment



Proposed 2021 Retirees Committee Work Plan

Action Items

Information Items

	Action Items	Information Items
February	<ul style="list-style-type: none"> • Annual Supplemental Cost of Living Adjustment (COLA) 	<ul style="list-style-type: none"> • Annual COLA Adjustment • 2021 Annual Retirees Committee Work Plan Review • Annual Health Care Planning Meeting with Retiree Representatives/Date Announcement • Report on 1099-R Processing • Report on Open Enrollment Activity • Miscellaneous Updates
April		<ul style="list-style-type: none"> • SRBR Financial Status • Via Benefits 2020 Year End Review • Semi-Annual Report on ACERA’s Wellness Program • Miscellaneous Updates
June	<ul style="list-style-type: none"> • Approval of Payment for Implicit Subsidy Cost for 2020 • Possible Declaration of Intent to Fund Implicit Subsidy Program for 2022 	<ul style="list-style-type: none"> • Presentation and Report on Health Care Inflation/Trends • Preliminary Report on Projected Benefit Costs Funded through SRBR • Discussion of Monthly Medical Allowance for 2022 • 2022 Medical Plans Update/Renewal Requests of ACERA/County • Report on Annual Health Care Planning Meeting with Retiree Groups • Report on HRA Balances and Reimbursements • Plans for Open Enrollment and Retiree Health and Wellness Fair • Miscellaneous Updates
July	<ul style="list-style-type: none"> • Adoption of 2022 Monthly Medical Allowance for Group Plans • Adoption of 2022 Monthly Medical Allowance for Early Retiree Individual Plans • Adoption of 2022 Monthly Medical Allowance for Medicare Eligible Retiree Individual Plans 	<ul style="list-style-type: none"> • Report on Dental and Vision Plans Experience and Utilization • Miscellaneous Updates
August	<ul style="list-style-type: none"> • Adoption of Dental Plan Contributions for 2022 • Adoption of Vision Plan Contributions for 2022 	<ul style="list-style-type: none"> • Review of Dental and Vision Plans Premiums for 2022 • Miscellaneous Updates



Proposed 2021 Retirees Committee Work Plan

Action Items		Information Items
October	<ul style="list-style-type: none"> • Presentation and Acceptance of SRBR Funding Report/Valuation • SRBR Policy Update 	<ul style="list-style-type: none"> • SRBR Financial Status • Final Report on Open Enrollment Preparation and Communications Material, and Retiree Health and Wellness Fair Arrangements • Miscellaneous Updates <ul style="list-style-type: none"> ○ Report on Medicare Part D Certificates of Creditable Coverage and Updates for 2022 ○ Via Benefits Balance Reminder Statement
December	<ul style="list-style-type: none"> • Adoption of Medicare Part B Reimbursement Plan Benefit for 2022 • Adoption of Updates to Appendix A of 401(h) Account Resolutions 	<ul style="list-style-type: none"> • Annual Retired Member (Lump Sum) Death Benefit Report • Semi Annual Report on ACERA’s Wellness Program • Retiree Health and Wellness Fair Results and Open Enrollment Activity • Miscellaneous Updates

Notes: 1) This work plan is subject to change without prior notice. Periodic rearrangements of agenda items will be made to the work plan to provide a reasonable length of time for each meeting.
 2) Meeting date is assumed to be the first Wednesday of the month.

The following items to be presented at the Board of Retirement meeting:

- May – action item to approve the 401(h) Account Resolution Request to ACERA Participating Employers
- September – information item regarding ACERA-Sponsored Medical Plans & Premiums for Plan Year 2021



MEMORANDUM TO THE RETIREES COMMITTEE

DATE: February 3, 2021

TO: Members of the Retirees Committee

FROM: Kathy Foster, Assistant Chief Executive Officer 

SUBJECT: **Annual Health Care Planning Meeting with Retiree Representatives /
Date Announcement**

ACERA Staff hosts an annual Health Care Planning meeting with Trustees, ACRE and REAC Board Members, our Benefits Consultant, and the County Benefits Management team. Last year this meeting was cancelled due to concerns related to the spread of the COVID-19 coronavirus.

The Health Care Planning meeting is designed to discuss global issues, affecting multiple members, who are enrolled in a medical, dental and vision plans offered through ACERA or Via Benefits™ (Willis Towers Watson). The Health Care Planning meeting is a precursor to the annual renewal letters Staff sends to the County of Alameda as well as ACERA's dental and vision carriers for the next plan year. Concerns raised by the retirement associations are often included into these renewal letters.

This venue allows for discussion of ACERA's health care communication pieces and events. It is also designed to review areas where possible improvements can be made to save resources and enhance efficiency regarding health care.


The meeting this year will be held virtually, and has been tentatively set for April 7th, immediately following the Retirees Committee meeting. Agenda items will be requested during the March ACRE and REAC Board meetings where Staff will be in attendance.



MEMORANDUM TO THE RETIREES COMMITTEE

DATE: February 3, 2021

TO: Members of the Retirees Committee

FROM: Jessica Huffman, Retirement Benefits Manager 

SUBJECT: **Issuance of 2020 1099-R Forms**

The 1099-R form is provided to all ACERA payees in January of each year. The 1099-R form is used by ACERA to report pension and annuity distributions paid to retirees, beneficiaries, and terminated members receiving refunds. For tax year 2020, there were no changes to the 1099-R reporting form that affected ACERA.

Since October 2020, ACERA staff worked on the accuracy and clean-up of the reporting data, as well as conducting PensionGold incremental testing. The final test run took place on January 6th.

The printing of the 1099-R forms began the week of January 11th. All forms were mailed the week of January 18th, which was prior to the IRS issuance deadline of January 31st. A total of 11,426 1099-Rs were processed with no issues to report.

On January 1st, ACERA placed updates on the website as well as sending e-mail blasts to retirees, notifying them that their 1099-R would be mailed by January 31st. Retirees were also able to access their 1099-R form through ACERA Web Member Services as of January 18th.



MEMORANDUM TO THE RETIREES COMMITTEE

DATE: February 3, 2021
TO: Members of the Retirees Committee
FROM: Ismael Piña, Assistant Benefits Manager
SUBJECT: **Open Enrollment Activity**

A handwritten signature in black ink, appearing to read 'Ismael Piña'.

This is to provide an update on the results of the Plan Year 2021 Open Enrollment activity for ACERA and Via Benefits.

ACERA Open Enrollment Changes

- 168 Enrollment Forms have been received consisting of:
 - 27 Medical
 - 71 Dental
 - 70 Vision
 - 8 members newly enrolled
 - 34 members switched VSP coverage
 - 28 added or dropped dependents

- Confirmation of change letter mailings were completed on January 6, 2021

Via Benefits Open Enrollment Changes

For Plan Year 2021, ACERA's Post-65 Medicare population mostly made changes to their prescription drug plans. Overall, the changes consisted of:

- 118 Prescription Drug Plan to Prescription Drug Plan
- 1 Medicare Advantage to Medicare Supplement
- 2 Medicare Supplement to Medicare Advantage
- 18 Medicare Advantage to Medicare Advantage
- 9 Medicare Supplement to Medicare Supplement

As expected, the majority of changes for ACERA retirees continues to be in the Prescription Drug Plan coverage. Via Benefits representatives were able to assist our members work through the various Plan Providers by utilizing their Prescription Profiler Database allowing members to compare Plans, and make a selection that best suits their coverage needs. Via Benefits representatives handled over 974 phones calls from ACERA retirees.



MEMORANDUM TO THE RETIREES COMMITTEE

DATE: February 3, 2021

TO: Members of the Retirees Committee

FROM: Ismael Piña, Assistant Benefits Manager

A handwritten signature in black ink, appearing to read 'Ismael Piña'.

SUBJECT: **Miscellaneous Updates**

This memo is to provide the Retirees Committee information on various monthly topics, which impact both retirees and ACERA Staff. This month's report provides information regarding the COVID-19 vaccine distribution. Segal, ACERA's Benefits Consultant, will review the attached information.

Attachment

Memorandum

To: Kathy Foster
From: Stephen Murphy
Date: January 20, 2021
Re: COVID-19 Vaccine Distribution

On January 13, 2021, the California Department of Public Health announced revisions to the COVID-19 vaccination allocation plan to accelerate the administration of vaccines. The amended allocation guidelines¹ will continue to prioritize vaccinating health care personnel (including vaccinators) and long-term care residents, and has added all people over age 65. The vaccination of persons 65 years or older is based on vaccine availability and the following priorities:

- **Age**, with persons 75 years or older prioritized due to increased risk of mortality and other severe disease
- **Occupational Risk Exposure**, individuals working in sectors in Phase 1b, Tier 1 with high occupational exposure
- **Residence in vulnerable communities**, as determined by the California Healthy Places Index or comparable local health department knowledge, to address equity and communities disproportionately affected by the pandemic.

Health departments and providers may offer doses promptly to people in lower priority groups when:

- Demand subsides in the current groups or
- Doses are about to expire according to labeling instructions or
- Doses that have been thawed and would otherwise go to waste.

California is also preparing to launch a system that will enable individuals to know if they are eligible to receive a vaccine, and if not yet eligible, to register for a notification via email or text when they are eligible. A second phase of that system will help counties, cities and others run mass vaccination events. This will include a way for eligible members of the public to schedule their vaccination appointments at those events. Community vaccination events are only one way

¹ Revision of Allocation Guidelines for COVID-19 Vaccine, California Department of Public Health, January 13, 2021
<https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/Revision-of-Allocation-Guidelines-for-COVID-19-Vaccine.aspx>

for eligible Californians to receive their vaccines. When available, the public can also go to their doctor or pharmacy to receive the vaccine (e.g., CVS, Rite Aid, Safeway, and Walgreens).²

Kaiser Permanente (KP) has indicated that based on the current pace of vaccine deliveries, it will take several months to provide the two doses needed for the 65-and-older population³. To manage expectations KP has instituted the following steps:

- Adding a call-center option to allow eligible members to self-schedule a vaccination appointment, based on vaccine supplies.
- Reaching out to vaccination-eligible members with more information on what to expect, and will update the kp.org/covidvaccine website as new information becomes available.
- Working with the state and counties to create mass vaccine locations and reach those most vulnerable in our communities.

Other ACERA affiliated health insurers associated with Alameda County or the Via Benefits Exchange, which do not directly manage medical facilities, will reimburse the cost of COVID-19 vaccines received at physician offices, retail pharmacies, and mass distribution centers.

Because vaccine distribution recommendations are subject to change and further revisions, members are encouraged to monitor their health insurer's website for updates. Links to health insurer websites with a majority of ACERA membership are provided below for your reference.

- Kaiser Permanente <https://mydoctor.kaiserpermanente.org/covid-19/home>
- UnitedHealthcare (UHC) <https://www.uhc.com/health-and-wellness/health-topics/covid-19>
- AARP (UHC) <https://www.uhc.com/health-and-wellness/health-topics/covid-19>
- AmeriGroup <https://www.amerigroup.com/amerigroup/coronavirus-medicare.html>
- Anthem Blue Cross <https://www.anthem.com/ca/coronavirus/>
- Blue Cross Blue Shield of Illinois <https://www.bcbsil.com/covid-19>
- Blue Shield of California <https://www.blueshieldca.com/coronavirus>

cc: Jessica Huffman, ACERA
Ismael Piña, ACERA
Eva Hardy, ACERA
Paul Sadro, Segal
Michael Szeto, Segal
Tracy Jensen, Segal
Amanda Swanson, Segal

² Tool to notify people of vaccine eligibility to launch next week. Sierra Sun, January 15, 2021.
<https://www.sierrasun.com/news/health-wellness/tool-to-notify-people-of-vaccine-eligibility-to-launch-next-week/>

³ Kaiser apologizes for long phone wait times amid huge vaccine demand, San Francisco Chronicle, January 16, 2021,
<https://www.sfchronicle.com/bayarea/article/Kaiser-apologizes-for-long-phone-wait-times-amid-15876229.php>