



Alameda County Employees' Retirement Association  
BOARD OF RETIREMENT

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

**ACERA MISSION:**

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

**Wednesday, August 7, 2024  
9:30 a.m.**

<b>LOCATION AND TELECONFERENCE</b>	<b>COMMITTEE MEMBERS</b>	
<p>ACERA C.G. "BUD" QUIST BOARD ROOM 475 14<sup>TH</sup> STREET, 10<sup>TH</sup> FLOOR OAKLAND, CALIFORNIA 94612-1900 MAIN LINE: 510.628.3000 FAX: 510.268.9574</p> <p>The public can observe the meeting and offer public comment by using the below Webinar ID and Passcode after clicking on the below link or calling the below call-in number.</p> <p>Link: <a href="https://zoom.us/join">https://zoom.us/join</a> Call-In: 1 (669) 900-6833 US Webinar ID: 879 6337 8479 Passcode: 699406 For help joining a Zoom meeting, see: <a href="https://support.zoom.us/hc/en-us/articles/201362193">https://support.zoom.us/hc/en-us/articles/201362193</a></p>	ELIZABETH ROGERS, CHAIR	ELECTED RETIRED
	KELLIE SIMON, VICE CHAIR	ELECTED GENERAL
	KEITH CARSON	APPOINTED
	ROSS CLIPPINGER	ELECTED SAFETY
	HENRY LEVY	TREASURER

The Alternate Retired Member votes in the absence of the Elected Retired Member, or, if the Elected Retired Member is present, then votes if both Elected General members, or the Safety Member and an Elected General member, are absent.

The Alternate Safety Member votes in the absence of the Elected Safety Member, either of the two Elected General Members, or both the Retired and Alternate Retired members.

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.

*Note regarding accommodations:* If you require a reasonable modification or accommodation for a disability, please contact ACERA between 9:00 a.m. and 5:00 p.m. at least 72 hours before the meeting at [accommodation@acera.org](mailto:accommodation@acera.org) or at 510-628-3000.

Public comments are limited to four (4) minutes per person in total. The order of items on the agenda is subject to change without notice. Board and Committee agendas and minutes and all documents distributed to the Board or a Committee in connection with a public meeting (unless exempt from disclosure) are posted online at [www.acera.org](http://www.acera.org) and also may be inspected at 475 14<sup>th</sup> Street, 10<sup>th</sup> Floor, Oakland, CA 94612-1900.

# ***RETIREES COMMITTEE/BOARD MEETING***

**NOTICE and AGENDA, Page 2 of 3 – Wednesday, August 7, 2024**

**Call to Order:** 9:30 a.m.

**Roll Call**

**Public Input (Time Limit: 4 minutes per speaker)**

## **Action Items: Matters for discussion and possible motion by the Committee**

### **1. Adoption of Dental Plan Contributions for 2025**

Discussion and possible motion to recommend that the Board of Retirement continue dental plan contributions for Plan Year 2025. ACERA currently provides a contribution to cover the single retiree premium for retirees with ten or more years of ACERA service, service connected disability recipients, or grandfathered as of January 31, 2014 non-service connected disability recipients.

- Carlos Barrios

#### **Recommendation**

Staff recommends that the Retirees Committee recommend to the Board of Retirement a motion to continue the dental plan contributions for Plan Year 2025, which provides a monthly subsidy equal to the single-party dental plan coverage premium of \$51.05 for the PPO plan and \$22.18 for the DeltaCare USA plan for retirees who are receiving ACERA allowances with ten or more years of ACERA service, are service connected disability retirees, or are non-service connected disability retirees as of January 31, 2014. This is a non-vested benefit funded by contributions from the ACERA employers to the 401(h) account. After contributions are made in accordance with the County Employees Retirement Law, ACERA treats an equal amount of Supplemental Retiree Benefit Reserve assets as employer contributions for pensions.

### **2. Adoption of Vision Plan Contributions for 2025**

Discussion and possible motion to recommend that the Board of Retirement continue vision plan contributions for Plan Year 2025. ACERA currently provides a contribution to cover the single retiree premium for retirees with ten or more years of ACERA service, service connected disability recipients, or grandfathered as of January 31, 2014 non-service connected disability recipients.

- Carlos Barrios

#### **Recommendation**

Staff recommends that the Retirees Committee recommend to the Board of Retirement a motion to continue the vision plan contributions for Plan Year 2025, which provides a monthly subsidy equal to the single-party vision plan coverage premium of \$4.63 for retirees who are receiving ACERA allowances with ten or more years of ACERA service, are service connected disability retirees, or are non-service connected disability retirees as of January 31, 2014. This is a non-vested benefit funded by contributions from the ACERA employers to the 401(h) account.

# ***RETIREES COMMITTEE/BOARD MEETING***

**NOTICE and AGENDA, Page 3 of 3 – Wednesday, August 7, 2024**

After contributions are made in accordance with the County Employees Retirement Law, ACERA treats an equal amount of Supplemental Retiree Benefit Reserve assets as employer contributions for pensions.

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

## **1. Report on Dental and Vision Plans Renewal Information for 2025**

Segal, ACERA's Benefits Consultant, will report on Dental and Vision Plans premiums for Plan Year 2025 renewals.

- Carlos Barrios
- Steve Murphy, Segal
- Michael Szeto, Segal

## **2. Semi-Annual Report on ACERA's Wellness Program**

Staff will provide the semi-annual report on ACERA's Wellness Program.

- Mike Fara
- Jessica Huffman

## **Trustee Remarks**

## **Future Discussion Items**

## **Establishment of Next Meeting Date**

September 19, 2024, at 1:00 p.m.

## **Adjournment**



MEMORANDUM TO THE RETIREES COMMITTEE

DATE: August 7, 2024
TO: Members of the Retirees Committee
FROM: Carlos Barrios, Assistant Chief Executive Officer
SUBJECT: Adoption of Dental Plan Contributions for 2025

Currently, there are two dental plan options available for retiree enrollment: Delta Dental PPO and DeltaCare USA. The dental contracts are managed by ACERA; and therefore, are separate from the County of Alameda. In order to keep premium amounts at a minimal cost, dental plan enrollment is mandatory for retirees with ten or more years of ACERA service credit, retirees receiving a service connected disability, or retirees receiving a non-service connected disability effective January 31, 2014. A contribution is provided to cover the single retiree premium for this group. Contracts are reviewed by Staff and ACERA's Benefits Consultant, Segal, as contract terms end or rates need to be negotiated. Presentations are made annually to the Retirees Committee for review and possible recommendation for approval by the Board of Retirement. Retirees with less than 10 years of service may enroll themselves and their dependents as long as the premium cost can be deducted from their monthly retirement allowance.

Segal will review the attached presentation and discuss renewal information and premiums.

Provided below are the current 2024 and 2025 rates for the Delta Dental PPO and DeltaCare USA plans based on the current contract, and the 2025 premiums without any coverage changes. Since Delta Dental provided a two-year premium rate guarantee, there are no changes for the Delta Dental PPO or DeltaCare USA premiums. The rates are in the final year of a two-year rate guarantee from February 1, 2024 through January 31, 2026.

2024 and 2025 PREMIUMS

February 1, 2024 through January 31, 2026:

Table with 2 main columns: Delta Dental (PPO) and DeltaCare USA. Each column has a 'Single' sub-column with 'Less than Ten Years' and 'Ten or More Years' categories. Contract Rates and Billed Rates are listed for each category.

Based on the June 24, 2024 enrollment numbers (9,118), the annual cost to provide the subsidized dental benefit for retirees enrolled in the PPO plan (8,810) is approximately \$5,397,006. The annual cost to provide the subsidized dental benefit for retirees enrolled in the DeltaCare USA plan (308) is approximately \$81,977 resulting in a total cost for both plans, of approximately \$5,478,983.

Recommendation

Staff recommends that the Retirees Committee recommend to the Board of Retirement a motion to continue the dental plan contributions for Plan Year 2025, which provides a monthly subsidy equal to the single-party dental plan coverage premium of \$51.05 for the PPO plan and \$22.18 for the DeltaCare USA plan for retirees who are receiving ACERA allowances with ten or more years of ACERA service, are service connected disability retirees, or are non-service connected disability retirees as of January 31, 2014. This is a non-vested benefit funded by contributions from the ACERA employers to the 401(h) account. After contributions are made in accordance with the County Employees Retirement Law, ACERA treats an equal amount of Supplemental Retiree Benefit Reserve assets as employer contributions for pensions.

Attachment



Alameda County Employees'  
Retirement Association (ACERA)

# Delta Dental Renewal Effective February 1, 2025

**ACERA Retirees Committee Meeting**

Presented on: August 7, 2024

Presented by: Stephen Murphy and Michael Szeto

# | Agenda

**Premium Stabilization Reserve**

**DPPO Funding Arrangement**

**Renewal Monthly Premiums**

**Annualized 2025 Premiums**

This document was prepared as part of a presentation made to ACERA on August 7, 2024 and is not complete without the remainder of presentation. Except as may be required by law, this document should not be shared, copied or quoted, in whole or in part, without the consent of Segal

# Premium Stabilization Reserve

- ACERA's Premium Stabilization Reserve (PSR) increased slightly by approximately \$10,000 from \$2.64M to \$2.65M for the plan year ending January 31, 2024.
- As of May 31, 2024, the PSR increased to \$2.73M due to reduction in incurred claims.



# DPPO Funding Arrangement

## Subscriber Only Premium (10+ Years of Service)

## Renewal Monthly Premium 2/1/2025-1/31/2026

Contract Rate

\$54.22

Subsidy from Premium Stabilization  
Reserve

(\$3.17)

**Billed Rate**

**\$51.05**

- Premium Stabilization Reserves (PSR) are designed to minimize fluctuation in renewal premiums when plan experience is higher than projected claims
- Subsidy from the PSR is applied towards premiums for Retirees with 10+ Years of Service
- ACERA contributes towards the Subscriber Only Premium for the DPPO and DHMO plans for Retirees with 10+ Years of Service

# Renewal Monthly Premiums DPPO and DHMO Plans

Dental PPO Rates	Subscriber Enrollment <sup>(1)</sup>	Current 2/1/2024-1/31/2025	Renewal <sup>(2)</sup> 2/1/2025-1/31/2026	% Change from Current
<b>&lt;10 Years of Service - Unsubsidized</b>				
Subscriber Only	245	\$74.60	\$74.60	0.0%
Subscriber + 1	127	\$121.82	\$121.82	0.0%
Subscriber and 1 or more dependents	5	\$195.94	\$195.94	0.0%
<b>10+ Years of Service – Subsidized</b>				
<b>Contract Rates</b>				
Subscriber Only	5,876	\$54.22	\$54.22	0.0%
Subscriber + 1	2,656	\$102.19	\$102.19	0.0%
Subscriber and 1 or more dependents	278	\$177.60	\$177.60	0.0%
<b>Billed Rates <sup>(3), (4)</sup></b>				
Subscriber Only	5,876	\$51.05	\$51.05	0.0%
Subscriber + 1	2,656	\$99.02	\$99.02	0.0%
Subscriber and 1 or more dependents	278	\$174.43	\$174.43	0.0%

DHMO Rates	Subscriber Enrollment <sup>(1)</sup>	Current 2/1/2024-1/31/2025	Renewal <sup>(2)</sup> 2/1/2025-1/31/2026	% Change from Current
<b>&lt;10 Years of Service</b>				
Subscriber Only	14	\$31.05	\$31.05	0.0%
Subscriber + 1	4	\$45.51	\$45.51	0.0%
Subscriber and 1 or more dependents	0	\$63.00	\$63.00	0.0%
<b>10+ Years of Service</b>				
<b>Contact Rates <sup>(3)</sup></b>				
Subscriber Only	217	\$22.18	\$22.18	0.0%
Subscriber + 1	72	\$36.64	\$36.64	0.0%
Subscriber and 1 or more dependents	19	\$54.13	\$54.13	0.0%

(1) Subscriber enrollment was provided by ACERA for the month of June 2024.

(2) Rates are in the final year of a 2-year rate guarantee from February 1, 2024 through January 31, 2026.

(3) ACERA contributes towards the Subscriber Only premium for the DPPO and DHMO plans for Retirees with 10+ Years of Service.

(4) Premiums for all coverage tiers receive a monthly subsidy of \$3.17, from the Premium Stabilization Reserve.

# Annualized 2025 Premiums DPPO and DHMO Plans

DPPO Plan	Current 2/1/2024-1/31/2025	Renewal <sup>(1)</sup> 2/1/2025-1/31/2026	% Change from Current
<b>&lt;10 Years of Service – Unsubsidized</b>			
Retiree Contribution	\$417,000	\$417,000	0.0%
ACERA Contribution <sup>(2)</sup>	\$0	\$0	N/A
<b>Total Annualized Premium</b>	<b>\$417,000</b>	<b>\$417,000</b>	<b>0.0%</b>
<b>10+ Years of Service - Subsidized</b>			
Retiree Contribution	\$1,941,000	\$1,941,000	0.0%
ACERA Contribution <sup>(2)</sup>	\$5,397,000	\$5,397,000	0.0%
<b>Total Annualized Premium</b>	<b>\$7,338,000</b>	<b>\$7,338,000</b>	<b>0.0%</b>
<b>All Retirees</b>			
Retiree Contribution	\$2,358,000	\$2,358,000	0.0%
ACERA Contribution <sup>(2)</sup>	\$5,397,000	\$5,397,000	0.0%
<b>Total Annualized Premium</b>	<b>\$7,755,000</b>	<b>\$7,755,000</b>	<b>0.0%</b>

DHMO Plan	Current 2/1/2024-1/31/2025	Renewal <sup>(1)</sup> 2/1/2025-1/31/2026	% Change from Current
<b>&lt;10 Years of Service – Unsubsidized</b>			
Retiree Contribution	\$7,000	\$7,000	0.0%
ACERA Contribution <sup>(2)</sup>	\$0	\$0	N/A
<b>Total Annualized Premium</b>	<b>\$7,000</b>	<b>\$7,000</b>	<b>0.0%</b>
<b>10+ Years of Service - Subsidized</b>			
Retiree Contribution	\$20,000	\$20,000	0.0%
ACERA Contribution <sup>(2)</sup>	\$82,000	\$82,000	0.0%
<b>Total Annualized Premium</b>	<b>\$102,000</b>	<b>\$102,000</b>	<b>0.0%</b>
<b>All Retirees</b>			
Retiree Contribution	\$27,000	\$27,000	0.0%
ACERA Contribution <sup>(2)</sup>	\$82,000	\$82,000	0.0%
<b>Total Annualized Premium</b>	<b>\$109,000</b>	<b>\$109,000</b>	<b>0.0%</b>

<sup>(1)</sup> Rates are in the final year of a 2-year rate guarantee from February 1, 2024 through January 31, 2026.

<sup>(2)</sup> ACERA contributes towards the Subscriber Only premium for the DPPO and DHMO plans for Retirees with 10+ Years of Service.

*The projections in this report are estimates of future costs and are based on unaudited information available to Segal Consulting at the time the projections were made. Projections are not a guarantee of future results. Actual experience may differ due to, but not limited to, such variables as changes in the regulatory environment, local market pressure, changes in group demographics, overall inflation rates and claims volatility. The accuracy and reliability of health projections decrease as the projection period increases.*

# Annualized 2025 Premiums DPPO and DHMO Plans (Combined)

DPPO & DHMO Plans	Current 2/1/2024-1/31/2025	Renewal <sup>(1)</sup> 2/1/2025-1/31/2026	% Change from Current
<b>&lt;10 Years of Service - Unsubsidized</b>			
Retiree Contribution	\$424,000	\$424,000	0.0%
ACERA Contribution <sup>(2)</sup>	\$0	\$0	N/A
<b>Total Annualized Premium</b>	<b>\$424,000</b>	<b>\$424,000</b>	<b>0.0%</b>
<b>10+ Years of Service - Subsidized</b>			
Retiree Contribution	\$1,961,000	\$1,961,000	0.0%
ACERA Contribution <sup>(2)</sup>	\$5,479,000	\$5,479,000	0.0%
<b>Total Annualized Premium</b>	<b>\$7,440,000</b>	<b>\$7,440,000</b>	<b>0.0%</b>
<b>All Retirees</b>			
Retiree Contribution	\$2,385,000	\$2,385,000	0.0%
ACERA Contribution <sup>(2)</sup>	\$5,479,000	\$5,479,000	0.0%
<b>Total Annualized Premium</b>	<b>\$7,864,000</b>	<b>\$7,864,000</b>	<b>0.0%</b>

(1) Rates are in the final year of a 2-year rate guarantee from February 1, 2024 through January 31, 2026.

(2) ACERA contributes towards the Subscriber Only premium for the DPPO and DHMO plans for Retirees with 10+ Years of Service.

*The projections in this report are estimates of future costs and are based on unaudited information available to Segal Consulting at the time the projections were made. Projections are not a guarantee of future results. Actual experience may differ due to, but not limited to, such variables as changes in the regulatory environment, local market pressure, changes in group demographics, overall inflation rates and claims volatility. The accuracy and reliability of health projections decrease as the projection period increases.*



MEMORANDUM TO THE RETIREES COMMITTEE

DATE: August 7, 2024
TO: Members of the Retirees Committee
FROM: Carlos Barrios, Assistant Chief Executive Officer
SUBJECT: Adoption of Vision Plan Contributions for 2025

ACERA currently provides vision coverage to retirees through the Vision Service Plan (VSP). The vision plan contract is managed by ACERA; and therefore, is separate from the County of Alameda. In order to keep premium amounts at a minimal cost, VSP enrollment is mandatory for retirees with ten or more years of ACERA service credit, retirees receiving a service connected disability, or retirees receiving a non-service connected disability effective January 31, 2014. A contribution is provided to cover the single retiree premium for this group. The contract is reviewed by Staff and ACERA's Benefits Consultant, Segal, as contract terms end or rates need to be negotiated. Presentations are made annually to the Retirees Committee for review and possible recommendation for approval by the Board of Retirement. Retirees with less than 10 years of service may enroll themselves and their dependents as long as the premium cost can be deducted from their monthly retirement allowance.

Segal will review the attached presentation and discuss renewal information and premiums.

Provided below are the current 2024 and 2025 rates for VSP based on the current contract, and the 2025 premiums without any coverage changes. Since VSP provided a three-year premium rate guarantee, there are no changes in the premiums. The rates are in the final year of a three-year rate guarantee from February 1, 2023 through January 31, 2026.

2024 and 2025 PREMIUMS

February 1, 2024 through January 31, 2026:

Table with 2 columns: Ten or More Years, Less than Ten Years. Row: Contract Rates. Values: \$4.63, \$6.69.

Based on the June 24, 2024 enrollment numbers (9,053), the annual cost to provide the subsidized vision benefit is approximately \$502,985.

VOLUNTARY BUY UP PLAN OPTION

In addition, ACERA offers a Voluntary Buy Up plan option in which retirees would pay the difference in premiums to enroll in a richer plan. The following is a breakdown of the premiums

for the current 2024 and 2025 Voluntary Buy Up plan. VSP also provided a three-year premium rate guarantee for the Voluntary Buy Up plan, so there are no changes in the premiums. Below are the total premiums for the Voluntary Buy Up plan. Those retirees with 10+ years of service will receive the vision plan subsidy towards their premiums.

**2024 and 2025 VOLUNTARY BUY UP PLAN PREMIUMS**

**February 1, 2024 through January 31, 2026:**

<b>Retiree Groups</b>	<b>Total 2025 Renewal Rates</b>
10 + Years	\$16.63 / \$24.15 / \$43.36
Under 10 Years	\$18.43 / \$26.77 / \$48.07

**Recommendation**

Staff recommends that the Retirees Committee recommend to the Board of Retirement a motion to continue the vision plan contributions for Plan Year 2025, which provides a monthly subsidy equal to the single-party vision plan coverage premium of \$4.63 for retirees who are receiving ACERA allowances with ten or more years of ACERA service, are service connected disability retirees, or are non-service connected disability retirees as of January 31, 2014. This is a non-vested benefit funded by contributions from the ACERA employers to the 401(h) account. After contributions are made in accordance with the County Employees Retirement Law, ACERA treats an equal amount of Supplemental Retiree Benefit Reserve assets as employer contributions for pensions.

Attachment





Alameda County Employees'  
Retirement Association (ACERA)

# VSP Renewal

# Effective February 1, 2025

**ACERA Retirees Committee Meeting**

Presented on: August 7, 2024

Presented by Stephen Murphy and Michael Szeto

# | Agenda

**Renewal Monthly Premiums**

**Annualized 2025 Premiums**

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# Renewal Monthly Premiums Standard and Buy-Up Plans

Standard Plan	Subscriber Enrollment <sup>(1)</sup>	Current 2/1/2024-1/31/2025	Renewal <sup>(2)</sup> 2/1/2025-1/31/2026	% Change from Current
<b>&lt;10 Years of Service - Unsubsidized</b>				
Subscriber Only	213	\$6.69	\$6.69	0.0%
Subscriber + 1	99	\$9.70	\$9.70	0.0%
Subscriber + 2 or more dependents	3	\$17.42	\$17.42	0.0%
<b>10+ Years of Service - Subsidized <sup>(3)</sup></b>				
Subscriber Only	5,242	\$4.63	\$4.63	0.0%
Subscriber + 1	1,775	\$6.73	\$6.73	0.0%
Subscriber + 2 or more dependents	143	\$12.08	\$12.08	0.0%

Buy-Up Plan	Subscriber Enrollment <sup>(1)</sup>	Current 2/1/2024-1/31/2025	Renewal <sup>(2)</sup> 2/1/2025-1/31/2026	% Change from Current
<b>&lt;10 Years of Service - Unsubsidized</b>				
Subscriber Only	51	\$18.43	\$18.43	0.0%
Subscriber + 1	53	\$26.77	\$26.77	0.0%
Subscriber + 2 or more dependents	1	\$48.07	\$48.07	0.0%
<b>10+ Years of Service - Subsidized <sup>(3)</sup></b>				
Subscriber Only	1,041	\$16.63	\$16.63	0.0%
Subscriber + 1	746	\$24.15	\$24.15	0.0%
Subscriber + 2 or more dependents	106	\$43.36	\$43.36	0.0%

(1) Subscriber enrollment was provided by ACERA for the month of June 2024.

(2) Rates are in the final year of a three-year rate guarantee from February 1, 2023 through January 31, 2026.

(3) ACERA contribute towards the Standard Plan's Subscriber Only premium for Retirees with 10+ Years of Service.

# Annualized 2025 Premiums Standard and Buy-Up Plans

Standard Plan	Current 2/1/2024-1/31/2025	Renewal <sup>(1)</sup> 2/1/2025-1/31/2026	% Change from Current
<b>&lt;10 Years of Service - Unsubsidized</b>			
Retiree Contribution	\$29,000	\$29,000	0.0%
ACERA Contribution <sup>(2)</sup>	\$0	\$0	N/A
<b>Total Annualized Premium</b>	<b>\$29,000</b>	<b>\$29,000</b>	<b>0.0%</b>
<b>10+ Years of Service - Subsidized</b>			
Retiree Contribution	\$58,000	\$58,000	0.0%
ACERA Contribution <sup>(2)</sup>	\$398,000	\$398,000	0.0%
<b>Total Annualized Premium</b>	<b>\$455,000</b>	<b>\$455,000</b>	<b>0.0%</b>
<b>All Retirees</b>			
Retiree Contribution	\$89,000	\$89,000	0.0%
ACERA Contribution <sup>(2)</sup>	\$398,000	\$398,000	0.0%
<b>Total Annualized Premium</b>	<b>\$484,000</b>	<b>\$484,000</b>	<b>0.0%</b>

Buy-Up Plan	Current 2/1/2024-1/31/2025	Renewal <sup>(1)</sup> 2/1/2025-1/31/2026	% Change from Current
<b>&lt;10 Years of Service - Unsubsidized</b>			
Retiree Contribution	\$29,000	\$29,000	0.0%
ACERA Contribution <sup>(2)</sup>	\$0	\$0	N/A
<b>Total Annualized Premium</b>	<b>\$29,000</b>	<b>\$29,000</b>	<b>0.0%</b>
<b>10+ Years of Service - Subsidized</b>			
Retiree Contribution	\$374,000	\$374,000	0.0%
ACERA Contribution <sup>(2)</sup>	\$105,000	\$105,000	0.0%
<b>Total Annualized Premium</b>	<b>\$479,000</b>	<b>\$479,000</b>	<b>0.0%</b>
<b>All Retirees</b>			
Retiree Contribution	\$403,000	\$403,000	0.0%
ACERA Contribution <sup>(2)</sup>	\$105,000	\$105,000	0.0%
<b>Total Annualized Premium</b>	<b>\$508,000</b>	<b>\$508,000</b>	<b>0.0%</b>

<sup>(1)</sup> Rates are in the final year of a three-year rate guarantee from February 1, 2023 through January 31, 2026.

<sup>(2)</sup> ACERA contribute towards the Standard Plan's Subscriber Only premium for Retirees with 10+ Years of Service.

*The projections in this report are estimates of future costs and are based on unaudited information available to Segal at the time the projections were made. Projections are not a guarantee of future results. Actual experience may differ due to, but not limited to, such variables as changes in the regulatory environment, local market pressure, changes in group demographics, overall inflation rates and claims volatility. The accuracy and reliability of health projections decrease as the projection period increases.*

# Annualized 2024 Premiums Standard and Buy-Up Plans (Combined)

Standard & Buy-Up Plans	Current 2/1/2024-1/31/2025	Renewal <sup>(1)</sup> 2/1/2025-1/31/2026	% Change from Current
<b>&lt;10 Years of Service - Unsubsidized</b>			
Retiree Contribution	\$58,000	\$58,000	0.0%
ACERA Contribution <sup>(2)</sup>	\$0	\$0	N/A
<b>Total Annualized Premium</b>	<b>\$58,000</b>	<b>\$58,000</b>	<b>0.0%</b>
<b>10+ Years of Service - Subsidized</b>			
Retiree Contribution	\$431,000	\$431,000	0.0%
ACERA Contribution <sup>(2)</sup>	\$503,000	\$503,000	0.0%
<b>Total Annualized Premium</b>	<b>\$934,000</b>	<b>\$934,000</b>	<b>0.0%</b>
<b>All Retirees</b>			
Retiree Contribution	\$489,000	\$489,000	0.0%
ACERA Contribution <sup>(2)</sup>	\$503,000	\$503,000	0.0%
<b>Total Annualized Premium</b>	<b>\$992,000</b>	<b>\$992,000</b>	<b>0.0%</b>

(1) Rates are in the final year of a three-year rate guarantee from February 1, 2023 through January 31, 2026.

(2) ACERA contribute towards the Standard Plan's Subscriber Only premium for Retirees with 10+ Years of Service.

The projections in this report are estimates of future costs and are based on unaudited information available to Segal at the time the projections were made. Projections are not a guarantee of future results. Actual experience may differ due to, but not limited to, such variables as changes in the regulatory environment, local market pressure, changes in group demographics, overall inflation rates and claims volatility. The accuracy and reliability of health projections decrease as the projection period increases.



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MEMORANDUM TO THE RETIREES COMMITTEE

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DATE: August 7, 2024

TO: Members of the Retirees Committee

FROM: Mike Fara, Communications Manager   
Jessica Huffman, Retirement Benefits Manager 

SUBJECT: **Semi-Annual Report on ACERA's Wellness Program**

As reported in February 2024, our focus remains on addressing chronic conditions through virtual resources. This approach allows us to leverage wellness messages and content provided by our insurance carriers and reach retirees regardless of their location. We continue to promote Silver&Fit and the Kaiser Permanente Virtual Health Talks.

### 2024 Wellness Email Campaign

Messages that are highlighted in gray have already been emailed to members and posted at [www.acera.org/well](http://www.acera.org/well).

Month	Kaiser Permanente	Delta Dental	VSP and Other
Feb	<ul style="list-style-type: none"><li>• Health Talk: More Than Words: Couples Communication</li><li>• Silver&amp;Fit: Maintaining Your Fitness Regimen Past January</li></ul>	<ul style="list-style-type: none"><li>•</li></ul>	
Mar	<ul style="list-style-type: none"><li>• Health Talk: Allergies</li><li>• Get Wellness Coaching by Phone, Absolutely Free</li></ul>	<ul style="list-style-type: none"><li>• How Xylitol Affects Your Teeth</li></ul>	
Apr	<ul style="list-style-type: none"><li>• Health Talk: Bone Health</li></ul>	<ul style="list-style-type: none"><li>• 6 Myths and Facts About Oral Cancer</li></ul>	
May	<ul style="list-style-type: none"><li>• Health Talk: Stroke Prevention</li></ul>	<ul style="list-style-type: none"><li>• Depression and your oral health</li></ul>	
Jun	<ul style="list-style-type: none"><li>• Health Talk: Diabetes</li></ul>	<ul style="list-style-type: none"><li>• Diabetes? Heart Disease? Osteoporosis? Your Dentist May Know Before You Do</li></ul>	

Semi-Annual Report on ACERA’s Wellness Program

August 7, 2024

Page 2 of 4

Month	Kaiser Permanente	Delta Dental	VSP and Other
Jul	<ul style="list-style-type: none"> <li>• Health Talk: Dementia</li> <li>• Get Personalized Health Insights: Take Your Total Health Assessment From Kaiser</li> </ul>	<ul style="list-style-type: none"> <li>• Got Calcium?</li> </ul>	
Aug	<ul style="list-style-type: none"> <li>• Health Talk: Adverse Childhood Events (ACEs)</li> <li>• Boost Your Well-being with Kaiser’s Expert-Led Health Classes</li> </ul>	<ul style="list-style-type: none"> <li>• 9 Ways to Stop Bad Breath</li> <li>• Reminder: Cleanings Don't Count Against Annual Maximum</li> </ul>	
Sep	<ul style="list-style-type: none"> <li>• Health Talk: Flu, COVID, RSV &amp; Vaccines</li> <li>• Silver&amp;Fit: It’s Never Too Late to Get Started</li> </ul>	<ul style="list-style-type: none"> <li>• What causes a toothache?</li> </ul>	<ul style="list-style-type: none"> <li>• ACERA Health Fair</li> </ul>
Oct	<ul style="list-style-type: none"> <li>• Transform Your Daily Routine with Kaiser’s Free Self-Care Apps</li> </ul>	<ul style="list-style-type: none"> <li>• How cancer affects your oral health</li> <li>• Reminder: Cleanings Don't Count Against Annual Maximum</li> </ul>	<ul style="list-style-type: none"> <li>• ACERA Health Fair</li> </ul>
Nov	<ul style="list-style-type: none"> <li>• Silver&amp;Fit: Holiday Prep</li> <li>• Reclaim Your Health: Free Phone Coaching for Kaiser Members!</li> </ul>	<ul style="list-style-type: none"> <li>• Diet, diabetes and tooth decay</li> </ul>	<ul style="list-style-type: none"> <li>• 60-Second Type 2 Diabetes Risk Test</li> </ul>
Dec	<ul style="list-style-type: none"> <li>• Silver&amp;Fit: Great Start to a New Year</li> </ul>	<ul style="list-style-type: none"> <li>• 5 tips to keep your teeth healthy over the holidays</li> </ul>	<ul style="list-style-type: none"> <li>• Dry Eye Prevention</li> </ul>

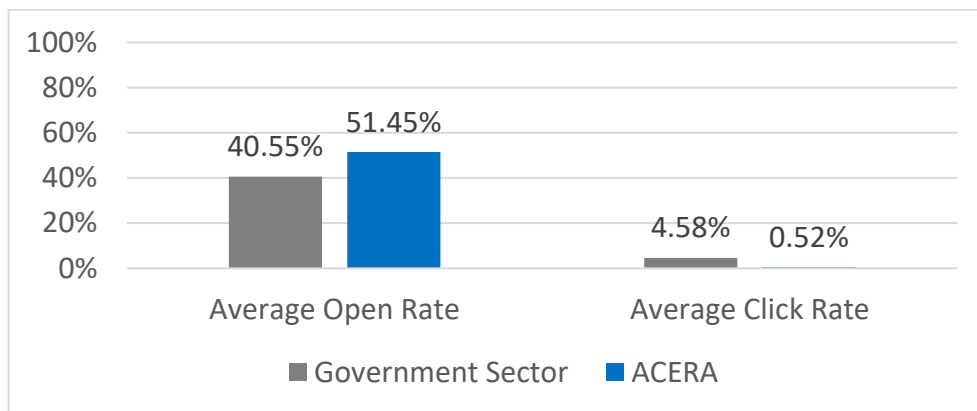
### Wellness Email Campaign Performance

Our wellness email campaign utilizes the online marketing automation tool Mailchimp to distribute timed wellness messages and content provided by our insurance carriers to approximately 8,000 retirees, representing 73% of our retiree population. Notably, ACERA's wellness campaign metrics surpassed 4 out of 5 industry benchmarks.

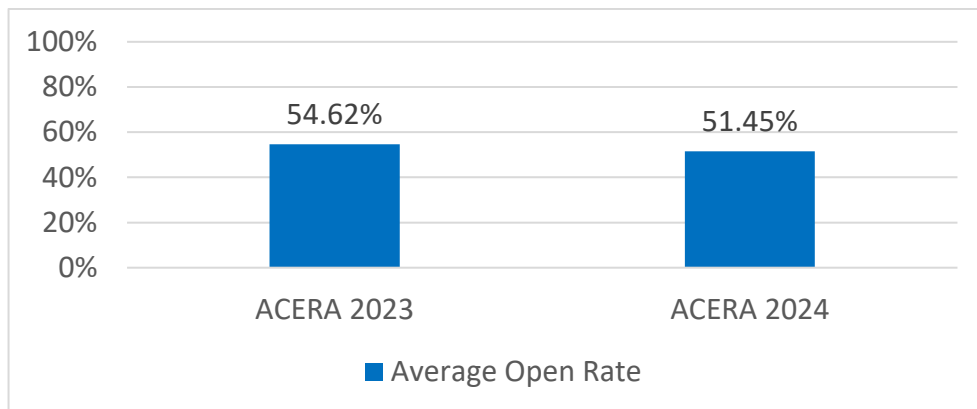
## Key Metrics

### Average Open Rate and Average Click Rate:

- ACERA retirees are actively engaging with the wellness emails, with an 11% greater Open Rate than the Government Sector industry benchmark by Mailchimp.
- Over 4,100 retirees, on average, are opening each wellness email.
- Although our Average Click Rate is lower than the benchmark, it aligns with our wellness goals, as the full educational content is contained within the body of each email, so we don’t necessarily need members to click to be fully educated on the topic.



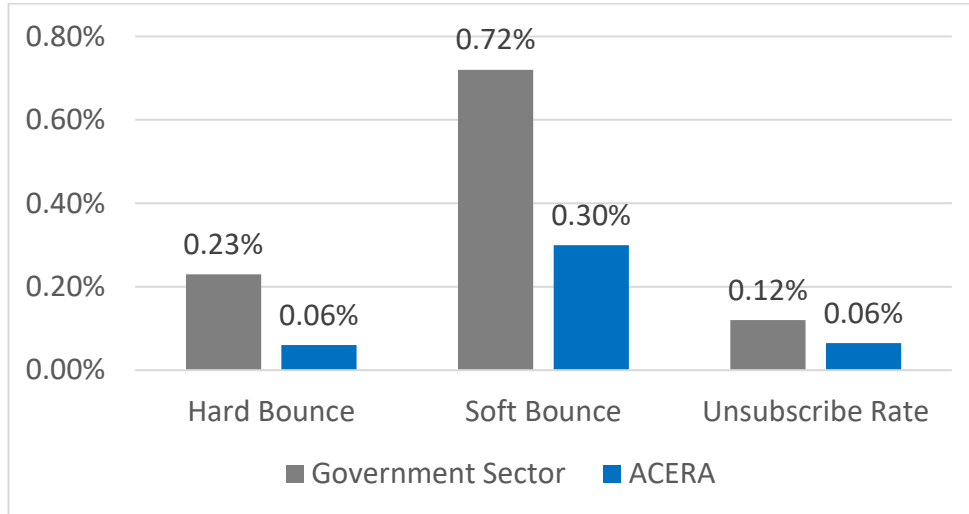
- Our Average Open Rate is down slightly compared with last year. For the remainder of the year we will implement A/B testing of email subject lines to ensure our subject lines are compelling enough to motivate recipients to open the emails.



### Bounce and Unsubscribe Rates:

- The minimal rates of both Hard Bounces (indicating permanently undeliverable emails) and Soft Bounces (reflecting temporarily undeliverable emails) indicate a well-maintained email list. This aligns with the fact that our retirees willingly shared their email addresses with us.

- Our remarkably low Unsubscribe Rate of 0.06%, which is half of the Government Sector average, indicates a strong preference among our members to maintain their subscription and a willingness to stay connected with our resources.



In summary, the high average open rate and exceptionally low unsubscribe rate collectively suggest that the frequency and content of our wellness emails are well-received and enjoyed by the majority of recipients.

### **Silver&Fit Now Standard for Kaiser Permanente Senior Advantage Plan**

Kaiser Permanente has announced that beginning with the 2025 Plan Year, Silver&Fit will be standard for the Kaiser Permanente Senior Advantage plan. We anticipate that the cost of the Silver&Fit program will be incorporated into future premiums.

### **Wellness Section of Retirement Enrollment Guide**

Complementing the wellness message campaign, our annual enrollment guide will continue featuring a dedicated 3-page section with links to numerous wellness tools and resources offered by ACERA's insurance carriers.

### **Hybrid Health and Wellness Fair**

Plans are underway for the 2024 Health and Wellness Fair, scheduled for October 24, 2024. This year, we are holding a hybrid health fair, combining an in-person event with virtual presentations. The in-person event will be held at the Hilton Garden Inn Hotel in Emeryville, where our insurance carriers will exhibit in our expo hall along with many of our popular wellness vendors. A handful of presentations by our carriers at the in-person event will be live-streamed over Zoom to members participating at home.