



MINUTES OF SEPTEMBER 6, 2023 RETIREES COMMITTEE MEETING

To: Members of the Retirees Committee

From: Henry Levy, Vice Chair

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

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

ACERA TRUSTEES, SENIOR MANAGERS AND PRESENTING STAFF IN ATTENDANCE

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

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

PUBLIC INPUT

None.

ACTION ITEMS

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

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

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

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

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

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

INFORMATION ITEMS

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

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

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

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

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

TRUSTEE REMARKS

None.

FUTURE DISCUSSION ITEMS

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

ESTABLISHMENT OF NEXT MEETING DATE

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

MEETING ADJOURNED

The meeting adjourned at 9:28 a.m.