



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

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

THIS MEETING WILL BE CONDUCTED VIA TELECONFERENCE PER GOV'T CODE § 54953(e)

ACERA MISSION:

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

**Wednesday, September 7, 2022
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: 879 6337 8479 Password: 699406 Call-in Number: 1 669 900 6833 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
	DALE AMARAL	ELECTED SAFETY
	KEITH CARSON	APPOINTED
	KELLIE SIMON	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, September 7, 2022

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. Approve Offering Kaiser Permanente Senior Advantage Plan Enrollees Optional Silver&Fit Benefit for Plan Year 2023

Discussion and possible motion to recommend that the Board of Retirement approve offering the optional Silver&Fit benefit for Kaiser Permanente Senior Advantage plan enrollees for Plan Year 2023.

- Kathy Foster

Recommendation

Staff recommends that the Retirees Committee recommend to the Board of Retirement a motion to approve offering the optional Silver&Fit benefit for Kaiser Permanente Senior Advantage plan enrollees for the 2023 Plan Year, at an estimated annual cost of \$139,003.

2. Approve Offering Kaiser Permanente Early (Non-Medicare Eligible) Plan Enrollees Hearing Aid Benefit for Plan Year 2023

Discussion and possible motion to recommend that the Board of Retirement approve including a hearing aid benefit for early (non-Medicare eligible) retirees enrolled in the Kaiser Permanente group medical plan.

- Kathy Foster

Recommendation

Staff recommends that the Retirees Committee recommend to the Board of Retirement a motion to approve including a \$1,000 hearing aid benefit per ear every 36 months to the Kaiser Permanente non-Medicare coverage for Plan Year 2023.

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

1. Discussion Regarding Kaiser Permanente Senior Advantage Plan Optional Riders for Plan Year 2023

Staff will provide information regarding optional riders available for the Kaiser Permanente Senior Advantage plan for Plan Year 2023.

- Kathy Foster

RETIREES COMMITTEE/BOARD MEETING

NOTICE and AGENDA, Page 3 of 3 – Wednesday, September 7, 2022

2. Discussion Regarding Retired Member (Lump Sum) Death Benefit

Staff will provide information on the estimated cost of the Retired Member (lump sum) Death Benefit at various level amounts.

- Kathy Foster

3. Discussion Regarding Active Death Equity Benefit

Staff will present information for discussion regarding the previously provided Active Death Equity Benefit.

- Kathy Foster

4. Plans for Open Enrollment and Retiree Health and Wellness Fair

Staff will provide a report on the planning for ACERA's annual Open Enrollment and Retiree Health and Wellness Fair.

- Ismael Piña
- Mike Fara

5. Miscellaneous Updates

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

- Ismael Piña

Trustee Remarks

Future Discussion Items

- Presentation and Acceptance of SRBR Funding Report/Valuation

Establishment of Next Meeting Date

October 5, 2022, at 10:30 a.m.

Adjournment



MEMORANDUM TO THE RETIREES COMMITTEE

DATE: September 7, 2022

TO: Members of the Retirees Committee

FROM: Kathy Foster, Assistant Chief Executive Officer *Kathy Foster*
Mike Fara, Communications Manager *mf*

SUBJECT: **Approval to Offer Kaiser Permanente Senior Advantage Plan Enrollees
Optional Silver&Fit Benefit for Plan Year 2023**

Staff conducted an online survey through SurveyMonkey to get feedback from ACERA members enrolled in the Kaiser Permanente Senior Advantage (KPSA) Medicare plan regarding the 2022 trial Silver&Fit program that provides free membership at select gyms and/or free home fitness kits. The survey ran from July 26, 2022 through August 7, 2022. Staff will review the attached presentation and discuss the results of the survey, as well as some early utilization numbers.

The Plan Year 2023 monthly premium increase for the Silver&Fit benefit is \$2.80. Based on the same KPSA retiree enrollment information as that used for the Monthly Medical Allowance information provided at the June 1, 2022 and July 6, 2022 Retirees Committee meetings, the estimated annual cost to provide this optional Silver&Fit benefit is \$139,003.

As a reminder, for consideration, the KPSA monthly premium for 2023 decreased by 8.0% (with the Silver&Fit benefit). For 2022, the KPSA premium decreased by 9.9%.

Recommendation

Staff recommends that the Retirees Committee recommend to the Board of Retirement a motion to approve offering the optional Silver&Fit benefit for Kaiser Permanente Senior Advantage plan enrollees for the 2023 Plan Year, at an estimated annual cost of \$139,003.

Attachment

An aerial photograph of a city skyline, featuring various skyscrapers and buildings. The image is overlaid with a semi-transparent blue filter. In the center, the text "Silver & Fit" is displayed in a white, serif font.

Silver & Fit



Communications Timeline

- Oct 2021 Announcement in Open Enrollment Guide
- Oct 2021 Flyer in Open Enrollment Packet
- Jan 2022 Announcement during Medicare webinar
- Feb 2022–Now Slide on home page linking to wellness post
- Feb 2022 3 Email blasts to subscribers
- Feb 2022 Postcard mailed to all KPSA enrollees
- Mar 2022 1 email blast to subscribers
- Mar 2022 Announcement during Medicare webinar
- Apr 2022 1 email blast to subscribers
- May 2022 Announcement during Medicare webinar
- Jul 2022 Announcement during Medicare webinar
- Jul 2022 Silver&Fit survey emails

Silver&Fit Utilization

905 out of 5,225 KPSA enrollees (17.3%) have signed up and used one or more program features as of August 31, 2022

2022 Silver&Fit Survey Results



Purpose

To survey ACERA members enrolled in Kaiser Permanente Senior Advantage Medicare plan regarding 2022 trial Silver&Fit program that provides free membership at select gyms and/or free home fitness kit

Administration Method

- Conducted online using SurveyMonkey
- Open July 26 – August 7, 2022

Distribution Method

- 2 Mailchimp email blasts to 7,784 retired recipients
- Homepage carousel ad

Response Rate

Responses

911

Recipients

7,784

Rate

11.7%

Demographic Questions

- One to make sure they're a Medicare retiree, survivor, or payee
- One to make sure they're enrolled in Kaiser Senior Advantage

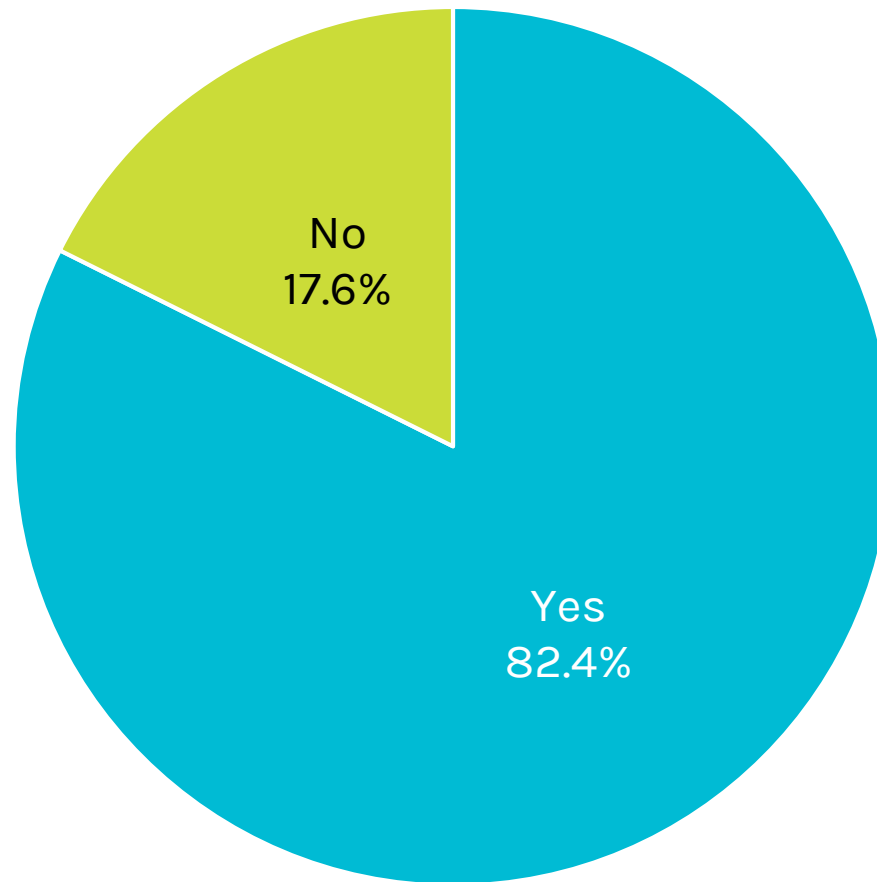
286 respondents who did not meet the criteria were disqualified (those disqualified are not included in the 911 responses for the response rate calculation)

Question

ACERA sent out emails, a postcard, and a notice in your open enrollment packet about the program. Did you hear about the Silver&Fit program before receiving this survey?

- Yes
- No

Did you hear about Silver&Fit?

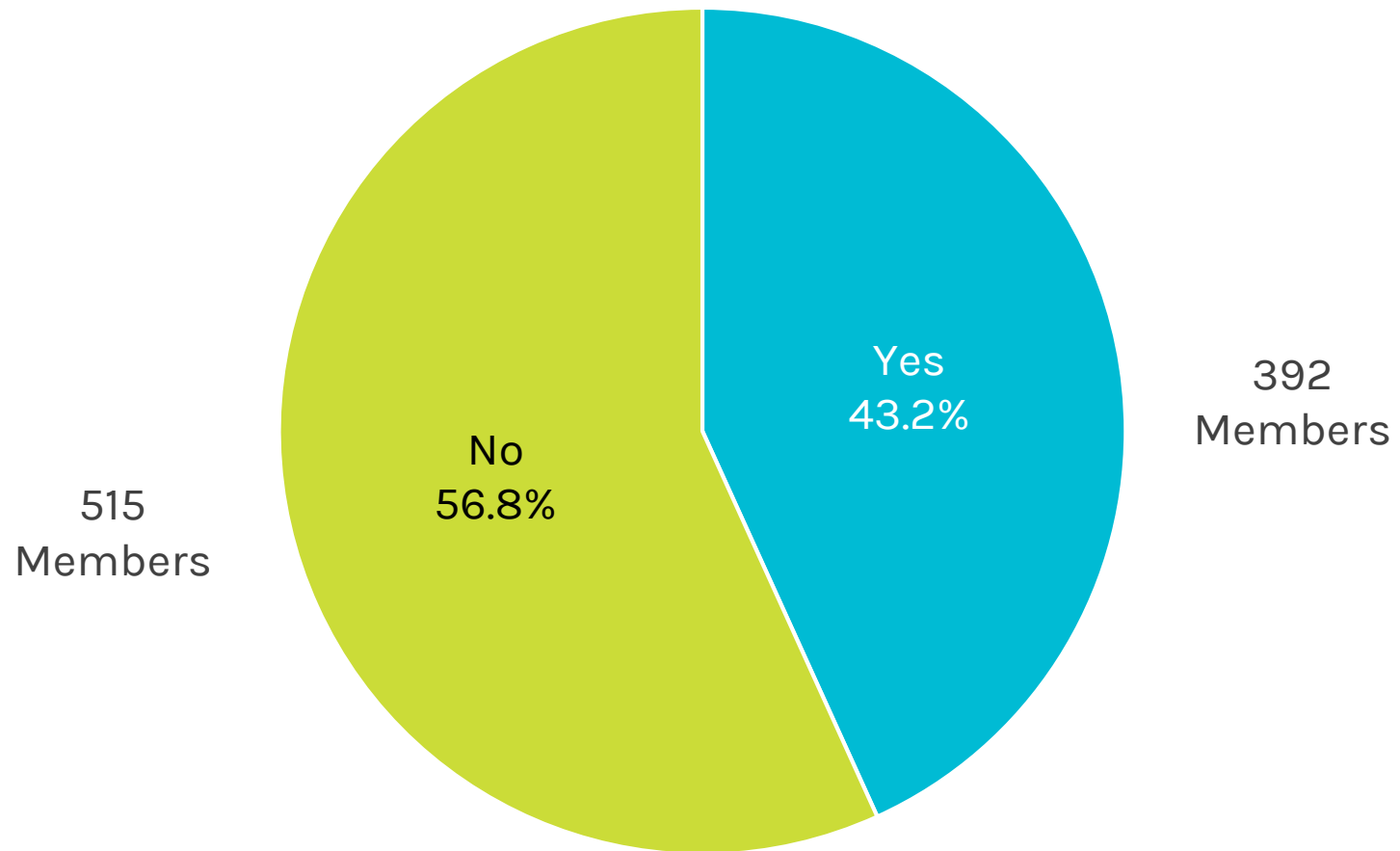


Question

Did you enroll in the Silver&Fit program?

- Yes
- No

Did you enroll in Silver&Fit?



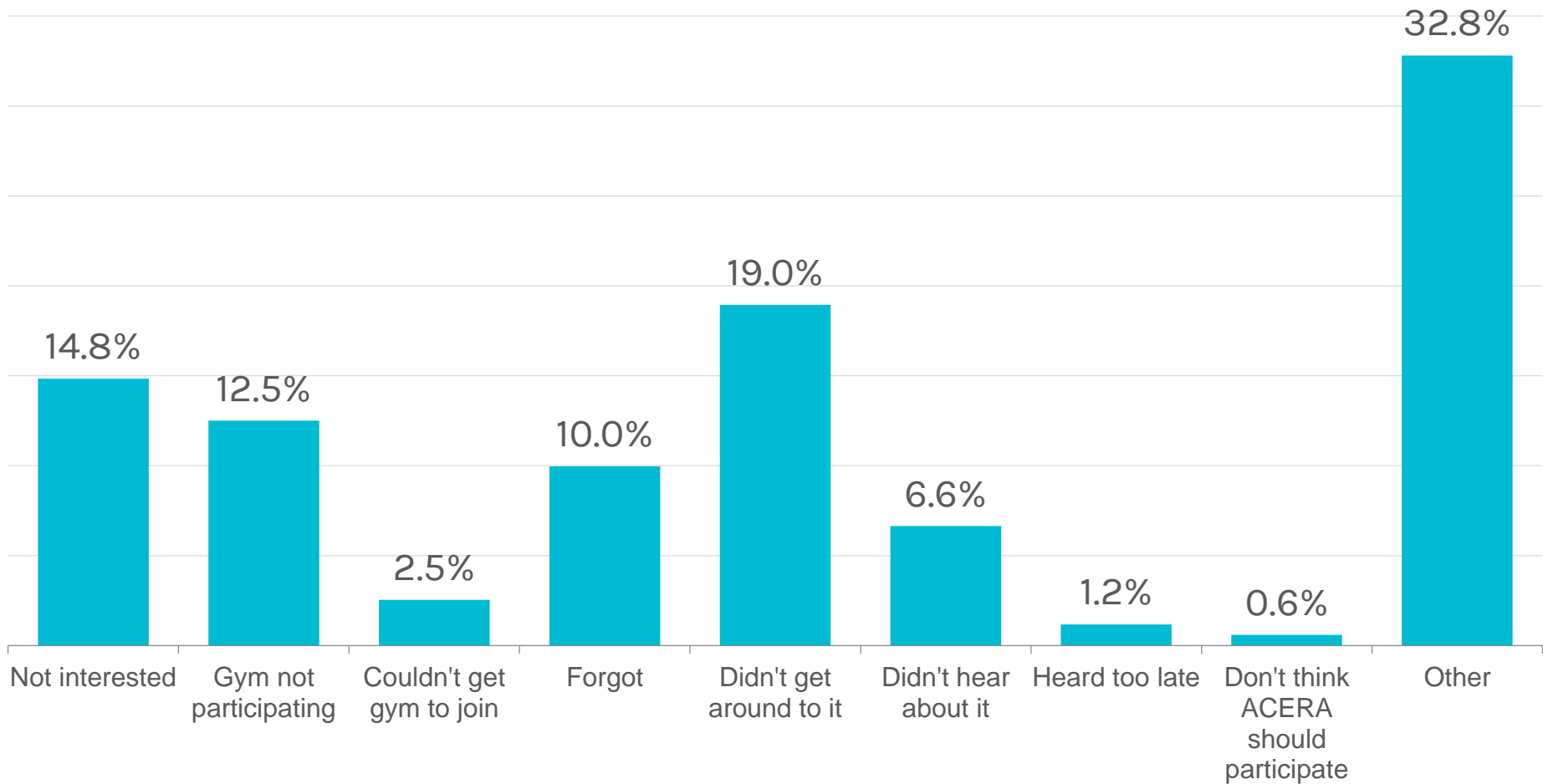
If They Did Not Enroll, They Were Skipped to This Question

If you did not enroll in Silver&Fit, why not?

- I'm not interested in signing up for a gym or getting a home fitness kit
- My gym was not participating in the program
- I tried unsuccessfully to get my gym to participate in the program
- I forgot about it
- I didn't get around to it
- I heard about it too late
- I don't think ACERA should participate in this program with Kaiser Permanente
- Other _____

[Then skipped to question asking if they support continuing Silver&Fit]

If You Did Not Enroll, Why Not?



“Other” Responses to Why They Did Not Enroll

Full list of responses in appendix. Some popular themes:

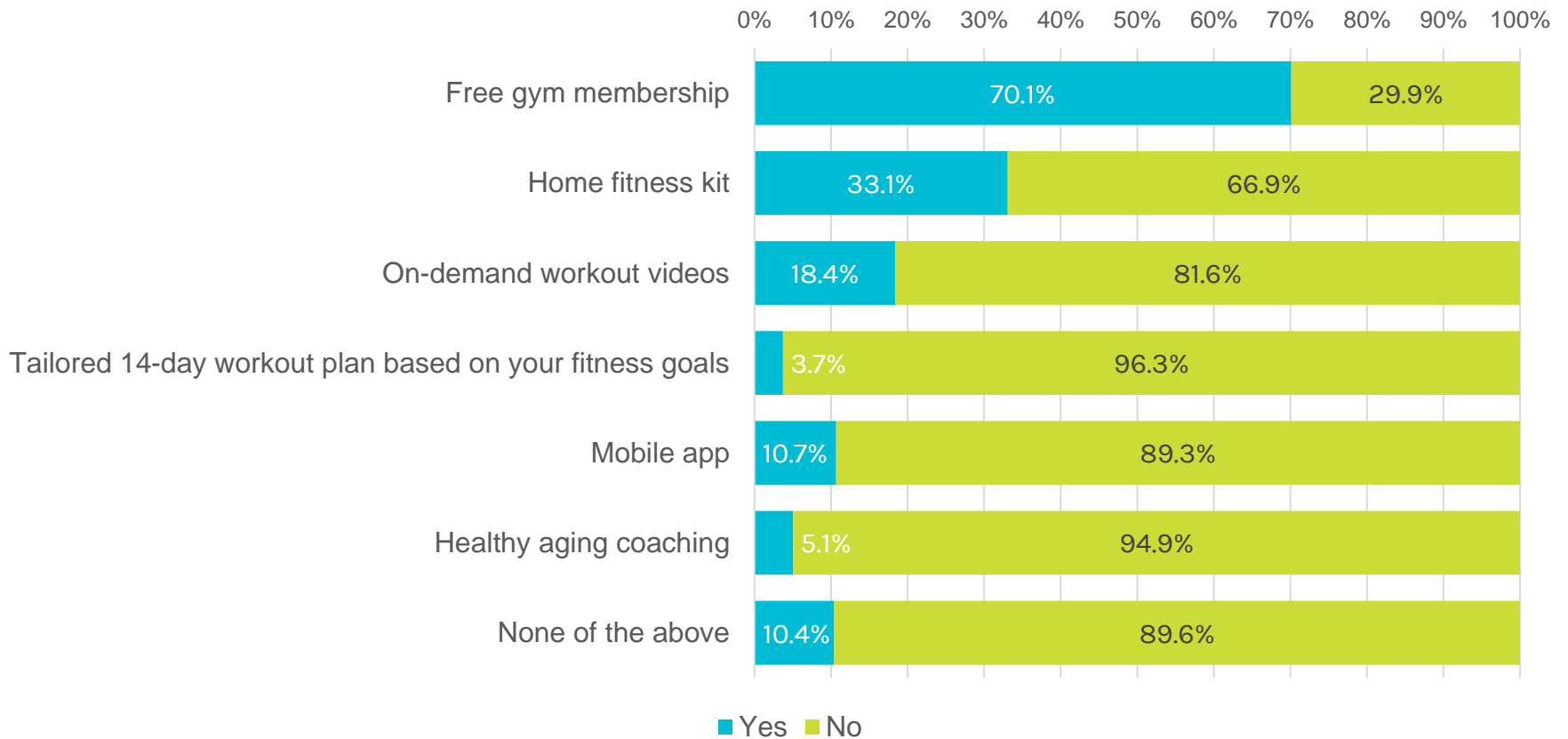
- Covid (26 comments, 15%)
- Need a gym with a pool
- Physical / medical limitations
- Technical issues with signing up
- Still intend to sign up
- Already have an exercise program
- Already a gym member and didn't want to disrupt membership
- My retirement community has a gym
- My gym was denied or didn't want to sign up
- Home fitness kits didn't look good
- Was told I did not qualify
- Needed telephone enrollment rather than online
- Participating gyms too far away

If They Did Enroll, They Were Skipped to This Question

Which features of the Silver&Fit program did you utilize? Check all that apply:

- Free gym membership
- Home fitness kit
- On-demand workout videos
- Tailored 14-day workout plan based on your fitness goals
- Mobile app
- Healthy aging coaching
- None of the above

Which Features Did You Utilize?



Question

How do you rate the free gym membership part of the program?



Very Bad



Bad



Neutral



Good



Very Good

Gym Membership Rating

4.6
Stars



Very Bad



Bad



Neutral



Good



Very Good

Note: A handful of commenters reported errors in trying to input their rating. Most were trying to rate it higher, but some were trying to rate it lower. We tried to replicate the problem but were unable to, so we assume almost everyone was able to input their rating.

Question

How do you rate the home fitness kit part of the program?



Very Bad



Bad



Neutral



Good



Very Good

Home Fitness Kit Rating

4.5
Stars



Very Bad



Bad



Neutral



Good



Very Good

Note: A handful of commenters reported errors in trying to input their rating. Most were trying to rate it higher, but some were trying to rate it lower. We tried to replicate the problem but were unable to, so we assume almost everyone was able to input their rating.

Question

What did you like about the Silver&Fit program? (Optional)

What Did You Like?

Full list of comments in the appendix. Some popular themes:

- Free gym membership!
- Getting in shape
- Big incentive to workout; keeps me active
- Gym choices
- Gym close to home
- Classes
- Easy to enroll
- Everything!
- Free fitbit
- Workout videos
- Home fitness kit
- Many options
- I love it!
- Swimming

Question

What did you not like about the Silver&Fit program? (Optional)

What Did You Not Like?

Full list of dislikes in appendix. Some popular themes:

- Nothing; no dislikes; loved everything (53 comments, 33%)
- Bad timing with Covid
- Can't use the YMCA
- Gym choices near me weren't great
- My partner wasn't eligible for the gym membership
- Confusing; hard to enroll
- Couldn't get the gym I wanted to participate
- Home fitness kits were confusing, inadequate, never delivered, or delivered incomplete
- Crowded facilities

Question Introduction

This year, Kaiser Permanente offered the Silver&Fit program as a free trial to ACERA. Next year, if ACERA continues the program, Kaiser Permanente would need to increase the monthly premium for the Kaiser Permanente Senior Advantage Medicare Plan by an estimated \$2.65 per member per month for all people enrolled in the plan including ACERA members, spouses, and survivors, regardless of whether people participate in the Silver&Fit program or not. For the 500+ people in the Kaiser Medicare plan who retired with less than 10 years of service credit or who are spouses or survivors of ACERA members, they would be paying an additional \$2.65 out of pocket each month in 2023.

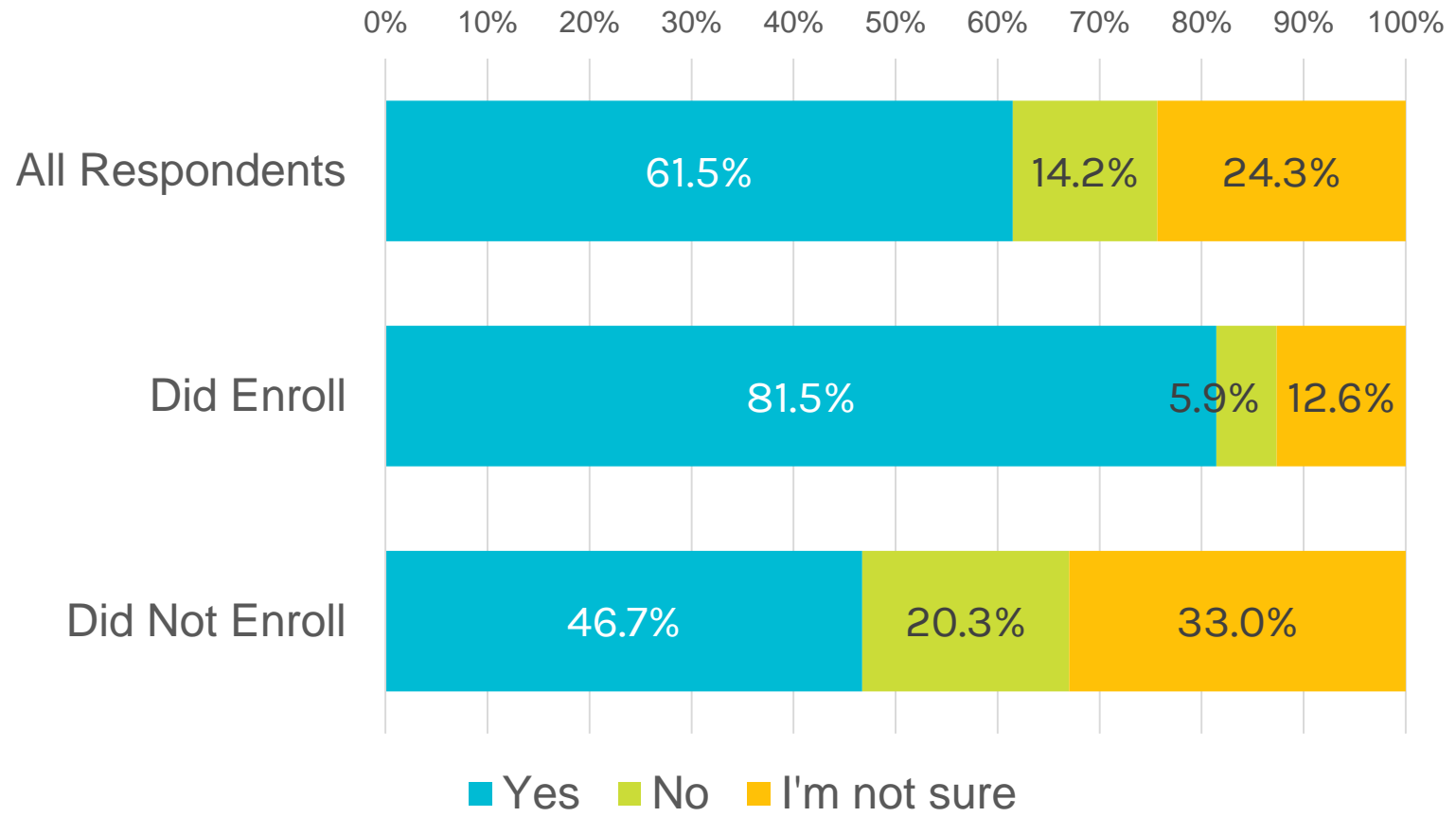
Because ACERA subsidizes the cost of the Kaiser Medicare plan premium from the Supplemental Retiree Benefits Reserve, a rough estimate of the total cost to the Reserve to continue the Silver&Fit program for 2023 would be \$115,000. For reference, the total projected medical plan subsidy for this population for 2023 is roughly \$17.87 million, so continuing the Silver&Fit program would increase the cost to the reserve to roughly \$18 million for 2023.

Question

Do you support ACERA continuing the Silver&Fit program for the 2023 plan year?

- Yes
- No
- I'm not sure

Support for Continuing Silver&Fit



Question

Please provide any additional comments you have. (Optional)

Additional Comments

Full list of comments in appendix. Some popular themes not already covered in other open-ended questions:


- The \$2.65 premium increase seems like a nominal amount for what ACERA gets
- I'd like to participate, but Covid
- I'm not participating for [reason], but I think it's valuable for senior health and should continue
- I'm concerned about the cost to ACERA / the increased premium to myself; it's too expensive; don't continue it
- Only those who use it should pay for it
- I would rather fund other benefits like dental / vision / hearing aids
- Excellent program; I think it should continue
- It's helping me improve my health
- Now that I know more about it, I'm going to join
- Needs more gyms



MEMORANDUM TO THE RETIREES COMMITTEE

DATE: September 7, 2022

TO: Members of the Retirees Committee

FROM: Kathy Foster, Assistant Chief Executive Officer 

SUBJECT: **Approval to Offer Kaiser Permanente Early (Non-Medicare Eligible) Plan Enrollees Hearing Aid Benefit for Plan Year 2023**

At the February 2, 2022 Retirees Committee meeting, Staff and Segal, ACERA's Benefits Consultant, provided information regarding hearing aid benefits. In addition, at the April 6, 2022 Retirees Committee meeting, Staff provided the results from the Supplemental Retiree Benefit Reserve (SRBR) benefits survey, which included questions related to hearing aid benefits. Based on the survey results, 60% of Early Retirees who responded to the survey supported hearing aid coverage. Also, 60.7% of Active/Deferred members supported adding the coverage.

Based on the Plan Year 2023 medical renewal group plan rates provided by the County of Alameda (County), Segal will review the attached presentation, and discuss enhancement options and cost information for the hearing aid benefits.

The cost to provide a \$1,000 hearing aid benefit per ear every 36 months to the Early Retiree Kaiser Permanente (Kaiser) coverage for the retiree is \$.72 per month. The out-of-pocket cost for the plan enrollees with 20+ years of service will be \$293.62 per month, if this coverage is added. The out-of-pocket cost without the hearing aid benefit is \$292.90 per month. Because the Monthly Medical Allowance for twenty-year plus retirees does not cover the entire Early Retiree Kaiser premium, the additional cost is paid by the retiree, not the SRBR. Attached for your reference is the information provided by the County.

Recommendation

Staff recommends that the Retirees Committee recommend to the Board of Retirement a motion to approve including a \$1,000 hearing aid benefit per ear every 36 months to the Kaiser Permanente non-Medicare coverage for Plan Year 2023.

Attachments



Alameda County Employees'
Retirement Association (ACERA)

Hearing Aid Benefits

ACERA Retirees Committee Meeting

Initially Presented on February 2, 2022, and Updated on September 7, 2022
Presented by Stephen Murphy and Michael Szeto

| Agenda

General Observations

Medical Coverage Cost Matrix

Alternative Sources

General Observations

Impact of Hearing Loss Nationally

- Approximately 33% of people between ages 65 to 74 experience hearing loss and nearly half of individuals older than age 75 have difficulty hearing
- Contributes to an increase in hospitalizations, cognitive decline, and dementia

ACERA Members

- From 2019 to 2021, at least 1,414 Kaiser Medicare members were diagnosed with hearing loss
- 629 members from Kaiser and at least 19 members from Via Benefits have utilized the existing hearing aid benefit

Costs

- Retail price for a pair of hearing aids ranges from nearly \$1,000 to \$5,000
- Out-of-Pocket costs after medical plan coverage or retailer discounts for a pair of hearing aids ranges from \$0 to \$3,000

Pending Legislation

- Build Back Better (BBB) Act's proposed expansion of hearing benefits to Traditional Medicare is stalled in the U.S. Senate
- Approval of the BBB Act would create a new marketplace for over-the-counter Hearing Aid solutions

Update: Over-The-Counter Hearing Aids

On August 16, 2022, The Food and Drug Administration issued a final rule to improve access to hearing aids which may contribute to lower costs for millions of Americans

- Consumers with perceived mild to moderate hearing impairment may purchase hearing aids directly from stores or online retailers without the need for a medical exam, prescription or a fitting adjustment by an audiologist.
- Examples of mild to moderate hearing impairment include:
 - Speech or other sounds seem muffled.
 - Trouble hearing when you're in a group, in a noisy area, on the phone, or when you can't see who is talking.
 - Having to ask others to speak more slowly or clearly, to talk louder, or to repeat what they said.
 - Turning up the volume higher than other people prefer when watching TV or listening to the radio or music.
- This action applies to certain over-the-counter air-conduction hearing aids intended for people 18 years of age and older.
- The FDA estimates this rule will save consumers on the order of about \$1,400 per individual hearing aid or over \$2,800 per pair.
- OTC hearing aids should be available as soon as mid-October 2022

Medical Coverage Cost Matrix

Hearing Aids

	Kaiser	UHC	Via Benefits ¹
Non-Medicare Plans			
Cost Per Pair	N/A	\$3,000 - \$5,000	\$998 - \$1,500
Plan Benefit Per Pair	N/A	\$5,000 every 36 months	N/A
Estimated Patient Out-of-Pocket Cost	N/A	\$0 every 36 months	\$998 - \$1,500
Medicare Plans			
Cost Per Pair	\$3,000 - \$5,000	N/A	\$998 - \$1,500
Plan Benefit Per Pair	\$2,000 every 36 months	N/A	N/A
Estimated Patient Out-of-Pocket Cost	\$1,000 - \$3,000 every 36 months	N/A	\$998 - \$1,500

¹ Via Benefits offers hearing aid options through iHEAR

- UHC's medical plan is not offered to Medicare members
- Kaiser currently offers hearing aid solutions to Medicare members only
- Monthly financing options are available for hearing aid solutions through Via Benefits

Medical Coverage Cost Matrix

Kaiser Non-Medicare Population

Hearing Aid Benefit Allowance (Per Hearing Aid)	Additional Cost (PRPM) ¹
\$1,000 (Current Medicare Plan Benefit)	\$0.72 PRPM
\$2,000	\$1.48 PRPM
\$2,500	\$1.86 PRPM
\$3,000	\$2.20 PRPM

¹ Additional costs listed are based on Retiree-Only premiums on a per retiree per month (PRPM) basis.

- The table above illustrates the cost and benefit of hearing aid solutions for Kaiser's Non-Medicare plans
 - Hearing Aid Tests are included for all plan options
 - Allowance Frequency is every 36 months per ear
 - Warranty includes three-year manufacturer repair and loss/damage

Alternative Sources

	Amplifon (Delta Dental)	TruHearing (VSP)
Cost for a Pair	\$3,000 - \$5,000	\$3,000 - \$5,000
Self-Reported Retail Discount	62%	60%

- The list below contains organizations recognized as leaders in providing hearing aid benefits:
 - AudioNet America
 - Epic Hearing
 - HearUSA
 - NationsHearing
 - Virtual Hearing Solutions

County of Alameda

2023 Plan Year – Hearing Aid Benefit Rider Options

As requested, Kaiser has offered the following Hearing Aid Benefit options to the HMO Pre-65 Retiree Plan as well as the KPSA Plan. The rates shown in the table below represent the increase to the renewal for each tier on the HMO Pre-65 plan and to the PMPM for the KPSA plan. The increase would apply to all enrollees in the plan.

Hearing Aid Benefit - Retirees Only		HMO Pre-65 Retiree Plan			KPSA PMPM
		EE	EE+1	EE+2+	
\$1,000 Allowance	Per ear every 36 months	\$0.72	\$1.44	\$2.04	\$0.71
\$2,000 Allowance	Per ear every 36 months	\$1.48	\$2.96	\$4.20	\$1.44
\$2,500 Allowance	Per ear every 36 months	\$1.86	\$3.72	\$5.26	\$1.80
\$3,000 Allowance	Per ear every 36 months	\$2.20	\$4.40	\$6.22	\$2.14

Revised KPSA Rates


Hearing Aid (Per Ear-Every 36 months)	KPSA PMPM
\$1,000 Allowance	\$9.31
\$2,000 Allowance	\$18.65
\$2,500 Allowance	\$23.20
\$3,000 Allowance	\$27.95



MEMORANDUM TO THE RETIREES COMMITTEE

DATE: September 7, 2022

TO: Members of the Retirees Committee

FROM: Kathy Foster, Assistant Chief Executive Officer 

SUBJECT: **Discussion Regarding Kaiser Permanente Senior Advantage Plan
Optional Riders for Plan Year 2023**

The County of Alameda provided information on the below additional optional riders available for the Kaiser Permanente Senior Advantage plan for Plan Year 2023.

- Over-the-Counter Benefit
- Transportation Rider

Attached is the information regarding the additional benefits provided by Kaiser Permanente.

Attachments

County of Alameda

2023 Plan Year – Kaiser Senior Advantage Rider Options

Kaiser is offering the Silver & Fit benefit in the base renewal, which equates to a charge of \$2.80 PMPM. Below is a summary of the utilization of the benefit in 2022:

Year	Fitness Center		Home Fitness Kits		Web Registrants	
	Member Count	Visit Count	Unique Members With Kits	Total Kits	New	Active
2022	247	2,632	198	198	537	537

Additionally, Kaiser has offered ACERA additional options available as riders for the Medicare plans this year if you would like to add them for an additional cost.

1. **Over-the-Counter (OTC) Benefit:** \$1.74 PMPM (renewal: -8.0% to -7.5%)
 - Includes a \$70 quarterly benefit limit for OTC products
2. **Transportation Rider:** \$5.25 PMPM (renewal: -8.0% to -6.5%)
 - Routine & post-discharge transportation coverage up to 24 one-way trips per year to medically-related appointments
 - 50-mile radius per trip

ACERA KPSA	W/ Silver & Fit		No Silver & Fit	
Formula Rate Action	\$ 316.81	-8.0%	\$ 314.01	-8.8%
Current KPSA + OTC	\$ 318.55	-7.5%	\$ 315.75	-8.3%
Current KPSA + Transportation	\$ 322.06	-6.5%	\$ 319.26	-7.3%



Over-the-Counter (OTC) Wellness Benefit

As a Kaiser Permanente Medicare health plan group member, you can get OTC health and wellness products delivered to your home. And all at no cost.



You can use your benefit to order:

- Vitamins and minerals
- Allergy, cough, and cold remedies
- Antacids, laxatives, and stomach aids
- Pain relievers and fever reducers
- First aid kits, joint supports, and incontinence products
- Blood pressure monitors and thermometers
- Diabetic supplies such as compression stockings and sharps containers

Your Kaiser Permanente Senior Advantage (HMO) plan includes a **\$70** quarterly benefit limit for OTC products.¹

Ready to order? It's easy – visit our website or call today.

Place your order for your OTC health and wellness products in one of the following ways:



Visit kp.org/otc/ca



Call **1-833-569-2360 (TTY 711)**,
Monday through Friday,
7 a.m. to 6 p.m.

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(continued)

Who can use this benefit?

You must be a Kaiser Permanente Medicare health plan member covered under your employer group.

Need a catalog?

Call **1-833-569-2360** (TTY **711**), Monday through Friday, 7 a.m. to 6 p.m. to have a print catalog mailed to you. You can also view our digital catalog at **kp.org/otc/ca**.

If you have questions or to learn more about the OTC health and wellness benefit, call the Member Service Contact Center at **1-800-443-0815** (TTY **711**), 7 days a week, 8 a.m. to 8 p.m.

¹Please refer to your *Evidence of Coverage* for details. OTC benefits may change each year on January 1. Minimum order value is \$25. Shipments must be delivered to an address within California. Your benefit limit resets on January 1, April 1, July 1, and October 1. Any unused portion of the quarterly benefit will not carry forward to the next quarter. Your order may not exceed your quarterly benefit limit. Limitations and restrictions may apply. Cash, checks, credit cards, or money orders are not accepted. Kaiser Permanente is an HMO plan with a Medicare contract. Enrollment in Kaiser Permanente depends on contract renewal. You must reside in the Kaiser Permanente Medicare health plan service area in which you enroll.

GROUP RETIREE BENEFITS | CALIFORNIA

Give your retirees the support they need



Enhance your group Medicare coverage with supplemental benefits, including over-the-counter health and wellness products, rides to the doctor, nutritious meal deliveries, and fitness programs.



Over-the-counter (OTC) health and wellness products

Support your retirees' routine health and wellness needs with a quarterly benefit limit to get common OTC products from our online catalog. Retirees can have a variety of products shipped directly to their home:

- Pain relievers and fever reducers
- First aid kits, joint supports, and absorbency products
- Blood pressure monitors and thermometers



Transportation

Make it easier for your retirees to access care – and never miss an important medical appointment. For your retirees who can't drive, this benefit can provide them with up to 24 one-way rides to:

- Lab visits
- Doctor appointments
- Pick up medications or medical equipment



Meal delivery

After an inpatient stay at a hospital or skilled nursing facility, you can help your retirees get back to health more quickly with fresh and nutritious meal deliveries. This benefit includes:

- 3 dietitian-designed meals a day, for up to 4 weeks – a total of 84 meals
- Delivery to any address in coverage area
- More than 70 entree options, including heart-healthy, diabetic-friendly, and gluten-free meals



Fitness from home or at the gym

Our Silver&Fit® Healthy Aging and Exercise Program can help your retirees stay active and thrive – even from the comfort of home. Retirees have access to all of the following:

- Local gym membership with access to exercise classes
- One Home Fitness Kit from a variety of options, including yoga, strength, swim, Pilates, and more
- Digital workout videos

Contact your account manager to add these benefits to your Kaiser Permanente Senior Advantage coverage.



MEMORANDUM TO THE RETIREES COMMITTEE

DATE: September 7, 2022

TO: Members of the Retirees Committee

FROM: Kathy Foster, Assistant Chief Executive Officer *Kathy Foster*

SUBJECT: **Discussion Regarding Retired Member (Lump Sum) Death Benefit**

ACERA provides a one-time payment of \$1,000 to be paid upon the death of an ACERA retired member if that member retired from ACERA as their last employer. If a reciprocal agency was the last employer and that agency pays less than a \$1,000 death benefit, ACERA will supplement that benefit at a level which ensures the reciprocal retired member will receive up to a \$1,000 death benefit when considering the amount of death benefits paid by all reciprocal retirement systems combined. There is no minimum years of service requirement for this benefit.

On January 1, 2013, this benefit was reduced from \$5,000 to \$1,000. At that time the Board of Retirement (Board) had concerns about the sufficiency of the Supplemental Retiree Benefit Reserve (SRBR) as the projected payment period was close to 15 years, and the fund balance was at approximately \$571 million. Pursuant to the SRBR Policy, the Board made decisions at that time to eliminate the Active Death Equity Benefit, and to decrease the retired member lump sum death benefit in an attempt to preserve and prolong the solvency of the SRBR. However, it was stated that if there came a time when the fund was at a higher sufficiency level, these benefits would be reconsidered.

Last December, Staff provided the Retirees Committee with a report on death benefits paid for the twelve-month period December 1, 2020 through November 30, 2021. At that time a total of 207 death benefits had been paid for a total of \$201,990.33. Reciprocal agencies paid \$44,000.00, either a portion or the entire amount for twelve reciprocal member deaths.

Staff obtained information from the other 1937 Act systems regarding retiree death benefits provided. As a range, three systems pay no benefit and ten systems pay \$5,000. Three systems pay \$1,000, one pays \$3,000, one pays \$3,500 and one pays \$4,000.

Using last year's total deaths of 207, we can project costs if ACERA were to increase the benefit to the following amounts, assuming ACERA pays the full benefit (no reciprocal system payments).

Benefit Amount	Total Cost
Leave at \$1,000	\$ 207,000
Increase to \$2,000	\$ 414,000
Increase to \$3,000	\$ 621,000
Increase to \$4,000	\$ 828,000
Increase to \$5,000	\$1,035,000

Staff looks forward to discussing this matter further and providing any further assistance.



MEMORANDUM TO THE RETIREES COMMITTEE

DATE: September 7, 2022

TO: Members of the Retirees Committee

FROM: Kathy Foster, Assistant Chief Executive Officer *KFoster*

SUBJECT: **Discussion Regarding Active Death Equity Benefit**

Attached is a memo from the April 3, 2019 Retirees Committee meeting regarding the previously provided Active Death Equity Benefit (ADEB). Staff was requested to add this item to the agenda for further discussion.

Staff recently determined that in 2020, there were 7 active member deaths in which the spouse would have been eligible for the ADEB and 10 in 2021.


Attachment



MEMORANDUM TO THE RETIREES COMMITTEE

DATE: April 3, 2019

TO: Members of the Retirees Committee

FROM: Kathy Foster, Assistant Chief Executive Officer 

SUBJECT: **Active Death Equity Benefit**

Under our existing law, the surviving, eligible spouse of an ACERA vested member who dies while an active member can elect to receive a lifetime continuance of 60% of the amount payable as a non-service connected disability based on the unmodified allowance. A member suffering from a potentially fatal illness can apply for retirement and select Option 2, which provides for a 100% continuance of a reduced allowance. The Active Death Equity Benefit (ADEB) was established so the members who suffer accidental or untimely deaths would also be able to provide such coverage for their surviving spouses.

The ADEB was provided until late 2012. It authorized the pre-funding of a supplemental benefit which, in combination with the 60% continuance, permitted an eligible surviving spouse to receive a total allowance equivalent to the reduced Option 2 - 100% continuance benefit. The pre-funding of the benefit was established for the lifetime of each participant at the time each new benefit was created.

From 2013 through 2018, a total of 25 active deaths occurred where an eligible spouse could have elected the ADEB, an average of four per year. Three were safety members.



Over the last five years in which the benefit was provided, the annual costs ranged from \$107,544 to \$936,133. Based on the Supplemental Retiree Benefit Reserve (SRBR) Policy, this benefit was discontinued at the discretion of the Board of Retirement due to decreasing SRBR sufficiency. It was to be reviewed again for consideration at such a time that the SRBR was believed to be sufficiently funded. At the time the benefit was discontinued, the balance in the SRBR was approximately \$571 million. It is currently over \$900 million. Therefore, it has been requested that this matter be brought to the Retirees Committee for discussion.



MEMORANDUM TO THE RETIREES COMMITTEE

DATE: September 7, 2022

TO: Members of the Retirees Committee

FROM: Ismael Piña, Assistant Benefits Manager 
Mike Fara, Communications Manager 

SUBJECT: **Plans for Open Enrollment and Retiree Health and Wellness Fair**

ACERA's Open Enrollment period is approaching for our group plans. The attached presentation will be reviewed at the Retirees Committee meeting.

Attachment

Open Enrollment & Virtual Retiree Health and Wellness Fair

STATUS REPORT

Retirees Committee Meeting
September 7, 2022



Open Enrollment Details

- Sept. 23 – Open enrollment packet materials finalized and sent to printer targeted date
- Sept. 26 – Health Fair postcard targeted mailing date
- Oct. 8 – Health Fair email blast/web news release targeted date
- Oct. 10 – Open enrollment packets targeted mailing date
 - Visit www.acera.org/OE for e-copies of full packet
 - DocuSign and PDF versions of Enrollment forms (medical, dental, vision) available at www.acera.org/enroll

Open Enrollment Details (continued)

- Oct. 15 to Dec. 15 – Via Benefits open enrollment period
 - Oct. 15 to Dec. 7 – Medicare O/E
 - Nov. 1 to Dec. 15 – Non-Medicare O/E
 - Representatives ready for influx of calls
- Oct. 27 – Virtual Retiree Health and Wellness Fair
- Nov. 1 to Nov. 30 – Group plan open enrollment period
- Jan. 1 – Via Benefits plans effective date
- Feb. 1 – ACERA group plans effective date

Open Enrollment Packet

- Envelope
- Intro letter
- Retiree Enrollment Guide
- Making your Via Benefits Reimbursements Easier pamphlet
- Health Fair flyer
- 3 Carrier flyers (Kaiser, Delta Dental, VSP)

Virtual Retiree Health and Wellness Fair

- Visitors may access the virtual health fair and watch live presentations from carriers
- Access vendor virtual resources and learn about their services and benefits offered
- Access Wellness Tips and Classes by clicking on the links and watching online videos or signing up for classes
- Easy access to view events from any internet- connected device anywhere
- Complete the ACERA Survey to be entered into a drawing for a chance to win a Raffle Prize

ACERA Virtual Retiree Health and Wellness Fair

- **When:**

Thursday, October 27, 2022

- **Start Time:**

9:30 AM

Event will be available for On-Demand for later viewing at your leisure

- **Location:**

ACERA's website:

www.acera.org/healthfair



MEMORANDUM TO THE RETIREES COMMITTEE

DATE: September 7, 2022

TO: Members of the Retirees Committee

FROM: Ismael Piña, Assistant Benefits Manager

A handwritten signature in black ink, appearing to read "Ismael Piña", is positioned to the right of the "FROM:" line.

SUBJECT: **Miscellaneous Updates**

An oral report will be provided on any recent benefit issues at the Retirees Committee meeting.