

**Minutes of the Meeting of the Board of Directors  
Retired Employees of Alameda County  
Monday, April 13, 2026, 9:30 A.M.**

**Zoom Video Conferencing Board Meeting**

Alicia Baptista, President of the Board, called the meeting to order at 9:30 AM

**Roll Call:** Alicia Baptista, Dawn Stevenson, Paul Reeves, Connie Land, Kathy Foster, and Marsha Rice were present. Mike Fara, ACERA Communications Manager, Charo Panesi-Guerra, REAC Member and Administrative Assistant, and Pete Albert, ACRE President, were also present.

**Minutes:** The Minutes from the March 9, 2026, REAC Board meeting were reviewed. Marsha moved to approve the March 9, 2026, REAC Board Minutes as submitted. Kathy seconded the motion, and the motion was approved.

**Announcements & Communications:** Paul reported that Renaye Johnson, former REAC Board Member, and Sue Tellardin, REAC member, passed away. At this point, there was no information available regarding a service or memorial for either Sue or Renaye. Alicia reported that Linda Hulme, REAC member, also passed away.

**ACERA:** Mike Fara, ACERA Communications Manager reported on the April 1, 2026 Retirees Committee meeting. There were two Action items and a few Information items.

The first Action item was a discussion and possible motion to recommend that the Board of Retirement offer individual Via Benefits plans for early retirees living within the service area. Currently, they do not allow early retirees to enroll in Via Benefits individual plans. For the purposes of thinking about healthcare, retirees are split into groups, one group is for those retirees who are Medicare-eligible, and the other is for those who are not yet Medicare-eligible.

The retirees who are not yet Medicare-eligible, if they live in the group plan service areas; they have two group plans for them, the Kaiser plan and the UnitedHealthcare plan. The service areas are San Francisco Bay Area, Sacramento, Fresno, Southern California, and for Kaiser, they have Santa Cruz. If you live in the ZIP codes for at least one of those group plans, you are not allowed to enroll in the Via Benefits individual plans. So the proposal is that they would be allowed to enroll in the Via Benefits Individual plans, and therefore they could choose either the group plans or the Via Benefits individual plans.

This year, the county had to cancel one of the plan options for UnitedHealthcare, the less expensive one. It was called the UnitedHealthcare Signature Value Advantage. As a result, early retirees only have the choice between the Kaiser plan and the UnitedHealthcare plan, the Signature Value one. Signature Value's plan is more expensive than the Kaiser plan.

The committee needed additional information to figure out what the cost impact would be, if any, to the County. They were also concerned that it might be a hardship, from a customer service perspective, if

they started this mid-year. With that in mind, they were thinking it would become effective with the start of the next plan year for 2027. The Retirees Committee decided to take no action at this time

The second Action item was a discussion and possible motion to recommend that the Board of Retirement increase the Monthly Medical Allowance (MMA) for Medicare eligible retiree individual plans to coincide with group plans. This would increase the MMA for the Medicare retirees who are enrolled in individual Via Benefits plans to be level with everyone else. Currently, there are two sets of MMA amounts. The largest group, which has the largest number of retirees, is those retirees who are Medicare retirees who are enrolled in the Kaiser Senior Advantage group plan. The smaller group is the early retirees, regardless of whether they're in a group plan or an individual plan.

There is some concern about the equality of having some people have more monthly medical allowance dollars available to them than do other people. The Retirees Committee voted to recommend to the Retirement Board to approve an increase in the Monthly Medical Allowance (MMA) for Medicare eligible retiree individual plans to coincide with group plans. Mike was asked if the Retirement Board approved that action, when would the change be effective. Mike thought it might become effective in the next plan year.

Since the discussions regarding the two Action Items took a great deal of time, the Committee had less time to focus on the Information Items. The Information Items included a Via Benefits 2025 Year in Review, a 2027 Medical Plans Update/Renewal Requests of ACERA/County of Alameda, a Report on Annual Health Care Planning meeting with Retiree Groups, and a Supplemental Retiree Benefit Reserve Financial Status report. ACERA has compiled a list of the update and renewal requests that they will be sending to the County, and the healthcare plans they contract directly with for pricing for the next plan year. They want to get pricing information for the Over-the-Counter rider, the meals rider, and the non-emergency medical transportation rider. The final report was the update on the SRBR. This report is provided twice a year, and it is produced by their fiscal services department. The SRBR has continued to earn more in interest than it is paying out in benefits. In 2025, they paid out almost \$58 million in benefits, and the fund earned \$118 million in interest, almost double what they paid out. At the end of 2025, the SRBR fund balance is about \$1.27 billion.

Pete mentioned that at next month's Operations Committee meeting, there will be a report by staff on standby pay. Currently, the Public Employees' Pension Reform Act (PEPRA) prohibits the inclusion of standby pay as pensionable compensation. However, if the employee's department makes standby pay mandatory for everyone in a classification, then that is part of their standard compensation, and ACERA would consider it pensionable. If the standby pay is not mandatory within the classification, then it's voluntary, and not pensionable. Not all employers were doing this correctly, this is why ACERA started a study. Pete felt that since it is an important issue, and can affect pensions, that people should be aware that a report on the issue would be made at the May Operations Committee meeting.

**Treasurer's Report:** Connie presented REAC's March 2026 Treasurer's report & REAC's 1<sup>st</sup> Quarter Treasurer's report. Connie began with the March 2026 Treasurer's report. The Beginning Interest Privilege Account balance was \$35,134.65. Total receipts were \$8,277.73. The only unusual receipts were from the Spring Luncheon, which were anticipated. Total disbursements were \$13,463.90. There was one unusual receipt, which was a reimbursement of \$193.57. That was actually for February 2026,

which we paid in March 2026. We had a deficit of \$5,186.17, as of the end of March 2026. However, we have not received invoices for January through March for the newsletter layout from Creative Circle. That is generally \$362 a month, so we still owe around \$1,200.00. It should be noted, the deficit this month is mainly caused by the luncheon itself. The ending Interest Privilege Account balance was \$29,948.48, and the total assets were \$254,062.12.

We did talk last month about Creative Circle and how they have acknowledged that there have been bugs in their rollout on this new system. We did receive timecards for Gina for January, February, and March. We received those last week. We will probably receive invoices for those months sometime this week. Marsha moved that the March 2026 Treasurer's Report be approved as submitted. Dawn seconded the motion and the motion was approved.

The first quarter report covers January through March 2026, which is about 25% of our annual budget. 1<sup>st</sup> Quarter receipts total \$26,197.26. Our annual budget is \$102,884.00 so the percent of annual budget is 25.46%, which is what we projected it to be. The first quarter disbursements were \$32,007.39. Our annual anticipated disbursements were \$111,765.00, so our percent of budget is 28.64%. The 1<sup>st</sup> Quarter disbursements do exceed our 1<sup>st</sup> Quarter receipts, however, that quarter includes many one-time payments. For example, our postal permit is a one-time payment, which means we're already at 86% on that line item. Other anticipated costs moving forward include our CRCEA dues and the Fall luncheon. Marsha moved that the 1<sup>st</sup> Quarter Treasurer's report be approved as submitted. Kathy seconded the motion and the motion was approved.

**CRCEA:** Connie presented her CRCEA report. The March 18, 2026 Executive Committee Meeting was cancelled. The next meeting is April 22, 2026, Business Session, during the Spring Conference held in Santa Barbara. The remaining conference scheduled under the existing structure is the one of April 19 to 22, 2026, hosted by Santa Barbara, and it will be held at the Marriott in Buellton, California. Conference and hotel registrations are still open, and Connie will be attending.

Pete asked if, under the new changed conference structure, if the fall conference will be regional. Connie reported that under the new structure, each fall would be a business session. Starting in 2027, it would be hosted by CRCEA and planned by the divisions. Each fall will be a business session.

**SACRS (State Association of County Retirement Systems):** Kathy reported that she will be attending the SACRS Conference in her role as an ACERA Trustee. It will take place in May, at Lake Tahoe.

**Retirement Board:** There was no additional information to report.

**Investment Committee:** Kathy reported that a number of education items seem to be a recurring item. NEPC, the investment consulting firm, and Callan, the real estate consulting teams, provide different education items, which include affordable housing, debt market environment, and absolute return. The rebalancing plan was a separate item. Under delegated authority, which is staff-approved investments, they invested \$60 million in Warren Equity Partners, a second contribution to that fund.

**Health Care (Centers for Disease Control and Prevention):** Alicia reported that she did attend the March 18<sup>th</sup> annual ACERA Healthcare Planning meeting that takes place every spring. She brought

several issues for discussion. The issues included retirees' interest in receiving over-the-counter benefits, and a request for improved training for Via Benefits staff. Alicia heard from members who would call Via Benefits one day and then call the next day and get entirely different information. All they really want is to get correct information each time they call. They also discussed concerns over the changes in the One Pass that Kaiser has implemented. There are fewer sessions being paid for compared to the previous contract. The issue most members are concerned about is their dissatisfaction with Delta Dental. Alicia was pleased to announce that Delta Dental will provide a speaker for our fall luncheon. She may add, in the President's message, a request for our members to send her any questions or concerns they might have, which the Delta Dental speaker can answer.

One of the most interesting statistics provided by Delta Dental is that many of our members have no utilization of their Delta Dental Benefits. This year, they said 27% of Delta Dental members had absolutely no utilization. They did not see a dentist, did not call a dentist and did not use even one cent of their Delta Dental benefits.

**Activities:** Alicia reported that she signed the contract for our fall luncheon at the DoubleTree on October 12<sup>th</sup>. Last year we were promised that the meal prices that are in effect at the time that we sign the contract will be the price we pay at the luncheon. However, this year the contract said the price we have to pay, is the price in effect on the day of the luncheon. Alicia was successful in getting DoubleTree to honor their previous agreement, so that the price we pay will be the price in effect the day she signed the contract.

**Membership and Recruitment:** Charo reported that as of March 31, 2026, our membership stood at 3,716 members, which was a slight decrease from the previous month.

**Administrative Staff:** There was no new information to report.

**REAC News:** The REAC News will recognize the passing of Renaye Johnson. In addition, it will include that the fall luncheon will include a representative from Delta Dental, and the statistics regarding the non-utilization of the dental benefits,

**Other Reports:** Alicia gave a brief report on the Budget Committee. Liz suggested that we consider either eliminating one of our luncheons or eliminating one of our board meetings this year as a way of reducing our costs. Alicia hopes that the Recruitment Committee will meet in May when she returns from vacation.

**Old Business:** There was no additional information to report.

**New Business:** In April of each year, the REAC Bylaws require that the REAC Board elect their slate of officers. Paul was pleased to report that all four Officers, President Alicia Baptista, Vice President Dawn Stevenson, Secretary Paul Reeves, and Treasurer Liz Koppenhaver, have all agreed to continue in their present roles, if elected. Paul moved that the current slate of REAC Officers be elected to service an additional one-year term. Connie seconded the motion, and the motion was approved.

*For the Good of the Order:* There was no additional information to report.

Meeting adjourned at 11:02 AM.

Respectfully submitted by Paul Reeves, Board Secretary

**Next Board Meeting: Monday, May 11, 2026, 9:30 am**  
**Zoom Video Conferencing Board Meeting**