

**Minutes of the Meeting of the Board of Directors
Retired Employees of Alameda County
Monday October 11, 2021, 9:30 A.M.**

Zoom Video Conferencing Board Meeting

Marian Breitbart, President of the Board, called the meeting to order at 9:30 A.M.

Roll Call: Marian Breitbart, Paul Reeves, Suman Sharma, Renaye Johnson, Linda Slater, Liz Koppenhaver, and Alicia Baptista were present. Henry Levy, ACERA Board Member and Alameda County Treasurer-Tax Collector, Aaron Coleman, Alameda County Deferred Compensation Staff, Darnell Williams, Alameda County Deferred Compensation Staff, Mike Fara, ACERA Representative, Nancy Reilly, REAC Member and ACERA Retiree Alternate, Charo Panesi-Guerra, REAC Member and Administrative Assistant, and Pete Albert, ACRE Board President, were present.

Minutes: Minutes of the September 13, 2021, meeting were reviewed. Renaye moved that the Minutes from the September 13, 2021 Board meeting be approved as submitted. Linda seconded the motion and the motion was approved.

Announcements & Communications: There were no announcements or communications to report.

ACERA: Henry Levy, ACERA Board Member and Alameda County Treasurer-Tax Collector, began by introducing two of his staff members, Aaron Coleman, and Darnel Williams. Henry mentioned he also has the responsibility for overseeing the County Deferred Compensation Plan. Most counties have their Deferred Compensation Plan included in their HR departments. Alameda County is one of only 5 counties which have their Deferred Compensation Plan in their Treasurer-Tax Collector Department.

Henry explained that he was very interested in trying to figure out ways to help employees prepare for their eventual retirement. By focusing on current retirees, he felt that they could provide valuable insight regarding how well they were prepared for retirement, what would they do differently, what would they do the same, and what sort of advice would they give to newly hired employees. Would they recommend for example, saving more, putting more money into Deferred Comp, etc.? What sort of role should Deferred Comp have in helping employees to be better prepared for their future retirement? Deferred Comp has been trying to determine what would be the best investment options for retirees. They reduced the number of funds from twenty-nine to twelve, began to evaluate how aggressive the funds should be, and evaluate funds from a risk versus reward perspective. They gathered anonymous financial information from Human Resources on salary, from ACERA on projected retirement benefits, and from Prudential on where people are investing. They gave that information to their consultant who then used that information to help Deferred Comp understand what sorts of financial issues retirees were facing.

Henry wants retirees to be able to reduce their financial stress and to be able to achieve financial wellness. Some of the issues many people have to deal with include paying off their own student debt, helping to pay off their children's student debts, paying off high credit card balances, helping to take care of their elderly parents, Long Term Care costs, etc. When someone retires, they have to consider how much income they will need in order to retiree. There are typically three sources of income: their ACERA benefits, their Social Security, and their savings and investments. The studies tend to show that the best ratio of income

to expenses is 80% - 85%. Alicia wanted to know if their studies differentiated between Tier I retirement and the other retirement Tiers. Henry said they did not, and that was something they were going to look at. He mentioned that they also want to study the differences between Safety employees, because they do not receive a Social Security benefit, and non-Safety employees. How do they manage, what sort of additional income do they receive, if any, and what sort of investments did they make.

Deferred Comp currently has an advisory team made up of County executives. However, they do not have any rank and file employees on the team. In addition, there are no retirees on the team and no union members on the team. He felt that including those individuals would be helpful. He recognized that many retirees left the plan once they retired, but felt it would be to their benefit if they stayed in the plan. Nancy asked if a retiree left the plan, could they get back in. Aaron reported that they could, if they came back as a Retired Annuitant. That provision was added about 5 years ago. They would have to start over, but they would also be able to roll their money back in.

Henry wanted to know what our thoughts were if an automatic enrollment, with an opt out provision, were tried in the County. For example, when a person is hired, they would be automatically enrolled in the Deferred Comp plan, with some sort of sliding scale used to determine the amount of the investment or perhaps a small starting amount of \$20 to \$25 per pay period. He mentioned that it was not allowed by State law at the moment, but he still wanted to know our thoughts. The Board discussed both the pros and cons of an automatic enrollment process, but there was no consensus either for or against. Pete mentioned that the State of California created a CalSavers retirement savings program which had an automatic enrollment provision. He suggested it might be helpful to evaluate how that program was working.

Mike Fara then reported on the October 6, 2021 Retirees Committee Meeting. There were three Action Items and Three Information Items.

The first Action Item was a Presentation and Acceptance of Supplemental Retiree Benefit Reserve (SRBR) Funding Report/Valuation. Segal, ACERA's Actuary, presented the annual Actuarial Valuation of the Other Post Employment Benefits (OPEB) and Non-Other Post Employment Benefits (Non-OPEB) provided by the SRBR, including Sufficiency of Funds, as of December 31, 2020.

Last year it was reported that the SRBR fund for OPEB benefits would exhaust in 2040 and Non-OPEB benefits in 2037. The results of the December 31, 2020 valuation indicate that the terminal year of OPEB benefits is projected to be 2042, with full benefits paid through 2041 for a total of 21 full years and one partial year. The terminal year of Non-OPEB benefits is projected to be 2044, with full benefits paid through 2043 for a total of 23 full years and one partial year. The Retiree Committee voted to recommend to the Board of Retirement a motion to accept the December 31, 2020 SRBR Actuarial Valuation.

The second Action Item was a recommendation to no longer permit ACERA retirees to make allowance deductions to pay premiums to the Operating Engineers Local 3 Union Medical Plan effective the end of the current Plan Year on January 31, 2022. There are currently 31 retirees in the Local 3 Union Medical Plan who currently have ACERA deduct the Plan premium from their check and then ACERA sends the funds to the Local 3 Union Medical Plan to pay the premiums. It's important to note that ACERA has no relationship to, or responsibility for, that Health Plan. ACERA also allows those retirees access to the Monthly Medical Allowance (MMA). As it turns out, because of the time lag between when the Retiree

checks are written, and when those premiums are due, there is a late fee of \$500 which the Health Plan charges the Union. The Union in turn wanted ACERA to pay that late fee. Until recently, ACERA has been able to negotiate with the Union not to pay the late fee. However, the Union is now being insistent that ACERA pay the late fee. So the ACERA Staff recommendation is that they no longer allow those members to have the Premium deductions taken from their checks and that those members would also not be eligible for the MMA. The Retiree Committee did vote to approve the recommendation but with a clear directive for ACERA staff to look for other options before the item goes back to the Board of Retirement.

The third Action Item was a review and discussion of minor amendments and adjustments to the SRBR Policy. The Retiree Committee voted to recommend to the Board of Retirement that it adopt the SRBR Policy revisions.

The first Information Item was a report on the SRBR Financial status as of June 30, 2021. The report included a ten year history of how much money has been received and paid out during those ten years. In 2011, the beginning Fund balance was \$624,166,664. \$19,239,412 was received and \$40,499,351 was paid out, leaving a Fund balance of \$602,906,716. In 2012, the Fund balance dropped to \$570,878,929. In 2020, the Fund balance increased to \$931,754,157. As of the June 30, 2021 midyear report, the SRBR Fund balance has grown to \$1,010,744,983.

The second Information Item was to be a presentation on Hearing Aid Benefits. However, due to time constraints, the item was carried over to a future Committee meeting.

The third Information Item was a Final Report on Open Enrollment Preparation and Communications Material, and the Virtual Retiree Health and Wellness Fair Arrangements. The open enrollment packet will be mailed out on October 15, 2021. People can visit www.acera.org/OE for e-copies of the whole packet and www.acera.org/enroll for enrollment forms.

ACERA Healthcare Plans	Open Enrollment period	Plan Year
Kaiser HMO California (non-Medicare)	November 1–30, 2021	February 1, 2022-
Kaiser Senior Advantage California (Medicare)		January 31, 2023
UnitedHealthcare SV HMO and SVA HMO (non-Medicare)		
Delta Dental		
Vision Service Plan (VSP)		
Via Benefits Non-Medicare Plans	November 1–December 15, 2021	January 1, 2022- December 31, 2022
Kaiser Individual Non-Medicare Plans (outside California)		
Via Benefits Medicare Plans	October 15-December 7, 2021	January 1, 2022- December 31, 2022
Kaiser Individual Medicare Plans (outside California)		

The Virtual Retiree Health and Wellness Fair will be held on Thursday, October 28, 2021, starting at 10:00 AM. People can visit www.acera/healthfair to find additional provider links and other valuable information.

Lastly, ACERA notified the Retirees Committee that they would be sending out the Annual Medicare Part D Certificate of Coverage Notice prior to the October 15th deadline.

Paul asked Mike if he had heard any discussions regarding spending additional funds from the SRBR given the Funds current balance. He mentioned that in the past, certain expenditures from the SRBR were reduced in order to help insure that the SRBR would continue to pay for Cost of Living increases, the Monthly Medical Allowance, etc. Mike reported that he had not heard of any discussions but he would let us know when he did. Pete suggested that it would be a good idea, and a good time, for both ACRE and REAC to look at the various options and make suggestions to both the Retirees Committee and ACERA regarding any additional spending from the SRBR. He felt we really need to be ready for our suggestions as early as March 2022. Nancy mentioned that we could also make suggestions when the County is meeting with Health Care Providers to discuss the next years Health Plan options. That affords both ACRE and REAC another forum to discuss concerns and options.

Nancy reported that Kelly Blumin Simon, who is with the Public Defenders Office, Stacey Perry, who is an Administrative Support Manager, and Dana Hodge, who is a Social Worker III, all have submitted the required paper work for running for the vacant seat on the Retirement Board. Voting begins November 10, 2021 and voting ends December 15, 2021.

Treasurer's Report: Suman presented the September 2021 Treasurer's report. The beginning checking account balance was \$59,131.71. Receipts totaled \$8,207.41 and Disbursements totaled \$4,530.71. There were no unusual Receipts or Disbursements. The ending checking account balance was \$62,808.46. Total Assets were \$192,225.27. Suman presented the July-September 2021 Quarterly Report. Total income was \$24,710.00 and total Disbursements were \$13,990.46. Suman noticed an error during his presentation. The amount listed for Web Hosting was \$225 and it should have been \$675. He will send the Board a corrected report. Marian moved to approve the September 2021 Treasurer's report as submitted and to approve the July-September 2021 Quarterly Report as corrected. Paul seconded the motion and the motion was approved.

CRCEA (County Retired County Employees Association): Connie was unable to attend today's Board meeting but she did submit a written report to the Board. The next regularly scheduled CRCEA Executive Committee meeting is Wednesday, October 20, 2021. The CRCEA 2022 Proposed Budget was sent by the Treasurer for discussion at that October meeting.

The CRCEA 2021 Fall Conference is scheduled for November 7-10, 2021 in Long Beach, CA. The host county is the Retired Employees of Los Angeles County (RELAC). Connie will not be able to attend the Conference. CRCEA is currently amending its Bylaws to reflect current business practices.

Important dates for the CalPERS Lawsuit: December 13, 2021 is the deadline to submit the Award Acknowledgement and Election Form-Refund of All Premiums (Category A); December 13, 2021 is the deadline to submit a Lapse Claim Form (Categories D & E); December 13, 2021 is the deadline to exclude

yourself from the Settlement; and December 13, 2021 is also the deadline to submit a Written Objection to the Settlement. The Final Approval Hearing will be held on June 8, 2022.

SACRS (State Association of County Retirement Systems): Paul reminded the Board of the SACRS Fall Conference, which will be held from November 9-12, 2021 at the Loew's Hollywood Hotel and that it will be an in-person conference. Paul mentioned that he will not be able to attend. Pete mentioned that SACRS would be taping the presentations, and that members of SACRS would be able to view those presentations, at no additional cost, after the Conference.

Retirement Board: There was no additional information to report.

Investment Committee: Marian reported that the Investment Committee will be meeting this coming Wednesday, October 13, 2021 at 9:30 AM.

Health Care (Centers for Disease Control and Prevention): Renaye reported on the most recent CDC information. The CDC is now recommending that everyone get their Flu shots by the end of October 2021. Pfizer booster shots are now available for individuals who are:

- 65 years and Older
- 18+ who live in Long Term Care Settings
- 18+ who have underlying medical conditions
- 18+ who work in high-risk settings
- 18+ who live in high-risk settings

Renaye also reported that ACERA's website has a link which can be used to find COVID-19 Vaccine locations. Renaye also mentioned that Vaccines.gov can be used to find Vaccine locations. Renaye mentioned that if people are unable to attend the October 28th Virtual Health and Wellness Fair, ACERA will have recordings of that event available for review. There will be representatives from Via Benefits, from Kaiser Benefits, from VSP and from Delta Dental.

Alicia reminded the Board that there was a higher dose flu vaccine available for seniors. Members should ask for it, or you may be given the standard dose. Renaye mentioned that at her location, they asked her if she wanted the higher dose, so it really seems to depend on location.

Activities: There was no new information to report. Charo wanted to know if the Board was considering starting the membership luncheons again. She has received newsletters from other counties and many of them are beginning to have luncheons again. After some discussion, the general consensus seemed to be that we should wait a bit longer before we began planning for the next luncheon.

Membership and Recruitment: Charo reported that as of September 30, 2021, membership stood at 3,885.

Administrative Staff Updates: Charo reported on her discussion with Lori regarding the cost of using DocuSign. The cost would be \$65 per month, but she needs to do a bit more research to see if that feature can be integrated into our website. Lori also suggested that perhaps we could just add a link to ACERA. It would appear on our website, but be linked to ACERA. She will also do a bit more research on that aspect as well.

REAC News: The next REAC Newsletter will include information from Henry Levy's Deferred Comp discussion, Open Enrollment, and COVID-19 links.

Other Reports: There was no other information to report.

Old Business: There was no additional information to report.

New Business: The Board members agreed to begin making a list of retirees they thought would be good additions to the REAC Board. Charo mentioned that we should include, in the Newsletter, the fact that they no longer had to live in the Bay Area to be a Board member. With the use of Zoom meetings, they could now live anywhere.

Linda mentioned that since we get a list of new members, perhaps we could start there. Charo mentioned that she automatically sends them a welcome letter. Linda also suggested that we should include a testimonial from a new board member which explains why they joined, what their expectations were, etc. Linda and Charo agreed to work together on creating the testimonial.

Alicia wanted to know how the decision was made to include Board Members' phone numbers and contact information on the REAC newsletter. She was concerned that she might be contacted while she was traveling and therefore would not be able to respond in a timely manner. Paul explained the history and the rationale behind the policy. After some discussion, a suggestion was made to use a google voice account. It would allow us to use a phone number provided by google. Charo and Linda will research how that might be done.

For the Good of the Order: There was nothing new to report.

Meeting adjourned at 12:16 P.M.

Respectfully submitted by Paul Reeves, Board Secretary

**Next Meeting: November 8, 2021, 9:30 a.m. (Monday)
Zoom Video Conferencing**