



# Executive Committee Meeting

Thursday, February 8, 2024

9:30 AM



Alameda County Schools Insurance Group (ACSIG)  
5776 Stoneridge Mall Rd., Suite 130 Pleasanton, CA 94588

AGENDA  
Executive Committee

**Date:** Thursday, February 8, 2024  
**Time:** 9:30AM  
**Location:** Alameda County Office of Education  
 313 W. Winton Ave.  
 Hayward, CA 94544

**I. Call to order 9:30 AM**

**II. Roll call**

**Executive Committee Members**

Dr. Kevin Collins	President	San Leandro USD
Danielle Krueger	Vice President	Alameda USD
Jackie Kim	Secretary	Albany USD
Leigh Ann Blessing	Board Member	Alameda COE
Annette Heldman	Board Member	New Haven USD
Ruth Alahydoian	Board Member	Piedmont USD
Ahmad Sheikholelami	Board Member	Pleasanton USD
Kimberly Dennis	Executive Director	Alameda County Schools Insurance
Andrew Lathrop	Transitional ED	Alameda County Schools Insurance
Celina Flotte	Executive Assistant	Alameda County Schools Insurance
Ron Martin	Guest	Keenan & Associates
Tara Cooper-Salaiz	Guest	Keenan & Associates
Patrice Grant	Guest	Keenan & Associates
Margot Bringas	Guest	Keenan & Associates
Michael Clark	Guest	Keenan & Associates
Brian Sharpes	Guest	Morgan Stanley
Laurena Grabert	Guest	SETECH

### III. Acceptance of the Agenda

The Executive Committee will vote on the acceptance of the agenda.

### IV. Public Comment on Closed Session Agenda Items

*Pursuant to the Brown Act, each public agency must provide the public with an opportunity to speak on any matter within the subject matter jurisdiction of the agency and which is on the agency's agenda for that meeting. The Board of Directors allows speakers to speak on agendized and non-agendized matters under public comment. Comments are limited to no more than 3 minutes per speaker. By law, no action may be taken on any item raised during the public comment periods and matters may be referred to staff for placement on a future agenda of the Board of Directors*

#### Closed Session

*Pursuant to Government code section 54956.95, the Executive Committee is empowered to conduct a closed session to discuss matters affecting the JPA or a member of the JPA*

#### A. Settlement Authorization

- **Claim Numbers: None**

#### B. Settlement Notification

- **Claim Numbers:**

<b>Ramirez</b>	533380
<b>Varne</b>	540086
<b>Boggs</b>	559398
<b>Morgan</b>	578051
<b>Mangini</b>	581967
<b>Pagan</b>	590820
<b>Garcia de Monge</b>	597496
<b>Dillon-Lundie</b>	598429
<b>Torres</b>	609026
<b>Dixon</b>	614637
<b>Villalta</b>	623710

#### Open Session

## V. Public Comment on Open Session Agenda Items

*Pursuant to the Brown Act, each public agency must provide the public with an opportunity to speak on any matter within the subject matter jurisdiction of the agency and which is on the agency's agenda for that meeting. The Board of Directors allows speakers to speak on agendaized and non-agendaized matters under public comment. Comments are limited to no more than 3 minutes per speaker. By law, no action may be taken on any item raised during the public comment periods and matters may be referred to staff for placement on a future agenda of the Board of Directors*

## VI. Report of Action Taken in Closed Session

### VII. Approval of Minutes

The Executive Committee will review/approve the meeting minutes from the October 25, 2023 Executive Committee Meeting and November 2, 2023 Full Board Meeting.

*Recommendation: For action*

## Workers Compensation

### VIII. Actuarial Study - Ex Mods

(page 25)

The Executive Director will present the January 2024 actuarially determined 2023/24 program year experience modification factor used for 2024/25 rates. The Executive Committee will be asked to recommend approval to the Full Board.

*Recommendation: For action*

### IX. Actuarial Study - Ultimate Loss

(page 27)

The Executive Director will present the January 2024 actuarially determined long-term liability. The Executive Committee will be asked to recommend approval to the Full Board.

*Recommendation: For action*

### X. EAP Update

(page 89)

The Executive Director will provide an update on the EAP Program with the Executive Committee.

*Recommendation: For discussion*

### XI. Workers Compensation Program Decisions for 2024/25

(page 104)

The Executive Director will discuss decisions for EAP, protective equipment and more within the Workers' Compensation program. The Executive Committee will be asked to make decisions for the 2024/25 program year.

*Recommendation: For action*

**XII. Preliminary Workers Compensation Rates 2024/25** (page 105)

The Executive Director will provide details on the Workers' Compensation Rates for the 2024/25 year. The Executive Committee will be asked to make rate decisions for the 2024/25 program year and recommend rates to the Full Board.

*Recommendation: For action*

**General**

**XIII. Second Quarter Financial Report** (page 107)

Laurena Grabert from SETECH will present the 2023/24 Second Quarter Financial Report. The Executive Committee will be asked to recommend approval to the Full Board.

*Recommendation: For action*

**XIV. Second Quarter Investment Report** (page 128)

Brian Sharpes will present the 2023/24 Second Quarter Investment Report. The Executive Committee will be asked to recommend approval to the Full Board.

*Recommendation: For action*

**XV. Budget 2024/25** (page 152)

The Executive Director will review the tentative 2024/25 Budget.

*Recommendation: For action*

**XVI. CalPERS Requirement of Salary Schedule** (page 161)

The Executive Director will present the 2023/24 ACSIG salary schedule.

*Recommendation: For discussion*

**XVII. Cyber Breach** (page 162)

The Executive Director will update the committee on the recent cyber breach.

*Recommendation: For discussion*

**XVIII. Strategic Planning**

*(page 163)*

The Executive Director will discuss initiatives and action plans for the 2024-25 year.

**1. Update from Prior Strategic Planning Session**

The Executive Director will review the prior strategic plan and progress updates with the Committee.

**2. Areas of Need for Additional Resources**

- IT
- Accounting

**3. Dental Program**

**4. Review Increased Frequency and Severity Trend**

**5. Risk Management Incentive Programs**

**6. What is ACSIG doing well**

**7. ACSIG Areas of Improvement**

**8. Board Engagement**

*Recommendation: For discussion*

**XVIII. Future Planning**

**XIX. Adjournment**



Alameda County Schools Insurance Group (ACSIG)  
 5776 Stoneridge Mall Rd., Suite 130 Pleasanton, CA 94588

**MINUTES**  
 Executive Committee

**Date:** Wednesday, October 25, 2023  
**Time:** 9:30AM  
**Location:** Video Meeting  
 Join Zoom Meeting:  
<https://us02web.zoom.us/j/7358807014?pwd=SzJEa1BUSzNNMzBYN3VzajB2UEVPQT09>  
**Meeting ID: 735 880 7014**  
**Passcode: acsig23**

**I. This meeting was called to order at 9:30 AM**

**II. Roll call**

**Executive Committee Members**

Annette Heldman	President	New Haven USD
Dr. Kevin Collins	Vice President	San Leandro USD
Jackie Kim	Secretary	Albany USD
Danielle Krueger	Board Member	Alameda USD
Leigh Ann Blessing	Board Member	ACOE
Ahmad Sheikholeslami	Board Member	Pleasanton USD
Kimberly Dennis	Executive Director	Alameda County Schools Insurance
Celina Flotte	Executive Assistant	Alameda County Schools Insurance
Tara Cooper-Salaiz	Guest	Keenan & Associates
Patrice Grant	Guest	Keenan & Associates
Ron Martin	Guest	Keenan & Associates
Michael Clark	Guest	Keenan & Associates
Mark Payne	Guest	Morgan Stanley
Laurena Grabert	Guest	SETECH

**III. Acceptance of the Agenda**

It was moved by Danielle Krueger and seconded by Leigh Ann Blessing to approve the agenda as presented.

Ayes: Collins, Kim, Krueger, Blessing, Sheikholeslami

Nays: None.

Abstain: None.

**IV. Public Comment on Closed Session Agenda Items**

No public present to comment.

**V. Closed Session**

*Closed session began at 9:32 AM*

*Pursuant to Government code section 54956.95, the Executive Committee is empowered to conduct a closed session to discuss matters affecting the JPA or a member of the JPA*

**A. Settlement Authorization**

**Claim Numbers:** None

**B. Settlement Notification**

**Claim Numbers:**

478239	Garcia	575714	Jackson	586867	Fassio	601491	Ulloa
537319	Torres-Zazueta	576064	Garcia	590576	Janko	602050	Spencer
558247	Garcia	582513	McFarland	593719	Belenson	604099	Pondok
565265	Jackson	583735	Arce	596476	Jweinat	606522	Darpino
567494	Bhatter	583820	Gray	597632	Garcia	614269	Fleminger
573932	Williams	585265	Nagy	601384	Luksin		

*Annette Heldman joined the meeting at 9:39am*

**C. CastlePoint/ Reinsurance Update**

Ron Martin of Keenan discussed the status summary memo, loss run and calculation of ACSIG potential exposure.

**D. Update on New Executive Director Recruitment**

The Executive Committee discussed an update on recruitment.



## **Open Session**

*Open session began at 10:05 AM*

### **VI. Public Comment on Open Session Agenda Items**

No public present to comment.

### **VII. Report of Action Taken in Closed Session**

It was moved by Kevin Collins and seconded by Jackie Kim to approve the new Executive Director contract.

Ayes: Heldman, Collins, Kim, Krueger, Blessing, Sheikholeslami

Nays: None.

Abstain: None.

### **VIII. Approval of Minutes**

The Executive Committee reviewed and approved the Executive Committee meeting minutes from May 16, 2023, and Full Board minutes from May 25, 2023.

It was moved by Kevin Collins and seconded Ahmad Sheikholeslami to approve the meeting minutes.

Ayes: Heldman, Collins, Kim, Krueger, Blessing, Sheikholeslami

Nays: None.

Abstain: None.

## **General Business**

### **IX. Election of Officers**

The Executive Committee elected officers for the 2023/24 year.

There was a motion to vote Albany USD for Secretary, Alameda USD for Vice President and San Leandro for President.

It was moved by Leigh Ann Blessing and seconded by Ahmad Sheikholeslami to approve.

Ayes: Heldman, Collins, Kim, Krueger, Blessing, Sheikholeslami

Nays: None.

Abstain: None.

### **X. Annual Report**

The Executive Director presented the 2022/23 Annual Report. The report will be presented to the Full Board at the meeting on November 2, 2023.

**XI. 2022/ 23 Audit Draft**

The Executive Director presented the 2022/23 Audit Draft with the Executive Committee. The report will be presented to the Full Board at the meeting on November 2, 2023.

*Ruth Alahydoian joined the meeting at 10:21am*

**XII. 2022/ 23 Fourth Quarter Financials**

Laurena Grabert from SETECH presented the 2022/23 4th Quarter Financials. There was a motion to approve a rate pass to charge \$1 per employee. There was also a motion to explore program enhancements within Dental Dental.

It was moved by Dr. Kevin Collins and seconded by Ruth Alahydoian to recommend approval of the 4<sup>th</sup> Quarter Financials to the Board.

Ayes: Heldman, Collins, Kim, Krueger, Blessing, Alahydoian, Sheikholeslami

Nays: None.

Abstain: None.

**Alameda County Schools Insurance Group (ACSIG)**  
**Consolidated**  
**Statement of Revenues, Expenditures and Changes in Net Position**  
**As of 06/30/2023 and For The Fiscal Year Then Ended**

	2021/2022		2022/2023			
	Budget	Actuals	Budget	Activity 07/01/2022 - 06/30/2023	Variance	Percentage of Budget
<b>Operating Revenue:</b>						
Premiums Paid by Members	\$ 154,729,201	\$ 165,005,608	\$ 160,217,008	\$ 177,306,476	\$ (17,089,468)	110.67 %
Return of Premiums	--	3,000	--	318	--	--
PIPS - Accelerated Profit Commission	--	546,925	--	--	--	--
<b>Total Operating Revenue</b>	<b>154,729,201</b>	<b>165,555,533</b>	<b>160,217,008</b>	<b>177,306,794</b>	<b>(17,089,468)</b>	<b>110.67</b>
<b>Operating Expenditures:</b>						
Classified Salaries	338,031	357,350	412,449	384,482	27,966	93.22
Statutory Benefits	51,738	36,941	77,995	47,360	30,635	60.72
Health & Welfare	56,750	47,125	56,750	48,750	8,000	85.90
Employer Tax Expense	5,510	5,347	6,439	5,917	522	91.88
Net Pension Expense	416,154	151,505	229,772	104,548	125,224	45.50
Telephone & Internet	7,450	6,523	10,450	5,563	4,888	53.23
Supplies Office	5,000	397	8,000	8,347	(347)	104.34
Supplies - Other	8,500	3,803	6,000	5,003	997	83.38
Eligibility Processing	235,620	219,791	250,000	226,419	23,581	90.57
Brokerage Fees-Dental-ACSIG	293,760	303,141	325,000	312,447	12,553	96.14
Brokerage Fees-Dental-MD	520,000	694,592	725,000	712,220	12,780	98.24
Travel and Conferences	22,925	5,043	22,925	9,376	13,549	40.90
Mileage	12,000	6,500	11,850	6,488	5,362	54.75
Dues & Memberships	11,400	685	8,550	7,680	870	89.82
Postage & Meter	3,910	2,458	7,330	2,059	5,271	28.09
Insurance Expense-PIPS&NCR	23,900,848	23,847,452	24,334,504	24,232,011	102,493	99.58
Insurance Expense-PY Adj	500,000	86,069	500,000	657,717	(157,717)	131.54
Utility - Operating- Rent	48,476	49,440	57,820	37,046	20,774	64.07
Advertising	--	--	--	--	--	--
Contract Services - Actuarial	20,000	14,020	20,500	14,300	6,200	69.76
Contract Services -Claim Audit	--	15,750	--	--	--	--
Contract Services	5,000	--	--	--	--	--
Audit Fees	14,475	14,575	16,500	14,850	1,650	90.00
Other Services/Operating Expenses	11,400	5,764	12,300	5,376	6,924	43.71
Capital Equipment/Depreciation	9,500	--	9,500	--	9,500	--
Repairs & Maintenance	5,000	595	5,000	--	5,000	--
Legal	6,500	--	6,750	--	6,750	--
Accounting Services	15,500	16,000	16,480	16,480	--	100.00
County Courier	4,400	4,163	1,520	1,513	6	99.52
Shredding	1,600	227	900	1,242	(342)	137.95
Copier & Scanner	17,900	7,558	17,900	9,759	8,141	54.52
Claims Administration Services	143,219	118,870	111,400	104,469	6,931	93.78
Self-Insurance Fee	553,082	281,372	300,000	558,425	(258,425)	186.14
Claims Paid-WC	1,200,000	537,775	1,000,000	400,761	599,239	40.08
Claims Paid-PL	100,000	25,205	100,000	151,492	(51,492)	151.49
Physical Abilities Testing	20,000	9,660	20,000	6,083	13,917	30.42
Training	10,000	--	10,000	--	10,000	--
First-Aid Prog&Responder Fees	35,000	3,749	35,000	2,307	32,693	6.59
Food Service Training	--	--	--	--	--	--
Risk Mgmt Prev Program	250,000	97,500	250,000	74,708	175,292	29.88
EAP Program	200,000	162,038	200,000	165,508	34,492	82.75
Safety Inspections	18,819	12,819	19,000	19,000	--	--
Bank Charge & WC Penalty Reimb	6,000	--	6,000	2,243	3,757	37.38
Cobra Premiums	250,000	218,392	300,000	186,045	113,955	62.02
Dental Insurance Premiums	123,100,000	131,487,423	127,590,000	138,206,038	(10,616,038)	108.32
Vision Insurance Premiums	4,520,000	6,304,171	5,521,000	7,551,360	(2,030,360)	136.78
Claim Development Expense	(1,000,000)	(2,989,709)	(700,000)	(1,158,832)	458,832	165.55
Adjustment to Prefund Deposit	--	651,600	--	182,870	(182,870)	--
<b>Total Operating Expenditures</b>	<b>155,955,466</b>	<b>162,823,680</b>	<b>161,920,584</b>	<b>173,310,428</b>	<b>(11,389,846)</b>	<b>107.03 %</b>
<b>Net Increase/(Decrease) from Operations</b>	<b>(1,226,265)</b>	<b>2,731,853</b>	<b>(1,703,576)</b>	<b>3,996,366</b>	<b>(5,699,622)</b>	<b>(234.59) %</b>
<b>Non Operating Income/(Expense)</b>						
Interest Income	650,500	526,680	199,000	885,442	(686,440)	444.95
Net Increase/(Decrease) in Fair Value	--	(2,305,443)	--	(225,155)	225,155	--
Realized Gain/(Loss) on Investments	--	940,339	--	(84,292)	84,292	--
Cumulative effect of GASB 68	--	--	--	--	--	--
Interfund Trans, Other Inc/Exp	--	--	--	--	--	--
<b>Total Non Operating Income/(Expense)</b>	<b>650,500</b>	<b>(838,424)</b>	<b>199,000</b>	<b>575,995</b>	<b>(376,993)</b>	<b>289.44 %</b>
<b>Net Increase/(Decrease) in Net Position</b>	<b>\$ (575,765)</b>	<b>\$ 1,893,429</b>	<b>(1,504,576)</b>	<b>\$ 4,572,361</b>	<b>\$ (6,076,615)</b>	<b>(303.90) %</b>
<b>Beginning Balance Prior Year End</b>	<b>\$ 50,578,718</b>	<b>\$ 50,578,718</b>	<b>52,472,146</b>	<b>\$ 52,472,146</b>	<b>\$ --</b>	<b>100.00 %</b>
<b>Ending Balance, as of 06/30/2023</b>	<b>\$ 50,002,953</b>	<b>\$ 52,472,146</b>	<b>\$ 50,967,570</b>	<b>\$ 57,044,507</b>	<b>\$ (6,076,615)</b>	

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**XIII. Budget Revision**

The Executive Director discussed a revision of the budget with the Committee. There was a motion for a rate pass for January 2024 for fixed rate dental members.

It was moved by Kevin Collins and seconded by Jackie Kim to recommend approval of the Budget Revision with the motion to the Board.

Ayes: Heldman, Collins, Kim, Krueger, Blessing, Alahydroian, Sheikholeslami

Nays: None.

Abstain: None.

**XIV. 2023/ 24 First Quarter Financials**

Laurena Grabert from SETECH presented the 2023/24 1st Quarter Financials. The report will be presented to the Full Board at the meeting on November 2, 2023.

**Alameda County Schools Insurance Group (ACSIG)**  
**Consolidated**  
**Statement of Revenues, Expenditures and Changes in Net Position**  
**As of 09/30/2023 and For The Three Months Then Ended**

	2022/2023		2023/2024			
	Budget	Actuals	Budget	Activity 07/01/2023 - 09/30/2023	Variance	Percentage of Budget
<b>Operating Revenue:</b>						
Premiums Paid by Members	\$ 160,217,008	\$ 177,306,476	\$ 189,153,110	\$ 46,405,607	\$ 142,747,503	24.53 %
Return of Premiums	--	318	--	--	--	--
PIPS - Accelerated Profit Commission	--	--	--	--	--	--
Total Operating Revenue	160,217,008	177,306,794	189,153,110	46,405,607	142,747,503	24.53
<b>Operating Expenditures:</b>						
Classified Salaries	412,449	384,482	536,598	95,775	440,823	17.85
Statutory Benefits	77,994	47,360	91,725	5,769	85,955	6.29
Health & Welfare	56,750	48,750	66,500	12,188	54,313	18.33
Employer Tax Expense	6,438	5,917	7,439	1,608	5,831	21.61
Net Pension Expense	229,772	104,548	278,325	42,520	235,805	15.28
Telephone & Internet	10,451	5,563	11,100	2,321	8,779	20.91
Supplies Office	8,000	8,347	8,000	838	7,162	10.48
Supplies - Other	6,000	5,003	12,000	266	11,734	2.22
Eligibility Processing	250,000	226,419	255,000	57,552	197,448	22.57
Brokerage Fees-Dental-ACSIG	325,000	312,447	340,000	79,489	260,511	23.38
Brokerage Fees-Dental-MD	725,000	712,220	750,000	195,379	554,621	26.05
Travel and Conferences	22,925	9,376	29,100	35	29,065	0.12
Mileage	11,850	6,488	11,850	1,500	10,350	12.66
Dues & Memberships	8,550	7,680	8,550	300	8,250	3.51
Postage & Meter	7,330	2,059	7,330	692	6,638	9.44
Insurance Expense-PIPS&NCR	24,334,504	24,232,011	26,947,045	6,736,762	20,210,283	25.00
Insurance Expense-PY Adj	500,000	657,717	1,000,000	--	1,000,000	--
Utility - Operating-Rent	57,820	37,046	50,740	9,159	41,581	18.05
Advertising	--	--	--	--	--	--
Contract Services - Actuarial	20,500	14,300	17,500	--	17,500	--
Contract Services -Claim Audit	--	--	19,200	--	19,200	--
Contract Services	--	--	15,000	--	15,000	--
Audit Fees	16,500	14,850	23,000	--	23,000	--
Other Services/Operating Expenses	12,300	5,376	12,300	1,712	10,588	13.92
Capital Equipment/Depreciation	9,500	--	9,500	--	9,500	--
Repairs & Maintenance	5,000	--	5,000	--	5,000	--
Legal	6,750	--	6,750	--	6,750	--
Accounting Services	16,480	16,480	17,000	8,487	8,513	49.92
County Courier	1,519	1,513	2,800	1,639	1,161	58.53
Shredding	900	1,242	1,600	260	1,340	16.22
Copier & Scanner	17,900	9,759	17,900	2,340	15,560	13.07
Claims Administration Services	111,400	104,469	107,000	42,500	64,500	39.72
Self-Insurance Fee	300,000	558,425	650,000	--	650,000	--
Claims Paid-WC	1,000,000	400,761	1,000,000	31,422	968,578	3.14
Claims Paid-PL	100,000	151,492	100,000	(34,791)	134,791	(34.79)
Physical Abilities Testing	20,000	6,083	20,000	--	20,000	--
Training	10,000	--	10,000	--	10,000	--
First-Aid Prog&Responder Fees	35,000	2,307	35,000	--	35,000	--
Food Service Training	--	--	--	--	--	--
Risk Mgmt Prev Program	250,000	74,708	250,000	227,500	22,500	91.00
EAP Program	200,000	165,508	200,000	41,239	158,761	20.62
Safety Inspections	19,000	--	20,000	--	20,000	--
Bank Charge & WC Penalty Reimb	6,000	2,243	6,000	160	5,840	2.67
Cobra Premiums	300,000	186,045	300,000	32,728	267,272	10.91
Dental Insurance Premiums	127,590,000	138,206,038	146,190,000	35,808,090	110,381,910	24.49
Vision Insurance Premiums	5,521,000	7,551,360	8,000,000	1,503,199	6,496,801	18.79
Claim Development Expense	(700,000)	(1,158,832)	(300,000)	(54,363)	(245,637)	18.12
Adjustment to Prefund Deposit	--	182,870	--	--	--	--
Total Operating Expenditures	161,920,582	173,310,428	187,146,852	44,854,275	142,292,577	23.97 %
<b>Net Increase/(Decrease) from Operations</b>	<b>(1,703,574)</b>	<b>3,996,366</b>	<b>2,006,258</b>	<b>1,551,332</b>	<b>454,926</b>	<b>77.32 %</b>
<b>Non Operating Income/(Expense)</b>						
Interest Income	199,000	885,441	639,000	(21,564)	660,567	(3.37)
Net Increase/(Decrease) in Fair Value	--	(225,155)	--	(65,816)	65,816	--
Realized Gain/(Loss) on Investments	--	(84,292)	--	113,696	(113,696)	--
Cumulative effect of GASB 68	--	--	--	--	--	--
Interfund Trans, Other Inc/Exp	--	--	--	--	--	--
Total Non Operating Income/(Expense)	199,000	575,994	639,000	26,316	612,687	4.12 %
<b>Net Increase/(Decrease) in Net Position</b>	<b>\$ (1,504,574)</b>	<b>\$ 4,572,360</b>	<b>2,645,258</b>	<b>\$ 1,577,648</b>	<b>\$ 1,067,613</b>	<b>59.64 %</b>
<b>Beginning Balance Prior Year End</b>	<b>\$ 52,472,148</b>	<b>\$ 52,472,148</b>	<b>57,044,507</b>	<b>\$ 57,044,507</b>	<b>\$ --</b>	<b>100.00 %</b>
<b>Ending Balance, as of 06/30/2023</b>	<b>\$ 50,967,574</b>	<b>\$ 57,044,507</b>	<b>\$ 59,689,766</b>	<b>\$ 58,622,155</b>	<b>\$ 1,067,613</b>	

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## XV. 2022/23 Fourth Quarter Investment Report

Mark Payne presented the 2022/23 4th Quarter investment report.

### *Time Weighted Performance Summary (Net of fees) – June 30, 2023*

**Total Ending Value** **\$26,836,283.35**

#### *Rolling Periods*

Quarter to Date	-0.45%
Year to Date	1.27%
Last 12 Months	0.58%
Last 3 Years	-1.25%
Last 5 Years	0.95%
Last 10 Years	0.85%
Since 7/12/10 Inception (annualized %)	0.96%

#### *Calendar Years*

#### *Fiscal Years*

2023 YTD	1.27%		
2022	-4.11%	2022-23 YTD	0.58%
2021	-1.13%	2021-22	-4.11%
2020	3.92%	2020-21	-0.17%
2019	3.69%	2019-20	4.74%
2018	1.01%	2018-19	1.31%
2017	0.59%	2017-18	-0.42%
2016	0.99%	2016-17	-0.35%
2015	0.87%	2015-16	2.13%
2014	1.01%	2014-15	1.09%
2013	-0.03%	2013-14	1.32%
2012	2.44%	2012-13	0.48%
2011	1.91%	2011-12	1.75%
2010 (partial year)	0.29%		

It was moved by Kevin Collins and seconded by Ahmad Sheikholeslami to recommend approval of the 4th Quarter Investment Report to the Board.

Ayes: Heldman, Collins, Kim, Krueger, Blessing, Alahydoian, Sheikholeslami

Nays: None.

Abstain: None.

## XVI. 2023/ 24 First Quarter Investment Report

Mark Payne presented the 2023/24 1st Quarter Investment report.

**Time Weighted Performance Summary (Net of fees) – September 30, 2023**

**Total Ending Value** **\$26,864,179.34**

*Rolling Periods*

Quarter to Date	0.09%
Year to Date	1.39%
Last 12 Months	2.23%
Last 3 Years	-1.25%
Last 5 Years	0.92%
Last 10 Years	0.81%
Since 7/12/10 Inception (annualized %)	0.95%

*Calendar Years*

*Fiscal Years*

2023 (YTD)	1.39%	2023-24 YTD	0.09%
2022	-4.11%	2022-23	-0.68%
2021	-1.13%	2021-22	-4.11%
2020	3.92%	2020-21	-0.17%
2019	3.69%	2019-20	4.74%
2018	1.01%	2018-19	1.31%
2017	0.59%	2017-18	-0.42%
2016	0.99%	2016-17	-0.35%
2015	0.87%	2015-16	2.13%
2014	1.01%	2014-15	1.09%
2013	-0.03%	2013-14	1.32%
2012	2.44%	2012-13	0.48%
2011	1.91%	2011-12	1.75%
2010 (partial year)	0.29%		

It was moved by Dr. Kevin Collins and seconded by Danielle Krueger to recommend approval of the 1st Quarter Investment Report to the Board.

Ayes: Heldman, Collins, Kim, Krueger, Blessing, Alahydroian, Sheikholeslami

Nays: None.

Abstain: None.

**XVII. CAJPA Accreditation Report**

The Executive Director reviewed the accreditation report with the Executive Committee.

The report will be presented to the Full Board at the meeting on November 2, 2023.

**XVIII. Delta Dental Network Review**

The Executive Director discussed the Delta Dental providers with the Board. Delta Dental is still the primary network in California. Since the pandemic, there have been several dental groups who have chosen to leave the network in an effort to increase revenue.

**XIX. Cyber Backup Policy**

The Executive Director discussed an update to data backup policy with the Committee. The policy will be presented to the Full Board at the meeting on November 2, 2023.

**XX. Strategic Planning Dates**

The Executive Director discussed possible dates for strategic planning with the Committee. The Committee will be polled via email to solidify a date for Spring 2024.

**Workers Compensation**

**XXI. Workers Compensation Claims History**

Michael Clark of Keenan Associates reviewed a 3-year claims history report. As resources are dedicated to improving frequency and severity of injuries within ACSIG, it is important to review claims data to evaluate the effectiveness of programs. Through analysis, we can identify trends within the districts.

**XXII. EAP Update**

The Executive Director discussed with the Committee how implementation has been bumpy for Alameda USD as Claremont has had some staffing changes during their implementation of the EAP. We are working diligently to address the programs and keep the lines of communication open with the District. Utilization has gone up within the JPA to 3.5%.

**XXIII. Future Planning**

**XXIV. This meeting was adjourned by Annette Heldman at 11:25 AM**



**LOCATION CALL- IN SHEET  
ALAMEDA COUNTY SCHOOLS INSURANCE GROUP  
EXECUTIVE COMMITTEE MEETING**



October 25, 2023  
9:30 AM

Join Zoom Meeting

<https://us02web.zoom.us/j/7358807014?pwd=SzJEa1BUSzNNMzBYN3VzajB2UEVPQT09>

**Meeting ID: 735 880 7014**

**Passcode: acsig23**

**Alameda County Office of Education**

313 W Winton Ave.  
Hayward, CA 94544  
Leigh Ann Blessing (510) 670-4187

**Alameda Unified School District**

2060 Challenger Drive #100  
Alameda, CA 94501  
Danielle Krueger (510) 337-7066

**Albany Unified School District**

819 Bancroft Way  
Berkeley, CA 94710  
Jackie Kim (510) 558-3751

**New Haven Unified School District**

34200 Alvarado-Niles Rd.  
Union City, CA 94587  
Annette Heldman (510) 471-1100 ext 60413

**Piedmont Unified School District**

760 Magnolia Ave  
Piedmont, CA 94611  
Ruth Alahydoian (510) 594-2608

**Pleasanton Unified School District**

4665 Bernal Ave  
Pleasanton, CA 94566  
Ahmad Sheikholeslami (925) 426-4307

**San Leandro Unified School District**

835 E 14<sup>th</sup> St  
San Leandro, CA 94577  
Kevin Collins (510) 667-3504



Alameda County Schools Insurance Group (ACSIG)  
 5776 Stoneridge Mall Rd., Suite 130 Pleasanton, CA 94588

MINUTES  
 Full Board

**Date:** Thursday, November 2, 2023  
**Time:** 12:00PM  
**Location:** Dublin Unified School District - Large Board Room  
 7471 Larkdale Ave, Dublin CA 94568

**I. This meeting was called to order at 12:15 PM**

**II. Roll call**

**Full Board**

Dr. Kevin Collins	President	San Leandro Unified School District
Danielle Krueger	Vice President	Alameda Unified School District
Suzy Chan	Board Member	Castro Valley USD
Chris Hobbs	Board Member	Dublin Unified School District
Anthony Oum	Board Member	Eden Area ROP
Bryan Wakefield	Board Member	Mission Valley ROP
Kimberly Jokela	Board Member	Mountain House Unified School District
Annette Heldman	Board Member	New Haven Unified School District
Ahmad Sheikholeslami	Board Member	Pleasanton Unified School District
Dr. Roberto Perez Jr.	Board Member	San Lorenzo Unified School District
Kimberly Jokela	Board Member	Sunol Glen Unified School District
Julie Duncan	Board Member	Tri-Valley ROP
Kimberly Dennis	Executive Director	Alameda County Schools Insurance
Celina Flotte	Executive Assistant	Alameda County Schools Insurance
Christy White	Guest	Christy White
Ron Martin	Guest	Keenan & Associates
Michael Clark	Guest	Keenan & Associates
Margot Bringas	Guest	Keenan & Associates
Heidi Richardson	Guest	Morgan Stanley
Laurena Grabert	Guest	SETECH

### **III. Acceptance of the Agenda**

It was moved by Annette Heldman and seconded by Suzy Chan to approve the agenda as presented.

Ayes: Collins, Heldman, Krueger, Chan, Hobbs, Oum, Wakefield, Sheikholeslami, Perez, Duncan

Nays: None.

Abstain: None.

### **IV. Public Comment on Open Session Agenda Items**

*Pursuant to the Brown Act, each public agency must provide the public with an opportunity to speak on any matter within the subject matter jurisdiction of the agency and which is on the agency's agenda for that meeting. The Board of Directors allows speakers to speak on agendaized and non-agendaized matters under public comment. Comments are limited to no more than 3 minutes per speaker. By law, no action may be taken on any item raised during the public comment periods and matters may be referred to staff for placement on a future agenda of the Board of Directors*

### **Consent Calendar**

Review Items listed on the consent agenda for any adjustments and adoptions.

- Executive Committee Minutes from May 16, 2023**
- Full Board Minutes from May 25, 2023**
- 2022/23 Fourth Quarter Financials**
- 2022/23 Fourth Quarter Investment Report**

It was moved by Dr. Kevin Collins and seconded by Dani Krueger to accept the consent calendar.

Ayes: Collins, Heldman, Krueger, Chan, Hobbs, Oum, Wakefield, Sheikholeslami, Perez, Duncan

Nays: None.

Abstain: None.

## General Business

### **V. Annual Report**

The Executive Director presented the 2022/23 Annual Report.

### **VI. 2022/ 23 Audit**

Christy White presented the 2022/23 Audit with the Full Board.

It was moved by Annette Heldman and seconded by Suzy Chan to approve the Audit.

Ayes: Collins, Heldman, Krueger, Chan, Hobbs, Oum, Wakefield, Sheikholeslami, Perez,

Duncan

Nays: None.

Abstain: None.

### **VII. 2023/ 24 First Quarter Financials**

Laurena from SETECH presented the 2023/24 1st Quarter Financials.

It was moved by Bryan Wakefield and seconded by Ahmad Sheikholeslami to approve the 1<sup>st</sup> Quarter Financials.

Ayes: Collins, Heldman, Krueger, Chan, Hobbs, Oum, Wakefield, Sheikholeslami, Perez,

Duncan

Nays: None.

Abstain: None.

**Alameda County Schools Insurance Group (ACSIG)**  
**Consolidated**  
**Statement of Revenues, Expenditures and Changes in Net Position**  
**As of 09/30/2023 and For The Three Months Then Ended**

	2022/2023		2023/2024			
	Budget	Actuals	Budget	Activity 07/01/2023 - 09/30/2023	Variance	Percentage of Budget
<b>Operating Revenue:</b>						
Premiums Paid by Members	\$ 160,217,008	\$ 177,306,476	\$ 189,153,110	\$ 46,405,607	\$ 142,747,503	24.53 %
Return of Premiums	--	318	--	--	--	--
PIPS - Accelerated Profit Commission	--	--	--	--	--	--
<b>Total Operating Revenue</b>	<b>160,217,008</b>	<b>177,306,794</b>	<b>189,153,110</b>	<b>46,405,607</b>	<b>142,747,503</b>	<b>24.53</b>
<b>Operating Expenditures:</b>						
Classified Salaries	412,449	384,482	536,598	95,775	440,823	17.85
Statutory Benefits	77,994	47,360	91,725	5,769	85,955	6.29
Health & Welfare	56,750	48,750	66,500	12,188	54,313	18.33
Employer Tax Expense	6,438	5,917	7,439	1,608	5,831	21.61
Net Pension Expense	229,772	104,548	278,325	42,520	235,805	15.28
Telephone & Internet	10,451	5,363	11,100	2,321	8,779	20.91
Supplies Office	8,000	8,347	8,000	838	7,162	10.48
Supplies - Other	6,000	5,003	12,000	266	11,734	2.22
Eligibility Processing	250,000	226,419	255,000	57,552	197,448	22.57
Brokerage Fees-Dental-ACSIG	325,000	312,447	340,000	79,489	260,511	23.38
Brokerage Fees-Dental-MD	725,000	712,220	750,000	195,379	554,621	26.05
Travel and Conferences	22,925	9,376	29,100	35	29,065	0.12
Mileage	11,850	6,488	11,850	1,500	10,350	12.66
Dues & Memberships	8,550	7,680	8,550	300	8,250	3.51
Postage & Meter	7,330	2,059	7,330	692	6,638	9.44
Insurance Expense-PIPS&NCR	24,334,504	24,232,011	26,947,045	6,736,762	20,210,283	25.00
Insurance Expense-PY Adj	500,000	657,717	1,000,000	--	1,000,000	--
Utility - Operating-Rent	57,820	37,046	50,740	9,159	41,581	18.05
Advertising	--	--	--	--	--	--
Contract Services - Actuarial	20,500	14,300	17,500	--	17,500	--
Contract Services -Claim Audit	--	--	19,200	--	19,200	--
Contract Services	--	--	15,000	--	15,000	--
Audit Fees	16,500	14,850	23,000	--	23,000	--
Other Services/Operating Expenses	12,300	5,376	12,300	1,712	10,588	13.92
Capital Equipment/Depreciation	9,500	--	9,500	--	9,500	--
Repairs & Maintenance	5,000	--	5,000	--	5,000	--
Legal	6,750	--	6,750	--	6,750	--
Accounting Services	16,480	16,480	17,000	8,487	8,513	49.92
County Courier	1,519	1,513	2,800	1,639	1,161	58.53
Shredding	900	1,242	1,600	260	1,340	16.22
Copier & Scanner	17,900	9,759	17,900	2,340	15,560	13.07
Claims Administration Services	111,400	104,469	107,000	42,500	64,500	39.72
Self-Insurance Fee	300,000	558,425	650,000	--	650,000	--
Claims Paid-WC	1,000,000	400,761	1,000,000	31,422	968,578	3.14
Claims Paid-PL	100,000	151,492	100,000	(34,791)	134,791	(34.79)
Physical Abilities Testing	20,000	6,083	20,000	--	20,000	--
Training	10,000	--	10,000	--	10,000	--
First-Aid Prog&Responder Fees	35,000	2,307	35,000	--	35,000	--
Food Service Training	--	--	--	--	--	--
Risk Mgmt Prev Program	250,000	74,708	250,000	227,500	22,500	91.00
EAP Program	200,000	165,508	200,000	41,239	158,761	20.62
Safety Inspections	19,000	--	20,000	--	20,000	--
Bank Charge & WC Penalty Reimb	6,000	2,243	6,000	160	5,840	2.67
Cobra Premiums	300,000	186,045	300,000	32,728	267,272	10.91
Dental Insurance Premiums	127,590,000	138,206,038	146,190,000	35,808,090	110,381,910	24.49
Vision Insurance Premiums	5,521,000	7,551,360	8,000,000	1,503,199	6,496,801	18.79
Claim Development Expense	(700,000)	(1,158,832)	(300,000)	(54,363)	(245,637)	18.12
Adjustment to Prefund Deposit	--	182,870	--	--	--	--
<b>Total Operating Expenditures</b>	<b>161,920,582</b>	<b>173,310,428</b>	<b>187,146,852</b>	<b>44,854,275</b>	<b>142,292,577</b>	<b>23.97 %</b>
<b>Net Increase/(Decrease)</b>						
<b>from Operations</b>	<b>(1,703,574)</b>	<b>3,996,366</b>	<b>2,006,258</b>	<b>1,551,332</b>	<b>454,926</b>	<b>77.32 %</b>
<b>Non Operating Income/(Expense)</b>						
Interest Income	199,000	885,441	639,000	(21,564)	660,567	(3.37)
Net Increase/(Decrease) in Fair Value	--	(225,155)	--	(65,816)	65,816	--
Realized Gain/(Loss) on Investments	--	(84,292)	--	113,696	(113,696)	--
Cumulative effect of GASB 68	--	--	--	--	--	--
Interfund Trans, Other Inc/Exp	--	--	--	--	--	--
<b>Total Non Operating Income/(Expense)</b>	<b>199,000</b>	<b>575,994</b>	<b>639,000</b>	<b>26,316</b>	<b>612,687</b>	<b>4.12 %</b>
<b>Net Increase/(Decrease) in Net Position</b>	<b>\$ (1,504,574)</b>	<b>\$ 4,572,360</b>	<b>2,645,258</b>	<b>\$ 1,577,648</b>	<b>\$ 1,067,613</b>	<b>59.64 %</b>
<b>Beginning Balance Prior Year End</b>	<b>\$ 52,472,148</b>	<b>\$ 52,472,148</b>	<b>57,044,507</b>	<b>\$ 57,044,507</b>	<b>\$ --</b>	<b>100.00 %</b>
<b>Ending Balance, as of 06/30/2023</b>	<b>\$ 50,967,574</b>	<b>\$ 57,044,507</b>	<b>\$ 59,689,766</b>	<b>\$ 58,622,155</b>	<b>\$ 1,067,613</b>	

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*Terah Studges-Owens joined the meeting at 12:35pm*

### VIII. 2023/ 24 First Quarter Investment Report

Heidi Richardson from Morgan Stanley presented the 2023/24 1st Quarter investment report.

#### ***Time Weighted Performance Summary (Net of fees) – September 30, 2023***

**Total Ending Value** **\$26,864,179.34**

#### *Rolling Periods*

Quarter to Date	0.09%
Year to Date	1.39%
Last 12 Months	2.23%
Last 3 Years	-1.25%
Last 5 Years	0.92%
Last 10 Years	0.81%
Since 7/12/10 Inception (annualized %)	0.95%

#### *Calendar Years*

#### *Fiscal Years*

2023 (YTD)	1.39%	2023-24 YTD	0.09%
2022	-4.11%	2022-23	-0.68%
2021	-1.13%	2021-22	-4.11%
2020	3.92%	2020-21	-0.17%
2019	3.69%	2019-20	4.74%
2018	1.01%	2018-19	1.31%
2017	0.59%	2017-18	-0.42%
2016	0.99%	2016-17	-0.35%
2015	0.87%	2015-16	2.13%
2014	1.01%	2014-15	1.09%
2013	-0.03%	2013-14	1.32%
2012	2.44%	2012-13	0.48%
2011	1.91%	2011-12	1.75%
2010 (partial year)	0.29%		

It was moved by Annette Heldman and seconded by Anthony Oum to approve the 1st Quarter Investment Report.

Ayes: Collins, Heldman, Krueger, Chan, Hobbs, Oum, Wakefield, Sheikholeslami, Perez, Duncan, Studges-Owen

Nays: None.

Abstain: None.

### IX. Budget Revision

The Executive Director presented a revision for the 2023/24 budget.

It was moved by Suzy Chan and seconded by Annette Heldman to approve the Budget Revision.

Ayes: Collins, Heldman, Krueger, Chan, Hobbs, Oum, Wakefield, Sheikholeslami, Perez, Duncan, Studges-Owens  
Nays: None.  
Abstain: None.

**X. CAJPA Accreditation Report**

The Executive Director presented the Accreditation Report with the Board. It was moved by Julie Duncan and seconded by Suzy Chan to approve the Accreditation Report.

Ayes: Collins, Heldman, Krueger, Chan, Hobbs, Oum, Wakefield, Sheikholeslami, Perez, Duncan, Studges-Owens

Nays: None.

Abstain: None.

**XI. Delta Dental Network Review**

The Executive Director discussed the Delta Dental providers with the Board. Delta Dental is still the primary network in California. Since the pandemic, there have been several dental groups who have chosen to leave the network in an effort to increase revenue. The JPA will look into having a secondary coverage.

**XII. Cyber Backup Policy**

The Executive Director discussed an update to data backup policy with the Board. It was moved by Chris Hobbs and seconded by Suzy Chan to approve the Cyber Backup Policy with a motion for the IT backup policy to include an adjustment to remove “Exchange server” from the policy.

Ayes: Collins, Heldman, Krueger, Chan, Hobbs, Oum, Wakefield, Sheikholeslami, Perez, Duncan, Studges-Owens

Nays: None.

Abstain: None.

**XIII. Update on Executive Director Transition**

The Executive Committee discussed that the new executive director will start the position on January 2024, shadowing the current executive director until July 2024 until the full transition.

**Workers Compensation**

**XIV. Workers Compensation Rates 2023/24**

The Executive Director presented the 2023/24 Workers Compensation rates.

It was moved by Anthony Oum and seconded by Ahmad Sheikholeslami to approve the Workers Compensation Rates.

Ayes: Collins, Heldman, Krueger, Chan, Hobbs, Oum, Wakefield, Sheikholeslami, Perez, Duncan, Studges-Owens

Nays: None.

Abstain: None.

**XV. Workers Compensation Claims History**

Michael Clark of Keenan Associates reviewed a 3-year claims history report. As resources are dedicated to improving frequency and severity of injuries within ACSIG, it is important to review claims data to evaluate the effectiveness of programs. Through analysis, we can identify trends within the districts.

**XVI. EAP Update**

The Executive Director discussed with the Committee how implementation has been bumpy for Alameda USD as Claremont has had some staffing changes during their implementation of the EAP. We are working diligently to address the programs and keep the lines of communication open with the District. Utilization has gone up within the JPA to 3.5%.

**XVII. Future Planning**

**XVIII. This meeting was adjourned by Kevin Collins at 1:22 PM**





## Alameda County Schools Insurance Group

P.O. Box 2487  
Dublin, CA 94568  
Phone (925) 225-1030  
Fax (925) 225-0653  
[www.acsig.com](http://www.acsig.com)

### EXECUTIVE SUMMARY

TO: ACSIG Executive Committee

FROM: Kimberly Dennis

DATE: February 8, 2024

SUBJECT: Draft Actuarial Report for Workers' Compensation Ex-mods.

Enclosed please find the actuarially determined experience modification factors as calculated by Jack Joyce of Bay Actuarial Services, within the workers' compensation program. It is the goal of ACSIG to continue to use an actuary to determine ex-mods and, therefore, consistency should be achieved after the first few years.

Historically, ACSIG experience modification factors were not "re-benched" to 1.00. The result was program underfunding. In 2008, the Executive Committee and Board agreed to begin a multi-year funding model to begin "re-benching" ex-mods to 1.00. Program year 2009/2010 was the first year of this process. It was the expectation that the rates would become more consistent due to the use of actuarially determined experience-modification rates. Prior to 2013/2014, the ACSIG Board imposed a cap in the amount an ex-mod could increase/decrease in any one program year. Beginning in 2013/14 the actuarially determined ex-mod will be used with no maximum change cap. The assumption that all ex-mods will remain between 0.75 – 1.25 will continue.

The Executive Committee will review this report at this meeting and approve a final edition in May for recommendation to the full Board.

MEMBER	NEW EX-MOD 12/31/23	OLD EX-MOD 12/31/22
ACOE	0.750	0.750
ALAMEDA	1.250	1.250
ALBANY	1.073	1.241
CASTRO VALLEY	0.823	0.944
DUBLIN	0.824	0.750
EDEN ROP	0.750	0.750
EMERY	0.750	0.750
FREMONT	0.996	1.065
LIVERMORE	0.988	0.895
MISSION ROP	0.750	0.878
MT. HOUSE	1.250	1.250
NEW HAVEN	1.101	0.815
NEWARK	1.214	0.963
PIEDMONT	0.750	0.750
PLEASANTON	0.750	0.951
SAN LEANDRO	1.250	1.222
SAN LORENZO	1.250	1.227
SUNOL GLEN	0.750	0.750
TRI VALLEY ROP	0.750	1.022
<b>WTD AVG</b>	<b>1.000</b>	
<b>CORRELATION COEFFICIENT:</b>		<b>0.782</b>



## Alameda County Schools Insurance Group

P.O. Box 2487  
Dublin, CA 94568  
Phone (925) 225-1030  
Fax (925) 225-0653  
[www.acsig.com](http://www.acsig.com)

## EXECUTIVE SUMMARY

TO: ACSIG Executive Committee

FROM: Kimberly Dennis

DATE: February 8, 2024

SUBJECT: 2023/2024 Actuarial Report for Workers' Compensation Ultimate Loss

There are many things that the actuary looks at when determining the ultimate loss calculation. Essentially, the prior years' information regarding ultimate claim value, payout patterns, pending litigation changes and other known or anticipated changes within the market are considered when determining estimate, ultimate loss numbers. This estimation is then applied as a per \$100/payroll calculation to current reserves.

The assumptions used in this report are:

- 3.0% Discount
- Funding at Expected

These assumptions are unchanged from the previous study.

In an effort to get the most accurate information reflected upon on financial statements and for discussions on the Workers' Compensation program Bay Actuarial has provided a new actuarial study using actual claims data through December 31, 2023. This report reflects claim payments in the amount of \$329,959 and a reduction in reserves of \$1,393,320.

The Executive Director will review the report with the Executive Committee.

# **Alameda County Schools Self Insurance Group**

## **An Actuarial Review of the Workers' Compensation Program**

**BAY ACTUARIAL CONSULTANTS**  
Moraga, California  
January 31, 2024

# Bay Actuarial Consultants

January 31, 2024

Ms. Kimberly Dennis  
Executive Director  
Alameda County Schools Insurance Group  
P.O. Box 2487  
Dublin, CA 94568

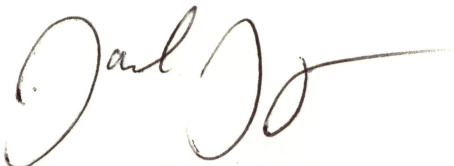
Dear Ms. Dennis:

This report documents our actuarial review of the Alameda County Schools Insurance Group's workers' compensation program. We appreciate the opportunity to serve the Group.

Please call me at (925) 377-5269 if you have any questions.

Respectfully,

BAY ACTUARIAL CONSULTANTS



Jack Joyce, FCAS, MAAA  
Principal

# Alameda County Schools Insurance Group

## An Actuarial Review of the Workers' Compensation Program

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# **Alameda County Schools Insurance Group**

## **An Actuarial Review of the Workers' Compensation Program**

### **Introduction**

# Alameda County Schools Insurance Group

## An Actuarial Review of the Workers' Compensation Program

### Introduction

#### Background & Purpose

The Alameda County Schools Insurance Group ("ACSIG") self-insured its workers' compensation claims until 6/30/09. ACSIG joined the *Protected Insurance Program for Schools* ("PIPS") on 7/1/09 and has not been actively self-insuring new claims.

ACSIG has asked Bay Actuarial Consultants to provide an actuarial report on its workers' compensation program. This report covers the following topics:

- 1) **Unpaid Losses.** It includes an estimate of the unpaid self-insured losses as of 12/31/23 and a projection of the 6/30/24 liability.
- 2) **Benchmark 2024-25 Rates.** It includes a projection the losses expected to be incurred during 2024-25 and expresses it as a rate of loss per \$100 of payroll.
- 3) **Discounting.** The estimated liability and the projected 2024-25 rates of loss are discounted to present value. Discounting recognizes that there is often a substantial length of time between the occurrence of a loss and the final settlement of that loss.
- 4) **Quantification of Variability.** It includes an analysis of items (1) and (2) in terms of "probability levels."

#### Conditions & Limitations

This report is for ACSIG's internal use. ACSIG may provide a copy to its financial auditors. Bay Actuarial does not authorize any other use. In particular, those considering providing ACSIG with workers' compensation coverage must perform their own actuarial analysis and may not rely upon this report.



Keenan & Associates (“K&A”) and ACSIG provided the loss and payroll data.

The term “losses” refers to all costs that can be tied to a specific claim. These include loss payments, attorney’s fees, and other expenses linked to a specific claim. The actuarial projections in this report are estimates. Uncertainty is unavoidable because many of the events that will determine future claims costs have not yet taken place. These events include, but are not limited to, future legislation or ballot initiatives that may change statutory benefit levels or the workers’ compensation laws, changes in the rate of inflation, and the outcomes of future administrative proceedings and litigation. Our projections are based upon ACSIG’s historical experience. We did not anticipate any extraordinary changes in the various factors that might affect the future cost of claims. We used methods that should produce reasonable results given current information. There is no guarantee, express or implied, that losses will develop as projected in this report.

The term “limited losses” means that any claims that exceeded the stated SIR have been limited in this analysis exactly to the stated amount of the SIR. The data that the TPA provided does not indicate whether or not the excess insurer has actually paid the full amount of every claim that has exceeded the SIR. We assume, of necessity, that they have reimbursed, and will continue to reimburse, the full amount of each claim that exceeds the SIR. In addition, the data was provided on a per-claim basis and not on a per-occurrence basis. Therefore it was necessary to assume that each claim will be treated as a single occurrence in applying the SIR. The SIR normally applies to each occurrence and not to each claim. This is a very mildly conservative assumption because multi-claimant losses are extremely rare.

### **Structure of the Report**

The rest of this report comprises ten sections: the *Management Summary*, the *Technical Approach* section, the *Summary Exhibits*, the *ULAE Exhibits*, the *Fiscal Year End Exhibits*, the *Limited Loss Exhibits*, the *Gross Loss Exhibits*, the *Future Loss Exhibits*, the *Discounting Exhibits*, and the *Claims Data*.

The *Management Summary* gives an overview of the results. The *Technical Approach* section explains and discusses the assumptions and details. The *Exhibits* document the calculations.

# **Alameda County Schools Insurance Group**

## **An Actuarial Review of the Workers' Compensation Program**

### **Management Summary**

# Alameda County Schools Insurance Group

## An Actuarial Review of the Workers' Compensation Program

### Management Summary

#### Unpaid Self-Insured Losses @ 12/31/23

The self-insurance program terminated on 6/30/09. We estimate that ACSIG's remaining liability for unpaid self-insured losses was **\$3,726,098** on 12/31/23. The discounted liability is about **18.4%** lower, assuming a **3.5%** interest rate. These unpaid losses have been limited to the self-insured retention ("SIR") that was in place at the time of the loss. Table I shows these actuarial "central estimates" and additional estimates at a wide range of "probability levels."

**Table I: Estimated Liability at 12/31/23 (excluding ULAE)**

<b>Probability Level</b>	<b>Undiscounted</b>	<b>Discounted @ 3.5%</b>
10%	2,794,574	2,280,372
20%	3,018,140	2,462,802
30%	3,204,444	2,614,827
40%	3,353,488	2,736,447
50%	3,539,793	2,888,471
<b>Central Estimate</b>	<b>\$3,726,098</b>	<b>\$3,040,496</b>
60%	3,763,359	3,070,901
70%	4,024,186	3,283,736
80%	4,359,535	3,557,381
90%	4,843,928	3,952,645
95%	5,328,320	4,347,910
98%	5,961,757	4,864,794

ACSIG also has a liability for future claims handling costs ("unallocated loss adjustment expense," or "ULAE"). We project that this ULAE liability will be **\$261,682** on 6/30/24. This ULAE liability estimate is reduced by **18.4%** when discounting at **3.5%** interest.

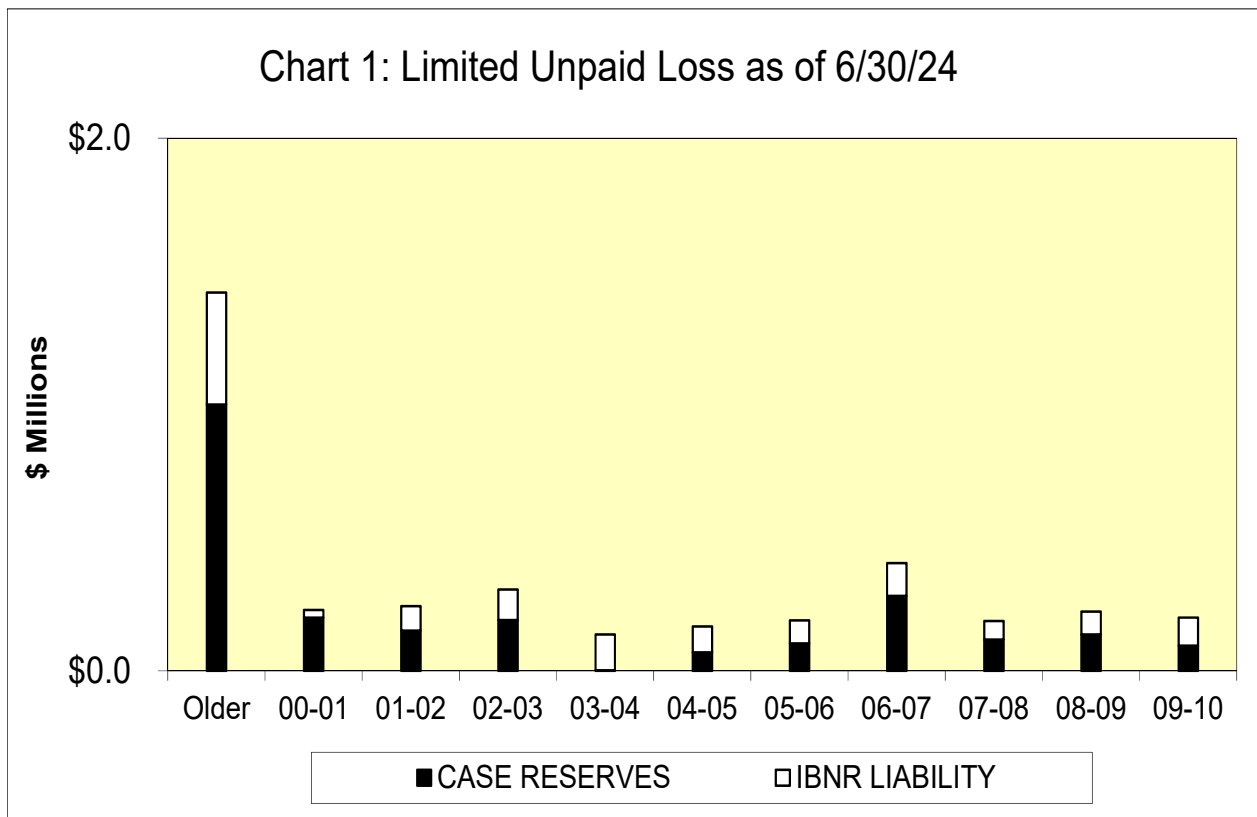
### Projected 6/30/24 Liability

Table II shows that the liability is projected to drop by about **\$237,006**, to **\$3,489,092**, as claims are paid during the first six months of 2024.

**Table II: Projected Liability at 6/30/24 (excluding ULAE)**

Probability Level	Undiscounted	Discounted @ 3.5%
Central Estimate	\$3,489,092	\$2,848,787

The following chart breaks down the unpaid losses from the self-insurance period into their two components: case loss reserves and the incurred-but-not-reported (“IBNR”) liability. At 6/30/24 we project roughly **\$0.62** of IBNR liability for every **\$1.00** in case reserves for known self-insured claims. The “Older” years cover 1978-79 through 1999-00.



The term “Limited” in the title of the chart means that these data represent only the losses retained by ACSIG after the excess insurance pays its portion of any large “excess” losses. Excess losses are losses that exceed ACSIG’s self-insured retention (“SIR”). ACSIG’s SIR was \$250,000 per loss when self-insurance ended on 6/30/09. These estimates are based on the assumption that the excess insurer will make good on its contractual obligations and fully pay the portion of any loss that exceeds the stated SIR.

## Short-Term Liability

The short-term liability is the portion of the 6/30/24 liability that will be discharged during 2024-25. We estimate the short-term liability at **\$454,880**. The rest of the **\$3,489,092** 6/30/24 liability is long-term. Actual claims expenditures during calendar year 2023 were **\$329,959**. Projected self-insured expenditures for the first six months of 2024 are **\$237,006**.

## Reconciling the 12/31/22 Liability

Last year the central estimate of the liability was **\$5,449,377** on 12/31/22. Table III reconciles that estimate with the new 12/31/23 central estimate of **\$3,726,098**.

<b>Table III: Reconcile 12/31/22 &amp; 12/31/23 Liabilities</b>	
<b>Estimated 12/31/22 Liability</b>	<b>\$5,449,377</b>
Payments in 2023	-329,959
Change in Estimates	-1,393,320
<b>Estimated 12/31/23 Liability</b>	<b>\$3,726,098</b>

## Projected 2024-25 Losses & Rates of Loss

Table IV shows ACSIG's projected losses for 2024-25 at various self-insured retentions: \$250,000, \$500,000, \$1,000,000, and unlimited. This is management information only since ACSIG currently participates in the PIPS Program.

<b>Table IV: Projected 2024-25 Losses</b>				
Probability Level	\$250K SIR	\$500K SIR	\$1M SIR	Unlimited SIR
<b>Central Estimate</b>	<b>\$14,257,668</b>	<b>\$15,679,448</b>	<b>\$16,191,588</b>	<b>\$16,515,980</b>
70%	15,470,928	17,010,819	17,576,772	17,905,340
80%	16,336,550	17,960,328	18,566,050	18,894,468
90%	17,588,967	19,333,964	19,997,689	20,324,875

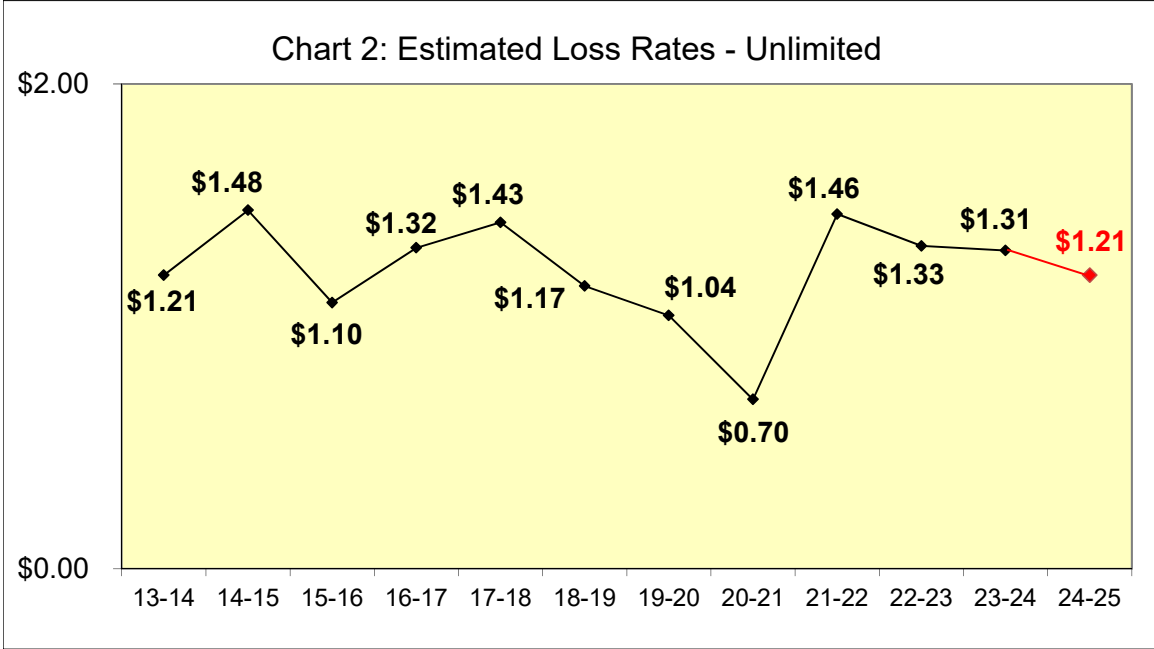
The projected losses in Table IV convert into discounted rates of loss by dividing by the projected 2024-25 payroll and multiplying by a present value factor. The projected payroll for 2024-25 is **\$1,362,892,551**. The present value factors at **3.5%** interest range between **0.847** for unlimited losses and **0.868** at the \$250K SIR. Table V shows projected rates of loss.

Table V: Projected 2024-25 Discounted Rates of Loss (3.5% Interest Rate)				
Probability Level	\$250K SIR	\$500K SIR	\$1,000K SIR	Unlimited SIR
<b>Central Estimate</b>	<b>\$0.91</b>	<b>\$0.99</b>	<b>\$1.01</b>	<b>\$1.03</b>
70%	0.99	1.07	1.09	<b>\$1.11</b>
80%	1.04	1.13	1.16	1.17
90%	1.12	1.22	1.25	1.26

Both Tables IV and V show, in addition to the “actuarial central estimates,” additional rows showing rates at higher probability levels. These higher probabilities amounts are more likely to turn out to have been adequate. For example, we estimate that there is a 70% probability that the actual 2024-25 discounted unlimited loss rate will be less than **\$1.11**. Last year our corresponding projection for 2023-24 (if discounted at 3.5% interest) was **\$1.37**, so this benchmark rate level fell by 19.0% during 2023. The major factors behind the reduction were the increased payroll, a reduction in the 70% probability loading, and a lower inflation trend. Last year the projected payroll for 2023-24 was **\$1,283,239,073**.

**ACSIG’s Past Rates of Loss**

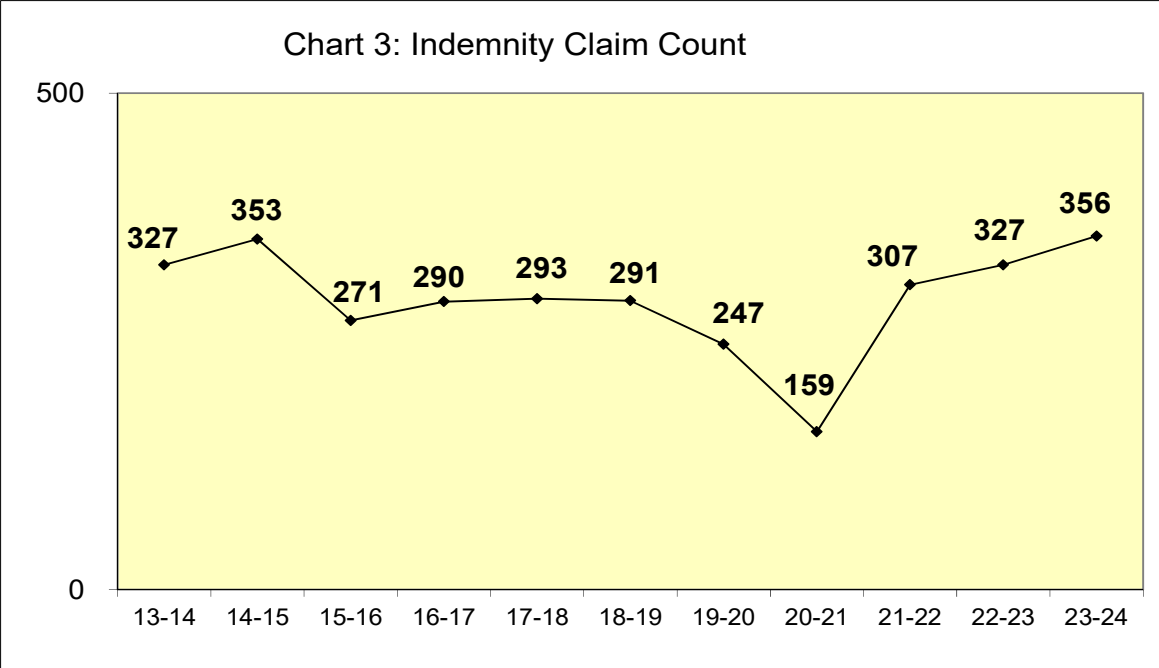
Chart 2 shows the program’s estimated past rates of loss. The loss rate is equal to the estimated total losses for the year divided by the payroll. These are unlimited undiscounted loss rates.



The *undiscounted* rate of **\$1.21** for 2024-25 corresponds to the *discounted* unlimited central estimate of **\$1.03** in Table V. COVID 19 caused the unusual drop to **\$0.70** in 2020-21. There were far fewer claims than usual that year.

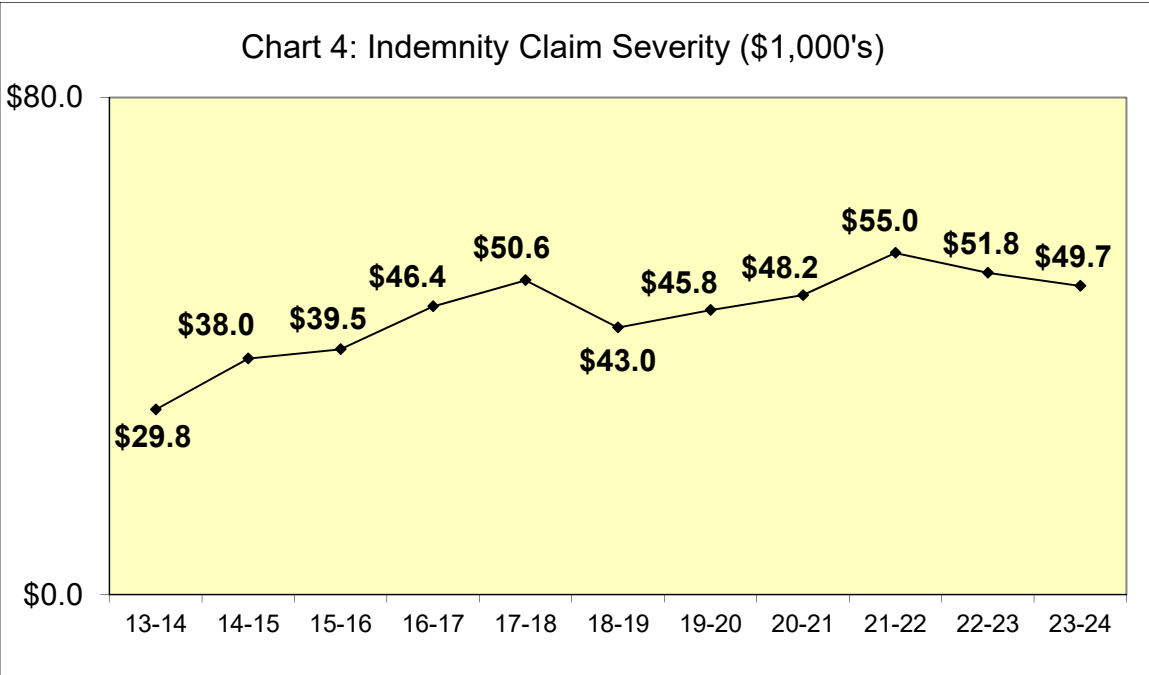
**Indemnity Claim Frequency**

Chart 3 shows that claim frequency has been relatively stable constant except for the dramatic drop in 20-21, which was followed by a quick rebound.



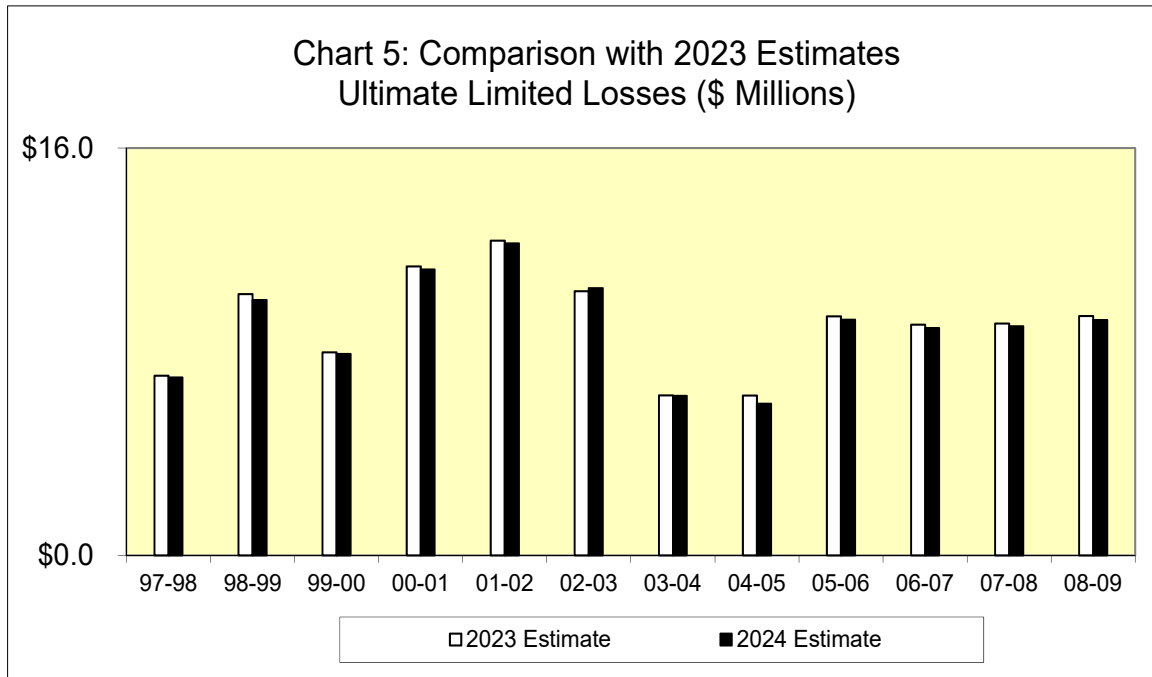
**Average Indemnity Claim Amount (“Severity”)**

Severity has been very stable.



## Comparison with Earlier Estimates

Chart 5 compares the new estimates of the ultimate limited with those from the 2023 report. The total change, for 1978-79 through 2008-09, was **-\$1,404,668**.



## Lifetime Medical Claim Exposure

Workers' compensation provides lifetime treatment for covered injuries. The claims examiners set a reserve of \$0.00 and "close" a claim file if there have been no expenditures over the past twelve months and they don't foresee any future expenses. However, some of these closed claims do eventually re-open and generate additional medical expenses. The examiners have given a "future medical" designation to **413** closed claim files that they believe have the potential to reopen. **404** of these have paid less than the SIR and represent an ACSIG exposure should they reopen.

We estimate of the probability that a "future medical" designated claim will eventually reopen on the basis of the age of the claimant. Younger claimants have many years ahead of them to reopen their claims so their reopening probabilities are much higher. The ages of the potential reopeners range from 41 to 99 and the average eventual reopen probability across all ages is estimated at **12.4%**. We performed a major update on the analysis of the claims reopening probabilities and the average size of reopened claims using a large database of claims evaluated as of 6/30/23.



## Interest Rates

The liabilities and rates in Tables I, II and V are discounted at **3.5%** interest. Table VI provides adjustment factors that convert those discounted rates and liabilities to their equivalents if a different interest rate is used. These are multiplicative factors, applicable to rates and liabilities discounted at **3.5%** interest, so all the factors in the **3.5%** interest column are **1.000**.

<b>Interest Rate</b>	<b>0.0%</b>	<b>3.0%</b>	<b>3.5%</b>	<b>3.97%</b>	<b>4.08%</b>
<b>UNL Rate</b>	<b>1.181</b>	<b>1.021</b>	<b>1.000</b>	<b>0.981</b>	<b>0.976</b>
<b>1M Rate</b>	<b>1.178</b>	<b>1.021</b>	<b>1.000</b>	<b>0.981</b>	<b>0.976</b>
<b>500K Rate</b>	<b>1.167</b>	<b>1.020</b>	<b>1.000</b>	<b>0.981</b>	<b>0.978</b>
<b>250K Rate</b>	<b>1.152</b>	<b>1.018</b>	<b>1.000</b>	<b>0.983</b>	<b>0.979</b>
<b>6/30/24 Liability</b>	<b>1.225</b>	<b>1.028</b>	<b>1.000</b>	<b>0.977</b>	<b>0.971</b>

The timing and amounts of ACSIG's projected future loss payments are one of the products of the actuarial analysis in this report. If this information is combined with information that the US Treasury publishes on interest rates, one can evaluate the reasonableness of the **3.5%** interest rate assumed in this report.

Matching the projected future claims payments with zero coupon US Treasury bonds as of 12/31/23 produced an overall interest rate of **3.97%** for the 6/30/24 liability and of **4.08%** for the projected 2024-25 rate of loss. Therefore, as of 12/31/23, **3.5%** was reasonable and conservative. Those **3.97%** and **4.08%** yields to maturity could have been "locked in" on that date.

## Favorable Development Continues

The total of the self-insured losses reported as of 12/31/23 (page 25, Column (4)) is **\$197,920** lower than that same total was last year at 12/31/22. Loss development is the change in the "case incurred" losses, which exclude the IBNR component. The case incurred losses for a program year are the amount paid to date plus the remaining case reserves. There was a similar drop last year. These drops are unusual because case incurred totals like those shown on page 25 normally increase from year to year.

# **Alameda County Schools Insurance Group**

## **An Actuarial Review of the Workers' Compensation Program**

### **Technical Approach**

# Alameda County Schools Insurance Group

## An Actuarial Review of the Workers' Compensation Program

### Technical Approach

This section describes the actuarial calculations. This report is based on claims data evaluated as of 12/31/23.

#### Exhibits

##### ***Summary Exhibits***

These exhibits summarize the analysis and conclusions. Summary Exhibit 1 shows the estimated liability for unpaid losses as of 12/31/23. Summary Exhibit 2 shows projected rates of loss for 2024-25. Summary Exhibit 3 shows the projected unpaid losses by program year from the self-insurance program on both discounted and non-discounted bases, as of 6/30/24.

##### ***ULAE Exhibit***

This exhibit shows the projected ULAE liability as of 6/30/24.

##### ***Fiscal Year End Exhibits***

These exhibits show the estimated unpaid losses as of 12/31/23 and the projection to 6/30/24.

##### ***Limited Loss Exhibits***

These exhibits show the estimation of the limited ultimate losses for each program year. We start with the gross (unlimited) loss estimates and adjust them to a limited basis to reflect the effect of excess insurance. We assume that excess insurance has in the past and will continue in the future to pay all losses that exceed the stated SIR.

### ***Gross Loss Exhibits***

These exhibits show the various actuarial projection methods and summarize the results for each program year, on a gross (unlimited loss) basis.

We used five different actuarial methods:

- 1) Reported loss projection method;
- 2) Paid loss projection method;
- 3) IBNR to Case Reserves Ratio method;
- 4) Bornhuetter-Ferguson method using reported losses; and
- 5) Frequency times Severity method.

Gross Loss Exhibit 1 summarizes the results of these methods.

### ***Future Loss Exhibit***

This exhibit shows the projection of the 2024-25 losses.

### ***Discounting Exhibits***

These exhibits show the discounting of the remaining unpaid losses and the projected future loss rate. They also include the Program Information Exhibit.

### ***Claims Data***

These exhibits show the gross development triangles for reported losses, paid losses, and number of claims reported. The latest data (lowest diagonal) is evaluated as of 12/31/23.

**Alameda County Schools Insurance Group  
Workers' Compensation Program**

**Actuarial Analysis of the  
Workers' Compensation Program**

**Summary Exhibits**

Alameda County Schools Insurance Group  
Workers' Compensation Program

Estimated Unpaid Losses as of 12/31/23

Self-Insured Losses Limited to Stated SIR

(1) Estimated Unpaid Losses:		\$3,726,098
(2) Discounted Value of Unpaid Losses: (Assuming 3.50% Interest Rate)		\$3,040,496

Probability Levels			
Probability Level (3)	Probability Factor (4)	Undiscounted Liability (5)	Discounted at 3.50% Interest (6)
10%	0.75	\$2,794,574	\$2,280,372
20%	0.81	3,018,140	2,462,802
30%	0.86	3,204,444	2,614,827
40%	0.90	3,353,488	2,736,447
50%	0.95	3,539,793	2,888,471
<b>Central Estimate</b>	<b>1.00</b>	<b>\$3,726,098</b>	<b>\$3,040,496</b>
60%	1.01	3,763,359	3,070,901
70%	1.08	4,024,186	3,283,736
80%	1.17	4,359,535	3,557,381
90%	1.30	4,843,928	3,952,645
95%	1.43	5,328,320	4,347,910
98%	1.60	5,961,757	4,864,794

Notes:

- (1) Page 25, Column (6).
- (2) (1), discounted at 3.50% interest.
- (3) Estimated probability that funding will be adequate.
- (4) Estimated by BAC.
- (5) (1) x (4).
- (6) (2) x (4).

Alameda County Schools Insurance Group  
Workers' Compensation Program

Projected Unlimited Rate for 2024-25

(1) Discounted Loss Rate: Loss Rate  
(as of 7/1/24, 3.50% interest rate) \$1.03

Probability Levels		
Probability Level <u>(2)</u>	Probability Factor <u>(3)</u>	Discounted * Rate <u>(4)</u>
0.30	0.90	\$0.92
0.40	0.95	0.98
0.50	0.99	1.02
<b>Central Estimate</b>	<b>1.00</b>	<b>\$1.03</b>
0.60	1.03	1.06
0.70	1.08	1.11
0.80	1.14	1.17
0.90	1.23	1.26
* Multiply by 1.181 to obtain undiscounted rates.		

Notes:

- (1) [Page 48, Item (12)] x [Page 51, Item (4)].
- (2) Estimated probability that funding will be adequate.
- (3) Estimated by BAC.
- (4) (1) x (3).

Alameda County Schools Insurance Group  
Workers' Compensation Program

6/30/24 Summary  
Self-Insured Losses Limited to Stated SIR

Program Year	Undiscounted Value: Claims Liabilities as of 6/30/24 (1)	Discounted (3.50% Interest) Claims Liabilities as of 6/30/24 (2)	Estimated Ultimate Losses (3)
1978-79	\$2,727	\$2,727	\$919,000
1979-80	0	0	485,988
1980-81	1,704	1,704	778,000
1981-82	751	751	947,000
1982-83	783	783	1,747,000
1983-84	72	72	2,057,000
1984-85	0	0	1,828,533
1985-86	15,510	15,245	2,880,000
1986-87	18,602	18,079	2,740,000
1987-88	988	937	2,896,895
1988-89	3,243	3,037	4,025,000
1989-90	1,974	1,802	2,951,000
1990-91	43,442	39,327	5,610,000
1991-92	12,214	10,828	5,180,000
1992-93	12,447	10,867	4,296,000
1993-94	54,473	46,820	3,790,000
1994-95	159,292	135,503	4,980,000
1995-96	62,554	52,911	5,480,000
1996-97	97,715	81,644	7,380,000
1997-98	146,394	121,270	6,990,000
1998-99	556,940	461,969	10,030,000
1999-00	229,580	190,032	7,910,000
2000-01	242,995	199,769	11,230,000
2001-02	305,664	251,437	12,260,000
2002-03	136,713	111,391	10,500,000
2003-04	167,283	134,330	6,270,000
2004-05	199,006	158,520	5,970,000
2005-06	405,239	320,786	9,260,000
2006-07	186,752	146,820	8,930,000
2007-08	223,559	173,772	9,000,000
2008-09	200,477	155,654	9,250,000
Total	\$3,489,092	\$2,848,787	

## Notes:

- (1) Page 50, Column (1).
- (2) Page 50, Column (3).
- (3) Page 27, Column (6).



**Alameda County Schools Insurance Group  
Workers' Compensation Program**

**Actuarial Analysis of the  
Workers' Compensation Program**

**Unallocated Loss Adjustment Expenses**

**Alameda County Schools Insurance Group  
Workers' Compensation Program**

Estimated ULAE Ratio

(1) Selected Ratio of ULAE to Loss: 15.0%

	<u>Case Reserves</u>	<u>True IBNR Liability</u>	<u>Total</u>
(2) Ratio of Unpaid ULAE to Unpaid Loss:	7.5%	15.0%	
(3) Unpaid Loss as of 6/30/24 (\$1,000's):	\$3,489,092	\$0	\$3,489,092
(4) Unpaid ULAE as of 6/30/24 (\$1,000's):	\$261,682	\$0	\$261,682
(5) Ratio for Different Evaluation Dates:			7.5%

Notes:

- (1) Estimated by BAC.
- (2) Case Reserves: 50% x (1); IBNR Liability: 100% x (1).
- (3) Net Liability as of 06/30/24.  
(Self-Insured years only.)  
100% of IBNR was treated as future development on case reserves.
- (4) (2) x (3).
- (5) [ Sum of (4) ] / [ Sum of (3) ].

**Alameda County Schools Insurance Group  
Workers' Compensation Program**

**Actuarial Analysis of the  
Workers' Compensation Program**

**Fiscal Year End Exhibits**

Alameda County Schools Insurance Group  
Workers' Compensation Program

Projected Unpaid Losses as of 6/30/24  
Self-Insured Losses Limited to Stated SIR

Program Year	Estimated Ultimate Losses (1)	Projected Limited Losses Paid as of 6/30/24 (2)	Projected Limited Case Reserves 6/30/24 (3)	Projected Limited Reported Losses as of 6/30/24 (4)	Projected Limited IBNR as of 6/30/24 (5)	Projected Limited Unpaid Losses as of 6/30/24 (6)
1978-79	\$919,000	\$916,273	\$0	\$916,273	\$2,727	\$2,727
1979-80	485,988	485,988	0	485,988	0	0
1980-81	778,000	776,296	0	776,296	1,704	1,704
1981-82	947,000	946,249	0	946,249	751	751
1982-83	1,747,000	1,746,217	0	1,746,217	783	783
1983-84	2,057,000	2,056,928	0	2,056,928	72	72
1984-85	1,828,533	1,828,533	0	1,828,533	0	0
1985-86	2,880,000	2,864,490	14,093	2,878,583	1,417	15,510
1986-87	2,740,000	2,721,398	8,282	2,729,680	10,320	18,602
1987-88	2,896,895	2,895,908	315	2,896,222	673	988
1988-89	4,025,000	4,021,757	9	4,021,766	3,234	3,243
1989-90	2,951,000	2,949,026	0	2,949,026	1,974	1,974
1990-91	5,610,000	5,566,558	2,004	5,568,561	41,439	43,442
1991-92	5,180,000	5,167,786	0	5,167,786	12,214	12,214
1992-93	4,296,000	4,283,553	0	4,283,553	12,447	12,447
1993-94	3,790,000	3,735,527	22,148	3,757,675	32,325	54,473
1994-95	4,980,000	4,820,708	115,031	4,935,739	44,261	159,292
1995-96	5,480,000	5,417,446	21,155	5,438,602	41,398	62,554
1996-97	7,380,000	7,282,285	35,950	7,318,234	61,766	97,715
1997-98	6,990,000	6,843,606	79,132	6,922,738	67,262	146,394
1998-99	10,030,000	9,473,060	502,147	9,975,208	54,792	556,940
1999-00	7,910,000	7,680,420	200,128	7,880,548	29,452	229,580
2000-01	11,230,000	10,987,005	151,453	11,138,459	91,541	242,995
2001-02	12,260,000	11,954,336	191,087	12,145,423	114,577	305,664
2002-03	10,500,000	10,363,287	2,807	10,366,094	133,906	136,713
2003-04	6,270,000	6,102,717	69,607	6,172,323	97,677	167,283
2004-05	5,970,000	5,770,994	102,625	5,873,620	96,380	199,006
2005-06	9,260,000	8,854,761	281,794	9,136,555	123,445	405,239
2006-07	8,930,000	8,743,248	118,434	8,861,682	68,318	186,752
2007-08	9,000,000	8,776,441	136,563	8,913,004	86,996	223,559
2008-09	9,250,000	9,049,523	95,213	9,144,736	105,264	200,477
<b>Total</b>	<b>\$168,571,416</b>	<b>\$165,082,325</b>	<b>\$2,149,978</b>	<b>\$167,232,302</b>	<b>\$1,339,114</b>	<b>\$3,489,092</b>

## Notes:

- (1) Page 27, Column (6).  
(2) Page 24, Column (3).  
(3) (4) - (2).

- (4) Page 24, Column (6).  
(5) (1) - (4).  
(6) (1) - (2).

Alameda County Schools Insurance Group  
Workers' Compensation Program

Projected Paid and Reported Losses between 1/1/24 and 6/30/24  
Self-Insured Losses Limited to Stated SIR

Program Year	Losses Paid as of 12/31/23 (1)	Projected Losses Paid 1/1/24 - 6/30/24 (2)	Projected Losses Paid as of 6/30/24 (3)	Losses Reported as of 12/31/23 (4)	Projected Losses Reported 1/1/24 - 6/30/24 (5)	Projected Losses Reported as of 6/30/24 (6)
1978-79	\$916,273	\$0	\$916,273	\$916,273	\$0	\$916,273
1979-80	485,988	0	485,988	485,988	0	485,988
1980-81	776,296	0	776,296	776,296	0	776,296
1981-82	946,249	0	946,249	946,249	0	946,249
1982-83	1,746,217	0	1,746,217	1,746,217	0	1,746,217
1983-84	2,056,928	0	2,056,928	2,056,928	0	2,056,928
1984-85	1,828,533	0	1,828,533	1,828,533	0	1,828,533
1985-86	2,855,758	8,732	2,864,490	2,878,583	0	2,878,583
1986-87	2,719,577	1,821	2,721,398	2,729,680	0	2,729,680
1987-88	2,895,548	360	2,895,908	2,895,548	675	2,896,222
1988-89	4,021,407	350	4,021,757	4,021,407	360	4,021,766
1989-90	2,948,835	190	2,949,026	2,948,835	190	2,949,026
1990-91	5,562,596	3,961	5,566,558	5,565,898	2,663	5,568,561
1991-92	5,166,999	787	5,167,786	5,166,999	787	5,167,786
1992-93	4,282,745	809	4,283,553	4,282,745	809	4,283,553
1993-94	3,731,924	3,603	3,735,527	3,756,262	1,413	3,757,675
1994-95	4,808,591	12,117	4,820,708	4,933,958	1,780	4,935,739
1995-96	5,413,151	4,296	5,417,446	5,438,602	0	5,438,602
1996-97	7,276,289	5,996	7,282,285	7,318,234	0	7,318,234
1997-98	6,832,455	11,151	6,843,606	6,919,511	3,227	6,922,738
1998-99	9,448,020	25,040	9,473,060	9,972,807	2,401	9,975,208
1999-00	7,672,108	8,312	7,680,420	7,879,843	705	7,880,548
2000-01	10,969,023	17,982	10,987,005	11,136,367	2,091	11,138,459
2001-02	11,933,492	20,844	11,954,336	12,142,920	2,503	12,145,423
2002-03	10,355,823	7,464	10,363,287	10,363,291	2,803	10,366,094
2003-04	6,083,779	18,938	6,102,717	6,170,361	1,963	6,172,323
2004-05	5,760,332	10,663	5,770,994	5,871,758	1,862	5,873,620
2005-06	8,833,329	21,432	8,854,761	9,134,259	2,296	9,136,555
2006-07	8,728,130	15,118	8,743,248	8,856,221	5,461	8,861,682
2007-08	8,757,460	18,981	8,776,441	8,908,589	4,416	8,913,004
2008-09	9,031,463	18,060	9,049,523	9,139,394	5,342	9,144,736
Total	\$164,845,318	\$237,007	\$165,082,325	\$167,188,555	\$43,747	\$167,232,302

## Notes:

- (1) Page 29, Column (1).  
(2) Projected by BAC.  
(3) (1) + (2).

- (4) Page 28, Column (1).  
(5) Projected by BAC.  
(6) (4) + (5).

Alameda County Schools Insurance Group  
Workers' Compensation Program

Estimated Unpaid Losses as of 12/31/23  
Self-Insured Losses Limited to Stated SIR

Program Year	Estimated Ultimate Losses (1)	Limited Losses Paid as of 12/31/23 (2)	Limited Case Reserves 12/31/23 (3)	Limited Reported Losses as of 12/31/23 (4)	Limited IBNR as of 12/31/23 (5)	Limited Unpaid Losses as of 12/31/23 (6)
1978-79	\$919,000	\$916,273	\$0	\$916,273	\$2,727	\$2,727
1979-80	485,988	485,988	0	485,988	0	0
1980-81	778,000	776,296	0	776,296	1,704	1,704
1981-82	947,000	946,249	0	946,249	751	751
1982-83	1,747,000	1,746,217	0	1,746,217	783	783
1983-84	2,057,000	2,056,928	0	2,056,928	72	72
1984-85	1,828,533	1,828,533	0	1,828,533	0	0
1985-86	2,880,000	2,855,758	22,825	2,878,583	1,417	24,242
1986-87	2,740,000	2,719,577	10,103	2,729,680	10,320	20,423
1987-88	2,896,895	2,895,548	0	2,895,548	1,348	1,348
1988-89	4,025,000	4,021,407	0	4,021,407	3,593	3,593
1989-90	2,951,000	2,948,835	0	2,948,835	2,165	2,165
1990-91	5,610,000	5,562,596	3,302	5,565,898	44,102	47,404
1991-92	5,180,000	5,166,999	0	5,166,999	13,001	13,001
1992-93	4,296,000	4,282,745	0	4,282,745	13,255	13,255
1993-94	3,790,000	3,731,924	24,338	3,756,262	33,738	58,076
1994-95	4,980,000	4,808,591	125,368	4,933,958	46,042	171,409
1995-96	5,480,000	5,413,151	25,451	5,438,602	41,398	66,849
1996-97	7,380,000	7,276,289	41,945	7,318,234	61,766	103,711
1997-98	6,990,000	6,832,455	87,057	6,919,511	70,489	157,545
1998-99	10,030,000	9,448,020	524,787	9,972,807	57,193	581,980
1999-00	7,910,000	7,672,108	207,735	7,879,843	30,157	237,892
2000-01	11,230,000	10,969,023	167,344	11,136,367	93,633	260,977
2001-02	12,260,000	11,933,492	209,427	12,142,920	117,080	326,508
2002-03	10,500,000	10,355,823	7,467	10,363,291	136,709	144,177
2003-04	6,270,000	6,083,779	86,582	6,170,361	99,639	186,221
2004-05	5,970,000	5,760,332	111,426	5,871,758	98,242	209,668
2005-06	9,260,000	8,833,329	300,929	9,134,259	125,741	426,671
2006-07	8,930,000	8,728,130	128,091	8,856,221	73,779	201,870
2007-08	9,000,000	8,757,460	151,128	8,908,589	91,411	242,540
2008-09	9,250,000	9,031,463	107,931	9,139,394	110,606	218,537
<b>Total</b>	<b>\$168,571,416</b>	<b>\$164,845,318</b>	<b>\$2,343,237</b>	<b>\$167,188,555</b>	<b>\$1,382,861</b>	<b>\$3,726,098</b>

## Notes:

- (1) Page 27, Column (6).  
(2) Page 29, Column (1).  
(3) (4) - (2).

- (4) Page 28, Column (1).  
(5) (1) - (4).  
(6) (1) - (2).

**Alameda County Schools Insurance Group  
Workers' Compensation Program**

**Actuarial Analysis of the  
Workers' Compensation Program**

**Limited Losses**

Alameda County Schools Insurance Group  
Workers' Compensation Program

Selected Ultimate Losses  
Self-Insured Losses Limited to Stated SIR

Program Year	Limited Reported Loss Development (1)	Lim Paid Loss Development (2)	Limited IBNR to Case Ratio (3)	Based on Future Medical Re-Opens (4)	Selected Ultimate Limited Losses (6)	CASE
1978-79	\$916,273	\$916,273	\$916,273	\$918,260	\$919,000	\$0
1979-80	485,988	485,988	485,988	485,988	485,988	0
1980-81	776,296	776,296	776,296	777,099	778,000	0
1981-82	946,249	946,249	946,249	946,249	947,000	0
1982-83	1,746,217	1,746,217	1,746,217	1,746,217	1,747,000	0
1983-84	2,056,928	2,056,928	2,056,928	2,056,928	2,057,000	0
1984-85	1,828,533	1,829,447	1,828,533	1,828,533	1,828,533	0
1985-86	2,878,583	2,860,863	2,878,583	2,880,333	2,880,000	22,825
1986-87	2,729,680	2,725,496	2,729,680	2,736,613	2,740,000	10,103
1987-88	2,907,644	2,909,098	2,895,548	2,896,895	2,896,895	0
1988-89	4,042,432	4,044,809	4,021,407	4,024,044	4,025,000	0
1989-90	2,967,536	2,969,679	2,948,835	2,950,718	2,951,000	0
1990-91	5,606,079	5,609,868	5,584,691	5,571,791	5,610,000	3,302
1991-92	5,204,311	5,217,017	5,166,999	5,179,088	5,180,000	0
1992-93	4,313,681	4,330,027	4,282,745	4,295,057	4,296,000	0
1993-94	3,785,896	3,779,032	3,797,345	3,757,932	3,790,000	24,338
1994-95	4,976,173	4,879,426	5,110,225	4,949,990	4,980,000	125,368
1995-96	5,485,134	5,504,843	5,465,020	5,454,512	5,480,000	25,451
1996-97	7,380,849	7,415,953	7,352,629	7,336,680	7,380,000	41,945
1997-98	6,984,736	6,985,692	6,984,020	6,945,127	6,990,000	87,057
1998-99	10,075,514	9,698,795	10,314,443	10,018,379	10,030,000	524,787
1999-00	7,920,419	7,875,308	7,931,361	7,901,461	7,910,000	207,735
2000-01	11,196,305	11,307,354	11,172,848	11,200,892	11,230,000	167,344
2001-02	12,211,229	12,357,290	12,183,758	12,216,245	12,260,000	209,427
2002-03	10,422,759	10,767,708	10,364,598	10,440,435	10,500,000	7,467
2003-04	6,230,852	6,390,447	6,192,353	6,230,457	6,270,000	86,582
2004-05	5,929,322	6,085,376	5,896,495	5,934,239	5,970,000	111,426
2005-06	9,223,807	9,390,859	9,192,940	9,204,190	9,260,000	300,929
2006-07	8,873,928	8,978,774	8,866,084	8,977,466	8,930,000	128,091
2007-08	8,928,309	9,057,135	8,919,470	9,074,496	9,000,000	151,128
2008-09	9,161,794	9,404,110	9,146,517	9,252,742	9,250,000	107,931
Total	\$168,193,456	\$169,302,357	\$168,155,077	\$168,189,055	\$168,571,416	\$2,343,237

Notes:

- (1) Page 28, Column (3).
- (2) Page 28, Column (3).
- (3) Page 30, Column (6).

- (4) Page 31, Column (3).
- (6) Selected on the basis of (1) - (4).



Alameda County Schools Insurance Group  
Workers' Compensation Program

Reported Loss Development  
Self-Insured Losses Limited to Stated SIR

Program Year	Cumulative Reported Losses as of 12/31/23 (1)	Reported Development Factor as of 12/31/23 (2)	Projected Ultimate Losses (3)
1978-79	\$916,273	1.000	\$916,273
1979-80	485,988	1.000	485,988
1980-81	776,296	1.000	776,296
1981-82	946,249	1.000	946,249
1982-83	1,746,217	1.000	1,746,217
1983-84	2,056,928	1.000	2,056,928
1984-85	1,828,533	1.000	1,828,533
1985-86	2,878,583	1.000	2,878,583
1986-87	2,729,680	1.000	2,729,680
1987-88	2,895,548	1.004	2,907,644
1988-89	4,021,407	1.005	4,042,432
1989-90	2,948,835	1.006	2,967,536
1990-91	5,565,898	1.007	5,606,079
1991-92	5,166,999	1.007	5,204,311
1992-93	4,282,745	1.007	4,313,681
1993-94	3,756,262	1.008	3,785,896
1994-95	4,933,958	1.009	4,976,173
1995-96	5,438,602	1.009	5,485,134
1996-97	7,318,234	1.009	7,380,849
1997-98	6,919,511	1.009	6,984,736
1998-99	9,972,807	1.010	10,075,514
1999-00	7,879,843	1.005	7,920,419
2000-01	11,136,367	1.005	11,196,305
2001-02	12,142,920	1.006	12,211,229
2002-03	10,363,291	1.006	10,422,759
2003-04	6,170,361	1.010	6,230,852
2004-05	5,871,758	1.010	5,929,322
2005-06	9,134,259	1.010	9,223,807
2006-07	8,856,221	1.002	8,873,928
2007-08	8,908,589	1.002	8,928,309
2008-09	9,139,394	1.002	9,161,794

Notes:

- (1) Provided by Keenan & Associates.
- (2) Page 34, Column (2), tempered for SIR.
- (3) (1) x (2), rounded.

Alameda County Schools Insurance Group  
Workers' Compensation Program

Paid Loss Development  
Self-Insured Losses Limited to Stated SIR

Program Year	Cumulative Paid Losses as of 12/31/23 (1)	Paid Development Factor as of 12/31/23 (2)	Projected Ultimate Losses (3)
1978-79	\$916,273	1.000	\$916,273
1979-80	485,988	1.000	485,988
1980-81	776,296	1.000	776,296
1981-82	946,249	1.000	946,249
1982-83	1,746,217	1.000	1,746,217
1983-84	2,056,928	1.000	2,056,928
1984-85	1,828,533	1.000	1,829,447
1985-86	2,855,758	1.002	2,860,863
1986-87	2,719,577	1.002	2,725,496
1987-88	2,895,548	1.005	2,909,098
1988-89	4,021,407	1.006	4,044,809
1989-90	2,948,835	1.007	2,969,679
1990-91	5,562,596	1.008	5,609,868
1991-92	5,166,999	1.010	5,217,017
1992-93	4,282,745	1.011	4,330,027
1993-94	3,731,924	1.013	3,779,032
1994-95	4,808,591	1.015	4,879,426
1995-96	5,413,151	1.017	5,504,843
1996-97	7,276,289	1.019	7,415,953
1997-98	6,832,455	1.022	6,985,692
1998-99	9,448,020	1.027	9,698,795
1999-00	7,672,108	1.026	7,875,308
2000-01	10,969,023	1.031	11,307,354
2001-02	11,933,492	1.036	12,357,290
2002-03	10,355,823	1.040	10,767,708
2003-04	6,083,779	1.050	6,390,447
2004-05	5,760,332	1.056	6,085,376
2005-06	8,833,329	1.063	9,390,859
2006-07	8,728,130	1.029	8,978,774
2007-08	8,757,460	1.034	9,057,135
2008-09	9,031,463	1.041	9,404,110

Notes:

- (1) Provided by Keenan & Associates.
- (2) Page 35, Column (2), tempered for SIR.
- (3) (1) x (2), rounded.

Alameda County Schools Insurance Group  
Workers' Compensation Program

IBNR to Case Reserves Ratio Method  
Self-Insured Losses Limited to Stated SIR

Program Year	Cumulative Reported Loss Development Factors (1)	Cumulative Paid Loss Development Factors (2)	IBNR to Case Reserves Ratio (3)	Limited Case Reserves (4)	Estimated IBNR as of 12/31/23 (5)	Estimated Ultimate Losses (6)
1978-79	1.000	1.000	0.000	\$0	\$0	\$916,273
1979-80	1.000	1.000	0.000	0	0	485,988
1980-81	1.000	1.000	0.000	0	0	776,296
1981-82	1.000	1.000	0.000	0	0	946,249
1982-83	1.000	1.000	0.000	0	0	1,746,217
1983-84	1.000	1.000	0.000	0	0	2,056,928
1984-85	1.000	1.000	0.000	0	0	1,828,533
1985-86	1.000	1.002	0.000	22,825	0	2,878,583
1986-87	1.000	1.002	0.000	10,103	0	2,729,680
1987-88	1.004	1.005	8.361	0	0	2,895,548
1988-89	1.005	1.006	8.899	0	0	4,021,407
1989-90	1.006	1.007	8.792	0	0	2,948,835
1990-91	1.007	1.008	5.692	3,302	18,793	5,584,691
1991-92	1.007	1.010	2.965	0	0	5,166,999
1992-93	1.007	1.011	1.914	0	0	4,282,745
1993-94	1.008	1.013	1.688	24,338	41,083	3,797,345
1994-95	1.009	1.015	1.406	125,368	176,267	5,110,225
1995-96	1.009	1.017	1.038	25,451	26,418	5,465,020
1996-97	1.009	1.019	0.820	41,945	34,395	7,352,629
1997-98	1.009	1.022	0.741	87,057	64,509	6,984,020
1998-99	1.010	1.027	0.651	524,787	341,636	10,314,443
1999-00	1.005	1.026	0.248	207,735	51,518	7,931,361
2000-01	1.005	1.031	0.218	167,344	36,481	11,172,848
2001-02	1.006	1.036	0.195	209,427	40,838	12,183,758
2002-03	1.006	1.040	0.175	7,467	1,307	10,364,598
2003-04	1.010	1.050	0.254	86,582	21,992	6,192,353
2004-05	1.010	1.056	0.222	111,426	24,737	5,896,495
2005-06	1.010	1.063	0.195	300,929	58,681	9,192,940
2006-07	1.002	1.029	0.077	128,091	9,863	8,866,084
2007-08	1.002	1.034	0.072	151,128	10,881	8,919,470
2008-09	1.002	1.041	0.066	107,931	7,123	9,146,517
Total				\$2,343,237	\$966,522	\$168,155,077

- (1) Page 28, Column (2).
- (2) Page 29, Column (2).
- (3)  $[(1) - 1.000] \times (2) / [(2) - (1)]$ .
- (4)  $[\text{Page 28, Column (1)}] - [\text{Page 29, Column (1)}]$ .
- (5) (3) x (4), rounded.
- (6) (5) + Page 28, Column (1).

Alameda County Schools Insurance Group  
Workers' Compensation Program

Based on Projected Future Medical Only  
Self-Insured Losses Limited to Stated SIR

Program Year	Losses Reported as of 12/31/23 (1)	Projected Future Medical Re-opens (2)	Estimated Ultimate Losses (3)
1978-79	\$916,273	\$1,986	\$918,260
1979-80	485,988	0	485,988
1980-81	776,296	803	777,099
1981-82	946,249	0	946,249
1982-83	1,746,217	0	1,746,217
1983-84	2,056,928	0	2,056,928
1984-85	1,828,533	0	1,828,533
1985-86	2,878,583	1,750	2,880,333
1986-87	2,729,680	6,933	2,736,613
1987-88	2,895,548	1,348	2,896,895
1988-89	4,021,407	2,637	4,024,044
1989-90	2,948,835	1,883	2,950,718
1990-91	5,565,898	5,894	5,571,791
1991-92	5,166,999	12,089	5,179,088
1992-93	4,282,745	12,312	4,295,057
1993-94	3,756,262	1,669	3,757,932
1994-95	4,933,958	16,031	4,949,990
1995-96	5,438,602	15,910	5,454,512
1996-97	7,318,234	18,446	7,336,680
1997-98	6,919,511	25,616	6,945,127
1998-99	9,972,807	45,572	10,018,379
1999-00	7,879,843	21,618	7,901,461
2000-01	11,136,367	64,525	11,200,892
2001-02	12,142,920	73,325	12,216,245
2002-03	10,363,291	77,144	10,440,435
2003-04	6,170,361	60,096	6,230,457
2004-05	5,871,758	62,481	5,934,239
2005-06	9,134,259	69,932	9,204,190
2006-07	8,856,221	121,244	8,977,466
2007-08	8,908,589	165,907	9,074,496
2008-09	9,139,394	113,348	9,252,742

Notes:

- (1) Page 28, Column (1).
- (2) Estimated by BAC based on ages of potential claimants.
- (3) (1) + (2).

**Alameda County Schools Insurance Group  
Workers' Compensation Program**

**Actuarial Analysis of the  
Workers' Compensation Program**

**Gross Loss Exhibits**

Alameda County Schools Insurance Group  
Workers' Compensation Program

Selected Ultimate Losses - Unlimited

Program Year	Reported Projection (1)	Paid Projection (2)	IBNR to Case Reserves Ratio (3)	B-F Method Using Reported (4)	Frequency Times Severity (5)	Selected Ultimate Losses (6)
2009-10	\$10,357,369	\$10,999,046	\$10,288,250	\$10,366,147	\$11,712,936	10,510,000
2010-11	10,475,697	11,417,034	10,331,860	10,483,910	12,767,870	10,480,000
2011-12	9,813,008	10,769,564	9,613,276	9,844,645	12,148,389	9,830,000
2012-13	8,327,973	9,120,213	8,185,991	8,369,009	10,295,133	8,510,000
2013-14	9,626,173	10,254,630	9,402,357	9,668,155	11,506,707	9,740,000
2014-15	13,255,203	14,574,297	12,731,954	13,140,073	12,864,473	13,430,000
2015-16	10,698,219	10,518,105	10,798,106	10,790,759	10,228,231	10,710,000
2016-17	13,461,388	13,613,480	13,367,301	13,347,631	11,335,566	13,450,000
2017-18	14,843,405	15,084,419	14,671,323	14,700,171	12,429,601	14,830,000
2018-19	12,250,579	12,616,815	11,981,441	12,617,288	12,619,007	12,500,000
2019-20	11,420,611	10,503,599	12,005,969	11,342,026	10,948,933	11,320,000
2020-21	7,685,726	6,042,421	8,619,819	7,641,136	7,204,678	7,670,000
2021-22	17,391,157	14,435,848	18,910,522	16,723,260	14,219,963	16,870,000
2022-23	17,894,724	12,972,780	19,960,735	16,893,645	15,482,835	16,940,000
2023-24	22,130,401	23,048,251	22,007,603	17,630,225	17,230,400	17,700,000
Total	\$189,631,633	\$185,970,502	\$192,876,507	\$183,558,080	\$182,994,722	\$184,490,000

## Notes:

- (1) Page 34, Column (3).  
(2) Page 35, Column (3).  
(3) Page 36, Column (6).

- (4) Page 37, Column (6).  
(5) Page 41, Column (4).  
(6) Selected on the basis of (1) - (5).

Alameda County Schools Insurance Group  
Workers' Compensation Program

Reported Loss Development - Unlimited

Program Year	Cumulative Reported Losses as of 12/31/23 <u>(1)</u>	Reported Development Factor as of 12/31/23 <u>(2)</u>	Projected Ultimate Losses <u>(3)</u>
2009-10	10,258,201	1.010	\$10,357,369
2010-11	10,320,053	1.015	10,475,697
2011-12	9,590,389	1.023	9,813,008
2012-13	8,138,941	1.023	8,327,973
2013-14	9,182,084	1.048	9,626,173
2014-15	12,492,656	1.061	13,255,203
2015-16	9,776,688	1.094	10,698,219
2016-17	11,989,910	1.123	13,461,388
2017-18	12,783,518	1.161	14,843,405
2018-19	10,144,426	1.208	12,250,579
2019-20	9,170,618	1.245	11,420,611
2020-21	5,785,795	1.328	7,685,726
2021-22	11,701,603	1.486	17,391,157
2022-23	9,798,188	1.826	17,894,724
2023-24	5,771,745	3.834	22,130,401

## Notes:

- (1) Provided by Keenan & Associates.
- (2) Page 57.
- (3) (1) x (2), rounded.

Alameda County Schools Insurance Group  
Workers' Compensation Program

Paid Loss Projection - Unlimited

Program Year	Cumulative Paid Losses as of 12/31/23 (1)	Paid Development Factor as of 12/31/23 (2)	Projected Ultimate Losses (3)
2009-10	\$10,005,692	1.099	\$10,999,046
2010-11	10,250,599	1.114	11,417,034
2011-12	9,493,819	1.134	10,769,564
2012-13	7,910,545	1.153	9,120,213
2013-14	8,658,870	1.184	10,254,630
2014-15	11,996,188	1.215	14,574,297
2015-16	8,319,601	1.264	10,518,105
2016-17	10,301,930	1.321	13,613,480
2017-18	10,874,716	1.387	15,084,419
2018-19	8,465,254	1.490	12,616,815
2019-20	6,444,319	1.630	10,503,599
2020-21	3,171,381	1.905	6,042,421
2021-22	5,939,077	2.431	14,435,848
2022-23	3,418,685	3.795	12,972,780
2023-24	907,797	25.389	23,048,251

## Notes:

- (1) Provided by Keenan & Associates.
- (2) Page 58.
- (3) (1) x (2), rounded.



Alameda County Schools Insurance Group  
Workers' Compensation Program

IBNR to Case Reserves Ratio Method

Program Year	Reported Development Factor as of 12/31/23 <u>(1)</u>	Paid Development Factor as of 12/31/23 <u>(2)</u>	IBNR to Case Reserves Ratio <u>(3)</u>	Case Reserves as of 12/31/23 <u>(4)</u>	Estimated IBNR as of 12/31/23 <u>(5)</u>	Estimated Ultimate Losses <u>(6)</u>
2009-10	1.010	1.099	0.119	\$252,509	\$30,049	\$10,288,250
2010-11	1.015	1.114	0.170	69,455	11,807	10,331,860
2011-12	1.023	1.134	0.237	96,570	22,887	9,613,276
2012-13	1.023	1.153	0.206	228,396	47,050	8,185,991
2013-14	1.048	1.184	0.421	523,215	220,273	9,402,357
2014-15	1.061	1.215	0.482	496,468	239,298	12,731,954
2015-16	1.094	1.264	0.701	1,457,087	1,021,418	10,798,106
2016-17	1.123	1.321	0.816	1,687,980	1,377,391	13,367,301
2017-18	1.161	1.387	0.989	1,908,802	1,887,805	14,671,323
2018-19	1.208	1.490	1.094	1,679,172	1,837,015	11,981,441
2019-20	1.245	1.630	1.040	2,726,299	2,835,351	12,005,969
2020-21	1.328	1.905	1.084	2,614,414	2,834,024	8,619,819
2021-22	1.486	2.431	1.251	5,762,525	7,208,919	18,910,522
2022-23	1.826	3.795	1.593	6,379,502	10,162,547	19,960,735
2023-24	3.834	25.389	3.338	4,863,948	16,235,858	22,007,603

## Notes:

(1) Page 34, Column (2).

(2) Page 35, Column (2).

(3)  $[(1) - 1.000] \times (2) / [(2) - (1)]$ .

(4) Page 34, Column (1) - Page 35, Column (1).

(5) (3) x (4), rounded.

(6) (5) + Page 34, Column (1).

Alameda County Schools Insurance Group  
Workers' Compensation Program

Bornhuetter-Ferguson Using Reported Losses

Program Year	<i>A Priori</i> Ultimate Losses (1)	Cumulative Reported Loss Development Factors (2)	Percentage of Losses Not Yet Reported (3)	Expected Unreported Losses (4)	Losses Reported as of 12/31/23 (5)	Estimated Ultimate Losses (6)
2009-10	\$10,794,556	1.010	1.0%	\$107,946	\$10,258,201	\$10,366,147
2010-11	10,923,805	1.015	1.5%	163,857	10,320,053	10,483,910
2011-12	11,054,602	1.023	2.3%	254,256	9,590,389	9,844,645
2012-13	10,002,937	1.023	2.3%	230,068	8,138,941	8,369,009
2013-14	10,566,755	1.048	4.6%	486,071	9,182,084	9,668,155
2014-15	11,162,354	1.061	5.8%	647,417	12,492,656	13,140,073
2015-16	11,791,524	1.094	8.6%	1,014,071	9,776,688	10,790,759
2016-17	12,456,157	1.123	10.9%	1,357,721	11,989,910	13,347,631
2017-18	13,788,867	1.161	13.9%	1,916,653	12,783,518	14,700,171
2018-19	14,377,103	1.208	17.2%	2,472,862	10,144,426	12,617,288
2019-20	11,022,378	1.245	19.7%	2,171,408	9,170,618	11,342,026
2020-21	7,511,500	1.328	24.7%	1,855,341	5,785,795	7,641,136
2021-22	15,356,749	1.486	32.7%	5,021,657	11,701,603	16,723,260
2022-23	15,697,913	1.826	45.2%	7,095,457	9,798,188	16,893,645
2023-24	16,046,657	3.834	73.9%	11,858,480	5,771,745	17,630,225

## Notes:

- (1) Page 38, Column (4).
- (2) Page 34, Column (2).
- (3)  $100\% - [1.000 / (2)]$ .
- (4)  $(1) \times (3)$ .
- (5) Page 34, Column (1).
- (6)  $(4) + (5)$ .

Alameda County Schools Insurance Group  
Workers' Compensation Program

*A Priori* Losses for Bornhuetter-Ferguson

Program Year	<i>A Priori</i> Loss Rate (1)	Factor to Remove Trend (2)	Exposure Index (3)	<i>A Priori</i> Ultimate Losses (4)
2009-10	\$16,046,657	0.714	0.942	\$10,794,556
2010-11	16,046,657	0.737	0.924	10,923,805
2011-12	16,046,657	0.761	0.906	11,054,602
2012-13	16,046,657	0.702	0.888	10,002,937
2013-14	16,046,657	0.727	0.906	10,566,755
2014-15	16,046,657	0.753	0.924	11,162,354
2015-16	16,046,657	0.780	0.942	11,791,524
2016-17	16,046,657	0.808	0.961	12,456,157
2017-18	16,046,657	0.876	0.980	13,788,867
2018-19	16,046,657	0.896	1.000	14,377,103
2019-20	12,034,992	0.916	1.000	11,022,378
2020-21	8,023,328	0.936	1.000	7,511,500
2021-22	16,046,657	0.957	1.000	15,356,749
2022-23	16,046,657	0.978	1.000	15,697,913
2023-24	16,046,657	1.000	1.000	16,046,657

## Notes:

- (1) Page 39, Item (5).
- (2) Estimated by BAC.
- (3) Page 39, Column (3).
- (4) (1) x (2) x (3).

Alameda County Schools Insurance Group  
Workers' Compensation Program

*A Priori* Loss Rate for Bornhuetter-Ferguson Method

Program Year	<i>A Priori</i> Ultimate Losses (1)	Estimated Pure Premium Trend (2)	Exposure Index (3)	Constant Dollar, Constant Exposure Losses (4)
2009-10	\$10,664,575	1.401	0.942	\$15,853,434
2010-11	10,924,542	1.357	0.924	16,047,739
2011-12	10,266,644	1.315	0.906	14,902,872
2012-13	8,700,485	1.424	0.888	13,957,271
2013-14	9,921,270	1.375	0.906	15,066,424
2014-15	13,870,160	1.328	0.924	19,939,315
2015-16	10,614,653	1.282	0.942	14,445,096
2016-17	13,531,251	1.238	0.961	17,431,648
2017-18	14,953,226	1.141	0.980	17,401,667
2018-19	12,414,503	1.116	1.000	13,856,148
2019-20	11,023,428	1.092	1.000	12,036,139
2020-21	7,010,664	1.068	1.000	7,488,366
2021-22	16,269,794	1.045	1.000	17,000,720
2022-23	16,295,526	1.022	1.000	16,657,546
2023-24	22,250,827	1.000	1.000	22,250,827
Average				\$15,622,347
ex 19/20-20/21, 23/24				\$16,046,657
			(5) Selected A Priori 2023-24 Loss Level:	\$16,046,657

## Notes:

- (1) Page 40, Column (3).
- (2) Estimated by BAC.
- (3) Page 46, Column (2).
- (4)  $(1) \times (2) / (3)$ .
- (5) Selected on the basis of (4).

Alameda County Schools Insurance Group  
Workers' Compensation Program

*A Priori* Ultimate losses - Unlimited

Program Year	Reported Loss Projection (1)	Paid Loss Projection (2)	<i>A Priori</i> Selection (3)
2009-10	\$10,357,369	\$10,999,046	\$10,664,575
2010-11	10,475,697	11,417,034	10,924,542
2011-12	9,813,008	10,769,564	10,266,644
2012-13	8,327,973	9,120,213	8,700,485
2013-14	9,626,173	10,254,630	9,921,270
2014-15	13,255,203	14,574,297	13,870,160
2015-16	10,698,219	10,518,105	10,614,653
2016-17	13,461,388	13,613,480	13,531,251
2017-18	14,843,405	15,084,419	14,953,226
2018-19	12,250,579	12,616,815	12,414,503
2019-20	11,420,611	10,503,599	11,023,428
2020-21	7,685,726	6,042,421	7,010,664
2021-22	17,391,157	14,435,848	16,269,794
2022-23	17,894,724	12,972,780	16,295,526
2023-24	22,130,401	23,048,251	22,250,827
Total	\$189,631,633	\$185,970,502	\$188,711,548

## Notes:

- (1) Page 34, Column (3).
- (2) Page 35, Column (3).
- (3) Selected on the basis of (1) and (2).

Alameda County Schools Insurance Group  
Workers' Compensation Program

Frequency Times Severity Method

Program Year	Selected Indemnity Claim Severity (1)	Factor to Remove Trend (2)	Selected Ultimate Indemnity Claims (3)	Estimated Ultimate Losses (4)
2009-10	\$48,400	0.714	339	\$11,712,936
2010-11	48,400	0.737	358	12,767,870
2011-12	48,400	0.761	330	12,148,389
2012-13	48,400	0.702	303	10,295,133
2013-14	48,400	0.727	327	11,506,707
2014-15	48,400	0.753	353	12,864,473
2015-16	48,400	0.780	271	10,228,231
2016-17	48,400	0.808	290	11,335,566
2017-18	48,400	0.876	293	12,429,601
2018-19	48,400	0.896	291	12,619,007
2019-20	48,400	0.916	247	10,948,933
2020-21	48,400	0.936	159	7,204,678
2021-22	48,400	0.957	307	14,219,963
2022-23	48,400	0.978	327	15,482,835
2023-24	48,400	1.000	356	17,230,400

Notes:

- (1) Page 42, Item (5).
- (2) Estimated by BAC.
- (3) Page 43, Column (3).
- (4) (1) x (2) x (3).

Alameda County Schools Insurance Group  
Workers' Compensation Program

Calculation of Expected Indemnity Claim Severity  
Frequency Times Severity Method

Program Year	<i>A Priori</i> Ultimate Losses (1)	Estimated Severity Trend (2)	Selected Indemnity Claim Count (3)	Trended Indemnity Claim Severity (4)
2009-10	\$10,664,575	1.401	339	\$44,068
2010-11	10,924,542	1.357	358	41,412
2011-12	10,266,644	1.315	330	40,903
2012-13	8,700,485	1.424	303	40,903
2013-14	9,921,270	1.375	327	41,731
2014-15	13,870,160	1.328	353	52,184
2015-16	10,614,653	1.282	271	50,229
2016-17	13,531,251	1.238	290	57,775
2017-18	14,953,226	1.141	293	58,227
2018-19	12,414,503	1.116	291	47,616
2019-20	11,023,428	1.092	247	48,729
2020-21	7,010,664	1.068	159	47,097
2021-22	16,269,794	1.045	307	55,377
2022-23	16,295,526	1.022	327	50,941
2023-24	22,250,827	1.000	356	62,502
Average				\$49,313
09/10-22/23				\$48,371
			(5) Selected Severity:	\$48,400

## Notes:

- (1) Page 40, Column (3).
- (2) Estimated by BAC.
- (3) Page 43, Column (3).
- (4)  $(1) \times (2) / (3)$ .
- (5) Selected on the basis of (4).

Alameda County Schools Insurance Group  
Workers' Compensation Program

Selected # of Indemnity Claims

Program Year	Reported Indemnity Claim Count Projection (1)	Bornhuetter- Ferguson Method (2)	Selected Indemnity Claim Count (3)
2009-10	339		339
2010-11	358		358
2011-12	330		330
2012-13	303		303
2013-14	327		327
2014-15	353		353
2015-16	271		271
2016-17	290		290
2017-18	293		293
2018-19	291		291
2019-20	247		247
2020-21	159		159
2021-22	307		307
2022-23	327		327
2023-24	403	356	356

## Notes:

- (1) Page 44, Column (3).
- (2) Page 45, Column (6).
- (3) Selected on the basis of (1) and (2).



Alameda County Schools Insurance Group  
Workers' Compensation Program

Projection of Ultimate # of Indemnity Claims  
Projection of Reported Claims

Program Year	Total Indemnity Claims Reported 12/31/23 <u>(1)</u>	Development Factors as of 12/31/23 <u>(2)</u>	Projected Ultimate Indemnity Claims <u>(3)</u>
2009-10	339	1.000	339
2010-11	358	1.001	358
2011-12	330	1.001	330
2012-13	303	1.002	303
2013-14	326	1.002	327
2014-15	352	1.003	353
2015-16	270	1.004	271
2016-17	288	1.008	290
2017-18	290	1.010	293
2018-19	287	1.015	291
2019-20	241	1.023	247
2020-21	154	1.031	159
2021-22	292	1.051	307
2022-23	296	1.105	327
2023-24	131	3.079	403

## Notes:

- (1) Provided by Keenan & Associates.
- (2) Page 59.
- (3) (1) x (2), rounded.

Alameda County Schools Insurance Group  
Workers' Compensation Program

Projection of Ultimate # of Indemnity Claims  
Bornhuetter-Ferguson Method

Program Year	A Priori Claim Count <u>(1)</u>	Claim Development Factor <u>(2)</u>	Estimated Percentage of Claims Unreported <u>(3)</u>	Estimated Unreported Claims <u>(4)</u>	Reported Claims as of 12/31/23 <u>(5)</u>	Projected Ultimate Claims <u>(6)</u>
2023-24	334	3.079	67.5%	225	131	356

## Notes:

- (1) Page 46, Item (6).
- (2) Page 44, Column (2).
- (3)  $100\% - [1.000 / (2)]$ .
- (4)  $(1) \times (3)$ .
- (5) Page 44, Column (1).
- (6)  $(4) + (5)$ .

Alameda County Schools Insurance Group  
Workers' Compensation Program

Calculation of Expected # of Indemnity Claims  
A Priori Claim Count

Program Year	Projected Ultimate Indemnity Claims (1)	Exposure Index (2)	Indicated Indemnity Claim Frequency (3)
2009-10	339	0.942	360
2010-11	358	0.924	388
2011-12	330	0.906	364
2012-13	303	0.888	341
2013-14	327	0.906	361
2014-15	353	0.924	382
2015-16	271	0.942	288
2016-17	290	0.961	302
2017-18	293	0.980	299
2018-19	291	1.000	291
2019-20	247	1.000	247
2020-21	159	1.000	159
2021-22	307	1.000	307
2022-23	327	1.000	327
2023-24	403	1.000	403
Average			321
⇒x 19/20-20/21, 23/24			334
(4) Selected Claim Frequency:			334
(5) 2023-24 Exposure Index:			1.000
(6) 2023-24 A Priori Claim Count:			334

Notes:

- (1) Page 44, Column (3).
- (2) Estimated by BAC.
- (3) (1) / (2).
- (4) Selected on the basis of (3).
- (5) (2).
- (6) (4) x (5).

**Alameda County Schools Insurance Group  
Workers' Compensation Program**

**Actuarial Analysis of the  
Workers' Compensation Program**

**Future Loss Exhibits**

Alameda County Schools Insurance Group  
Workers' Compensation Program

Projected 2024-25 Unlimited Loss Rate

Program Year	Estimated Ultimate Losses (1)	Pure Premium Trend (2)	Exposure Indexed to 2024-25 (3)	Trended Loss @ 2024-25 Exposure Level (4)
2009-10	\$10,510,000	1.432	0.942	\$15,970,744
2010-11	10,480,000	1.387	0.924	15,736,732
2011-12	9,830,000	1.344	0.906	14,586,047
2012-13	8,510,000	1.456	0.888	13,954,980
2013-14	9,740,000	1.406	0.906	15,119,746
2014-15	13,430,000	1.358	0.924	19,735,467
2015-16	10,710,000	1.311	0.942	14,898,644
2016-17	13,450,000	1.266	0.961	17,711,911
2017-18	14,830,000	1.166	0.980	17,641,672
2018-19	12,500,000	1.141	1.000	14,261,520
2019-20	11,320,000	1.116	1.000	12,634,545
2020-21	7,670,000	1.092	1.000	8,374,635
2021-22	16,870,000	1.068	1.000	18,019,510
2022-23	16,940,000	1.045	1.000	17,701,035
Average				\$15,453,371
ex 19/20-20/21				\$16,278,167
		(5) Selected 2024-25 Level Losses:		\$16,278,167

Program Year	Maximum Claim (6)	LDF (7)	Sev trend (8)	Trended Developed (9)
2010-11	\$987,618	1.015	1.387	\$1,390,728
2011-12	936,080	1.023	1.344	1,287,248
2012-13	354,711	1.023	1.456	528,499
2013-14	568,301	1.048	1.406	837,675
2014-15	798,451	1.061	1.358	1,150,140
		(10) Factor for Unlimited Retention:	1.015	
		(11) Unlimited 2024-25 Level Losses:		<b>\$16,515,980</b>
		(12) Unlimited 2024-25 Level Rate:		<b>\$1.21</b>

Notes:

- (1) Page 33, Column (6).
- (2) Estimated by BAC.
- (3) Estimated by BAC.
- (4) (1) x (2) / (3).
- (5) Selected on the basis of (4).
- (6) Provided by Keenan & Associates.
- (7) Page 34, Column (2).
- (8) Estimated by BAC.
- (9) (6) x (7) x (8).
- (10) Estimated by BAC.
- (11) (5) x (10).
- (12) (6) / 2024-25 payroll.

**Alameda County Schools Insurance Group  
Workers' Compensation Program**

**Actuarial Analysis of the  
Workers' Compensation Program**

**Discounting Exhibits**

Alameda County Schools Insurance Group  
Workers' Compensation Program

Discounted Value of Unpaid Losses as of 6/30/24  
Assuming a 3.50% Interest Rate  
Self-Insured Losses Limited to Stated SIR

Program Year	Projected Unpaid Losses (1)	Discount Factor (2)	Discounted Unpaid Losses (3)
1978-79	\$2,727	1.000	\$2,727
1979-80	0	1.000	0
1980-81	1,704	1.000	1,704
1981-82	751	1.000	751
1982-83	783	1.000	783
1983-84	72	1.000	72
1984-85	0	1.000	0
1985-86	15,510	0.983	15,245
1986-87	18,602	0.972	18,079
1987-88	988	0.949	937
1988-89	3,243	0.936	3,037
1989-90	1,974	0.913	1,802
1990-91	43,442	0.905	39,327
1991-92	12,214	0.887	10,828
1992-93	12,447	0.873	10,867
1993-94	54,473	0.859	46,820
1994-95	159,292	0.851	135,503
1995-96	62,554	0.846	52,911
1996-97	97,715	0.836	81,644
1997-98	146,394	0.828	121,270
1998-99	556,940	0.829	461,969
1999-00	229,580	0.828	190,032
2000-01	242,995	0.822	199,769
2001-02	305,664	0.823	251,437
2002-03	136,713	0.815	111,391
2003-04	167,283	0.803	134,330
2004-05	199,006	0.797	158,520
2005-06	405,239	0.792	320,786
2006-07	186,752	0.786	146,820
2007-08	223,559	0.777	173,772
2008-09	200,477	0.776	155,654
<b>Total</b>	<b>\$3,489,092</b>		<b>\$2,848,787</b>

(4) Indicated Discount Factor: 0.816

## Notes:

- (1) Page 23, Column (6).
- (2) Based upon a 3.50% interest rate.
- (3) (1) x (2).
- (4) [ Sum of Column (3) ] / [ Sum of Column (1) ].

Alameda County Schools Insurance Group  
Workers' Compensation Program

Discounted Value of 2024-25 Losses as of 7/1/24  
Assuming a 3.50% Interest rate

Program Year	Projected Loss Payments (1)	Discount Factor (2)	Discounted Value of Payments (3)
2024-25	\$2,628,097	0.983	\$2,583,279
2025-26	3,213,747	0.950	3,052,117
2026-27	2,291,598	0.918	2,102,750
2027-28	1,704,984	0.887	1,511,573
2028-29	1,231,535	0.857	1,054,910
2029-30	1,005,212	0.828	831,928
2030-31	670,952	0.800	536,512
2031-32	530,975	0.773	410,225
2032-33	423,344	0.746	316,009
2033-34	328,677	0.721	237,048
2034-35	233,006	0.697	162,365
2035-36	235,572	0.673	158,602
2036-37	217,011	0.650	141,165
2037-38	214,213	0.628	134,633
2038-39	190,358	0.607	115,594
2039-40	139,091	0.587	81,606
2040-41	137,753	0.567	78,088
2041-42	88,771	0.548	48,620
2042-43	100,927	0.529	53,408
2043-44	95,807	0.511	48,985
2044-45	83,442	0.494	41,220
2045-46	60,548	0.477	28,899
46-47 & later	690,360	0.382	263,893
Total	\$16,515,980		\$13,993,429

(4) Indicated Discount Factor: 0.847

## Notes:

- (1) Based upon the observed payment pattern.
- (2) Based upon a 3.50% interest rate.
- (3) (1) x (2).
- (4) [ Sum of Column (3) ] / [ Sum of Column (1) ].



Alameda County Schools Insurance Group  
Workers' Compensation Program

Discounted Value of 2024-25 Losses as of 7/1/24  
Assuming a 3.50% Interest rate

\$1,000,000 SIR

Program Year	Projected Loss Payments (1)	Discount Factor (2)	Discounted Value of Payments (3)
2024-25	\$2,576,479	0.983	\$2,532,540
2025-26	3,150,625	0.950	2,992,170
2026-27	2,246,588	0.918	2,061,449
2027-28	1,689,134	0.887	1,497,521
2028-29	1,222,117	0.857	1,046,842
2029-30	962,701	0.828	796,745
2030-31	661,057	0.800	528,599
2031-32	523,024	0.773	404,081
2032-33	416,883	0.746	311,187
2033-34	323,685	0.721	233,447
2034-35	229,825	0.697	160,149
2035-36	248,881	0.673	167,563
2036-37	226,872	0.650	147,579
2037-38	220,128	0.628	138,350
2038-39	193,644	0.607	117,590
2039-40	142,431	0.587	83,566
2040-41	138,404	0.567	78,457
2041-42	91,290	0.548	50,000
2042-43	100,350	0.529	53,103
2043-44	93,756	0.511	47,936
2044-45	80,987	0.494	40,007
2045-46	59,505	0.477	28,401
46-47 & later	593,222	0.382	226,812
Total	\$16,191,588		\$13,744,094

(4) Indicated Discount Factor: 0.849

Notes:

- (1) Based upon the observed payment pattern.
- (2) Based upon a 3.50% interest rate.
- (3) (1) x (2).
- (4) [ Sum of Column (3) ] / [ Sum of Column (1) ].

Alameda County Schools Insurance Group  
Workers' Compensation Program

Discounted Value of 2024-25 Losses as of 7/1/24  
Assuming a 3.50% Interest rate

\$500,000 SIR

Program Year	Projected Loss Payments (1)	Discount Factor (2)	Discounted Value of Payments (3)
2024-25	\$2,521,076	0.983	\$2,478,082
2025-26	3,084,378	0.950	2,929,254
2026-27	2,256,087	0.918	2,070,165
2027-28	1,686,170	0.887	1,494,893
2028-29	1,179,659	0.857	1,010,473
2029-30	954,616	0.828	790,054
2030-31	701,204	0.800	560,702
2031-32	528,903	0.773	408,623
2032-33	419,086	0.746	312,832
2033-34	314,667	0.721	226,944
2034-35	212,420	0.697	148,021
2035-36	241,666	0.673	162,705
2036-37	215,047	0.650	139,888
2037-38	201,688	0.628	126,761
2038-39	173,357	0.607	105,270
2039-40	127,775	0.587	74,967
2040-41	119,887	0.567	67,961
2041-42	81,109	0.548	44,424
2042-43	84,456	0.529	44,692
2043-44	76,600	0.511	39,164
2044-45	64,957	0.494	32,089
2045-46	48,231	0.477	23,020
46-47 & later	386,409	0.378	146,107
<b>Total</b>	<b>\$15,679,448</b>		<b>\$13,437,091</b>

(4) Indicated Discount Factor: 0.857

Notes:

- (1) Based upon the observed payment pattern.
- (2) Based upon a 3.50% interest rate.
- (3) (1) x (2).
- (4) [ Sum of Column (3) ] / [ Sum of Column (1) ].

Alameda County Schools Insurance Group  
Workers' Compensation Program

Discounted Value of 2024-25 Losses as of 7/1/24  
Assuming a 3.50% Interest rate

\$250,000 SIR

Program Year	Projected Loss Payments (1)	Discount Factor (2)	Discounted Value of Payments (3)
2024-25	\$2,362,044	0.983	\$2,321,763
2025-26	2,874,524	0.950	2,729,955
2026-27	2,092,868	0.918	1,920,397
2027-28	1,716,594	0.887	1,521,866
2028-29	1,115,362	0.857	955,398
2029-30	923,946	0.828	764,671
2030-31	576,185	0.800	460,733
2031-32	447,780	0.773	345,949
2032-33	338,540	0.746	252,707
2033-34	265,388	0.721	191,402
2034-35	191,981	0.697	133,778
2035-36	220,241	0.673	148,280
2036-37	188,620	0.650	122,697
2037-38	168,255	0.628	105,749
2038-39	139,307	0.607	84,594
2039-40	101,843	0.587	59,753
2040-41	90,798	0.567	51,470
2041-42	62,417	0.548	34,186
2042-43	60,537	0.529	32,035
2043-44	52,507	0.511	26,846
2044-45	43,125	0.494	21,303
2045-46	31,993	0.477	15,270
46-47 & later	192,813	0.378	72,939
Total	\$14,257,668		\$12,373,741

(4) Indicated Discount Factor: 0.868

Notes:

- (1) Based upon the observed payment pattern.
- (2) Based upon a 3.50% interest rate.
- (3) (1) x (2).
- (4) [ Sum of Column (3) ] / [ Sum of Column (1) ].

Alameda County Schools Insurance Group  
Workers' Compensation Program

Program Information

Program Year	SIR (1)	Potential Future Medical Reopenings Under SIR (2)	Program Year	Payroll (\$00's) (3)	Total Exposure Indexed to 2023-24 (4)
1978-79	\$250,000	2	2009-10	\$7,983,289	0.942
1979-80	250,000	0	2010-11	7,698,192	0.924
1980-81	250,000	1	2011-12	7,873,713	0.906
1981-82	250,000	0	2012-13	7,928,199	0.888
1982-83	250,000	0	2013-14	8,039,488	0.906
1983-84	10,000,000	1	2014-15	9,079,586	0.924
1984-85	250,000	0	2015-16	9,753,745	0.942
1985-86	250,000	1	2016-17	10,155,693	0.961
1986-87	500,000	6	2017-18	10,376,783	0.980
1987-88	10,000,000	1	2018-19	10,714,776	1.000
1988-89	10,000,000	3	2019-20	10,834,451	1.000
1989-90	10,000,000	1	2020-21	10,972,332	1.000
1990-91	10,000,000	5	2021-22	11,525,644	1.000
1991-92	10,000,000	6	2022-23	12,716,118	1.000
1992-93	10,000,000	5	2023-24	13,478,404	1.000
1993-94	10,000,000	2	2024-25	13,628,926	1.000
1994-95	10,000,000	8			
1995-96	2,000,000	10			
1996-97	2,000,000	11			
1997-98	2,000,000	13			
1998-99	2,000,000	20			
1999-00	1,000,000	12			
2000-01	1,000,000	28			
2001-02	1,000,000	29			
2002-03	1,000,000	28			
2003-04	10,000,000	27			
2004-05	10,000,000	25			
2005-06	3,000,000	29			
2006-07	250,000	39			
2007-08	250,000	54			
2008-09	250,000	37			

Notes:

- (1) Provided by Keenan & Associates.
- (2) Provided by Keenan & Associates.
- (3) Provided by Keenan & Associates.
- (4) Estimated by BAC.

**Alameda County Schools Insurance Group  
Workers' Compensation Program**

**Actuarial Analysis of the  
Workers' Compensation Program**

**Claims Data Exhibits**

Alameda County Schools Insurance Group  
Workers' Compensation Program

Cumulative Reported Losses - Unlimited (\$000's)

Program	Months of Development														
	<u>6</u>	<u>18</u>	<u>30</u>	<u>42</u>	<u>54</u>	<u>66</u>	<u>78</u>	<u>90</u>	<u>102</u>	<u>114</u>	<u>126</u>	<u>138</u>	<u>150</u>	<u>162</u>	<u>174</u>
1992															4,559
1993														3,939	3,946
1994													3,584	3,526	3,600
1995												4,458	4,440	4,626	4,932
1996											4,767	4,863	5,152	5,311	5,536
1997										5,711	5,884	6,435	6,728	6,877	6,719
1998									5,742	5,923	6,548	6,420	6,465	7,402	7,185
1999								7,696	8,065	9,823	9,884	10,287	10,497	10,818	10,672
2000							6,224	6,409	7,200	7,162	7,465	8,278	8,284	8,446	8,480
2001						7,909	8,710	11,125	10,953	13,502	13,997	13,873	11,154	11,281	11,384
2002					7,525	8,186	10,233	11,254	11,695	11,853	11,938	14,419	14,614	14,435	14,444
2003				6,070	7,110	9,059	8,593	8,775	8,504	10,093	10,236	9,873	10,052	10,009	10,245
2004			3,527	4,604	5,652	5,700	6,236	6,346	6,147	6,297	6,174	6,335	6,350	6,382	6,334
2005		2,278	3,069	4,738	5,249	5,021	5,794	5,518	5,457	5,419	5,470	5,651	5,629	5,659	5,799
2006	647	2,754	6,344	6,936	6,441	7,085	6,960	7,811	9,259	9,219	9,463	9,400	9,486	9,303	9,275
2007	1,014	5,880	7,487	8,423	9,310	8,770	9,098	11,194	12,933	13,014	13,401	14,483	13,285	13,220	13,235
2008	2,355	7,633	8,644	9,340	8,524	8,755	9,056	9,421	9,999	10,293	10,382	10,251	10,038	9,732	9,748
2009	2,843	7,418	7,830	8,612	8,778	9,120	9,190	9,347	10,045	9,975	9,666	9,591	9,560	9,582	9,602
2010	1,627	5,942	7,779	9,403	9,807	10,367	10,540	10,414	10,282	10,351	10,137	10,048	10,160	10,252	10,258
2011	3,232	6,935	8,678	9,125	9,352	9,851	9,948	9,947	9,782	9,663	9,837	10,395	10,252	10,320	
2012	2,238	6,594	7,919	8,706	9,348	9,537	10,196	9,736	9,601	9,557	9,623	9,584	9,590		
2013	1,615	5,128	6,306	7,455	8,114	8,262	8,165	8,017	8,145	8,147	8,129	8,139			
2014	1,674	5,369	6,920	7,968	8,733	8,665	8,991	8,803	8,963	9,181	9,182				
2015	1,954	8,202	9,976	11,009	11,727	12,364	12,440	13,198	12,708	12,493					
2016	2,080	6,587	8,186	8,518	8,905	9,210	9,557	9,662	9,777						
2017	2,539	9,110	9,832	10,333	11,336	11,435	12,069	11,990							
2018	4,244	9,796	12,391	12,308	12,304	12,675	12,784								
2019	2,864	7,520	8,962	9,398	10,023	10,144									
2020	3,541	6,657	7,348	8,082	9,171										
2021	1,821	4,481	4,988	5,786											
2022	4,663	8,261	11,702												
2023	3,882	9,798													
2024	5,772														
	<u>6 - 18</u>	<u>18 - 30</u>	<u>30 - 42</u>	<u>42 - 54</u>	<u>54 - 66</u>	<u>66 - 78</u>	<u>78 - 90</u>	<u>90 - 102</u>	<u>102 - 114</u>	<u>114 - 126</u>	<u>126 - 138</u>	<u>138 - 150</u>	<u>150 - 162</u>	<u>162 - 174</u>	<u>174 - Ult.</u>
ALL YR VOL	2.767	1.239	1.107	1.059	1.038	1.041	1.043	1.029	1.039	1.014	1.033	0.982	1.009	1.004	
4 YR VOL	2.099	1.226	1.056	1.068	1.021	1.025	1.014	0.998	0.999	1.006	1.012	0.999	0.997	1.001	
EX HI LO	2.999	1.229	1.119	1.067	1.031	1.040	1.034	1.026	1.031	1.012	1.025	1.000	1.008	1.005	
REFERENCE	2.778	1.205	1.075	1.037	1.024	1.016	1.005	1.004	1.004	1.005	1.005	1.001	1.002	1.002	1.010
SELECT	2.099	1.229	1.119	1.067	1.031	1.040	1.034	1.026	1.031	1.012	1.025	1.000	1.008	1.005	1.010
CUMULATIVE	3.834	1.826	1.486	1.328	1.245	1.208	1.161	1.123	1.094	1.061	1.048	1.023	1.023	1.015	1.010

Alameda County Schools Insurance Group  
Workers' Compensation Program

Cumulative Paid Losses - Unlimited (\$000's)

Program	Months of Development														
	<u>6</u>	<u>18</u>	<u>30</u>	<u>42</u>	<u>54</u>	<u>66</u>	<u>78</u>	<u>90</u>	<u>102</u>	<u>114</u>	<u>126</u>	<u>138</u>	<u>150</u>	<u>162</u>	<u>174</u>
1992															4,457
1993														3,925	3,938
1994													3,491	3,500	3,513
1995												4,472	4,502	4,555	4,603
1996											4,758	4,886	4,932	4,980	5,015
1997										5,579	5,671	5,836	5,930	6,152	6,318
1998									5,495	5,632	5,881	5,946	6,017	6,340	6,387
1999								7,206	7,505	7,816	8,053	8,200	8,559	8,650	8,755
2000							5,899	6,067	6,310	6,466	6,544	6,724	6,808	6,905	6,962
2001						7,245	7,872	8,443	9,060	9,523	9,888	10,176	10,269	10,551	10,581
2002				6,922	7,442	8,167	8,716	9,134	9,439	9,632	11,042	11,173	11,464	11,551	
2003				5,218	6,109	6,836	7,033	7,265	7,573	8,479	9,325	9,430	9,644	9,802	9,834
2004			3,009	3,693	4,254	4,720	4,959	5,271	5,496	5,644	5,731	5,755	5,791	5,831	5,948
2005		1,826	2,408	2,993	3,685	3,962	4,368	4,513	4,755	4,890	4,974	5,374	5,405	5,482	5,534
2006	209	1,697	2,912	3,826	4,642	5,006	5,904	6,525	6,893	7,999	8,358	8,537	8,585	8,630	8,691
2007	254	2,003	3,945	5,021	6,004	6,564	7,436	7,704	8,444	8,877	9,284	9,623	9,785	10,010	10,837
2008	244	2,909	5,028	6,166	6,851	7,496	7,807	8,108	8,593	8,811	8,884	8,981	9,079	9,626	9,676
2009	463	3,335	4,881	6,133	7,477	7,838	8,177	8,513	8,809	8,975	9,218	9,236	9,335	9,362	9,411
2010	439	3,070	4,873	6,411	7,061	7,563	8,376	8,615	9,120	9,434	9,610	9,773	9,853	9,864	10,006
2011	607	3,403	5,458	6,424	7,115	7,686	8,353	8,668	8,757	9,188	9,253	9,360	10,160	10,251	
2012	531	3,826	5,019	5,994	7,566	8,086	8,625	9,147	9,367	9,380	9,464	9,487	9,494		
2013	831	2,414	3,752	5,254	6,225	7,086	7,414	7,628	7,792	7,859	7,884	7,911			
2014	367	2,680	4,123	5,543	6,544	7,308	7,651	8,131	8,447	8,597	8,659				
2015	593	3,626	6,115	7,692	8,783	9,765	10,525	11,169	11,839	11,996					
2016	413	3,094	4,534	5,619	6,707	7,346	7,804	8,216	8,320						
2017	482	3,953	6,079	7,519	8,391	9,542	9,868	10,302							
2018	750	4,162	6,440	8,335	9,487	10,360	10,875								
2019	458	3,208	4,988	7,034	7,843	8,465									
2020	706	2,804	4,253	5,337	6,444										
2021	307	1,708	2,442	3,171											
2022	697	3,780	5,939												
2023	576	3,419													
2024	908														
	<u>6 - 18</u>	<u>18 - 30</u>	<u>30 - 42</u>	<u>42 - 54</u>	<u>54 - 66</u>	<u>66 - 78</u>	<u>78 - 90</u>	<u>90 - 102</u>	<u>102 - 114</u>	<u>114 - 126</u>	<u>126 - 138</u>	<u>138 - 150</u>	<u>150 - 162</u>	<u>162 - 174</u>	<u>174 - Ult.</u>
ALL YR VOL	6.172	1.555	1.273	1.163	1.094	1.071	1.050	1.045	1.039	1.026	1.027	1.017	1.019	1.014	
4 YR VOL	5.121	1.532	1.318	1.140	1.101	1.056	1.055	1.036	1.010	1.007	1.009	1.026	1.018	1.028	
EX HI LO	6.600	1.551	1.273	1.167	1.094	1.071	1.048	1.044	1.036	1.023	1.021	1.013	1.017	1.010	
REFERENCE	3.418	1.629	1.282	1.162	1.106	1.072	1.048	1.037	1.028	1.020	1.017	1.016	1.015	1.014	1.099
SELECT	6.691	1.561	1.276	1.169	1.094	1.074	1.050	1.045	1.041	1.026	1.027	1.016	1.018	1.013	1.099
CUMULATIVE	25.389	3.795	2.431	1.905	1.630	1.490	1.387	1.321	1.264	1.215	1.184	1.153	1.134	1.114	1.099

Alameda County Schools Insurance Group  
Workers' Compensation Program

Cumulative # of Indemnity Losses Reported

Program	Months of Development														
	<u>6</u>	<u>18</u>	<u>30</u>	<u>42</u>	<u>54</u>	<u>66</u>	<u>78</u>	<u>90</u>	<u>102</u>	<u>114</u>	<u>126</u>	<u>138</u>	<u>150</u>	<u>162</u>	<u>174</u>
1992															423
1993														397	397
1994													406	406	408
1995												403	403	404	405
1996											416	416	416	416	416
1997										377	377	379	380	380	381
1998									302	302	303	303	304	304	304
1999								317	320	323	324	324	324	324	324
2000							306	308	315	316	321	321	321	321	321
2001						290	293	312	314	316	317	318	319	319	319
2002					282	284	307	309	313	314	316	318	318	318	318
2003				283	286	316	322	324	326	326	326	326	326	326	326
2004			215	220	244	249	253	253	255	255	255	255	255	255	254
2005		160	166	196	201	212	213	213	213	213	213	213	213	214	215
2006	74	187	238	247	248	249	248	249	250	250	250	250	250	250	250
2007	85	257	274	280	279	278	280	280	280	280	280	280	279	280	280
2008	95	303	314	316	316	316	316	317	317	318	318	318	318	318	318
2009	123	309	321	322	327	326	329	329	329	330	330	331	331	331	331
2010	97	310	326	336	338	336	336	337	338	338	338	338	339	339	339
2011	116	330	351	353	355	356	357	359	360	358	358	358	358	358	
2012	135	314	325	328	328	328	330	331	330	330	330	330	330		
2013	98	278	294	301	302	302	304	303	303	303	303	303			
2014	106	298	314	321	324	327	326	326	326	326	326				
2015	113	326	339	345	349	352	352	352	352	352					
2016	93	243	258	265	266	269	269	270	270						
2017	86	264	280	284	287	288	288	288							
2018	106	266	281	287	288	290	290								
2019	99	272	282	285	287	287									
2020	124	226	235	241	241										
2021	42	141	151	154											
2022	114	277	292												
2023	97	296													
2024	131														
	<u>6 - 18</u>	<u>18 - 30</u>	<u>30 - 42</u>	<u>42 - 54</u>	<u>54 - 66</u>	<u>66 - 78</u>	<u>78 - 90</u>	<u>90 - 102</u>	<u>102 - 114</u>	<u>114 - 126</u>	<u>126 - 138</u>	<u>138 - 150</u>	<u>150 - 162</u>	<u>162 - 174</u>	<u>174 - Ult.</u>
ALL YR VOL	2.716	1.059	1.024	1.011	1.011	1.008	1.006	1.004	1.001	1.002	1.001	1.001	1.001	1.001	
4 YR VOL	2.493	1.048	1.019	1.005	1.005	1.000	1.001	1.000	1.000	1.000	1.000	1.001	1.000	1.000	
EX HI LO	2.786	1.052	1.020	1.007	1.008	1.005	1.003	1.003	1.001	1.001	1.001	1.001	1.000	1.001	
SELECT	2.786	1.052	1.020	1.007	1.008	1.005	1.003	1.003	1.001	1.001	1.001	1.001	1.000	1.001	1.000
CUMULATIVE	3.079	1.105	1.051	1.031	1.023	1.015	1.010	1.008	1.004	1.003	1.002	1.002	1.001	1.001	1.000





## Alameda County Schools Insurance Group

P.O. Box 2487  
Dublin, CA 94568  
Phone (925) 225-1030  
Fax (925) 225-0653  
[www.acsig.com](http://www.acsig.com)

### EXECUTIVE SUMMARY

TO: ACSIG Executive Committee

FROM: Kimberly Dennis

DATE: February 8, 2024

SUBJECT: EAP Update

In alignment with the December 2019 Strategic Plan, ACSIG began offering an EAP program to interested members. The current participating Districts are: Alameda USD, ACOE, Albany, Dublin, Fremont, Mission Valley ROP, New Haven, Piedmont, Pleasanton, San Leandro, San Lorenzo, Sunol Glen and Tri-Valley ROP

Claremont EAP is now Uprise Health and there have been some bumps in the road as they have transitioned from a local company to a national company. Due to recent staffing changes, we are looking forward to improved services.

The Executive Director will be reviewing the program and its utilization with the Committee.

### Overview

This dashboard is a valuable tool to understand details about your program with Uprise Health. It provides details for total cases, demographics, services, utilization, and top presenting problems. If total cases are too low, some data will be hidden due to member confidentiality policies.

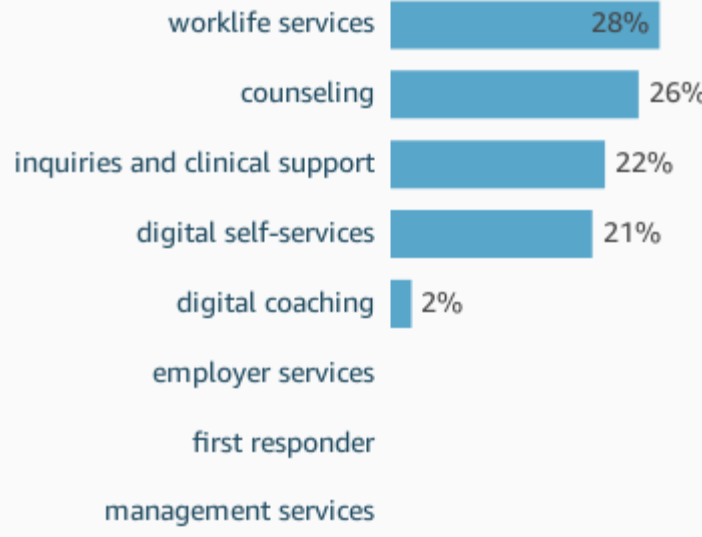
Case management data updated on Jan-02-2024 and Uprise app data updated on Jan-02-2024

<b>Total cases</b> <h1>227</h1> <p>Definition: Any member contact which includes but is not limited to: traditional EAP requests, employer services, and monthly active users of digital self-guided tools and resources.</p>	<b>Total services</b> <h1>336</h1> <p>Definition: Total amount of services for each case, which includes: sessions authorized (regardless of use) for traditional EAP cases, attendees for employer services, activities and sessions within digital self-guided services.</p>	<b>Utilization</b> <h1>2.4%</h1> <p>Definition: Total cases divided by primary members calculated over the selected period. Current annual projection: <b>2.4%</b></p>	<b>Primary Members</b> <h1>9,475</h1> <p>Definition: Number of primary members reported to your Client Success manager.</p>	<b>Top Problems</b> <ul style="list-style-type: none"> <li>• <b>stress/anxiety</b> with <b>14</b> Cases</li> <li>• <b>relationship/family/couple</b> with <b>10</b> Cases</li> <li>• <b>workplace stress</b> with <b>5</b> Cases</li> </ul>
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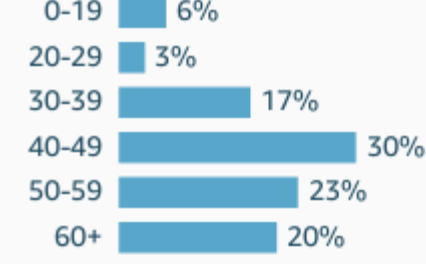
### Cases by month



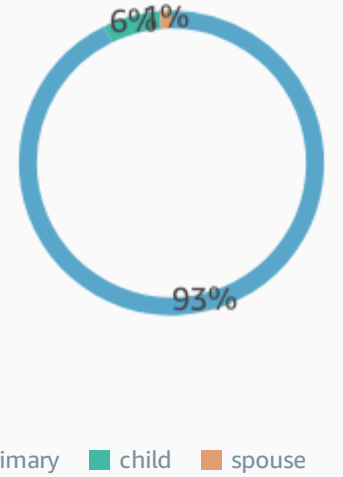
### Cases by type



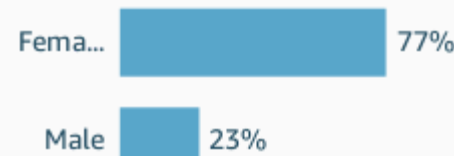
### Cases by age



### Cases by relationship



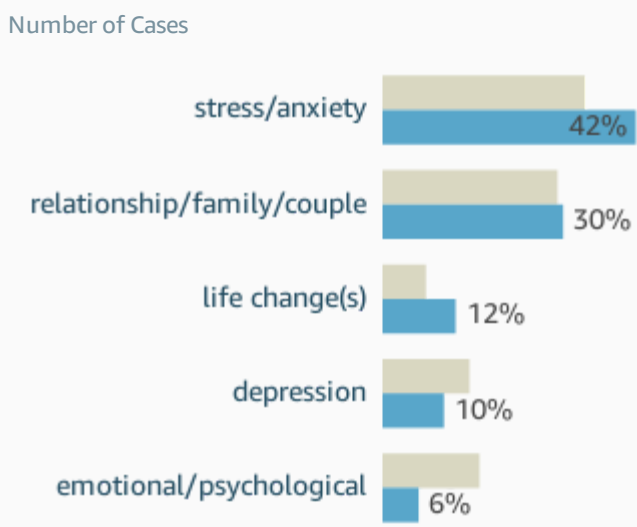
### Cases by gender



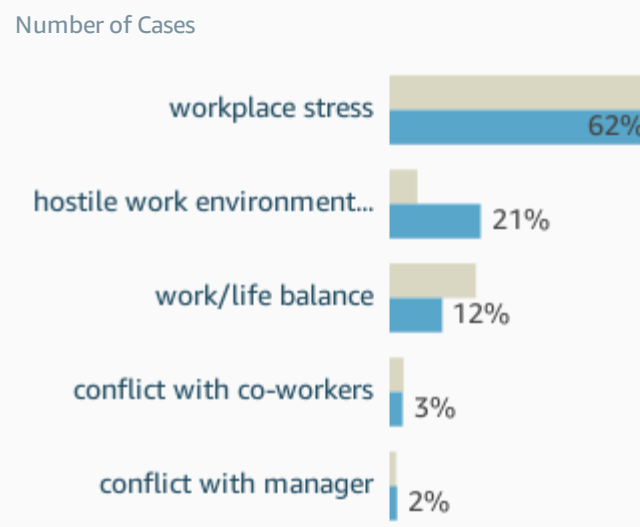
### Counseling Services

The following is a summary of short-term counseling services. The data shown covers the mental health and work-life topics that were presented by members and the session delivery type. Data for peer support groups is also provided to report the types of groups that were attended by members.

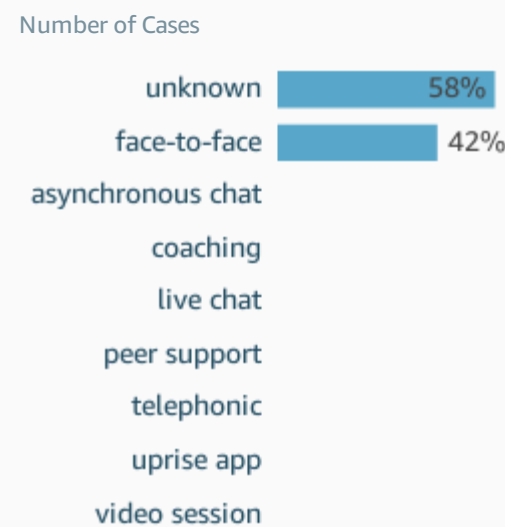
#### Personal problems



#### Work related problems



#### Delivery types

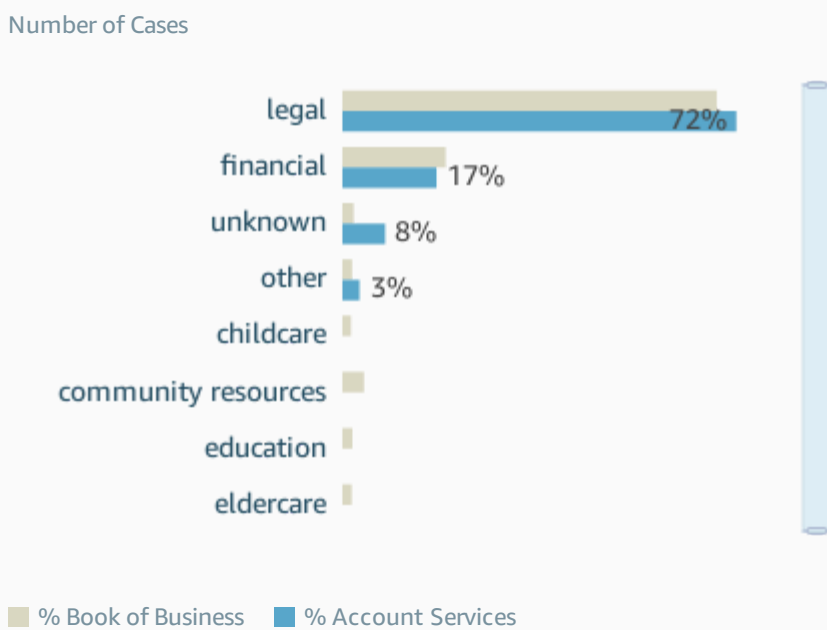


#### Peer support groups

No data  
There was no data found for the visual

### Work-life Services

Uprise Health provides work-life services to help members better manage issues and concerns that impact their work and home. Services include legal, financial, budget planning, child and parenting, and eldercare support.



### Management Services

These graphs show data on support Uprise Health provided to managers who have identified and documented employee performance issues. The following graphs show phone consultations to support managers with identifying and documenting performance issues

#### Cases by type



#### Referral problems

No data  
There was no data found for the visual

### Employer Services

Employer services includes webinars, critical incidents support, and health fairs. There may be some additional delay in reporting of this section.

Employer Services data updated on Jan-03-2024

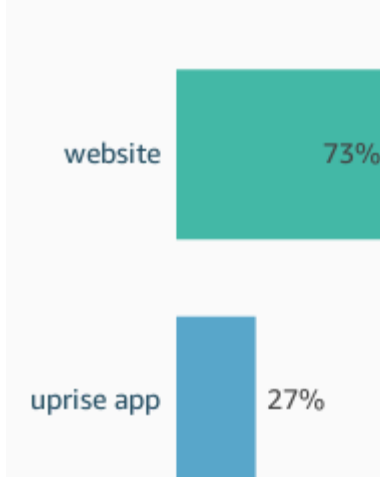
No data  
There was no data found for the visual

### Digital Self-Services

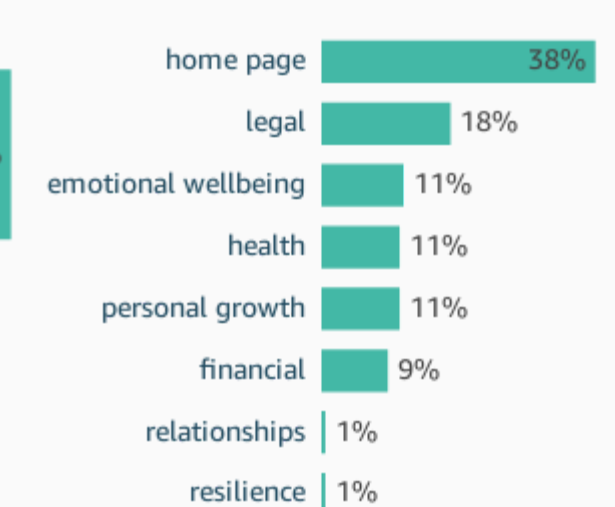
Uprise Health provides an online work-life portal that provides members access to online resources for work-life, training, and on-demand webinars. This section is updated monthly.

Website data updated on Nov-2023; Uprise app data updated on Jan-02-2024

#### Cases by type



#### Visits by website sections



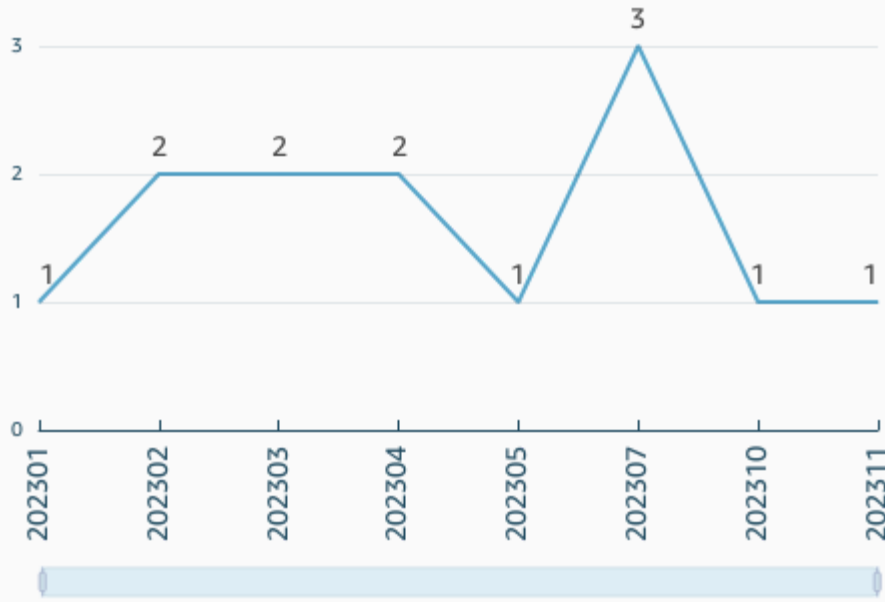
### Overview

This dashboard is a valuable tool to understand details about your program with Uprise Health. It provides details for total cases, demographics, services, utilization, and top presenting problems. If total cases are too low, some data will be hidden due to member confidentiality policies.

Case management data updated on Jan-02-2024 and Uprise app data updated on Jan-02-2024

<b>Total cases</b> <h1>13</h1> <p>Definition: Any member contact which includes but is not limited to: traditional EAP requests, employer services, and monthly active users of digital self-guided tools and resources.</p>	<b>Total services</b> <h1>21</h1> <p>Definition: Total amount of services for each case, which includes: sessions authorized (regardless of use) for traditional EAP cases, attendees for employer services, activities and sessions within digital self-guided services.</p>	<b>Utilization</b> <h1>6.2%</h1> <p>Definition: Total cases divided by primary members calculated over the selected period.  <b>Current annual projection: 6.8%</b></p>	<b>Primary Members</b> <h1>211</h1> <p>Definition: Number of primary members reported to your Client Success manager.</p>	<b>Top Problems</b>
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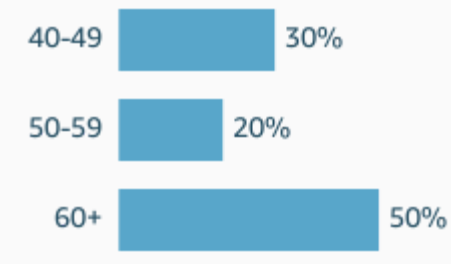
### Cases by month



### Cases by type



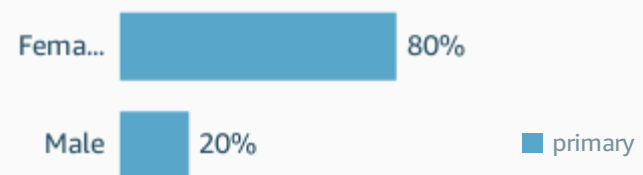
### Cases by age



### Cases by relationship



### Cases by gender



### Counseling Services

The following is a summary of short-term counseling services. The data shown covers the mental health and work-life topics that were presented by members and the session delivery type. Data for peer support groups is also provided to report the types of groups that were attended by members.

#### Personal problems

Number of Cases

Top 5

#### Work related problems

Number of Cases

Top 5

#### Delivery types

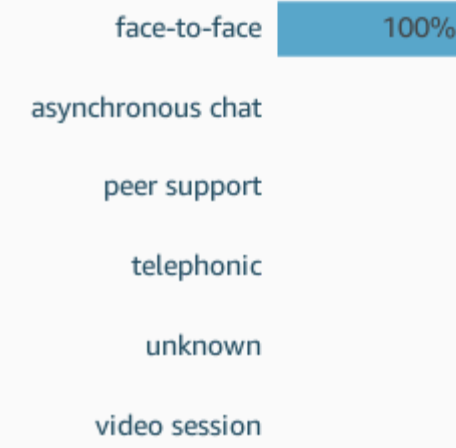
Number of Cases

#### Peer support groups

Number of Cases

**No data**  
There was no data found for the visual

**No data**  
There was no data found for the visual

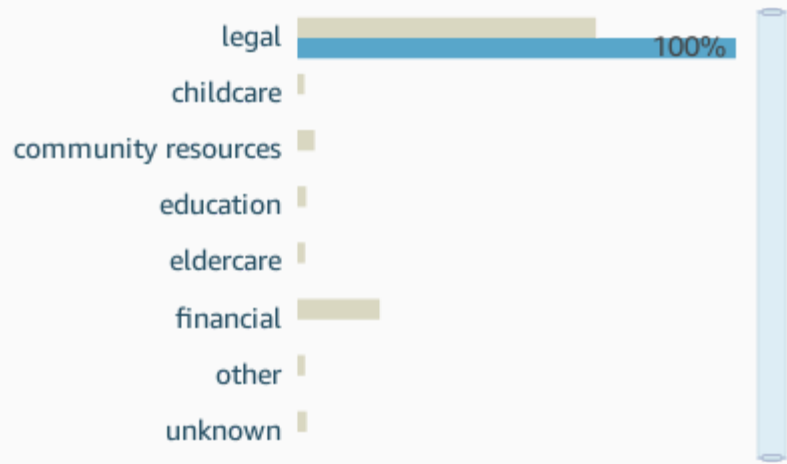


**No data**  
There was no data found for the visual

### Work-life Services

Uprise Health provides work-life services to help members better manage issues and concerns that impact their work and home. Services include legal, financial, budget planning, child and parenting, and eldercare support.

Number of Cases



% Book of Business % Account Services

### Management Services

These graphs show data on support Uprise Health provided to managers who have identified and documented employee performance issues. The following graphs show phone consultations to support managers with identifying and documenting performance issues

#### Cases by type

Number of Cases

consultation referral

#### Referral problems

Number of Cases

Top 5

**No data**  
There was no data found for the visual

### Employer Services

Employer services includes webinars, critical incidents support, and health fairs. There may be some additional delay in reporting of this section.

Employer Services data updated on Jan-03-2024

**No data**

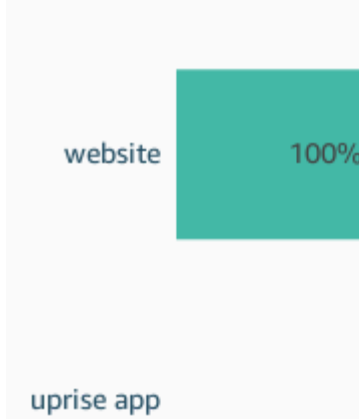
There was no data found for the visual

### Digital Self-Services

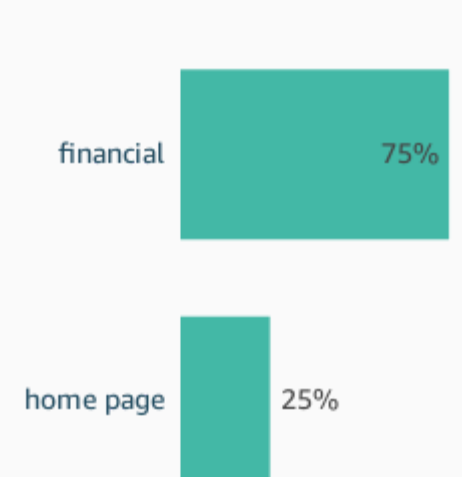
Uprise Health provides an online work-life portal that provides members access to online resources for work-life, training, and on-demand webinars. This section is updated monthly.

Website data updated on Nov-2023; Uprise app data updated on Jan-02-2024

#### Cases by type



#### Visits by website sections



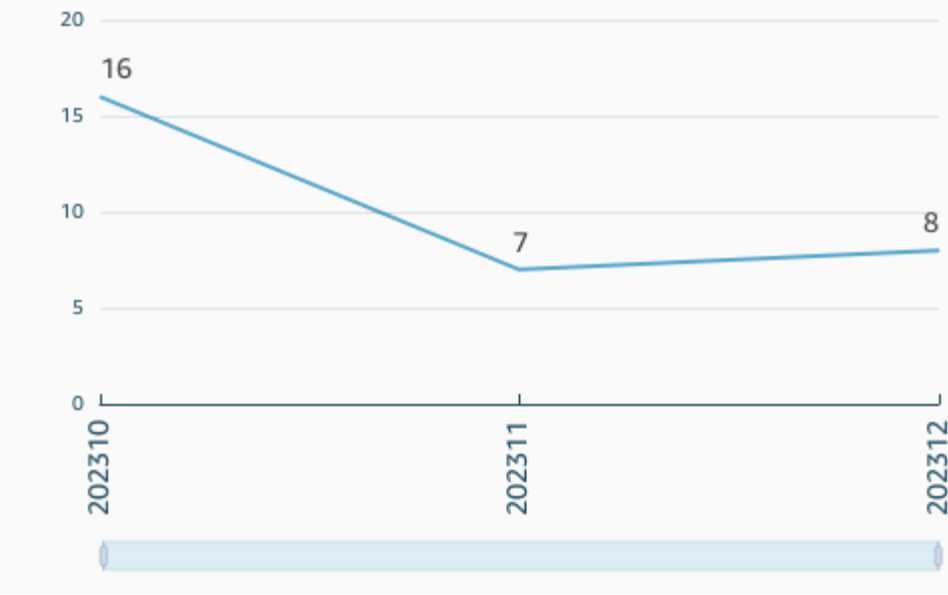
### Overview

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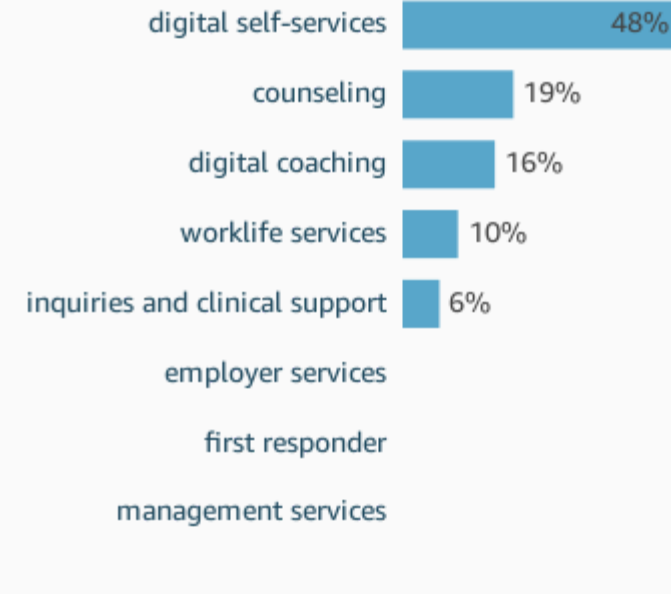
Case management data updated on Jan-02-2024 and Uprise app data updated on Jan-02-2024

<b>Total cases</b>  <h1>31</h1> <p>Definition: Any member contact which includes but is not limited to: traditional EAP requests, employer services, and monthly active users of digital self-guided tools and resources.</p>	<b>Total services</b>  <h1>45</h1> <p>Definition: Total amount of services for each case, which includes: sessions authorized (regardless of use) for traditional EAP cases, attendees for employer services, activities and sessions within digital self-guided services.</p>	<b>Utilization</b>  <h1>3.1%</h1> <p>Definition: Total cases divided by primary members calculated over the selected period. Current annual projection: <b>12.4%</b></p>	<b>Primary Members</b>  <h1>1,006</h1> <p>Definition: Number of primary members reported to your Client Success manager.</p>	<b>Top Problems</b>
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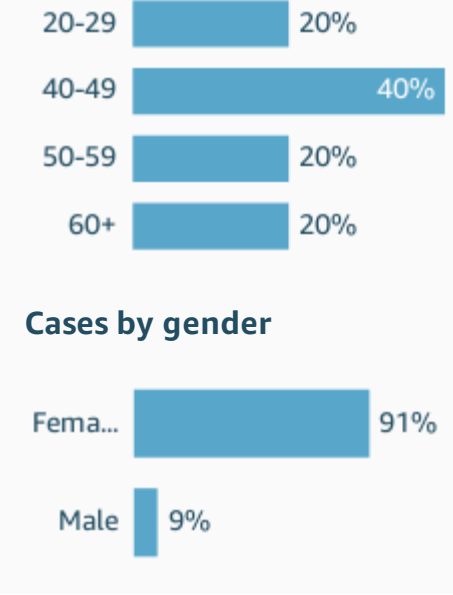
### Cases by month



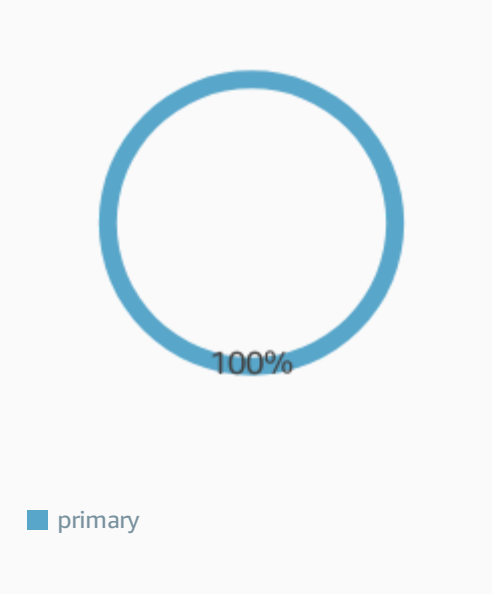
### Cases by type



### Cases by age



### Cases by relationship



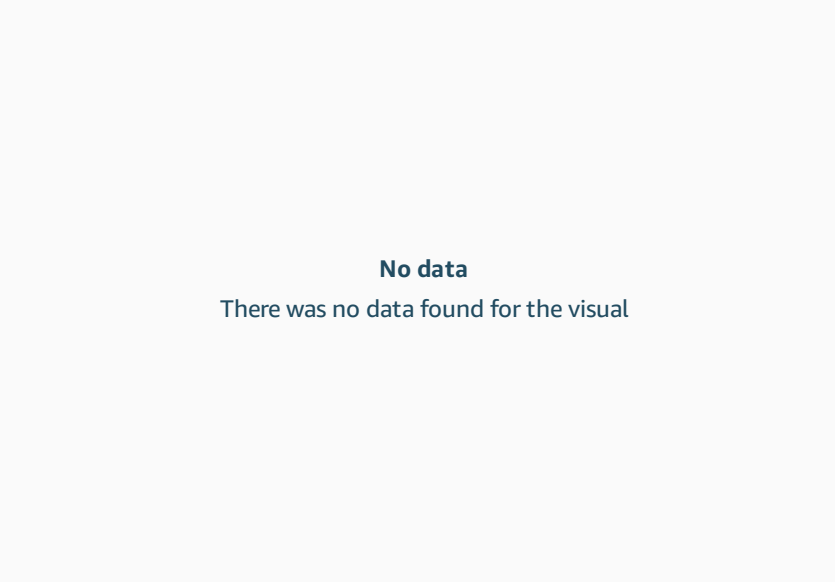
### Counseling Services

The following is a summary of short-term counseling services. The data shown covers the mental health and work-life topics that were presented by members and the session delivery type. Data for peer support groups is also provided to report the types of groups that were attended by members.

<b>Personal problems</b> Number of Cases  <b>No data</b> There was no data found for the visual	<b>Work related problems</b> Top 5 Number of Cases  <b>No data</b> There was no data found for the visual	<b>Delivery types</b> Number of Cases face-to-face 50% unknown 50% asynchronous chat live chat peer support telephonic video session	<b>Peer support groups</b> Number of Cases  <b>No data</b> There was no data found for the visual
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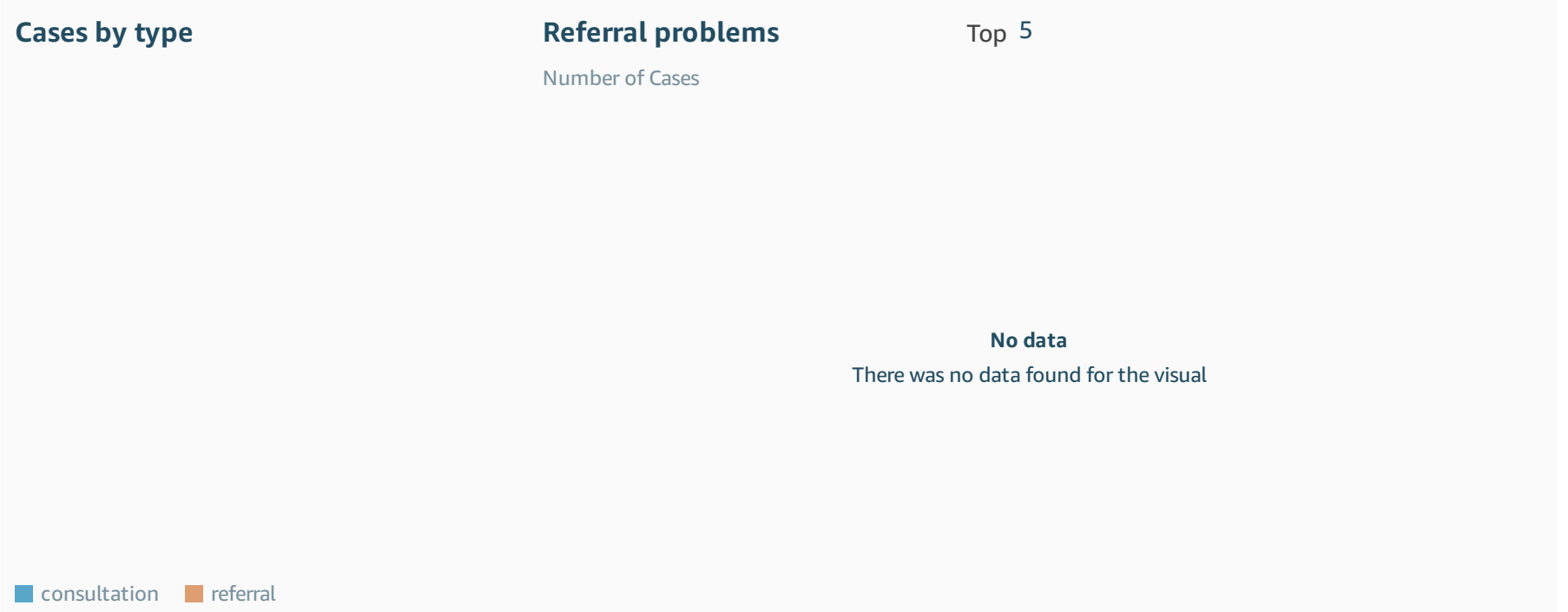
### Work-life Services

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### Management Services

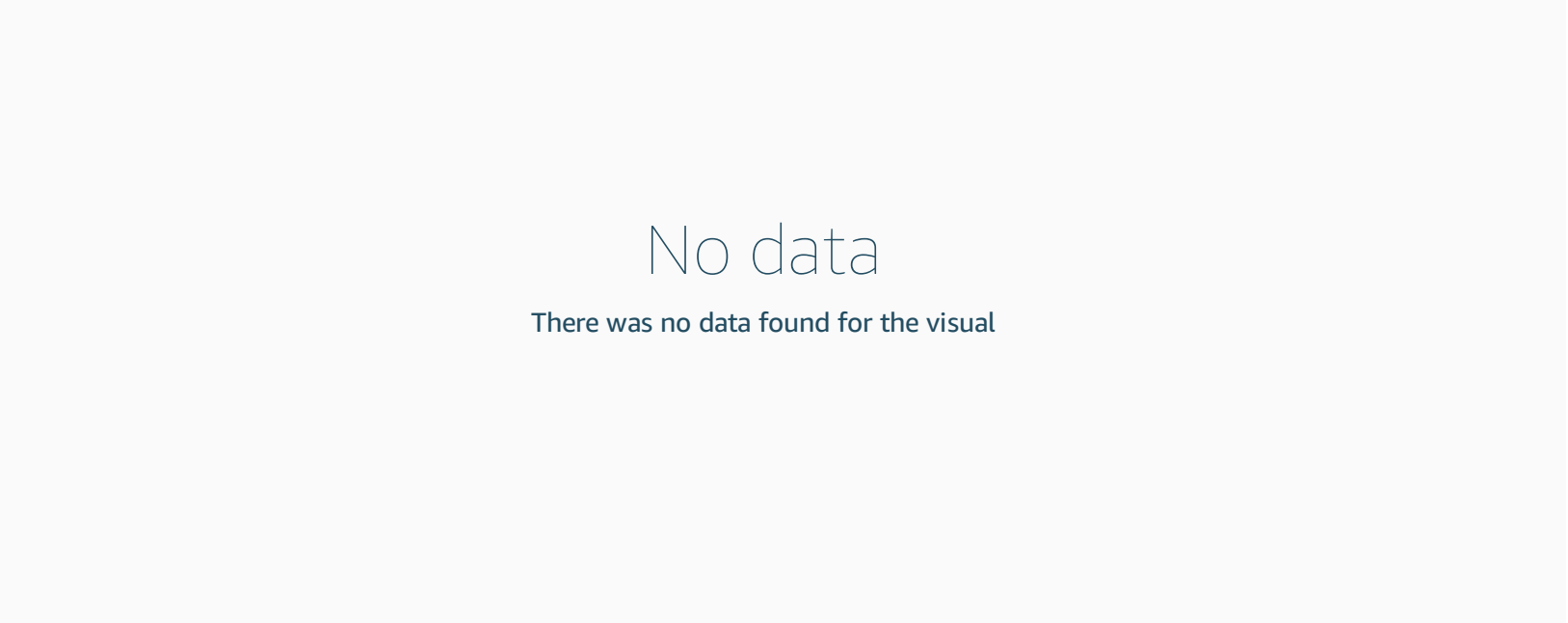
These graphs show data on support Uprise Health provided to managers who have identified and documented employee performance issues. The following graphs show phone consultations to support managers with identifying and documenting performance issues



### Employer Services

Employer services includes webinars, critical incidents support, and health fairs. There may be some additional delay in reporting of this section.

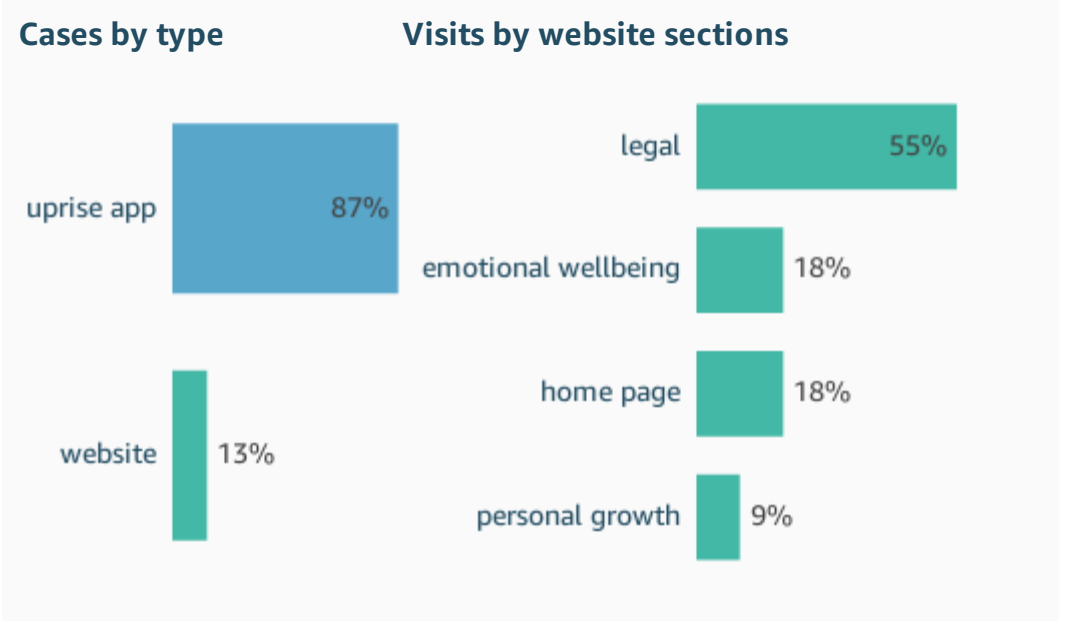
Employer Services data updated on Jan-03-2024



### Digital Self-Services

Uprise Health provides an online work-life portal that provides members access to online resources for work-life, training, and on-demand webinars. This section is updated monthly.

Website data updated on Nov-2023; Uprise app data updated on Jan-02-2024



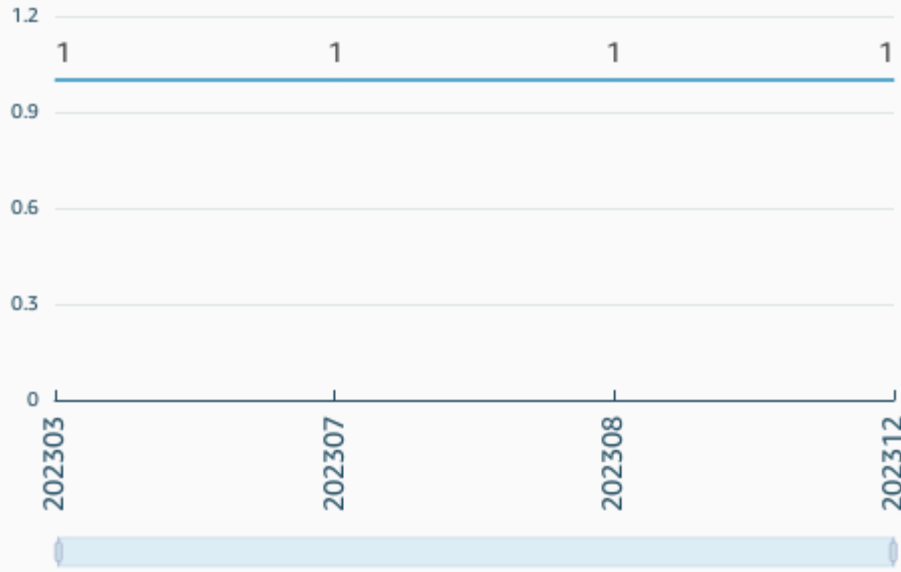
### Overview

This dashboard is a valuable tool to understand details about your program with Uprise Health. It provides details for total cases, demographics, services, utilization, and top presenting problems. If total cases are too low, some data will be hidden due to member confidentiality policies.

Case management data updated on Jan-02-2024 and Uprise app data updated on Jan-02-2024

Total cases	Total services	Utilization	Primary Members	Top Problems
<b>4</b>	<b>8</b>	<b>1.0%</b>	<b>420</b>	
Definition: Any member contact which includes but is not limited to: traditional EAP requests, employer services, and monthly active users of digital self-guided tools and resources.	Definition: Total amount of services for each case, which includes: sessions authorized (regardless of use) for traditional EAP cases, attendees for employer services, activities and sessions within digital self-guided services.	Definition: Total cases divided by primary members calculated over the selected period. <b>Current annual projection: 1.1%</b>	Definition: Number of primary members reported to your Client Success manager.	

### Cases by month



### Cases by type



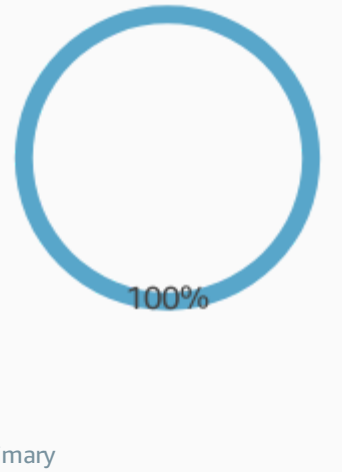
### Cases by age

**No data**  
There was no data found for the visual

### Cases by gender

**No data**  
There was no data found for the visual

### Cases by relationship



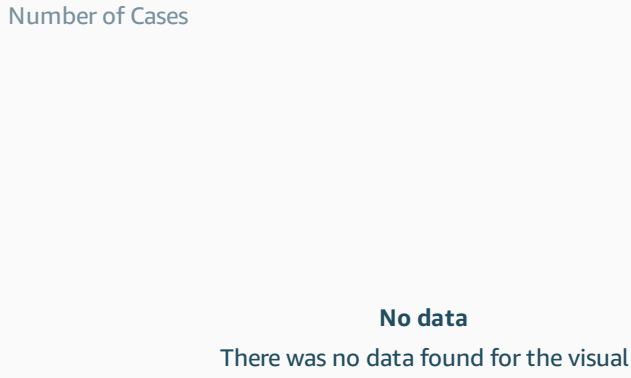
### Counseling Services

The following is a summary of short-term counseling services. The data shown covers the mental health and work-life topics that were presented by members and the session delivery type. Data for peer support groups is also provided to report the types of groups that were attended by members.

Personal problems	Work related problems	Delivery types	Peer support groups
Number of Cases	Number of Cases	Number of Cases	Number of Cases
<b>Top 5</b>	<b>Top 5</b>		
<b>No data</b> There was no data found for the visual	<b>No data</b> There was no data found for the visual	<ul style="list-style-type: none"> <li>face-to-face <b>100%</b></li> <li>asynchronous chat</li> <li>live chat</li> <li>peer support</li> <li>telephonic</li> <li>unknown</li> <li>video session</li> </ul>	<b>No data</b> There was no data found for the visual

### Work-life Services

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### Management Services

These graphs show data on support Uprise Health provided to managers who have identified and documented employee performance issues. The following graphs show phone consultations to support managers with identifying and documenting performance issues

Cases by type	Referral problems
	Number of Cases
	<b>Top 5</b>
<b>No data</b> There was no data found for the visual	<b>No data</b> There was no data found for the visual

Legend: ■ consultation ■ referral

### Employer Services

Employer services includes webinars, critical incidents support, and health fairs. There may be some additional delay in reporting of this section.

Employer Services data updated on Jan-03-2024



### Digital Self-Services

Uprise Health provides an online work-life portal that provides members access to online resources for work-life, training, and on-demand webinars. This section is updated monthly.

Website data updated on Nov-2023; Uprise app data updated on Jan-02-2024

Cases by type	Visits by website sections
uprise app	<b>No data</b> There was no data found for the visual
website	



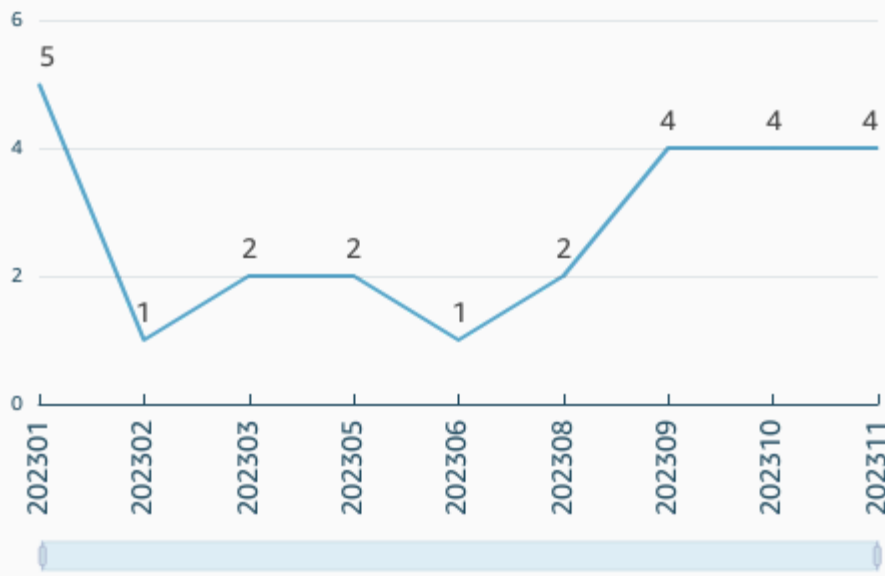
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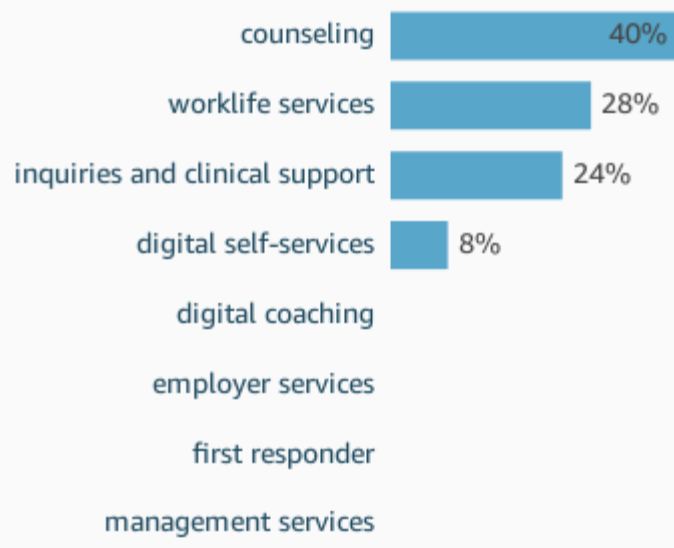
Case management data updated on Jan-02-2024 and Uprise app data updated on Jan-02-2024

<b>Total cases</b>  <h1>25</h1> <p>Definition: Any member contact which includes but is not limited to: traditional EAP requests, employer services, and monthly active users of digital self-guided tools and resources.</p>	<b>Total services</b>  <h1>39</h1> <p>Definition: Total amount of services for each case, which includes: sessions authorized (regardless of use) for traditional EAP cases, attendees for employer services, activities and sessions within digital self-guided services.</p>	<b>Utilization</b>  <h1>2.4%</h1> <p>Definition: Total cases divided by primary members calculated over the selected period. Current annual projection: <b>2.6%</b></p>	<b>Primary Members</b>  <h1>1,050</h1> <p>Definition: Number of primary members reported to your Client Success manager.</p>	<b>Top Problems</b>  <ul style="list-style-type: none"> <li>• <b>stress/anxiety</b> with 4 Cases</li> <li>• <b>relationship/family/couple</b> with 2 Cases</li> <li>• <b>life change(s)</b> with 1 Cases</li> </ul>
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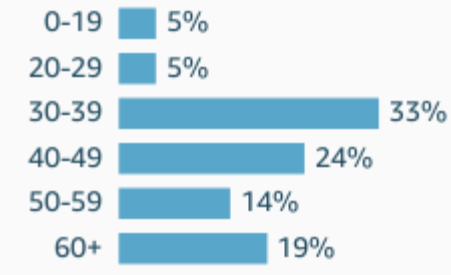
### Cases by month



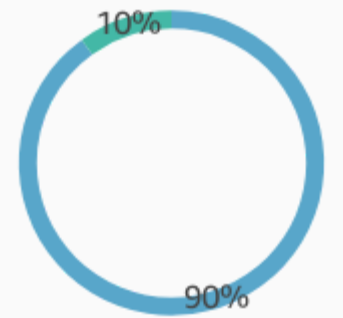
### Cases by type



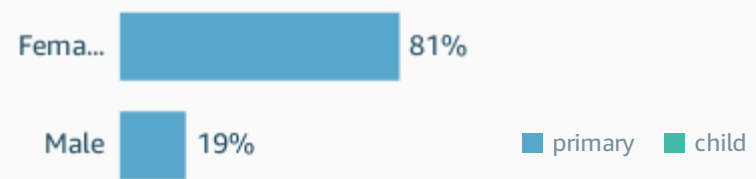
### Cases by age



### Cases by relationship



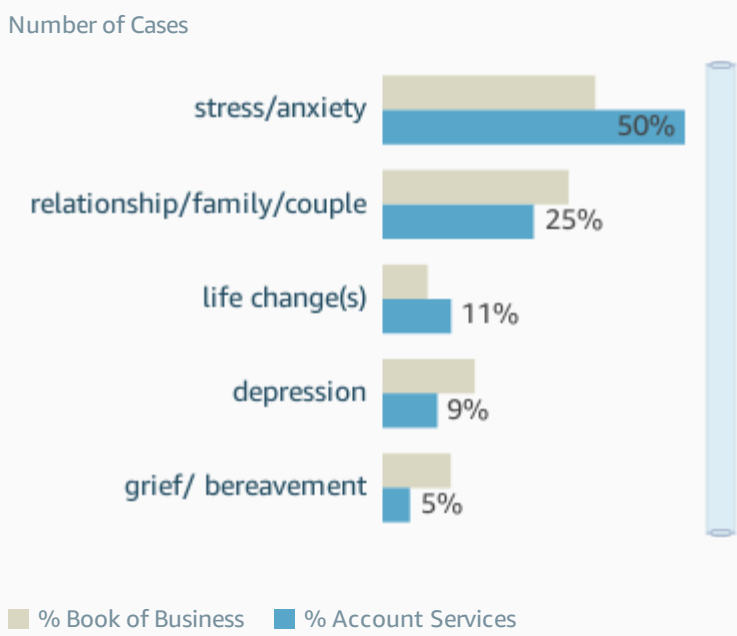
### Cases by gender



### Counseling Services

The following is a summary of short-term counseling services. The data shown covers the mental health and work-life topics that were presented by members and the session delivery type. Data for peer support groups is also provided to report the types of groups that were attended by members.

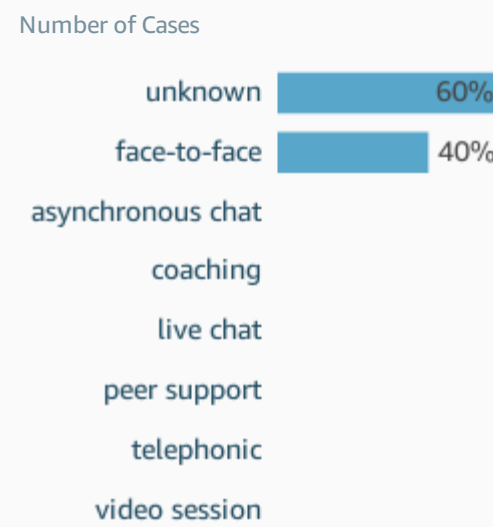
#### Personal problems



#### Work related problems



#### Delivery types

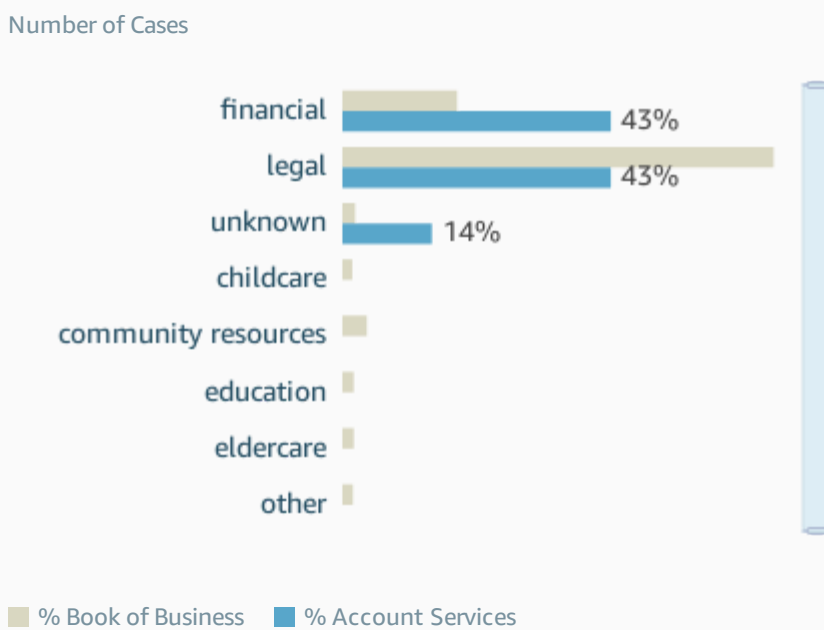


#### Peer support groups



### Work-life Services

Uprise Health provides work-life services to help members better manage issues and concerns that impact their work and home. Services include legal, financial, budget planning, child and parenting, and eldercare support.



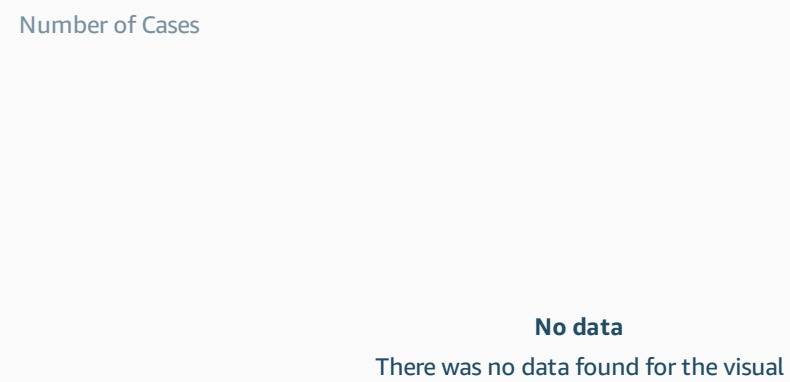
### Management Services

These graphs show data on support Uprise Health provided to managers who have identified and documented employee performance issues. The following graphs show phone consultations to support managers with identifying and documenting performance issues

#### Cases by type



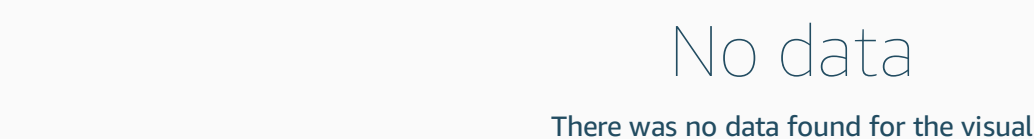
#### Referral problems



### Employer Services

Employer services includes webinars, critical incidents support, and health fairs. There may be some additional delay in reporting of this section.

Employer Services data updated on Jan-03-2024

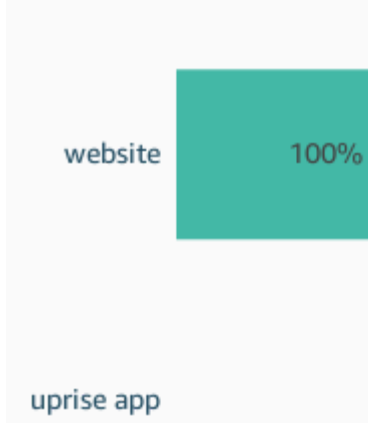


### Digital Self-Services

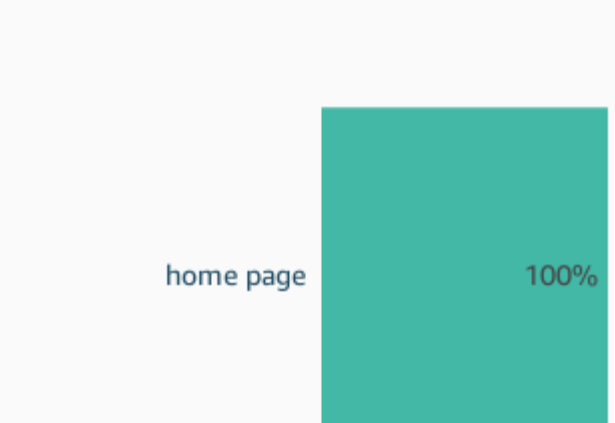
Uprise Health provides an online work-life portal that provides members access to online resources for work-life, training, and on-demand webinars. This section is updated monthly.

Website data updated on Nov-2023; Uprise app data updated on Jan-02-2024

#### Cases by type



#### Visits by website sections



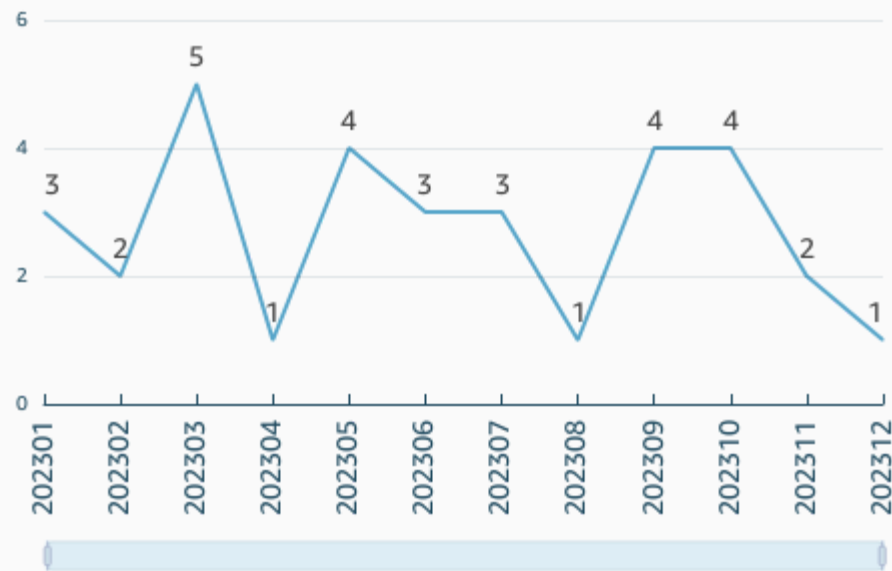
### Overview

This dashboard is a valuable tool to understand details about your program with Uprise Health. It provides details for total cases, demographics, services, utilization, and top presenting problems. If total cases are too low, some data will be hidden due to member confidentiality policies.

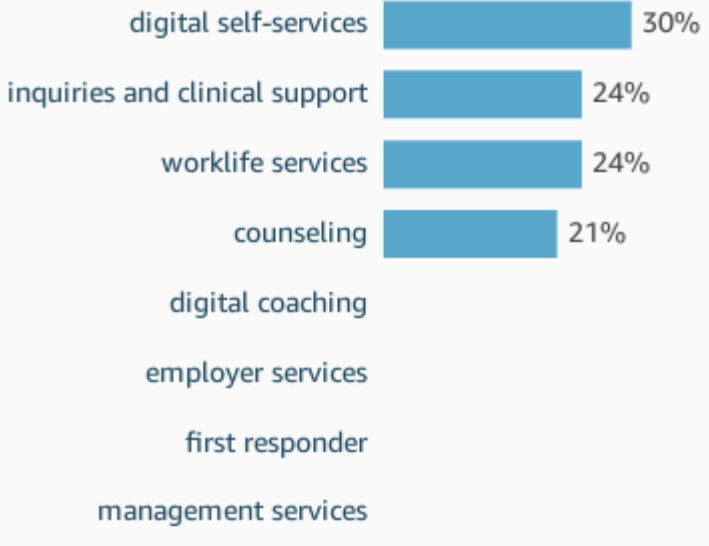
Case management data updated on Jan-02-2024 and Uprise app data updated on Jan-02-2024

<b>Total cases</b> <h1>33</h1> <p>Definition: Any member contact which includes but is not limited to: traditional EAP requests, employer services, and monthly active users of digital self-guided tools and resources.</p>	<b>Total services</b> <h1>45</h1> <p>Definition: Total amount of services for each case, which includes: sessions authorized (regardless of use) for traditional EAP cases, attendees for employer services, activities and sessions within digital self-guided services.</p>	<b>Utilization</b> <h1>1.8%</h1> <p>Definition: Total cases divided by primary members calculated over the selected period. Current annual projection: <b>1.8%</b></p>	<b>Primary Members</b> <h1>1,815</h1> <p>Definition: Number of primary members reported to your Client Success manager.</p>	<b>Top Problems</b> <ul style="list-style-type: none"> <li>relationship/family/couple with 3 Cases</li> <li>stress/anxiety with 2 Cases</li> <li>depression with 1 Cases</li> </ul>
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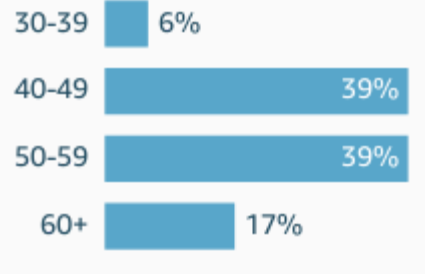
### Cases by month



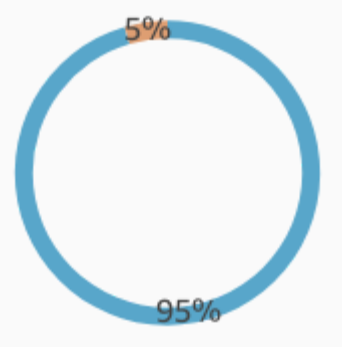
### Cases by type



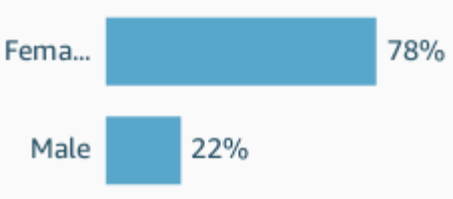
### Cases by age



### Cases by relationship



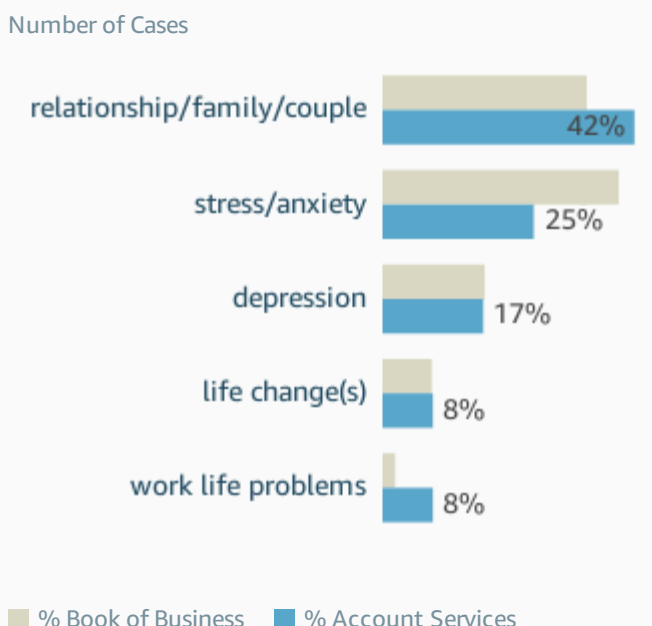
### Cases by gender



### Counseling Services

The following is a summary of short-term counseling services. The data shown covers the mental health and work-life topics that were presented by members and the session delivery type. Data for peer support groups is also provided to report the types of groups that were attended by members.

#### Personal problems



#### Work related problems



#### Delivery types

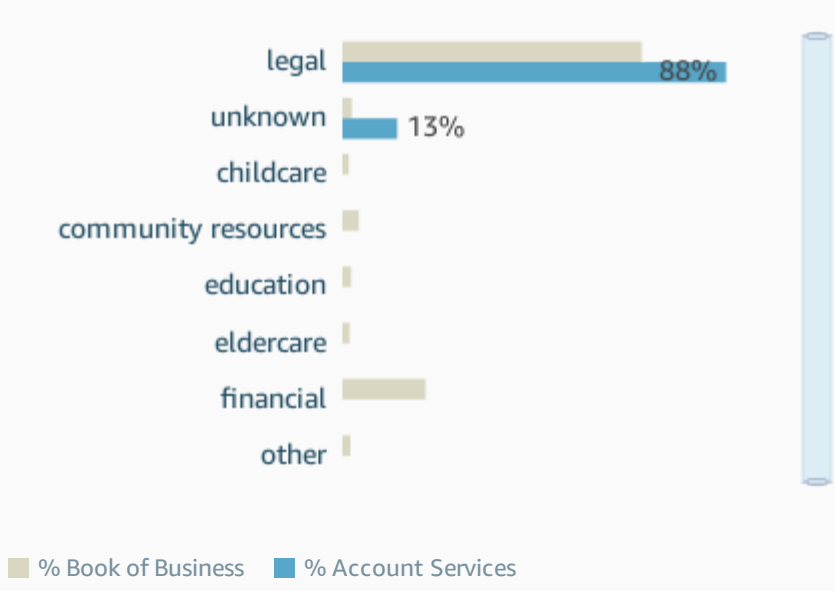


#### Peer support groups



### Work-life Services

Uprise Health provides work-life services to help members better manage issues and concerns that impact their work and home. Services include legal, financial, budget planning, child and parenting, and eldercare support.



### Management Services

These graphs show data on support Uprise Health provided to managers who have identified and documented employee performance issues. The following graphs show phone consultations to support managers with identifying and documenting performance issues

#### Cases by type



#### Referral problems



### Employer Services

Employer services includes webinars, critical incidents support, and health fairs. There may be some additional delay in reporting of this section.

Employer Services data updated on Jan-03-2024

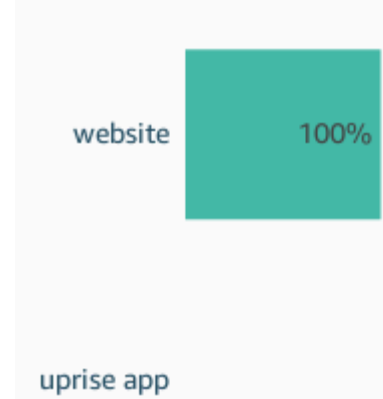


### Digital Self-Services

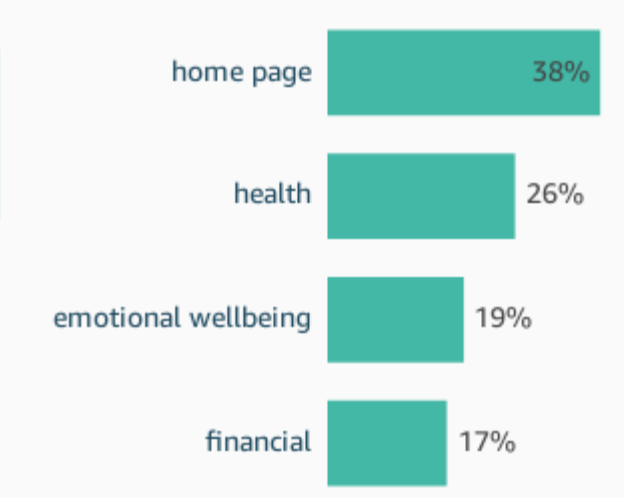
Uprise Health provides an online work-life portal that provides members access to online resources for work-life, training, and on-demand webinars. This section is updated monthly.

Website data updated on Nov-2023; Uprise app data updated on Jan-02-2024

#### Cases by type



#### Visits by website sections



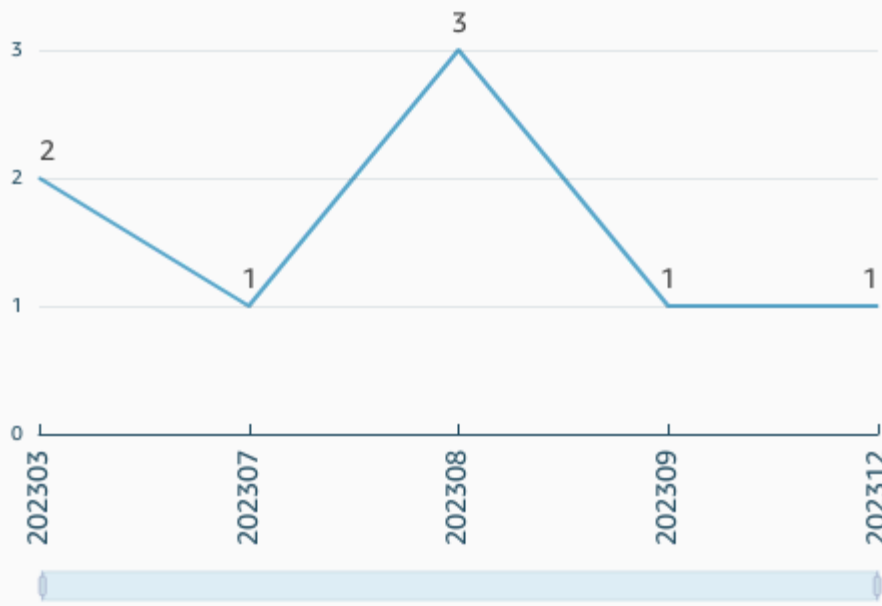
### Overview

This dashboard is a valuable tool to understand details about your program with Uprise Health. It provides details for total cases, demographics, services, utilization, and top presenting problems. If total cases are too low, some data will be hidden due to member confidentiality policies.

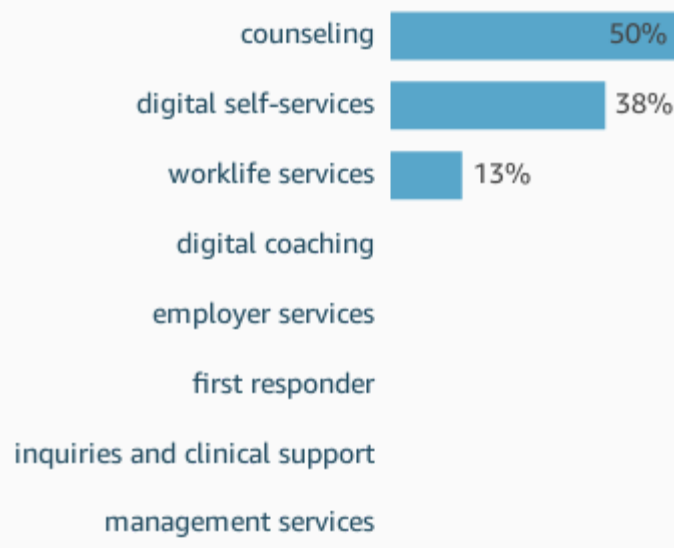
Case management data updated on Jan-02-2024 and Uprise app data updated on Jan-02-2024

<b>Total cases</b> <h1>8</h1> <p>Definition: Any member contact which includes but is not limited to: traditional EAP requests, employer services, and monthly active users of digital self-guided tools and resources.</p>	<b>Total services</b> <h1>13</h1> <p>Definition: Total amount of services for each case, which includes: sessions authorized (regardless of use) for traditional EAP cases, attendees for employer services, activities and sessions within digital self-guided services.</p>	<b>Utilization</b> <h1>13.3%</h1> <p>Definition: Total cases divided by primary members calculated over the selected period.  <b>Current annual projection: 16.0%</b></p>	<b>Primary Members</b> <h1>60</h1> <p>Definition: Number of primary members reported to your Client Success manager.</p>	<b>Top Problems</b>
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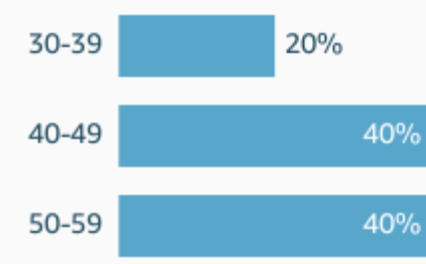
### Cases by month



### Cases by type



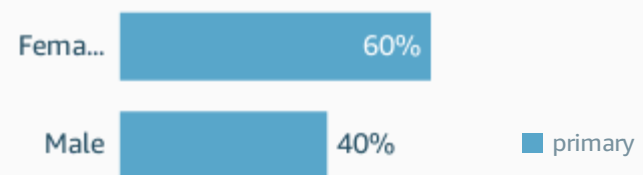
### Cases by age



### Cases by relationship



### Cases by gender



### Counseling Services

The following is a summary of short-term counseling services. The data shown covers the mental health and work-life topics that were presented by members and the session delivery type. Data for peer support groups is also provided to report the types of groups that were attended by members.

#### Personal problems

Number of Cases

Top 5

#### Work related problems

Number of Cases

Top 5

#### Delivery types

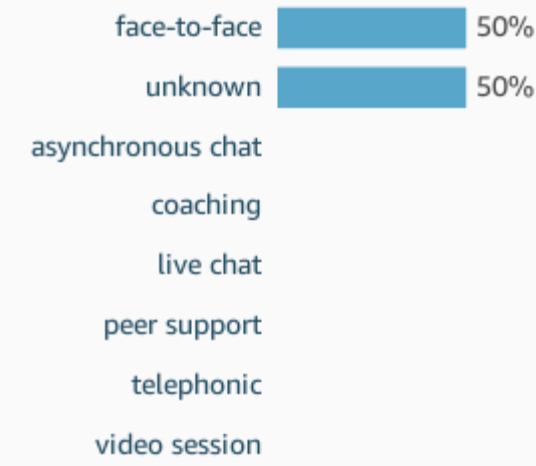
Number of Cases

#### Peer support groups

Number of Cases

**No data**  
There was no data found for the visual

**No data**  
There was no data found for the visual



**No data**  
There was no data found for the visual

### Work-life Services

Uprise Health provides work-life services to help members better manage issues and concerns that impact their work and home. Services include legal, financial, budget planning, child and parenting, and eldercare support.

Number of Cases

**No data**  
There was no data found for the visual

### Management Services

These graphs show data on support Uprise Health provided to managers who have identified and documented employee performance issues. The following graphs show phone consultations to support managers with identifying and documenting performance issues

#### Cases by type

#### Referral problems

Number of Cases

Top 5

■ consultation ■ referral

**No data**  
There was no data found for the visual

### Employer Services

Employer services includes webinars, critical incidents support, and health fairs. There may be some additional delay in reporting of this section.

Employer Services data updated on Jan-03-2024

**No data**  
There was no data found for the visual

### Digital Self-Services

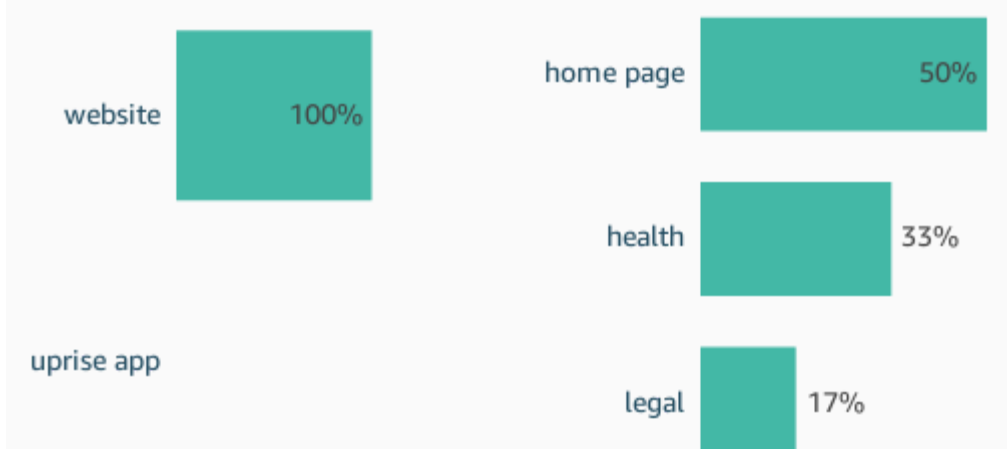
Uprise Health provides an online work-life portal that provides members access to online resources for work-life, training, and on-demand webinars. This section is updated monthly.

Website data updated on Nov-2023; Uprise app data updated on Jan-02-2024

#### Cases by type



#### Visits by website sections





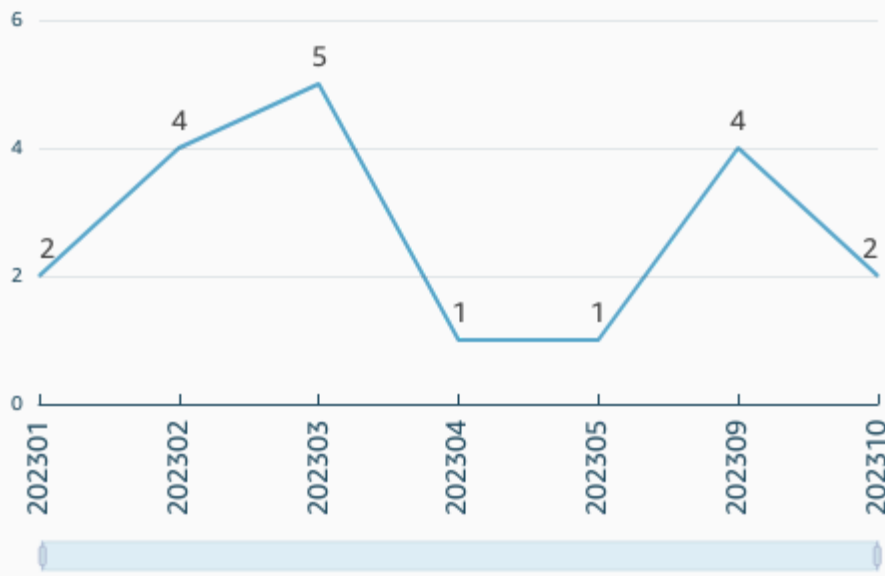
### Overview

This dashboard is a valuable tool to understand details about your program with Uprise Health. It provides details for total cases, demographics, services, utilization, and top presenting problems. If total cases are too low, some data will be hidden due to member confidentiality policies.

Case management data updated on Jan-02-2024 and Uprise app data updated on Jan-02-2024

<b>Total cases</b> <h1>19</h1> <p>Definition: Any member contact which includes but is not limited to: traditional EAP requests, employer services, and monthly active users of digital self-guided tools and resources.</p>	<b>Total services</b> <h1>25</h1> <p>Definition: Total amount of services for each case, which includes: sessions authorized (regardless of use) for traditional EAP cases, attendees for employer services, activities and sessions within digital self-guided services.</p>	<b>Utilization</b> <h1>1.8%</h1> <p>Definition: Total cases divided by primary members calculated over the selected period. Current annual projection: <b>2.2%</b></p>	<b>Primary Members</b> <h1>1,039</h1> <p>Definition: Number of primary members reported to your Client Success manager.</p>	<b>Top Problems</b> <ul style="list-style-type: none"> <li>relationship/family/couple with 2 Cases</li> <li>workplace stress with 2 Cases</li> <li>stress/anxiety with 1 Cases</li> </ul>
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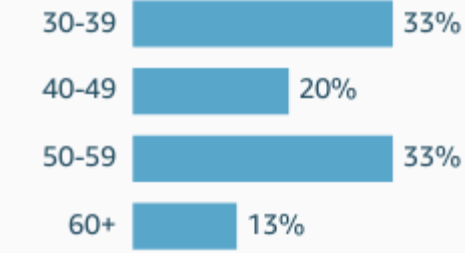
### Cases by month



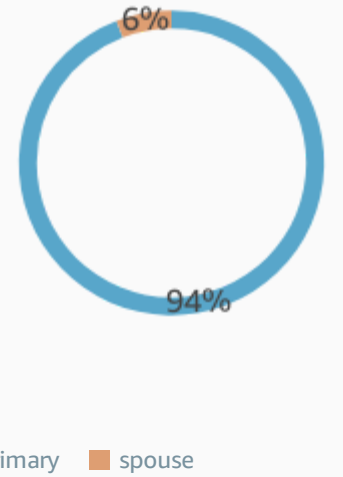
### Cases by type



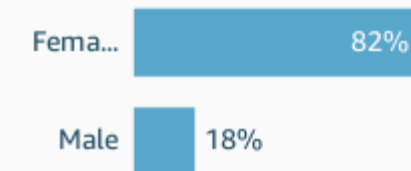
### Cases by age



### Cases by relationship



### Cases by gender



### Counseling Services

The following is a summary of short-term counseling services. The data shown covers the mental health and work-life topics that were presented by members and the session delivery type. Data for peer support groups is also provided to report the types of groups that were attended by members.

#### Personal problems

Number of Cases

Top 5

#### Work related problems

Number of Cases

Top 5

#### Delivery types

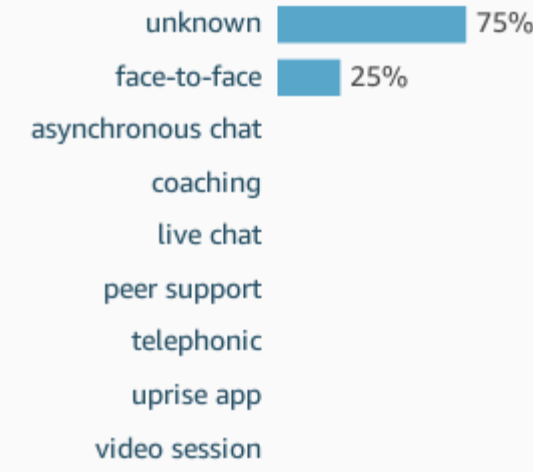
Number of Cases

#### Peer support groups

Number of Cases

**No data**  
There was no data found for the visual

**No data**  
There was no data found for the visual

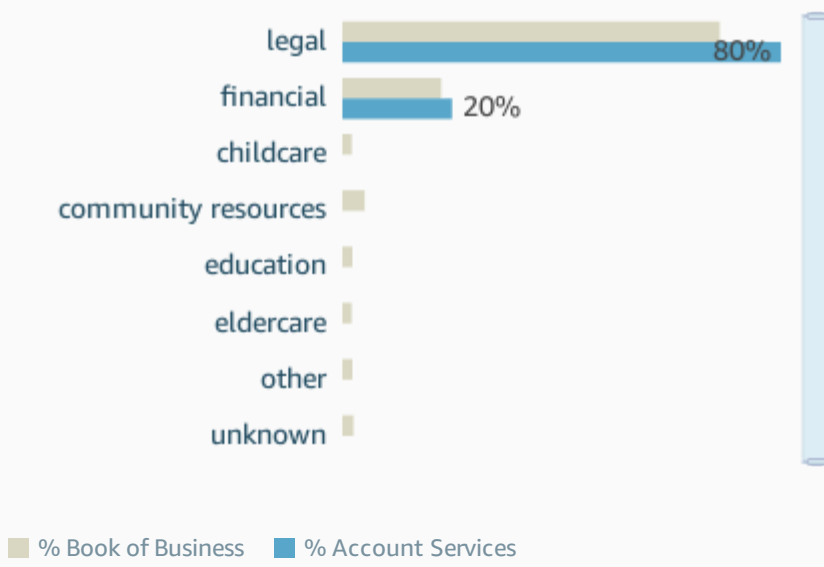


**No data**  
There was no data found for the visual

### Work-life Services

Uprise Health provides work-life services to help members better manage issues and concerns that impact their work and home. Services include legal, financial, budget planning, child and parenting, and eldercare support.

Number of Cases



### Management Services

These graphs show data on support Uprise Health provided to managers who have identified and documented employee performance issues. The following graphs show phone consultations to support managers with identifying and documenting performance issues

#### Cases by type



#### Referral problems

Number of Cases

Top 5

**No data**  
There was no data found for the visual

### Employer Services

Employer services includes webinars, critical incidents support, and health fairs. There may be some additional delay in reporting of this section.

Employer Services data updated on Jan-03-2024

**No data**  
There was no data found for the visual

### Digital Self-Services

Uprise Health provides an online work-life portal that provides members access to online resources for work-life, training, and on-demand webinars. This section is updated monthly.

Website data updated on Nov-2023; Uprise app data updated on Jan-02-2024

#### Cases by type

uprise app

#### Visits by website sections

website

**No data**  
There was no data found for the visual

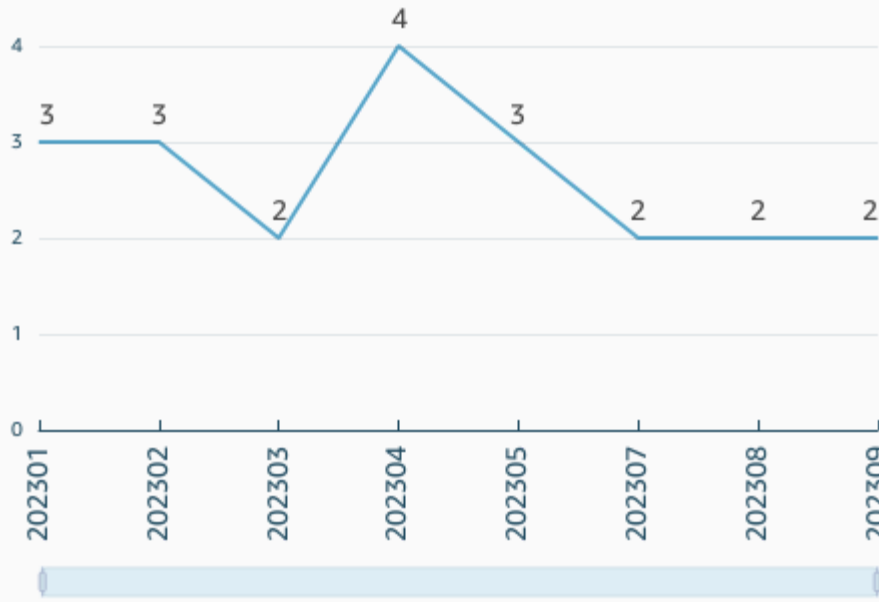
### Overview

This dashboard is a valuable tool to understand details about your program with Uprise Health. It provides details for total cases, demographics, services, utilization, and top presenting problems. If total cases are too low, some data will be hidden due to member confidentiality policies.

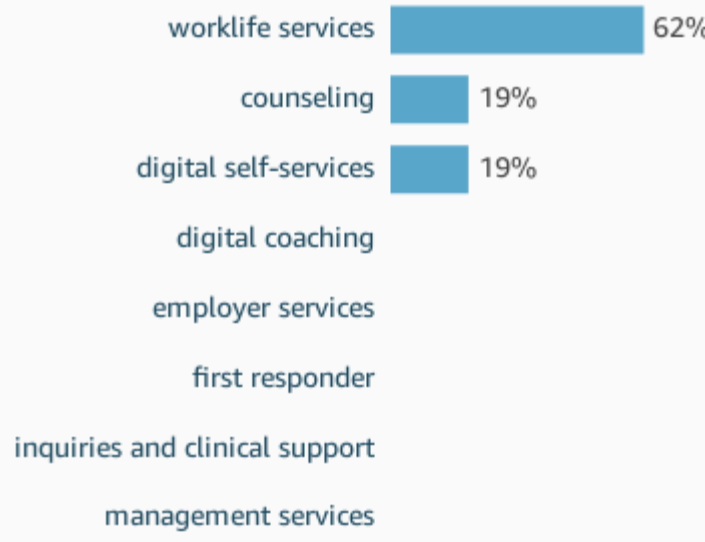
Case management data updated on Jan-02-2024 and Uprise app data updated on Jan-02-2024

<b>Total cases</b>  <h1>21</h1> <p>Definition: Any member contact which includes but is not limited to: traditional EAP requests, employer services, and monthly active users of digital self-guided tools and resources.</p>	<b>Total services</b>  <h1>27</h1> <p>Definition: Total amount of services for each case, which includes: sessions authorized (regardless of use) for traditional EAP cases, attendees for employer services, activities and sessions within digital self-guided services.</p>	<b>Utilization</b>  <h1>5.8%</h1> <p>Definition: Total cases divided by primary members calculated over the selected period. Current annual projection: <b>7.8%</b></p>	<b>Primary Members</b>  <h1>359</h1> <p>Definition: Number of primary members reported to your Client Success manager.</p>	<b>Top Problems</b>
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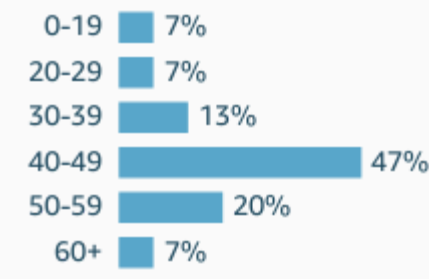
### Cases by month



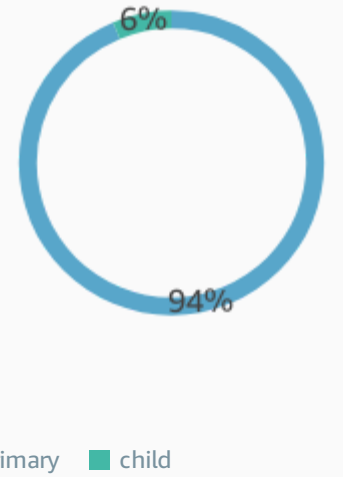
### Cases by type



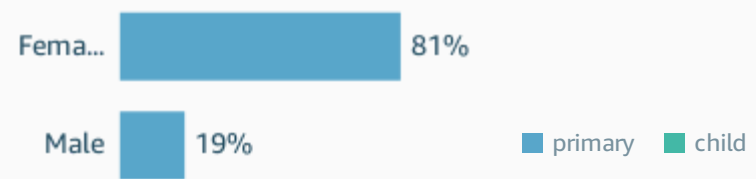
### Cases by age



### Cases by relationship



### Cases by gender



### Counseling Services

The following is a summary of short-term counseling services. The data shown covers the mental health and work-life topics that were presented by members and the session delivery type. Data for peer support groups is also provided to report the types of groups that were attended by members.

#### Personal problems

Number of Cases

Top 5

#### Work related problems

Number of Cases

Top 5

#### Delivery types

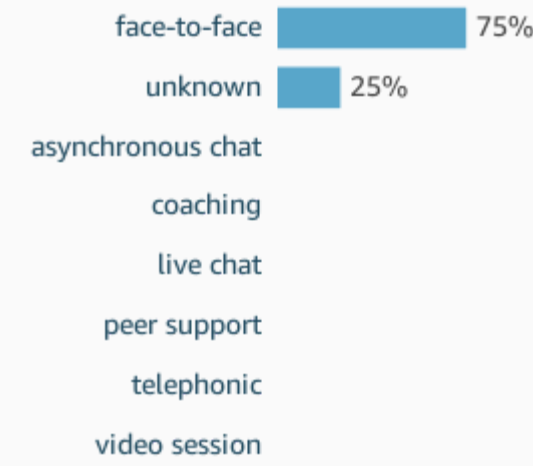
Number of Cases

#### Peer support groups

Number of Cases

**No data**  
There was no data found for the visual

**No data**  
There was no data found for the visual

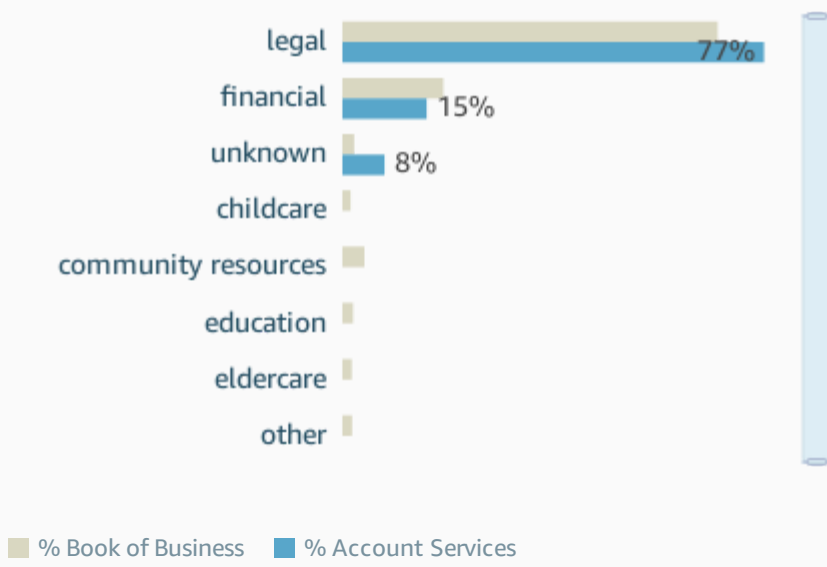


**No data**  
There was no data found for the visual

### Work-life Services

Uprise Health provides work-life services to help members better manage issues and concerns that impact their work and home. Services include legal, financial, budget planning, child and parenting, and eldercare support.

Number of Cases



### Management Services

These graphs show data on support Uprise Health provided to managers who have identified and documented employee performance issues. The following graphs show phone consultations to support managers with identifying and documenting performance issues

#### Cases by type

Number of Cases



#### Referral problems

Number of Cases

Top 5

**No data**  
There was no data found for the visual

### Employer Services

Employer services includes webinars, critical incidents support, and health fairs. There may be some additional delay in reporting of this section.

Employer Services data updated on Jan-03-2024

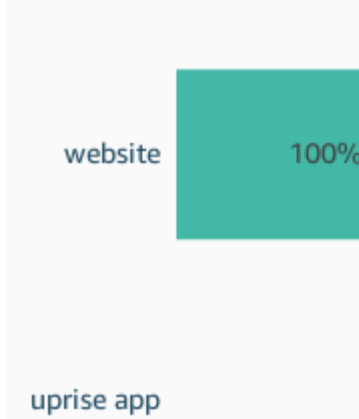
**No data**  
There was no data found for the visual

### Digital Self-Services

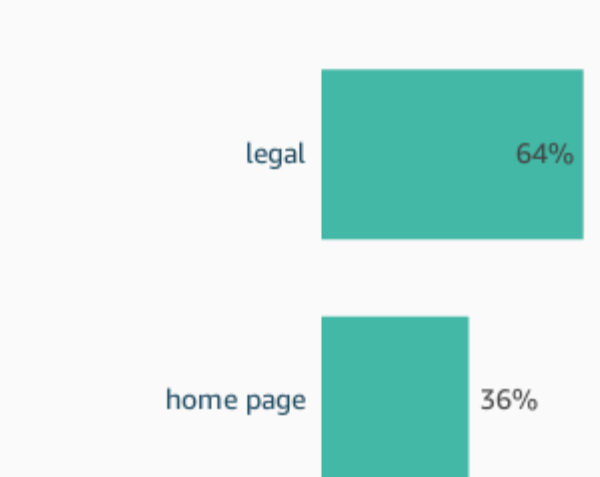
Uprise Health provides an online work-life portal that provides members access to online resources for work-life, training, and on-demand webinars. This section is updated monthly.

Website data updated on Nov-2023; Uprise app data updated on Jan-02-2024

#### Cases by type



#### Visits by website sections



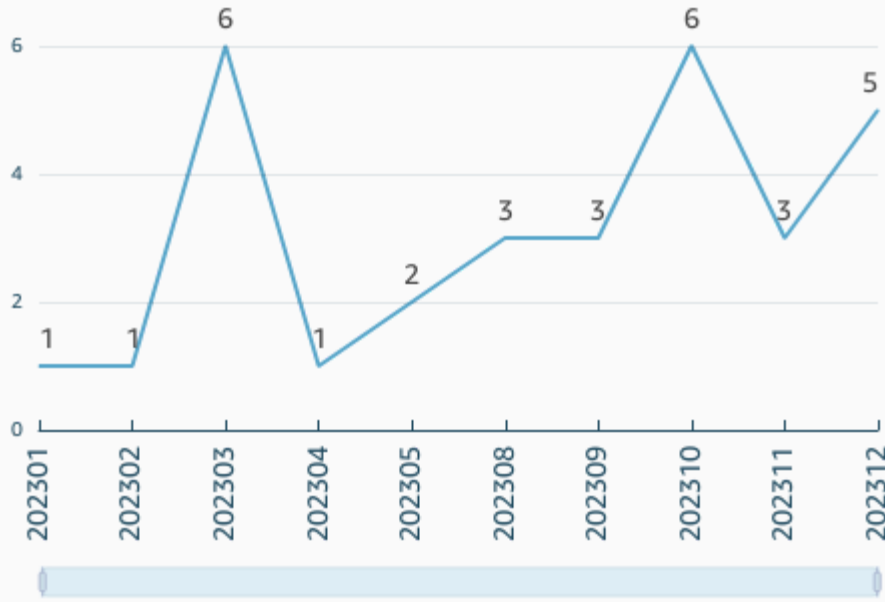
### Overview

This dashboard is a valuable tool to understand details about your program with Uprise Health. It provides details for total cases, demographics, services, utilization, and top presenting problems. If total cases are too low, some data will be hidden due to member confidentiality policies.

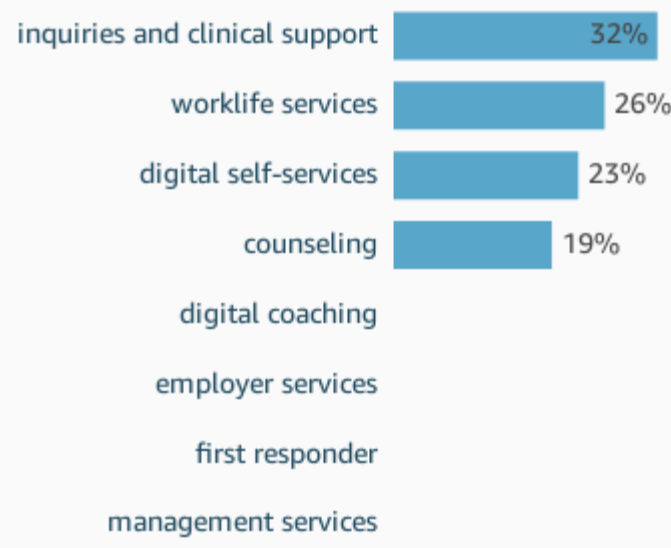
Case management data updated on Jan-02-2024 and Uprise app data updated on Jan-02-2024

<b>Total cases</b>  <h1>31</h1> <p>Definition: Any member contact which includes but is not limited to: traditional EAP requests, employer services, and monthly active users of digital self-guided tools and resources.</p>	<b>Total services</b>  <h1>42</h1> <p>Definition: Total amount of services for each case, which includes: sessions authorized (regardless of use) for traditional EAP cases, attendees for employer services, activities and sessions within digital self-guided services.</p>	<b>Utilization</b>  <h1>2.2%</h1> <p>Definition: Total cases divided by primary members calculated over the selected period. Current annual projection: <b>2.2%</b></p>	<b>Primary Members</b>  <h1>1,413</h1> <p>Definition: Number of primary members reported to your Client Success manager.</p>	<b>Top Problems</b>  <ul style="list-style-type: none"> <li>• <b>stress/anxiety</b> with <b>2</b> Cases</li> <li>• <b>hostile work environment/harassment/bullying</b> with <b>1</b> Cases</li> <li>• <b>addiction</b> with <b>1</b> Cases</li> </ul>
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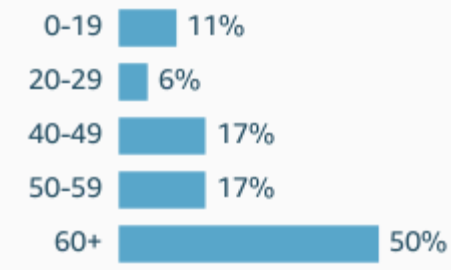
### Cases by month



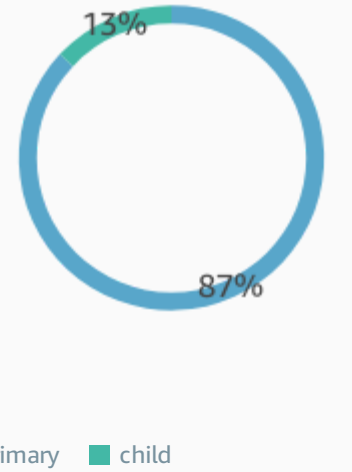
### Cases by type



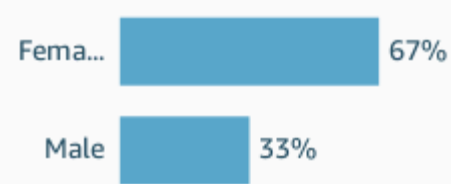
### Cases by age



### Cases by relationship



### Cases by gender



### Counseling Services

The following is a summary of short-term counseling services. The data shown covers the mental health and work-life topics that were presented by members and the session delivery type. Data for peer support groups is also provided to report the types of groups that were attended by members.

#### Personal problems

Number of Cases

Top 5

#### Work related problems

Number of Cases

Top 5

#### Delivery types

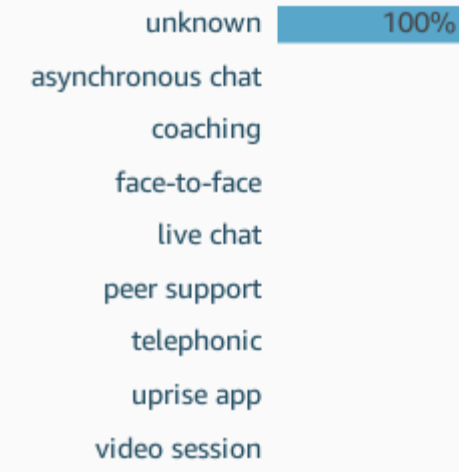
Number of Cases

#### Peer support groups

Number of Cases

**No data**  
There was no data found for the visual

**No data**  
There was no data found for the visual

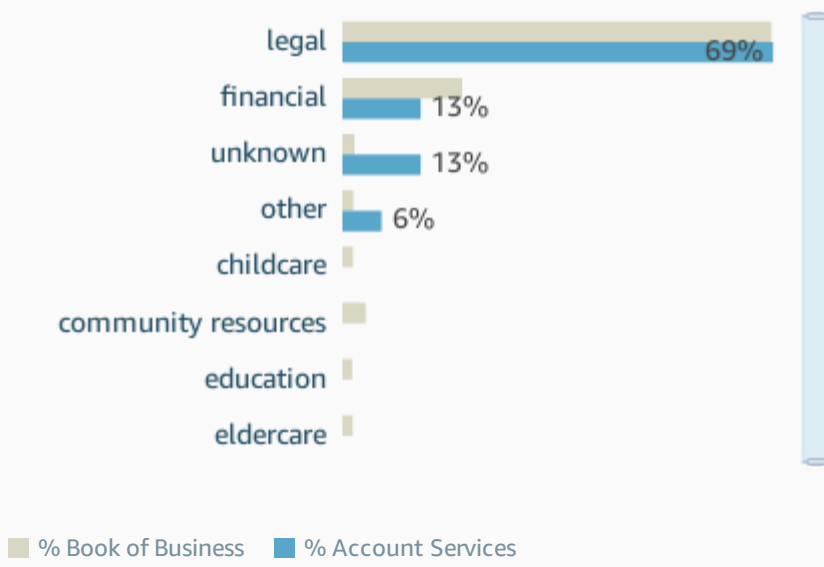


**No data**  
There was no data found for the visual

### Work-life Services

Uprise Health provides work-life services to help members better manage issues and concerns that impact their work and home. Services include legal, financial, budget planning, child and parenting, and eldercare support.

Number of Cases



### Management Services

These graphs show data on support Uprise Health provided to managers who have identified and documented employee performance issues. The following graphs show phone consultations to support managers with identifying and documenting performance issues

#### Cases by type



#### Referral problems

Number of Cases

Top 5

**No data**  
There was no data found for the visual

### Employer Services

Employer services includes webinars, critical incidents support, and health fairs. There may be some additional delay in reporting of this section.

Employer Services data updated on Jan-03-2024

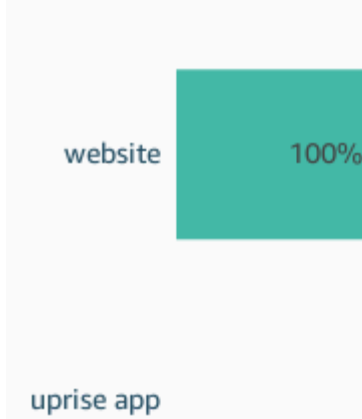
**No data**  
There was no data found for the visual

### Digital Self-Services

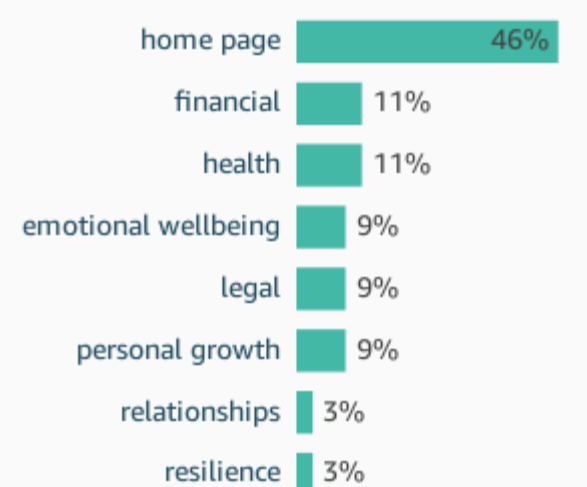
Uprise Health provides an online work-life portal that provides members access to online resources for work-life, training, and on-demand webinars. This section is updated monthly.

Website data updated on Nov-2023; Uprise app data updated on Jan-02-2024

#### Cases by type



#### Visits by website sections



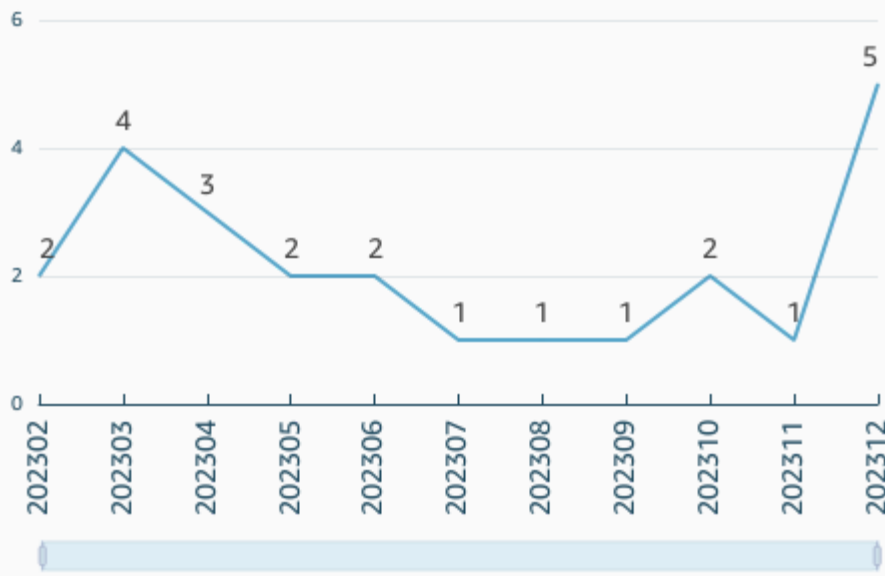
### Overview

This dashboard is a valuable tool to understand details about your program with Uprise Health. It provides details for total cases, demographics, services, utilization, and top presenting problems. If total cases are too low, some data will be hidden due to member confidentiality policies.

Case management data updated on Jan-02-2024 and Uprise app data updated on Jan-02-2024

<b>Total cases</b> <h1>24</h1> <p>Definition: Any member contact which includes but is not limited to: traditional EAP requests, employer services, and monthly active users of digital self-guided tools and resources.</p>	<b>Total services</b> <h1>36</h1> <p>Definition: Total amount of services for each case, which includes: sessions authorized (regardless of use) for traditional EAP cases, attendees for employer services, activities and sessions within digital self-guided services.</p>	<b>Utilization</b> <h1>2.6%</h1> <p>Definition: Total cases divided by primary members calculated over the selected period.  <b>Current annual projection: 2.9%</b></p>	<b>Primary Members</b> <h1>910</h1> <p>Definition: Number of primary members reported to your Client Success manager.</p>	<b>Top Problems</b>
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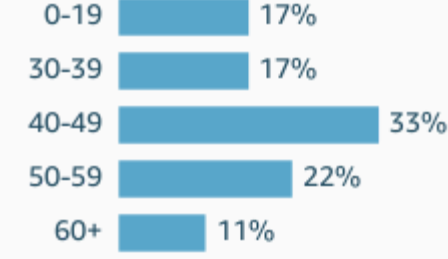
### Cases by month



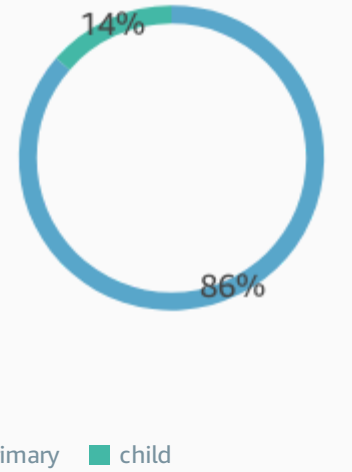
### Cases by type



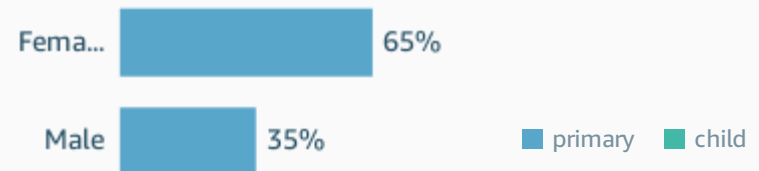
### Cases by age



### Cases by relationship



### Cases by gender



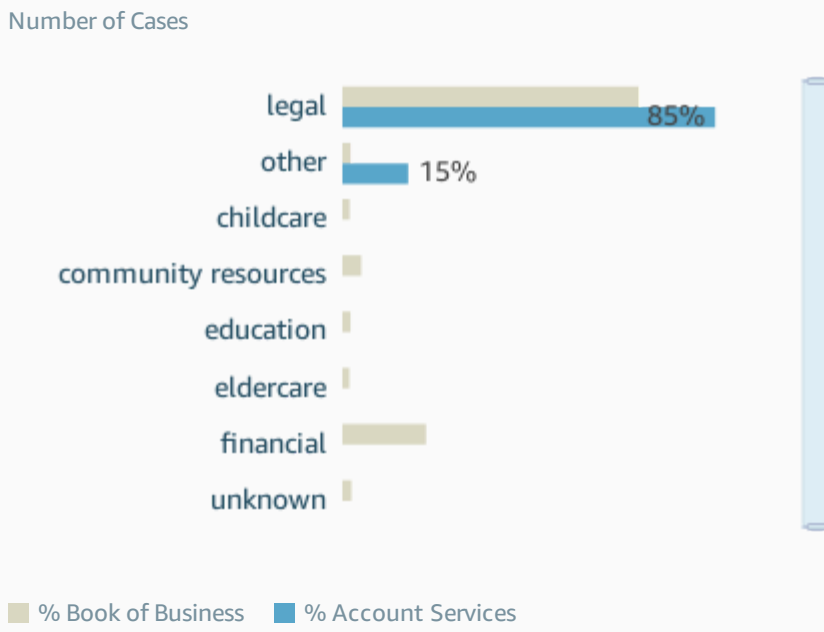
### Counseling Services

The following is a summary of short-term counseling services. The data shown covers the mental health and work-life topics that were presented by members and the session delivery type. Data for peer support groups is also provided to report the types of groups that were attended by members.

<b>Personal problems</b> Number of Cases Top 5 <b>No data</b> There was no data found for the visual	<b>Work related problems</b> Number of Cases Top 5 <b>No data</b> There was no data found for the visual	<b>Delivery types</b> Number of Cases unknown 75% face-to-face 25% asynchronous chat coaching live chat peer support telephonic video session	<b>Peer support groups</b> Number of Cases <b>No data</b> There was no data found for the visual
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### Work-life Services

Uprise Health provides work-life services to help members better manage issues and concerns that impact their work and home. Services include legal, financial, budget planning, child and parenting, and eldercare support.



### Management Services

These graphs show data on support Uprise Health provided to managers who have identified and documented employee performance issues. The following graphs show phone consultations to support managers with identifying and documenting performance issues

<b>Cases by type</b> consultation referral	<b>Referral problems</b> Number of Cases Top 5 <b>No data</b> There was no data found for the visual
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### Employer Services

Employer services includes webinars, critical incidents support, and health fairs. There may be some additional delay in reporting of this section.

Employer Services data updated on Jan-03-2024

No data  
There was no data found for the visual

### Digital Self-Services

Uprise Health provides an online work-life portal that provides members access to online resources for work-life, training, and on-demand webinars. This section is updated monthly.

Website data updated on Nov-2023; Uprise app data updated on Jan-02-2024





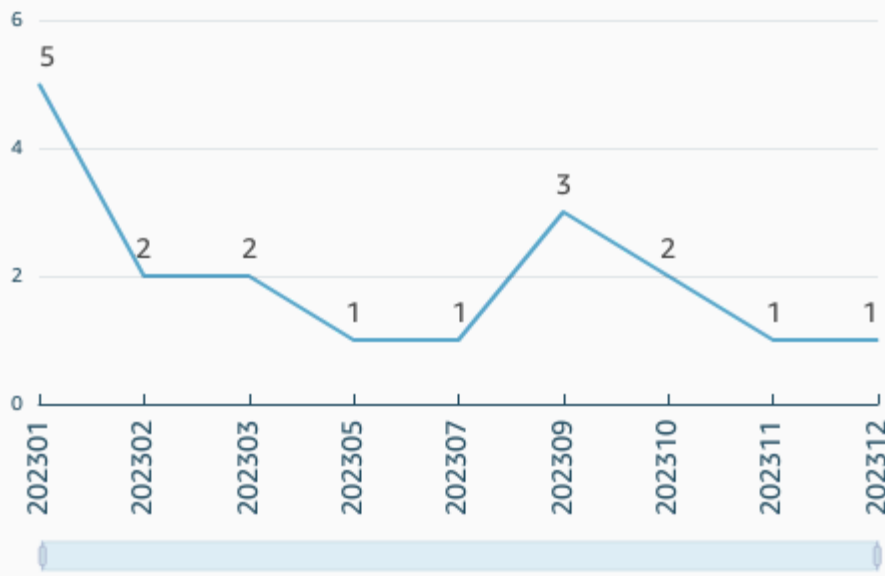
### Overview

This dashboard is a valuable tool to understand details about your program with Uprise Health. It provides details for total cases, demographics, services, utilization, and top presenting problems. If total cases are too low, some data will be hidden due to member confidentiality policies.

Case management data updated on Jan-02-2024 and Uprise app data updated on Jan-02-2024

<b>Total cases</b> <h1>18</h1> <p>Definition: Any member contact which includes but is not limited to: traditional EAP requests, employer services, and monthly active users of digital self-guided tools and resources.</p>	<b>Total services</b> <h1>35</h1> <p>Definition: Total amount of services for each case, which includes: sessions authorized (regardless of use) for traditional EAP cases, attendees for employer services, activities and sessions within digital self-guided services.</p>	<b>Utilization</b> <h1>1.6%</h1> <p>Definition: Total cases divided by primary members calculated over the selected period. Current annual projection: <b>1.6%</b></p>	<b>Primary Members</b> <h1>1,152</h1> <p>Definition: Number of primary members reported to your Client Success manager.</p>	<b>Top Problems</b> <ul style="list-style-type: none"> <li>• <b>grief/ bereavement</b> with <b>1</b> Cases</li> <li>• <b>stress/anxiety</b> with <b>1</b> Cases</li> <li>• <b>trauma/ptsd</b> with <b>1</b> Cases</li> </ul>
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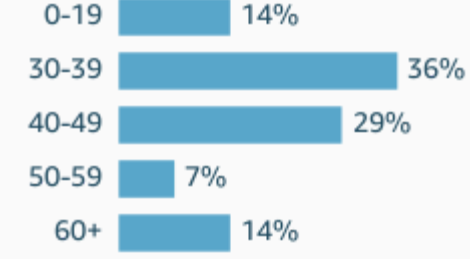
### Cases by month



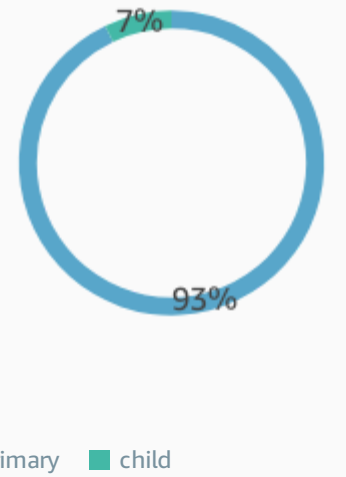
### Cases by type



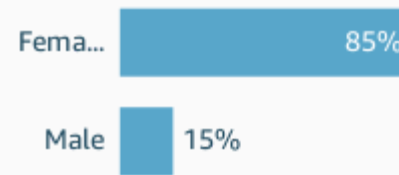
### Cases by age



### Cases by relationship



### Cases by gender



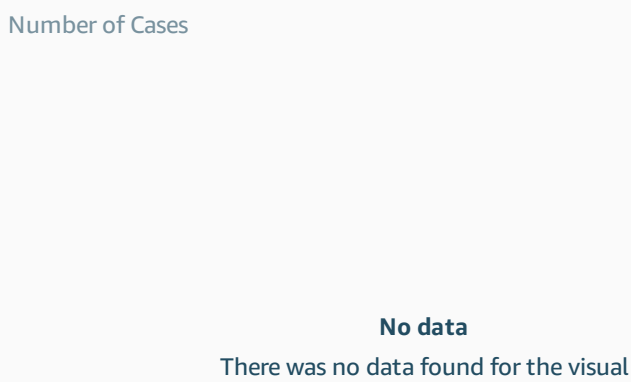
### Counseling Services

The following is a summary of short-term counseling services. The data shown covers the mental health and work-life topics that were presented by members and the session delivery type. Data for peer support groups is also provided to report the types of groups that were attended by members.

<b>Personal problems</b> Number of Cases Top 5 <p><b>No data</b> There was no data found for the visual</p>	<b>Work related problems</b> Number of Cases Top 5 <p><b>No data</b> There was no data found for the visual</p>	<b>Delivery types</b> Number of Cases <ul style="list-style-type: none"> <li>unknown 57%</li> <li>face-to-face 43%</li> <li>asynchronous chat</li> <li>coaching</li> <li>live chat</li> <li>peer support</li> <li>telephonic</li> <li>video session</li> </ul>	<b>Peer support groups</b> Number of Cases <p><b>No data</b> There was no data found for the visual</p>
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### Work-life Services

Uprise Health provides work-life services to help members better manage issues and concerns that impact their work and home. Services include legal, financial, budget planning, child and parenting, and eldercare support.



### Management Services

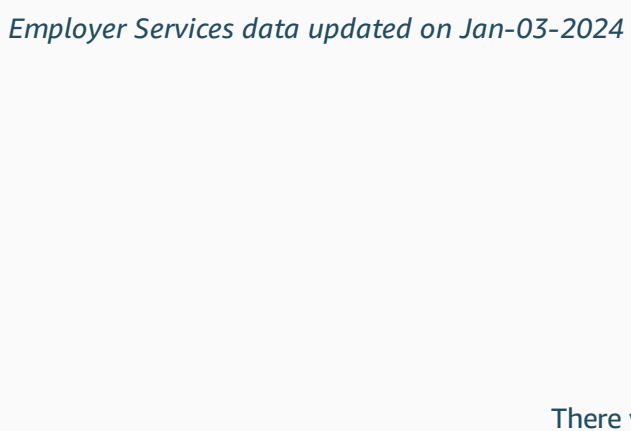
These graphs show data on support Uprise Health provided to managers who have identified and documented employee performance issues. The following graphs show phone consultations to support managers with identifying and documenting performance issues

<b>Cases by type</b> Number of Cases <p><b>No data</b> There was no data found for the visual</p>	<b>Referral problems</b> Number of Cases Top 5 <p><b>No data</b> There was no data found for the visual</p>
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■ consultation ■ referral

### Employer Services

Employer services includes webinars, critical incidents support, and health fairs. There may be some additional delay in reporting of this section.



### Digital Self-Services

Uprise Health provides an online work-life portal that provides members access to online resources for work-life, training, and on-demand webinars. This section is updated monthly.

Website data updated on Nov-2023; Uprise app data updated on Jan-02-2024

<b>Cases by type</b> website 100% uprise app	<b>Visits by website sections</b> <ul style="list-style-type: none"> <li>personal growth 47%</li> <li>home page 38%</li> <li>emotional wellbeing 13%</li> <li>health 3%</li> </ul>
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### Overview

This dashboard is a valuable tool to understand details about your program with Uprise Health. It provides details for total cases, demographics, services, utilization, and top presenting problems. If total cases are too low, some data will be hidden due to member confidentiality policies.

Case management data updated on Jan-02-2024 and Uprise app data updated on Jan-02-2024

Total cases	Total services	Utilization	Primary Members	Top Problems
0	0	<b>This insight could not be displayed</b> Authors can open the insight editor for details and correct any issues	35	
Definition: Any member contact which includes but is not limited to: traditional EAP requests, employer services, and monthly active users of digital self-guided tools and resources.	Definition: Total amount of services for each case, which includes: sessions authorized (regardless of use) for traditional EAP cases, attendees for employer services, activities and sessions within digital self-guided services.		Definition: Number of primary members reported to your Client Success manager.	

Cases by month	Cases by type	Cases by age	Cases by relationship
No data There was no data found for the visual	No data There was no data found for the visual	No data There was no data found for the visual	No data There was no data found for the visual
Cases by gender	No data There was no data found for the visual		

### Counseling Services

The following is a summary of short-term counseling services. The data shown covers the mental health and work-life topics that were presented by members and the session delivery type. Data for peer support groups is also provided to report the types of groups that were attended by members.

Personal problems	Work related problems	Delivery types	Peer support groups
Number of Cases	Number of Cases	Number of Cases	Number of Cases
Top 5	Top 5		
No data There was no data found for the visual	No data There was no data found for the visual	No data There was no data found for the visual	No data There was no data found for the visual

### Work-life Services

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Management Services	Referral problems
These graphs show data on support Uprise Health provided to managers who have identified and documented employee performance issues. The following graphs show phone consultations to support managers with identifying and documenting performance issues	Number of Cases
Top 5	
No data There was no data found for the visual	No data There was no data found for the visual

### Employer Services

Employer services includes webinars, critical incidents support, and health fairs. There may be some additional delay in reporting of this section.

Employer Services data updated on Jan-03-2024

Digital Self-Services	Visits by website sections
Uprise Health provides an online work-life portal that provides members access to online resources for work-life, training, and on-demand webinars. This section is updated monthly.	
Website data updated on Nov-2023; Uprise app data updated on Jan-02-2024	
No data There was no data found for the visual	No data There was no data found for the visual

Showing

Parent Account	All
State	All
Account	SUNOL GLEN UNIFIED SCHOOL DISTRICT
Metric	Cases
Month	202301, 202302, 202303, 202304, 202305, 202306, 202307, 202308 and 4 more...
Service Type	All

## Overview

This dashboard is a valuable tool to understand details about your program with Uprise Health. It provides details for total cases, demographics, services, utilization, and top presenting problems. If total cases are too low, some data will be hidden due to member confidentiality policies.

Case management data updated on Jan-02-2024 and Uprise app data updated on Jan-02-2024

Total cases	Total services	Utilization	Primary Members	Top Problems
0	0	<b>This insight could not be displayed</b> Authors can open the insight editor for details and correct any issues	5	
Definition: Any member contact which includes but is not limited to: traditional EAP requests, employer services, and monthly active users of digital self-guided tools and resources.	Definition: Total amount of services for each case, which includes: sessions authorized (regardless of use) for traditional EAP cases, attendees for employer services, activities and sessions within digital self-guided services.		Definition: Number of primary members reported to your Client Success manager.	

Cases by month	Cases by type	Cases by age	Cases by relationship
No data There was no data found for the visual	No data There was no data found for the visual	No data There was no data found for the visual	No data There was no data found for the visual
		Cases by gender	
		No data There was no data found for the visual	

## Counseling Services

The following is a summary of short-term counseling services. The data shown covers the mental health and work-life topics that were presented by members and the session delivery type. Data for peer support groups is also provided to report the types of groups that were attended by members.

Personal problems	Work related problems	Delivery types	Peer support groups
Number of Cases	Number of Cases	Number of Cases	Number of Cases
Top 5	Top 5		
No data There was no data found for the visual	No data There was no data found for the visual	No data There was no data found for the visual	No data There was no data found for the visual

## Work-life Services

Uprise Health provides work-life services to help members better manage issues and concerns that impact their work and home. Services include legal, financial, budget planning, child and parenting, and eldercare support.

Number of Cases

No data  
There was no data found for the visual

## Management Services

These graphs show data on support Uprise Health provided to managers who have identified and documented employee performance issues. The following graphs show phone consultations to support managers with identifying and documenting performance issues

Cases by type	Referral problems
	Number of Cases
Top 5	
No data There was no data found for the visual	No data There was no data found for the visual

## Employer Services

Employer services includes webinars, critical incidents support, and health fairs. There may be some additional delay in reporting of this section.

Employer Services data updated on Jan-03-2024

No data  
There was no data found for the visual

## Digital Self-Services

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Website data updated on Nov-2023; Uprise app data updated on Jan-02-2024

Cases by type	Visits by website sections
No data There was no data found for the visual	No data There was no data found for the visual

Showing	
Parent Account	All
State	All
Account	TRI VALLEY ROP
Metric	Cases
Month	202301, 202302, 202303, 202304, 202305, 202307, 202310, 202311 and 4 more...
Service Type	All



## Alameda County Schools Insurance Group

P.O. Box 2487  
Dublin, CA 94568  
Phone (925) 225-1030  
Fax (925) 225-0653  
[www.acsig.com](http://www.acsig.com)

### EXECUTIVE SUMMARY

TO: ACSIG Executive Committee

FROM: Kimberly Dennis

DATE: February 8, 2024

SUBJECT: 2024-2025 Workers' Compensation Program

As ACSIG celebrates its successful transition of its workers' compensation program into a surplus position, the Executive Committee has the opportunity to review existing programs and explore new ones for the 2024-2025 year. The committee will discuss the following programs:

- Shoes for Crews/non-slip shoe program/Skechers
- EAP
- Post Offer-Pre Placement Program
- Trainings

The Executive Committee will discuss these opportunities and make rating decisions for the 2024/2025 program year.





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### **EXECUTIVE SUMMARY**

TO: ACSIG Executive Committee

FROM: Kimberly Dennis

DATE: February 8, 2024

SUBJECT: Preliminary 2024-2025 Workers' Compensation Rates.

Enclosed please find the preliminary workers' compensation rates for 2024-2025. These rates have been adjusted to incorporate the actuary's estimate for experience modification factors.

ACSIG now enjoys a surplus in its Workers' Compensation program so program rates are estimated based upon cost projections for the program itself with no increase to the surplus budgeted. Additionally, the Executive Committee reviews the surplus and its possible allocation within the budget development process. Training continues to be a primary focus with additions such as an EAP program and expansion of Shoes for Crews and Post-Offer/Pre-Placement programs.

The Executive Committee will review this report at this meeting and recommend any changes or modifications.

**2024/25  
Workers' Compensation Rates**

	2021/2022	2022/2023	Base	Ex Mod	Rate per \$100	2024/2025
	Actual Payroll	Actual Payroll	Rate		Payroll	PREMIUM
ACOE	\$25,846,167	\$ 27,533,969	2.53	0.750	1.90	\$522,457
ALAMEDA	\$81,626,997	\$ 84,583,723	2.53	1.250	3.16	\$2,674,960
ALBANY	\$31,282,396	\$ 36,093,238	2.53	1.073	2.71	\$979,820
CASTRO VALLEY	\$73,973,265	\$ 81,024,249	2.53	0.823	2.08	\$1,687,079
DUBLIN	\$100,342,259	\$ 114,154,279	2.53	0.824	2.08	\$2,379,797
EDEN ROP	\$4,896,917	\$ 5,687,746	2.53	0.750	1.90	\$107,925
EMERY	\$6,750,148	\$ 6,844,704	2.53	0.750	1.90	\$129,878
FREMONT	\$272,798,974	\$ 317,776,392	2.53	0.996	2.52	\$8,007,584
LIVERMORE	\$108,083,228	\$ 118,879,062	2.53	0.988	2.50	\$2,971,549
MISSION ROP	\$5,064,057	\$ 5,521,654	2.53	0.750	1.90	\$104,773
MT. HOUSE	\$238,837	\$ 263,797	2.53	1.250	3.16	\$8,343
NEWARK	\$42,250,847	\$ 42,874,715	2.53	1.214	3.07	\$1,316,863
NEW HAVEN	\$88,712,003	\$ 94,835,085	2.53	1.101	2.79	\$2,641,660
PIEDMONT	\$27,932,088	\$ 30,808,732	2.53	0.750	1.90	\$584,596
PLEASANTON*	\$126,324,046	\$ 130,142,003	2.53	0.750	1.90	\$2,469,445
SAN LEANDRO	\$78,608,488	\$ 87,822,002	2.53	1.250	3.16	\$2,777,371
SAN LORENZO	\$72,417,792	\$ 80,905,449	2.53	1.250	3.16	\$2,558,635
SUNOL GLEN	\$2,637,278	\$ 2,879,355	2.53	0.750	1.90	\$54,636
TRI VALLEY ROP	\$2,778,626	\$ 2,981,618	2.53	0.750	1.90	\$56,576
<b>TOTAL PREMIUMS</b>	<b>1,152,564,413</b>	<b>1,271,611,772</b>				<b>\$32,033,944</b>

Average Ex Mod **1.00000**

Payrolls based upon 2022/23 Unaudited Actuals Reports provided by ACOE  
\* includes apprentice program

Rate Build UP

PIPS K-12 Rate	2.57				
ACSIG Ex-mod	81.91%	2.1071	\$ 28,607,734.78		2.24972239
Classified Salaries	\$ 75,190.00	\$	75,190.00		0.00591297
Statutory Benefits	\$ 11,278.00	\$	11,278.00		0.00088691
Health & Welfare	\$ 15,300.00	\$	15,300.00		0.00120320
Employer Tax Expense	\$ 1,357.00	\$	1,357.00		0.00010671
Net Pension Expense	\$ 51,152.00	\$	51,152.00		0.00402261
Telephone & Internet	\$ 1,060.00	\$	1,060.00		0.00008336
Supplies Office	\$ 900.00	\$	900.00		0.00007078
Supplies - Other	\$ 1,200.00	\$	1,200.00		0.00009437
Utility - Rent	\$ 4,786.00	\$	4,786.00		0.00037637
Travel and Conferences	\$ 3,000.00	\$	3,000.00		0.00023592
Mileage	\$ 1,200.00	\$	1,200.00		0.00009437
Dues & Memberships	\$ 900.00	\$	900.00		0.00007078
Postage & Meter	\$ 280.00	\$	280.00		0.00002202
PIPS Contribution Adjustmrt	\$ 1,000,000.00	\$	1,000,000.00		0.07864035
Contract Services - Actuarial	\$ 12,000.00	\$	12,000.00		0.00094368
Contract Services - Claims Audit	\$ -	\$	-		0.00000000
Contract Services	\$ 3,183.00	\$	3,183.00		0.00025031
Audit Fees	\$ 2,328.00	\$	2,328.00		0.00018307
Other Services/Operating Expenses	\$ 1,000.00	\$	1,000.00		0.00007864
Capital Equipment/Depreciation	\$ 2,000.00	\$	2,000.00		0.00015728
Repairs & Maintenance	\$ 500.00	\$	500.00		0.00003932
Legal	\$ 500.00	\$	500.00		0.00003932
Accounting Services	\$ 3,048.00	\$	3,048.00		0.00023970
County Courier	\$ 280.00	\$	280.00		0.00002202
Shredding	\$ 150.00	\$	150.00		0.00001180
Copier & Scanner	\$ 800.00	\$	800.00		0.00006291
Claims Administration Services	\$ 85,000.00	\$	85,000.00		0.00668443
Self-Insurance Fee	\$ 700,000.00	\$	700,000.00		0.05504825
Claims Paid-WC	\$ 1,000,000.00	\$	1,000,000.00		0.07864035
Physical Abilities Testing	\$ 50,000.00	\$	50,000.00		0.00393202
Training	\$ 10,000.00	\$	10,000.00		0.00078640
First-Aid Program	\$ 5,000.00	\$	5,000.00		0.00039320
Risk Management Prevention Program	\$ 300,000.00	\$	300,000.00		0.02359211
EAP Program	\$ 250,000.00	\$	250,000.00		0.01966009
Bank Charge & WC Penalty Reimb	\$ 1,000.00	\$	1,000.00		0.00007864
est. 24/25 payroll	<b>1,357,652,146</b>				<b>2.53238665</b>

Percentage due to payroll growth 6.77%

Assumptions:  
5% increase in base rate  
5% increase in ex-mod



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[www.acsig.com](http://www.acsig.com)

### EXECUTIVE SUMMARY

TO: ACSIG Executive Committee

FROM: Kimberly Dennis

DATE: February 8, 2024

SUBJECT: 2023/2024 Second Quarter Financials

Enclosed are the 2023/2024 Second Quarter financial statements for review. ACSIG is progressing in alignment with its budget. The majority of the funds are experiencing an improvement in their financial positions. This will allow the Executive Committee and Board to explore program changes in the future.

A representative from SETECH will review the financial statements with the Executive Committee. The Executive Committee will be asked to approve these statements.



# ALAMEDA COUNTY SCHOOLS INSURANCE GROUP

## TREASURER'S REPORT

### AS OF DECEMBER 31, 2023 AND FOR THE SIX MONTHS THEN ENDED

As mandated by Section 53646 of the California Government Code, Alameda County Schools Insurance Group is required to disclose that it is able to meet its pool's expenditure requirements for the next six months and is in complete compliance with the current Investment Policy as of the date of this report.

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President



SETECH (Service Enhancement Technologies)

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A Keenan Solution

**Innovative Solutions. Enduring Principles.**

License No. 0451271

For the Executive Committee Meeting of February 8, 2024

Alameda County Schools Insurance Group (ACSIG)

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## **Distribution and Use of Report**

This financial management information report (Report) prepared by Service Enhancement Technologies (SETECH), a Division of Keenan & Associates, is intended solely for internal use by the Authority's Officers, Board Members, Advisory Committee Members, and for internal decision making purposes only in regards to the Authority's insurance program.

SETECH makes no representations or warranties regarding the use of this Report for any other purpose other than for the Authority's insurance program. The official version of the Report is finalized only upon approval by the Authority's Board of Directors and/or Advisory Committee in accordance with the Authority's Agreement and Bylaws following presentation by SETECH or Keenan & Associates. We understand that members may wish to provide a copy of this Report to auditors and regulatory authorities on the conditions that:

- A) The official approved Report is used,
- B) The entire Report be distributed rather than any excerpts,
- C) All recipients be made aware that a SETECH staff member is available to answer any questions regarding the contents of the Report,
- D) The recipients recognize that the furnishing of this Report is not a substitute for their own due diligence, and they place no undue reliance on the Report or the data for purposes other than for which it was created. No creation of any duty or liability of SETECH to the recipient is owed if the Report is used for purposes other than for which it was created.

SETECH may utilize actuarial projections as an integral component of this Report, as provided by the Authority's actuary and in the case of some Benefit Groups, by a staff member of the Keenan & Associates Technical Department. We may also rely upon financial data provided by the Authority's Treasurer, Accountant or County Office of Education. We have not audited this data and are not responsible for its accuracy. With any financial analysis, the accuracy and relevance of the conclusions as well as the reasonableness of the recommendations depend upon the accuracy and relevance of the underlying data. Financial information provided in this Report is subject to an annual independent financial audit.

SETECH strives to maintain the strictest confidentiality of any information for our clients. The pages of this Report indicate that the information contained in the Report is for "Client Confidential Use Only." This indicates that SETECH will only disclose information contained in these Reports to our intended clients, their members or their contracted parties.

**Alameda County Schools Insurance Group (ACSIG)**  
**Treasurer's Report- Statement of Net Position**  
**Consolidated**  
**As of 06/30/2023 and 12/31/2023**

	Audited As of 06/30/2023	Activity 07/01/2023 - 12/31/2023	As of 12/31/2023
<b>Assets:</b>			
Current Assets			
Workers Compensation	\$ 17,399,635	(4,070,627)	\$ 13,329,008
Dental	9,486,832	710,893	10,197,725
Vision	3,682,784	(30,473)	3,652,311
Property and Liability	5,755,522	(1,853,610)	3,901,912
Operations	263,297	(76,046)	187,251
Cash and Cash Equivalents	\$ 36,588,070	(5,319,863)	\$ 31,268,207
Investments Morgan Stanley - current	--	139,899	139,899
Accounts Receivable	10,715,815	6,313,650	17,029,465
Prepaid Expense	8,465	1,175,387	1,183,852
Interfund Receivable/(payable) (1)	--	--	--
Subtotal Current Assets	47,312,350	2,309,073	49,621,423
Noncurrent Assets			
Investments @ FMV - Morgan Stanley (3)	26,625,917	755,882	27,381,800
Capital - Equipment, net of depreciation	--	--	--
	26,625,917	755,882	27,381,800
<b>Total Assets</b>	<b>\$ 73,938,267</b>	<b>\$ 3,064,956</b>	<b>\$ 77,003,223</b>
<b>Deferred Outflow of Resources:</b>			
Deferred outflow of resources - pension	555,879	--	555,879
<b>Liabilities:</b>			
Current Liabilities			
Accounts Payable	\$ 3,738,789	\$ (171,098)	\$ 3,567,691
Prefunding deposits (2)	5,111,070	--	5,111,070
Advance Contributions	--	--	--
Other Claim Liabilities - Castlepoint Reinsurance Insolvency	502,425	--	502,425
Current Portion of claims and claim adjustment	3,051,299	12,357	3,063,656
Subtotal Current Liabilities	12,403,583	(158,741)	12,244,842
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	3,623,861	(61,220)	3,562,641
Unallocated Loss Adjustment Expense (ULAE)	403,295	--	403,295
Subtotal Noncurrent Claim Liabilities	4,027,156	(61,220)	3,965,936
Net Pension Liability (NPL)	816,289	42,521	858,810
<b>Total Liabilities</b>	<b>\$ 17,247,028</b>	<b>\$ (177,440)</b>	<b>\$ 17,069,588</b>
<b>Deferred Inflow of Resources:</b>			
Deferred inflow of resources - pension	202,611	--	202,611
<b>Net Position:</b>			
Undesignated Net Position - Net Assets/(Deficit)	57,044,507	3,242,396	60,286,903
Designated - Capital Assets	--	--	--
<b>Total Net Position</b>	<b>\$ 57,044,507</b>	<b>\$ 3,242,396</b>	<b>\$ 60,286,903</b>
<b>Total Liabilities, Deferred Pension, and Ending Net Position</b>	<b>\$ 73,938,267</b>	<b>\$ 3,064,956</b>	<b>\$ 77,003,223</b>

**Footnote:**

- (1) Interfund transfers net to zero on consolidated financial statements. This is an internal function used to transfer or allocate expense and income from one program to another without transfer of cash.
- (2) Estimated six weeks of dental claims funded by each member to maintain positive cash flow.
- (3) Morgan Stanley Smith Barney Investment shown at Fair Market Value, accrued interest shown as accounts receivable.

**Alameda County Schools Insurance Group (ACSIG)**  
**Consolidated**  
**Statement of Revenues, Expenditures and Changes in Net Position**  
**As of 12/31/2023 and For The Six Months Then Ended**

	2022/2023		2023/2024			
	Budget	Actuals	Budget	Activity 07/01/20223 -		Percentage of Budget
				12/31/2023	Variance	
<b>Operating Revenue:</b>						
Premiums Paid by Members	\$ 160,217,008	\$ 177,306,476	\$ 189,153,110	\$ 87,370,719	\$ 101,782,391	46.19 %
Return of Premiums	--	318	--	--	--	--
PIPS - Accelerated Profit Commission	--	--	--	--	--	--
Total Operating Revenue	160,217,008	177,306,794	189,153,110	87,370,719	101,782,391	46.19
<b>Operating Expenditures:</b>						
Classified Salaries	412,449	384,482	536,598	191,522	345,077	35.69
Statutory Benefits	77,994	47,360	91,725	17,188	74,536	18.74
Health & Welfare	56,750	48,750	66,500	22,749	43,752	34.21
Employer Tax Expense	6,438	5,917	7,439	3,474	3,965	46.70
Net Pension Expense	229,772	104,548	278,325	85,042	193,283	30.55
Telephone & Internet	10,451	5,563	11,100	3,848	7,252	34.66
Supplies Office	8,000	8,347	8,000	6,829	1,171	85.36
Supplies - Other	6,000	5,003	12,000	1,140	10,860	9.50
Eligibility Processing	250,000	226,419	255,000	116,733	138,267	45.78
Brokerage Fees-Dental-ACSIG	325,000	312,447	340,000	161,186	178,814	47.41
Brokerage Fees-Dental-MD	725,000	712,220	750,000	195,379	554,621	26.05
Travel and Conferences	22,925	9,376	29,100	2,184	26,916	7.50
Mileage	11,850	6,488	11,850	2,500	9,350	21.10
Dues & Memberships	8,550	7,680	8,550	300	8,250	3.51
Postage & Meter	7,330	2,059	7,330	1,321	6,009	18.02
Insurance Expense-PIPS&NCR	24,334,504	24,232,011	26,947,045	13,473,523	13,473,522	50.00
Insurance Expense-PY Adj	500,000	657,717	1,000,000	--	1,000,000	--
Utility - Operating-Rent	57,820	37,046	50,740	10,473	40,267	20.64
Advertising	--	--	--	--	--	--
Contract Services - Actuarial	20,500	14,300	17,500	--	17,500	--
Contract Services -Claim Audit	--	--	19,200	--	19,200	--
Contract Services	--	--	15,000	--	15,000	--
Audit Fees	16,500	14,850	23,000	15,125	7,875	65.76
Other Services/Operating Expenses	12,300	5,376	12,300	2,288	10,012	18.60
Capital Equipment/Depreciation	9,500	--	9,500	--	9,500	--
Repairs & Maintenance	5,000	--	5,000	--	5,000	--
Legal	6,750	--	6,750	--	6,750	--
Accounting Services	16,480	16,480	17,000	8,487	8,513	49.92
County Courier	1,519	1,513	2,800	1,639	1,161	58.53
Shredding	900	1,242	1,600	389	1,211	24.33
Copier & Scanner	17,900	9,759	17,900	4,811	13,089	26.88
Claims Administration Services	111,400	104,469	107,000	67,469	39,531	63.06
Self-Insurance Fee	300,000	558,425	650,000	331,991	318,009	51.08
Claims Paid-WC	1,000,000	400,761	1,000,000	96,081	903,919	9.61
Claims Paid-PL	100,000	151,492	100,000	3,953	96,047	3.95
Physical Abilities Testing	20,000	6,083	20,000	--	20,000	--
Training	10,000	--	10,000	--	10,000	--
First-Aid Prog&Responder Fees	35,000	2,307	35,000	2,137	32,863	6.11
Food Service Training	--	--	--	--	--	--
Risk Mgmt Prev Program	250,000	74,708	250,000	227,500	22,500	91.00
EAP Program	200,000	165,508	200,000	87,428	112,572	43.71
Safety Inspections	19,000	--	20,000	--	20,000	--
Bank Charge & WC Penalty Reimb	6,000	2,243	6,000	10,408	(4,408)	173.47
Cobra Premiums	300,000	186,045	300,000	84,576	215,424	28.19
Dental Insurance Premiums	127,590,000	138,206,038	146,190,000	66,042,860	80,147,140	45.18
Vision Insurance Premiums	5,521,000	7,551,360	8,000,000	4,030,026	3,969,974	50.38
Claim Development Expense	(700,000)	(1,158,832)	(300,000)	(48,863)	(251,137)	16.29
Adjustment to Prefund Deposit	--	182,870	--	--	--	--
Total Operating Expenditures	161,920,582	173,310,428	187,146,852	85,263,694	101,883,158	45.56 %
<b>Net Increase/(Decrease) from Operations</b>	(1,703,574)	3,996,366	2,006,258	2,107,025	(100,767)	105.02 %
<b>Non Operating Income/(Expense)</b>						
Interest Income	199,000	885,441	639,000	290,552	348,451	45.47
Net Increase/(Decrease) in Fair Value	--	(225,155)	--	583,914	(583,914)	--
Realized Gain/(Loss) on Investments	--	(84,292)	--	260,905	(260,905)	--
Cumulative effect of GASB 68	--	--	--	--	--	--
Interfund Trans, Other Inc/Exp	--	--	--	--	--	--
Total Non Operating Income/(Expense)	199,000	575,994	639,000	1,135,371	(496,368)	177.68 %
<b>Net Increase/(Decrease) in Net Position</b>	\$ (1,504,574)	\$ 4,572,360	2,645,258	\$ 3,242,396	\$ (597,135)	122.57 %
<b>Beginning Balance Prior Year End</b>	\$ 52,472,148	\$ 52,472,148	57,044,507	\$ 57,044,507	\$ --	100.00 %
<b>Ending Balance, as of 12/31/2023</b>	\$ 50,967,574	\$ 57,044,507	\$ 59,689,766	\$ 60,286,903	\$ (597,135)	



**Alameda County Schools Insurance Group (ACSIG)**  
**Treasurer's Report- Statement of Net Assets**  
**Workers' Compensation**  
**As of 06/30/2023 and 12/31/2023**

	Audited As of 06/30/2023	Activity 07/01/2023 - 12/31/2023	As of 12/31/2023
<b>Assets:</b>			
Current Assets			
Funds with County - WC - #44906	\$ 12,929,929	(3,833,622)	\$ 9,096,307
Funds in Transit - #44906 to Morgan Stanley Investments	--	--	--
Funds with County - Retention Fund #44904	19,068	165	19,233
Union Bank Claims - #0129	709,141	(354,854)	354,287
Union Bank Claims Trust Account - #0600	228,324	109,998	338,322
Local Agency Investment Funds (L.A.I.F.)	3,462,210	58,649	3,520,859
Money Market - Morgan Stanley	50,963	(50,963)	0
Cash and Cash Equivalents	<u>\$ 17,399,635</u>	<u>(4,070,627)</u>	<u>\$ 13,329,008</u>
Investments Morgan Stanley - current	--	139,899	139,899
Accounts Receivable	171,037	5,098,569	5,269,606
Prepaid Expense	--	--	--
Interfund Receivable/(payable)	<u>2,063,656</u>	<u>(72,020)</u>	<u>1,991,636</u>
Subtotal Current Assets	<u>19,634,328</u>	<u>1,095,821</u>	<u>20,730,149</u>
Noncurrent Assets			
Investments Morgan Stanley	20,035,483	547,172	20,582,656
Capital - Equipment, net of depreciation	--	--	--
	<u>20,035,483</u>	<u>547,172</u>	<u>20,582,656</u>
<b>Total Assets</b>	<b><u>\$ 39,669,811</u></b>	<b><u>\$ 1,642,994</u></b>	<b><u>\$ 41,312,805</u></b>
<b>Deferred Outflow of Resources:</b>			
Deferred outflow of resources - pension	<u>137,991</u>	<u>--</u>	<u>137,991</u>
<b>Liabilities:</b>			
Current Liabilities			
Accounts Payable	\$ 1,101	\$ (4,533)	\$ (3,432)
Prefunding deposits	--	--	--
Advance Contributions	--	--	--
Other Claim Liabilities - Castlepoint Reinsurance Insolvency	502,425	--	502,425
Current Portion of claims and claim adjustment	616,080	--	616,080
Subtotal Current Liabilities	<u>1,119,606</u>	<u>(4,533)</u>	<u>1,115,073</u>
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	3,515,682	(71,331)	3,444,351
Unallocated Loss Adjustment Expense (ULAE)	324,101	--	324,101
Subtotal Noncurrent Claim Liabilities	<u>3,839,783</u>	<u>(71,331)</u>	<u>3,768,452</u>
Net Pension Liability (NPL)	202,635	12,756	215,391
<b>Total Liabilities</b>	<b><u>\$ 5,162,024</u></b>	<b><u>\$ (63,108)</u></b>	<b><u>\$ 5,098,916</u></b>
<b>Deferred Inflow of Resources:</b>			
Deferred inflow of resources - pension	<u>50,296</u>	<u>--</u>	<u>50,296</u>
<b>Net Position:</b>			
Undesignated Net Position - Net Assets/(Deficit)	34,595,482	1,706,102	36,301,584
Designated - Capital Assets	--	--	--
<b>Total Net Position</b>	<b><u>\$ 34,595,482</u></b>	<b><u>\$ 1,706,102</u></b>	<b><u>\$ 36,301,584</u></b>
<b>Total Liabilities, Deferred Pension, and Ending Net Position</b>	<b><u>\$ 39,669,811</u></b>	<b><u>\$ 1,642,994</u></b>	<b><u>\$ 41,312,805</u></b>

**Alameda County Schools Insurance Group (ACSIG)**  
**Workers' Compensation**  
**Statement of Revenues, Expenditures and Changes in Net Fund Assets**  
**As of 12/31/2023 and For The Six Months Then Ended**

	2022/2023		2023/2024			
	Budget	Actuals	Budget	Activity		Percentage of Budget
				07/01/20223 - 12/31/2023	Variance	
<b>Operating Revenue:</b>						
Premiums Paid by Members	\$ 22,060,952	\$ 22,060,954	\$ 28,057,017	\$ 14,028,509	\$ 14,028,508	50.00 %
Return of Premiums	--	318	--	--	--	--
PIPS - Accelerated Profit Commissi	--	--	--	--	--	--
Total Operating Revenue	22,060,952	22,061,272	28,057,017	14,028,509	14,028,508	50.00
<b>Operating Expenditures:</b>						
Classified Salaries	88,740	87,930	126,676	42,893	83,784	33.86
Statutory Benefits	19,196	10,598	24,027	4,113	19,914	17.12
Health & Welfare	15,800	7,800	18,725	3,413	15,312	18.23
Employer Tax Expense	1,362	1,278	1,662	782	880	47.04
Net Pension Expense	44,065	27,410	64,519	25,512	39,007	39.54
Telephone & Internet	1,045	834	1,110	577	533	51.98
Supplies Office	800	1,252	800	1,024	(224)	128.00
Supplies - Other	600	750	1,200	171	1,029	14.25
Eligibility Processing	--	--	--	--	--	--
Brokerage Fees-Dental-ACSIG	--	--	--	--	--	--
Brokerage Fees-Dental-MD	--	--	--	--	--	--
Travel and Conferences	2,350	1,406	3,000	328	2,672	10.93
Mileage	1,200	973	1,200	375	825	31.25
Dues & Memberships	900	1,152	900	45	855	5.00
Postage & Meter	340	103	340	66	274	19.41
Insurance Expense-PIPS	22,066,667	22,134,268	24,596,271	12,298,136	12,298,135	50.00
Insurance Expense-PY Adj	500,000	657,717	1,000,000	--	1,000,000	--
Utility - Operating-Rent	5,782	3,705	5,074	1,048	4,026	20.65
Advertising	--	--	--	--	--	--
Contract Services - Actuarial	10,000	9,300	10,000	--	10,000	--
Contract Services -Claim Audit	--	--	19,200	--	19,200	--
Contract Services	--	--	5,000	--	5,000	--
Audit Fees	1,650	2,228	2,300	2,269	31	98.65
Other Services/Operating Expense:	1,300	806	1,300	343	957	26.38
Capital Equipment/Depreciation	500	--	500	--	500	--
Repairs & Maintenance	500	--	500	--	500	--
Legal	500	--	500	--	500	--
Accounting Services	2,472	2,472	2,550	1,273	1,277	49.92
County Courier	152	227	280	246	34	87.86
Shredding	180	186	250	58	192	23.20
Copier & Scanner	800	488	800	241	559	30.13
Claims Admin/Consult Services	92,400	92,400	87,000	63,750	23,250	73.28
Self-Insurance Fee	300,000	558,425	650,000	331,991	318,009	51.08
Claims Paid-WC	1,000,000	400,761	1,000,000	96,081	903,919	9.61
Claims Paid-PL	--	--	--	--	--	--
Physical Abilities Testing	20,000	6,083	20,000	--	20,000	--
Training	10,000	--	10,000	--	10,000	--
First-Aid Prog&Responder fees	35,000	2,307	35,000	2,137	32,863	6.11
Food Service/Sp Ed Training	--	--	--	--	--	--
Risk Mgmt Prevention Prog	250,000	74,708	250,000	227,500	22,500	91.00
EAP Program	200,000	165,508	200,000	87,428	112,572	43.71
Safety Inspections	--	--	--	--	--	--
Misc Bank Fees & WC Penalty Reu	1,000	--	1,000	10,248	(9,248)	1,024.80
Cobra Premiums	--	--	--	--	--	--
Dental Insurance Premiums	--	--	--	--	--	--
Vision Insurance Premiums	--	--	--	--	--	--
Claim Development Expense	(1,000,000)	(1,033,262)	(600,000)	(71,331)	(528,669)	11.89
Adjustment to Prefund Deposit	--	--	--	--	--	--
Total Operating Expenditures	23,675,301	23,219,813	27,541,684	13,130,717	14,410,968	47.68 %
<b>Net Increase/(Decrease) from Operations</b>	<b>(1,614,349)</b>	<b>(1,158,541)</b>	<b>515,333</b>	<b>897,792</b>	<b>(382,460)</b>	<b>174.22 %</b>
<b>Non Operating Income/(Expense)</b>						
Interest Income	150,000	597,952	400,000	172,200	227,800	43.05
Net Increase/(Decrease) in Fair Value	--	(169,531)	--	439,660	(439,660)	--
Realized Gain/(Loss) on Investments	--	(63,467)	--	196,449	(196,449)	--
Cumulative effect of GASB 68	--	--	--	--	--	--
Interfund Transfer, Other Income	--	--	--	--	--	--
Total Non Operating Income/(Expense)	150,000	364,954	400,000	808,309	(408,309)	202.08 %
<b>Net Increase/(Decrease) in Net Position</b>	<b>(1,464,349)</b>	<b>(793,587)</b>	<b>915,333</b>	<b>1,706,101</b>	<b>(790,769)</b>	<b>186.39 %</b>
<b>Beginning Balance Prior Year End</b>	<b>35,389,069</b>	<b>35,389,069</b>	<b>34,595,482</b>	<b>34,595,482</b>	<b>--</b>	<b>100.00 %</b>
<b>Ending Balance, as of 12/31/2023</b>	<b>\$ 33,924,720</b>	<b>\$ 34,595,482</b>	<b>\$ 35,510,815</b>	<b>\$ 36,301,584</b>	<b>\$ (790,769)</b>	<b>114</b>

**Alameda County Schools Insurance Group (ACSIG)**  
**Treasurer's Report- Statement of Net Assets**  
**Dental**  
**As of 06/30/2023 and 12/31/2023**

	<u>Audited</u> <u>As of</u> <u>06/30/2023</u>	<u>Activity</u> <u>07/01/2023 -</u> <u>12/31/2023</u>	<u>As of</u> <u>12/31/2023</u>
<b>Assets:</b>			
Current Assets			
Cash with County ACSIG #44901	\$ 2,221,247	754,186	\$ 2,975,433
Union Bank - Eligibility #9938	7,051,347	(207,718)	6,843,629
Union Bank - Expense #2064	171,058	160,692	331,750
Union Bank - Cobra Trust #0273	43,180	3,733	46,913
Union Bank - zero balance accounts	--	--	--
Cash and Cash Equivalents	<u>\$ 9,486,832</u>	<u>710,893</u>	<u>\$ 10,197,725</u>
Investments Morgan Stanley - current	--	--	--
Accounts Receivable	9,890,532	238,590	10,129,122
Prepaid Expense	--	--	--
Interfund Receivable/(payable)	<u>2,840,105</u>	<u>53,241</u>	<u>2,893,346</u>
Subtotal Current Assets	<u>22,217,469</u>	<u>1,002,724</u>	<u>23,220,193</u>
Noncurrent Assets			
Investments - Morgan Stanley	5,523,360	174,917	5,698,277
Capital - Equipment, net of depreciation	--	--	--
	<u>5,523,360</u>	<u>174,917</u>	<u>5,698,277</u>
<b>Total Assets</b>	<b><u>\$ 27,740,829</u></b>	<b><u>\$ 1,177,641</u></b>	<b><u>\$ 28,918,470</u></b>
<b>Deferred Outflow of Resources:</b>			
Deferred outflow of resources - pension	<u>322,978</u>	--	<u>322,978</u>
<b>Liabilities:</b>			
Current Liabilities			
Accounts Payable	\$ 2,890,104	\$ --	\$ 2,890,104
Prefunding deposits	4,533,115	--	4,533,115
Advance Contributions	--	--	--
Other Claim Liabilities	--	--	--
Current Portion of claims and claim adjustment	<u>1,758,000</u>	--	<u>1,758,000</u>
Subtotal Current Liabilities	<u>9,181,219</u>	--	<u>9,181,219</u>
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	--	--	--
Subtotal Noncurrent Claim Liabilities	--	--	--
Net Pension Liability (NPL)	<u>474,281</u>	<u>21,260</u>	<u>495,541</u>
<b>Total Liabilities</b>	<b><u>\$ 9,655,500</u></b>	<b><u>\$ 21,260</u></b>	<b><u>\$ 9,676,760</u></b>
<b>Deferred Inflow of Resources:</b>			
Deferred inflow of resources - pension	<u>117,721</u>	--	<u>117,721</u>
<b>Net Position:</b>			
Undesignated Net Position - Net Assets/(Deficit)	18,290,586	1,156,381	19,446,967
Designated - Capital Assets	--	--	--
<b>Total Net Position</b>	<b><u>\$ 18,290,586</u></b>	<b><u>\$ 1,156,381</u></b>	<b><u>\$ 19,446,967</u></b>
<b>Total Liabilities, Deferred Pension, and Ending Net Position</b>	<b><u>\$ 27,740,829</u></b>	<b><u>\$ 1,177,641</u></b>	<b><u>\$ 28,918,470</u></b>

**Alameda County Schools Insurance Group (ACSIG)**

**Dental**

**Statement of Revenues, Expenditures and Changes in Net Fund Assets**

**As of 12/31/2023 and For The Six Months Then Ended**

	2022/2023		2023/2024			
	Budget	Actuals	Budget	Activity 07/01/2023 - 12/31/2023	Variance	Percentage of Budget
<b>Operating Revenue:</b>						
Premiums Paid by Members	\$ 130,000,000	\$ 144,699,773	\$ 150,000,000	\$ 67,764,067	\$ 82,235,933	45.18 %
Return of Premiums/Rebate	--	--	--	--	--	--
Other Income	--	--	--	--	--	--
Total Operating Revenue	130,000,000	144,699,773	150,000,000	67,764,067	82,235,933	45.18
<b>Operating Expenditures:</b>						
Classified Salaries	261,270	235,269	322,594	118,599	203,995	36.76
Statutory Benefits	48,547	29,178	54,324	10,148	44,176	18.68
Health & Welfare	35,100	35,100	39,975	16,738	23,238	41.87
Employer Tax Expense	4,113	3,738	4,614	2,146	2,468	46.52
Net Pension Expense	154,702	58,462	170,189	42,520	127,669	24.98
Telephone & Internet	7,838	3,894	8,325	2,693	5,632	32.35
Supplies Office	6,000	5,843	6,000	4,780	1,220	79.67
Supplies - Other	4,500	3,502	9,000	798	8,202	8.87
Eligibility Processing	250,000	226,419	255,000	116,733	138,267	45.78
Brokerage Fees-Dental-ACSIG	325,000	312,447	340,000	161,186	178,814	47.41
Brokerage Fees-Dental-MD	725,000	712,220	750,000	195,379	554,621	26.05
Travel and Conferences	17,625	6,563	22,500	1,529	20,971	6.80
Mileage	9,000	4,541	9,000	1,750	7,250	19.44
Dues & Memberships	6,750	5,376	6,750	210	6,540	3.11
Postage & Meter	6,300	1,853	6,300	1,189	5,111	18.87
Insurance Expense	--	--	--	--	--	--
Insurance Expense - PY Adj	--	--	--	--	--	--
Net, Operating-Rent	43,365	27,784	38,055	7,855	30,200	20.64
Advertising	--	--	--	--	--	--
Contract Services - Actuarial	4,000	4,000	--	--	--	--
Contract Services -Claim Audit	--	--	--	--	--	--
Contracted Services	--	--	10,000	--	10,000	--
Audit Fees	12,375	10,395	17,250	10,588	6,662	61.38
Other Services/Operating Expense:	10,000	3,763	10,000	1,602	8,398	16.02
Capital Equipment/Depreciation	7,500	--	7,500	--	7,500	--
Repairs & Maintenance	3,750	--	3,750	--	3,750	--
Legal	5,000	--	5,000	--	5,000	--
Accounting Services	11,536	11,536	11,900	5,941	5,959	49.92
County Courier	1,140	1,059	2,100	1,147	953	54.63
Shredding	600	869	1,125	273	852	24.27
Copier & Scanner	16,200	8,783	16,200	4,329	11,871	26.72
Claims Administration Services	--	--	--	--	--	--
Self-Insurance Fee	--	--	--	--	--	--
Claims Paid-WC	--	--	--	--	--	--
Claims Paid-PL	--	--	--	--	--	--
Physical Abilities Testing	--	--	--	--	--	--
Training	--	--	--	--	--	--
First-Aid Program	--	--	--	--	--	--
Food Service Training	--	--	--	--	--	--
Special Ed Training	--	--	--	--	--	--
Incentives	--	--	--	--	--	--
Safety Inspections	--	--	--	--	--	--
Bank Charge	5,000	2,243	5,000	160	4,840	3.20
Cobra Premiums	300,000	186,045	300,000	84,576	215,424	28.19
Dental Insurance Premiums	127,590,000	138,206,038	146,190,000	66,042,860	80,147,140	45.18
Vision Insurance Premiums	--	--	--	--	--	--
Claim Development Expense	300,000	(388,000)	300,000	--	300,000	--
Adjustment to Prefund Deposit	--	100,000	--	--	--	--
Total Operating Expenditures	130,172,211	139,818,921	148,922,451	66,835,728	82,086,723	44.88 %
<b>Net Increase/(Decrease) from Operations</b>	(172,211)	4,880,852	1,077,549	928,339	149,210	86.15 %
<b>Non Operating Income/(Expense)</b>						
Interest Income	10,000	165,818	120,000	53,123	66,877	44.27
Net Increase/(Decrease) in Fair Value	--	(46,618)	--	120,897	(120,897)	--
Realized Gain/(Loss) on Investments	--	(17,452)	--	54,020	(54,020)	--
Cumulative effect of GASB 68	--	--	--	--	--	--
I Transfer, YE Close, Rebate	--	--	--	--	--	--
Total Non Operating Income/(Expense)	10,000	101,748	120,000	228,040	(108,040)	190.03 %
<b>Net Increase/(Decrease) in Net Position</b>	(162,211)	4,982,600	1,197,549	1,156,379	41,170	96.56 %
<b>Beginning Balance Prior Year End</b>	13,307,986	13,307,986	18,290,587	18,290,587	--	100.00 %
<b>Ending Balance, as of 12/31/2023</b>	<b>\$ 13,145,775</b>	<b>\$ 18,290,586</b>	<b>\$ 19,488,136</b>	<b>\$ 19,446,967</b>	<b>\$ 41,170</b>	

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**Alameda County Schools Insurance Group (ACSIG)**  
**Treasurer's Report- Statement of Net Assets**  
**Vision**  
**As of 06/30/2023 and 12/31/2023**

	Audited As of 06/30/2023	Activity 07/01/2023 - 12/31/2023	As of 12/31/2023
<b>Assets:</b>			
Current Assets			
Cash with County #44902	\$ 3,682,784	(30,473)	\$ 3,652,311
Funds in Transit - #44902 to Morgan Stanley Investments	--	--	--
Cash and Cash Equivalents	<u>3,682,784</u>	<u>(30,473)</u>	<u>3,652,311</u>
Investments Morgan Stanley - current	--	--	--
Accounts Receivable	646,419	1,352	647,771
Prepaid Expense	--	--	--
Interfund Receivable/(payable)	<u>(50,667)</u>	<u>(31,750)</u>	<u>(82,417)</u>
Subtotal Current Assets	<u>4,278,536</u>	<u>(60,871)</u>	<u>4,217,665</u>
Noncurrent Assets			
Investments - Morgan Stanley	1,067,074	33,793	1,100,867
Capital - Equipment, net of depreciation	<u>--</u>	<u>--</u>	<u>--</u>
	<u>1,067,074</u>	<u>33,793</u>	<u>1,100,867</u>
<b>Total Assets</b>	<b><u>\$ 5,345,610</u></b>	<b><u>\$ (27,078)</u></b>	<b><u>\$ 5,318,532</u></b>
<b>Deferred Outflow of Resources:</b>			
Deferred outflow of resources - pension	<u>51,831</u>	<u>--</u>	<u>51,831</u>
<b>Liabilities:</b>			
Current Liabilities			
Accounts Payable	\$ 812,533	\$ (161,046)	\$ 651,487
Prefunding deposits	577,955	--	577,955
Advance Contributions	--	--	--
Other Claim Liabilities	--	--	--
Current Portion of claims and claim adjustment	545,000	--	545,000
Subtotal Current Liabilities	<u>1,935,488</u>	<u>(161,046)</u>	<u>1,774,442</u>
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	<u>--</u>	<u>--</u>	<u>--</u>
Subtotal Noncurrent Claim Liabilities	<u>--</u>	<u>--</u>	<u>--</u>
Net Pension Liability (NPL)	76,113	4,252	80,365
<b>Total Liabilities</b>	<b><u>\$ 2,011,601</u></b>	<b><u>\$ (156,794)</u></b>	<b><u>\$ 1,854,807</u></b>
<b>Deferred Inflow of Resources:</b>			
Deferred inflow of resources - pension	<u>18,892</u>	<u>--</u>	<u>18,892</u>
<b>Net Position:</b>			
Undesignated Net Position - Net Assets/(Deficit)	3,366,948	129,716	3,496,664
Designated - Capital Assets	<u>--</u>	<u>--</u>	<u>--</u>
<b>Total Net Position</b>	<b><u>\$ 3,366,948</u></b>	<b><u>\$ 129,716</u></b>	<b><u>\$ 3,496,664</u></b>
<b>Total Liabilities, Deferred Pension, and Ending Net Position</b>	<b><u>\$ 5,345,610</u></b>	<b><u>\$ (27,078)</u></b>	<b><u>\$ 5,318,532</u></b>

**Alameda County Schools Insurance Group (ACSIG)**

**Vision**

**Statement of Revenues, Expenditures and Changes in Net Fund Assets**

**As of 12/31/2023 and For The Six Months Then Ended**

	2022/2023		2023/2024			
	Budget	Actuals	Budget	Activity	Variance	Percentage of Budget
				07/01/20223 - 12/31/2023		
<b>Operating Revenue:</b>						
Premiums Paid by Members	\$ 5,600,000	\$ 7,989,687	\$ 8,200,000	\$ 4,130,096	\$ 4,069,904	50.37 %
Retrun of Premiums	--	--	--	--	--	--
Other Income	--	--	--	--	--	--
Total Operating Revenue	5,600,000	7,989,687	8,200,000	4,130,096	4,069,904	50.37
<b>Operating Expenditures:</b>						
Classified Salaries	36,139	34,636	47,971	17,169	30,803	35.79
Statutory Benefits	6,306	4,573	7,721	1,739	5,982	22.52
Health & Welfare	3,900	3,900	4,875	1,787	3,088	36.66
Employer Tax Expense	564	522	664	312	352	46.98
Net Pension Expense	17,945	9,939	23,715	8,504	15,211	35.86
Telephone & Internet	1,045	556	1,110	385	725	34.68
Supplies Office	800	835	800	683	117	85.38
Supplies - Other	600	500	1,200	114	1,086	9.50
Eligibility Processing	--	--	--	--	--	--
Brokerage Fees-Dental-ACSIG	--	--	--	--	--	--
Brokerage Fees-Dental-MD	--	--	--	--	--	--
Travel and Conferences	2,350	938	3,000	218	2,782	7.27
Mileage	1,200	649	1,200	250	950	20.83
Dues & Memberships	900	768	900	30	870	3.33
Postage & Meter	340	103	340	66	274	19.41
Insurance Expense	--	--	--	--	--	--
Insurance Expense - PY Adj	--	--	--	--	--	--
Utility - Operating-Rent	5,782	3,705	5,074	1,048	4,026	20.65
Advertising	--	--	--	--	--	--
Contract Services - Actuarial	1,500	1,000	--	--	--	--
Contract Services -Claim Audit	--	--	--	--	--	--
Contract Services	--	--	--	--	--	--
Audit Fees	1,650	1,485	2,300	1,513	787	65.78
Other Services/Operating Expense:	1,000	538	1,000	229	771	22.90
Capital Equipment/Depreciation	1,000	--	1,000	--	1,000	--
Repairs & Maintenance	500	--	500	--	500	--
Legal	1,000	--	1,000	--	1,000	--
Accounting Services	1,648	1,648	1,700	849	851	49.94
County Courier	152	151	280	164	116	58.57
Shredding	80	124	150	39	111	26.00
Copier & Scanner	800	488	800	241	559	30.13
Claims Administration Services	--	--	--	--	--	--
Self-Insurance Fee	--	--	--	--	--	--
Claims Paid-WC	--	--	--	--	--	--
Claims Paid-PL	--	--	--	--	--	--
Physical Abilities Testing	--	--	--	--	--	--
Training	--	--	--	--	--	--
First-Aid Program	--	--	--	--	--	--
Food Service Training	--	--	--	--	--	--
Special Ed Training	--	--	--	--	--	--
Incentives	--	--	--	--	--	--
Safety Inspections	--	--	--	--	--	--
Bank Charge & WC Penalty Reimb	--	--	--	--	--	--
Cobra Premiums	--	--	--	--	--	--
Dental Insurance Premiums	--	--	--	--	--	--
Vision Insurance Premiums	5,521,000	7,551,360	8,000,000	4,030,026	3,969,974	50.38
Claim Development Expense	--	154,000	--	--	--	--
Adjustment to Prefund Deposit	--	82,870	--	--	--	--
Total Operating Expenditures	5,608,201	7,855,288	8,107,300	4,065,366	4,041,934	50.14 %
<b>Net Increase/(Decrease) from Operations</b>	(8,201)	134,399	92,700	64,730	27,970	69.83 %
<b>Non Operating Income/(Expense)</b>						
Interest Income	30,000	65,082	60,000	31,192	28,808	51.99
Net Increase/(Decrease) in Fair Value	--	(9,006)	--	23,357	(23,357)	--
Realized Gain/(Loss) on Investments	--	(3,373)	--	10,436	(10,436)	--
Cumulative effect of GASB 68	--	--	--	--	--	--
Interfund Transfer	--	--	--	--	--	--
Total Non Operating Income/(Expense)	30,000	52,703	60,000	64,985	(4,985)	108.31 %
<b>Net Increase/(Decrease) in Net Position</b>	21,799	187,102	152,700	129,715	22,985	84.95 %
<b>Beginning Balance Prior Year End</b>	3,179,847	3,179,847	3,366,949	3,366,949	--	100.00 %
<b>Ending Balance, as of 12/31/2023</b>	<b>\$ 3,201,646</b>	<b>\$ 3,366,948</b>	<b>\$ 3,519,649</b>	<b>\$ 3,496,664</b>	<b>\$ 22,985</b>	

**Alameda County Schools Insurance Group (ACSIG)**  
**Treasurer's Report- Statement of Net Assets**  
**Property and Liability**  
**As of 06/30/2023 and 12/31/2023**

	<u>Audited</u> <u>As of</u> <u>06/30/2023</u>	<u>Activity</u> <u>07/01/2023 -</u> <u>12/31/2023</u>	<u>As of</u> <u>12/31/2023</u>
<b>Assets:</b>			
Current Assets			
Cash with County - #44903	\$ 5,617,607	(1,843,918)	\$ 3,773,689
Funds in Transit - #44903 to Morgan Stanley Investments	--	--	--
Union Bank - Checking #0311	116,369	(1,443)	114,926
Union Bank - Claims Trust #1186	21,546	(8,249)	13,297
Cash and Cash Equivalents	<u>\$ 5,755,522</u>	<u>(1,853,610)</u>	<u>\$ 3,901,912</u>
Investments Morgan Stanley - current	--	--	--
Accounts Receivable	7,827	975,139	982,966
Prepaid Expense	--	1,175,387	1,175,387
Interfund Receivable/(payable)	<u>(4,607,975)</u>	<u>(22,105)</u>	<u>(4,630,080)</u>
Subtotal Current Assets	<u>1,155,374</u>	<u>274,811</u>	<u>1,430,185</u>
Noncurrent Assets			
Investments - Morgan Stanley	--	--	--
Capital - Equipment, net of depreciation	--	--	--
	<u>--</u>	<u>--</u>	<u>--</u>
<b>Total Assets</b>	<b><u>\$ 1,155,374</u></b>	<b><u>\$ 274,811</u></b>	<b><u>\$ 1,430,185</u></b>
<b>Deferred Outflow of Resources:</b>			
Deferred outflow of resources - pension	<u>43,079</u>	<u>--</u>	<u>43,079</u>
<b>Liabilities:</b>			
Current Liabilities			
Accounts Payable	\$ 3,077	\$ (2,107)	\$ 970
Prefunding deposits	--	--	--
Advance Contributions	--	--	--
Other Claim Liabilities	--	--	--
Current Portion of claims and claim adjustment	132,219	12,357	144,576
Subtotal Current Liabilities	<u>135,296</u>	<u>10,250</u>	<u>145,546</u>
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	108,179	10,111	118,290
Unallocated Loss Adjustment Expense (ULAE)	79,194	--	79,194
Subtotal Noncurrent Claim Liabilities	<u>187,373</u>	<u>10,111</u>	<u>197,484</u>
Net Pension Liability (NPL)	<u>63,260</u>	<u>4,253</u>	<u>67,513</u>
<b>Total Liabilities</b>	<b><u>\$ 385,929</u></b>	<b><u>\$ 24,614</u></b>	<b><u>\$ 410,543</u></b>
<b>Deferred Inflow of Resources:</b>			
Deferred inflow of resources - pension	<u>15,702</u>	<u>--</u>	<u>15,702</u>
<b>Net Position:</b>			
Undesignated Net Position - Net Assets/(Deficit)	796,822	250,197	1,047,019
Designated - Capital Assets	<u>--</u>	<u>--</u>	<u>--</u>
<b>Total Net Position</b>	<b><u>\$ 796,822</u></b>	<b><u>\$ 250,197</u></b>	<b><u>\$ 1,047,019</u></b>
<b>Total Liabilities, Deferred Pension, and Ending Net Position</b>	<b><u>\$ 1,155,374</u></b>	<b><u>\$ 274,811</u></b>	<b><u>\$ 1,430,185</u></b>

**Alameda County Schools Insurance Group (ACSIG)**  
**Property and Liability**  
**Statement of Revenues, Expenditures and Changes in Net Fund Assets**  
**As of 12/31/2023 and For The Six Months Then Ended**

	2022/2023		2023/2024			
	Budget	Actuals	Budget	Activity 07/01/20223 - 12/31/2023	Variance	Percentage of Budget
<b>Operating Revenue:</b>						
Premiums Paid by Members	\$ 2,556,056	\$ 2,556,062	\$ 2,896,093	\$ 1,448,047	\$ 1,448,046	50.00 %
Return of Premiums	--	--	--	--	--	--
Other Income	--	--	--	--	--	--
Total Operating Revenue	2,556,056	2,556,062	2,896,093	1,448,047	1,448,046	50.00
<b>Operating Expenditures:</b>						
Classified Salaries	26,300	26,647	39,357	12,862	26,495	32.68
Statutory Benefits	3,945	3,011	5,653	1,188	4,465	21.02
Health & Welfare	1,950	1,950	2,925	811	2,114	27.73
Employer Tax Expense	399	379	499	234	265	46.81
Net Pension Expense	13,060	8,737	19,902	8,506	11,397	42.74
Telephone & Internet	523	279	555	193	362	34.74
Supplies Office	400	417	400	342	58	85.53
Supplies - Other	300	251	600	57	543	9.49
Eligibility Processing	--	--	--	--	--	--
Brokerage Fees-Dental-ACSIG	--	--	--	--	--	--
Brokerage Fees-Dental-MD	--	--	--	--	--	--
Travel and Conferences	600	469	600	109	491	18.10
Mileage	450	325	450	125	325	27.78
Dues & Memberships	--	384	--	15	(15)	--
Postage & Meter	350	--	350	--	350	--
Insurance Expense-NCR	2,267,837	2,097,743	2,350,774	1,175,387	1,175,387	50.00
Insurance Expense-PY Adj	--	--	--	--	--	--
Utility - Operating-Rent	2,891	1,852	2,537	522	2,015	20.59
Advertising	--	--	--	--	--	--
Contract Services - Actuarial	5,000	--	7,500	--	7,500	--
Contract Services -Claim Audit	--	--	--	--	--	--
Contract Services	--	--	--	--	--	--
Audit Fees	825	742	1,150	755	395	65.65
Other Services/Operating Expenses	--	269	--	114	(114)	--
Capital Equipment/Depreciation	500	--	500	--	500	--
Repairs & Maintenance	250	--	250	--	250	--
Legal	250	--	250	--	250	--
Accounting Services	824	824	850	424	426	49.88
County Courier	75	76	140	82	58	58.31
Shredding	40	63	75	19	56	25.74
Copier & Scanner	100	--	100	--	100	--
Claims Administration Services	19,000	12,069	20,000	3,719	16,281	18.60
Self-Insurance Fee	--	--	--	--	--	--
Claims Paid-WC	--	--	--	--	--	--
Claims Paid-PL	100,000	151,492	100,000	3,953	96,047	3.95
Physical Abilities Testing	--	--	--	--	--	--
Training	--	--	--	--	--	--
First-Aid Program	--	--	--	--	--	--
Food Service Training	--	--	--	--	--	--
Special Ed Training	--	--	--	--	--	--
Incentives	--	--	--	--	--	--
Safety Inspections	19,000	--	20,000	--	20,000	--
Bank Charge & WC Penalty Reimb	--	--	--	--	--	--
Cobra Premiums	--	--	--	--	--	--
Dental Insurance Premiums	--	--	--	--	--	--
Vision Insurance Premiums	--	--	--	--	--	--
Claim Development Expense	--	108,430	--	22,468	(22,468)	--
Adjustment to Prefund Deposit	--	--	--	--	--	--
Total Operating Expenditures	2,464,869	2,416,406	2,575,417	1,231,884	1,343,533	47.83 %
<b>Net Increase/(Decrease) from Operations</b>	91,187	139,656	320,676	216,163	104,513	67.41 %
<b>Non Operating Income/(Expense)</b>						
Interest Income	9,000	56,589	59,000	34,034	24,966	57.68
Net Increase/(Decrease) in Fair Value	--	--	--	--	--	--
Realized Gain/(Loss) on Investments	--	--	--	--	--	--
Cumulative effect of GASB 68	--	--	--	--	--	--
Interfund Transfer, Other Income	--	--	--	--	--	--
Total Non Operating Income/(Expense)	9,000	56,589	59,000	34,034	24,966	57.68 %
<b>Net Increase/(Decrease) in Net Position</b>	100,187	196,245	379,676	250,197	129,479	65.90 %
<b>Beginning Balance Prior Year End</b>	600,577	600,577	796,822	796,822	--	100.00 %
<b>Ending Balance, as of 12/31/2023</b>	\$ 700,764	\$ 796,822	\$ 1,176,498	\$ 1,047,019	\$ 129,479	

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**Alameda County Schools Insurance Group (ACSIG)**  
**Treasurer's Report- Statement of Net Assets**  
**Operations**  
**As of 06/30/2023 and 12/31/2023**

	<u>Audited</u> <u>As of</u> <u>06/30/2023</u>	<u>Activity</u> <u>07/01/2023 -</u> <u>12/31/2023</u>	<u>As of</u> <u>12/31/2023</u>
<b>Assets:</b>			
Current Assets			
Union Bank - Payroll #0176	\$ 147,342	(3,109)	\$ 144,233
Union Bank Checking Account #1521	115,955	(72,937)	43,018
Cash and Cash Equivalents	<u>\$ 263,297</u>	<u>(76,046)</u>	<u>\$ 187,251</u>
Investments Morgan Stanley - current	--	--	--
Accounts Receivable	--	--	--
Prepaid Expense	8,465	--	8,465
Interfund Receivable/(payable)	<u>(245,119)</u>	<u>72,634</u>	<u>(172,485)</u>
Subtotal Current Assets	<u>26,643</u>	<u>(3,412)</u>	<u>23,231</u>
Noncurrent Assets			
Investments - Morgan Stanley	--	--	--
Capital - Equipment, net of depreciation	<u>--</u>	<u>--</u>	<u>--</u>
	<u>--</u>	<u>--</u>	<u>--</u>
<b>Total Assets</b>	<u><b>\$ 26,643</b></u>	<u><b>\$ (3,412)</b></u>	<u><b>\$ 23,231</b></u>
<b>Deferred Outflow of Resources:</b>			
Deferred outflow of resources - pension	<u>--</u>	<u>--</u>	<u>--</u>
<b>Liabilities:</b>			
Current Liabilities			
Accounts Payable	\$ 31,974	\$ (3,412)	\$ 28,562
Prefunding deposits	--	--	--
Advance Contributions	--	--	--
Other Claim Liabilities	--	--	--
Current Portion of claims and claim adjustment	--	--	--
Subtotal Current Liabilities	<u>31,974</u>	<u>(3,412)</u>	<u>28,562</u>
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	<u>--</u>	<u>--</u>	<u>--</u>
Subtotal Noncurrent Claim Liabilities	<u>--</u>	<u>--</u>	<u>--</u>
Net Pension Liability (NPL)	<u>--</u>	<u>--</u>	<u>--</u>
<b>Total Liabilities</b>	<u><b>\$ 31,974</b></u>	<u><b>\$ (3,412)</b></u>	<u><b>\$ 28,562</b></u>
<b>Deferred Inflow of Resources:</b>			
Deferred inflow of resources - pension	<u>--</u>	<u>--</u>	<u>--</u>
<b>Net Position:</b>			
Undesignated Net Position - Net Assets/(Deficit)	(5,331)	--	(5,331)
Designated - Capital Assets	<u>--</u>	<u>--</u>	<u>--</u>
<b>Total Net Position</b>	<u><b>\$ (5,331)</b></u>	<u><b>\$ --</b></u>	<u><b>\$ (5,331)</b></u>
<b>Total Liabilities, Deferred Pension, and Ending Net Position</b>	<u><b>\$ 26,643</b></u>	<u><b>\$ (3,412)</b></u>	<u><b>\$ 23,231</b></u>

**Alameda County Schools Insurance Group (ACSIG)**

**Operations**

**Statement of Revenues, Expenditures and Changes in Net Fund Assets**

**As of 12/31/2023 and For The Six Months Then Ended**

	2022/2023		2023/2024			
	Budget	Actuals	Budget	Activity		Percentage of Budget
				07/01/20223 - 12/31/2023	Variance	
<b>Operating Revenue:</b>						
Contributions	\$ --	\$ --	\$ --	\$ --	\$ --	-- %
Offset to Rent - Sub Lease	--	--	--	--	--	--
Total Operating Revenue	--	--	--	--	--	--
<b>Operating Expenditures:</b>						
Classified Salaries	--	--	--	--	--	--
Statutory Benefits	--	--	--	--	--	--
Health & Welfare	--	--	--	--	--	--
Employer Tax Expense	--	--	--	--	--	--
Net Pension Expense	--	--	--	--	--	--
Telephone & Internet	--	--	--	--	--	--
Supplies Office	--	--	--	--	--	--
Supplies - Other	--	--	--	--	--	--
Eligibility Processing	--	--	--	--	--	--
Brokerage Fees-Dental-ACSIG	--	--	--	--	--	--
Brokerage Fees-Dental-MD	--	--	--	--	--	--
Travel and Conferences	--	--	--	--	--	--
Mileage	--	--	--	--	--	--
Dues & Memberships	--	--	--	--	--	--
Postage & Meter	--	--	--	--	--	--
Insurance Expense	--	--	--	--	--	--
Utility - Operating-Rent	--	--	--	--	--	--
Advertising	--	--	--	--	--	--
Contract Services - Actuarial	--	--	--	--	--	--
Contract Services -Claim Audit	--	--	--	--	--	--
Contract Services	--	--	--	--	--	--
Audit Fees	--	--	--	--	--	--
Other Services/Operating Expense:	--	--	--	--	--	--
Capital Equipment/Depreciation	--	--	--	--	--	--
Repairs & Maintenance	--	--	--	--	--	--
Legal	--	--	--	--	--	--
Accounting Services	--	--	--	--	--	--
County Courier	--	--	--	--	--	--
Shredding	--	--	--	--	--	--
Copier & Scanner	--	--	--	--	--	--
Claims Administration Services	--	--	--	--	--	--
Self-Insurance Fee	--	--	--	--	--	--
Claims Paid-WC	--	--	--	--	--	--
Claims Paid-PL	--	--	--	--	--	--
Physical Abilities Testing	--	--	--	--	--	--
Training	--	--	--	--	--	--
First-Aid Program	--	--	--	--	--	--
Food Service Training	--	--	--	--	--	--
Special Ed Training	--	--	--	--	--	--
Incentives	--	--	--	--	--	--
Safety Inspections	--	--	--	--	--	--
Bank Charge & WC Penalty Reimb	--	--	--	--	--	--
Cobra Premiums	--	--	--	--	--	--
Dental Insurance Premiums	--	--	--	--	--	--
Insurance - Vision	--	--	--	--	--	--
Claim Development Expense	--	--	--	--	--	--
ACA Fees	--	--	--	--	--	--
Total Operating Expenditures	--	--	--	--	--	-- %
<b>Net Increase/(Decrease) from Operations</b>	--	--	--	--	--	-- %
<b>Non Operating Income/(Expense)</b>						
Interest Income	--	--	--	--	--	--
Net Increase/(Decrease) in Fair Value	--	--	--	--	--	--
Realized Gain/(Loss) on Investments	--	--	--	--	--	--
Cumulative effect of GASB 68	--	--	--	--	--	--
Interfund Transfer & YE Close	--	--	--	--	--	--
Total Non Operating Income/(Expense)	--	--	--	--	--	-- %
<b>Net Increase/(Decrease) in Net Position</b>	--	--	--	--	--	-- %
<b>Beginning Balance Prior Year End</b>	(5,331)	(5,331)	(5,331)	(5,331)	--	100.00 %
<b>Ending Balance, as of 12/31/2023</b>	<b>\$ (5,331)</b>	<b>\$ (5,331)</b>	<b>\$ (5,331)</b>	<b>\$ (5,331)</b>	<b>\$ --</b>	

**Alameda County Schools Insurance Group (ACSIG)**  
**Schedule of Claim Liabilities for Workers' Compensation**  
**As of 12/31/2023**

	Self-Insured Program Years												Totals to Page 7A
	1978/1979	1984/1985	1985/1986	1986/1987	1987/1988	1988/1989	1989/1990	1990/1991	1991/1992	1992/1993	1993/1994	1994/1995	
Paid Claims	\$ 916,273	\$ 1,828,533	\$ 2,870,506	\$ 2,719,577	\$ 2,895,548	\$ 4,021,407	\$ 2,948,835	\$ 5,562,595	\$ 5,166,999	\$ 4,282,745	\$ 3,731,925	\$ 4,808,590	\$ 41,753,533
Reserves	--	--	22,825	10,103	--	--	--	3,302	--	--	24,338	125,368	185,936
Incurred Claims	916,273	1,828,533	2,893,331	2,729,680	2,895,548	4,021,407	2,948,835	5,565,897	5,166,999	4,282,745	3,756,263	4,933,958	41,939,469
Incurred But Not Reported (IBNR)	--	--	(23,331)	10,320	14,452	3,593	3,165	14,103	22,001	24,255	43,737	66,042	178,337
Non- Discounted Estimated Ultimate Incurred (1)	916,273	1,828,533	2,870,000	2,740,000	2,910,000	4,025,000	2,952,000	5,580,000	5,189,000	4,307,000	3,800,000	5,000,000	42,117,806
Anticipated Investment Income (Discount) (2)	--	--	506	(858)	(723)	(219)	(215)	(1,584)	(2,332)	(2,911)	(8,373)	(27,180)	(43,889)
Discounted Estimated Ultimate (1-2)	916,273	1,828,533	2,870,506	2,739,142	2,909,277	4,024,781	2,951,785	5,578,416	5,186,668	4,304,089	3,791,627	4,972,820	42,073,917
Paid Claims	(916,273)	(1,828,533)	(2,870,506)	(2,719,577)	(2,895,548)	(4,021,407)	(2,948,835)	(5,562,595)	(5,166,999)	(4,282,745)	(3,731,925)	(4,808,590)	(41,753,533)
Remaining Estimated Unpaid Claim Liabilities	\$ --	\$ --	\$ --	\$ 19,565	\$ 13,729	\$ 3,374	\$ 2,950	\$ 15,821	\$ 19,669	\$ 21,344	\$ 59,702	\$ 164,230	\$ 320,384

(1) Per Bay Actuarial Consultants actuarial study dated January 2023.

(2) Discounted at 2%, 06/30/2012, 1.5%, 2014, 2015, 2016, 2017, 2018 1.75%, 2019 1.50%, 2020 .75%, 2021-2022 1.5%, 2022-2023 3.5%.

Historical Discounted Estimated Ultimate Incurred:														
As of 06/30/2015	10	959,745	1,828,378	2,944,649	2,957,392	2,916,153	4,077,607	2,993,338	5,759,425	5,259,555	4,304,405	3,847,149	5,130,367	42,978,163
As of 06/30/2016	9	919,585	1,828,378	2,935,792	2,958,911	2,907,220	4,065,869	2,966,210	5,750,806	5,315,636	4,278,349	3,855,186	5,114,027	42,895,969
As of 06/30/2017	8	947,318	1,828,378	2,876,895	2,952,342	2,907,650	4,084,897	2,985,063	5,734,186	5,316,245	4,408,281	3,947,076	5,151,520	43,139,851
As of 06/30/2018	7	947,015	1,828,378	2,876,710	2,988,624	2,945,002	4,094,286	2,994,624	5,743,707	5,315,284	4,422,773	3,926,130	5,110,111	43,192,644
As of 06/30/2019	6	916,273	1,828,533	2,887,520	3,031,167	2,934,013	4,038,122	2,940,000	5,678,821	5,314,160	4,358,612	4,009,428	5,051,755	42,988,404
As of 06/30/2020	5	916,273	1,828,533	2,887,952	2,996,520	2,916,419	4,056,820	2,958,440	5,698,048	5,288,270	4,370,463	3,958,606	4,958,067	42,834,411
As of 06/30/2021	4	916,273	1,828,533	2,879,283	2,974,319	2,918,168	4,058,164	2,951,436	5,655,461	5,274,915	4,294,424	3,796,118	4,979,092	42,526,186
As of 06/30/2022	3	916,273	1,828,533	2,869,705	2,975,766	2,909,009	4,024,862	2,951,508	5,626,654	5,189,704	4,307,451	3,758,617	4,975,724	42,333,806
As of 06/30/2023	2	916,273	1,828,533	2,870,331	2,739,122	2,909,277	4,024,781	2,951,785	5,578,416	5,186,668	4,304,089	3,791,589	4,972,203	42,073,067
As of 12/31/2023	1	916,273	1,828,533	2,870,506	2,739,142	2,909,277	4,024,781	2,951,785	5,578,416	5,186,668	4,304,089	3,791,627	4,972,820	42,073,917
Increase/Decrease		--	--	175	20	--	--	--	--	--	--	38	617	850

**Alameda County Schools Insurance Group (ACSIG)**  
**Schedule of Claim Liabilities for Workers' Compensation**  
**As of 12/31/2023**

	Totals From Page 7	Self-Insured Program Years							Totals To Page 7B
		1995/1996	1996/1997	1997/1998	1998/1999	1999/2000	2000/2001	2001/2002	
Paid Claims	\$ 41,753,533	\$ 5,413,151	\$ 7,276,289	\$ 6,832,454	\$ 9,448,020	\$ 7,672,109	\$ 10,969,023	\$ 11,933,492	\$ 101,298,071
Reserves	185,936	25,451	41,945	87,057	524,787	207,735	167,344	209,427	1,449,682
Incurred Claims	<u>41,939,469</u>	<u>5,438,602</u>	<u>7,318,234</u>	<u>6,919,511</u>	<u>9,972,807</u>	<u>7,879,844</u>	<u>11,136,367</u>	<u>12,142,919</u>	<u>102,747,753</u>
Incurred But Not Reported (IBNR)	<u>178,337</u>	<u>151,398</u>	<u>51,766</u>	<u>140,489</u>	<u>287,193</u>	<u>90,156</u>	<u>213,633</u>	<u>217,081</u>	<u>1,330,053</u>
Non- Discounted Estimated Ultimate Incurred (1)	42,117,806	5,590,000	7,370,000	7,060,000	10,260,000	7,970,000	11,350,000	12,360,000	104,077,806
Anticipated Investment Income (Discount) (2)	(43,889)	(28,296)	(17,055)	(46,192)	(164,020)	(61,961)	(75,814)	(83,169)	(520,396)
Discounted Estimated Ultimate (1-2)	<u>42,073,917</u>	<u>5,561,704</u>	<u>7,352,945</u>	<u>7,013,808</u>	<u>10,095,980</u>	<u>7,908,039</u>	<u>11,274,186</u>	<u>12,276,831</u>	<u>103,557,410</u>
Paid Claims	<u>(41,753,533)</u>	<u>(5,413,151)</u>	<u>(7,276,289)</u>	<u>(6,832,454)</u>	<u>(9,448,020)</u>	<u>(7,672,109)</u>	<u>(10,969,023)</u>	<u>(11,933,492)</u>	<u>(101,298,071)</u>
Remaining Estimated Unpaid Claim Liabilities	<u>\$ 320,384</u>	<u>\$ 148,553</u>	<u>\$ 76,656</u>	<u>\$ 181,354</u>	<u>\$ 647,960</u>	<u>\$ 235,930</u>	<u>\$ 305,163</u>	<u>\$ 343,339</u>	<u>\$ 2,259,339</u>

(1) Per Bay Actuarial Consultants actuarial study dated January 2023.

(2) Discounted at 2%, 06/30/2012, 1.5%, 2014, 2015, 2016, 2017, 2018 1.75%, 2019 1.50%, 2020 .75%, 2021-2022 1.5%, 2022-2023 3.5%.

Historical Discounted Estimated Ultimate Incurred:										
As of 06/30/2015	10	42,978,163	5,752,631	7,584,812	7,808,635	10,993,497	8,806,657	11,818,771	13,083,683	108,826,849
As of 06/30/2016	9	42,895,969	5,607,306	7,562,358	7,660,593	11,011,641	8,642,537	11,753,128	12,959,861	108,093,393
As of 06/30/2017	8	43,139,851	5,583,200	7,705,812	7,670,526	10,717,018	8,299,131	11,947,119	13,121,523	108,184,180
As of 06/30/2018	7	43,192,644	5,757,037	7,747,776	7,706,207	10,642,853	8,365,742	11,833,334	12,979,529	108,225,122
As of 06/30/2019	6	42,988,404	5,664,384	7,601,234	7,424,100	10,662,982	8,032,099	11,618,299	13,001,162	106,992,664
As of 06/30/2020	5	42,834,411	5,634,661	7,480,498	7,198,242	10,419,193	7,937,956	11,512,128	12,486,864	105,503,953
As of 06/30/2021	4	42,526,186	5,588,222	7,517,698	7,234,673	10,272,484	7,884,610	11,507,738	12,494,816	105,026,427
As of 06/30/2022	3	42,333,806	5,564,872	7,341,123	7,019,957	10,163,012	7,936,810	11,185,494	12,371,630	103,916,704
As of 06/30/2023	2	42,073,067	5,561,662	7,351,993	7,013,725	10,093,338	7,906,054	11,271,672	12,275,325	103,546,836
As of 12/31/2023	1	42,073,917	5,561,704	7,352,945	7,013,808	10,095,980	7,908,039	11,274,186	12,276,831	103,557,410
Increase/Decrease		850	42	952	83	2,642	1,985	2,514	1,506	10,574

**Alameda County Schools Insurance Group (ACSIG)  
Schedule of Claim Liabilities for Workers' Compensation  
As of 12/31/2023**

	Totals From Page 7A	Self-Insured Program Years								As of 12/31/2023 Totals	Activity	
		2002/2003	2003/2004	2004/2005	2005/2006	2006/2007	2007/2008	2008/2009	As of 06/30/2023 Totals		07/01/2023 - 12/31/2023	
Paid Claims	\$ 101,298,071	\$ 10,355,823	\$ 6,083,779	\$ 5,760,332	\$ 8,833,331	\$ 8,727,213	\$ 8,757,461	\$ 9,031,463	\$ 158,847,473	\$ 158,757,249	\$ 90,224	
Reserves	1,449,682	7,467	86,582	111,426	300,929	137,281	151,128	107,931	2,352,426	2,400,418	(47,992)	
Incurred Claims	102,747,753	10,363,290	6,170,361	5,871,758	9,134,260	8,864,494	8,908,589	9,139,394	161,199,899	161,157,667	42,232	
Incurred But Not Reported (IBNR)	1,330,053	6,710	119,639	408,242	255,740	195,506	191,411	260,606	2,767,907	2,810,139	(42,232)	
Non- Discounted Estimated Ultimate Incurred (1)	104,077,806	10,370,000	6,290,000	6,280,000	9,390,000	9,060,000	9,100,000	9,400,000	163,967,806	163,967,806	--	
Anticipated Investment Income (Discount) (2)	(520,396)	(3,020)	(44,544)	(116,925)	(128,591)	(76,874)	(82,209)	(87,343)	(1,059,902)	(1,078,795)	18,893	
Discounted Estimated Ultimate (1-2)	103,557,410	10,366,980	6,245,456	6,163,075	9,261,409	8,983,126	9,017,791	9,312,657	162,907,904	162,889,011	18,893	
Paid Claims	(101,298,071)	(10,355,823)	(6,083,779)	(5,760,332)	(8,833,331)	(8,727,213)	(8,757,461)	(9,031,463)	(158,847,473)	(158,757,249)	(90,224)	
Remaining Estimated Unpaid Claim Liabilities	\$ 2,259,339	\$ 11,157	\$ 161,677	\$ 402,743	\$ 428,078	\$ 255,913	\$ 260,330	\$ 281,194	\$ 4,060,431	\$ 4,131,762	\$ (71,331)	
(1) Per Bay Actuarial Consultants actuarial study dated January 2023.									Estimated Current Portion /Short-Term Liability (1) (616,080)			
									Estimated Non-Current portion of Claim Liabilities \$ 3,444,351			
(2) Discounted at 2%, 06/30/2012, 1.5%, 2014, 2015, 2016, 2017, 2018 1.75%, 2019 1.50%, 2020 .75%, 2021-2022 1.5%, 2022-2023 3.5%.												
<b>Historical Discounted Estimated Ultimate Incurred:</b>												
As of 06/30/2015	10	108,826,849	10,457,705	6,920,842	6,214,866	10,347,509	9,539,023	9,859,233	10,469,961	172,635,988		
As of 06/30/2016	9	108,093,393	10,531,877	6,860,336	6,223,567	10,366,713	9,216,061	9,639,692	10,101,017	171,032,656		
As of 06/30/2017	8	108,184,180	10,716,918	6,817,755	5,896,649	10,214,975	9,198,996	9,520,490	9,943,375	170,493,338		
As of 06/30/2018	7	108,225,122	10,697,201	6,689,784	6,028,771	10,128,423	9,250,450	9,475,767	9,593,861	170,089,379		
As of 06/30/2019	6	106,992,664	10,865,794	6,590,938	6,129,435	9,825,431	9,213,395	9,194,958	9,526,850	168,339,465		
As of 06/30/2020	5	105,503,953	10,632,710	6,438,165	6,018,634	9,707,983	9,117,968	9,129,259	9,527,330	166,119,058		
As of 06/30/2021	4	105,026,427	10,875,378	6,415,468	6,291,921	9,629,398	9,091,729	9,158,853	9,558,695	166,047,869		
As of 06/30/2022	3	103,916,704	10,734,521	6,229,163	6,219,994	9,353,771	9,031,538	9,058,613	9,362,025	163,906,329		
As of 06/30/2023	2	103,546,836	10,367,271	6,244,921	6,161,995	9,255,903	8,982,904	9,017,075	9,312,106	162,889,011		
As of 12/31/2023	1	103,557,410	10,366,980	6,245,456	6,163,075	9,261,409	8,983,126	9,017,791	9,312,657	162,907,904		
Increase/Decrease		10,574	(291)	535	1,080	5,506	222	716	551	18,893		

Claim Development Expense	
Claim Liabilities	\$ (71,331)
ULAE	--
Castlepoint	
Reinsurance	
Insolvency	0
	<u>\$ (71,331)</u>



# California State Treasurer *Fiona Ma, CPA*



Local Agency Investment Fund  
P.O. Box 942809  
Sacramento, CA 94209-0001  
(916) 653-3001

January 22, 2024

[LAIF Home](#)  
[PMIA Average Monthly Yields](#)

## ALAMEDA COUNTY SCHOOLS INSURANCE GROUP

RISK MANAGER  
P.O. BOX 2487  
DUBLIN, CA 94568

[Tran Type Definitions](#)

**Account Number:** 35-01-001

December 2023 Statement

### Account Summary

Total Deposit:	0.00	Beginning Balance:	3,520,859.32
Total Withdrawal:	0.00	Ending Balance:	3,520,859.32



## Alameda County Schools Insurance Group

P.O. Box 2487  
Dublin, CA 94568  
Phone (925) 225-1030  
Fax (925) 225-0653  
[www.acsig.com](http://www.acsig.com)

### EXECUTIVE SUMMARY

TO: ACSIG Executive Committee

FROM: Kimberly Dennis

DATE: February 8, 2024

SUBJECT: 2023/2024 Second Quarter Investment Report

Enclosed is ACSIG's 2023/2024 second quarter investment report. ACSIG's portfolio is benefiting from current market conditions with an increase in value this quarter. The Committee will discuss moving additional cash into the portfolio.

Brian Sharpes from Morgan Stanley Wealth Management will be in attendance to address this item and outline the current investment strategy. The Executive Committee will be asked to approve a recommendation to the full Board.



January 11, 2024

**Mark C. Payne**

Financial Advisor  
U.S. Government Entity Specialist

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Suite 500  
Roseville CA 95661

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mark.c.payne@morganstanley.com  
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ACSIG – Alameda County Schools Insurance Group

Dear Board:

Please find attached your portfolio summary. Based on information available to the undersigned as of the date of this report the portfolio is compliant with your investment policy statement.

***Time Weighted Performance Summary (Net of fees) – December 31, 2023***

**Total Ending Value** **\$27,714,904.40**

*Rolling Periods*

Quarter to Date	3.25%
Year to Date	4.69%
Last 12 Months	4.69%
Last 3 Years	0.25%
Last 5 Years	1.35%
Last 10 Years	1.12%
Since 7/12/10 Inception (annualized %)	1.17%

*Calendar Years*

*Fiscal Years*

2023 (YTD)	4.69%	2023-24 YTD	3.34%
2022	-4.11%	2022-23	0.09%
2021	-1.13%	2021-22	-4.11%
2020	3.92%	2020-21	-0.13%
2019	3.69%	2019-20	4.83%
2018	1.01%	2018-19	1.31%
2017	0.59%	2017-18	-0.42%
2016	0.99%	2016-17	-0.35%
2015	0.87%	2015-16	2.13%
2014	1.01%	2014-15	1.09%
2013	-0.03%	2013-14	1.32%
2012	2.44%	2012-13	0.48%
2011	1.91%	2011-12	1.75%
2010 (partial year)	0.29%		

Please see the projected cash flows by month for the portfolio shown on page 7 of the Western Asset report. In the next 12 months we anticipate \$3,501,000 of cash flow.

Morgan Stanley uses *Intercontinental Exchange*, formerly *Interactive Data*, for its bond pricing services. More details on the portfolio summary are attached and can also be found in the monthly statements. Please contact me with any questions.

Sincerely,

Mark C. Payne  
Financial Advisor  
U.S. Government Entity Specialist  
[www.morganstanley.com](http://www.morganstanley.com)  
[mark.c.payne@morganstanley.com](mailto:mark.c.payne@morganstanley.com)

The information and data contained in this report are from sources considered reliable, but their accuracy and completeness are not guaranteed. This report has been prepared for illustrative purposes only and is not intended to be used as a substitute for monthly transaction statements you receive on a regular basis. Please compare the data on this document carefully with your custodial monthly statements to verify its accuracy. The Company strongly encourages you to consult with your own accountants or other advisors with respect to any tax questions.

## Custom Report

Prepared on January 11, 2024 for:  
**ACSIG Consolidated**

**Mark Payne**

Financial Advisor  
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Private Wealth Advisor  
Vice President  
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**Brian Sharpes**

Financial Advisor  
Managing Director, Wealth Mgmt  
Tel: +1 925 746-2919  
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**Your Branch:**

1478 STONE POINT DR SUITE 500  
ROSEVILLE, CA 95661

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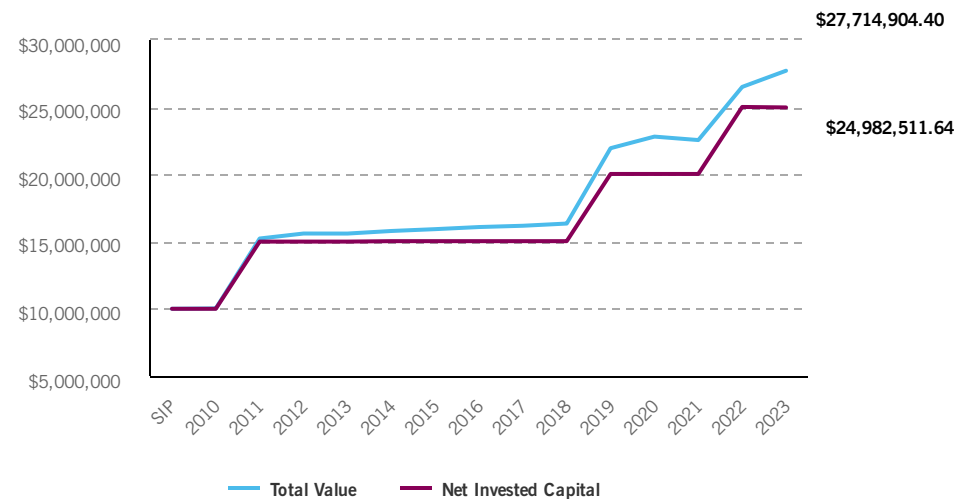
ACSIG Consolidated

As of December 31, 2023 | Reporting Currency: USD

**TWR % (NET OF FEES)<sup>‡</sup>**

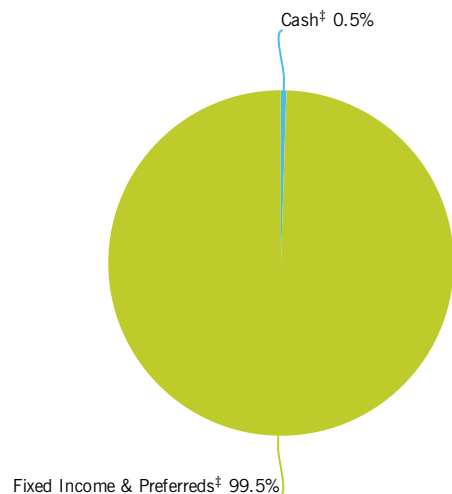
	Quarter to Date (\$) 09/30/23-12/31/23	Last 12 Months (\$) 12/31/22-12/31/23	Performance Inception (\$) 07/12/10-12/31/23
<b>Beginning Total Value</b>	<b>26,864,179</b>	<b>26,509,844</b>	<b>9,999,850</b>
Net Contributions/Withdrawals	-21,173	-36,191	14,982,662
Investment Earnings	871,898	1,241,251	2,732,393
<b>Ending Total Value</b>	<b>27,714,904</b>	<b>27,714,904</b>	<b>27,714,904</b>
<b>TIME WEIGHTED RATE OF RETURN (%)</b> (Annualized for periods over 12 months)			
Return % (Net of Fees)	3.25	4.69	1.17
FTSE Treasury Bill 3 Month	1.41	5.26	0.95
Bloomberg US Government 1-3 Y	2.55	4.32	1.00
BB US Agg Gov/Credit 1-5 Y	3.44	4.89	1.56

**TOTAL VALUE VS. NET INVESTED CAPITAL<sup>‡</sup>**



Does not include Performance Ineligible Assets.

**ASSET ALLOCATION**

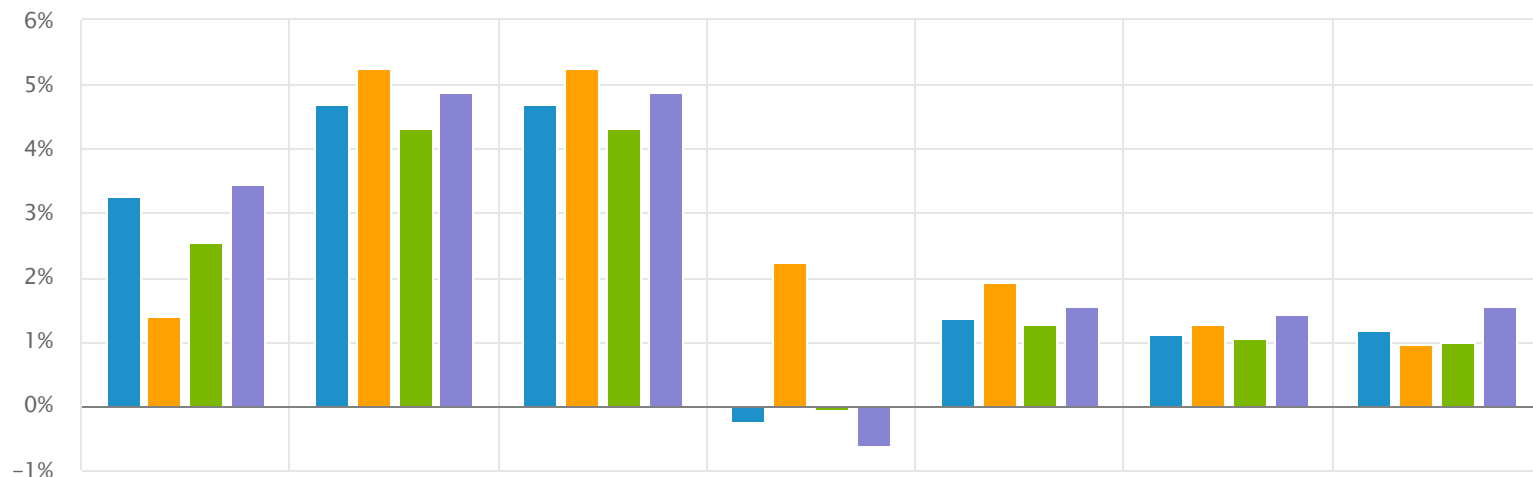


The investment returns shown on this page are time-weighted measurements which exclude the effect of the timing and amount of your contributions and withdrawals.

<sup>‡</sup>Includes manually added and/or external accounts, assets and/or liabilities, as applicable, not held at Morgan Stanley Wealth Management. Please see Disclosures for more information.

ACSIG Consolidated

As of December 31, 2023 | Reporting Currency: USD

RETURN % (NET OF FEES) VS. BENCHMARKS (ANNUALIZED)<sup>‡</sup>

	Quarter to Date 09/30/23 - 12/31/23	Year to Date 12/31/22 - 12/31/23	Last 12 Months 12/31/22 - 12/31/23	Last 3 Years 12/31/20 - 12/31/23	Last 5 Years 12/31/18 - 12/31/23	Last 10 Years 12/31/13 - 12/31/23	Performance Inception 07/12/10 - 12/31/23
Beginning Total Value (\$)	26,864,179.34	26,509,843.66	26,509,843.66	22,811,869.36	16,342,539.30	15,597,806.94	9,999,850.00
Net Contributions/Withdrawals (\$)	-21,173.43	-36,190.59	-36,190.59	4,949,619.19	9,949,635.89	9,982,511.64	14,982,661.64
Investment Earnings (\$)	871,898.49	1,241,251.33	1,241,251.33	-46,584.15	1,422,729.21	2,134,585.82	2,732,392.76
Ending Total Value (\$)	27,714,904.40	27,714,904.40	27,714,904.40	27,714,904.40	27,714,904.40	27,714,904.40	27,714,904.40
Return % (Net of Fees)	3.25	4.69	4.69	-0.25	1.35	1.12	1.17
FTSE Treasury Bill 3 Month (%)	1.41	5.26	5.26	2.25	1.91	1.26	0.95
Bloomberg US Government 1-3 Y (%)	2.55	4.32	4.32	-0.08	1.28	1.05	1.00
BB US Agg Gov/Credit 1-5 Y (%)	3.44	4.89	4.89	-0.62	1.54	1.43	1.56

The investment returns shown on this page are time-weighted measurements which exclude the effect of the timing and amount of your contributions and withdrawals.

<sup>‡</sup>Includes manually added and/or external accounts, assets and/or liabilities, as applicable, not held at Morgan Stanley Wealth Management. Please see Disclosures for more information.

ACSIG Consolidated

As of December 31, 2023 | Reporting Currency: USD

RETURN % (NET OF FEES) VS. BENCHMARKS<sup>‡</sup>

Period	Beginning Total Value (\$)	Net Contributions/ Withdrawals (\$)	Investment Earnings (\$)	Ending Total Value (\$)	Period Returns%			
					Portfolio (Net Of Fees)	FTSE Treasury Bill 3 Month	Bloomberg US Government 1-3 Y	BB US Agg Gov/Credit 1- 5 Y
2023	26,509,843.66	-36,190.59	1,241,251.33	27,714,904.40	4.69	5.26	4.32	4.89
2022	22,554,842.03	4,985,809.78	-1,030,808.15	26,509,843.66	-4.11	1.50	-3.81	-5.50
2021	22,811,869.36	0.00	-257,027.33	22,554,842.03	-1.13	0.05	-0.60	-0.97
2020	21,950,284.82	9.71	861,574.83	22,811,869.36	3.92	0.58	3.14	4.71
2019	16,342,539.30	5,000,006.99	607,738.52	21,950,284.82	3.69	2.25	3.59	5.01
2018	16,178,410.09	0.00	164,129.22	16,342,539.30	1.01	1.86	1.58	1.38
2017	16,082,980.87	0.00	95,429.22	16,178,410.09	0.59	0.84	0.45	1.27
2016	15,926,083.41	0.00	156,897.47	16,082,980.87	0.99	0.27	0.87	1.56
2015	15,789,357.87	0.00	136,725.54	15,926,083.41	0.87	0.03	0.57	0.97
2014	15,597,806.94	32,875.75	158,675.18	15,789,357.87	1.01	0.03	0.64	1.42
2013	15,600,964.10	0.00	-3,157.16	15,597,806.94	-0.03	0.05	0.37	0.28
2012	15,229,289.11	0.00	371,674.99	15,600,964.10	2.44	0.07	0.51	2.24
2011	10,028,996.97	5,000,000.00	200,292.14	15,229,289.11	1.91	0.08	1.56	3.14
2010 Performance Inception: 07/12/2010	9,999,850.00	150.00	28,996.97	10,028,996.97	0.29	0.07	0.53	1.03

The investment returns shown on this page are time-weighted measurements which exclude the effect of the timing and amount of your contributions and withdrawals.

<sup>‡</sup>Includes manually added and/or external accounts, assets and/or liabilities, as applicable, not held at Morgan Stanley Wealth Management. Please see Disclosures for more information.

ACSIG Consolidated

Reporting Currency: USD

## MORGAN STANLEY WEALTH MANAGEMENT

Account Name	Account Number	Account Type/ Manager Name	Date Opened	Perf Inception Date Perf (%) Incept - 01/10/24	Total Value (\$) 01/10/24	% of Portfolio 01/10/24
<b>Morgan Stanley Wealth Management Total</b>					<b>0.00</b>	<b>0.00</b>

EXTERNALLY HELD<sup>‡</sup>

Account Name	Account Number/ Custodian	Account Type	Exclusions	Last Updated	Perf Inception Date Perf (%) Incept - 01/10/24	Total Value (\$) 01/10/24	% of Portfolio 01/10/24
UD - ACSIG ACSIG	171-XXX340 COMERICA BANK	REG	P	09/29/23	12/21/2020 -	26,864,179.34	100.00
<b>Externally Held Total</b>						<b>26,864,179.34</b>	<b>100.00</b>
<b>Total Portfolio</b>						<b>26,864,179.34</b>	<b>100.00</b>

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Market values used for performance calculation do not include Performance Ineligible Assets and thus may differ from asset allocation market values. Common examples of Performance Ineligible Assets include life insurance and annuities as well as Manually Added and External accounts, assets and liabilities.

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For Morgan Stanley Smith Barney LLC accounts, performance information may cover the full history of the account(s) or just the performance of an account(s) since the inception of the current program(s). Performance results on individual accounts will vary and may differ from the composite returns. Your Financial Advisor can provide you with individual account portfolio composition and performance information. For investment advisory accounts, please see the Morgan Stanley Smith Barney LLC Form ADV Part 2 or applicable disclosure brochure. For brokerage accounts, please speak to your Financial Advisor for more information on commissions and other account fees and expenses. Performance inception date does not necessarily correspond to the account opening date. Where multiple accounts are included in performance calculations, the inception date is the oldest performance inception. Performance data may not be available for all periods as some accounts included in performance may have more recent performance inception dates. Consequently, the actual performance for a group of accounts may differ from reported performance. Please ask your Financial Advisor for the performance inception date for each account.

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**Closed or Purged Accounts:** Data from accounts which have been closed and/or purged may be included in this report, for example in performance, asset allocation, or other attributes for periods when these accounts were open. If this report does contain data from any closed or purged accounts not identified earlier in the report, those accounts are identified below.

**Closed Accounts:** 171-XXX349

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In addition, each account that is invested in a program that is eligible to purchase certain investment products, such as mutual funds, will also pay a Platform Fee (which is subject to a Platform Fee offset) as described in the applicable ADV brochure. Accounts invested in the Select UMA program may also pay a separate Sub-Manager fee, if applicable.

If your account is invested in mutual funds or exchange traded funds (collectively "funds"), you will pay the fees and expenses of any funds in which your account is invested. Fees and expenses are charged directly to the pool of assets the fund invests in and are reflected in each fund's share price. These fees and expenses are an additional cost to you and would not be included in the Fee amount in your account statements. The advisory program you choose is described in the applicable Morgan Stanley Smith Barney LLC ADV Brochure, available at [www.morganstanley.com/ADV](http://www.morganstanley.com/ADV).

Morgan Stanley or Executing Sub-Managers, as applicable, in some of Morgan Stanley's Separately Managed Account ("SMA") programs may affect transactions through broker-dealers other than Morgan Stanley or our affiliates. In such instance, you may be assessed additional costs by the other firm in addition to the Morgan Stanley and Sub-Manager fees. Those costs will be included in the net price of the security, not separately reported on trade confirmations or account statements. Certain Sub-Managers have historically directed most, if not all, of their trades to outside firms. Information provided by Sub-Managers concerning trade execution away from Morgan Stanley is summarized at: [www.morganstanley.com/wealth/investmentsolutions/pdfs/adv/sotresponse.pdf](http://www.morganstanley.com/wealth/investmentsolutions/pdfs/adv/sotresponse.pdf). For more information on trading and costs, please refer to the ADV Brochure for your program(s), available at [www.morganstanley.com/ADV](http://www.morganstanley.com/ADV), or contact your Financial Advisor / Private Wealth Advisor.

## GENERAL DEFINITIONS

**Dollar-Weighted Return (Internal Rate of Return):** A return calculation that measures the actual performance of a portfolio over the reporting period. Since dollar weighted returns include the impact of client contributions and withdrawals, they should not be compared to market indices or used to evaluate the performance of a manager, but can be used to evaluate progress toward investment goals.

**Investment Earnings:** A combination of the income received and total portfolio value increase or decrease, excluding net contributions and withdrawals, over the reporting period.

**Net Contributions/Withdrawals:** The net value of cash and securities contributed to or withdrawn from the account(s) during the reporting period. Net contributions and withdrawals may include advisory fees for advisory accounts.

**Net of Fees:** Performance results depicted as "net" of fees shall mean that any wrap fee, investment management fees, trade commissions, and/or other account fees have been deducted. Any other fees or expenses associated with the account, such as third party custodian fees, may not have been deducted. Please see the Morgan Stanley Smith Barney LLC Form ADV Part 2 Brochure for advisory accounts and/or any applicable brokerage account trade confirmation statements for a full disclosure of the applicable charges, fees and expenses. Your Financial Advisor will provide those documents to you upon request.

**Performance ineligible assets:** Performance returns are not calculated for certain assets because accurate valuations and transactions for these assets are not processed or maintained by Morgan Stanley Smith Barney LLC. Common examples of Performance Ineligible Assets include liabilities, life insurance and annuities as well as Manually Added and External accounts for which Morgan Stanley does not receive data necessary to calculate performance.

**Time-Weighted Return:** A return calculation that measures the investment performance of a portfolio over the reporting period. Time weighted returns do not include the impact of client contributions and withdrawals and therefore, may not reflect the actual rate of return the client received. Time weighted returns isolate investment actions and can be compared to benchmarks and used to evaluate the performance of a manager.

**Total Value:** "Total Value" represents the Market Value of the portfolio or Asset Class referenced and includes the accrual of interest and dividends. Total Value in the Asset Allocation view prior to January 2014, does not reflect the accrual of interest and dividends. Total Value for Morgan Stanley & Co. and External accounts also does not include accrued interest and dividends.

#### BENCHMARK DEFINITIONS

**Bloomberg US Government 1-3 Y:** The Bloomberg 1-3 Year Government Bond Index is composed of government bonds with maturities between one and three years.

**FTSE Treasury Bill 3 Month:** Equal dollar amounts of three-month Treasury bills are purchased at the beginning of each of three consecutive months. As each bill matures, all proceeds are rolled over or reinvested in a new three-month bill. The income used to calculate the monthly return is derived by subtracting the original amount invested from the maturity value. The yield curve average is the basis for calculating the return on the index. The index is rebalanced monthly by market capitalization. The 90-Day Treasury Bill is a short-term obligation issued by the United States government. T-bills are purchased at a discount to the full face value, and the investor receives the full value when they mature. The difference of discount is the interest earned. T-bills are issued in denominations of \$10,000 auction and \$1,000 increments thereafter.

**BB US Agg Gov/Credit 1-5 Y:** The Government/Credit Index includes securities in the Government and Credit Indices. The Government Index includes treasuries (i.e., public obligations of the U.S. Treasury that have remaining maturities of more than one year) and agencies (i.e., publicly issued debt of U.S. Government agencies, quasi-federal corporations, and corporate or foreign debt guaranteed by the U.S. Government). The Credit Index includes publicly issued U.S. corporate and foreign debentures and secured notes that meet specified maturity, liquidity, and quality requirements. This index is the 1-5 Yr component of the U.S. Government/Credit index.



# Alameda County Schools Insurance Group

Western Asset Enhanced Cash

December 31, 2023

*Separately Managed Accounts (SMAs) are investment services provided by Franklin Templeton Private Portfolio Group, LLC (FTPPG)\*, a federally registered investment advisor. Client portfolios are managed based on investment instructions or advice provided by one or more of the following Franklin Templeton affiliated subadvisors: Western Asset Management Company, LLC. Management is implemented by FTPPG, the designated subadvisor or, in the case of certain programs, the program sponsor or its designee.*

*\*On December 1, 2022, LMPPG changed its name to Franklin Templeton Private Portfolio Group, LLC (FTPPG).*

*These materials are being provided for illustrative and informational purposes only. The information contained herein is obtained from multiple sources that are believed to be reliable. However, such information has not been verified, and may be different from the information included in documents and materials created by the sponsor firm in whose investment program a client participates. Some sponsor firms may require that these materials be preceded or accompanied by investment profiles or other documents or materials prepared by such sponsor firms, which will be provided upon a client's request. For additional information, documents and/or materials, please speak to your Financial Professional or contact your sponsor firm.*

# Alameda County Schools Insurance Group

## IMPORTANT INFORMATION:

### RISKS:

*All investments involve risk, including the loss of principal, and there is no guarantee that investment objectives will be met.*

*Fixed income securities are subject to interest rate and credit risk, which is a possibility that the issuer of a security will be unable to make interest payments and repay the principal on its debt. As interest rates rise, the price of fixed income securities falls.*

*Investments may also be made in mortgage-backed, asset-backed securities and taxable municipal securities. Asset-backed securities generally decrease in value as a result of interest rate increases, but may benefit less than other fixed-income securities from declining interest rates, principally because of prepayments. Mortgage-backed securities involve additional risk over more traditional fixed-income investments, including: interest rate risk, implied call and extension risks; and the possibility of premature return of principal due to mortgage prepayment, which can reduce expected yield and lead to price volatility.*

*Foreign securities, where permitted, are subject to the additional risks of fluctuations in foreign exchange rates, changes in political and economic conditions, foreign taxation, and differences in auditing and financial standards. These risks are magnified in the case of investments in emerging markets.*

*U.S. Treasuries are direct debt obligations issued and backed by the "full faith and credit" of the U.S. government. The U.S. government guarantees the principal and interest payments on U.S. Treasuries when the securities are held to maturity. Unlike U.S. Treasuries, debt securities issued by the federal agencies and instrumentalities and related investments may or may not be backed by the full faith and credit of the U.S. government. Even when the U.S. government guarantees principal and interest payments on securities, this guarantee does not apply to losses resulting from declines in the market value of these securities.*

*For tax-exempt securities, certain investors may be subject to the Federal Alternative Minimum Tax, and state and local taxes may apply. Capital gains, if any, are fully taxable. Depends on individual tax situation.*

### TAX:

*Franklin Templeton, its affiliates, and its employees are not in the business of providing tax or legal advice to taxpayers. These materials and any tax-related statements are not intended or written to be used, and cannot be used or relied upon, by any such taxpayer for the purpose of avoiding tax penalties or complying with any applicable tax laws or regulations. Tax-related statements, if any, may have been written in connection with the "promotion or marketing" of the transaction(s) or matter(s) addressed by these materials, to the extent allowed by applicable law. Any such taxpayer should seek advice based on the taxpayer's particular circumstances from an independent tax advisor.*

### BENCHMARK:

*The Bloomberg 1-3 Year Government Bond Index is a broad measure of the performance of short-term government bonds. The index is not managed and not subject to management or brokerage commission. Income from coupon is subject to reinvestment. The FTSE 3-Month U.S. Treasury Bill Index is an index based upon the average monthly yield of the 90-day Treasury bills. U.S. Treasury bills are secured by the "full faith and credit" of the U.S. government and offer a fixed rate of return. The portfolio composition typically varies from that of the above-noted, unmanaged indices. Investors cannot invest directly in an index and unmanaged index returns do not reflect any fees, expenses or sales charges.*

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# Characteristics

## Alameda County Schools Insurance Group

December 31, 2023

Client Account	
Duration (yrs)	2.30
Average Maturity (yrs)	2.51
Yield to Worst (%)	4.38

Benchmark Characteristics	
Duration (yrs)	2.66
Average Maturity (yrs)	2.85
Yield to Worst (%)	4.14

Source: BondEdge, Western Asset

Swaps are not included in maturity years, effective duration years and coupon distribution. Forward Rate Agreements are excluded from all categories except sector.

Yield to worst (YTW) is based on a portfolio's current holdings on one specific day, is gross of all fund expenses, and calculated based on assumption that prepayment occurs if the bond has call or put provisions and the issuer can offer a lower coupon rate based on current market rates. If market rates are higher than the current yield of a bond, the YTW calculation will assume no prepayments are made, and YTW will equal the yield to maturity. The YTW will be the lowest of yield to maturity or yield to call (if the bond has prepayment provisions). The YTW of a bond fund is the market-weighted average of the YTWs of all the bonds in the portfolio.

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# Holdings (1/3)

## Alameda County Schools Insurance Group

December 31, 2023

Sector 1	Par (000)	Identifier	Issuer Name	Coupon	Maturity	Moody's	S&P	Price	Curr			Eff Dur		% Held	
									Yield	YTW	YTM	Avg Life	(Par)		Mkt Value
<b>CASH</b>	<b>140</b>			<b>5.34</b>	<b>0.09</b>			<b>100.00</b>	<b>5.34</b>	<b>5.34</b>	<b>5.34</b>	<b>0.08</b>	<b>0.08</b>	<b>140,000</b>	<b>0.51</b>
	140	000000CM9	CASH & EQUIVALENTS	5.34	01/29/2024	Aaa	AAA	100.00	5.34	5.34	5.34	0.08	0.08	140,000	0.51
<b>TSY</b>	<b>18,637</b>			<b>2.04</b>	<b>2.54</b>			<b>96.29</b>	<b>2.13</b>	<b>4.22</b>	<b>4.22</b>	<b>2.54</b>	<b>2.37</b>	<b>18,051,845</b>	<b>65.13</b>
	1,551	91282CDB4	UNITED STATES TREAS NTS	0.63	10/15/2024	TSY	TSY	96.72	0.65	4.88	4.88	0.83	0.78	1,502,098	5.42
	1,400	91282CGG0	UNITED STATES TREAS NTS	4.13	01/31/2025	TSY	TSY	99.38	4.15	4.71	4.71	1.08	1.04	1,415,058	5.11
	1,442	91282ZFO	UNITED STATES TREAS NTS	0.50	03/31/2025	TSY	TSY	95.10	0.53	4.57	4.57	1.25	1.22	1,373,086	4.95
	1,310	91282ZW3	UNITED STATES TREAS NTS	0.25	06/30/2025	TSY	TSY	93.94	0.27	4.46	4.46	1.50	1.46	1,232,208	4.45
	1,185	91282CAZ4	UNITED STATES TREAS NTS	0.38	11/30/2025	TSY	TSY	92.89	0.40	4.27	4.27	1.92	1.87	1,101,110	3.97
	1,268	91282CBH3	UNITED STATES TREAS NTS	0.38	01/31/2026	TSY	TSY	92.41	0.41	4.21	4.21	2.08	2.03	1,173,710	4.23
	1,483	91282CBT7	UNITED STATES TREAS NTS	0.75	03/31/2026	TSY	TSY	92.81	0.81	4.12	4.12	2.25	2.18	1,379,092	4.98
	1,438	91282CHB0	UNITED STATES TREAS NTS	3.63	05/15/2026	TSY	TSY	98.87	3.67	4.13	4.13	2.42	2.23	1,428,066	5.15
	1,801	91282CCW9	UNITED STATES TREAS NTS	0.75	08/31/2026	TSY	TSY	91.72	0.82	4.05	4.05	2.67	2.58	1,656,384	5.98
	1,650	91282CFM8	UNITED STATES TREAS NTS	4.13	09/30/2027	TSY	TSY	100.70	4.10	3.92	3.92	3.75	3.40	1,678,336	6.06
	1,349	91282CGH8	UNITED STATES TREAS NTS	3.50	01/31/2028	TSY	TSY	98.50	3.55	3.90	3.90	4.08	3.70	1,348,139	4.86
	1,950	91282CHA2	UNITED STATES TREAS NTS	3.50	04/30/2028	TSY	TSY	98.50	3.55	3.88	3.88	4.33	3.94	1,931,735	6.97
	810	91282CHQ7	UNITED STATES TREAS NTS	4.13	07/31/2028	TSY	TSY	101.13	4.08	3.86	3.86	4.58	4.06	832,823	3.00
<b>AGY</b>	<b>1,525</b>			<b>4.06</b>	<b>3.45</b>			<b>100.11</b>	<b>4.05</b>	<b>4.05</b>	<b>4.05</b>	<b>3.42</b>	<b>3.14</b>	<b>1,536,787</b>	<b>5.54</b>
	675	3130AUU36	FEDERAL HOME LOAN BANKS	4.13	03/13/2026	AGY	AA+	99.73	4.14	4.25	4.25	2.17	2.05	681,396	2.46
	850	3130AWC24	FEDERAL HOME LOAN BANKS	4.00	06/09/2028	AGY	AA+	100.41	3.98	3.90	3.90	4.42	4.01	855,391	3.09
<b>IND</b>	<b>4,419</b>			<b>2.89</b>	<b>2.64</b>			<b>97.58</b>	<b>2.97</b>	<b>4.58</b>	<b>4.58</b>	<b>2.66</b>	<b>2.38</b>	<b>4,343,885</b>	<b>15.67</b>
	268	882508BB9	TEXAS INSTRS INC	2.63	05/15/2024	Aa3	A+	98.97	2.65	5.40	5.40	0.42	0.37	266,094	0.96

Source: BondEdge, Western Asset

Current Yield is defined as the coupon of a bond divided by its price.

Credit quality is a measure of a bond issuer's ability to repay interest and principal in a timely manner. The credit ratings shown are based on each portfolio security's rating as provided by one of the following Nationally Recognized Statistical Rating Organizations ("NRSRO"): Standard and Poor's ("S&P"), Moody's Investors Service ("Moody's"), Fitch Ratings, Ltd. In the event a portfolio security is rated by more than one NRSRO, the higher rating is shown. In the case where a security is not rated by an NRSRO, these are listed as "Non Rated". The credit quality of the investments in the Portfolio does not apply to the stability or safety of the Portfolio. These ratings may change over time. The Portfolio itself has not been rated by an NRSRO.

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# Holdings (2/3)

## Alameda County Schools Insurance Group

December 31, 2023

Sector 1	Par (000)	Identifier	Issuer Name	Coupon	Maturity	Moody's	S&P	Price	Curr			Eff Dur		% Held	
									Yield	YTW	YTM	Avg Life	(Par)		Mkt Value
	135	69371RQ25	PACCAR FINANCIAL CORP	2.15	08/15/2024	A1	A+	98.00	2.19	5.44	5.44	0.67	0.61	133,375	0.48
	137	911312BT2	UNITED PARCEL SVCS INC	2.20	09/01/2024	A2	A	97.89	2.25	5.43	5.43	0.67	0.65	135,101	0.49
	273	191216CL2	COCA COLA CO	1.75	09/06/2024	A1	A+	97.74	1.79	5.14	5.14	0.67	0.67	268,335	0.97
	273	713448EQ7	PEPSICO INC	2.25	03/19/2025	A1	A+	97.15	2.32	4.68	4.68	1.25	1.17	266,915	0.96
	270	87612EBL9	TARGET CORP	2.25	04/15/2025	A2	A	96.92	2.32	4.73	4.73	1.33	1.24	262,935	0.95
	270	437076BK7	HOME DEPOT INC	3.35	09/15/2025	A2	A	98.04	3.42	4.55	4.55	1.75	1.54	267,316	0.96
	289	110122DN5	BRISTOL-MYERS SQUIBB CO	0.75	11/13/2025	A2	A	93.34	0.80	4.50	4.50	1.83	1.82	270,030	0.97
	145	254687FV3	DISNEY WALT CO	1.75	01/13/2026	A2	A-	94.67	1.85	4.52	4.52	2.00	1.95	138,442	0.50
	296	742718FP9	PROCTER & GAMBLE CO	1.00	04/23/2026	Aa3	AA-	92.88	1.08	4.26	4.26	2.33	2.23	275,473	0.99
	273	458140AU4	INTEL CORP	2.60	05/19/2026	A2	A	95.81	2.71	4.47	4.47	2.42	2.23	262,353	0.95
	197	023135CP9	AMAZON COM INC	4.55	12/01/2027	A1	AA	101.61	4.48	4.09	4.10	3.83	3.49	200,877	0.72
	439	20030NCA7	COMCAST CORP NEW	3.15	02/15/2028	A3	A-	95.39	3.30	4.38	4.38	4.17	3.69	423,923	1.53
	262	24422EWW7	JOHN DEERE CAPITAL CORPORAT	4.90	03/03/2028	A2	A	101.84	4.81	4.41	4.41	4.17	3.68	270,963	0.98
	276	369550BC1	GENERAL DYNAMICS CORP	3.75	05/15/2028	A3	A-	98.24	3.82	4.19	4.19	4.42	3.85	272,399	0.98
	266	24422EXB0	JOHN DEERE CAPITAL CORPORAT	4.95	07/14/2028	A2	A	102.62	4.82	4.31	4.31	4.58	3.94	278,991	1.01
	350	00287YBF5	ABBVIE INC	4.25	11/14/2028	A3	A-	99.57	4.27	4.35	4.35	4.92	4.21	350,365	1.26
<b>FIN</b>	<b>3,701</b>			<b>3.13</b>	<b>1.90</b>			<b>97.46</b>	<b>3.22</b>	<b>5.01</b>	<b>5.08</b>	<b>1.74</b>	<b>1.60</b>	<b>3,645,079</b>	<b>13.15</b>
	262	09247XAL5	BLACKROCK INC	3.50	03/18/2024	Aa3	AA-	99.57	3.52	5.45	5.45	0.25	0.21	263,433	0.95
	130	59156RBH0	METLIFE INC	3.60	04/10/2024	A3	A-	99.44	3.62	5.59	5.59	0.25	0.27	130,296	0.47
	265	00440EAR8	CHUBB INA HLDGS INC	3.35	05/15/2024	A3	A	99.17	3.38	5.58	5.58	0.42	0.37	263,875	0.95
	340	693475AY1	PNC FINL SVCS GROUP INC	2.20	11/01/2024	A3	A-	97.21	2.26	5.65	5.65	0.83	0.81	331,712	1.20

Source: BondEdge, Western Asset

Current Yield is defined as the coupon of a bond divided by its price.

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# Holdings (3/3)

## Alameda County Schools Insurance Group

December 31, 2023

Sector 1	Par (000)	Identifier	Issuer Name	Coupon	Maturity	Moody's	S&P	Price	Curr			Eff Dur		% Held	
									Yield	YTW	YTM	Avg Life	(Par)		Mkt Value
	280	91159HHZ6	US BANCORP	1.45	05/12/2025	A3	A	95.19	1.52	5.13	5.13	1.33	1.32	267,054	0.96
	481	46625HMN7	JPMORGAN CHASE & CO	3.90	07/15/2025	A1	A-	98.45	3.96	4.95	4.95	1.58	1.36	482,090	1.74
	343	06051GFS3	BANK AMERICA CORP	3.88	08/01/2025	A1	A-	98.50	3.93	4.86	4.86	1.58	1.49	343,326	1.24
	147	74432QCH6	PRUDENTIAL FINL INC	1.50	03/10/2026	A3	A	93.22	1.61	4.79	4.79	2.17	2.10	137,700	0.50
	275	084670BS6	BERKSHIRE HATHAWAY INC DEL	3.13	03/15/2026	Aa2	AA	97.22	3.21	4.46	4.46	2.25	2.01	269,838	0.97
	286	808513BR5	CHARLES SCHWAB CORP	1.15	05/13/2026	A2	A-	91.61	1.26	4.94	4.94	2.33	2.27	262,433	0.95
	268	06406RBJ5	BANK NEW YORK MELLON CORP	4.41	07/24/2026	A1	A	98.96	4.46	5.11	5.72	1.58	1.47	270,298	0.98
	300	857477BS1	STATE STR CORP	2.20	02/07/2028	A1	A	92.93	2.37	4.68	5.02	3.08	2.93	281,385	1.02
	324	91324PEP3	UNITEDHEALTH GROUP INC	5.25	02/15/2028	A2	A+	103.49	5.07	4.30	4.32	4.08	3.56	341,639	1.23
<b>Total:</b>	<b>28,422</b>			<b>2.44</b>	<b>2.51</b>			<b>96.87</b>	<b>2.53</b>	<b>4.38</b>	<b>4.39</b>	<b>2.49</b>	<b>2.30</b>	<b>27,717,597</b>	<b>100.00</b>

Source: BondEdge, Western Asset

Current Yield is defined as the coupon of a bond divided by its price.

Credit quality is a measure of a bond issuer's ability to repay interest and principal in a timely manner. The credit ratings shown are based on each portfolio security's rating as provided by one of the following Nationally Recognized Statistical Rating Organizations ("NRSRO"): Standard and Poor's ("S&P"), Moody's Investors Service ("Moody's"), Fitch Ratings, Ltd. In the event a portfolio security is rated by more than one NRSRO, the higher rating is shown. In the case where a security is not rated by an NRSRO, these are listed as "Non Rated". The credit quality of the investments in the Portfolio does not apply to the stability or safety of the Portfolio. These ratings may change over time. The Portfolio itself has not been rated by an NRSRO.

Yield to worst (YTW) is based on a portfolio's current holdings on one specific day, is gross of all fund expenses, and calculated based on assumption that prepayment occurs if the bond has call or put provisions and the issuer can offer a lower coupon rate based on current market rates. If market rates are higher than the current yield of a bond, the YTW calculation will assume no prepayments are made, and YTW will equal the yield to maturity. The YTW will be the lowest of yield to maturity or yield to call (if the bond has prepayment provisions). The YTW of a bond fund is the market-weighted average of the YTWs of all the bonds in the portfolio.

Holdings are subject to change at any time. This information does not constitute, and under no circumstances is to be construed as, investment advice or recommendations with respect to the securities listed and should not be the sole basis for any investment decision. The above summary/prices/quotes/statistics have been obtained from sources we believe to be reliable, but we cannot guarantee its accuracy or completeness. Your Client Statement is the official record of your account. Therefore, if there are any discrepancies between this report and your client statement, you should rely upon the Client Statement and call your financial professional with any questions.

Past performance is no guarantee of future results.

# Cash Flow (1/3)

## Alameda County Schools Insurance Group

December 31, 2023

Date	Maturity Cash Flow	Call Cash Flow	Total Interest Cash Flow	Total Principal Cash Flow	Total Cash Flow
12/31/2023	0	0	0	0	0
01/31/2024	140	0	95	140	235
02/29/2024	0	0	34	0	34
03/31/2024	262	0	85	262	347
04/30/2024	130	0	46	130	176
05/31/2024	533	0	61	533	594
06/30/2024	0	0	23	0	23
07/31/2024	0	0	95	0	95
08/31/2024	135	0	34	135	169
09/30/2024	410	0	80	410	490
10/31/2024	1,551	0	43	1,551	1,594
11/30/2024	340	0	53	340	393
12/31/2024	0	0	23	0	23
01/31/2025	1,400	0	95	1,400	1,495
02/28/2025	0	0	32	0	32
03/31/2025	1,715	0	77	1,715	1,792
04/30/2025	270	0	39	270	309
05/31/2025	280	0	49	280	329
06/30/2025	1,310	0	23	1,310	1,333
07/31/2025	481	268	66	749	815
08/31/2025	343	0	32	343	375

Source: BondEdge, Western Asset

The Maturity Principal column does not include sinking fund payments or other future principal payments before maturity on Muni Housing Bonds or on Structured security types. It does, however, include principal payments that have been recorded in history. The Sale Principal, Sale Interest, Buy Principal, and Buy Interest columns do not include cash flows for portfolios in which beginning cash is adjusted to reflect transactions. All cash flows are positive amounts unless preceded by a minus sign. Cash, Muni Var Rate Demand Obligs, Corp Var Rate Demand Obligs, Corp FRNs, Corp CPI-Notes, Muni CPI-Notes, Corp Floating Rate MTNs, US Agency Floating Rate MTNs, Muni Auction Rate Bonds, Muni Auction Rate Pfd, and Corp Auction Rate Pfd par as of the beginning date (note: all cash flows from these securities are excluded from the report). Cash Flow reports exclude periodic interest on Other Asset and/or Interest Rate Swap and/or Credit Default Swap and/or Structured CMO Other securities.

Yield to worst (YTW) is based on a portfolio's current holdings on one specific day, is gross of all fund expenses, and calculated based on assumption that prepayment occurs if the bond has call or put provisions and the issuer can offer a lower coupon rate based on current market rates. If market rates are higher than the current yield of a bond, the YTW calculation will assume no prepayments are made, and YTW will equal the yield to maturity. The YTW will be the lowest of yield to maturity or yield to call (if the bond has prepayment provisions). The YTW of a bond fund is the market-weighted average of the YTWs of all the bonds in the portfolio.

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# Cash Flow (2/3)

## Alameda County Schools Insurance Group

December 31, 2023

Date	Maturity Cash Flow	Call Cash Flow	Total Interest Cash Flow	Total Principal Cash Flow	Total Cash Flow
09/30/2025	270	0	70	270	340
10/31/2025	0	0	36	0	36
11/30/2025	1,474	0	47	1,474	1,521
12/31/2025	0	0	21	0	21
01/31/2026	1,413	0	51	1,413	1,464
02/28/2026	0	0	25	0	25
03/31/2026	2,580	0	65	2,580	2,645
04/30/2026	296	0	36	296	332
05/31/2026	1,997	0	44	1,997	2,041
06/30/2026	0	0	21	0	21
07/31/2026	0	0	47	0	47
08/31/2026	1,801	0	25	1,801	1,826
09/30/2026	0	0	40	0	40
10/31/2026	0	0	34	0	34
11/30/2026	0	0	13	0	13
12/31/2026	0	0	21	0	21
01/31/2027	0	0	47	0	47
02/28/2027	0	300	19	300	319
03/31/2027	0	0	40	0	40
04/30/2027	0	0	34	0	34
05/31/2027	0	0	13	0	13

Source: BondEdge, Western Asset

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# Cash Flow (3/3)

## Alameda County Schools Insurance Group

December 31, 2023

Date	Maturity Cash Flow	Call Cash Flow	Total Interest Cash Flow	Total Principal Cash Flow	Total Cash Flow
06/30/2027	0	0	21	0	21
07/31/2027	0	0	47	0	47
08/31/2027	0	0	15	0	15
09/30/2027	1,650	0	40	1,650	1,690
10/31/2027	0	0	34	0	34
11/30/2027	0	197	16	197	213
12/31/2027	0	0	17	0	17
01/31/2028	1,349	324	54	1,673	1,727
02/29/2028	439	0	7	439	446
03/31/2028	262	0	6	262	268
04/30/2028	1,950	0	34	1,950	1,984
05/31/2028	276	0	13	276	289
06/30/2028	850	0	17	850	867
07/31/2028	1,076	0	23	1,076	1,099
08/31/2028	0	0	0	0	0
09/30/2028	0	0	0	0	0
10/31/2028	0	0	0	0	0
11/14/2028	350	0	7	350	357
	<b>27,333</b>	<b>1,089</b>	<b>2,187</b>	<b>28,422</b>	<b>30,609</b>

Source: BondEdge, Western Asset

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# Appendix

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## Alameda County Schools Insurance Group

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[www.acsig.com](http://www.acsig.com)

### EXECUTIVE SUMMARY

TO: ACSIG Executive Committee

FROM: Kimberly Dennis

DATE: February 8, 2024

SUBJECT: 2024/2025 Budget

The ACSIG budget is enclosed for your review. This budget was developed using year-to-date 2023/2024 data and preliminary estimates for 2024/2025 rates and costs. Because all rates are not firm at this time, estimates were used for this report.

The assumptions are listed on the final pages of the budget. Many of these assumptions are preliminary due to the very early nature of this budget cycle. Updates will be brought to the May meeting as more information becomes available. Because there continues to be a need for trainings, I have continued to allocate funds to support release time for regional trainings for Special Education and Custodial, Warehouse and Food Service staffing allocation for non-slip shoe expansion and a County-wide EAP program.

The budget will be reviewed by the Executive Director.



**Alameda County Schools Insurance Group (ACSIG)  
Consolidated  
2024/2025 Budget**

	Budget			2023/24 Budget	2022/23 Actuals	2021/2022 Actuals	2020/2021 Actuals	2019/2020 Actuals	2018/2019 Actuals	2017/2018 Actuals	
	2024/2025	Allocations	Change in Accruals								
<b>Audited - Beginning Net Position, as of 07/01/2024</b>											
Beginning Cash	\$ 59,651,470			\$ 59,651,470	57,006,212	52,477,479	50,583,454	44,715,022	\$ 32,390,067	\$ 21,774,574	34,318,790
<b>Operating Revenue:</b>											
Premiums Paid by Members	\$ 199,403,166	\$ --	\$ --	\$ 199,403,166	189,153,110	177,306,794	165,555,533	161,037,627	\$ 143,824,407	\$ 158,713,739	164,546,182
Total Operating Revenue	199,403,166	--	--	199,403,166	189,153,110	177,306,794	165,555,533	161,037,627	143,824,407	158,713,739	164,546,182
<b>Operating Expenditures:</b>											
Classified Salaries	348,464	--	--	348,464	536,598	384,482	357,350	331,598	323,830	295,213	286,178
Statutory Benefits	52,270	--	--	52,270	77,995	47,360	36,941	28,746	36,288	22,941	31,954
Health & Welfare	73,750	--	--	73,750	66,500	48,750	47,125	65,039	47,741	42,912	47,510
Employer Tax Expense	6,663	--	--	6,663	7,439	5,917	5,347	5,219	5,048	4,550	4,443
Net Pension Expense	197,898	--	--	197,898	278,325	104,548	151,505	(202,608)	365,809	199,053	(191,171)
Telephone & Internet	10,600	--	--	10,600	10,450	5,563	6,523	6,453	4,625	5,739	6,102
Supplies Office	9,000	--	--	9,000	8,000	8,347	397	6,541	3,593	2,148	1,885
Supplies - Other	12,000	--	--	12,000	12,000	5,003	3,803	1,467	1,181	5,141	3,276
Eligibility Processing	265,000	--	--	265,000	250,000	226,419	219,791	210,615	210,724	203,801	218,600
Brokerage Fees-Dental-ACSIG	340,000	--	--	340,000	340,000	312,447	303,141	290,054	281,605	279,662	293,050
Brokerage Fees-Dental-MD	800,000	--	--	800,000	750,000	712,220	694,592	607,679	500,851	470,289	410,333
Travel and Conferences	30,000	--	--	30,000	29,100	9,376	5,043	2,842	13,770	10,118	10,458
Mileage	12,000	--	--	12,000	11,850	6,488	6,500	6,051	7,255	7,119	6,756
Dues & Memberships	8,550	--	--	8,550	8,550	7,680	685	2,077	7,635	885	1,635
Postage & Meter	7,000	--	--	7,000	7,330	2,059	2,458	6,338	2,963	2,764	3,875
Insurance Expense-PIPS&NCR	31,193,586	--	--	31,193,586	26,947,045	24,232,011	23,847,452	24,013,869	22,199,152	21,043,123	21,028,823
PIPS payroll adjustment	1,000,000	--	--	1,000,000	500,000	657,717	86,069	584,688	476,909	(233,378)	749,186
Utility - Operating-Rent	47,856	--	--	47,856	57,820	37,046	49,440	41,919	38,074	31,366	36,395
Advertising	--	--	--	--	--	--	--	--	--	5,535	--
Contract Services	43,325	--	--	43,325	17,500	14,300	14,020	--	15,750	18,096	8,272
Contract Services - Actuarial	17,000	--	--	17,000	19,200	--	15,750	18,670	8,570	--	--
Contract Services - Claims	2,000	--	--	2,000	15,000	--	--	--	12,150	--	15,570
Audit Fees	23,275	--	--	23,275	23,000	14,850	14,575	14,300	14,249	13,750	13,500
Other Services/Operating Expenses	10,000	--	--	10,000	12,300	5,376	5,764	3,236	10,386	6,137	5,614
Capital Equipment/Depreciation	20,000	--	--	20,000	9,500	--	595	592	1,462	--	--
Repairs & Maintenance	5,000	--	--	5,000	5,000	--	--	--	--	--	--
Legal	5,000	--	--	5,000	6,750	--	--	--	--	928	--
Accounting Services	30,484	--	--	30,484	17,000	16,480	16,000	15,500	15,000	14,850	14,420
County Courier	3,040	--	--	3,040	2,800	1,513	4,163	32	5,604	3,872	3,567
Shredding	1,500	--	--	1,500	1,600	1,242	227	619	1,413	813	848
Copier & Scanner	10,000	--	--	10,000	17,900	9,759	7,558	12,465	7,676	11,058	10,277
Claims Administration Services	117,000	--	--	117,000	107,000	104,469	118,870	139,411	140,232	166,650	166,909
Self-Insurance Fee	700,000	--	--	700,000	650,000	558,425	281,372	388,794	432,095	337,468	297,811
Claims Paid-WC	1,000,000	--	--	1,000,000	100,000	400,761	537,775	936,718	725,255	1,022,116	1,001,753
Claims Paid-PL	110,000	--	--	110,000	100,000	151,492	25,205	10,263	82,411	57,219	53,650
Physical Ability Testing	50,000	--	--	50,000	20,000	6,083	9,660	3,403	4,165	6,031	26,449
Training	10,000	--	--	10,000	10,000	--	--	--	--	6,031	12,445
First-Aid Program	5,000	--	--	5,000	35,000	2,307	3,749	1,208	8,384	26,579	28,559
Risk Mgmt Prevention Program	300,000	--	--	300,000	250,000	74,708	97,500	27,610	85,115	15,989	--
EAP	250,000	--	--	250,000	200,000	165,508	162,038	119,315	29,602	--	--
Safety Inspection	22,000	--	--	22,000	19,000	--	12,819	12,819	12,445	--	--
Bank Charge & WC Penalty Reimb	6,000	--	--	6,000	6,000	2,243	--	112	4,144	1,943	21,071
Cobra Premiums	300,000	--	--	300,000	300,000	186,045	218,392	268,395	225,931	224,938	246,832
Dental Insurance Premiums	152,768,550	--	--	152,768,550	146,190,000	138,206,038	131,487,423	123,344,909	106,421,154	122,360,987	129,945,472
Vision Insurance Premiums	8,480,000	--	--	8,480,000	8,000,000	7,551,360	6,304,171	5,022,017	3,676,970	4,234,168	4,066,932
Claim Development Expense	80,252	--	--	80,252	(300,000)	(1,158,832)	(2,989,709)	(992,480)	(3,540,853)	(2,823,823)	(357,335)
Prior Year Adjustment	--	--	--	--	--	182,870	651,600	--	--	--	--
Total Operating Expenditures	198,784,062	--	--	198,784,062	185,733,552	173,310,430	162,823,679	155,356,495	132,926,773	148,117,225	158,531,903
<b>Net Increase/(Decrease) from Operations</b>	619,104	--	--	619,104	3,419,558	3,996,364	2,731,854	5,681,132	10,897,634	10,596,514	6,014,279
<b>Non Operating Income/(Expense)</b>											
Interest Income	692,873	--	--	692,873	639,000	885,440	526,681	640,000	734,153	681,271	499,738
Change in FMV	--	--	--	--	(225,155)	(2,305,443)	(2,305,443)	663,387	342,202	342,202	(341,266)
Realized Gain/(Loss)	--	--	--	--	(84,292)	--	940,339	--	--	--	644
GASB 68	--	--	--	--	--	--	--	--	--	--	--
Total Non Operating Income/(Expense)	692,873	--	--	692,873	639,000	575,993	(838,423)	640,000	1,397,540	1,023,473	159,116
Ending Cash	\$ 60,963,447	--	--	\$ 60,963,447	\$ 60,963,447	\$ 60,963,447	\$ 60,963,447	\$ 60,963,447	\$ 60,963,447	\$ 60,963,447	\$ 60,963,447
<b>Net Increase/(Decrease) in Net Position</b>	\$ --	\$ --	\$ --	\$ 1,311,977	4,058,558	4,572,357	1,893,431	6,321,132	\$ 12,295,174	\$ 11,619,987	6,173,395

**Alameda County Schools Insurance Group (ACSIG)  
Workers' Compensation  
2024/2025 Budget**

	Budget		Change in	Budget		2023/2024	2022/2023	2021/2022	2020/2021	2019/2020	2018/2019	2017/2018
	2024/2025	0		Allocation:	Accruals							
<b>Audited - Beginning Net Position, as of 07/01/2024</b>					\$ 35,504,270							
Beginning Cash and Investments	\$ 35,504,270					\$ 34,588,937	\$ 35,389,069	\$ 32,362,967	\$ 29,351,572	\$ 20,412,478	\$ 11,018,268	26,712,774
<b>Operating Revenue:</b>												
Premiums Paid by Members	\$ 32,033,944	\$ --	\$ --	\$ 32,033,944		28,057,017	22,060,954	23,053,472	25,917,135	\$ 27,017,696	\$ 26,942,763	26,712,774
PIPS Contribution Adjustmrt	--	--	--	--			318	549,925		7,093		
Total Operating Revenue	32,033,944	--	--	32,033,944		28,057,017	22,061,272	23,603,397	25,917,135	27,024,789	26,942,763	26,712,774
<b>Operating Expenditures:</b>												
Classified Salaries	75,190	--	--	75,190		126,676	87,930	82,294	77,693	76,063	69,349	65,608
Statutory Benefits	11,278	--	--	11,278		24,027	10,598	8,506	9,279	7,970	5,100	8,266
Health & Welfare	15,300	--	--	15,300		18,725	7,800	7,313	19,512	14,322	12,873	14,253
Employer Tax Expense	1,357	--	--	1,357		1,662	1,278	1,144	1,151	1,110	1,010	959
Net Pension Expense	51,152	--	--	51,152		64,519	27,410	45,451	(45,843)	62,112	59,717	44,672
Telephone & Internet	1,060	--	--	1,060		1,110	834	978	968	694	861	915
Supplies Office	900	--	--	900		800	1,252	60	981	539	322	283
Supplies - Other	1,200	--	--	1,200		1,200	750	571	220	177	771	491
Utility - Rent	4,786	--	--	4,786		5,074	3,705	4,945	6,288	5,711		5,459
Brokerage Fees-Dental-ACSIG	--	--	--	--		--	--	--	--	--	--	--
Brokerage Fees-Dental-MD	--	--	--	--		--	--	--	--	--	--	--
Travel and Conferences	3,000	--	--	3,000		3,000	1,406	756	426	2,065	1,518	1,569
Mileage	1,200	--	--	1,200		1,200	973	975	908	1,088	1,068	1,013
Dues & Memberships	900	--	--	900		900	1,152	103	328	1,145	133	245
Postage & Meter	280	--	--	280		340	103	123	311	148	138	194
Insurance Expense-PIPS	28,607,735	--	--	28,607,735		24,596,271	22,134,268	21,859,934	22,078,042	20,501,321	19,679,728	19,857,950
PIPS Contribution Adjustmrt	1,000,000	--	--	1,000,000		1,000,000	657,717	86,069	584,688	476,909	(233,378)	749,186
Advertising	--	--	--	--		--	--	--	--	--	5,535	--
Contract Services - Actuarial	12,000	--	--	12,000		10,000	9,300	8,970	8,770	8,570	8,396	8,272
Contract Services - Claims Audit	--	--	--	--		19,200	--	15,750	--	15,750	--	15,570
Contract Services	3,183	--	--	3,183		5,000	--	--	--	--	--	--
Audit Fees	2,328	--	--	2,328		2,300	2,228	2,186	2,145	2,104	2,063	2,025
Other Services/Operating Expenses	1,000	--	--	1,000		1,300	806	865	485	1,462	917	842
Capital Equipment/Depreciation	2,000	--	--	2,000		500	--	--	--	--	--	--
Repairs & Maintenance	500	--	--	500		500	--	--	--	--	--	--
Legal	500	--	--	500		500	--	--	--	--	--	--
Accounting Services	3,048	--	--	3,048		2,550	2,472	2,400	2,325	2,250	2,228	2,163
County Couner	320	--	--	320		280	227	624	--	592	581	535
Shredding	150	--	--	150		250	186	34	98	145	122	128
Copier & Scanner	400	--	--	400		800	488	378	623	396	553	514
Claims Administration Services	85,000	--	--	85,000		87,000	92,400	106,400	135,000	135,000	154,000	154,000
Self-Insurance Fee	700,000	--	--	700,000		650,000	558,425	281,372	388,794	432,095	337,468	297,811
Claims Paid-WC	1,000,000	--	--	1,000,000		1,000,000	400,761	537,775	936,718	725,255	1,022,116	1,001,753
Claims Paid-PL	--	--	--	--		--	--	--	--	--	--	--
Physical Abilities Testing	50,000	--	--	50,000		20,000	6,083	9,660	3,403	4,165	11,180	14,004
Training	10,000	--	--	10,000		10,000	--	--	--	--	6,031	--
First-Aid Program	5,000	--	--	5,000		35,000	2,307	3,749	1,208	8,384	26,579	23,953
Risk Management Prevention Program	300,000	--	--	300,000		250,000	74,708	97,500	27,610	85,115	15,989	28,559
EAP Program	250,000	--	--	250,000		200,000	165,508	162,038	119,315	29,602	--	--
Bank Charge & WC Penalty Reimb	1,000	--	--	1,000		1,000	--	--	--	--	--	--
Cobra Premiums	--	--	--	--		--	--	--	--	--	--	--
Dental Insurance Premiums	--	--	--	--		--	--	--	--	--	--	--
Vision Insurance Premiums	--	--	--	--		--	--	--	--	--	--	--
Claim Development Expense	(509,748)	--	--	(509,748)		(600,000)	(1,033,262)	(3,054,012)	(1,305,544)	(3,472,220)	(2,926,804)	378,826
Prior Year Adjustment	--	--	--	--		--	--	--	--	--	--	--
Total Operating Expenditures	31,692,018	--	--	31,692,018		27,541,684	23,219,813	20,274,911	23,055,902	19,130,039	18,266,164	21,833,022
<b>Net Increase/(Decrease) from Operations</b>	341,926	--	--	341,926		515,333	(1,158,541)	3,328,486	2,861,233	7,894,750	8,676,599	4,879,752
<b>Non Operating Income/(Expense)</b>												
Interest Income	415,724	--	--	415,724		400,000	597,952	402,626	150,163	574,538	515,929	356,625
Change in FMV	--	--	--	--		--	(169,531)	(1,413,042)	--	469,365	201,303	200,752
Realized Gain/(Loss)	--	--	--	--		--	(63,467)	708,031	--	441	379	379
GASB 68	--	--	--	--		--	--	--	--	--	--	--
Interfund Transfer	--	--	--	--		--	--	--	--	--	--	--
Total Non Operating Income/(Expense)	415,724	\$ --	\$ --	415,724		400,000	364,954	(302,385)	150,163	1,044,344	717,611	156,252
Ending Cash	\$ 36,261,920											
<b>Net Increase/(Decrease) in Net Position</b>				757,650		915,333	(793,587)	3,026,101	3,011,396	8,939,094	9,394,210	5,036,004
		--	\$ 36,261,920			<b>35,504,270</b>	<b>34,595,482</b>	<b>35,389,068</b>	<b>32,362,968</b>	<b>\$ 29,351,572</b>	<b>\$ 20,412,478</b>	<b>31,748,778</b>

**Alameda County Schools Insurance Group (ACSIG)**

**Dental  
2024/2025 Budget**

	Budget		Change in	Budget		2023-2024	2022-2023	2021-2022	2020-2021	2019/2020	2018/2019	2017/2018
	2024/2025	Allocations		Accruals	2024/2025							
<b>Audited - Beginning Net Position, as of 07/01/2024</b>	<b>\$ 19,465,014</b>											
Beginning Cash and Investments	\$ 19,465,014				\$ 18,267,465	\$ 13,307,986	\$ 14,373,978	\$ 11,924,643	9,322,655	\$ 8,251,136	5,318,251	
<b>Operating Revenue:</b>												
Premiums Paid by Members	\$ 155,500,000	\$ --	\$ --	\$ 155,500,000	\$ 150,000,000	\$ 144,699,773	\$ 133,236,138	\$ 127,610,386	110,572,228	\$ 125,810,680	132,187,282	
Rebate										(999,989)		
<b>Total Operating Revenue</b>	<b>155,500,000</b>	<b>--</b>	<b>--</b>	<b>155,500,000</b>	<b>150,000,000</b>	<b>144,699,773</b>	<b>133,236,138</b>	<b>127,610,386</b>	<b>110,572,228</b>	<b>124,810,691</b>	<b>132,187,282</b>	
<b>Operating Expenditures:</b>												
Classified Salaries	220,254	--	--	220,254	\$ 322,594	\$ 235,269	217,812	199,873	194,904	177,761	174,771	
Statutory Benefits	33,038	--	--	33,038	\$ 54,324	\$ 29,178	22,427	13,471	22,637	14,236	18,051	
Health & Welfare	47,600	--	--	47,600	\$ 39,975	\$ 35,100	34,288	32,519	23,871	21,456	23,755	
Employer Tax Expense	4,340	--	--	4,340	\$ 4,614	\$ 3,738	3,396	3,259	3,158	2,833	2,809	
Net Pension Expense	111,835	--	--	111,835	\$ 170,189	\$ 58,462	75,732	(124,689)	257,464	99,526	115,435	
Telephone & Internet	7,950	--	--	7,950	\$ 8,325	\$ 3,894	4,566	4,517	3,238	4,017	4,272	
Supplies Office	6,750	--	--	6,750	\$ 6,000	\$ 5,843	278	4,579	2,515	1,504	1,319	
Supplies - Other	9,000	--	--	9,000	\$ 9,000	\$ 3,502	2,662	1,027	826	3,599	2,293	
Eligibility Processing	265,000	--	--	265,000	\$ 255,000	\$ 226,419	219,791	210,615	205,013	203,801	213,141	
Brokerage Fees-Dental-ACSIG	340,000	--	--	340,000	\$ 340,000	\$ 312,447	303,141	290,054	281,605	279,662	293,050	
Brokerage Fees-Dental-MD	800,000	--	--	800,000	\$ 750,000	\$ 712,220	694,592	607,679	500,851	470,289	410,333	
Travel and Conferences	22,500	--	--	22,500	\$ 22,500	\$ 6,563	3,530	1,989	9,639	7,082	7,320	
Mileage	9,000	--	--	9,000	\$ 9,000	\$ 4,541	4,550	4,235	5,078	4,983	4,729	
Dues & Memberships	6,750	--	--	6,750	\$ 6,750	\$ 5,376	480	1,530	5,345	620	1,145	
Postage & Meter	6,300	--	--	6,300	\$ 6,300	\$ 1,853	2,212	5,608	2,667	2,488	3,487	
Insurance Expense	--	--	--	--	\$ --	\$ --	--	--	--	--	--	
Net, Operating-Rent	35,892	--	--	35,892	\$ 38,055	\$ 27,784	37,080	29,344	26,652	25,831	25,476	
Advertising	--	--	--	--	\$ --	\$ --	--	--	--	--	--	
Contract Services - Actuarial	5,000	--	--	5,000	\$ --	\$ 4,000	--	3,500	--	5,000	--	
Contract Services - PL - Investigation	--	--	--	--	\$ --	\$ --	--	--	--	--	--	
Contract Services	23,869	--	--	23,869	\$ 10,000	\$ --	--	--	12,150	--	--	
Audit Fees	17,456	--	--	17,456	\$ 17,250	\$ 10,395	10,203	10,010	9,818	9,625	9,450	
Other Services/Operating Expenses	7,500	--	--	7,500	\$ 10,000	\$ 3,763	4,035	2,265	6,821	4,303	3,930	
Capital Equipment/Depreciation	15,000	--	--	15,000	\$ 7,500	\$ --	--	--	--	--	--	
Repairs & Maintenance	3,750	--	--	3,750	\$ 3,750	\$ --	--	--	--	--	--	
Legal	3,750	--	--	3,750	\$ 5,000	\$ --	--	--	--	928	--	
Accounting Services	22,863	--	--	22,863	\$ 11,900	\$ 11,536	11,200	10,850	10,500	10,395	10,094	
County Courier	2,400	--	--	2,400	\$ 2,100	\$ 1,059	2,914	--	2,762	2,710	2,497	
Shredding	1,125	--	--	1,125	\$ 1,125	\$ 869	159	456	676	569	593	
Copier & Scanner	9,000	--	--	9,000	\$ 16,200	\$ 8,783	6,802	11,219	7,135	9,952	9,249	
Claims Administration Services	--	--	--	--	\$ --	\$ --	--	--	--	--	--	
Self-Insurance Fee	--	--	--	--	\$ --	\$ --	--	--	--	--	--	
Claims Paid-WC	--	--	--	--	\$ --	\$ --	--	--	--	--	--	
Claims Paid-PL	--	--	--	--	\$ --	\$ --	--	--	--	--	--	
Physical Abilities Testing	--	--	--	--	\$ --	\$ --	--	--	--	--	--	
Training	--	--	--	--	\$ --	\$ --	--	--	--	--	--	
First-Aid Program	--	--	--	--	\$ --	\$ --	--	--	--	--	--	
Food Service Training	--	--	--	--	\$ --	\$ --	--	--	--	--	--	
Special Ed Training	--	--	--	--	\$ --	\$ --	--	--	--	--	--	
Bank Charge	5,000	--	--	5,000	\$ 5,000	\$ 2,243	--	112	4,144	1,943	21,071	
Cobra Premiums	300,000	--	--	300,000	\$ 300,000	\$ 186,045	218,392	268,395	225,931	224,938	246,832	
Dental Insurance Premiums	152,768,550	--	--	152,768,550	\$ 146,190,000	\$ 138,206,038	131,487,423	123,344,909	106,421,564	122,360,987	129,945,472	
Vision Insurance Premiums	--	--	--	--	\$ --	\$ --	--	--	--	--	--	
Claim Development Expense	300,000	--	--	300,000	\$ 300,000	\$ (388,000)	--	227,000	--	20,000	--	
Prefund Deposit	--	--	--	--	\$ --	\$ 100,000	465,500	--	--	--	--	
<b>Total Operating Expenditures</b>	<b>155,411,472</b>	<b>--</b>	<b>--</b>	<b>155,411,472</b>	<b>148,922,451</b>	<b>139,818,920</b>	<b>133,833,185</b>	<b>125,164,326</b>	<b>108,246,964</b>	<b>123,971,037</b>	<b>131,319,704</b>	
<b>Net Increase/(Decrease) from Operations</b>	<b>88,528</b>	<b>--</b>	<b>--</b>	<b>88,528</b>	<b>1,077,549</b>	<b>4,880,853</b>	<b>(597,047)</b>	<b>2,446,060</b>	<b>2,325,264</b>	<b>839,654</b>	<b>867,578</b>	
<b>Non Operating Income/(Expense)</b>												
Interest Income	138,575	--	--	138,575	\$ 120,000	\$ 165,818	84,270	3,273	101,795	113,557	103,017	
Change in FMV	--	--	--	--	\$ --	\$ (46,618)	(747,910)	--	162,607	118,086	117,763	
Realized Gain/(Loss)	--	--	--	--	\$ --	\$ (17,452)	194,694	--	171	222	222	
GASB 68	--	--	--	--	\$ --	\$ --	--	--	--	--	--	
Interfund Transfer & YE Close Oper	--	--	--	--	\$ --	\$ --	--	--	--	--	0	
<b>Total Non Operating Income/(Expense)</b>	<b>138,575</b>	<b>\$ --</b>	<b>\$ --</b>	<b>138,575</b>	<b>120,000</b>	<b>101,748</b>	<b>(468,946)</b>	<b>3,273</b>	<b>264,573</b>	<b>231,865</b>	<b>14,524</b>	
<b>Ending Cash</b>	<b>\$ 19,602,116</b>											
<b>Net Increase/(Decrease) in Net Position</b>				<b>227,102</b>	<b>1,197,549</b>	<b>4,982,601</b>	<b>(1,065,993)</b>	<b>2,449,333</b>	<b>2,589,837</b>	<b>1,071,519</b>	<b>853,054</b>	
				<b>\$ 19,692,116</b>	<b>19,465,014</b>	<b>18,290,587</b>	<b>13,307,985</b>	<b>14,373,976</b>	<b>11,912,492</b>	<b>\$ 9,322,655</b>	<b>6,171,305</b>	

**Alameda County Schools Insurance Group (ACSIG)  
Vision  
2024/2025 Budget**

	Budget		Change in	Budget		2023/2024	2022/2023	2021/2022	2020/2021	2019/2020	2018/2019	2017/2018
	2024/2025	Allocations		2024/2025	Accruals							
<b>Audited - Beginning Net Position, as of 07/01/2024</b>					\$ 3,513,271							
Beginning Cash and Investments	\$ 3,513,271					\$ 3,360,571	\$ 3,179,847	\$ 3,171,366	3,112,862	\$ 2,527,944	\$ 2,297,478	2,094,297
<b>Operating Revenue:</b>												
Premiums Paid by Members	\$ 8,683,520	\$ --	\$ --	\$ 8,683,520		8,200,000	7,989,687	6,640,269	5,158,675	\$ 4,261,486	\$ 4,485,790	4,356,498
Total Operating Revenue	8,683,520	--	--	8,683,520		8,200,000	7,989,687	6,640,269	5,158,675	4,261,486	4,485,790	4,356,498
<b>Operating Expenditures:</b>												
Classified Salaries	22,170	--	--	22,170		47,971	34,636	32,198	30,370	29,664	26,856	25,991
Statutory Benefits	3,325	--	--	3,325		7,721	4,573	3,512	2,712	3,391	2,111	3,010
Health & Welfare	4,450	--	--	4,450		4,875	3,900	3,738	6,504	4,774	4,291	4,751
Employer Tax Expense	391	--	--	391		664	522	469	468	451	403	392
Net Pension Expense	16,240	--	--	16,240		23,715	9,939	15,150	(18,311)	30,363	19,906	17,461
Telephone & Internet	1,060	--	--	1,060		1,110	556	652	645	463	574	610
Supplies Office	900	--	--	900		800	835	40	654	359	215	188
Supplies - Other	1,200	--	--	1,200		1,200	500	380	147	118	514	328
Eligibility Processing	--	--	--	--		--	--	--	--	--	--	--
Brokerage Fees-Dental-ACSIG	--	--	--	--		--	--	--	--	--	--	--
Brokerage Fees-Dental-MD	--	--	--	--		--	--	--	--	--	--	--
Travel and Conferences	3,000	--	--	3,000		3,000	938	504	284	1,377	1,012	1,046
Mileage	1,200	--	--	1,200		1,200	649	650	605	725	712	676
Dues & Memberships	900	--	--	900		900	768	69	219	764	89	164
Postage & Meter	210	--	--	210		340	103	123	311	148	138	194
Insurance Expense	--	--	--	--		--	--	--	--	--	--	--
Utility - Operating-Rent	4,786	--	--	4,786		5,074	3,705	4,945	4,192	3,807	3,691	3,639
Advertising	--	--	--	--		--	--	--	--	--	--	--
Contract Services	6,183	--	--	6,183		--	1,000	--	1,500	--	--	--
Contract Services - PL - Investigation	--	--	--	--		--	--	--	--	--	--	--
Contract Services - PL - Legal	--	--	--	--		--	--	--	--	--	--	--
Audit Fees	2,328	--	--	2,328		2,300	1,485	1,458	1,430	1,403	1,375	1,350
Other Services/Operating Expenses	1,000	--	--	1,000		1,000	538	576	324	974	611	561
Capital Equipment/Depreciation	2,000	--	--	2,000		1,000	--	--	--	--	--	--
Repairs & Maintenance	500	--	--	500		500	--	--	--	--	--	--
Legal	500	--	--	500		1,000	--	--	--	--	--	--
Accounting Services	3,048	--	--	3,048		1,700	1,648	1,600	1,550	1,500	1,485	1,442
County Courier	160	--	--	160		280	151	416	--	395	387	357
Shredding	150	--	--	150		150	124	23	65	97	81	85
Copier & Scanner	300	--	--	300		800	488	378	623	396	553	514
Claims Administration Services	--	--	--	--		--	--	--	--	--	--	--
Self-Insurance Fee	--	--	--	--		--	--	--	--	--	--	--
Claims Paid-WC	--	--	--	--		--	--	--	--	--	--	--
Claims Paid-PL	--	--	--	--		--	--	--	--	--	--	--
Physical Abilities Testing	--	--	--	--		--	--	--	--	--	--	--
Training	--	--	--	--		--	--	--	--	--	--	--
First-Aid Program	--	--	--	--		--	--	--	--	--	--	--
Food Service Training	--	--	--	--		--	--	--	--	--	--	--
Special Ed Training	--	--	--	--		--	--	--	--	--	--	--
Bank Charge & WC Penalty Reimb	--	--	--	--		--	--	--	--	--	--	--
Cobra Premiums	--	--	--	--		--	--	--	--	--	--	--
Dental Insurance Premiums	--	--	--	--		--	--	--	--	--	--	--
Vision Insurance Premiums	8,480,000	--	--	8,480,000		8,000,000	7,551,360	6,304,171	5,022,017	3,676,970	4,234,168	4,066,932
Claim Development Expense	175,000	--	--	175,000		--	154,000	--	69,000	--	22,000	--
Prefund Deposit	--	--	--	--		--	82,870	186,100	--	--	0	--
Total Operating Expenditures	8,731,001	--	--	8,731,001		8,107,300	7,855,288	6,557,152	5,125,309	3,758,139	4,321,172	4,094,769
<b>Net Increase/(Decrease) from Operations</b>	(47,481)	--	--	(47,481)		92,700	134,399	83,117	33,366	503,347	164,618	261,729
<b>Non Operating Income/(Expense)</b>												
Interest Income	69,287			69,287		60,000	65,081	32,240	25,138	50,124	42,992	33,652
Change in FMV	--	--	--	--		--	(9,006)	(144,491)	--	31,415	22,813	22,751
Realized Gain/(Loss)	--	--	--	--		--	(3,373)	37,614	--	33	43	43
GASB 68	--	--	--	--		--	--	--	--	--	--	--
Interfund Transfer	--	--	--	--		--	--	--	--	--	--	--
Total Non Operating Income/(Expense)	69,287	\$ --	\$ --	69,287		60,000	52,702	(74,637)	25,138	81,572	65,848	10,944
Ending Cash	\$ 3,535,077											
<b>Net Increase/(Decrease) in Net Position</b>				21,806		152,700	187,101	8,480	58,504	\$ 584,919	\$ 230,466	272,673
				0	\$ 3,535,077	3,513,271	3,366,948	3,179,846	3,171,366	\$ 3,112,863	\$ 2,527,944	2,366,970

**Alameda County Schools Insurance Group (ACSIG)  
Property and Liability  
2024/2025 Budget**

	Budget		Change in Accruals	Budget	2023/2024 Budget	2022/2023 Actuals	2021/2022 Actuals	2020/2021 Actuals	2019/2020 Actuals	2018/2019 Actuals	2017/2018 Actuals
	2024/2025	Allocations		2024/2025							
<b>Audited - Beginning Net Position, as of 07/01/2024</b>				\$ 1,168,915							
Beginning Cash and Investments	\$ 1,168,915				789,239	600,577	\$ 675,143	325,945	\$ 126,990	\$ 207,692	\$ 193,468
<b>Operating Revenue:</b>											
Premiums Paid by Members	\$ 3,185,702	\$ --	\$ --	\$ 3,185,702	2,896,093	2,556,062	2,075,729	2,351,431	\$ 1,972,997	\$ 1,474,506	\$ 1,289,628
Total Operating Revenue	3,185,702	--	--	3,185,702	2,896,093	2,556,062	2,075,729	2,351,431	1,972,997	1,474,506	\$ 1,289,628
<b>Operating Expenditures:</b>											
Classified Salaries	30,850	--	--	30,850	39,357	26,647	25,046	23,662	23,199	21,247	\$ 19,808
Statutory Benefits	4,627	--	--	4,627	5,653	3,011	2,496	3,284	2,290	1,494	\$ 2,627
Health & Welfare	6,400	--	--	6,400	2,925	1,950	1,786	6,504	4,774	4,292	\$ 4,751
Employer Tax Expense	575	--	--	575	499	379	338	341	329	304	\$ 283
Net Pension Expense	18,671	--	--	18,671	19,902	8,737	15,152	(13,765)	15,870	19,904	\$ (13,603)
Telephone & Internet	530	--	--	530	555	279	327	323	230	287	\$ 305
Supplies Office	450	--	--	450	400	417	19	327	180	107	\$ 95
Supplies - Other	600	--	--	600	600	251	190	73	60	257	\$ 164
Eligibility Processing	--	--	--	--	--	--	--	--	--	--	\$ -
Brokerage Fees-Dental-ACSIG	--	--	--	--	--	--	--	--	--	--	\$ -
Brokerage Fees-Dental-MD	--	--	--	--	--	--	--	--	--	--	\$ -
Travel and Conferences	1,500	--	--	1,500	600	469	253	143	689	506	\$ 523
Mileage	600	--	--	600	450	325	325	303	364	356	\$ 338
Dues & Memberships	--	--	--	--	--	384	33	--	381	43	\$ 81
Postage & Meter	210	--	--	210	350	--	--	108	--	--	\$ -
Insurance Expense-NCR	2,585,851	--	--	2,585,851	2,350,774	2,097,743	1,987,518	1,935,827	1,697,831	1,363,395	\$ 1,170,873
Utility - Operating-Rent	2,393	--	--	2,393	2,537	1,852	2,470	2,095	1,904	1,844	\$ 1,821
Advertising	--	--	--	--	--	--	--	--	--	--	\$ -
Contract Services	10,091	--	--	10,091	7,500	--	5,050	4,900	--	4,700	\$ -
Contract Services -PL-Investigation	1,000	--	--	1,000	--	--	--	--	--	--	\$ -
Contract Services-PL-Legal	1,000	--	--	1,000	--	--	--	--	--	--	\$ -
Audit Fees	1,164	--	--	1,164	1,150	742	728	715	700	687	\$ 675
Other Services/Operating Expenses	500	--	--	500	--	269	288	162	487	306	\$ 281
Capital Equipment/Depreciation	1,000	--	--	1,000	500	--	--	--	--	--	\$ -
Repairs & Maintenance	250	--	--	250	250	--	--	--	--	--	\$ -
Legal	250	--	--	250	250	--	--	--	--	--	\$ -
Accounting Services	1,524	--	--	1,524	850	824	800	775	750	742	\$ 721
County Courier	160	--	--	160	140	76	209	32	197	194	\$ 178
Shredding	75	--	--	75	75	63	11	--	48	41	\$ 42
Copier & Scanner	300	--	--	300	100	--	--	--	--	--	\$ -
Claims Administration Services	32,000	--	--	32,000	20,000	12,069	12,470	4,411	5,232	12,650	\$ 12,909
Self-Insurance Fee	--	--	--	--	--	--	--	--	--	--	\$ -
Claims Paid - WC	--	--	--	--	--	--	--	--	--	--	\$ -
Claims Paid - PL	110,000	--	--	110,000	100,000	151,492	25,205	10,263	82,411	57,219	\$ 53,650
Safety Inspection	22,000	--	--	22,000	20,000	--	12,819	12,819	12,446	12,446	\$ 12,445
Training	--	--	--	--	--	--	--	--	--	--	\$ -
First-Aid Program	--	--	--	--	--	--	--	--	--	--	\$ -
Food Service Training	--	--	--	--	--	--	--	--	--	--	\$ -
Special Ed Training	--	--	--	--	--	--	--	--	--	--	\$ -
Bank Charge & WC Penalty Reimb	--	--	--	--	--	--	--	--	--	--	\$ -
Cobra Premiums	--	--	--	--	--	--	--	--	--	--	\$ -
Dental Insurance Premiums	--	--	--	--	--	--	--	--	--	--	\$ -
Vision Insurance Premiums	--	--	--	--	--	--	--	--	--	--	\$ -
Claim Development Expense	115,000	--	--	115,000	--	108,430	64,303	17,064	(68,633)	60,981	\$ 21,491
Prior Year Adjustment	--	--	--	--	--	--	--	--	--	--	\$ -
Total Operating Expenditures	2,949,571	--	--	2,949,571	2,575,417	2,416,409	2,157,836	2,010,366	1,781,739	1,564,002	\$ 1,290,457
<b>Net Increase/(Decrease) from Operations</b>	236,131	--	--	236,131	320,676	139,653	(82,107)	341,065	191,258	(89,496)	(829)
<b>Non Operating Income/(Expense)</b>											
Interest Income	69,287	--	--	69,287	59,000	56,589	7,543	8,133	7,696	8,793	\$ 6,444
Change in FMV	--	--	--	--	--	--	--	--	--	--	\$ -
Realized Gain/(Loss)	--	--	--	--	--	--	--	--	--	--	\$ -
GASB 68	--	--	--	--	--	--	--	--	--	--	\$ -
Interfund Transfer	--	--	--	--	--	--	--	--	--	--	\$ -
Total Non Operating Income/(Expense)	69,287	\$ --	\$ --	69,287	59,000	56,589	7,543	8,133	7,696	8,793	6,444
Ending Cash	\$ 1,474,333										
<b>Net Increase/(Decrease) in Net Position</b>				305,418	379,676	196,242	(74,564)	349,198	198,954	(80,703)	5,615
				0 \$ 1,474,333	1,168,915	796,819	600,579	675,143	\$ 325,944	\$ 126,989	199,083

**Alameda County Schools Insurance Group (ACSIG)**  
**Operations**  
**2022/2023 Budget**

	Cash Activity		Change in Accruals	Balance Year to Date	2019/2020 Budget	2018/2019 Budget
	2024/2025	Allocations				
	1/0/00					
<b>Audited - Beginning Net Position, as of 07/01/2024</b>				\$ --		
Beginning Cash and Investments	\$				\$ --	\$ --
<b>Operating Revenue:</b>						
Offset to Rent - Sub Lease	\$	\$	\$ --	\$ --	\$	\$
Total Operating Revenue	--	--	--	--	--	--
<b>Operating Expenditures:</b>						
Classified Salaries						--
Statutory Benefits						--
Health & Welfare						--
Employer Tax Expense						--
Telephone & Internet						--
Supplies Office						
Supplies - Other						
Eligibility Processing						--
Brokerage Fees-Dental-ACSIG						--
Brokerage Fees-Dental-MD						--
Travel and Conferences						--
Mileage						--
Dues & Memberships						--
Postage & Meter						--
Insurance Expense						--
Utility - Operating-Rent						--
Advertising						--
Contract Services - Actuarial						--
Contract Services -PL-Investigation						--
Contract Services-PL-Legal						--
Audit Fees						--
Other Services/Operating Expenses						--
Capital Equipment/Depreciation						
Repairs & Maintenance						
Legal						
Accounting Services						
County Courier						
Shredding						--
Copier & Scanner						--
Claims Administration Services						--
Self-Insurance Fee	--	--	--	--	--	--
Claims Paid-WC	--	--	--	--	--	--
Claims Paid-PL	--	--	--	--	--	--
Physical Abilities Testing	--	--	--	--	--	--
Training	--	--	--	--	--	--
First-Aid Program	--	--	--	--	--	--
Food Service Training	--	--	--	--	--	--
Special Ed Training	--	--	--	--	--	--
Bank Charge & WC Penalty Reimb	--	--	--	--	--	--
Cobra Premiums	--	--	--	--	--	--
Dental Insurance Premiums	--	--	--	--	--	--
Insurance - Vision	--	--	--	--	--	--
Claim Development Expense	--	--	--	--	--	--
Prior Year Adjustment	--	--	--	--	--	--
Total Operating Expenditures	--	--	--	--	--	--
<b>Net Increase/(Decrease)</b>						
<b>from Operations</b>	--	--	--	--	--	--
<b>Non Operating Income/(Expense)</b>						
Interest Income					--	
Change in FMV					--	
Realized Gain/(Loss)					--	
Interfund Transfer & YE Close						
Total Non Operating Income/(Expense)	--	\$ --	\$ --	--		--
Ending Cash	\$ --					
<b>Net Increase/(Decrease)</b>						
<b>in Net Position</b>				\$ --	\$ --	\$ --
				0 \$ --	\$ --	\$ --

ACSIG Staff	Name	Classification	Salary	Health Coverage	Statutory Benefits	Employer Tax Expense	CalPers Liability
	Andrew S. Lathrop	Executive Director	\$ 221,699.21	\$ 19,500.00	\$ 33,254.88	\$ 3,911.85	\$ 62,075.78
	Fund Contribution %	50% From Dental Fund	\$ 110,849.60	\$ 9,750.00	\$ 16,627.44	\$ 1,955.92	\$ 31,037.89
		30% From WC	\$ 66,509.76	\$ 5,850.00	\$ 9,976.46	\$ 1,173.55	\$ 18,622.73
		10% From Vision	\$ 22,169.92	\$ 1,950.00	\$ 3,325.49	\$ 391.18	\$ 6,207.58
		10% From P&L	\$ 22,169.92	\$ 1,950.00	\$ 3,325.49	\$ 391.18	\$ 6,207.58
	Celina Flotte	Executive Assistant	\$ 86,799.70	\$ 19,500.00	\$ 13,019.96	\$ 1,835.81	\$ 24,303.92
	Fund Contribution %	80% From Dental Fund	\$ 69,439.76	\$ 15,600.00	\$ 10,415.96	\$ 1,468.65	\$ 19,443.13
		10% From WC	\$ 8,679.97	\$ 1,950.00	\$ 1,302.00	\$ 183.58	\$ 2,430.39
		10% From P&L	\$ 8,679.97	\$ 1,950.00	\$ 1,302.00	\$ 183.58	\$ 2,430.39
	Amy Perry	Claims Assistant	\$ 39,964.94	\$ 9,750.00	\$ 5,994.74	\$ 915.04	\$ 11,190.18
	Fund Contribution %	100% Dental (COBRA)	\$ 39,964.94	\$ 9,750.00	\$ 5,994.74	\$ 915.04	\$ 11,190.18
<b>Retirees</b>	Kimberly Dennis	Retiree	\$ -	\$ 25,000.00	\$ -	\$ -	\$ -
	Fund Contribution %	50% From Dental Fund		\$ 12,500.00			
		30% From WC		\$ 7,500.00			
		10% From Vision		\$ 2,500.00			
		10% From P&L		\$ 2,500.00			
	PERS Unfunded Liab.	Misc.					\$ 99,702.00
	PERS Unfunded Liab.	Misc. PEPRA					\$ 626.00
	Payment % by Fund	50% From Dental Fund					\$ 50,164.00
		30% From WC					\$ 30,098.40
		10% From Vision					\$ 10,032.80
		10% From P&L					\$ 10,032.80

Fund / Type	Personnel Totals				
	Salary	Health Coverage	Statutory Benefits	Employer Tax Expense	CalPers Liability
Dental	\$ 220,254.31	\$ 47,600.00	\$ 33,038.15	\$ 4,339.61	\$ 111,835.21
WC	\$ 75,189.73	\$ 15,300.00	\$ 11,278.46	\$ 1,357.14	\$ 51,151.52
Vision	\$ 22,169.92	\$ 4,450.00	\$ 3,325.49	\$ 391.18	\$ 16,240.38
P&L	\$ 30,849.89	\$ 6,400.00	\$ 4,627.48	\$ 574.77	\$ 18,670.77

**Expense Categories**

Default Apportionment	WC	Dental	Vision	P&L
	10%	75%	10%	5%

Telephone & Internet	\$ 10,600.00		\$ 1,060	\$ 7,950	\$ 1,060	\$ 530
Supplies Office	\$ 9,000.00		\$ 900	\$ 6,750	\$ 900	\$ 450
Supplies - Other	\$ 12,000.00		\$ 1,200	\$ 9,000	\$ 1,200	\$ 600
Eligibility Processing	\$ 265,000.00	100% Dental	\$ -	\$ 265,000	\$ -	\$ -
Brokerage Fees-Dental-ACSIG	\$ 340,000.00	100% Dental	\$ -	\$ 340,000	\$ -	\$ -
Brokerage Fees-Dental-MD	\$ 800,000.00	100% Dental	\$ -	\$ 800,000	\$ -	\$ -
Travel and Conferences	\$ 30,000.00		\$ 3,000	\$ 22,500	\$ 3,000	\$ 1,500
Mileage	\$ 12,000.00		\$ 1,200	\$ 9,000	\$ 1,200	\$ 600
Dues & Memberships	\$ 9,000.00		\$ 900	\$ 6,750	\$ 900	\$ 450
Postage & Meter	\$ 7,000.00	4%, 90%, 3%, 3%	\$ 280	\$ 6,300	\$ 210	\$ 210
PIPS payroll adjustment	\$ 1,000,000.00	100% WC	\$ 1,000,000	\$ -	\$ -	\$ -
Utility - Operating-Rent	\$ 47,856.00		\$ 4,786	\$ 35,892	\$ 4,786	\$ 2,393
Advertising	\$ -		\$ -	\$ -	\$ -	\$ -
Contract Services	\$ 31,825.00		\$ 3,183	\$ 23,869	\$ 3,183	\$ 1,591
Contract Services - Vision Actuarial	\$ 3,000.00	100% Vision	\$ -	\$ -	\$ 3,000	\$ -
Contract Services - Dental Actuarial	\$ 5,000.00	100% Dental	\$ -	\$ 5,000	\$ -	\$ -
Contract Services - WC Actuarial	\$ 12,000.00	100% WC	\$ 12,000	\$ -	\$ -	\$ -
Contract Services - P&L Actuarial	\$ 8,500.00	100% P&L	\$ -	\$ -	\$ -	\$ 8,500
Contract Services - WC Claims Audit	\$ -	100% WC	\$ -	\$ -	\$ -	\$ -
Contract Services - PL - Investigation	\$ 1,000.00	100% P&L	\$ -	\$ -	\$ -	\$ 1,000
Contract Services - PL - Legal	\$ 1,000.00	100% P&L	\$ -	\$ -	\$ -	\$ 1,000
Audit Fees	\$ 23,275.00		\$ 2,328	\$ 17,456	\$ 2,328	\$ 1,164
Other Services/Operating Expenses	\$ 10,000.00		\$ 1,000	\$ 7,500	\$ 1,000	\$ 500
Capital Equipment/Depreciation	\$ 20,000.00		\$ 2,000	\$ 15,000	\$ 2,000	\$ 1,000
Repairs & Maintenance	\$ 5,000.00		\$ 500	\$ 3,750	\$ 500	\$ 250
Legal	\$ 5,000.00		\$ 500	\$ 3,750	\$ 500	\$ 250
Accounting Services	\$ 30,484.00		\$ 3,048	\$ 22,863	\$ 3,048	\$ 1,524
Courier Services	\$ 3,200.00		\$ 320	\$ 2,400	\$ 320	\$ 160
Shredding	\$ 1,500.00		\$ 150	\$ 1,125	\$ 150	\$ 75
Copier & Scanner	\$ 10,000.00	4%, 90%, 3%, 3%	\$ 400	\$ 9,000	\$ 300	\$ 300
Claims Administration Services - PL	\$ 22,000.00	100% P&L	\$ -	\$ -	\$ -	\$ 22,000
Claims Administration Services - WC	\$ 85,000.00	100% WC	\$ 85,000	\$ -	\$ -	\$ -
Safety Inspections	\$ 22,000.00	100% P&L	\$ -	\$ -	\$ -	\$ 22,000
Physical Ability Testing	\$ 50,000.00	100% WC	\$ 50,000	\$ -	\$ -	\$ -
Accreditation	\$ -		\$ -	\$ -	\$ -	\$ -

Total Other Expenses	WC	Dental	Vision	PL
	\$ 1,173,754	\$ 1,620,855	\$ 29,584	\$ 68,047

**Investment Income - Morgan Stanley**

	WC	Dental	Vision	PL
Amount under Management	\$ 415,724	\$ 138,575	\$ 69,287	\$ 69,287
Estimated Returns	60%	20%	10%	10%
\$ 27,714,904.40	\$ 692,872.61			
Estimated Growth*	2.50%			

\*Based on Quarterly Portfolio Summary

**Misc. Assumptions**

CalPers Liability calculated at 28%  
 Estimated COLA: 0.76%  
 WC self-insurance fee increase about 7.5% by DIR  
 Non-health benefits @ 15%  
 SETECH enhancements  
 New IT support & equipment  
 SKETCHERS expansion  
 EAP enhancements  
 P&L Insurance @ 10% (Anticipate Harder renewal for the excess layer(s))  
 AB218 Claim added to PLCA amount

**Contracts / Service Providers**

**Fiscal Year**

Vendor	Services Type	21/22	22/23	23/24	24/25
ACOE - Poney Mail	Courier	\$ 4,200	\$ 1,520	\$ 2,800	\$ 3,200
Bay Actuarial	WC Actuary	\$ 10,000	\$ 10,000	\$ 10,000	\$ 12,000
Bay Actuarial	PL Actuary	\$ 5,000	\$ 5,000	\$ 7,500	\$ 8,500
Healthcare Actuaries	Dental Actuary	\$ -	\$ 4,000	\$ -	\$ 5,000
Healthcare Actuaries	Vision Actuary	\$ -	\$ 1,500	\$ -	\$ 3,000
Keenan	PL claims handling (PLCA)	\$ 18,000	\$ -	\$ -	\$ 22,000
Keenan	WC runoff claims handling	\$ 106,400	\$ 92,400	\$ 87,000	\$ 85,000
Sharp	Copier	\$ 8,500	\$ 6,820	\$ 10,000	\$ 10,000
Keenan	SETECH	\$ 15,500	\$ 16,480	\$ 17,000	\$ 30,484
Shred-It	Secure Shreading	\$ 1,500	\$ 800	\$ 1,500	\$ 1,500
Pitney Bowes	Postage Machine	\$ 3,400	\$ 3,695	\$ 3,500	\$ 3,500
CMS	Phone	\$ 1,300	\$ 1,500	\$ 1,500	\$ 2,000
Steve Wright	Website	\$ 1,000	\$ 1,200	\$ 1,000	\$ 1,500
Keenan	Loss Control - Safety Ins.	\$ 18,819	\$ 19,000	\$ 20,000	\$ 22,000
USI	WC Claims Audit	\$ -	\$ -	\$ 16,100	\$ -
Christy White	Audit	\$ 14,475	\$ 16,500	\$ 23,000	\$ 23,275
AT&T Mobility	Cell Phone	\$ 1,980	\$ 2,000	\$ 4,500	\$ 5,000
Paychex	Payroll	\$ 2,400	\$ 2,400	\$ 2,400	\$ 3,200
Leone & Alberts	Legal	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
Alliant	Dental Underwriting	\$ 293,760	\$ 325,000	\$ 340,000	\$ 340,000
PBIA	Dental Processing	\$ 235,620	\$ 250,000	\$ 255,000	\$ 265,000
Ability USA	Post Offer Program	\$ 50,000	\$ 50,000	\$ 14,000	\$ 50,000
Triuam Partners	Rent	\$ 42,150	\$ 47,820	\$ 40,296	\$ 42,856
All Safe Storage	Storage	\$ 2,725	\$ 3,000	\$ 3,200	\$ 3,500
Comcast	Internet	\$ 3,060	\$ 3,200	\$ 3,600	\$ 3,600
Avast	Subscription anti-virus	\$ 90	\$ 125	\$ 125	\$ 125
Ed Lockhart	IT Support	\$ -	\$ -	\$ -	\$ 20,000
CAJAPA	Accreditation	\$ -	\$ -	\$ 7,500	\$ -

Rent Calculation	July 2024 - October 2024	\$8,000	\$ 32,000
	November 2024 - June 2025	\$8,320	\$ 66,560
	Sublease	-\$4,642	\$ (55,704)
			\$ 42,856





## Alameda County Schools Insurance Group

P.O. Box 2487  
Dublin, CA 94568  
Phone (925) 225-1030  
Fax (925) 225-0653  
[www.acsig.com](http://www.acsig.com)

### EXECUTIVE SUMMARY

TO: ACSIG Executive Committee

FROM: Kimberly Dennis

DATE: February 8, 2024

SUBJECT: Salary Schedule CalPERS Compliance

In preparation for retirement, it came to our attention that the salary schedules utilized by ACSIG are not in compliance with CalPERS requirements. While the Executive Committee and Full Board have always approved any salary augmentations, the actual salary schedule was not brought as an action item.

Additionally, there is some concern from PERS that there is only 1 position on the management salary schedule that provides longevity. PERS deems that longevity as not creditable. Kimberly will continue to work with PERS to get everything into compliance prior to the May Board meeting. It should be noted that the higher salaried amount has been reported to PERS all along and both the employee and employer have been paying the appropriate percentages on that higher amount.

The Executive Director will review this issue with the Executive Committee.



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### EXECUTIVE SUMMARY

TO: ACSIG Executive Committee

FROM: Kimberly Dennis

DATE: February 8, 2024

SUBJECT: Cyber Breach Update

In the Fall of 2023, ACSIG began experiencing interruptions in services such as our telephone system and internet. ACSIG also had a fraud alert from our bank indicating that someone was trying to cash checks against our accounts. Because we have dual signatures on our checks, no money was stolen.

In late November, our systems were accessed and email was spoofed. Correspondence was sent out that to dental members from our COBRA/Dental technician indicating that ACSIG had changed its bank and to wire money to a new bank with account numbers. Because we are all operating in the environment of cyber breaches, our dental clients promptly alerted us to this request and we were able to prevent any erroneous wire transfers. That seemed to anger the hackers who then overloaded our emails and outgoing emails were restricted by Microsoft.

ACSIG contracted with counsel recommended by SAFER, Capriani & Werner, and Charles River Associates who are forensic investigators. Medical information is very sensitive. An extensive, forensic investigation was performed. The breach was only to our email system and no sensitive information was accessed.

The Executive Director will review this matter with the Executive Committee and discuss changes to systems to better protect ACSIG resources.



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### EXECUTIVE SUMMARY

TO: ACSIG Executive Committee

FROM: Kimberly Dennis

DATE: February 8, 2024

SUBJECT: Strategic Planning Update

The Executive Committee met on January 13, 2022 to discuss the past strategic planning initiatives and future planning for ACSIG. Many actions have been accomplished. Kimberly will update the Committee on the status of those outstanding.

This meeting will also be used as our 2024 Strategic Planning Session where future priorities will be determined. The transitional Executive Director is in place and discussions will include his vision for the organization in addition to identified needs.

At our last Strategic Planning Session in October 2022, there were several initiatives identified. Those are listed below with progress update.

1. Post Offer/Pre Placement Program:

One of the biggest challenges in the expansion of the post offer/pre-placement program within ACSIG was the limitation of having one facility for testing and its location in the north bay. This allowed our current partners in Albany and Castro Valley easy access, but limited expansion.

I am happy to report a new facility is now available in Union City. With this partnership, New Haven is in the implementation stage of the program and San Lorenzo is starting the process. We are hopeful that we can soon add Fremont to the program. With these members, we would achieve more than 50% implementation for our membership.

We are continuing the process to expand and are currently working with Ability USA to locate a facility in the Tri-Valley area. This would not only assist our members in that area, but other members have many employees who travel from that area for work and would enable potential employees easier access.

2. Human Resource Connection:

The Workers' Compensation program is managed within the Business Office but requires a close coordination with each Human Resources department. Through Board meetings, ACSIG is able to keep Board Members updated, but would also like regular opportunities to include the Human Resources departments in the updates.

Because ACOE conducts monthly HR meetings, ACSIG has tried to get on their agenda regularly (at least twice a year) to facilitate communication. Due to multiple changes in staffing and the pandemic, ACSIG had been unable to make that connection.

ACSIG Executive Director has attended 2 of these meetings in the past year and highlighted the EAP services available as well as the online training opportunities through Keenan Safe Schools.

3. ACSIG Board meetings and their electronic agendas has been a recurring theme in our Strategic Planning process. As technology changes, so do the needs of our membership.

I believe ACSIG has met all these updates and is submitted agenda and accompanying materials best to meet the Committee's needs.

#### 4. Succession Planning

The majority of our strategic planning session centered around the process of succession planning. As my retirement dates approaches, it is vital to the continued success of ACSIG, that there be adequate time to recruit, hire and cross train the new Executive Director.

The Executive Committee determined that 12-months of cross-training would be best because of the cyclical nature of the job responsibilities. Because the renewal process for all lines of coverage starts in the fall for the subsequent year, a longer duration of training is necessary.

The Executive Committee has approved the job description and will determine plan of action for Spring 2023 recruitment with a goal of hiring by July 1, 2023.

The Transitional Executive Director was hired and began training with Kimberly on 1/1/24 providing a 6-month overlap for training and on-boarding.

#### 5. Expansion of Risk Reducing Programs

Currently ACSIG provides gift cards for all food service, maintenance and custodial employees to purchase slip resistant shoes from Skechers. I am pleased to report that this year, 3200 cards were distributed in September allowing employees to purchase shoes early in the fiscal year.

ACSIG is researching other available programs to address other risks employees face. More specifically, we are researching available safeguards for Paraeducators that could assist them in the challenges they face and mitigate areas at risk of injury. Margot Bringas and Michael Clark are providing both data and training individually to each member agency in 2023/24. They will be providing the Executive Director with a summary of their findings and recommendations for any protective equipment available that could provide risk reduction in areas identified.

#### 6. Employee Trainings

I am working with our Keenan service team to identify those trainings most accessed and possible ways of providing an update or refresh to keep the trainings current and less repetitive. This is an ongoing item. The Service Team meets monthly to identify loss drivers and/or trends that are impacting the JPA and strategizing on training opportunities available to address those needs.

## 7. Cyber Training

Cyber coverage continues to be the most volatile and challenging line of coverage for renewal. 22-23 brought new partners to the table with new requirements to secure coverage. ACSIG members now have access to Resolute Gard to assist them with ensuring that their information is protected.

All members have been provided their Cyber Scorecard and are making recommended improvements on their internal processes. Scorecards will be run again this summer to determine improvement.

## 8. New Member Orientation

ACSIG has a new member orientation guide that it provides to new Board members and any staff they identify. In addition, we schedule a meeting to review the materials either in person or via Zoom.

We are currently working on a process to “update” new members a little further into their tenure. We understand that new employees are inundated with information when they first start a position. Additionally, we understand that some of the nuances of insurance are difficult to absorb. Therefore, a refresher meeting will be implemented to provide the best level of service.

ACSIG has been able to bring additional training to new and “newer” Board members. We foresee a continuance of transition within the Board necessitating both orientation and training.