



*Alameda County Schools Insurance Group*

# **Full Board Meeting**

**Thursday, May 23, 2024**

**12:00PM**



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

AGENDA  
Full Board

**Date:** Thursday, May 23, 2024  
**Time:** 12:00PM  
**Location:** Video Meeting  
Join Zoom Meeting  
<https://us02web.zoom.us/j/7358807014?pwd=WW9PcGZvV2ZSY2hxWXI4WVJPTWVWUT09&omn=81999610238>

**Meeting ID: 735 880 7014**  
**Passcode: acsig24**

**I. Call to order 12:00 PM**

**II. Roll call**

**Board 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 County Office of Education
Suzy Chan	Board Member	Castro Valley USD
Chris Hobbs	Board Member	Dublin USD
Anthony Oum	Board Member	Eden Area ROP
Dora Siu	Board Member	Emery USD
Daniel Hillman	Board Member	Fremont USD
Teresa Fiscus	Board Member	Livermore Valley Joint USD
Bryan Wakefield	Board Member	Mission Valley ROP
Kimberly Jokela	Board Member	Mountain House USD
Tracey Vackar	Board Member	Newark USD
Annette Heldman	Board Member	New Haven USD
Ruth Alahydroian	Board Member	Piedmont USD
Ahmad Sheikholeslami	Board Member	Pleasanton USD
Dr. Roberto Perez Jr.	Board Member	San Lorenzo USD
Molleen Barnes	Board Member	Sunol Glen USD
Julie Duncan	Board Member	Tri-Valley ROP

Kimberly Dennis	Executive Director	ACSIG
Celina Flotte	Executive Assistant	ACSIG
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

**III. Acceptance of the Agenda**

The Full Board will vote on the acceptance of the agenda.

**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 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*

**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 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.*

**VI. Report of Action Taken in Closed Session**

## Consent Calendar

### VII. Items for consent

The below listed routine items are presented by staff for acceptance under a single vote.

- Executive Committee Minutes from February 8, 2024
- Executive Committee Minutes from March 20, 2024
- Executive Committee Minutes from May 3, 2024
- 2<sup>nd</sup> Quarter Financials
- 2<sup>nd</sup> Quarter Investment Report
- 3<sup>rd</sup> Quarter Financials
- 3<sup>rd</sup> Quarter Investment Report
- Investment Policy
- ACSIG Holiday Calendar
- DWK Agreement
- Actuarial Study - Ultimate Loss
- PLCA Agreement Renewal
- AP 218 PLCA Agreement Renewal
- Loss Control - ReLief Inspection Agreement
- Workers' Compensation Claims Audit
- Dispute Resolution Policy
- Underwriting Policy
- Conflict of Interest Code
- Authorization of Signatures
- Posting and Mailing Address

## General

### VIII. Announcement of New Executive Director (page 293)

The Executive Director will announce the newly appointed Executive Director to the Board.

*Recommendation: For discussion*

### IX. Executive Committee Membership (page 294)

Due to Danielle Krueger, Jackie Kim and Annette Heldman's terms expiring, the Board will elect 3 members to the Executive Committee.

*Recommendation: For action*

### X. Budget 2024/2025 (page 295)

The Executive Director will present the 2024/25 Budget to the Board.

*Recommendation: For action*

**XI. ACSIG Salaries & Benefits** (page 304)

The Executive Director will present a cost of living increase proposal for the ACSIG staff.

*Recommendation: For action*

**XII. Meeting Calendar** (page 324)

The Board will review the draft 2024/25 meeting calendar.

*Recommendation: For discussion*

**Workers' Compensation**

**XIII. Actuarial Study - Ex-Mods** (page 326)

The Executive Director will present the January 2024 Actuarial Study that determines the 2024/25 workers' compensation program year experience modification factors.

*Recommendation: For action*

**XIV. Workers' Compensation Rates 2024/2025** (page 328)

The Executive Director will present 2024/25 workers' compensation rates.

*Recommendation: For action*

**XV. EAP Update** (page 330)

The Executive Director will review the utilization of the EAP with the Board.

*Recommendation: For discussion*

**XVI. Claims Trends - 5 year Point in Time** (page 345)

Michael Clark from Keenan will update the Committee regarding current claim trends by Job Classification, Age, and Month.

*Recommendation: For discussion*

**Dental**

**XVII. Dental Program & Rates 2024/ 2025** (page 354)

The Executive Director will present the 2024/25 Dental program proposed rates.

*Recommendation: For action*

- XVIII. Dental Network Expansion** *(page 360)*  
The Executive Director will present a proposal to expand the Dental Program's network partners.  
*Recommendation: For action*

### Vision

- XIX. Vision Program & Rates 2024/ 2025** *(page 403)*  
The Executive Director will present the 2024/25 Vision proposed rates.  
*Recommendation: For action*

### Property & Liability

- XX. Property & Liability Rates 2024/2025** *(page 409)*  
The Executive Director will present 2024/25 Property and Liability rates.  
*Recommendation: For action*

- XXI. Future Planning**

- XXII. Adjournment**



**LOCATION CALL- IN SHEET  
ALAMEDA COUNTY SCHOOLS INSURANCE GROUP  
FULL BOARD MEETING**

May 23, 2024  
12:00 PM

Join Zoom Meeting

<https://us02web.zoom.us/j/7358807014?pwd=WW9PcGZvV2ZSY2hxWXI4WVJPTWVWUT09&omn=81999610238>

**Meeting ID: 735 880 7014      Passcode: acsig24**

This meeting will be conducted by teleconferencing in accordance with Government Code Section 54953(b). Members of the public may address the Committee from any teleconference location shown below:

**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 Kruger (510) 337-7066

**Albany Unified School District**

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

**Castro Valley Unified School District**

4400 Alma Avenue  
Castro Valley, CA 94546  
Suzy Chan (510) 537-3000ext 1230

**Dublin Unified School District**

7471 Lakedale Avenue  
Dublin, CA 94568  
Chris Hobbs (925) 828-2551 ext 8041

**Eden Area ROP**

26316 Hesperian Blvd.  
Hayward, CA 94545  
Anthony Oum (510) 293-2906

**Emery Unified School District**

4727 San Pablo Ave.  
Emeryville, CA 94608  
Dora Siu (510) 601-4902

**Fremont Unified School District**

4210 Technology Drive  
Fremont, CA 94539  
Daniel Hillman (510) 659-2350

**Livermore Unified School District**

685 East Jack London Blvd.  
Livermore, CA 94501

Teresa Fiscus (925) 606-3253

**Mission Valley ROP**

5019 Stevenson Blvd.  
Fremont, CA 94538  
Bryan Wakefield (510) 492-5145

**Mountain House School District**

3950 Mountain House Road  
Byron, CA 94546  
Kimberly Jokela (209) 835-2283

**New Haven Unified School District**

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

**Newark Unified School District**

5715 Musick Avenue  
Newark, CA 94560  
Tracey Vackar (510) 818-4115

**Piedmont Unified School District**

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

**Pleasanton Unified School District**

5758 W Las Positas Blvd  
Pleasanton, CA 94566  
Ahmad Sheikholeslami (925) 426-4307

**San Leandro Unified School District**

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

**San Lorenzo Unified School District**

15510 Usher Street  
San Lorenzo, CA 94580  
Dr. Roberto Perez Jr (510) 317-4641

**Sunol Glen School District**

11601 Main Street  
Sunol, CA 94586  
Molleen Barnes (925) 670-4277

**Tri-Valley ROP**

1040 Florence Road  
Livermore, CA 94550  
Julie Duncan (925) 455-4800 ext 104





# Consent Calendar



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

MINUTES  
Executive Committee

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

**I. Kevin Collins called the meeting to order at 9:33 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
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
Patrice Grant	Guest	Keenan & Associates

Brian Sharpes	Guest	Morgan Stanley
Laurena Grabert	Guest	SETECH

**III. Acceptance of the Agenda**

It was moved by Ahmad Sheikholeslami and seconded by Dani Krueger to approve the agenda as presented.

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

Nays: None

Abstain: None

*Ruth Alahydoian joined the meeting at 9:34am*

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

No public present to comment.

##### **Closed Session**

*Closed session began at 9:34am*

##### **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**

*Open session began at 9:35am*

**V. Public Comment on Open Session Agenda Items**

*No public present to comment*

**VI. Report of Action Taken in Closed Session**

*There was no action taken in closed session*

**VII. Approval of Minutes**

It was moved by Kevin Collins and seconded by Jackie Kim to approve the meeting minutes from the October 25, 2023 Executive Committee Meeting and November 2, 2023 Full Board Meeting.

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

Ayes: Collins, Kinder, Krueger, Kim, Blessing, Alahydoain, Sheikholeslami

Nays: None

Abstain: None

**Workers Compensation**

**VIII. Actuarial Study - Ex Mods**

The Executive Director presented the Ex-Mods as determined by the Actuarial by Jack Joyce.

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>

It was moved by Ahmad Sheikholeslami and seconded by Dani Krueger to approve the Ex-Mods as presented.

Ayes: Collins, Kinder, Krueger, Kim, Blessing, Alahydoain, Sheikholeslami

Nays: None

Abstain: None

#### **IX. Actuarial Study - Ultimate Loss**

The Executive Director presented Actuarial study of the ultimate loss of the self-insured portion of the ACSIG Workers Compensation program. Bay Actuarial estimates that ACSIG's liability for unpaid losses were \$3.7M on December 31, 2023. This report reflects claim payments in the amount of \$329,959 and a reduction in reserves of \$1,393,320.

It was moved by Dani Krueger and seconded by Jackie Kim to approve the Ultimate Loss Actuarial Study as presented.

Ayes: Collins, Kinder, Krueger, Kim, Blessing, Alahydoain, Sheikholeslami

Nays: None

Abstain: None

#### **X. EAP Update**

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

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

ACSIG workers' compensation program has transitioned into a surplus position, we open the discussion with the Executive Committee to have the opportunity to review existing programs and explore new ones for the 2024-2025 year. The committee has no changes to the Skechers, EAP, post offer-pre placement program or trainings and no action was taken.

#### **XII. Preliminary Workers Compensation Rates 2024/25**

The Executive Director reviewed 2024/25 preliminary worker's compensation rates with the base rate of 2.53. The workers compensation program continues to maintain a positive fund balance, therefore the committee recommends that the base rate be lowered by .27 to 2.26.

**2024/25  
Workers' Compensation Rates**

	2021/2022 Actual Payroll	2022/2023 Actual Payroll	Base Rate	Ex Mod	Rate per \$100 Payroll	2024/2025 PREMIUMS
ACOE	\$25,846,167	\$ 27,533,969	2.26	0.750	1.70	\$466,701
ALAMEDA	\$81,626,997	\$ 84,583,723	2.26	1.250	2.83	\$2,389,490
ALBANY	\$31,282,396	\$ 36,093,238	2.26	1.073	2.42	\$875,254
CASTRO VALLEY	\$73,973,265	\$ 81,024,249	2.26	0.823	1.86	\$1,507,035
DUBLIN	\$100,342,259	\$ 114,154,279	2.26	0.824	1.86	\$2,125,827
EDEN ROP	\$4,896,917	\$ 5,687,746	2.26	0.750	1.70	\$96,407
EMERY	\$6,750,148	\$ 6,844,704	2.26	0.750	1.70	\$116,018
FREMONT	\$272,798,974	\$ 317,776,392	2.26	0.996	2.25	\$7,153,019
LIVERMORE	\$108,083,228	\$ 118,879,062	2.26	0.988	2.23	\$2,654,427
MISSION ROP	\$5,064,057	\$ 5,521,654	2.26	0.750	1.70	\$93,592
MT. HOUSE	\$238,837	\$ 263,797	2.26	1.250	2.83	\$7,452
NEWARK	\$42,250,847	\$ 42,874,715	2.26	1.214	2.74	\$1,176,328
NEW HAVEN	\$88,712,003	\$ 94,835,085	2.26	1.101	2.49	\$2,359,743
PIEDMONT	\$27,932,088	\$ 30,808,732	2.26	0.750	1.70	\$522,208
PLEASANTON*	\$126,324,046	\$ 130,142,003	2.26	0.750	1.70	\$2,205,907
SAN LEANDRO	\$78,608,488	\$ 87,822,002	2.26	1.250	2.83	\$2,480,972
SAN LORENZO	\$72,417,792	\$ 80,905,449	2.26	1.250	2.83	\$2,285,579
SUNOL GLEN	\$2,637,278	\$ 2,879,355	2.26	0.750	1.70	\$48,805
TRI VALLEY ROP	\$2,778,626	\$ 2,981,618	2.26	0.750	1.70	\$50,538
<b>TOTAL PREMIUMS</b>	<b>1,152,564,413</b>	<b>1,271,611,772</b>				<b>\$28,615,302</b>

Average Ex Mod

1.00000

Payrolls based upon 2022/23 Unaudited Actuals Reports provided by ACOE

\* includes apprentice program

**Executive Committee approved rate reduction of \$.27 on 8 February 2024**

It was moved by Ruth Alahydoain and seconded by Ahmad Sheikholeslami to approve the motion of buying down the WC base rate by \$.27.

Ayes: Collins, Kinder, Krueger, Kim, Blessing, Alahydoain, Sheikholeslami

Nays: None

Abstain: None

## General

### **XIII. Second Quarter Financial Report**

Laurena Grabert from SETECH presented the 2023/2024 Second Quarter Financial Report.

It was moved by Leigh Ann Blessing and seconded by Ahmad Sheikholeslami to approve the second quarter financial report.

Ayes: Collins, Kinder, Krueger, Kim, Blessing, Alahydoain, Sheikholeslami

Nays: None

Abstain: None

**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 Operations	5,755,522	(1,853,610)	3,901,912
	<u>263,297</u>	<u>(76,046)</u>	<u>187,251</u>
Cash and Cash Equivalents	<u>\$ 36,588,070</u>	<u>(5,319,863)</u>	<u>\$ 31,268,207</u>
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	<u>47,312,350</u>	<u>2,309,073</u>	<u>49,621,423</u>
Noncurrent Assets			
Investments @ FMV - Morgan Stanley (3)	26,625,917	755,882	27,381,800
Capital - Equipment, net of depreciation	--	--	--
	<u>26,625,917</u>	<u>755,882</u>	<u>27,381,800</u>
<b>Total Assets</b>	<b><u>\$ 73,938,267</u></b>	<b><u>\$ 3,064,956</u></b>	<b><u>\$ 77,003,223</u></b>
<b>Deferred Outflow of Resources:</b>			
Deferred outflow of resources - pension	<u>555,879</u>	<u>--</u>	<u>555,879</u>
<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	<u>12,403,583</u>	<u>(158,741)</u>	<u>12,244,842</u>
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	<u>4,027,156</u>	<u>(61,220)</u>	<u>3,965,936</u>
Net Pension Liability (NPL)	816,289	42,521	858,810
<b>Total Liabilities</b>	<b><u>\$ 17,247,028</u></b>	<b><u>\$ (177,440)</u></b>	<b><u>\$ 17,069,588</u></b>
<b>Deferred Inflow of Resources:</b>			
Deferred inflow of resources - pension	<u>202,611</u>	<u>--</u>	<u>202,611</u>
<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><u>\$ 57,044,507</u></b>	<b><u>\$ 3,242,396</u></b>	<b><u>\$ 60,286,903</u></b>
<b>Total Liabilities, Deferred Pension, and Ending Net Position</b>	<b><u>\$ 73,938,267</u></b>	<b><u>\$ 3,064,956</u></b>	<b><u>\$ 77,003,223</u></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)  
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 07/01/20223 - 12/31/2023	Variance	Percentage of Budget
<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 Commiss	--	--	--	--	--	--
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 Rei	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>



#### XIV. Second Quarter Investment Report

Cary Allison presented the 2023/24 Second Quarter Investment Report.

##### *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*

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

It was moved by Ahmad Sheikholeslami and seconded by Ruth Alahydoain to approve the second quarter investment report.

Ayes: Collins, Kinder, Krueger, Kim, Blessing, Alahydoain, Sheikholeslami

Nays: None

Abstain: None

#### XV. Budget 2024/25

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.

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

Ayes: Collins, Kinder, Krueger, Kim, Blessing, Alahydoain, Sheikholeslami

Nays: None

Abstain: None

#### **XVI. Approval of 2023/ 24 Salary Schedule**

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.

#### **XVII. Cyber Breach**

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 it's 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.

#### **XVIII. Strategic Planning**

The Executive Director discussed updates and action plans for the 2024-25 year with the Committee that includes Post Offer/ Preplacement Program expansion, Human Resources connection highlighting the EAP services available, and ACSIG Board meeting electronic agenda changes.

**XIX. Future Planning**

**XX. This meeting was adjourned by Dr. Kevin Collins at 12:25 PM**



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

**SPECIAL MEETING MINUTES**  
Executive Committee

**Date:** Wednesday, March 20, 2024

**Time:** 9:00 AM

**Location:** Video Meeting

Join Zoom Meeting:

<https://us02web.zoom.us/j/7358807014?pwd=WW9PcGZvV2ZSY2hxWXI4WVJPTWVWU T09&omn=81999610238>

**Meeting ID: 735 880 7014**

**Passcode: acsig24**

**I. Kevin Collins called the meeting to order at 9:01 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
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

**III. Acceptance of the Agenda**

It was moved by Annette Heldman and seconded by Dani Krueger to approve the agenda as presented.

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

Nays: None

Abstain: None

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

*No public present to comment*

### **General**

#### **V. Salary Schedule CalPERS Compliance**

Beginning in 2023-24, it has been determined that the best way to address the salary issue for the Executive Director is to simply add the fixed, annual salary amount on the schedule. Longevity will no longer be a component of the salary schedule. This will require that both the salary schedule and contract are approved in open session each year. These changes will bring ACSIG into PERS compliance.

It was moved by Annette Heldman and seconded by Ruth Alahydoain to approve the Salary Schedules as presented.

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

Nays: None

Abstain: None

#### **VI. Executive Director Contracts**

The Executive Director presented the contracts of the role of ACSIG's Executive Director and Transitional Executive Director. Because longevity will no longer be a component of the salary schedule, it is required that both the salary schedule and contract are approved in open session each year.

It was moved by Annette Heldman and seconded by Ahmad Sheikholeslami to approve the contracts as presented.

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

Nays: None

Abstain: None

#### **VII. Future Planning**

#### **VIII. This meeting was adjourned by Dr. Kevin Collins at 9:08 AM**



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

**SPECIAL MEETING MINUTES**  
Executive Committee

**Date:** Friday, May 3, 2024

**Time:** 10:00 AM

**Location:** Video Meeting

Join Zoom Meeting:

<https://us02web.zoom.us/j/7358807014?pwd=WW9PcGZvV2ZSY2hxWXI4WVJPTWVWU T09&omn=81999610238>

**Meeting ID: 735 880 7014**

**Passcode: acsig24**

**I. Dr. Kevin Collins called the meeting to order at 10:03 AM**

**II. Roll Call**

**Executive Committee Members**

Dr. Kevin Collins	President	San Leandro 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

Kimberly Dennis	Executive Director	Alameda County Schools Insurance
Andrew Lathrop	Transitional ED	Alameda County Schools Insurance
Celina Flotte	Executive Assistant	Alameda County Schools Insurance

**III. Acceptance of the Agenda**

It was moved by Ruth Alahydoian and seconded by Annette Heldman to approve the agenda as presented.

Ayes: Collins, Kim, Blessing, Heldman, Alahydoian

Nays: None

Abstain: None

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

No public present to comment.

**Closed Session**

*Closed session began at 10:06am*

**A. Transitional Executive Director Evaluation**

**Open Session**

*Open session began at 11:36am*

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

No public present to comment.

**VI. Report of Action Taken in Closed Session**

No action was taken in closed session.

**General**

**VII. Dannis Woliver Kelley Agreement**

The Executive Director presented an agreement with Dannis Woliver Kelley. It was moved by Annette Heldman and seconded by Jackie Kim to approve the contract as presented.

Ayes: Collins, Kim, Blessing, Heldman

Nays: None

Abstain: None

**Closed Session**

*Closed session began at 11:38am*

**VIII. This meeting was adjourned by Dr. Kevin Collins at 11:45AM**



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

May 3, 2024  
10:00 AM

Join Zoom Meeting

<https://us02web.zoom.us/j/7358807014?pwd=WW9PcGZvV2ZSY2hxWXI4WVJPTWVWUT09&omn=81999610238>

**Meeting ID: 735 880 7014 Passcode: acsig24**

**Alameda County Office of Education**

313 W Winton Ave.  
Hayward, CA 94544  
Leigh Ann Blessing (510) 670-4218

**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 Alahydroian (510) 594-2608

**Pleasanton Unified School District**

5758 W Las Positas Blvd  
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

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 Board of Directors

FROM: Kimberly Dennis

DATE: May 23, 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.

These financials were reviewed in detail with the Executive Committee at its February 8, 2024 meeting.



# 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.

---

President



SETECH (Service Enhancement Technologies)

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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	<u>\$ 36,588,070</u>	<u>(5,319,863)</u>	<u>\$ 31,268,207</u>
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	<u>47,312,350</u>	<u>2,309,073</u>	<u>49,621,423</u>
Noncurrent Assets			
Investments @ FMV - Morgan Stanley (3)	26,625,917	755,882	27,381,800
Capital - Equipment, net of depreciation	--	--	--
	<u>26,625,917</u>	<u>755,882</u>	<u>27,381,800</u>
<b>Total Assets</b>	<b><u>\$ 73,938,267</u></b>	<b><u>\$ 3,064,956</u></b>	<b><u>\$ 77,003,223</u></b>
<b>Deferred Outflow of Resources:</b>			
Deferred outflow of resources - pension	<u>555,879</u>	<u>--</u>	<u>555,879</u>
<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	<u>12,403,583</u>	<u>(158,741)</u>	<u>12,244,842</u>
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	<u>4,027,156</u>	<u>(61,220)</u>	<u>3,965,936</u>
Net Pension Liability (NPL)	816,289	42,521	858,810
<b>Total Liabilities</b>	<b><u>\$ 17,247,028</u></b>	<b><u>\$ (177,440)</u></b>	<b><u>\$ 17,069,588</u></b>
<b>Deferred Inflow of Resources:</b>			
Deferred inflow of resources - pension	<u>202,611</u>	<u>--</u>	<u>202,611</u>
<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><u>\$ 57,044,507</u></b>	<b><u>\$ 3,242,396</u></b>	<b><u>\$ 60,286,903</u></b>
<b>Total Liabilities, Deferred Pension, and Ending Net Position</b>	<b><u>\$ 73,938,267</u></b>	<b><u>\$ 3,064,956</u></b>	<b><u>\$ 77,003,223</u></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 07/01/2023 - 12/31/2023	Variance	Percentage of Budget
<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>	<b>(1,703,574)</b>	<b>3,996,366</b>	<b>2,006,258</b>	<b>2,107,025</b>	<b>(100,767)</b>	<b>105.02 %</b>
<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>	<b>\$ (1,504,574)</b>	<b>\$ 4,572,360</b>	<b>2,645,258</b>	<b>\$ 3,242,396</b>	<b>\$ (597,135)</b>	<b>122.57 %</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 12/31/2023</b>	<b>\$ 50,967,574</b>	<b>\$ 57,044,507</b>	<b>\$ 59,689,766</b>	<b>\$ 60,286,903</b>	<b>\$ (597,135)</b>	

**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>33</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>	

**Alameda County Schools Insurance Group (ACSIG)**  
**Treasurer's Report- Statement of Net Assets**  
**Vision**  
**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 #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
				07/01/20223 - 12/31/2023		of Budget
<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)	63,260	4,253	67,513
<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	--	--	--
<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>	<b>\$ 700,764</b>	<b>\$ 796,822</b>	<b>\$ 1,176,498</b>	<b>\$ 1,047,019</b>	<b>\$ 129,479</b>	

**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>

**Alameda County Schools Insurance Group (ACSIG)**  
**Schedule of Claim Liabilities for Property Liability**  
**As of 12/31/2023**

											As of 12/31/2023	Activity	
	10 2014/2015	9 2015/2016	8 2016/2017	7 2017/2018	6 2018/2019	5 2019/2020	4 2020/2021	3 2021/2022	2 2022/2023	1 2023/2024		As of 06/30/2023	07/01/2023 - 12/31/2023
Paid Claims	\$ 18,078	\$ 47,777	\$ 20,000	\$ 44,853	\$ 69,144	\$ 40,000	\$ 20,000	\$ 134,212	\$ 20,978	\$ --	\$ 415,042	\$ 387,996	\$ 27,046
Reserves	(0)	0	--	(0)	(0)	--	32,798	42,764	104,022	25,000	204,584	220,605	(16,021)
Incurred Claims	<u>18,078</u>	<u>47,777</u>	<u>20,000</u>	<u>44,853</u>	<u>69,144</u>	<u>40,000</u>	<u>52,798</u>	<u>176,976</u>	<u>125,000</u>	<u>25,000</u>	<u>619,626</u>	<u>608,601</u>	<u>11,025</u>
Incurred But Not Reported (IBNR)	--	(0)	--	0	0	--	(0)	3,024	5,000	55,797	63,821	24,846	38,975
Non- Discounted Estimated Ultimate Incurred (1)	18,078	47,777	20,000	44,853	69,144	40,000	52,798	180,000	130,000	80,797	683,447	633,447	50,000
Anticipated Investment Income (Discount) (2)	--	--	--	0	--	--	(578)	(964)	(2,296)	(1,701)	(5,539)	(5,053)	(486)
Discounted Estimated Ultimate (1-2)	<u>18,078</u>	<u>47,777</u>	<u>20,000</u>	<u>44,853</u>	<u>69,144</u>	<u>40,000</u>	<u>52,220</u>	<u>179,036</u>	<u>127,704</u>	<u>79,096</u>	<u>677,908</u>	<u>628,394</u>	<u>49,514</u>
Paid Claims	<u>(18,078)</u>	<u>(47,777)</u>	<u>(20,000)</u>	<u>(44,853)</u>	<u>(69,144)</u>	<u>(40,000)</u>	<u>(20,000)</u>	<u>(134,212)</u>	<u>(20,978)</u>	<u>--</u>	<u>(415,042)</u>	<u>(387,996)</u>	<u>(27,046)</u>
Remaining Estimated Unpaid Claim Liabilities	<u>\$ --</u>	<u>\$ --</u>	<u>\$ --</u>	<u>\$ --</u>	<u>\$ --</u>	<u>\$ --</u>	<u>\$ 32,220</u>	<u>\$ 44,824</u>	<u>\$ 106,726</u>	<u>\$ 79,096</u>	<u>\$ 262,866</u>	<u>\$ 240,398</u>	<u>\$ 22,468</u>
	Estimated Current Portion /Short-Term Liability (1), paid claims factor of .65										(144,576)		
	Estimated Non-Current portion of Claim Liabilities												
	Estimated Non-Current portion of Claim Liabilities												
	Current portion of Claim Liabilities										\$ 118,290		

(1) Per Bay Actuarial Consultants actuarial study dated April 2022.

(2) Discounted at 1.0% 06/30/2020, .2% at 06/30/2021, & 1.5% at 06/30/2022 & 2023.

(3) Adjusted for negative IBNR, based upon Actuarial report, maybe adjusted at year end if incurred has not been reduced.

<b>Historical Estimated Ultimate Incurred:</b>												
As of 06/30/2015	10	32,843	--	--	--	--	--	--	--	--	32,843	
As of 06/30/2016	9	7,843	25,000	--	--	--	--	--	--	--	32,843	
As of 06/30/2017	8	18,078	51,345	54,069	--	--	--	--	--	--	123,492	
As of 06/30/2018	7	18,078	72,777	40,968	63,000	--	--	--	--	--	194,823	
As of 06/30/2019	6	18,078	72,777	20,000	94,492	99,010	--	--	--	--	304,357	
As of 06/30/2020	5	18,078	52,777	20,000	64,491	79,010	70,000	--	--	--	304,356	
As of 06/30/2021	4	18,078	47,777	20,000	44,853	62,301	85,130	53,843	--	--	331,982	
As of 06/30/2022	3	18,078	47,777	20,000	44,853	62,301	40,000	49,595	109,640	--	392,244	
As of 06/30/2023	2	18,078	47,777	20,000	44,853	69,144	40,000	53,595	200,000	140,000	633,447	
As of 12/31/2023	1	18,078	47,777	20,000	44,853	69,144	40,000	52,798	180,000	130,000	683,447	
Increase/Decrease		--	--	--	--	--	--	(797)	(20,000)	(10,000)	80,797	50,000

Claim Development Expense	
Claim Liabilities and ULAE	\$ 22,468
Increase	<u>\$ 22,468</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 Board of Directors

FROM: Kimberly Dennis

DATE: May 23, 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.

This report was reviewed in detail with the Executive Committee at its February 8, 2024 meeting.

January 11, 2024

**Mark C. Payne**

Financial Advisor  
U.S. Government Entity Specialist

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Roseville CA 95661

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mark.c.payne@morganstanley.com  
<https://www.morganstanley.com/graystone>

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**

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**Your Branch:**

1478 STONE POINT DR SUITE 500  
ROSEVILLE, CA 95661

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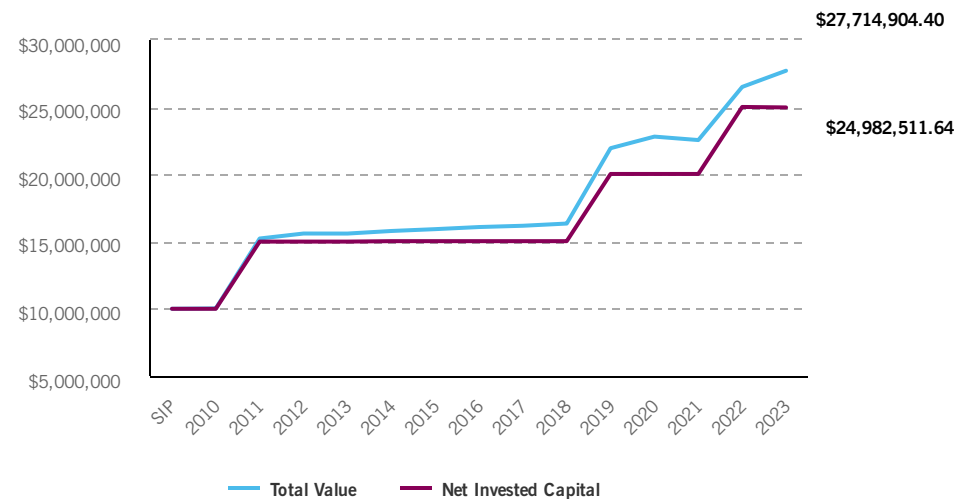
ACSIG Consolidated

As of December 31, 2023 | Reporting Currency: USD

**TWR % (NET OF FEES)<sup>‡</sup>**

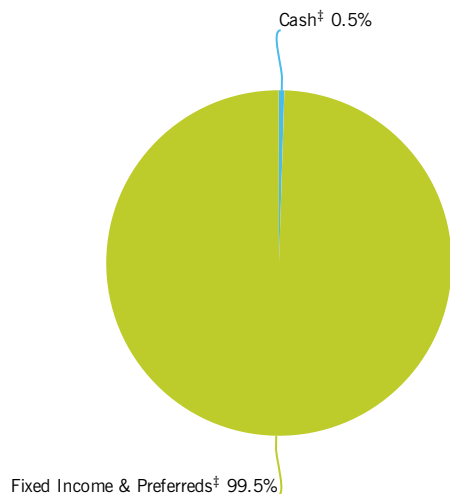
	Quarter to Date (\$) 09/30/23-12/31/23	Last 12 Months (\$) 12/31/22-12/31/23	Performance Inception (\$) 07/12/10-12/31/23
<b>Beginning Total Value</b>	<b>26,864,179</b>	<b>26,509,844</b>	<b>9,999,850</b>
Net Contributions/Withdrawals	-21,173	-36,191	14,982,662
Investment Earnings	871,898	1,241,251	2,732,393
<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**

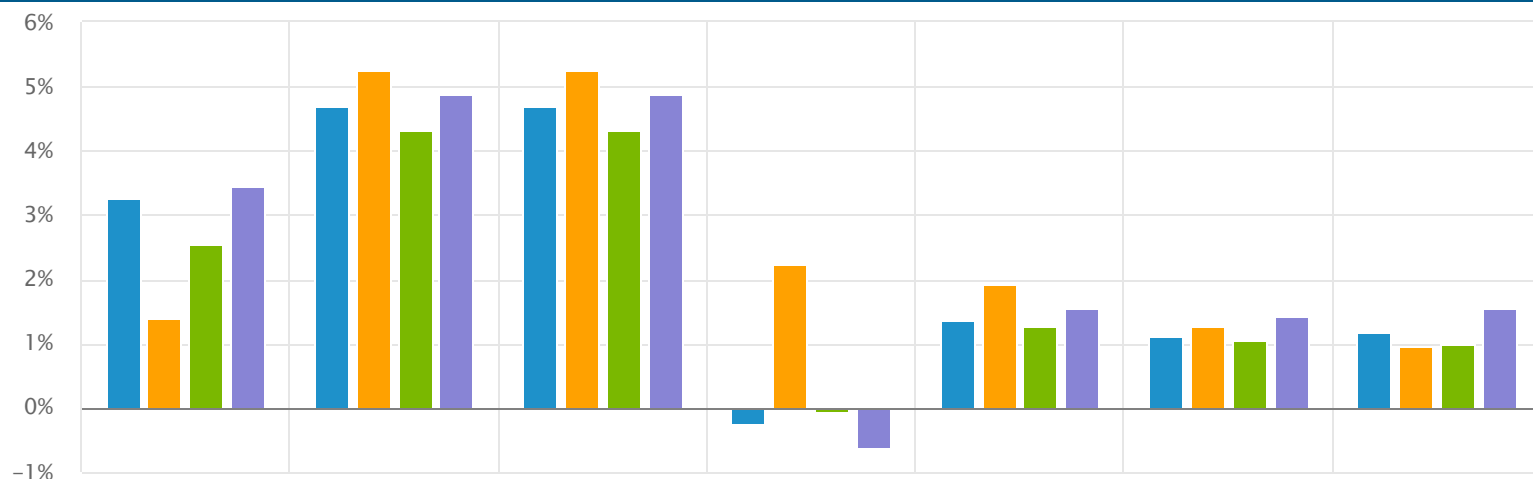


The investment returns shown on this page are time-weighted measurements which exclude the effect of the timing and amount of your contributions and withdrawals.

<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.

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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.

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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>

Investment, insurance and annuity products offered through Morgan Stanley Smith Barney LLC are: NOT FDIC INSURED | MAY LOSE VALUE | NOT BANK GUARANTEED | NOT A BANK DEPOSIT | NOT INSURED BY ANY FEDERAL GOVERNMENT AGENCY. All content within this Document applies to the accounts listed above or a subset thereof, unless otherwise indicated. 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. AA=Asset Allocation, P=Performance, POS=Positions & Balances, TW=Total Wealth, Q=Morgan Stanley Impact Quotient

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**Important Information About Auction Rate Securities:** For certain Auction Rate Securities there is no or limited liquidity. Therefore, the price(s) for these Auction Rate Securities are indicated as not available by a dash "-". There can be no assurance that a successful auction will occur or that a secondary market exists or will develop for a particular security.

**Important Pricing Information:** Prices of securities not actively traded may not be available, and are indicated by a dash "-". Account values are based on the most recent security pricing available and may be prior to the date of this material.

**Asset Classification:** We classify assets based on general characteristics such as: income generation, underlying capital structure, or exposure to certain market sectors. As many assets contain characteristics of more than one asset class, allocations may be under or over inclusive. These classifications do not constitute a recommendation and may differ from the classification of instruments for regulatory or tax purposes. In addition, the Other asset class contains securities that are not included in the various asset class classifications. This can include, but is not limited to, non-traditional investments such as some Equity Unit Trusts, Index Options and Structured Investments issued outside of Morgan Stanley. Additionally, investments for which we are unable to procure market data to properly classify them will appear in the Other category.

**Morgan Stanley Wealth Management:** Morgan Stanley Wealth Management (custodian type "Morgan Stanley Wealth Management") is a registered trade name of Morgan Stanley Smith Barney LLC.

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reference is based upon information provided by external sources which we believe to be reliable. However, we do not independently verify this information. As such, we do not warrant or guarantee that such information is accurate or timely, and any such information may be incomplete or condensed.

Information related to Income, Performance, Tax Lots, Total Cost, Target Asset Allocation, Asset Classification, Risk Analysis and Gain/Loss may differ from the information provided by your custodian. External information presented herein is subject to, and does not supersede, the confirmations and account statements provided by your custodian. Values shown in an account statement from your custodian may differ from the values shown here due to, among other things, different reporting methods, delays, market conditions and interruptions. If there are discrepancies between your custodian's official account statement and this material, rely on the custodian's official account statement. We are not obligated to notify you or your Financial Advisor/Private Wealth Advisor if information changes. In performance calculations, the inception date referenced will reflect the first date on which Morgan Stanley received account information from the custodian. If information on an External Account cannot be reported, it will be noted.

Assets not custodied with Morgan Stanley are not covered by SIPC protection at Morgan Stanley or by additional protection under Morgan Stanley's excess insurance coverage plans. However, these assets may be subject to SIPC coverage at the entity at which they are custodied.

**Timing of Feeds:** Account and Position data for Morgan Stanley & Co. and External Accounts is obtained from sources that we believe to be reliable. However, Morgan Stanley Wealth management does not guarantee its accuracy or timeliness as such information may be incomplete, condensed, or based on differing points of time. Please refer to the "Last Update Date" for information regarding when the data was last refreshed. You should not take any action relying upon this information without confirming its accuracy and completeness.

**Performance:** Performance results are annualized for time periods greater than one year and include all cash and cash equivalents, realized and unrealized capital gains and losses, dividends, interest and income. Depending on the opening or closing date of the account or position, the performance referenced may be for a portion of the time period identified. The investment results depicted herein represent historical performance. As a result of recent market activity, current performance may vary from the figures shown. Please contact your Financial Advisor for up-to-date performance information. Past performance is not a guarantee of future results. Quotations of performance appearing in this report may include performance experienced in legacy accounts which have been closed and purged, and as such are not included on the Accounts Included in This Report page.

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.

Unless otherwise indicated, performance is an aggregated composite calculation of the entire portfolio and may include brokerage and investment advisory accounts as well as assets for different accounts included in this report. The accounts included in the composite may have (or have had) different investment objectives and strategies, been subject to different restrictions, and incurred different types of fees, markups, commissions and other charges. Accordingly, performance results may blend the performance of assets and strategies that may not have been available in all of the accounts at all times during the reporting period. In addition, accounts in the composite may have changed from brokerage to advisory or vice versa. Accounts may also have moved from one advisory program to another (including from a discretionary program to a non-discretionary program).

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.

**Indices:** Benchmark indices and blends included in this material are for informational purposes only, are provided solely as a comparison tool and may not reflect the underlying composition and/or investment objective(s) associated with the account(s). In some circumstances, the benchmark index may not be an appropriate benchmark for use with the specific composite portfolio. For instance, an index may not take into consideration certain changes that may have occurred in the portfolio since the inception of the account(s), (e.g., changes from a brokerage to an advisory account or from one advisory program to another, asset class changes, or index changes for individual managers). The volatility of the index used for comparison may be materially different from that of the performance shown. Indices are unmanaged and not available for direct investment. Index returns do not take into account fees or other charges. Such fees and charges would reduce performance. Please see the Benchmark Definitions section of this material for additional information on the indices used for comparison.

**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

**SMA/WRAP Fee:** 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 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.

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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.*

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# 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.*

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*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.*

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### 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.

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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

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# 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.

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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

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.

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 (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

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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**Past performance is no guarantee of future results.**

# Appendix

# Risk Disclosure

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## Alameda County Schools Insurance Group

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Fax (925) 225-0653  
[www.acsig.com](http://www.acsig.com)

### Executive Summary: 3<sup>rd</sup> Quarter Financials

To: ACSIG Board of Directors  
From: Kimberly Dennis  
Date: May 23, 2024  
Subj.: 3<sup>rd</sup> Quarter Financials

Enclosed are the 2023/2024 Third 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 Board. The Executive Committee reviewed these financials in detail at its May 16, 2024 meeting.



# ALAMEDA COUNTY SCHOOLS INSURANCE GROUP

## TREASURER'S REPORT

### AS OF MARCH 31, 2024 AND FOR THE NINE 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.

---

President



SETECH (Service Enhancement Technologies)

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**Innovative Solutions. Enduring Principles.**

License No. 0451271

For the Executive Committee Meeting of May 16, 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 03/31/2024**

	Audited As of 06/30/2023	Activity 07/01/2023 - 03/31/2024	As of 03/31/2024
<b>Assets:</b>			
Current Assets			
Workers Compensation	\$ 17,399,635	(287,484)	\$ 17,112,151
Dental	9,486,832	(1,875,203)	7,611,629
Vision	3,682,784	282,357	3,965,141
Property and Liability Operations	5,755,522	(669,600)	5,085,922
	263,297	165,544	428,841
Cash and Cash Equivalents	\$ 36,588,070	(2,384,386)	\$ 34,203,684
Investments Morgan Stanley - current	--	269,808	269,808
Accounts Receivable	10,715,815	2,667,178	13,382,993
Prepaid Expense	8,465	587,693	596,158
Interfund Receivable/(payable) (1)	--	--	--
Subtotal Current Assets	47,312,350	1,140,293	48,452,643
Noncurrent Assets			
Investments @ FMV - Morgan Stanley (3)	26,625,917	650,776	27,276,694
Capital - Equipment, net of depreciation	--	--	--
	26,625,917	650,776	27,276,694
<b>Total Assets</b>	<b>\$ 73,938,267</b>	<b>\$ 1,791,070</b>	<b>\$ 75,729,337</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	\$ 32,029	\$ 3,770,818
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	(4,235)	3,047,064
Subtotal Current Liabilities	12,403,583	27,794	12,431,377
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	3,623,861	(1,232,391)	2,391,470
Unallocated Loss Adjustment Expense (ULAE)	403,295	(110,568)	292,727
Subtotal Noncurrent Claim Liabilities	4,027,156	(1,342,959)	2,684,197
Net Pension Liability (NPL)	816,289	63,781	880,070
<b>Total Liabilities</b>	<b>\$ 17,247,028</b>	<b>\$ (1,251,384)</b>	<b>\$ 15,995,644</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	3,042,454	60,086,961
Designated - Capital Assets	--	--	--
<b>Total Net Position</b>	<b>\$ 57,044,507</b>	<b>\$ 3,042,454</b>	<b>\$ 60,086,961</b>
<b>Total Liabilities, Deferred Pension, and Ending Net Position</b>	<b>\$ 73,938,267</b>	<b>\$ 1,791,070</b>	<b>\$ 75,729,337</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 03/31/2024 and For The Nine Months Then Ended**

	2022/2023		2023/2024			
	Budget	Actuals	Budget	Activity 07/01/20223 -		Percentage of Budget
				03/31/2024	Variance	
<b>Operating Revenue:</b>						
Premiums Paid by Members	\$ 160,217,008	\$ 177,306,476	\$ 189,153,110	\$ 140,231,550	\$ 48,921,560	74.14 %
Return of Premiums/Rebate	--	318	--	(129,940)	--	--
PIPS - Accelerated Profit Commission	--	--	--	--	--	--
Total Operating Revenue	160,217,008	177,306,794	189,153,110	140,101,610	48,921,560	74.07
<b>Operating Expenditures:</b>						
Classified Salaries	412,449	384,482	536,598	340,794	195,804	63.51
Statutory Benefits	77,994	47,360	91,725	47,759	43,965	52.07
Health & Welfare	56,750	48,750	66,500	39,813	26,688	59.87
Employer Tax Expense	6,438	5,917	7,439	5,716	1,723	76.84
Net Pension Expense	229,772	104,548	278,325	127,562	150,763	45.83
Telephone & Internet	10,451	5,563	11,100	5,373	5,727	48.40
Supplies Office	8,000	8,347	8,000	3,347	4,653	41.83
Supplies - Other	6,000	5,003	12,000	5,540	6,460	46.16
Eligibility Processing	250,000	226,419	255,000	176,269	78,731	69.13
Brokerage Fees-Dental-ACSIG	325,000	312,447	340,000	216,003	123,997	63.53
Brokerage Fees-Dental-MD	725,000	712,220	750,000	650,378	99,622	86.72
Travel and Conferences	22,925	9,376	29,100	12,163	16,937	41.80
Mileage	11,850	6,488	11,850	5,500	6,350	46.41
Dues & Memberships	8,550	7,680	8,550	300	8,250	3.51
Postage & Meter	7,330	2,059	7,330	1,729	5,601	23.59
Insurance Expense-PIPS&NCR	24,334,504	24,232,011	26,947,045	20,210,284	6,736,761	75.00
Insurance Expense-PY Adj	500,000	657,717	1,000,000	2,824,928	(1,824,928)	282.49
Utility - Operating-Rent	57,820	37,046	50,740	27,408	23,332	54.02
Advertising	--	--	--	--	--	--
Contract Services - Actuarial	20,500	14,300	17,500	9,640	7,860	55.09
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	12,504	(204)	101.66
Capital Equipment/Depreciation	9,500	--	9,500	--	9,500	--
Repairs & Maintenance	5,000	--	5,000	--	5,000	--
Legal	6,750	--	6,750	14,650	(7,900)	217.04
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	788	812	49.23
Copier & Scanner	17,900	9,759	17,900	7,109	10,791	39.72
Claims Administration Services	111,400	104,469	107,000	93,262	13,738	87.16
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	145,113	854,887	14.51
Claims Paid-PL	100,000	151,492	100,000	55,553	44,447	55.55
Physical Abilities Testing	20,000	6,083	20,000	5,136	14,864	25.68
Training	10,000	--	10,000	--	10,000	--
First-Aid Prog&Responder Fees	35,000	2,307	35,000	5,247	29,753	14.99
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	112,953	187,047	37.65
Dental Insurance Premiums	127,590,000	138,206,038	146,190,000	107,685,230	38,504,770	73.66
Vision Insurance Premiums	5,521,000	7,551,360	8,000,000	6,365,851	1,634,149	79.57
Claim Development Expense	(700,000)	(1,158,832)	(300,000)	(1,347,195)	1,047,195	449.07
Adjustment to Prefund Deposit	--	182,870	--	--	--	--
Total Operating Expenditures	161,920,582	173,310,428	187,146,852	138,549,284	48,597,568	74.03 %
<b>Net Increase/(Decrease) from Operations</b>	(1,703,574)	3,996,366	2,006,258	1,552,326	323,992	77.37 %
<b>Non Operating Income/(Expense)</b>						
Interest Income	199,000	885,441	639,000	620,506	18,496	97.11
Net Increase/(Decrease) in Fair Value	--	(225,155)	--	492,006	(492,006)	--
Realized Gain/(Loss) on Investments	--	(84,292)	--	377,616	(377,616)	--
Cumulative effect of GASB 68	--	--	--	--	--	--
Interfund Trans, Other Inc/Exp	--	--	--	--	--	--
Total Non Operating Income/(Expense)	199,000	575,994	639,000	1,490,128	(851,126)	233.20 %
<b>Net Increase/(Decrease) in Net Position</b>	\$ (1,504,574)	\$ 4,572,360	2,645,258	\$ 3,042,454	\$ (527,134)	115.02 %
<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 03/31/2024</b>	\$ 50,967,574	\$ 57,044,507	\$ 59,689,766	\$ 60,086,961	\$ (527,134)	

**Alameda County Schools Insurance Group (ACSIG)**  
**Treasurer's Report- Statement of Net Assets**  
**Workers' Compensation**  
**As of 06/30/2023 and 03/31/2024**

	Audited As of 06/30/2023	Activity 07/01/2023 - 03/31/2024	As of 03/31/2024
<b>Assets:</b>			
Current Assets			
Funds with County - WC - #44906	\$ 12,929,929	(58,365)	\$ 12,871,564
Funds in Transit - #44906 to Morgan Stanley Investments	--	--	--
Funds with County - Retention Fund #44904	19,068	279	19,347
Union Bank Claims - #0129	709,141	(390,671)	318,470
Union Bank Claims Trust Account - #0600	228,324	118,216	346,540
Local Agency Investment Funds (L.A.I.F.)	3,462,210	94,020	3,556,230
Money Market - Morgan Stanley	50,963	(50,963)	0
Cash and Cash Equivalents	<u>\$ 17,399,635</u>	<u>(287,484)</u>	<u>\$ 17,112,151</u>
Investments Morgan Stanley - current	--	269,808	269,808
Accounts Receivable	171,037	(579,399)	(408,362)
Prepaid Expense	--	--	--
Interfund Receivable/(payable)	<u>2,063,656</u>	<u>(135,568)</u>	<u>1,928,088</u>
Subtotal Current Assets	<u>19,634,328</u>	<u>(732,643)</u>	<u>18,901,685</u>
Noncurrent Assets			
Investments Morgan Stanley	20,035,483	435,938	20,471,422
Capital - Equipment, net of depreciation	--	--	--
	<u>20,035,483</u>	<u>435,938</u>	<u>20,471,422</u>
<b>Total Assets</b>	<b><u>\$ 39,669,811</u></b>	<b><u>\$ (296,704)</u></b>	<b><u>\$ 39,373,107</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	\$ (1,101)	\$ --
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>(1,101)</u>	<u>1,118,505</u>
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	3,515,682	(1,228,926)	2,286,756
Unallocated Loss Adjustment Expense (ULAE)	324,101	(110,568)	213,533
Subtotal Noncurrent Claim Liabilities	<u>3,839,783</u>	<u>(1,339,494)</u>	<u>2,500,289</u>
Net Pension Liability (NPL)	202,635	19,134	221,769
<b>Total Liabilities</b>	<b><u>\$ 5,162,024</u></b>	<b><u>\$ (1,321,461)</u></b>	<b><u>\$ 3,840,563</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	1,024,757	35,620,239
Designated - Capital Assets	<u>--</u>	<u>--</u>	<u>--</u>
<b>Total Net Position</b>	<b><u>\$ 34,595,482</u></b>	<b><u>\$ 1,024,757</u></b>	<b><u>\$ 35,620,239</u></b>
<b>Total Liabilities, Deferred Pension, and Ending Net Position</b>	<b><u>\$ 39,669,811</u></b>	<b><u>\$ (296,704)</u></b>	<b><u>\$ 39,373,107</u></b>

**Alameda County Schools Insurance Group (ACSIG)**  
**Workers' Compensation**  
**Statement of Revenues, Expenditures and Changes in Net Fund Assets**  
**As of 03/31/2024 and For The Nine Months Then Ended**

	2022/2023		2023/2024			
	Budget	Actuals	Budget	Activity		Percentage of Budget
				07/01/20223 - 03/31/2024	Variance	
<b>Operating Revenue:</b>						
Premiums Paid by Members	\$ 22,060,952	\$ 22,060,954	\$ 28,057,017	\$ 21,042,763	\$ 7,014,254	75.00 %
Return of Premiums	--	318	--	--	--	--
PIPS - Accelerated Profit Commissi	--	--	--	--	--	--
Total Operating Revenue	22,060,952	22,061,272	28,057,017	21,042,763	7,014,254	75.00
<b>Operating Expenditures:</b>						
Classified Salaries	88,740	87,930	126,676	80,392	46,284	63.46
Statutory Benefits	19,196	10,598	24,027	11,897	12,130	49.52
Health & Welfare	15,800	7,800	18,725	6,826	11,899	36.45
Employer Tax Expense	1,362	1,278	1,662	1,324	338	79.65
Net Pension Expense	44,065	27,410	64,519	38,268	26,251	59.31
Telephone & Internet	1,045	834	1,110	806	304	72.61
Supplies Office	800	1,252	800	502	298	62.75
Supplies - Other	600	750	1,200	831	369	69.25
Eligibility Processing	--	--	--	--	--	--
Brokerage Fees-Dental-ACSIG	--	--	--	--	--	--
Brokerage Fees-Dental-MD	--	--	--	--	--	--
Travel and Conferences	2,350	1,406	3,000	1,824	1,176	60.80
Mileage	1,200	973	1,200	825	375	68.75
Dues & Memberships	900	1,152	900	45	855	5.00
Postage & Meter	340	103	340	86	254	25.29
Insurance Expense-PIPS	22,066,667	22,134,268	24,596,271	18,447,203	6,149,068	75.00
Insurance Expense-PY Adj	500,000	657,717	1,000,000	2,824,928	(1,824,928)	282.49
Utility - Operating-Rent	5,782	3,705	5,074	2,741	2,333	54.02
Advertising	--	--	--	--	--	--
Contract Services - Actuarial	10,000	9,300	10,000	9,640	360	96.40
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	1,876	(576)	144.31
Capital Equipment/Depreciation	500	--	500	--	500	--
Repairs & Maintenance	500	--	500	--	500	--
Legal	500	--	500	2,198	(1,698)	439.60
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	118	132	47.20
Copier & Scanner	800	488	800	355	445	44.38
Claims Admin/Consult Services	92,400	92,400	87,000	85,284	1,716	98.03
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	145,113	854,887	14.51
Claims Paid-PL	--	--	--	--	--	--
Physical Abilities Testing	20,000	6,083	20,000	5,136	14,864	25.68
Training	10,000	--	10,000	--	10,000	--
First-Aid Prog&Responder fees	35,000	2,307	35,000	5,247	29,753	14.99
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 Rei	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)	(1,339,495)	739,495	223.25
Adjustment to Prefund Deposit	--	--	--	--	--	--
Total Operating Expenditures	23,675,301	23,219,813	27,541,684	20,994,925	6,546,759	76.23 %
<b>Net Increase/(Decrease) from Operations</b>	(1,614,349)	(1,158,541)	515,333	47,838	467,495	9.28 %
<b>Non Operating Income/(Expense)</b>						
Interest Income	150,000	597,952	400,000	322,135	77,865	80.53
Net Increase/(Decrease) in Fair Value	--	(169,531)	--	370,458	(370,458)	--
Realized Gain/(Loss) on Investments	--	(63,467)	--	284,326	(284,326)	--
Cumulative effect of GASB 68	--	--	--	--	--	--
Interfund Transfer, Other Income	--	--	--	--	--	--
Total Non Operating Income/(Expense)	150,000	364,954	400,000	976,919	(576,919)	244.23 %
<b>Net Increase/(Decrease) in Net Position</b>	(1,464,349)	(793,587)	915,333	1,024,757	(109,424)	111.95 %
<b>Beginning Balance Prior Year End</b>	35,389,069	35,389,069	34,595,482	34,595,482	--	100.00 %
<b>Ending Balance, as of 03/31/2024</b>	<b>\$ 33,924,720</b>	<b>\$ 34,595,482</b>	<b>\$ 35,510,815</b>	<b>\$ 35,620,239</b>	<b>\$ (109,424)</b>	<b>78</b>

**Alameda County Schools Insurance Group (ACSIG)**  
**Treasurer's Report- Statement of Net Assets**  
**Dental**  
**As of 06/30/2023 and 03/31/2024**

	<b>Audited</b>	<b>Activity</b>	<b>As of</b>
	<b>As of</b>	<b>07/01/2023 -</b>	<b>As of</b>
	<b>06/30/2023</b>	<b>03/31/2024</b>	<b>03/31/2024</b>
<b>Assets:</b>			
Current Assets			
Cash with County ACSIG #44901	\$ 2,221,247	2,179,539	\$ 4,400,786
Union Bank - Eligibility #9938	7,051,347	(3,849,455)	3,201,892
Union Bank - Expense #2064	171,058	(217,956)	(46,898)
Union Bank - Cobra Trust #0273	43,180	12,669	55,849
Union Bank - zero balance accounts	--	--	--
Cash and Cash Equivalents	\$ 9,486,832	(1,875,203)	\$ 7,611,629
Investments Morgan Stanley - current	--	--	--
Accounts Receivable	9,890,532	2,724,738	12,615,270
Prepaid Expense	--	--	--
Interfund Receivable/(payable)	2,840,105	408,248	3,248,353
Subtotal Current Assets	22,217,469	1,257,783	23,475,252
Noncurrent Assets			
Investments - Morgan Stanley	5,523,360	180,052	5,703,412
Capital - Equipment, net of depreciation	--	--	--
	5,523,360	180,052	5,703,412
<b>Total Assets</b>	<b>\$ 27,740,829</b>	<b>\$ 1,437,835</b>	<b>\$ 29,178,664</b>
<b>Deferred Outflow of Resources:</b>			
Deferred outflow of resources - pension	322,978	--	322,978
	322,978	--	322,978
<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	1,758,000	--	1,758,000
Subtotal Current Liabilities	9,181,219	--	9,181,219
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	--	--	--
Subtotal Noncurrent Claim Liabilities	--	--	--
Net Pension Liability (NPL)	474,281	31,890	506,171
<b>Total Liabilities</b>	<b>\$ 9,655,500</b>	<b>\$ 31,890</b>	<b>\$ 9,687,390</b>
<b>Deferred Inflow of Resources:</b>			
Deferred inflow of resources - pension	117,721	--	117,721
	117,721	--	117,721
<b>Net Position:</b>			
Undesignated Net Position - Net Assets/(Deficit)	18,290,586	1,405,945	19,696,531
Designated - Capital Assets	--	--	--
<b>Total Net Position</b>	<b>\$ 18,290,586</b>	<b>\$ 1,405,945</b>	<b>\$ 19,696,531</b>
<b>Total Liabilities, Deferred Pension, and Ending Net Position</b>	<b>\$ 27,740,829</b>	<b>\$ 1,437,835</b>	<b>\$ 29,178,664</b>

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

**Dental**

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

**As of 03/31/2024 and For The Nine Months Then Ended**

	2022/2023		2023/2024			
	Budget	Actuals	Budget	Activity 07/01/20223 - 03/31/2024	Variance	Percentage of Budget
<b>Operating Revenue:</b>						
Premiums Paid by Members	\$ 130,000,000	\$ 144,699,773	\$ 150,000,000	\$ 110,491,720	\$ 39,508,280	73.66 %
Return of Premiums/Rebate	--	--	--	(129,940)	--	--
Other Income	--	--	--	--	--	--
Total Operating Revenue	130,000,000	144,699,773	150,000,000	110,361,780	39,508,280	73.57
<b>Operating Expenditures:</b>						
Classified Salaries	261,270	235,269	322,594	204,653	117,940	63.44
Statutory Benefits	48,547	29,178	54,324	27,563	26,761	50.74
Health & Welfare	35,100	35,100	39,975	27,951	12,025	69.92
Employer Tax Expense	4,113	3,738	4,614	3,471	1,143	75.23
Net Pension Expense	154,702	58,462	170,189	63,780	106,409	37.48
Telephone & Internet	7,838	3,894	8,325	3,761	4,564	45.18
Supplies Office	6,000	5,843	6,000	2,343	3,657	39.05
Supplies - Other	4,500	3,502	9,000	3,878	5,122	43.09
Eligibility Processing	250,000	226,419	255,000	176,269	78,731	69.13
Brokerage Fees-Dental-ACSIG	325,000	312,447	340,000	216,003	123,997	63.53
Brokerage Fees-Dental-MD	725,000	712,220	750,000	650,378	99,622	86.72
Travel and Conferences	17,625	6,563	22,500	8,514	13,986	37.84
Mileage	9,000	4,541	9,000	3,850	5,150	42.78
Dues & Memberships	6,750	5,376	6,750	210	6,540	3.11
Postage & Meter	6,300	1,853	6,300	1,557	4,743	24.71
Insurance Expense	--	--	--	--	--	--
Insurance Expense - PY Adj	--	--	--	--	--	--
Net, Operating-Rent	43,365	27,784	38,055	20,556	17,499	54.02
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	8,753	1,247	87.53
Capital Equipment/Depreciation	7,500	--	7,500	--	7,500	--
Repairs & Maintenance	3,750	--	3,750	--	3,750	--
Legal	5,000	--	5,000	10,255	(5,255)	205.10
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	551	574	48.98
Copier & Scanner	16,200	8,783	16,200	6,399	9,801	39.50
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	112,953	187,047	37.65
Dental Insurance Premiums	127,590,000	138,206,038	146,190,000	107,685,230	38,504,770	73.66
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	109,256,714	39,665,737	73.36 %
<b>Net Increase/(Decrease) from Operations</b>	(172,211)	4,880,852	1,077,549	1,105,066	(157,457)	102.55 %
<b>Non Operating Income/(Expense)</b>						
Interest Income	10,000	165,818	120,000	120,825	(825)	100.69
Net Increase/(Decrease) in Fair Value	--	(46,618)	--	101,868	(101,868)	--
Realized Gain/(Loss) on Investments	--	(17,452)	--	78,184	(78,184)	--
Cumulative effect of GASB 68	--	--	--	--	--	--
I Transfer, YE Close, Rebate	--	--	--	--	--	--
Total Non Operating Income/(Expense)	10,000	101,748	120,000	300,877	(180,877)	250.73 %
<b>Net Increase/(Decrease) in Net Position</b>	(162,211)	4,982,600	1,197,549	1,405,943	(338,334)	117.40 %
<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 03/31/2024</b>	<b>\$ 13,145,775</b>	<b>\$ 18,290,586</b>	<b>\$ 19,488,136</b>	<b>\$ 19,696,531</b>	<b>\$ (338,334)</b>	



**Alameda County Schools Insurance Group (ACSIG)**  
**Treasurer's Report- Statement of Net Assets**  
**Vision**  
**As of 06/30/2023 and 03/31/2024**

	<u>Audited</u> <u>As of</u> <u>06/30/2023</u>	<u>Activity</u> <u>07/01/2023 -</u> <u>03/31/2024</u>	<u>As of</u> <u>03/31/2024</u>
<b>Assets:</b>			
Current Assets			
Cash with County #44902	\$ 3,682,784	282,357	\$ 3,965,141
Funds in Transit - #44902 to Morgan Stanley Investments	--	--	--
Cash and Cash Equivalents	<u>3,682,784</u>	<u>282,357</u>	<u>3,965,141</u>
Investments Morgan Stanley - current	--	--	--
Accounts Receivable	646,419	1,871	648,290
Prepaid Expense	--	--	--
Interfund Receivable/(payable)	<u>(50,667)</u>	<u>(61,281)</u>	<u>(111,948)</u>
Subtotal Current Assets	<u>4,278,536</u>	<u>222,947</u>	<u>4,501,483</u>
Noncurrent Assets			
Investments - Morgan Stanley	1,067,074	34,786	1,101,860
Capital - Equipment, net of depreciation	--	--	--
	<u>1,067,074</u>	<u>34,786</u>	<u>1,101,860</u>
<b>Total Assets</b>	<b><u>\$ 5,345,610</u></b>	<b><u>\$ 257,733</u></b>	<b><u>\$ 5,603,343</u></b>
<b>Deferred Outflow of Resources:</b>			
Deferred outflow of resources - pension	51,831	--	51,831
<b>Liabilities:</b>			
Current Liabilities			
Accounts Payable	\$ 812,533	\$ 38,646	\$ 851,179
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>38,646</u>	<u>1,974,134</u>
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	--	--	--
Subtotal Noncurrent Claim Liabilities	--	--	--
Net Pension Liability (NPL)	76,113	6,378	82,491
<b>Total Liabilities</b>	<b><u>\$ 2,011,601</u></b>	<b><u>\$ 45,024</u></b>	<b><u>\$ 2,056,625</u></b>
<b>Deferred Inflow of Resources:</b>			
Deferred inflow of resources - pension	18,892	--	18,892
<b>Net Position:</b>			
Undesignated Net Position - Net Assets/(Deficit)	3,366,948	212,709	3,579,657
Designated - Capital Assets	--	--	--
<b>Total Net Position</b>	<b><u>\$ 3,366,948</u></b>	<b><u>\$ 212,709</u></b>	<b><u>\$ 3,579,657</u></b>
<b>Total Liabilities, Deferred Pension, and Ending Net Position</b>	<b><u>\$ 5,345,610</u></b>	<b><u>\$ 257,733</u></b>	<b><u>\$ 5,603,343</u></b>

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

**Vision**

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

**As of 03/31/2024 and For The Nine Months Then Ended**

	2022/2023		2023/2024			
	Budget	Actuals	Budget	Activity	Variance	Percentage
				07/01/20223 - 03/31/2024		of Budget
<b>Operating Revenue:</b>						
Premiums Paid by Members	\$ 5,600,000	\$ 7,989,687	\$ 8,200,000	\$ 6,524,997	\$ 1,675,003	79.57 %
Retrun of Premiums	--	--	--	--	--	--
Other Income	--	--	--	--	--	--
Total Operating Revenue	5,600,000	7,989,687	8,200,000	6,524,997	1,675,003	79.57
<b>Operating Expenditures:</b>						
Classified Salaries	36,139	34,636	47,971	31,104	16,867	64.84
Statutory Benefits	6,306	4,573	7,721	4,706	3,015	60.95
Health & Welfare	3,900	3,900	4,875	3,250	1,625	66.67
Employer Tax Expense	564	522	664	518	146	78.06
Net Pension Expense	17,945	9,939	23,715	12,756	10,959	53.79
Telephone & Internet	1,045	556	1,110	537	573	48.38
Supplies Office	800	835	800	335	465	41.88
Supplies - Other	600	500	1,200	554	646	46.17
Eligibility Processing	--	--	--	--	--	--
Brokerage Fees-Dental-ACSIG	--	--	--	--	--	--
Brokerage Fees-Dental-MD	--	--	--	--	--	--
Travel and Conferences	2,350	938	3,000	1,216	1,784	40.53
Mileage	1,200	649	1,200	550	650	45.83
Dues & Memberships	900	768	900	30	870	3.33
Postage & Meter	340	103	340	86	254	25.29
Insurance Expense	--	--	--	--	--	--
Insurance Expense - PY Adj	--	--	--	--	--	--
Utility - Operating-Rent	5,782	3,705	5,074	2,741	2,333	54.02
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	1,250	(250)	125.00
Capital Equipment/Depreciation	1,000	--	1,000	--	1,000	--
Repairs & Maintenance	500	--	500	--	500	--
Legal	1,000	--	1,000	1,465	(465)	146.50
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	79	71	52.67
Copier & Scanner	800	488	800	355	445	44.38
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	6,365,851	1,634,149	79.57
Claim Development Expense	--	154,000	--	--	--	--
Adjustment to Prefund Deposit	--	82,870	--	--	--	--
Total Operating Expenditures	5,608,201	7,855,288	8,107,300	6,429,909	1,677,390	79.31 %
<b>Net Increase/(Decrease) from Operations</b>	(8,201)	134,399	92,700	95,088	(2,387)	102.58 %
<b>Non Operating Income/(Expense)</b>						
Interest Income	30,000	65,082	60,000	82,835	(22,835)	138.06
Net Increase/(Decrease) in Fair Value	--	(9,006)	--	19,680	(19,680)	--
Realized Gain/(Loss) on Investments	--	(3,373)	--	15,106	(15,106)	--
Cumulative effect of GASB 68	--	--	--	--	--	--
Interfund Transfer	--	--	--	--	--	--
Total Non Operating Income/(Expense)	30,000	52,703	60,000	117,621	(57,621)	196.04 %
<b>Net Increase/(Decrease) in Net Position</b>	21,799	187,102	152,700	212,709	(60,008)	139.30 %
<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 03/31/2024</b>	<b>\$ 3,201,646</b>	<b>\$ 3,366,948</b>	<b>\$ 3,519,649</b>	<b>\$ 3,579,657</b>	<b>\$ (60,008)</b>	

**Alameda County Schools Insurance Group (ACSIG)**  
**Treasurer's Report- Statement of Net Assets**  
**Property and Liability**  
**As of 06/30/2023 and 03/31/2024**

	<u>Audited</u> <u>As of</u> <u>06/30/2023</u>	<u>Activity</u> <u>07/01/2023 -</u> <u>03/31/2024</u>	<u>As of</u> <u>03/31/2024</u>
<b>Assets:</b>			
Current Assets			
Cash with County - #44903	\$ 5,617,607	(604,097)	\$ 5,013,510
Funds in Transit - #44903 to Morgan Stanley Investments	--	--	--
Union Bank - Checking #0311	116,369	(47,488)	68,881
Union Bank - Claims Trust #1186	21,546	(18,015)	3,531
Cash and Cash Equivalents	<u>\$ 5,755,522</u>	<u>(669,600)</u>	<u>\$ 5,085,922</u>
Investments Morgan Stanley - current	--	--	--
Accounts Receivable	7,827	519,968	527,795
Prepaid Expense	--	587,693	587,693
Interfund Receivable/(payable)	<u>(4,607,975)</u>	<u>(42,446)</u>	<u>(4,650,421)</u>
Subtotal Current Assets	<u>1,155,374</u>	<u>395,615</u>	<u>1,550,989</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>\$ 395,615</u></b>	<b><u>\$ 1,550,989</u></b>
<b>Deferred Outflow of Resources:</b>			
Deferred outflow of resources - pension	43,079	--	43,079
<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	(4,235)	127,984
Subtotal Current Liabilities	<u>135,296</u>	<u>(6,342)</u>	<u>128,954</u>
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	108,179	(3,465)	104,714
Unallocated Loss Adjustment Expense (ULAE)	79,194	--	79,194
Subtotal Noncurrent Claim Liabilities	<u>187,373</u>	<u>(3,465)</u>	<u>183,908</u>
Net Pension Liability (NPL)	63,260	6,379	69,639
<b>Total Liabilities</b>	<b><u>\$ 385,929</u></b>	<b><u>\$ (3,428)</u></b>	<b><u>\$ 382,501</u></b>
<b>Deferred Inflow of Resources:</b>			
Deferred inflow of resources - pension	15,702	--	15,702
<b>Net Position:</b>			
Undesignated Net Position - Net Assets/(Deficit)	796,822	399,043	1,195,865
Designated - Capital Assets	--	--	--
<b>Total Net Position</b>	<b><u>\$ 796,822</u></b>	<b><u>\$ 399,043</u></b>	<b><u>\$ 1,195,865</u></b>
<b>Total Liabilities, Deferred Pension, and Ending Net Position</b>	<b><u>\$ 1,155,374</u></b>	<b><u>\$ 395,615</u></b>	<b><u>\$ 1,550,989</u></b>

**Alameda County Schools Insurance Group (ACSIG)**  
**Property and Liability**  
**Statement of Revenues, Expenditures and Changes in Net Fund Assets**  
**As of 03/31/2024 and For The Nine Months Then Ended**

	2022/2023		2023/2024			
	Budget	Actuals	Budget	Activity 07/01/20223 - 03/31/2024	Variance	Percentage of Budget
<b>Operating Revenue:</b>						
Premiums Paid by Members	\$ 2,556,056	\$ 2,556,062	\$ 2,896,093	\$ 2,172,070	\$ 724,023	75.00 %
Return of Premiums	--	--	--	--	--	--
Other Income	--	--	--	--	--	--
Total Operating Revenue	2,556,056	2,556,062	2,896,093	2,172,070	724,023	75.00
<b>Operating Expenditures:</b>						
Classified Salaries	26,300	26,647	39,357	24,644	14,713	62.62
Statutory Benefits	3,945	3,011	5,653	3,594	2,059	63.58
Health & Welfare	1,950	1,950	2,925	1,786	1,139	61.06
Employer Tax Expense	399	379	499	403	96	80.69
Net Pension Expense	13,060	8,737	19,902	12,758	7,144	64.10
Telephone & Internet	523	279	555	269	286	48.40
Supplies Office	400	417	400	167	233	41.66
Supplies - Other	300	251	600	277	323	46.13
Eligibility Processing	--	--	--	--	--	--
Brokerage Fees-Dental-ACSIG	--	--	--	--	--	--
Brokerage Fees-Dental-MD	--	--	--	--	--	--
Travel and Conferences	600	469	600	609	(9)	101.54
Mileage	450	325	450	275	175	61.11
Dues & Memberships	--	384	--	15	(15)	--
Postage & Meter	350	--	350	--	350	--
Insurance Expense-NCR	2,267,837	2,097,743	2,350,774	1,763,081	587,693	75.00
Insurance Expense-PY Adj	--	--	--	--	--	--
Utility - Operating-Rent	2,891	1,852	2,537	1,370	1,167	54.00
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	--	625	(625)	--
Capital Equipment/Depreciation	500	--	500	--	500	--
Repairs & Maintenance	250	--	250	--	250	--
Legal	250	--	250	732	(482)	--
Accounting Services	824	824	850	424	426	49.88
County Courier	75	76	140	82	58	58.31
Shredding	40	63	75	40	35	52.93
Copier & Scanner	100	--	100	--	100	--
Claims Administration Services	19,000	12,069	20,000	7,978	12,022	39.89
Self-Insurance Fee	--	--	--	--	--	--
Claims Paid-WC	--	--	--	--	--	--
Claims Paid-PL	100,000	151,492	100,000	55,553	44,447	55.55
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	--	(7,700)	7,700	--
Adjustment to Prefund Deposit	--	--	--	--	--	--
Total Operating Expenditures	2,464,869	2,416,406	2,575,417	1,867,736	707,681	72.52 %
<b>Net Increase/(Decrease) from Operations</b>	91,187	139,656	320,676	304,334	16,342	94.90 %
<b>Non Operating Income/(Expense)</b>						
Interest Income	9,000	56,589	59,000	94,709	(35,709)	160.52
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	94,709	(35,709)	160.52 %
<b>Net Increase/(Decrease) in Net Position</b>	100,187	196,245	379,676	399,043	(19,367)	105.10 %
<b>Beginning Balance Prior Year End</b>	600,577	600,577	796,822	796,822	--	100.00 %
<b>Ending Balance, as of 03/31/2024</b>	<b>\$ 700,764</b>	<b>\$ 796,822</b>	<b>\$ 1,176,498</b>	<b>\$ 1,195,865</b>	<b>\$ (19,367)</b>	

**Alameda County Schools Insurance Group (ACSIG)**  
**Treasurer's Report- Statement of Net Assets**  
**Operations**  
**As of 06/30/2023 and 03/31/2024**

	<u>Audited</u> <u>As of</u> <u>06/30/2023</u>	<u>Activity</u> <u>07/01/2023 -</u> <u>03/31/2024</u>	<u>As of</u> <u>03/31/2024</u>
<b>Assets:</b>			
Current Assets			
Union Bank - Payroll #0176	\$ 147,342	171,553	\$ 318,895
Union Bank Checking Account #1521	115,955	(6,009)	109,946
Cash and Cash Equivalents	<u>\$ 263,297</u>	<u>165,544</u>	<u>\$ 428,841</u>
Investments Morgan Stanley - current	--	--	--
Accounts Receivable	--	--	--
Prepaid Expense	8,465	--	8,465
Interfund Receivable/(payable)	<u>(245,119)</u>	<u>(168,953)</u>	<u>(414,072)</u>
Subtotal Current Assets	<u>26,643</u>	<u>(3,409)</u>	<u>23,234</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>\$ (3,409)</b></u>	<u><b>\$ 23,234</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	\$ (3,409)	\$ 28,565
Prefunding deposits	--	--	--
Advance Contributions	--	--	--
Other Claim Liabilities	--	--	--
Current Portion of claims and claim adjustment	<u>--</u>	<u>--</u>	<u>--</u>
Subtotal Current Liabilities	<u>31,974</u>	<u>(3,409)</u>	<u>28,565</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>\$ (3,409)</b></u>	<u><b>\$ 28,565</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>\$ (3,409)</b></u>	<u><b>\$ 23,234</b></u>

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

**Operations**

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

**As of 03/31/2024 and For The Nine Months Then Ended**

	2022/2023		2023/2024			
	Budget	Actuals	Budget	Activity	Variance	Percentage
				07/01/20223 - 03/31/2024		of Budget
<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 03/31/2024</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 03/31/2024**

	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	\$ 2,880,000	\$ 2,719,803	\$ 2,895,548	\$ 4,021,587	\$ 2,948,835	\$ 5,562,596	\$ 5,166,999	\$ 4,282,745	\$ 3,732,209	\$ 4,811,368	\$ 41,766,496
Reserves	--	--	22,584	9,877	--	--	--	3,302	--	--	24,053	122,590	182,406
Incurred Claims	916,273	1,828,533	2,902,584	2,729,680	2,895,548	4,021,587	2,948,835	5,565,898	5,166,999	4,282,745	3,756,262	4,933,958	41,948,902
Incurred But Not Reported (IBNR)	--	--	(22,584)	10,320	1,347	3,413	2,165	44,102	13,001	13,255	33,738	46,042	144,799
Non- Discounted Estimated Ultimate Incurred (1)	916,273	1,828,533	2,880,000	2,740,000	2,896,895	4,025,000	2,951,000	5,610,000	5,180,000	4,296,000	3,790,000	4,980,000	42,093,701
Anticipated Investment Income (Discount) (2)	--	--	--	(848)	(67)	(208)	(147)	(4,314)	(1,378)	(1,591)	(7,108)	(23,946)	(39,607)
Discounted Estimated Ultimate (1-2)	916,273	1,828,533	2,880,000	2,739,152	2,896,828	4,024,792	2,950,853	5,605,686	5,178,622	4,294,409	3,782,892	4,956,054	42,054,094
Paid Claims	(916,273)	(1,828,533)	(2,880,000)	(2,719,803)	(2,895,548)	(4,021,587)	(2,948,835)	(5,562,596)	(5,166,999)	(4,282,745)	(3,732,209)	(4,811,368)	(41,766,496)
Remaining Estimated Unpaid Claim Liabilities	\$ --	\$ --	\$ --	\$ 19,349	\$ 1,280	\$ 3,205	\$ 2,018	\$ 43,090	\$ 11,623	\$ 11,664	\$ 50,683	\$ 144,686	\$ 287,598

(1) Per Bay Actuarial Consultants actuarial study dated January 2024.

(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 & 2023-2024 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 03/31/2024	1	916,273	1,828,533	2,880,000	2,739,152	2,896,828	4,024,792	2,950,853	5,605,686	5,178,622	4,294,409	3,782,892	4,956,054	42,054,094
Increase/Decrease	--	--	9,669	30	(12,449)	11	(932)	27,270	(8,046)	(9,680)	(8,697)	(16,149)	(18,973)	

**Alameda County Schools Insurance Group (ACSIG)**  
**Schedule of Claim Liabilities for Workers' Compensation**  
**As of 03/31/2024**

	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	\$ 41,766,496	\$ 5,413,386	\$ 7,278,965	\$ 6,832,454	\$ 9,455,148	\$ 7,676,557	\$ 10,976,306	\$ 11,937,058	\$ 101,336,370
Reserves	182,406	25,216	39,269	87,057	491,884	240,243	168,971	205,862	1,440,908
Incurred Claims	<u>41,948,902</u>	<u>5,438,602</u>	<u>7,318,234</u>	<u>6,919,511</u>	<u>9,947,032</u>	<u>7,916,800</u>	<u>11,145,277</u>	<u>12,142,920</u>	<u>102,777,278</u>
Incurred But Not Reported (IBNR)	<u>144,799</u>	<u>41,398</u>	<u>61,766</u>	<u>70,489</u>	<u>82,968</u>	<u>(6,800)</u>	<u>84,723</u>	<u>117,080</u>	<u>596,423</u>
Non- Discounted Estimated Ultimate Incurred (1)	42,093,701	5,480,000	7,380,000	6,990,000	10,030,000	7,910,000	11,230,000	12,260,000	103,373,701
Anticipated Investment Income (Discount) (2)	(39,607)	(10,658)	(18,388)	(31,982)	(116,120)	(48,556)	(50,485)	(62,974)	(378,770)
Discounted Estimated Ultimate (1-2)	<u>42,054,094</u>	<u>5,469,342</u>	<u>7,361,612</u>	<u>6,958,018</u>	<u>9,913,880</u>	<u>7,861,444</u>	<u>11,179,515</u>	<u>12,197,026</u>	<u>102,994,931</u>
Paid Claims	<u>(41,766,496)</u>	<u>(5,413,386)</u>	<u>(7,278,965)</u>	<u>(6,832,454)</u>	<u>(9,455,148)</u>	<u>(7,676,557)</u>	<u>(10,976,306)</u>	<u>(11,937,058)</u>	<u>(101,336,370)</u>
Remaining Estimated Unpaid Claim Liabilities	<u>\$ 287,598</u>	<u>\$ 55,956</u>	<u>\$ 82,647</u>	<u>\$ 125,564</u>	<u>\$ 458,732</u>	<u>\$ 184,887</u>	<u>\$ 203,209</u>	<u>\$ 259,968</u>	<u>\$ 1,658,561</u>

(1) Per Bay Actuarial Consultants actuarial study dated January 2024.

(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 & 2023-2024 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 03/31/2024	1	42,054,094	5,469,342	7,361,612	6,958,018	9,913,880	7,861,444	11,179,515	12,197,026	102,994,931
Increase/Decrease		(18,973)	(92,320)	9,619	(55,707)	(179,458)	(44,610)	(92,157)	(78,299)	(551,905)



**Alameda County Schools Insurance Group (ACSIG)**  
**Schedule of Claim Liabilities for Workers' Compensation**  
**As of 03/31/2024**

	Totals From Page 7A	Self-Insured Program Years								As of 03/31/2024 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 - 03/31/2024	
Paid Claims	\$ 101,336,370	\$ 10,355,823	\$ 6,088,550	\$ 5,768,094	\$ 8,837,031	\$ 8,727,894	\$ 8,780,820	\$ 9,007,780	\$ 158,902,362	\$ 158,757,249	\$ 145,113	
Reserves	1,440,908	17,467	111,491	110,275	296,948	136,600	99,291	105,971	2,318,951	2,400,418	(81,467)	
Incurred Claims	<u>102,777,278</u>	<u>10,373,290</u>	<u>6,200,041</u>	<u>5,878,369</u>	<u>9,133,979</u>	<u>8,864,494</u>	<u>8,880,111</u>	<u>9,113,751</u>	161,221,313	161,157,667	63,646	
Incurred But Not Reported (IBNR)	596,423	126,710	69,959	91,631	126,021	65,506	119,889	136,249	1,332,388	2,810,139	(1,477,751)	
Non- Discounted Estimated Ultimate Incurred (1)	103,373,701	10,500,000	6,270,000	5,970,000	9,260,000	8,930,000	9,000,000	9,250,000	162,553,701	163,967,806	(1,414,105)	
Anticipated Investment Income (Discount) (2)	(378,770)	(30,710)	(39,193)	(45,429)	(97,706)	(46,686)	(52,603)	(57,406)	(748,503)	(1,078,795)	330,292	
Discounted Estimated Ultimate (1-2)	<u>102,994,931</u>	<u>10,469,290</u>	<u>6,230,807</u>	<u>5,924,571</u>	<u>9,162,294</u>	<u>8,883,314</u>	<u>8,947,397</u>	<u>9,192,594</u>	161,805,198	162,889,011	(1,083,813)	
Paid Claims	<u>(101,336,370)</u>	<u>(10,355,823)</u>	<u>(6,088,550)</u>	<u>(5,768,094)</u>	<u>(8,837,031)</u>	<u>(8,727,894)</u>	<u>(8,780,820)</u>	<u>(9,007,780)</u>	(158,902,362)	(158,757,249)	(145,113)	
Remaining Estimated Unpaid Claim Liabilities	\$ 1,658,561	\$ 113,467	\$ 142,257	\$ 156,477	\$ 325,263	\$ 155,420	\$ 166,577	\$ 184,814	\$ 2,902,836	\$ 4,131,762	\$ (1,228,926)	
<b>(1) Per Bay Actuarial Consultants actuarial study dated January 2024.</b>									Estimated Current Portion /Short-Term Liability (1)	(616,080)		
									Estimated Non-Current portion of Claim Liabilities	\$ 2,286,756		
<b>(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 &amp; 2023-2024 3.5%.</b>												
<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 03/31/2024	1	102,994,931	10,469,290	6,230,807	5,924,571	9,162,294	8,883,314	8,947,397	9,192,594	161,805,198		
Increase/Decrease		(551,905)	102,019	(14,114)	(237,424)	(93,609)	(99,590)	(69,678)	(119,512)	(1,083,813)		

Claim Development Expense	
Claim Liabilities	\$ (1,228,926)
ULAE	(110,568)
Castlepoint	
Reinsurance	
Insolvency	0
	<u>\$ (1,339,494)</u>



California State Treasurer  
**Fiona Ma, CPA**



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

April 30, 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

March 2024 Statement

**Account Summary**

Total Deposit:	0.00	Beginning Balance:	3,556,230.42
Total Withdrawal:	0.00	Ending Balance:	3,556,230.42



April 25, 2024

State Controller's Office  
Division of Accounting & Reporting  
Local Government Reporting Section  
P. O. Box 942850  
Sacramento, CA 94250

RE: Special Districts Compensation Report

To Whom It May Concern:

By notice received by Alameda County Schools Insurance Group (ACSIG) regarding the filing of the Calendar Year 2023 Special Districts Compensation Report. The actual report was filed electronically via Data Exchange Portal (DEP).

If you have any questions regarding information in this report, please call me at (916) 859-7160 extension 4250.

Sincerely,

Laurena Grabert  
Vice President

LG/jbm  
Enclosures

cc: ACSIG Board of Directors

*P.O. Box 4328  
Torrance, CA 90510  
Phone: (310) 212-2550  
Fax: (310) 212-0300  
License No. 0451271*



## 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: Third Quarter Investments**

To: ACSIG Board of Directors  
From: Kimberly Dennis  
Date: May 23, 2024  
Subj.: 2023/2024 Third Quarter Investment Report

Enclosed is ACSIG's 2023/2024 third 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.

Mark Payne from Morgan Stanley Wealth Management reviewed this report in detail with the Executive Committee at its May 16, 2024 meeting.

April 11, 2024

**Mark C. Payne**

Financial Advisor  
U.S. Government Entity Specialist

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Suite 500  
Roseville CA 95661

tel +1 916 797-7707  
mark.c.payne@morganstanley.com  
<https://www.morganstanley.com/graystone>

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) – March 31, 2024***

**Total Ending Value** **\$27,752,649.80**

*Rolling Periods*

Quarter to Date	0.18%
Year to Date	0.18%
Last 12 Months	3.10%
Last 3 Years	0.00%
Last 5 Years	1.17%
Last 10 Years	1.12%
Since 7/12/10 Inception (annualized %)	1.17%

*Calendar Years*

*Fiscal Years*

2024 (YTD)	0.18%	2023-24 YTD	3.52%
2023	4.69%	2022-23	0.09%
2022	-4.11%	2021-22	-4.11%
2021	-1.13%	2020-21	-0.13%
2020	3.92%	2019-20	4.83%
2019	3.69%	2018-19	1.31%
2018	1.01%	2017-18	-0.42%
2017	0.59%	2016-17	-0.35%
2016	0.99%	2015-16	2.13%
2015	0.87%	2014-15	1.09%
2014	1.01%	2013-14	1.32%
2013	-0.03%	2012-13	0.48%
2012	2.44%	2011-12	1.75%
2011	1.91%		
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 \$4,933,000 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.



## Alameda County Schools Insurance Group

Western Asset Enhanced Cash

March 31, 2024

*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, Legg Mason Private Portfolio Group, LLC (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 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

March 31, 2024

Client Account	
Duration (yrs)	2.30
Average Maturity (yrs)	2.52
Yield to Worst (%)	4.70

Benchmark Characteristics	
Duration (yrs)	2.66
Average Maturity (yrs)	2.85
Yield to Worst (%)	4.53

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.

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.**

# Holdings (1/3)

## Alameda County Schools Insurance Group

March 31, 2024

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>270</b>			<b>5.30</b>	<b>0.09</b>			<b>100.00</b>	<b>5.30</b>	<b>5.30</b>	<b>5.30</b>	<b>0.08</b>	<b>0.08</b>	<b>270,000</b>	<b>0.97</b>
	270	000000CM9	CASH & EQUIVALENTS	5.30	04/28/2024	Aaa	AAA	100.00	5.30	5.30	5.30	0.08	0.08	270,000	0.97
<b>TSY</b>	<b>18,625</b>			<b>2.30</b>	<b>2.64</b>			<b>95.91</b>	<b>2.41</b>	<b>4.57</b>	<b>4.57</b>	<b>2.64</b>	<b>2.44</b>	<b>17,993,256</b>	<b>64.83</b>
	1,400	91282CGG0	UNITED STATES TREAS NTS	4.13	01/31/2025	TSY	TSY	99.19	4.16	5.12	5.12	0.83	0.81	1,397,647	5.04
	1,442	912828ZF0	UNITED STATES TREAS NTS	0.50	03/31/2025	TSY	TSY	95.64	0.52	4.98	4.98	1.00	0.98	1,382,732	4.98
	1,310	912828ZW3	UNITED STATES TREAS NTS	0.25	06/30/2025	TSY	TSY	94.42	0.27	4.88	4.88	1.25	1.22	1,237,668	4.46
	1,185	91282CAZ4	UNITED STATES TREAS NTS	0.38	11/30/2025	TSY	TSY	93.05	0.40	4.74	4.74	1.67	1.63	1,104,099	3.98
	1,268	91282CBH3	UNITED STATES TREAS NTS	0.38	01/31/2026	TSY	TSY	92.47	0.41	4.69	4.69	1.83	1.80	1,173,252	4.23
	1,483	91282CBT7	UNITED STATES TREAS NTS	0.75	03/31/2026	TSY	TSY	92.68	0.81	4.61	4.61	2.00	1.94	1,379,914	4.97
	1,438	91282CHB0	UNITED STATES TREAS NTS	3.63	05/15/2026	TSY	TSY	98.04	3.70	4.60	4.60	2.17	1.99	1,429,048	5.15
	1,801	91282CCW9	UNITED STATES TREAS NTS	0.75	08/31/2026	TSY	TSY	91.44	0.82	4.52	4.52	2.42	2.35	1,647,880	5.94
	1,650	91282CFM8	UNITED STATES TREAS NTS	4.13	09/30/2027	TSY	TSY	99.27	4.16	4.35	4.35	3.50	3.16	1,671,362	6.02
	1,349	91282CGH8	UNITED STATES TREAS NTS	3.50	01/31/2028	TSY	TSY	97.12	3.60	4.32	4.32	3.83	3.52	1,317,556	4.75
	1,950	91282CHA2	UNITED STATES TREAS NTS	3.50	04/30/2028	TSY	TSY	97.06	3.61	4.29	4.29	4.08	3.69	1,920,510	6.92
	810	91282CHQ7	UNITED STATES TREAS NTS	4.13	07/31/2028	TSY	TSY	99.43	4.15	4.27	4.27	4.33	3.90	810,615	2.92
	1,539	91282CJR3	UNITED STATES TREAS NTS	3.75	12/31/2028	TSY	TSY	97.92	3.83	4.24	4.24	4.75	4.25	1,520,972	5.48
<b>AGY</b>	<b>1,525</b>			<b>4.06</b>	<b>3.21</b>			<b>98.92</b>	<b>4.10</b>	<b>4.46</b>	<b>4.46</b>	<b>3.21</b>	<b>2.92</b>	<b>1,519,916</b>	<b>5.48</b>
	675	3130AUU36	FEDERAL HOME LOAN BANKS	4.13	03/13/2026	AGY	AA+	99.03	4.17	4.65	4.65	2.00	1.85	669,592	2.41
	850	3130AWC24	FEDERAL HOME LOAN BANKS	4.00	06/09/2028	AGY	AA+	98.83	4.05	4.31	4.31	4.17	3.76	850,324	3.06
<b>IND</b>	<b>4,699</b>			<b>2.97</b>	<b>2.52</b>			<b>97.15</b>	<b>3.06</b>	<b>4.92</b>	<b>4.92</b>	<b>2.54</b>	<b>2.26</b>	<b>4,599,608</b>	<b>16.57</b>
	268	882508BB9	TEXAS INSTRS INC	2.63	05/15/2024	Aa3	A+	99.64	2.63	5.34	5.34	0.17	0.13	269,637	0.97

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.

# Holdings (2/3)

## Alameda County Schools Insurance Group

March 31, 2024

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+	98.78	2.18	5.42	5.42	0.42	0.37	133,693	0.48
	137	911312BT2	UNITED PARCEL SVCS INC	2.20	09/01/2024	A2	A	98.60	2.23	5.57	5.57	0.42	0.42	135,304	0.49
	273	191216CL2	COCA COLA CO	1.75	09/06/2024	A1	A+	98.46	1.78	5.34	5.34	0.42	0.43	269,088	0.97
	273	713448EQ7	PEPSICO INC	2.25	03/19/2025	A1	A+	97.30	2.31	5.12	5.12	1.00	0.94	265,793	0.96
	270	87612EBL9	TARGET CORP	2.25	04/15/2025	A2	A	97.10	2.32	5.13	5.13	1.08	1.01	264,929	0.95
	270	437076BK7	HOME DEPOT INC	3.35	09/15/2025	A2	A	97.76	3.43	4.96	4.96	1.50	1.38	264,271	0.95
	289	110122DN5	BRISTOL-MYERS SQUIBB CO	0.75	11/13/2025	A2	A	93.47	0.80	4.99	4.99	1.67	1.58	270,927	0.98
	145	254687FV3	DISNEY WALT CO	1.75	01/13/2026	A2	A-	94.56	1.85	4.96	4.96	1.83	1.73	137,644	0.50
	296	742718FP9	PROCTER & GAMBLE CO	1.00	04/23/2026	Aa3	AA-	92.84	1.08	4.67	4.67	2.08	1.99	276,069	0.99
	273	458140AU4	INTEL CORP	2.60	05/19/2026	A3	A-	95.20	2.73	4.99	4.99	2.17	2.01	262,442	0.95
	197	023135CP9	AMAZON COM INC	4.55	12/01/2027	A1	AA	100.01	4.55	4.55	4.55	3.67	3.25	199,925	0.72
	439	20030NCA7	COMCAST CORP NEW	3.15	02/15/2028	A3	A-	94.41	3.34	4.74	4.74	3.92	3.52	416,116	1.50
	262	24422EWW7	JOHN DEERE CAPITAL CORPORAT	4.90	03/03/2028	A1	A	100.74	4.86	4.69	4.69	3.92	3.52	264,838	0.95
	276	369550BC1	GENERAL DYNAMICS CORP	3.75	05/15/2028	A3	A-	96.83	3.87	4.60	4.60	4.17	3.62	271,066	0.98
	266	24422EXB0	JOHN DEERE CAPITAL CORPORAT	4.95	07/14/2028	A1	A	100.81	4.91	4.74	4.74	4.33	3.78	270,851	0.98
	280	29379VBT9	ENTERPRISE PRODS OPER LLC	4.15	10/16/2028	A3	A-	97.29	4.27	4.82	4.82	4.58	3.91	277,633	1.00
	350	00287YBF5	ABBVIE INC	4.25	11/14/2028	A3	A-	98.24	4.33	4.68	4.68	4.67	3.97	349,384	1.26
<b>FIN</b>	<b>3,439</b>			<b>3.10</b>	<b>1.77</b>			<b>97.33</b>	<b>3.19</b>	<b>5.17</b>	<b>5.23</b>	<b>1.61</b>	<b>1.50</b>	<b>3,369,991</b>	<b>12.14</b>
	130	59156RBH0	METLIFE INC	3.60	04/10/2024	A3	A-	99.96	3.60	4.87	4.87	0.03	0.04	132,126	0.48
	265	00440EAR8	CHUBB INA HLDGS INC	3.35	05/15/2024	A3	A	99.69	3.36	5.69	5.69	0.17	0.13	267,453	0.96
	340	693475AY1	PNC FINL SVCS GROUP INC	2.20	11/01/2024	A3	A-	98.00	2.25	5.69	5.69	0.58	0.57	336,241	1.21

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 (3/3)

## Alameda County Schools Insurance Group

March 31, 2024

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	95.89	1.51	5.27	5.27	1.08	1.08	270,034	0.97
	481	46625HMN7	JPMORGAN CHASE & CO	3.90	07/15/2025	A1	A-	98.36	3.97	5.22	5.22	1.33	1.19	476,925	1.72
	343	06051GFS3	BANK AMERICA CORP	3.88	08/01/2025	A1	A-	98.44	3.94	5.09	5.09	1.33	1.28	339,764	1.22
	147	74432QCH6	PRUDENTIAL FINL INC	1.50	03/10/2026	A3	A	93.60	1.60	4.98	4.98	1.92	1.88	137,702	0.50
	275	084670BS6	BERKSHIRE HATHAWAY INC DEL	3.13	03/15/2026	Aa2	AA	96.83	3.23	4.84	4.84	2.00	1.82	266,590	0.96
	286	808513BR5	CHARLES SCHWAB CORP	1.15	05/13/2026	A2	A-	92.22	1.25	5.06	5.06	2.17	2.04	264,971	0.95
	268	06406RBJ5	BANK NEW YORK MELLON CORP	4.41	07/24/2026	A1	A	98.80	4.47	5.37	5.91	1.33	1.26	266,874	0.96
	300	857477BS1	STATE STR CORP	2.20	02/07/2028	A1	A	92.73	2.38	4.96	5.24	2.83	2.72	279,114	1.01
	324	91324PEP3	UNITEDHEALTH GROUP INC	5.25	02/15/2028	A2	A+	101.90	5.15	4.70	4.71	3.83	3.41	332,197	1.20
<b>Total:</b>	<b>28,558</b>			<b>2.63</b>	<b>2.52</b>			<b>96.49</b>	<b>2.73</b>	<b>4.70</b>	<b>4.71</b>	<b>2.50</b>	<b>2.30</b>	<b>27,752,772</b>	<b>100.00</b>

Source: BondEdge, Western Asset

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# Cash Flow (1/3)

## Alameda County Schools Insurance Group

March 31, 2024

Date	Maturity Cash Flow	Call Cash Flow	Total Interest Cash Flow	Total Principal Cash Flow	Total Cash Flow
03/31/2024	0	0	0	0	0
04/30/2024	400	0	48	400	448
05/31/2024	533	0	61	533	594
06/30/2024	0	0	52	0	52
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	0	0	44	0	44
11/30/2024	340	0	53	340	393
12/31/2024	0	0	52	0	52
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	44	270	314
05/31/2025	280	0	49	280	329
06/30/2025	1,310	0	52	1,310	1,362
07/31/2025	481	268	66	749	815
08/31/2025	343	0	32	343	375
09/30/2025	270	0	70	270	340
10/31/2025	0	0	41	0	41
11/30/2025	1,474	0	47	1,474	1,521

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.

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# Cash Flow (2/3)

## Alameda County Schools Insurance Group

March 31, 2024

Date	Maturity Cash Flow	Call Cash Flow	Total Interest Cash Flow	Total Principal Cash Flow	Total Cash Flow
12/31/2025	0	0	50	0	50
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	41	296	337
05/31/2026	1,997	0	44	1,997	2,041
06/30/2026	0	0	50	0	50
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	40	0	40
11/30/2026	0	0	13	0	13
12/31/2026	0	0	50	0	50
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	40	0	40
05/31/2027	0	0	13	0	13
06/30/2027	0	0	50	0	50
07/31/2027	0	0	47	0	47
08/31/2027	0	0	15	0	15

Source: BondEdge, Western Asset

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# Cash Flow (3/3)

## Alameda County Schools Insurance Group

March 31, 2024

Date	Maturity Cash Flow	Call Cash Flow	Total Interest Cash Flow	Total Principal Cash Flow	Total Cash Flow
09/30/2027	1,650	0	40	1,650	1,690
10/31/2027	0	0	40	0	40
11/30/2027	0	0	13	0	13
12/31/2027	197	0	50	197	247
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	40	1,950	1,990
05/31/2028	276	0	13	276	289
06/30/2028	850	0	46	850	896
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	280	0	6	280	286
11/30/2028	350	0	7	350	357
12/31/2028	1,539	0	29	1,539	1,568
	<b>27,666</b>	<b>892</b>	<b>2,313</b>	<b>28,558</b>	<b>30,871</b>

Source: BondEdge, Western Asset

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# Appendix

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12/20

## Custom Report

Prepared on April 10, 2024 for:  
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TWR % (NET OF FEES)<sup>‡</sup>

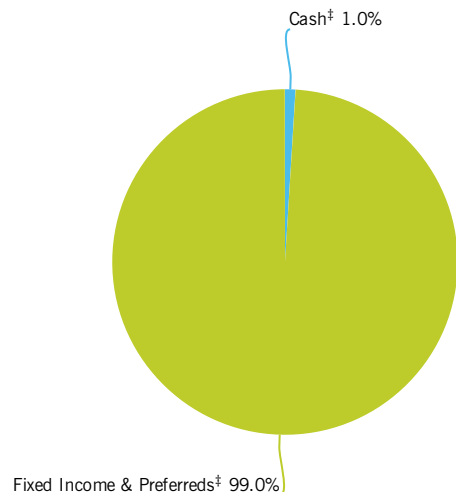
	Quarter to Date (\$) 12/31/23-03/31/24	Last 12 Months (\$) 03/31/23-03/31/24	Performance Inception (\$) 07/12/10-03/31/24
<b>Beginning Total Value</b>	<b>27,714,904</b>	<b>26,961,814</b>	<b>9,999,850</b>
Net Contributions/Withdrawals	-13,424	-44,649	14,969,301
Investment Earnings	51,169	835,484	2,783,499
<b>Ending Total Value</b>	<b>27,752,650</b>	<b>27,752,650</b>	<b>27,752,650</b>
<b>TIME WEIGHTED RATE OF RETURN (%)</b> (Annualized for periods over 12 months)			
Return % (Net of Fees)	0.18	3.10	1.17
FTSE Treasury Bill 3 Month	1.37	5.52	1.03
Bloomberg US Government 1-3 Y	0.29	2.98	1.00
BB US Agg Gov/Credit 1-5 Y	0.14	3.16	1.54

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



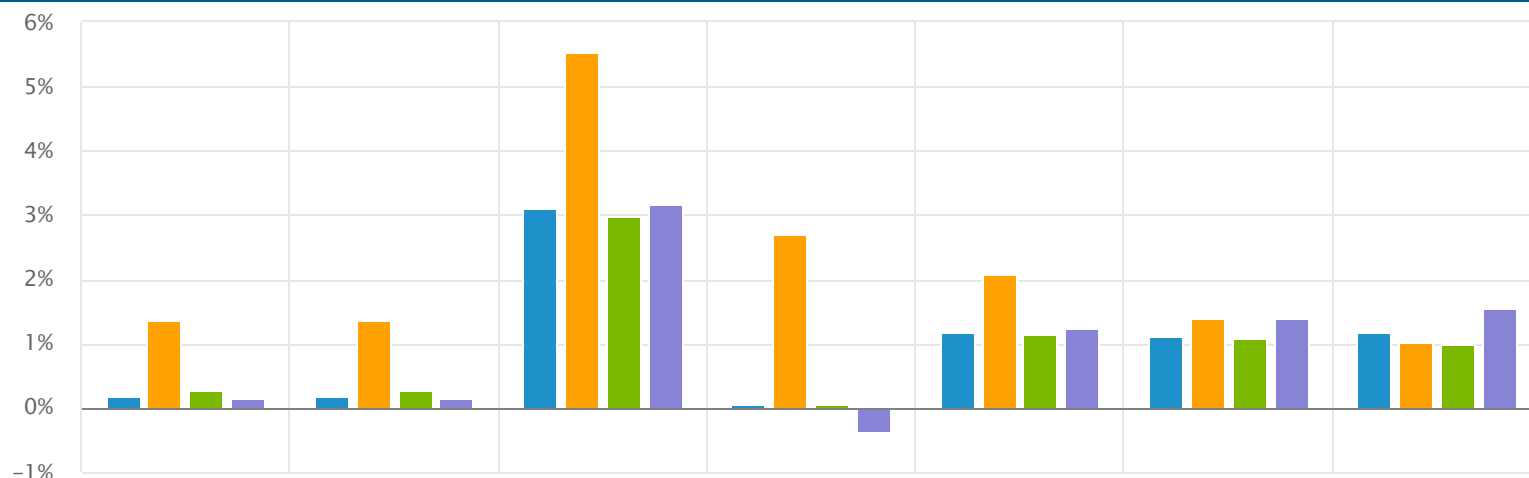
Does not include Performance Ineligible Assets.

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.

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

	Quarter to Date 12/31/23 - 03/31/24	Year to Date 12/31/23 - 03/31/24	Last 12 Months 03/31/23 - 03/31/24	Last 3 Years 03/31/21 - 03/31/24	Last 5 Years 03/31/19 - 03/31/24	Last 10 Years 03/31/14 - 03/31/24	Performance Inception 07/12/10 - 03/31/24
Beginning Total Value (\$)	27,714,904.40	27,714,904.40	26,961,814.45	22,683,322.79	16,523,348.91	15,638,820.00	9,999,850.00
Net Contributions/Withdrawals (\$)	-13,423.81	-13,423.81	-44,649.12	4,936,258.15	9,936,274.85	9,969,150.60	14,969,300.60
Investment Earnings (\$)	51,169.21	51,169.21	835,484.47	133,068.86	1,293,026.04	2,144,679.20	2,783,499.20
Ending Total Value (\$)	27,752,649.80	27,752,649.80	27,752,649.80	27,752,649.80	27,752,649.80	27,752,649.80	27,752,649.80
Return % (Net of Fees)	0.18	0.18	3.10	0.00	1.17	1.12	1.17
FTSE Treasury Bill 3 Month (%)	1.37	1.37	5.52	2.71	2.07	1.39	1.03
Bloomberg US Government 1-3 Y (%)	0.29	0.29	2.98	0.03	1.14	1.07	1.00
BB US Agg Gov/Credit 1-5 Y (%)	0.14	0.14	3.16	-0.38	1.24	1.40	1.54

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.

## TIME WEIGHTED PERFORMANCE BY PERIOD

ACSIG Consolidated

As of March 31, 2024 | 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
2024 (YTD)	27,714,904.40	-13,423.81	51,169.21	27,752,649.80	0.18	1.37	0.29	0.14
2023	26,509,843.66	-36,127.82	1,241,188.56	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 - 04/09/24	Total Value (\$) 04/09/24	% of Portfolio 04/09/24
<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 - 04/09/24	Total Value (\$) 04/09/24	% of Portfolio 04/09/24
UD - ACSIG ACSIG	171-XXX340 COMERICA BANK	REG	P	03/28/24	12/21/2020 -	27,752,649.80	100.00
<b>Externally Held Total</b>						<b>27,752,649.80</b>	<b>100.00</b>
<b>Total Portfolio</b>						<b>27,752,649.80</b>	<b>100.00</b>

Investment, insurance and annuity products offered through Morgan Stanley Smith Barney LLC are: NOT FDIC INSURED | MAY LOSE VALUE | NOT BANK GUARANTEED | NOT A BANK DEPOSIT | NOT INSURED BY ANY FEDERAL GOVERNMENT AGENCY. All content within this Document applies to the accounts listed above or a subset thereof, unless otherwise indicated. 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. AA=Asset Allocation, P=Performance, POS=Positions & Balances, TW=Total Wealth, Q=Morgan Stanley Impact Quotient

<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.



## DISCLOSURES

**Explanatory Notes and Disclosures:** This document is designed to assist you and your Financial Advisor in understanding portfolio positions, composition and subsets thereof. It is designed solely for your individual use, is for informational purposes only and is not intended as an offer or solicitation with respect to the purchase or sale of any security. Do not take action relying on this information without confirming its accuracy and completeness. Please read carefully all accompanying notes and disclosures provided in this Document.

For convenience purposes, your Financial Advisor may have assigned a designated name for this Document. The list of the accounts covered in this document is noted herein and may not include all of your accounts with us or external custodians. Furthermore, the information included in this document may not include all asset classes/securities/liabilities held by you at the firm or external custodians. Please review this document carefully and discuss any questions you may have with your Financial Advisor. If you do not understand an entry, suspect an error, or want more details on current values or other information, contact your Financial Advisor. This document is based upon your Morgan Stanley account holdings and may include other holdings/information that you or a third party provided about assets custodied elsewhere. Morgan Stanley will not verify any other holdings/information. If any information reflects assets held away from Morgan Stanley that will be indicated. The information contained in this document is subject to, and does not supersede the confirmations and account statements you receive from us. Values shown in your official account statement may differ from the values shown in this document due to, among other things, different reporting methods, delays, market conditions and interruptions. If there are discrepancies between your official account statement and this document, rely on your official account statement.

The information in this document is approximate and subject to updating, correction and other changes. We are not obligated to notify you if information changes. Although the statements of fact and data in this document have been obtained from, and are based upon sources that we believe to be reliable, we do not guarantee their accuracy, or timeliness, and any such information may be incomplete or condensed. Percentage values shown in this document are subject to rounding, which may impact total values. The values of securities and other investments not actively traded may be estimated or may not be available.

This information is provided for informational purposes only and should not be used for tax preparation. The information reported on your Form(s) 1099 supersedes the information provided in this report and should be exclusively relied upon for tax preparation. Morgan Stanley, its affiliates and its employees are not in the business of providing tax or legal advice. Clients should seek advice based on their particular circumstances from an independent tax and legal advisor. Morgan Stanley Smith Barney LLC is a registered Broker/Dealer, Member SIPC, and not a bank. Where appropriate, Morgan Stanley Smith Barney LLC has entered into arrangements with banks and other third parties to assist in offering certain banking related products and services. SIPC insurance does not apply to precious metals, other commodities, or traditional alternative investments.

Investment, insurance and annuity products offered through Morgan Stanley Smith Barney LLC are: NOT FDIC INSURED | MAY LOSE VALUE | NOT BANK GUARANTEED | NOT A BANK DEPOSIT | NOT INSURED BY ANY FEDERAL GOVERNMENT AGENCY

**AAA Accounts:** The Active Assets Account is a brokerage account offered through Morgan Stanley Smith Barney LLC.

**Consulting Group Advisory Accounts:** Consulting Group is a business of Morgan Stanley Smith Barney LLC.

**Additional information about your Floating Rate Notes:** For floating rate securities, the estimated accrued interest and estimated annual income are based on the current floating coupon rate and may not reflect historic rates within the accrual period.

**Important Information About Auction Rate Securities:** For certain Auction Rate Securities there is no or limited liquidity. Therefore, the price(s) for these Auction Rate Securities are indicated as not available by a dash "-". There can be no assurance that a successful auction will occur or that a secondary market exists or will develop for a particular security.

**Important Pricing Information:** Prices of securities not actively traded may not be available, and are indicated by a dash "-". Account values are based on the most recent security pricing available and may be prior to the date of this material.

**Asset Classification:** We classify assets based on general characteristics such as: income generation, underlying capital structure, or exposure to certain market sectors. As many assets contain characteristics of more than one asset class, allocations may be under or over inclusive. These classifications do not constitute a recommendation and may differ from the classification of instruments for regulatory or tax purposes. In addition, the Other asset class contains securities that are not included in the various asset class classifications. This can include, but is not limited to, non-traditional investments such as some Equity Unit Trusts, Index Options and Structured Investments issued outside of Morgan Stanley. Additionally, investments for which we are unable to procure market data to properly classify them will appear in the Other category.

**Morgan Stanley Wealth Management:** Morgan Stanley Wealth Management (custodian type "Morgan Stanley Wealth Management") is a registered trade name of Morgan Stanley Smith Barney LLC.

**External Accounts:** "External" generally refers to accounts, assets, and/or liabilities that you hold with other financial institutions and/or which may be custodied outside of Morgan Stanley (whose subsidiaries include Morgan Stanley Smith Barney LLC and Morgan Stanley & Co.) ("External Accounts"). External Accounts are not under administration or management at Morgan Stanley and are not reflected in your Morgan Stanley account statements. Information related to External Accounts is provided solely as a service to you and your Financial Advisor/Private Wealth Advisor. The information

reference is based upon information provided by external sources which we believe to be reliable. However, we do not independently verify this information. As such, we do not warrant or guarantee that such information is accurate or timely, and any such information may be incomplete or condensed.

Information related to Income, Performance, Tax Lots, Total Cost, Target Asset Allocation, Asset Classification, Risk Analysis and Gain/Loss may differ from the information provided by your custodian. External information presented herein is subject to, and does not supersede, the confirmations and account statements provided by your custodian. Values shown in an account statement from your custodian may differ from the values shown here due to, among other things, different reporting methods, delays, market conditions and interruptions. If there are discrepancies between your custodian's official account statement and this material, rely on the custodian's official account statement. We are not obligated to notify you or your Financial Advisor/Private Wealth Advisor if information changes. In performance calculations, the inception date referenced will reflect the first date on which Morgan Stanley received account information from the custodian. If information on an External Account cannot be reported, it will be noted.

Assets not custodied with Morgan Stanley are not covered by SIPC protection at Morgan Stanley or by additional protection under Morgan Stanley's excess insurance coverage plans. However, these assets may be subject to SIPC coverage at the entity at which they are custodied.

**Timing of Feeds:** Account and Position data for Morgan Stanley & Co. and External Accounts is obtained from sources that we believe to be reliable. However, Morgan Stanley Wealth management does not guarantee its accuracy or timeliness as such information may be incomplete, condensed, or based on differing points of time. Please refer to the "Last Update Date" for information regarding when the data was last refreshed. You should not take any action relying upon this information without confirming its accuracy and completeness.

**Performance:** Performance results are annualized for time periods greater than one year and include all cash and cash equivalents, realized and unrealized capital gains and losses, dividends, interest and income. Depending on the opening or closing date of the account or position, the performance referenced may be for a portion of the time period identified. The investment results depicted herein represent historical performance. As a result of recent market activity, current performance may vary from the figures shown. Please contact your Financial Advisor for up-to-date performance information. Past performance is not a guarantee of future results. Quotations of performance appearing in this report may include performance experienced in legacy accounts which have been closed and purged, and as such are not included on the Accounts Included in This Report page.

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 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.

Unless otherwise indicated, performance is an aggregated composite calculation of the entire portfolio and may include brokerage and investment advisory accounts as well as assets for different accounts included in this report. The accounts included in the composite may have (or have had) different investment objectives and strategies, been subject to different restrictions, and incurred different types of fees, markups, commissions and other charges. Accordingly, performance results may blend the performance of assets and strategies that may not have been available in all of the accounts at all times during the reporting period. In addition, accounts in the composite may have changed from brokerage to advisory or vice versa. Accounts may also have moved from one advisory program to another (including from a discretionary program to a non-discretionary program).

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.

**Indices:** Benchmark indices and blends included in this material are for informational purposes only, are provided solely as a comparison tool and may not reflect the underlying composition and/or investment objective(s) associated with the account(s). In some circumstances, the benchmark index may not be an appropriate benchmark for use with the specific composite portfolio. For instance, an index may not take into consideration certain changes that may have occurred in the portfolio since the inception of the account(s), (e.g., changes from a brokerage to an advisory account or from one advisory program to another, asset class changes, or index changes for individual managers). The volatility of the index used for comparison may be materially different from that of the performance shown. Indices are unmanaged and not available for direct investment. Index returns do not take into account fees or other charges. Such fees and charges would reduce performance. Please see the Benchmark Definitions section of this material for additional information on the indices used for comparison.

**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

**SMA/WRAP Fee:** 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 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.

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## RISK ANALYSIS DISCLOSURES

**Taxes, Fees, and Expenses:** This material does not include the effect of taxes, account fees, advisory fees, performance fees, and commissions that could materially affect the illustration provided and the decisions that you may make. The inclusion of these factors will reduce any values referenced herein. Generally, investment advisory accounts are subject to an annual asset-based fee (the "Fee") which is payable monthly in advance (some account types may be billed differently). In general, the Fee covers Morgan Stanley investment advisory services, custody of securities with Morgan Stanley, trade execution with or through Morgan Stanley or its affiliates, as well as compensation to any Morgan Stanley Financial Advisor.

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

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### Executive Summary: Investment Policy

To: ACSIG Board of Directors  
From: Kimberly Dennis  
Date: May 23, 2024  
Subj.: Investment Policy

The California Association of Joint Powers Authorities (“CAJPA”) Accreditation Standards require that a JPA’s Board of Directors review and affirm its JPA’s investment Policy annually.<sup>1</sup> Accordingly, ACSIG’s Investment Policy is included in this packet and will be discussed by the committee with actions to amend if necessary. Morgan Stanley reviewed the policy on April 26, 2024, and recommended no changes.

The Executive Committee reviewed this policy with the investment advisor at its May 16, 2024 meeting.

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<sup>1</sup> CAJPA Accreditation Manual, Appendix P (<https://www.cajpa.org/page/accreditation-documents>)

**ALAMEDA COUNTY SCHOOLS INSURANCE GROUP  
POLICY AND PROCEDURES MANUAL**

**SUBJECT: INVESTMENT OF FUNDS**

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**1.0 POLICY**

It shall be the policy of Alameda County Schools Insurance Group (Authority), that the Executive Committee shall have the power to invest or cause to be invested in compliance with Section 6509.5 of the California Government Code such funds as are not necessary for the immediate operation of the Schools Insurance Group in such securities as allowed by Section 53601 of the California Government Code.

The amount of money to be retained for the day-to-day operation of the Schools Insurance Group shall be determined by the Executive Committee.

All funds shall be invested in a manner which will 1) preserve principal; 2) meet the Authority's daily cash flow needs; and 3) optimize returns while conforming to all federal, state, and local statutes governing the investment of public funds. The Authority's investment portfolio shall be a suitable blend of investment strategies which achieve the desired objectives of the Authority as stated above.

**2.0 SCOPE**

This investment policy applies to all financial assets of the Authority. These funds are accounted for in the Authority's annual financial report and include:

**2.1 Funds**

- 2.1.1 Dental
- 2.1.2 Operations
- 2.1.3 Property/Liability
- 2.1.4 Workers' Compensation
- 2.1.5 Vision

**3.0 PRUDENCE**

Investments shall be made with same judgment and care, under circumstances then prevailing, which persons of prudence, discretion and intelligence exercise

in the management of their own affairs, not for speculation, but for investment, considering the probable safety of capital as well as the probable income to be derived.

The standard of prudence to be used by the Authority's investment officials shall be the "prudent person" standard and shall be applied in the context of managing an overall portfolio. The Investment Committee, acting in accordance with written procedures and their investment policy and exercising due diligence, shall be relieved of personal responsibility for an individual security's credit risk or market price changes, provided deviations from expectations are reported in a timely fashion and appropriate action is taken to control adverse developments. The Executive Committee serves as the Investment Committee.

#### **4.0 OBJECTIVE**

The primary objectives, in priority order, of the Authority's investment activities shall be:

##### **4.1 Liquidity**

The Authority's investment portfolio will remain sufficiently liquid to enable the Authority to meet all operating requirements which can be reasonably anticipated.

##### **4.2 Safety**

Safety of principal is a primary objective of the investment program. Investments of the Authority shall be undertaken in a manner that seeks to ensure the preservation of capital in the overall portfolio. To attain this objective diversification is required in order that potential losses on individual securities do not exceed the income generated from the remainder of the portfolio.

##### **4.3 Return on Investment**

The Authority's investment portfolio shall be designed with the objective of attaining a market rate of return throughout budgetary and economic cycles, taking into account the Authority's investment risk constraints and the cash flow characteristics of the portfolio.

#### **5.0 DELEGATION OF AUTHORITY**

Authority to manage the Authority's investment program is derived from Government

Code Sections 53601 & 53601.1. In accordance with Government Code Section 53607, Management responsibility for the investment program is hereby delegated to the Executive Committee, subject to annual review. The Executive Committee shall establish written investment program consistent with this investment policy.

Procedures should include reference to: safekeeping, PSA repurchase agreements, wire transfer agreements, collateral/depository agreements and banking service contracts. Such procedures shall include explicit delegation of authority to persons responsible for investment transactions, except as provided under the terms of this policy, and the procedures established by the Executive Committee. The Executive Committee shall be responsible for all transactions undertaken and shall establish a system of control to regulate the activities of subordinate officials.

## **6.0 ETHICS AND CONFLICTS OF INTEREST**

Officers and employees involved in the investment process shall refrain from personal business activity that could conflict with proper execution of the investment program, or which could impair their ability to make impartial investment decisions. Employees and investment officials shall disclose to the Governing Board of Directors, any material financial interests in financial institutions that conduct business within this jurisdiction, and they shall further disclose any large personal financial/investment positions that could be related to the performance of the Authority's portfolio. Employees and officers shall subordinate their personal investment transactions to those of the Authority particularly with regard to the time of purchases and sales.

## **7.0 AUTHORIZED FINANCIAL DEALERS AND INSTITUTIONS**

The ACSIG treasurer will maintain a list of financial institutions authorized to provide investment services. In addition, a list will also be maintained of approved security broker/dealers selected by credit worthiness who are authorized to provide investment services in the State of California. These may include "primary" dealers or regional dealers that qualify under Securities & Exchange Commission Rule 15C3-1. No public deposit shall be made except in a qualified public depository as established by state laws. All financial institutions and/or broker/dealers who desire to be placed on the list of financial institutions for investment transactions must supply the Treasurer with the following: 1.) audited financial statements, 2.) proof of National Association of Security Dealers certification, 3.) trading resolution, 4.) proof of state registrations, 5.) complete broker/dealer questionnaire, 6.) certification of having read Authority's investment policy and depository contracts). A current audited



financial statement is required to be on file for each financial institution and broker/dealer through which ACSIG invests.

## **8.0 AUTHORIZED & SUITABLE INVESTMENTS**

Deposit up to a maximum of 30% of the portfolio, b.) Repurchase Agreements, c.) Reverse Repurchase Agreement, d.) Corporate Obligations up to a maximum of 30% of the portfolio, e.) Money Market Accounts, f.) Local Agency Investment Fund, g.) County Treasurer. Securities eligible for investment shall be rated "A" or better at the time of purchase. \*If an investment is subsequently downgraded below "A" the Executive Director shall notify the Executive Committee upon learning of the downgrade. After review, the Executive Director shall make a recommendation to the Executive Committee and a determination shall be made as to the action to be taken at either a special meeting or regular Executive Committee meeting.

## **9.0 COLLATERALIZATION**

Collateralization will be required on two types of investments: certificates of deposit and repurchase (and reverse) agreements. In order to anticipate market changes and provide a level of security for all funds, the collateralization level will be (102%) of market value of principal and accrued interest. The entity chooses to limit collateral to the following:

- Treasuries under ten years
- Agencies under ten years
- A1/P1 Commercial Paper/Bankers Acceptance

Collateral will always be held by an independent third party with whom the entity has a current custodial agreement. A clearly marked evidence of ownership (safekeeping receipt) must be supplied to the Authority and retained. The right of collateral substitution is granted.

## **10.0 SAFEKEEPING AND CUSTODY**

All security transactions, including collateral for repurchase agreements, entered into by the authority shall be conducted on a delivery-versus-payment (DVP) basis. Securities will be held by a third party custodian designated by the Executive Committee and evidenced by safekeeping receipts.

## **11.0 DIVERSIFICATION**

The Authority will diversify its investments by security type, maturity, and institution. With the exception of U.S. Treasury securities and authorized pools, no more than 50% of the entity's total investment portfolio will be invested in a single security type or with a single financial institution.

## **12.0 MAXIMUM MATURITIES**

To the extent possible, the Authority will attempt to match its investments with anticipated cash flow requirements. In accordance with Government Code Section 53601, the Board of Directors authorizes investments in U.S. Treasuries or Agencies of up to 20% of the investment portfolio in maturities over 5 years but not over 7 years. Any investment with a maturity over 5 years must be approved by two members of the Executive Committee.

## **13.0 INTERNAL CONTROL**

A system of internal controls shall be established and documented in writing. The controls shall be designed to prevent losses of public funds arising from fraud, misrepresentation of third parties, or imprudent actions by ACSIG employees or officers.

## **14.0 PERFORMANCE STANDARDS**

The investment portfolio will be designed to obtain a market average rate of return during budgetary and economic cycles, taking into account the Authority's investment risk constraints and cash flow needs.

### **14.1 Market Yield (Benchmark)**

The Authority's investment strategy is passive. Given this strategy, the basis used by the Executive Committee to determine whether market yields are being achieved shall be the six-month U.S. Treasury Bill and the average Fed Funds rate.

## **15.0 REPORTING**

The Executive Director shall submit a quarterly report to the Board which complies with the requirements of Government Code Sections

53646 (b) and (c). Reports will include performance, market sector breakdown, interest earnings, portfolio market value, etc.

## **16.0 INVESTMENT POLICY**

### **ADOPTION**

The Authority's investment policy shall be adopted by the Board of Directors. The Policy shall be reviewed on an annual basis by the Executive Committee and any modifications made thereto must be approved by the Board of Directors.

APPROVED: 12/11/08

REVISED: 10/30/14

REVIEWED: 5/25/23



**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: ACSIG Calendar 2024-2025**

To: ACSIG Board of Directors  
 From: Kimberly Dennis  
 Date: May 23, 2024  
 Subj.: ACSIG Calendar 2024-2025

The proposed ACSIG Calendar is included in this packet for review. The Executive Director developed this calendar based on past calendars and the ACOE’s 2024-2025 Holiday calendar for Management Employees.

Proposed ACSIG holidays are:

<b>Date(s)</b>	<b>Description</b>
Thursday July 4	Independence Day
Monday September 2	Labor Day
Monday November 11	Veterans Day
Thursday November 28	Thanksgiving Day
Friday November 29	Thanksgiving Holiday
Tuesday December 24	Christmas Eve
Wednesday December 25	Christmas Day
Thur Dec 26 – Tue Dec 31	Winter Closure
Wednesday January 1	New Year’s Day
Monday January 20	Martin Luther King Jr. Day
Friday February 14	Lincoln Day
Monday February 17	Washington Day
Monday May 26	Memorial Day
Thursday June 19	Juneteenth

The Executive Committee reviewed the calendar at its May 16, 2024 meeting.

# 2024/25 Fiscal Year Calendar

July 2024						
Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August 2024						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

September 2024						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

October 2024						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November 2024						
Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

December 2024						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

January 2025						
Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

February 2025						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

March 2025						
Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

April 2025						
Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

May 2025						
Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

June 2025						
Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

## ACSIG holidays 2024/25

Jul 4, 2024	Independence Day	Nov 28, 2024	Thanksgiving Day	Jan 1, 2025	New Year's Day	Feb 17, 2025	Washington Day
Sep 2, 2024	Labor Day	Dec 24, 2024	Christmas Eve	Jan 20, 2025	Martin L. King Day	May 26, 2025	Memorial Day
Nov 11, 2024	Veterans Day	Dec 25, 2024	Christmas Day	Feb 14, 2025	Lincoln Day	Jun 19, 2025	Juneteenth

\*Winter Closure Thursday December 26 through Tuesday December 31

**ALAMEDA COUNTY OFFICE OF EDUCATION**

313 West Winton Avenue, Hayward, CA 94544-1136

**2024-25 CALENDAR FOR CSEA - MANAGEMENT EMPLOYEES**

MONTH	WORK DAYS**	HOLIDAYS*	DATE	DESCRIPTION
July	22	1	Thursday, July 4	Independence Day
August	22	0		
September	20	1	Monday, September 2	Labor Day
October	23	0		
November	18	3	Monday, November 11	Veterans Day
			Thursday, November 28	Thanksgiving Day
			Friday, November 29	Thanksgiving Holiday
December	20	2	Tuesday, December 24	Christmas Eve
			Wednesday, December 25	Christmas Day
<b>Winter Closure: Tuesday, December 24 - Wednesday, January 1</b>				
<i>For December 26th - 31st:</i>				
CSEA Staff are required to use Four (4) vacation days (per Article X - VACATION PLAN 10.3.5 of the CSEA collective bargaining agreement).				
Certificated Staff must schedule non work days.				
Classified Management may use vacation days.				
CSEA Probationary Employees will be extended up to four (4) vacation days.				
January	21	2	Wednesday, January 1	New Year's Day
			Monday, January 20	Martin Luther King Jr. Day
February	18	2	Friday, February 14	Lincoln Day
			Monday, February 17	Washington Day
March	21	0		
April	22	0		
May	21	1	Monday, May 26	Memorial Day
June	20	1	Thursday, June 19	Juneteenth National
				Independence Day
<b>TOTAL</b>	<b>248</b>	<b>13</b>		

\* Pending employee unit agreements

\*\* Classified only

**Certificated Management:** 221 workdays

**Classified Management, Confidential, and CSEA employees:** 261 workdays

**Note:** For Student Programs and Services Department, please refer to the appropriate calendar for your site.



## 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: Posting and Mailing Address

To: ACSIG Board of Directors

From: Kimberly Dennis

Date: May 23, 2024

Subj.: DWK Contract

The Alameda County Schools Insurance Group periodically needs legal services in its course of scope of doing business. We recently had a personnel matter that required legal review. Upon recommendation from counsel used in other matters, we contracted with Dannis, Woliver and Kelly for legal assistance.

The Executive Committee reviewed this contract at its May 3, 2024 meeting.



DANNIS WOLIVER KELLEY

Attorneys at Law

**MARIE A. NAKAMURA**

Attorney at Law  
mnakamura@DWKesy.com

**Sacramento**

---

April 18, 2024

**VIA EMAIL**

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

Re: 2024-2026 Agreement for Professional Services

Dear Executive Director Dennis:

For almost five decades, DWK has provided quality legal advice and wise counsel to California school and community college districts. Our reward in this worthy endeavor is the opportunity to be your partner in achieving your core mission to educate and prepare all children and young adults to be responsible, mindful citizens in the global marketplace of ideas.

Together, we have confronted and overcome a multitude of challenges from the local to the global and have stood by your side to help you change course repeatedly, pivot often and innovate in the moment. We remain your steadfast allies and will continue to support you with our full range of expertise to provide excellent education programs to millions of California students even in the face of a mercurial economy.

Attached is our Agreement for Professional Services for the 2024/2025 and 2025/2026 school years ("Agreement"). Our rate ranges have remained unchanged since 2022. With this Agreement, the top end of our attorney rate ranges is increasing by approximately five percent (5%) with one attorney's rate (Greg Dannis) increasing by eight percent (8%). Non-attorney rates (i.e., law clerks and paralegals) are also increasing by up to eight percent (8%). We agree to maintain these ranges for the two-year term of our Agreement. This means there will be no changes to the billing ranges during this time period; however, individual attorney hourly rates may be adjusted within the existing ranges during the term of the Agreement.

We look forward to serving ACSIG in the coming school years and continuing our mutually rewarding partnership. Please sign the attached Agreement, insert the date of Board approval, and return to the undersigned via email.

Best regards,

Dannis Woliver Kelley

Marie A. Nakamura  
MAN:clb

**SAN FRANCISCO**  
200 California Street  
Suite 400  
San Francisco, CA 94111  
TEL 415.543.4111  
FAX 415.543.4384

**LONG BEACH**  
444 W. Ocean Blvd.  
Suite 1750  
Long Beach, CA 90802  
TEL 562.366.8500  
FAX 562.366.8505

**SAN DIEGO**  
750 B Street  
Suite 2600  
San Diego, CA 92101  
TEL 619.595.0202  
FAX 619.702.6202

**CHICO**  
2485 Notre Dame Blvd.  
Suite 370-A  
Chico, CA 95928  
TEL 530.343.3334  
FAX 530.924.4784

**SACRAMENTO**  
555 Capitol Mall  
Suite 645  
Sacramento, CA 95814  
TEL 916.978.4040  
FAX 916.978.4039

**EAST BAY**  
2087 Addison Street  
2nd Floor  
Berkeley, CA 94704  
TEL 510.345.6000  
FAX 510.345.6100

**FRESNO**  
7170 N Financial Drive  
Suite 135  
Fresno, CA 93720  
TEL 559.388.5802  
FAX 559.388.5803

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



## **AGREEMENT FOR PROFESSIONAL SERVICES**

This Agreement is made and entered into on April 18, 2024, by and between the Alameda County Schools Insurance Group, hereinafter referred to as ACSIG, and Dannis Woliver Kelley, a professional corporation, hereinafter referred to as Attorney.

In consideration of the promises and the mutual agreements hereinafter contained, ACSIG and Attorney agree as follows:

**SCOPE OF SERVICES.** ACSIG appoints Attorney to represent, advise, and counsel it from April 18, 2024, through and including June 30, 2026, and continuing thereafter as approved. Any services performed during the period between the above commencement date and the date of governing board action approving this Agreement are hereby ratified by said governing board approval.

Attorney agrees to prepare periodic reviews of relevant court decisions, legislation, and other legal issues. Attorney agrees to keep current and in force at all times a policy covering incidents of legal malpractice. Nothing in this Agreement and nothing in Attorney's statements to ACSIG should be construed as a promise or guarantee about the outcome of any matter.

**CLIENT DUTIES.** ACSIG shall be truthful with Attorney, cooperate with Attorney, keep Attorney informed of developments, ensure access for Attorney to communicate with ACSIG's governing board as appropriate, perform the obligations it has agreed to perform under this Agreement and pay Attorney bills in a timely manner.

**FEES AND BILLING PRACTICES.** Except as hereinafter provided, ACSIG agrees to pay Attorney at the following hourly rates: three hundred ninety-five dollars (\$395) to four hundred seventy-five dollars (\$475) for Shareholder Emeritus; two hundred sixty-five dollars (\$265) to three hundred ninety-five dollars (\$395) for Shareholders and Of Counsel; two hundred forty-five dollars (\$245) to three hundred fifteen dollars (\$315) for Special Counsel; one hundred ninety-five dollars (\$195) to two hundred seventy-five dollars (\$275) for Associates; one hundred thirty dollars (\$130) to one hundred ninety-five dollars (\$195) for Law Clerks; and one hundred thirty dollars (\$130) to two hundred ten dollars (\$210) per hour for Paralegals. Rates for individual attorneys and paralegals may vary within the above ranges depending on the level of experience and qualifications and the nature of the legal services to be provided with the exception of Greg Dannis whose hourly rate shall be \$485.

Agreements for fees for legal services at other than the hourly rates set forth above may be made by mutual agreement for special projects, particular scopes of work, or for attorneys with specialized skills. The rates specified in this Agreement are subject to change at any time by Attorney following written notice to ACSIG and shall apply to all services rendered after such notice is given.

Time is billed in minimum increments of one-tenth (.1) of an hour, except the first communication (e.g., by telephone, voice-mail, e-mail, text) of any day containing substantive advice which is charged a minimum of three-tenths (.3) of an hour. Actual travel time and time spent attending in-person or remote meetings is charged at the rates above. In the course of travel for an ACSIG matter, or while attending meetings with or for ACSIG, it may be necessary for Attorney to concurrently work for and bill other clients. If, during the course of representation of ACSIG, an insurance or other entity assumes responsibility for payment of all or partial fees of Attorney on a particular case or matter, ACSIG shall remain responsible for the difference between fees paid by the other entity and Attorney's hourly rates as specified in this Agreement unless otherwise agreed by the parties.

**OTHER CHARGES.** ACSIG agrees to reimburse Attorney for actual and necessary expenses and costs with respect to providing the above services, including support services such as copying charges (charged at \$0.10 per page), postage (only charged if in excess of \$1.00), and computerized legal research and electronic record review platforms (i.e.,

Westlaw, e-discovery). ACSIG agrees that such actual and necessary expenses may vary according to special circumstances necessitated by request of ACSIG or emergency conditions which occasionally arise. Such expenses shall be provided at cost unless otherwise specified. Any discount received on such services is passed along to ACSIG by Attorney.

ACSIG further agrees to pay third parties, indirectly through Attorney, for major costs and expenses including, but not limited to, costs of serving pleadings, filing fees and other charges assessed by courts and other public agencies, arbitrators' fees, court reporters' fees, jury fees, witness fees, investigation expenses, consultants' fees, and expert witness fees. ACSIG will reimburse Attorney for such costs or may, upon agreement of ACSIG and Attorney, advance payment to Attorney for such costs and expenses.

Occasionally Attorney may provide ACSIG officials and/or employees with food or meals at Attorney-sponsored trainings or when working with ACSIG officials and/or employees. Attorney may provide such food or meals without additional charge in exchange for the consideration provided by ACSIG under this Agreement.

**BILLING STATEMENT.** Attorney shall send ACSIG a statement for fees and costs every calendar month. Attorney's statements shall clearly state the basis thereof, including the amount, rate and basis for calculations or other methods of determination of Attorney's fees. Upon ACSIG's request for additional statement information, Attorney shall provide a bill to ACSIG no later than ten (10) days following the request. ACSIG is entitled to make subsequent requests for bills at intervals of no less than thirty (30) days following the initial request. ACSIG shall pay Attorney's statements within thirty (30) days after each statement's date.

**ARBITRATION OF FEE DISPUTE.** In order to avoid litigation in the event of any dispute concerning billings, it is agreed that any such dispute shall be submitted exclusively to binding arbitration before the American Arbitration Association. The arbitrator shall determine the rights and obligations of the parties according to the substantive and procedural laws of California. You acknowledge that by agreeing to arbitration, you are giving up the right to a jury trial. Judgement on any arbitration award may be entered by any court of competent jurisdiction.

**INDEPENDENT CONTRACTOR.** It is expressly understood and agreed to by both parties that Attorney, while carrying out and complying with any of the terms and conditions of this Agreement, is an independent contractor and is not an employee of ACSIG. Attorney does not anticipate that in the course and scope of performing legal services it will have any interaction with any pupil that is not under the immediate supervision and control of a ACSIG employee or a pupil's parent or guardian. If ACSIG requests legal services in which Attorney will have unsupervised interaction with pupils, Attorney will comply with any applicable fingerprinting, background check, vaccine, or testing requirements.

**CONSENT TO USE OF ELECTRONIC COMMUNICATION AND CLOUD SERVICES.** To provide ACSIG with efficient and convenient legal services, Attorney will communicate and transmit documents using electronic communication services. Because electronic communication continues to evolve, there may be risks communicating in this manner, including risks related to confidentiality and security. By entering into this Agreement, ACSIG is consenting to such use of electronic communication services with ACSIG and ACSIG's representatives and agents. In addition, Attorney uses cloud computing services with servers located in a facility other than Attorney's office. Most of Attorney's electronic data, including emails and documents, are stored in this manner. By entering into this Agreement, ACSIG understands and consents to having communications, documents and information pertinent to ACSIG's matters stored through such cloud-based services.

**FILE RETENTION.** Attorney will retain files related to representation of ACSIG for a minimum period of seven (7) years after the conclusion of the Attorney's services for ACSIG. During this period, Attorney may retain such files exclusively in digital format and may destroy original paper documents provided by ACSIG after they are digitized unless requested by ACSIG to return the originals. At the expiration of the seven (7)-year period,

Attorney may destroy such files, including paper or digital copies, unless ACSIG notifies Attorney in writing that ACSIG wishes to take possession of them. Attorney agrees to provide a digital copy of all files related to representation of ACSIG upon ACSIG's request, excluding Attorney's internal files (e.g., administrative records and attorney work product, including drafts, notes, internal memoranda, and research prepared for Attorney's internal use) which are the Attorney's property.

**PRIVACY NOTICE OF COLLECTION OF PERSONAL INFORMATION.** Attorney respects ACSIG's privacy and aims to be transparent with ACSIG. For this reason, Attorney has adopted a privacy policy that describes all the information Attorney collects from or about ACSIG employees in the course of providing ACSIG with legal services, as well as how Attorney uses this information and how long Attorney will retain it. Attorney's privacy policy, which also describes ACSIG's rights as a consumer under applicable law, is accessible on Attorney's website at <https://www.dwkesq.com/ccpa/>. The terms and disclosures of this privacy policy are incorporated herein, and the signature on the agreement below confirms that ACSIG has read or will read Attorney's privacy policy. If ACSIG has any questions regarding Attorney's privacy policy or its rights, ACSIG should email Attorney at [DataSecurity@dwkesq.com](mailto:DataSecurity@dwkesq.com).

**CONFLICT OF INTEREST.** In some situations, where Attorney has relationships with other entities, the Rules of Professional Conduct and Business & Professions Code may require Attorney to provide disclosure or to obtain informed written consent before it can provide legal services for a client. Attorney represents many school and community college ACSIGs, county offices of education, joint powers authorities, SELPAs and other entities throughout California. The statutory and regulatory structure of the provision of education services results in many ways in which these entities interact which could result in a conflict between the interests of more than one of Attorney's clients. If Attorney becomes aware of a specific conflict of interest involving ACSIG, Attorney will comply with the legal and ethical requirements to fulfill its duties of loyalty and confidentiality to ACSIG. If ACSIG has any question about whether Attorney has a conflict of interest in its representation of ACSIG in any matter, it may contact Attorney or other legal counsel for clarification.

**TERMINATION OF CONTRACT.** ACSIG or Attorney may terminate this Agreement by giving reasonable written notice of termination to the other party.

**COUNTERPARTS.** This Agreement may be executed in duplicate originals, including facsimiles, each of which shall fully bind each party as if all had signed the same copy. Electronic copies of signatures shall be treated as originals for all purposes.

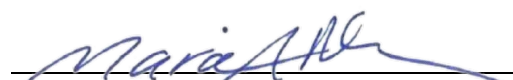
IN WITNESS WHEREOF, the parties hereto have signed this Agreement for Professional Services.

ALAMEDA COUNTY SCHOOLS INSURANCE GROUP

\_\_\_\_\_  
Kimberly Dennis  
Executive Director

\_\_\_\_\_  
Date

DANNIS WOLIVER KELLEY

  
\_\_\_\_\_  
Marie A. Nakamura  
Attorney at Law

\_\_\_\_\_  
April 18, 2024  
Date

At its public meeting of \_\_\_\_\_, 2024, ACSIG's governing board approved this Agreement and authorized the Board President, Superintendent or Designee to execute this Agreement.



## 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 Board of Directors

FROM: Kimberly Dennis

DATE: May 23, 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.

This report was reviewed in detail with the Executive Committee at its February 8, 2024 meeting.

# **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

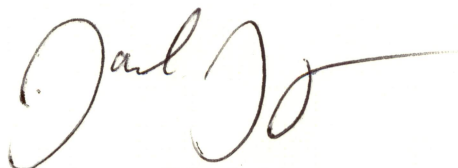
Dear Ms. Dennis:

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

A handwritten signature in black ink, appearing to read "Jack Joyce", with a long horizontal flourish extending to the right.

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)**

Probability Level	Undiscounted	Discounted @ 3.5%
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.

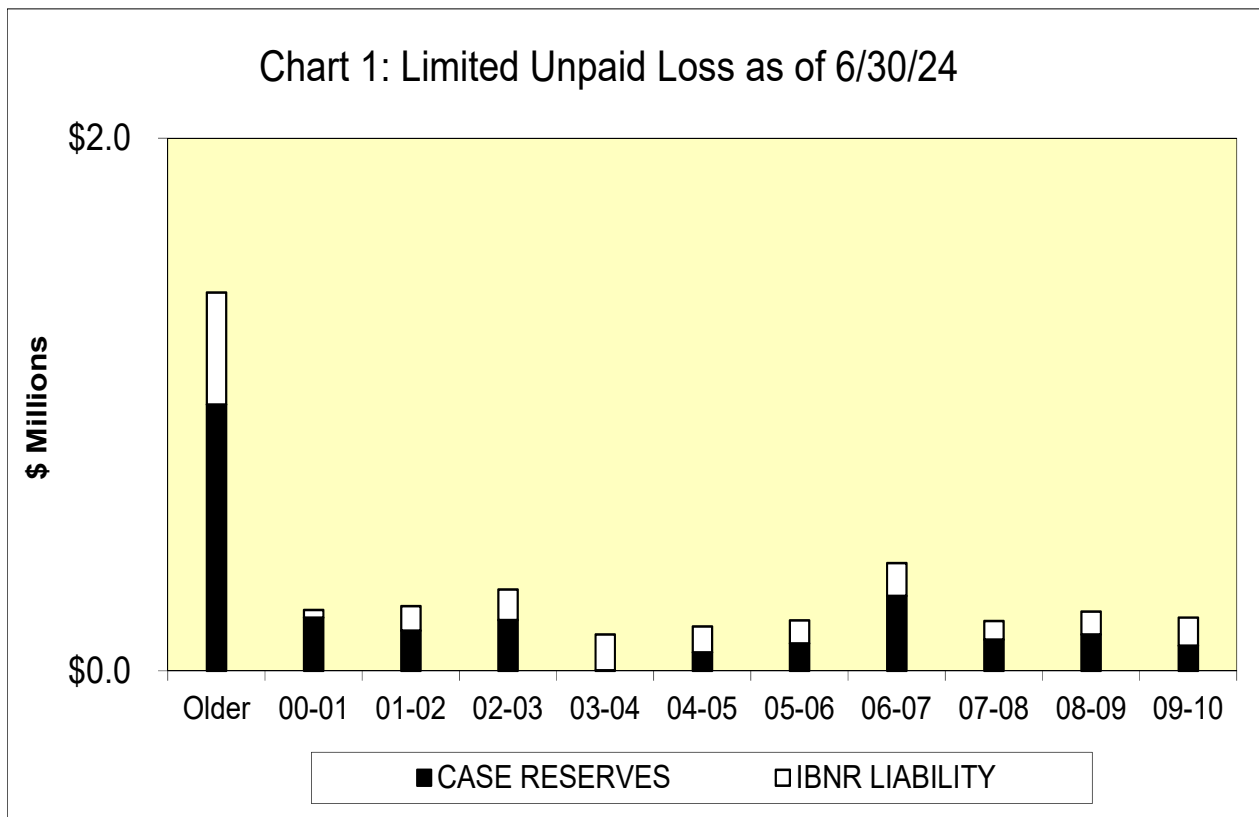
### Projected 6/30/24 Liability

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

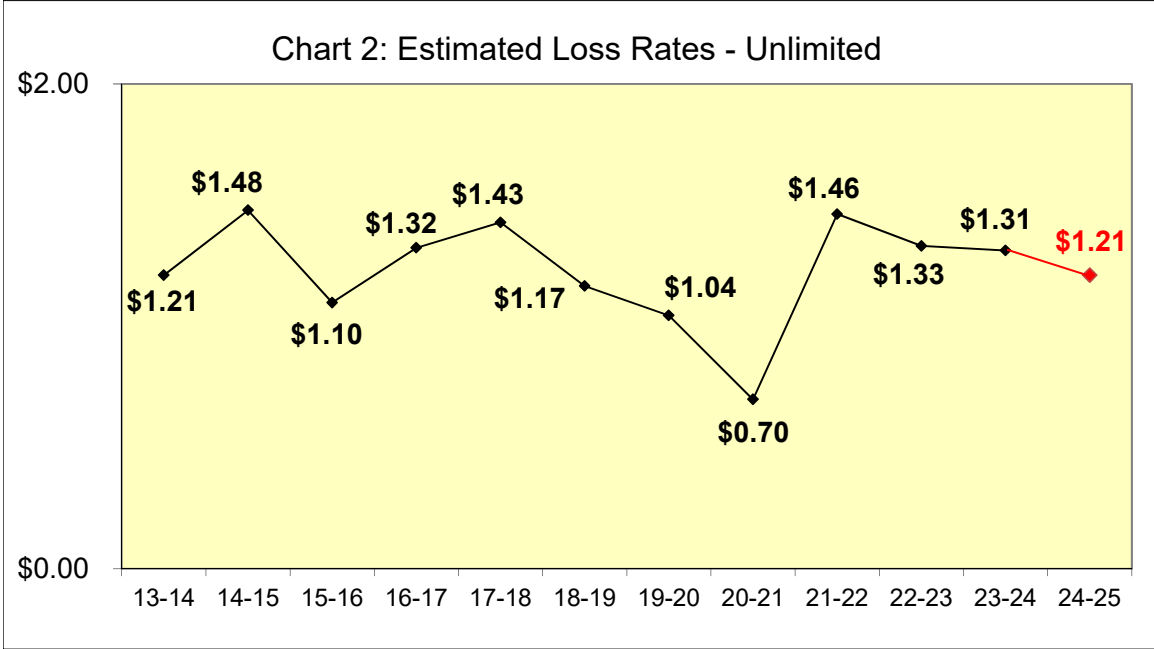
The projected losses in Table IV convert into discounted rates of loss by dividing by the projected 2024-25 payroll and multiplying by a present value factor. The projected payroll for 2024-25 is **\$1,362,892,551**. The present value factors at **3.5%** interest range between **0.847** for unlimited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

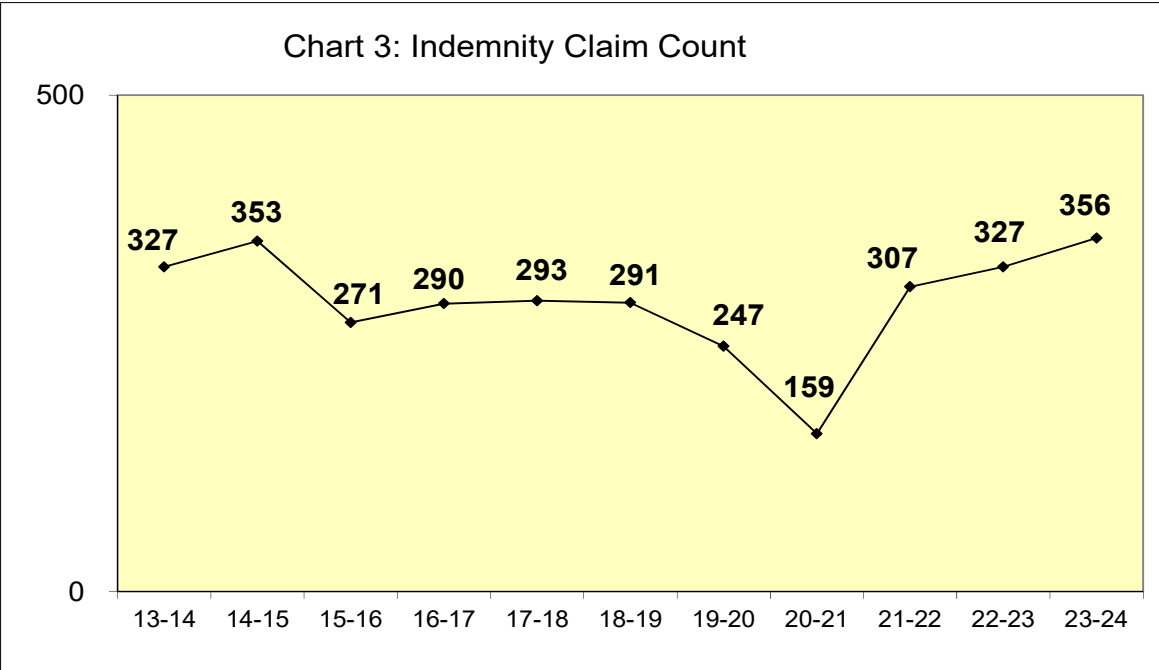
Chart 2 shows the program’s estimated past rates of loss. The loss rate is equal to the estimated total losses for the year divided by the payroll. These are unlimited undiscounted loss rates.



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.

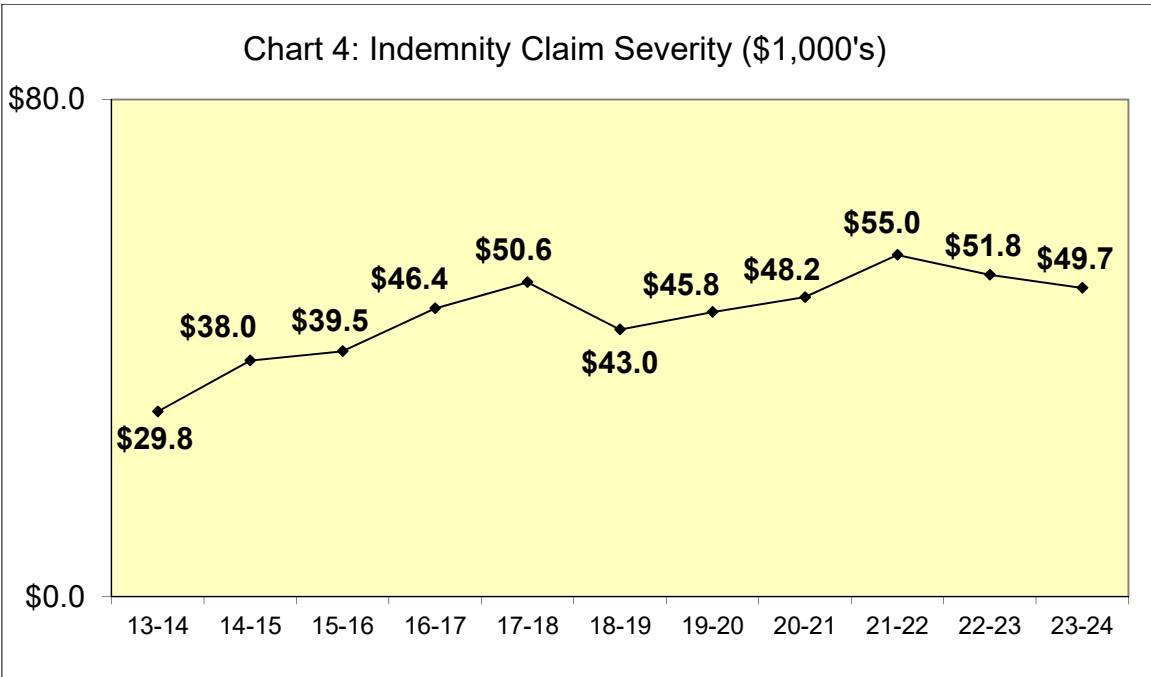
**Indemnity Claim Frequency**

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”)**

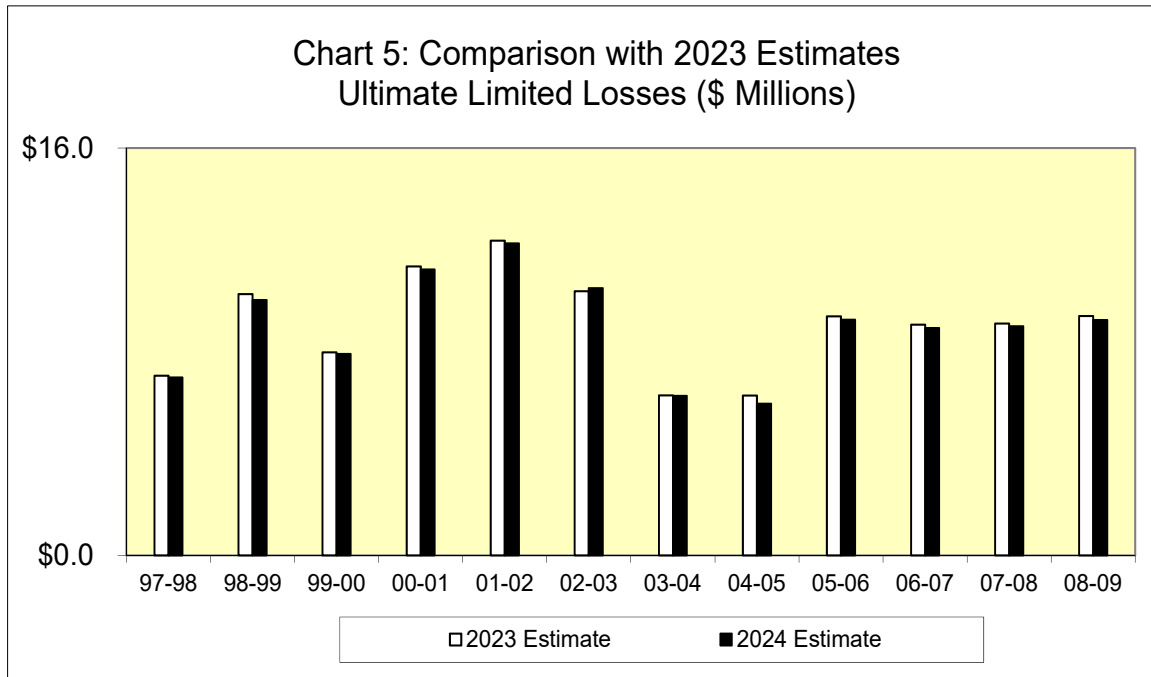
Severity has been very stable.





## 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)  $(3) \times (4)$ , rounded.
- (6)  $(5) + \text{Page 28, Column (1)}$ .

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:

- |   |  |
|---|--|
| <p>(1) Page 34, Column (2).</p> <p>(2) Page 35, Column (2).</p> <p>(3) <math>[(1) - 1.000] \times (2) / [(2) - (1)]</math>.</p> | <p>(4) Page 34, Column (1) - Page 35, Column (1).</p> <p>(5) <math>(3) \times (4)</math>, rounded.</p> <p>(6) <math>(5) + \text{Page 34, Column (1)}</math>.</p> |
|---|--|

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) x (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 (1)	Claim Development Factor (2)	Estimated Percentage of Claims Unreported (3)	Estimated Unreported Claims (4)	Reported Claims as of 12/31/23 (5)	Projected Ultimate Claims (6)
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
<b>Total</b>	<b>\$16,515,980</b>		<b>\$13,993,429</b>

(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
Total	\$15,679,448		\$13,437,091

(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	<u>Months of Development</u>														
	<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

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

### Executive Summary: PLCA Agreement Renewal

To: ACSIG Board of Directors  
From: Kimberly Dennis  
Date: May 23, 2024  
Subj.: PLCA Agreement Renewal

ACSIG has been a member of Northern California ReLiEF (“NCR”) for Property and Liability coverage since July 2008. As an NCR member, ACSIG maintains a self-insured retention of \$25,000. Keenan & Associates administers Property and Liability claims for both NCR and ACSIG. This arrangement provides excellent claims service and promotes claims consistency. ACSIG’s most recent agreement for these services is the July 1, 2021, Property and Casualty Claims Administration Services Agreement. That agreement was amended twice, with the most recent amended expiring on June 30, 2024.

The Executive Committee reviewed this contract at its May 16, 2024 meeting.

PROPERTY AND CASUALTY

CLAIMS ADMINISTRATION SERVICES AGREEMENT

This Property and Casualty Claims Administration Services Agreement Agreement”) is made and entered into by and between Alameda County Schools Insurance Group (“Client”) and Keenan & Associates (“Keenan”), as of July 1, 2024 (“Effective Date”). Client and Keenan are also referred to individually as a “party” and collectively as the “parties.”

In consideration of the mutual obligations contained herein, the Parties agree as follows:

1. **TERM**

The term of this Agreement is from July 1, 2024, through June 30, 2027 (“Term”) unless extended or terminated earlier as provided herein.

2. **KEENAN RESPONSIBILITIES AND SCOPE OF SERVICES**

A. Keenan shall provide Client with the services described in the attached Exhibits A that are checked below:

**Exhibit A-1 – Administrative Services**

**Exhibit A-2 – Adjustment Services**

**Exhibit A-3 – Investigative Services**

**Exhibit A-4 – Additional Investigative Services**

B. The Claims that are covered by this Agreement include all currently open claims and those accidents, incidents or claims reported to Keenan in writing on or after the effective date of this Agreement for which Client has financial responsibility as part of the coverage or insurance Northern California ReLiEF (the “Coverage”) provided by the Insurance Policy or Memorandum of Coverage issued by. Such claims shall be referred to hereafter as “Claims.”

C. Keenan shall perform its obligations hereunder as an independent contractor and Keenan shall at all times remain responsible for its own operational and personnel expenses. Under no circumstance shall any employee of one party look to the other party for any payment or the provision of any benefit, including without exception, workers’ compensation coverage.

D. Keenan’s services are limited to the specific obligations described herein and Keenan is authorized to act on behalf of Client as expressly stated in this Agreement. Except for Keenan’s responsibilities with respect to funds obtained from or held on behalf of Client, Keenan shall not be a fiduciary of Client.

- E. Keenan agrees to comply with all applicable State and Federal Laws that relate to the Coverage.

3. **CLIENT'S DUTIES AND RESPONSIBILITIES**

- A. Client shall retain final authority and responsibility to approve the resolution of all Claims that are within the member retained limits and is responsible for all other aspects of the Coverage, except for the services to be provided by Keenan under this Agreement.
- B. Client shall provide Keenan with all applicable information in a timely manner so that Keenan can fulfill its obligations under this Agreement. Client certifies that all information provided to Keenan shall be complete, accurate and timely and that Keenan may rely upon such information without further investigation or review. Client understands and agrees that such information has not been audited by Keenan and Client shall remain liable for its accuracy.
- C. To the extent Keenan requires the assistance of Client's staff or any third parties who are assisting, advising or representing Client to fulfill its obligations hereunder, Client shall have its staff and these third parties assist Keenan.
- D. If a trust account is opened by Keenan on behalf of the Client, Client hereby agrees to fund such trust account and to maintain a minimum balance, during the Term of this Agreement, of at least an amount sufficient to ensure that there are sufficient funds available to pay all appropriate and properly submitted Claims. If Claims exceed the balance in the trust account Client shall be responsible for covering those Claims. Keenan agrees to notify the Client if there are any deficiencies in the minimum balance of the trust account when Claims exceed the account balance. All deficiencies in the minimum balances in the trust account are due and payable upon receipt of notice from Keenan. Client hereby agrees to provide funds to sufficiently fund the trust account in a timely manner. Keenan shall not, under any circumstances or occurrences, be responsible for funding any deficiencies in the trust account; nor, shall it be responsible for the payment of any appropriate and properly submitted Claims.
- E. Client acknowledges and agrees that Keenan will use its discretion in its role as Claims administrator. In such capacity, Keenan shall have no responsibility or liability for actions taken or payments approved, unless it shall be determined that Keenan acted in willful misconduct or in a manner that was grossly negligent.
- F. Client understands that Keenan is not providing any legal, tax or accounting services or advice and agrees to seek the counsel of its own attorney on all legal issues or matters and consult with its own tax and accounting experts on all tax and accounting issues and matters relating to the Claims Services.

4. **COMPENSATION**

Keenan shall receive compensation for the services rendered under this Agreement as provided in the attached Exhibit B.

5. **INSURANCE**

Keenan shall procure and maintain during the term of this Agreement the following insurance coverages, and shall provide certificates of insurance to Client upon Client's request.

- A. Workers' Compensation: Coverage in conformance with the laws of the State of California and applicable federal laws;
- B. General Liability: Coverage (including motor vehicle operation) with a Two Million Dollar (\$2,000,000) limit of liability for each occurrence and a Two Million Dollar (\$2,000,000) aggregate limit of liability; and
- C. Errors and Omissions: Coverage with a Two Million Dollar (\$2,000,000) limit of liability for each occurrence and a Two Million Dollar (\$2,000,000) aggregate limit of liability.
- D. Cyber Liability/Privacy: Coverage with a Two Million Dollar (\$2,000,000) limit of liability for each occurrence and a Two Million Dollar (\$2,000,000) aggregate limit of liability.

6. **INDEMNIFICATION**

If either party breaches this Agreement, then the breaching party shall indemnify and hold harmless the non-breaching party, its officers, agents and employees against all claims, losses, demands, actions, liabilities, and costs (including, without limitation, reasonable attorneys' fees and expenses) arising from such breach. In addition, if Keenan (i) becomes the subject of a subpoena or is otherwise compelled to testify or (ii) becomes the subject of a claim, demand, action or liability brought or asserted by any individual or entity other than the Client ("Third-Party Demand") relating to the Services and such Third-Party Demand is not a direct result of Keenan's negligence or willful misconduct, then Client shall indemnify and hold Keenan harmless from all losses, payments, and expenses incurred by Keenan in resolving such Third-Party Demand.

7. **LIMITATION OF LIABILITY**

Notwithstanding anything to the contrary in this Agreement, in no event shall either party be liable for any punitive damages, fines, penalties, taxes or any indirect, incidental, or special

damages incurred by the other party, its officers, employees, agents, contractors or consultants whether or not foreseeable and whether or not based in contract or tort claims or otherwise, arising out of or in connection with this Agreement even if advised of the possibility of such damage. Keenan's liability under this Agreement shall further be limited to, and shall not exceed, the amount of its available insurance coverage, but not exceeding the limits of coverage outlined in Section 5.

8. **DISPUTE RESOLUTION**

- A. In the event of any dispute arising out of or relating to this Agreement, such dispute shall be resolved by submission to binding arbitration before Judicial Arbitration & Mediation Services ("JAMS") or ADR Services, at the claimant's choice, in Alameda County, California, before a retired judge or justice. If the parties are unable to agree on a retired judge or justice, the selected arbitration service (JAMS or ADR Services) will select the arbitrator.
- B. In any such arbitration, the parties shall be entitled to take discovery in accordance with the provisions of the California Code of Civil Procedure, but either party may request that the arbitrator limit the amount or scope of such discovery, and in determining whether to do so, the arbitrator shall balance the need for the discovery against the parties' mutual desire to resolve disputes expeditiously and inexpensively.
- C. The prevailing party in any action, arbitration, or proceeding arising out of or to enforce any provision of this Agreement will be awarded reasonable attorneys' fees and costs incurred in that action, arbitration, or proceeding, or in the enforcement of any judgment or award rendered.

9. **TERMINATION**

- A. This Agreement may be terminated upon the occurrence of any of the following events:
  - i. By either party upon the dissolution or insolvency of either party;
  - ii. By either party following the filing of a bankruptcy petition by or against either party (if the petition is not dismissed within sixty (60) days in the case of an involuntary bankruptcy petition);
  - iii. If the application of any law, rule, regulation, or court or administrative decision prohibits the continuation of this Agreement or would cause a penalty to either party if the Agreement is continued, and if the Agreement cannot be amended to conform to such law, rule, regulation, or court or administrative decision in a manner that would preserve the original intent of the parties with respect to their rights and duties under this Agreement; or

- iv. By the non-breaching party if a breach of this Agreement is not cured within thirty (30) days following receipt of written notice of the breach from the non-breaching party.
  - v. Either party shall have the right to terminate at any time without cause or penalty upon sixty (60) days prior written notice to the other party.
- B. In the event of termination pursuant to Section 9A above, Keenan shall be paid for the full value of all services rendered through the date of termination.
- C. If Client requests that Keenan continue to provide services under this Agreement after its expiration, Keenan may agree to provide services and the Agreement shall be extended on a month-to-month basis until terminated by either party. In such case, compensation shall be paid to Keenan on a monthly basis, under the then current rates.

10. **DISPOSITION OF FILES**

- A. All files on each Claim shall be the property of Client. However, Keenan shall be entitled to keep a copy of such files and documents as may be necessary to demonstrate its performance under this Agreement.
- B. In the event of the expiration or termination of this Agreement, Keenan shall return all files to Client unless Client requests Keenan to continue to process any file(s), which file(s) Keenan will continue to process on a fee basis as negotiated.

11. **OWNERSHIP OF RECORDS**

- A. Records of the services provided under this Agreement shall be the property of Client. However, Keenan shall be entitled to keep a copy of such files and documents as may be necessary to demonstrate its performance under this Agreement.
- B. In the event of the expiration or termination of this Agreement, Keenan shall return all Client files except as may otherwise be agreed to, in writing, between Keenan and Client.

12. **SOLICITATION OF EMPLOYEES**

During the Term and for a period of twelve (12) months following any termination or expiration of the Agreement, neither party shall solicit the employment or engagement of any employee or agent of the other party that interacted directly with the soliciting party; provided, however, the foregoing provision shall not prevent either party from soliciting for employment or employing an employee who responds to general solicitations of advertisements in periodicals including newspapers and trade publications, so long as such solicitations or advertisements are not specifically directed at the employee(s) of the other party.

13. **MARKETING**

Keenan may use Client's name in its representative client list. Keenan shall obtain Client's written consent before using Client's name for any other purpose.

14. **OTHER RELATIONSHIPS**

- A. Client also understands that Keenan or its affiliates may provide services for other entities that also participate in the same pool as Client and or maintain Coverage with Keenan for similar insurance needs and that Keenan may be separately compensated for those additional services. Such services may include, without limitation, providing similar services for other members of the pool or providing other services for insurers or reinsurers that may provide coverage under the pool.
- B. Client understands that Keenan or its affiliates may provide Client with other services or insurance coverage not provided in this Agreement and receives compensation related to such other services including, without limitation, loss control services, joint powers administration, insurance brokerage services, reinsurance, obtaining other reinsurance coverage for Client, Claims administration, investigative services, financial processing and other related services.
- C. In the event a Claim is reported to Keenan and it is determined that the claimants or cross-complainants are also clients of Keenan to whom Keenan is also committed to serve by contract, Keenan shall notify the Client of the actual or potential conflict of interest. In such event, Client shall either waive the conflict or retain the services of another investigator/adjuster to administer the Claim, and Keenan shall assist the Client in obtaining such service.

15. **GENERAL**

- A. This Agreement, its recitals and all attached exhibits constitute the entire understanding of the parties related to the subject matter of the Agreement, and supersede all prior and collateral statements, presentations, communications, reports, agreements or understandings, if any, related to such matter(s).
- B. The obligations set forth in this Agreement other than Keenan's obligation to perform the Services and Client's responsibility to pay for the Services shall survive the expiration or termination of this Agreement. Nothing in this Section 15 shall, however, be interpreted as relieving Client of its obligation to pay for any Services rendered by Keenan prior to the termination date of this Agreement.
- C. If any person or entity attempts to pursue any claim or remedy based upon or arising in any way out of this agreement, to the extent such claim or remedy is permitted, then such person or entity shall be bound by the terms of this Agreement.



- D. No modifications or amendments to this Agreement shall be binding unless in writing and signed by authorized representatives from both parties. Any waiver or delay by a party in enforcing this Agreement shall not deprive that party of the right to take appropriate action at a later time or due to another breach. This Agreement shall be interpreted as if written jointly by the parties.
- E. Any provision determined by a court of competent jurisdiction to be partially or wholly invalid or unenforceable shall be severed from this Agreement and replaced by a valid and enforceable provision that most closely expresses the intention of the invalid or unenforceable provision. The severance of any such provision shall not affect the validity of the remaining provisions of this Agreement.
- F. Neither party shall be liable or deemed to be in default for any delay or failure in performance under this Agreement resulting, directly or indirectly, from acts of God, civil or military authority, acts of public enemy, war, accidents, fires, explosions, earthquakes, floods, power outages, failure of computer systems, machinery or supplies, vandalism, strikes, or other work interruptions or any similar or other cause beyond the reasonable control of either party. Each party shall make a good faith effort to perform under this Agreement in the event of any such circumstances, and shall resume full performance of its contract duties once the cause of the delay has abated.
- G. All payments and invoices are due and payable upon presentation by Keenan. In the event Client fails to pay any invoice within thirty days of presentation, Keenan shall be entitled to receive interest on such outstanding invoice from the date of presentation at the rate of (a) 1½ percent per month or (b) the maximum interest rate permitted by applicable law, whichever is lower.
- H. All notices hereunder shall be in writing and shall be sent to the parties at the addresses as set forth below, or to such other individual or address as a party may later designate. Notices shall be sent via personal delivery, courier service, United States mail (postage pre-paid, return receipt requested), express mail service or electronic mail. Notice shall be effective when delivered, or if refused, when delivery is attempted. Notices delivered during non-working hours shall be deemed to be effective as of the next business day.

If the notice relates to a legal matter or dispute, a copy shall be sent to:

Keenan and Associates  
2355 Crenshaw Blvd., Ste. 200  
Torrance, CA 90501  
Attn: Legal Department

- I. This Agreement may be executed in counterparts and by electronic signatures.

- J. Each person signing this Agreement on behalf of a party represents and warrants that he or she has the necessary authority to bind such party and that this Agreement is binding on and enforceable against such party.

<u>Alameda County Schools Insurance Group</u>		<u>Keenan &amp; Associates</u>	
<u>Signature:</u>		<u>Signature:</u>	
<u>By:</u>	Kimberly Dennis	<u>By:</u>	Eric J. Lucas, Esq
<u>Title:</u>	Exec. Dir.	<u>Title:</u>	Vice President
<u>Address:</u>	5776 Stoneridge Mall Pleasanton, CA 94588	<u>Address:</u>	2355 Crenshaw Blvd., Ste. 200 Torrance, CA 90501
<u>Attention:</u>	Kimberly Dennis	<u>Attention:</u>	Ron Martin
<u>Telephone:</u>		<u>Telephone:</u>	
<u>E-mail:</u>	<a href="mailto:kdennis@acsig.com">kdennis@acsig.com</a>	<u>E-mail:</u>	<a href="mailto:rmartin@keenan.com">rmartin@keenan.com</a>

**EXHIBIT A-1**  
**ADMINISTRATIVE SERVICES**

1. Keenan agrees to provide, during the term of this Agreement, the following administrative services:
  - A. Provide Client a tabulated Monthly Status Report on all active Claims, indicating the open or closed status of each reported Claim assigned to Keenan, the details of each Claim, the payments during the month and the reserve status.
  - B. If requested by Client, Keenan shall establish a trust account from which Claims that are within the member retained limits are paid. If an account has already been established on the Client's behalf, Keenan shall continue to maintain the account upon renewal of services. Keenan will provide transaction registers of all such expenditures. The Client will maintain a balance adequate to pay bills and expenditures, on a monthly basis from the account and will reimburse said account promptly on a monthly basis in the amount the account is depleted, as outlined in the Agreement.
  - C. Provide for the payment of Claims, according to the guidelines given by Client, to the extent that there are funds available in Client's trust account.

**EXHIBIT A-2**  
**ADJUSTMENT SERVICES**

1. Keenan agrees to provide, during the term of this Agreement, the following adjustment services on each Claim:
  - A. The maintenance of a file on each Claim reported to Keenan.
  - B. Periodic review and adjustment of reserves on all open Claims.
  - C. Whenever investigation results in a determination that Client sustained a liability to a third party, Keenan shall process any such Claim for settlement in accordance with the Coverage and instructions and policies of Client presented to Keenan in writing.
  - D. Investigate, evaluate and adjust all Claims by a covered party in accordance with the terms of the Coverage.
  - E. Notification of Client's primary and excess coverage providers of all Claims, which exceed Client's retained limit and maintenance of liaison between the Coverage providers and the Client on matters affecting the adjustment of such Claims and seek reimbursements for loss in excess of retention or deductible.
  - F. Pursue and direct subrogation/third-party recovery against any party responsible or partially responsible for loss incurred by Client, in accordance with the terms of the "Memorandum of Coverage" or "Insurance Policy" and, if a recovery is successful, the reimbursement of any amounts (net of subrogation effort expenses) shall be made in inverse order, to the extent of each party's disbursement: first to the reinsurer; then to the pool where the Client is a member and then to the Client.
  - G. Recommendation of rejection of Claims when appropriate pursuant to relevant provisions of Title 1, Division 3.6, Part 3, Chapter 2, of the Government Code of the State of California.
  - H. Attempt to obtain Release Agreements on behalf of Client in connection with the settlement of Claims.
  - I. Retain defense and coverage counsel in accordance with approved guidelines for the Coverage. Files referred to counsel will be sent with the appropriate instructions to advise counsel of the steps which are being authorized. All legal bills are to be reviewed for the nature of the work performed and reasonableness of the time charged.

**EXHIBIT A-3**  
**INVESTIGATIVE SERVICES**

1. Keenan agrees to provide, during the term of this Agreement, the following investigative services:
  - A. Receipt and examination of all reports of Claims.
  - B. Initiate investigation through in-house review of Claims, where the nature of the Claim warrants such investigation or when requested by Client; such investigation to include telephonic or written contact with claimant, witnesses, or employees of Client.
  - C. Provide a report to Client with the findings of such investigation and information regarding any potential for subrogation/third-party recovery.
  - D. Assignment to and monitoring of all experts, consultants and field investigators appropriate for the type of Claim presented.
2. Client shall make available to Keenan all employees of Client who are witnesses to an incident or accident or who have knowledge of the event or incident, which is the subject matter of a Claim. If possible, Client shall provide Keenan with photographs and engineering drawings or other descriptive material of all conditions of Client property which are alleged to be dangerous or that were damaged in the events which produced the Claim under investigation.

**EXHIBIT A-4**  
**ADDITIONAL INVESTIGATIVE SERVICES**

1. If necessary to determine probable liability/damage or deny coverage of a Claim and if a third-party recovery is pursued, Keenan shall conduct additional investigation of such Claims, where the nature of the Claim warrants such investigation or when requested by Client as follows:
  - A. Additional Investigative Services shall include additional contact with claimant, witnesses, or employees of Client, and other additional investigative services, such as professional photography, laboratory services, property damage appraisals, taking statements from witnesses away from the premises of Keenan, on-site investigation, copying material and other records, trial preparation and professional engineering services including, but not limited to, map preparation, accident reconstruction, material analysis and premises evaluation (collectively, “Additional Investigative Services”).
2. Keenan agrees to manage and monitor the activities of any such vendors involved in the potential recovery and to assist them in the provision of such services.
3. Client agrees to pay for the cost of Additional Investigative Services. The invoice for such services shall be due and payable upon presentation. Client acknowledges that Additional Investigative Services may be provided by independent third-party vendors or by employees or affiliates of Keenan; provided that the rates charged by Keenan employees or affiliates shall be at market rates.

**EXHIBIT A-5**  
**SECTION 111 REPORTING SERVICES**

1. Section 111 of the Medicare, Medicaid and SCHIP Extension Act of 2007 (“Section 111”) requires the reporting of certain liability settlements and/or payments to the Center for Medicare Services (“CMS”). Client is the Responsible Reporting Entity (“RRE”), as defined under Section 111, for any liability payment or settlement made by it from its own funds.

For each claim managed by Keenan under the Agreement, Keenan shall, in its capacity as TPA, perform the following services:

- a. Determine whether or not a Section 111 report (“Report”) must be filed; and
  - b. File any required Reports on behalf of Client.
2. When a claim payment or settlement exceeds Client’s retained limit or deductible (“MRL/Deductible”), Keenan, as Client’s TPA, shall file a Report with respect to the portion of the payment made from the client’s MRL/Deductible. The coverage provider, **Northern California ReLiEF**, is responsible for submitting a Report with respect to any payments made by the coverage provider.
  3. It is the Client’s responsibility to timely provide Keenan with all information in its possession that is required for the filing of a 111 Report. Keenan shall not be responsible for any penalty or fine that is assessed for a failure to file a timely, accurate and/or complete Report if such failure was the result of the failure of the Client or any third party to provide Keenan with all information necessary to file a timely, accurate, and complete Report.
  4. Keenan cannot issue a payment to a claimant until all information required for the filing of a Report has been received.
  5. Keenan shall have no responsibility to file a Report for any payment or settlement made by Client without the involvement of Keenan. In such cases, Client, or its designee, shall be solely responsible for its own Section 111 compliance. This includes, without limitation, the determination of whether or not a Report must be submitted, as well as the preparation and submission of all required Reports.

**EXHIBIT B  
COMPENSATION**

1. Client agrees to pay Keenan fees calculated as follows:

A. For the period of July 1, 2024 – June 30, 2025:

V.P./A.V.P./Claims Manager -	\$ 108.00 per hour
Senior Claims Examiner -	\$ 102.00 per hour
Claims Examiner -	\$ 90.00 per hour
Expenses -	45% of hourly billing
Minimum per file charge	One hour

2. Fees for subsequent contract years, as applicable, will be determined based upon Keenan's then-current hourly rate. Keenan shall provide Client notice of the rates for subsequent years at least sixty (60) days before the beginning of the applicable contract year.
3. Invoices will be issued quarterly for fees for time and expense actually accrued, if any, and are due and payable upon receipt of the invoice.
4. Any balance not paid within thirty (30) days following the date on the invoice shall be deemed late. Interest on any late payment shall accrue as of the date of Keenan's original invoice at the rate of (a) 1½ percent per month, or (b) the maximum interest rate permitted by applicable law, whichever is lower. Keenan shall have the right to suspend its Services if any balance owed by Client is more than sixty (60) days late.





## Alameda County Schools Insurance Group

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

### **Executive Summary: AB218 PLCA AGREEMENT**

To: ACSIG Board of Directors  
From: Kimberly Dennis  
Date: May 23, 2024  
Subj.: AB 218 PLCA Agreement

ACSIG participates in the Northern California ReLiEF Property and Liability JPA. Due to a change in legislation, previous victims of sexual abuse had a revival period to file a claim regardless of when the event occurred. ACSIG members only had 3 claims. One of the claims were associated with the Boy Scouts and use of Facilities. Two of the claims are currently being defended by panel counsel. Due to Keenan's expertise in claim handling, ACSIG is contracting with Keenan to administer the claim (s) regardless of the policy year. The current contract expires June 30, 2024. The Executive Director is requesting an extension of this contract.

The Executive Committee reviewed this agreement at its May 16, 2024 meeting.

**AMENDMENT No 1 to  
AB 218/CCP 340.1 PROPERTY AND CASUALTY CLAIMS ADMINISTRATION  
SERVICES AGREEMENT**

This Amendment modifies the **AB 218/CCP 340.1 Property and Casualty Claims Administration Services Agreement** (“Agreement”) effective on **July 1, 2023** by and between **Alameda County Schools Insurance Group** (“Client”) and **Keenan & Associates** (“Keenan”).

1. The effective date of this Amendment is **July 1, 2024**.
2. This Amendment amends **Exhibit B Compensation** of the Agreement for the period from **July 1, 2024** through **June 30, 2025** to read as outlined below. This Amendment supersedes any and all prior understanding between the Parties as to this matter.

For the period **July 1, 2024– June 30, 2025**:

V.P./A.V.P./Claims Manager -	\$ 108.00 per hour
Senior Claims Examiner -	\$ 102.00 per hour
Claims Examiner -	\$ 90.00 per hour
Expenses -	45% of hourly billings
Minimum per file charge	One hour

3. All other terms and conditions of the Agreement remain unchanged.
4. Each person signing this Amendment on behalf of a Party represents and warrants that he or she has the necessary authority to bind such Party and that this Amendment is binding on and enforceable against such Party.

<u>Alameda County Schools Insurance Group</u>		<u>Keenan &amp; Associates</u>	
<u>Signature:</u>		<u>Signature:</u>	
<u>By:</u>	<b>Kimberly Dennis</b>	<u>By:</u>	<b>Eric J. Lucas, Esq.</b>
<u>Title:</u>	<b>Executive Director</b>	<u>Title:</u>	<b>Vice President</b>
<u>Address:</u>	<b>POB 2487 Dublin, CA 94568</b>	<u>Address:</u>	<b>2355 Crenshaw Blvd., Ste. 200 Torrance, CA 90501</b>
<u>Attention:</u>	<b>Tara Salaiz</b>	<u>Attention:</u>	<b>Ron Martin</b>
<u>Telephone:</u>		<u>Telephone:</u>	
<u>E-mail:</u>	<b>tsalaiz@keenan.com</b>	<u>E-mail:</u>	<b>rmartin@keenan.com</b>



## Alameda County Schools Insurance Group

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Dublin, CA 94568

Phone (925) 225-1030

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

### **Executive Summary: Loss Control - ReLiEF Inspection Agreement Renewal**

To: ACSIG Board of Directors  
From: Kimberly Dennis  
Date: May 23, 2024  
Subj.: ReLiEF Inspection Agreement Renewal

ACSIG has been a member of Northern California ReLiEF (“NCR”) for Property and Liability coverage since July 2008. Members of NCR are required to complete regular safety inspections. ACSIG contracts with Keenan & Associates to perform inspections that satisfy NCR’s requirements. ACSIG’s previous agreement expires on June 30, 2024.

Enclosed is a proposed agreement for services through June 30, 2026. The proposed total rate is \$27,200, which represents a 3% increase over the previous agreement. ReLiEF Inspection and associated services would be performed for Alameda County Office of Education, Albany City USD, Dublin USD, Emery USD, and Piedmont USD.

The Executive Committee reviewed this agreement in detail at its May 16, 2024 meeting.

## LOSS CONTROL SERVICES AGREEMENT

This **Loss Control Services Agreement** (“Agreement”) is made and entered into by and between **Alameda County Schools Insurance Group (“ACSIG”)** (“Client”) and **Keenan & Associates** (“Keenan”), as of **July 1, 2024** (“Effective Date”).

### RECITALS

- A. Client maintains a liability insurance program (“Insurer”) to protect itself against claims and losses arising out of its day-to-day operations;
- B. Keenan is a specialty insurance services provider with expertise in providing insurance and loss control related services to California school districts, municipalities, health care providers and their related entities.
- C. Client desires Keenan to perform certain loss control services as a complement to its Insurance program; and
- D. Keenan desires to provide such loss control services, subject to the terms and conditions described in this Agreement.

### AGREEMENT

The parties agree as follows:

1. **TERM**

The term of this Agreement is from the **Effective Date** through **June 30, 2026** (“Termination Date”).

2. **KEENAN’S RESPONSIBILITIES AND SCOPE OF SERVICES**

- A. Client elects and Keenan shall provide the loss control services (“Services”) described in Exhibit A, attached hereto and incorporated herein, during the term of this Agreement.
- B. The Services are intended to (i) promote safety awareness, (ii) assist in the identification of conditions which may pose a risk of bodily injury and/or property damage, and (iii) offer recommendations and/or suggestions to help mitigate Client’s risk of loss. Keenan does not represent that the Services will identify every potential risk or hazard inherent in Client’s business activities or existing on Client’s premises. We are confident that Keenan’s loss control services will help Client to promote a safer environment, but Keenan does not represent, guaranty or promise that the Services will eliminate all risk of injury or property damage, or result in improved loss experience.
- C. In providing the Services, Keenan shall act in an advisory and consultative capacity. Client shall retain the right to determine whether to act on or implement the information, recommendations, and suggestions provided by Keenan, and the manner by which any such action or implementation shall be undertaken.



- D. The relationship of Keenan and Client shall be that of an independent contractor and Keenan shall at all times remain responsible for its own operational and personnel expenses. Under no circumstance shall any employee of one party look to the other party for any payment or the provision of any benefit, including without exception, workers' compensation coverage. Except as may be expressly set forth in or contemplated by this Agreement, neither party shall have the right to act on behalf of the other, or to bind the other to any contract or other obligation.
- E. Keenan shall not provide any legal, tax, or accounting service, advice, or opinion, and the Services shall not be interpreted as representing any such service, advice or opinion. Client shall consult its own attorney on all legal issues, and its own tax and accounting experts on all tax, accounting, and financial matters relating to its operations, including without limitation, the establishment and/or operation of the Plans.
- F. In providing its Services, Keenan shall comply with all applicable state and federal laws and regulations, and obtain and maintain all necessary licenses, registrations, and/or permits necessary for the performance of its duties under this Agreement.
- G. Keenan reserves the right to engage independent contractors and/or subcontractors to assist it in performing the Services. The use of such individuals shall not relieve either party of any of its duties under this Agreement.

### 3. **CLIENT'S DUTIES AND RESPONSIBILITIES**

- A. Client shall retain all authority and responsibility for the implementation of any suggestions or recommendation made by Keenan as part of the Services.
- B. Client shall provide Keenan with timely access to such information and individuals, including its outside advisors and consultants, as may be necessary for Keenan to perform the Services. Keenan shall not be responsible for any delay in its performance that results from the failure of Client, or any person acting on behalf of Client, to make available any information or individual in a timely manner.
- C. All information provided to Keenan by Client, in anticipation of or in relation to the Services to be provided by Keenan, shall be complete and accurate, and Keenan may rely upon such information.
- D. Keenan's Loss Control services are not intended to substitute for ongoing inspection and maintenance of Client's facilities. It shall remain Client's responsibility to perform and/or secure standard inspection, maintenance and repair services for its facilities and equipment, including without limitation, any service typically performed by a licensed or certified service professional (e.g., HVAC contractor, electrician, plumber, elevator service personnel, etc.).

### 4. **COMPENSATION**

Keenan shall receive compensation for the services rendered under this Agreement as provided in the attached Exhibit B.

## 5. **INSURANCE**

Keenan shall procure and maintain during the term of this Agreement the following insurance coverages, and shall provide certificates of insurance to Client upon Client's request.

- (1) **Workers' Compensation**. Workers' Compensation Insurance in conformance with the laws of the State of California and applicable federal laws.
- (2) **Bodily Injury, Death and Property Damage Liability Insurance**. General Liability Insurance (including motor vehicle operation) with a Two Million Dollar (\$2,000,000) limit of liability for each occurrence and a Two Million Dollar (\$2,000,000) aggregate limit of liability.
- (3) **Professional Liability Insurance**. Professional Liability Insurance with a Two Million Dollar (\$2,000,000) limit of liability for each occurrence and a Two Million Dollar (\$2,000,000) aggregate limit of liability.
- (4) **Cyber Liability/Privacy Insurance**. Cyber Liability Insurance with a Two Million Dollar (\$2,000,000) limit of liability for each occurrence and a Two Million Dollar (\$2,000,000) aggregate limit of liability.

## 6. **INDEMNIFICATION**

If either party breaches this Agreement, then the breaching party shall indemnify and hold harmless the non-breaching party, its officers, agents and employees against all claims, losses, demands, actions, liabilities, and costs (including, without limitation, reasonable attorneys' fees and expenses) arising from such breach. In addition, if Keenan (i) becomes the subject of a subpoena or is otherwise compelled to testify or (ii) becomes the subject of a claim, demand, action or liability brought or asserted by any individual or entity other than the Client ("Third-Party Demand") relating to the Services and such Third-Party Demand is not a direct result of Keenan's negligence or willful misconduct, then Client shall indemnify and hold Keenan harmless from all losses, payments, and expenses incurred by Keenan in resolving such Third-Party Demand.

## 7. **LIMITATION OF LIABILITY**

Notwithstanding anything to the contrary in this Agreement, in no event shall either party be liable for any punitive damages, fines, penalties, taxes or any indirect, incidental, or consequential damages incurred by the other party, its officers, employees, agents, contractors or consultants whether or not foreseeable and whether or not based in contract or tort claims or otherwise, arising out of or in connection with this Agreement even if advised of the possibility of such damage. Keenan's liability under this Agreement shall further be limited to, and shall not exceed, the amount of its available insurance coverage, but not exceeding the limits of coverage outlined in Section 5.

## 8. **DISPUTE RESOLUTION**

- A. In the event of any dispute arising out of or relating to this Agreement, such dispute shall be resolved by submission to binding arbitration before Judicial Arbitration & Mediation Services ("JAMS") or ADR Services, at the claimant's choice, in Los Angeles County, California, before

a retired judge or justice. If the parties are unable to agree on a retired judge or justice, the selected arbitration service (JAMS or ADR Services) will select the arbitrator.

- B. In any such arbitration, the parties shall be entitled to take discovery in accordance with the provisions of the California Code of Civil Procedure, but either party may request that the arbitrator limit the amount or scope of such discovery, and in determining whether to do so, the arbitrator shall balance the need for the discovery against the parties' mutual desire to resolve disputes expeditiously and inexpensively.
- C. The prevailing party in any action, arbitration, or proceeding arising out of or to enforce any provision of this Agreement will be awarded reasonable attorneys' fees and costs incurred in that action, arbitration, or proceeding, or in the enforcement of any judgment or award rendered.

## 9. **TERMINATION**

- A. This Agreement may be terminated upon the occurrence of any of the following events:
  - i. By either party upon the dissolution or insolvency of either party;
  - ii. By either party following the filing of a bankruptcy petition by or against either party (if the petition is not dismissed within sixty (60) days in the case of an involuntary bankruptcy petition);
  - iii. If the application of any law, rule, regulation, or court or administrative decision prohibits the continuation of this Agreement or would cause a penalty to either party if the Agreement is continued, and if the Agreement cannot be amended to conform to such law, rule, regulation, or court or administrative decision in a manner that would preserve the original intent of the parties with respect to their rights and duties under this Agreement; or
  - iv. By the non-breaching party if a breach of this Agreement is not cured within sixty (60) days following receipt of written notice of the breach from the non-breaching party; and
  - v. Upon sixty (60) days prior written notice to the other party of its intent not to renew this Agreement.
- B. In the event of termination pursuant to Section 9A above, Keenan shall be paid for the full value of all Services rendered through the date of termination.

## 10. **SOLICITATION OF EMPLOYEES**

During the Term, and for a period of twelve (12) months following any termination or expiration of the Agreement, neither party shall solicit the employment or engagement of any employee or agent of the other party that interacted directly with the soliciting party; provided, however, the foregoing provision shall not prevent either party from soliciting for employment or employing an employee who responds to general solicitations or advertisements in periodicals including

newspapers and trade publications, so long as such solicitations or advertisements are not specifically directed at the employee(s) of the other party.

11. **PROPRIETARY INTERESTS**

Keenan shall retain the copyright and the sole right of ownership to the form and format of any report, tool, schedule, exhibit, assessment, analysis, or other deliverable, that is created or developed by Keenan in performing the Services and provided to Client by Keenan in any media whatsoever. Client shall, however, remain the owner of the content of any such deliverable and any Client data or information that was provided to Keenan for the performance of the Services. Any deliverable created by Keenan for Client shall be used for Client's internal purposes and shall not be used, without the written consent of Keenan, for Client's commercial gain, nor shall it be distributed to or shared by Client with any third person, except as may be necessary to accomplish the intent and purpose of this Agreement.

12. **MARKETING**

Keenan may use Client's name in its representative client list. Keenan shall obtain Client's written consent before using Client's name for any other purpose.

13. **OTHER RELATIONSHIPS**

- A. Keenan or its affiliates may provide Client or others with other services or insurance coverage not provided in this Agreement and may receive compensation related to such other services which may include, without limitation, loss control services, joint powers administration, insurance brokerage services, securing reinsurance, claims administration, investigative services, financial processing and other related services.
- B. Keenan and/or its affiliate may provide services for other entities that also provide services to and/or contract with Client's insurance program (e.g., insurers and reinsurers and/or other coverage providers) and to the extent that such services are provided, Keenan will be separately compensated for those services.
- C. The Services provided to Client are non-exclusive and Keenan reserves the right to provide the same or similar services to other clients who may be in the same industry, business, or service as Client.

14. **CONFIDENTIALITY**

- A. As a result of their relationship under this Agreement each party may gain access to confidential information concerning the other. For purposes of this Agreement, the term "Confidential Information" includes, without limitation, i) any information or data about a party's business operations, clients, employees, marketing plans, method of operation, trade secrets, and financial performance; ii) information about Client's employees, such as name, address, social security number, compensation, and medical history, and iii) any other information about a party that is not available to the general public. Neither party shall, without the written consent of the other release, disclose, or disseminate the other party's Confidential Information except as is necessary for the performance of the Services.



- B. In the event that either party becomes the subject of a subpoena or court order compelling the disclosure of the other party's Confidential information, that party shall immediately notify the other so that the party whose Confidential Information is being sought can take such action as may be necessary to prevent or limit the release of its Confidential Information.
- C. Neither party shall be deemed to be in breach of this Section 14 if it has notified the other before it releases the Confidential Information pursuant to a subpoena or court order, and the party whose Confidential Information was requested fails to provide, before the deadline for disclosure, a copy of court order quashing the subpoena or otherwise limiting the original demand for the Confidential Information.

15. **GENERAL**

- A. This Agreement, its recitals and all attached exhibits constitute the entire understanding of the parties related to the subject matter of the Agreement, and supersede all prior and collateral statements, presentations, communications, reports, agreements or understandings, if any, related to such matter(s).
- B. The obligations set forth in this Agreement other than Keenan's obligation to perform the Services and Client's responsibility to pay for the Services shall survive the expiration or termination of this Agreement. Nothing in this Section 15.B. shall, however, be interpreted as relieving Client of its obligation to pay for any Services rendered by Keenan prior to the termination date of this Agreement.
- C. This Agreement is made for the benefit of the parties and is not intended to confer any third party benefit or right. The enforcement of any remedy for a breach of this Agreement may only be pursued by the parties to this Agreement.
- D. No modification or amendment to this Agreement shall be binding unless in writing and signed by authorized representatives from both parties. Any waiver or delay by a party in enforcing this Agreement shall not deprive that party of the right to take appropriate action at a later time or due to another breach. This Agreement shall be interpreted as if written jointly by the parties.
- E. Any provision determined by a court of competent jurisdiction to be partially or wholly invalid or unenforceable shall be severed from this Agreement and replaced by a valid and enforceable provision that most closely expresses the intention of the invalid or unenforceable provision. The severance of any such provision shall not affect the validity of the remaining provisions of this Agreement.
- F. Neither party shall be liable or deemed to be in default for any delay or failure in performance under this Agreement resulting, directly or indirectly, from acts of God, civil or military authority, acts of public enemy, war, accidents, fires, explosions, earthquakes, floods, power outages, failure of computer systems, machinery or supplies, vandalism, strikes, or other work interruptions, or any similar or other cause that is beyond the reasonable control of either party. Each party shall make a good faith effort to perform under this Agreement in the event

of any such circumstances, and shall resume full performance of its contract duties once the cause of the delay has abated.

- G. All notices hereunder shall be in writing and shall be sent to the parties at the addresses as set forth below, or to such other individual or address as a party may later designate. Notices shall be sent via personal delivery, courier service, United States mail (postage pre-paid, return receipt requested), express mail service, electronic mail, or fax. Notice shall be effective when delivered, or if refused, when delivery is attempted. Notices delivered during non-working hours shall be deemed to be effective as of the next business day.

If the notice relates to a legal matter or dispute, a copy shall be sent to:

**Keenan and Associates**  
**Attn: Legal Department**  
**2355 Crenshaw Blvd., Ste. 200**  
**Torrance, CA 90501**

*Signature page to follow.*

This Agreement may be executed in counterparts and by fax signatures and each shall be deemed to be an original. Each person signing this Agreement on behalf of a party represents and warrants that he or she has the necessary authority to bind such party and that this Agreement is binding on and enforceable against such party.

<b><u>Alameda County Schools Insurance Group</u></b>		<b><u>Keenan &amp; Associates</u></b>	
<b><u>Signature:</u></b>		<b><u>Signature:</u></b>	
<b><u>By:</u></b>	<b>Kimberly Dennis</b>	<b><u>By:</u></b>	<b>Tim Hall</b>
<b><u>Title:</u></b>	<b>Executive Director</b>	<b><u>Title:</u></b>	<b>Vice President</b>
<b><u>Address:</u></b>	<b>PO Box 2487</b>	<b><u>Address:</u></b>	<b>2355 Crenshaw Blvd., Ste. 200</b>
	<b>Dublin, CA 94568</b>		<b>Torrance, CA 90501</b>
<b><u>Telephone:</u></b>		<b><u>Telephone:</u></b>	<b>(310) 212-0363, ext. 2726</b>
<b><u>Email:</u></b>	<b>kdennis@acsig.com</b>	<b><u>Email:</u></b>	<b>kdimonte@keenan.com</b>
<b><u>Attention:</u></b>	<b>Kimberly Dennis</b>	<b><u>Attention:</u></b>	<b>Kathy DiMonte</b>



## EXHIBIT A

### **Keenan's Services\***

#### **Property and Liability Inspection and Audit Program**

An on-site inspection of sites owned/operated by member Districts should be conducted at least every two (2) years by a qualified third-party Loss Prevention Specialist. In addition, member Districts should conduct periodic, regular self-inspections. The self-inspection conducted by District personnel should include documentation of all findings and recommended corrective action.

The purpose of the inspection program is to identify and control hazards before people are injured or losses occur. This can help to reduce the frequency and severity of claims and to mitigate the losses resulting from known liability exposures. An inspection conducted by a knowledgeable person, with the results communicated properly to management, conveys recognition of the hazards.

#### **Inspection Services**

Keenan's property and liability inspection program meets the Northern California ReLiEF (NCR) guidelines. Documentation will be provided in an inspection report that lists hazards identified.

#### **Value**

The inspection process has moved forward to focus on High Priority loss exposures and District Wide recommendations while adhering to the NCR Guidelines regarding the number of sites inspected. Value to member Districts will be enhanced by the evolution of the process and focus on the past loss drivers and a more focused inspection process.

#### **Report Format**

Keenan has invested in report-writing software that allows us to upload findings directly from your sites during the physical inspection. An email of immediate hazards can also be sent to District personnel during the inspection process. The system is now robust enough to photograph Medium Priority findings in addition to High Priority findings, for District review as part of the physical inspection. Keenan will continue to provide reports to you in a user-friendly format. The report is Web-based and will be accessible through the P&C Bridge. It can be downloaded into a PDF file or an Excel file, which will give the capability to sort by a number of criteria.

#### **Areas Inspected**

All school sites, District Offices, and Maintenance & Operations facilities will be visually inspected. Also included are adjacent areas to the sites for identification of any potential fire, water damage or student injury exposure to the District. A review of recent Property & Liability claim activity will be reviewed with each District prior to the inspection. NCR JPA pool trends will be reviewed to determine areas that may be impacting individual JPA pools. Areas to be inspected include the following:

### **Playground Equipment**

Keenan will conduct an inspection of general conditions of the playground equipment with attention to:

1. Swing chairs
2. Swing pivot connections
3. Swing seats
4. Chains on any other apparatus such as ring sets and climbers, paying attention to end links and any other point of pivot or wear.
5. Movable apparatus connection points
6. Tread surfaces of ladders on slides and any other climbing apparatus.
7. Surfaces of slide bedways, slide rails teeter-totter seats, merry-go-round seats or any other surface that children regularly contact on the equipment.
8. Bolts and other fasteners for all connecting points on assembled equipment and checking to be sure bolts are not too long and extend into playing areas.
9. Wood equipment, especially for dry rot, deterioration, and splinters.
10. Playground fall protection

### **Athletic Equipment**

Athletic equipment is similar in nature to playground equipment and will be inspected accordingly. Attention will be given to connections, pivot points, tread surfaces and surfaces that regularly contact the body. Weight equipment cables will be inspected for wear or fraying, and equipment joint welds will be checked for cracking.

### **Facilities Housing Playground & Athletic Equipment**

- Fields: Check for conditions of walkways, exposed roots, gopher holes, potholes, broken glass or other debris.
- Outside Courts: Check all surface conditions with attention to potholes, large cracks, raised surfaces and worn areas.
- Athletic Fields: Check for field conditions as noted under the field section. Check the condition of bleachers (seats, walkways side and back rails), player benches, field fencing and backstops.
- Swimming Pools: Check for clearly visible lifesaving equipment, emergency telephone numbers, pool rules and pool depth markings. Check the conditions of deck walking surfaces, bond beams, and stairs to lifeguard chairs, stairs to dive boards, dive board surfaces, pool fencing and bleachers. Inspect wet area electrical outlets for Ground Fault Interrupters. If the pool is indoors, check the condition of exits and exit lighting.
- Gyms: Check the conditions of exits, exit ways, exit lighting, emergency lighting, bleachers and cables supporting movable basketball hoops.
- Multi-Purpose Room: Same as Gyms.

### **Industrial Arts**

Inspect all shops with attention to:

1. Machine guarding
2. Exits
3. Housekeeping
4. Storage of flammable liquids
5. Conditions of electrical power cords
6. Conditions of hand power tools
7. Electrical equipment and connections
8. Ventilation
9. Fire extinguishers
10. Student/Guest use of personal protective equipment

### **Home Economics**

Inspect cooking and sewing rooms with attention to:

1. Machinery electrical wiring and connections
2. Floor and wall electrical outlets
3. Natural gas connections
4. Dryer venting
5. Accumulation of lint and other combustible debris
6. Cooking exhaust
7. Fire extinguishers

### **Public Assembly Areas**

Inspect multi-purpose rooms, cafeterias, theaters, gyms and other public assembly areas. Include inspection of:

1. Exits
2. Panic hardware
3. Exit lighting
4. Emergency lighting for installation and testing
5. Posting of maximum occupancy signs

### **Science Labs**

Special attention is given to eye protection for students and emergency response equipment such as:

1. Eye wash stations
2. Deluge showers
3. Fire blankets and fire extinguishers

Attention is also focused on overall laboratory conditions such as size and number of students regarding emergency egress, ventilation-both local and general, etc.

### **Follow-up Audit**

Northern California ReLiEF guidelines require a follow-up audit. After the inspection has been completed and the reports delivered, there will be a follow-up audit 90-120 days after the inspection. An advisor will visit the member Districts and meet with appropriate personnel to determine the progress being made regarding the recommended high priority corrective actions noted in the inspection report.

### **Self-Inspection**

Documentation for self-inspections can be accomplished using inspection check sheets with a space for corrective action taken. The inspection will assist the districts in developing a self-inspection check sheet that adequately identifies areas that should be inspected by District personnel. This sheet should contain a list of items to be inspected, a rating section for each item inspected (a section for comments) and section to list corrective action taken. The self-inspections should be performed regularly and include:

- Playground & Athletic Equipment
- Facilities Housing Playground & Athletic Equipment
- Public Assembly Areas
- Industrial Arts
- Home Economics
- Science Laboratories
- Common Areas & Grounds

### **Limitations**

Keenan's inspection services are intended to help clients identify and mitigate hazards and potential liability exposures. While we are confident that our services will help our clients create a safer environment, we do not represent or guarantee that we will be able to identify all potential hazards or offer a fail-safe mechanism for dealing with them. Consequently, we make no promise or representation that clients will recognize improved loss experience or premium savings as a result of these services.

Keenan's inspection services are not intended to substitute for regular, ongoing inspection and maintenance of a client's premises or equipment. Nor are they intended to replace any required inspection or service that is to be routinely performed by licensed or certified service professionals (e.g., HVAC contractor, electrician, plumber, elevator service personnel, etc.).

\*The goal of Keenan's loss control services is to (i) promote safety awareness, (ii) assist in the identification of conditions which may pose a risk of injury, and (iii) provide recommendations and/or suggestions to help mitigate the risks identified. While we are confident that Keenan's loss control services will help you to create a safer environment, we do not suggest that we will be able to identify all risk exposures or that following our recommendations will eliminate all risk of injury or result in improved loss experience.

## EXHIBIT B

### FEE SUMMARY

Keenan will conduct the above-described ReLiEF Inspection and Follow Up Audit program for the following member Districts for two (2) years for a total fee of twenty-seven thousand, two hundred dollars (\$27,200.00):

- Alameda County Office of Education
- Albany City Unified School District
- Dublin Unified School District
- Emery Unified School District
- Piedmont Unified School District

An annual fee of thirteen thousand, six hundred dollars (\$13,600.00) will be invoiced on January 1 for each year of the agreement, beginning January 1, 2025.

During the term of the Agreement, if new sites open, or existing sites close, the fee will be adjusted accordingly.

### Fee includes:

- ◆ Professional Time
- ◆ Preparation and Scheduling
- ◆ Travel Time
- ◆ Follow Up Analytical Report
- ◆ Clerical Support/Word Processing
- ◆ All Expenses Associated with Program

Payment for Services shall be due upon receipt of Keenan's invoice. Any balance not paid within thirty (30) days following the date on the invoice shall be deemed late. Interest on any late payment shall accrue, as of the date of Keenan's original invoice, at the rate of 1½ percent per month, or the maximum interest rate permitted by applicable law, whichever is lower. Keenan has the right to suspend performance of its Services if any balance remains unpaid for more than sixty (60) days from the date of the invoice.





**Alameda County Schools Insurance Group**

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 Dublin, CA 94568  
 Phone (925) 225-1030  
 Fax (292) 225-0653  
[www.acsig.com](http://www.acsig.com)

**Executive Summary: Workers’ Compensation Claims Audit**

To: ACSIG Board of Directors  
 From: Kimberly Dennis  
 Date: May 24, 2024  
 Subj.: Workers’ Compensation Claims Audit

Regular audits of Workers’ Compensation claims handling practices promote Workers’ Compensation program health. Accordingly, ACSIG directs audits of its Workers’ Compensation Claims Administrator every two years. The most recent audit was completed by Newfront Insurance Services, LLC, and is dated April 18, 2024. That audit is included in this packet. Recent audit scores are listed below:

<b>Date</b>	<b>Auditor</b>	<b>Administrator</b>	<b>Score</b>
April 21, 2014	Wells Fargo Ins. Ser.	Keenan	82.5%
April 3, 2018	USI	Keenan	84%
May 29, 2020	ABD Insurance	Keenan	90%
April 27, 2022	Newfront	Keenan	88%
April 18, 2024	Newfront	Keenan	88.4%

The Executive Director will present the Audit for discussion and Patrice Grant, Claims Manager for Keenan, will provide additional information. The Executive Committee reviewed the report in detail at its May 16, 2024 meeting.

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*WORKERS' COMPENSATION CLAIMS AUDIT*

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1

Client: Alameda County Schools Insurance Group  
Claims Administrator: Keenan & Associates

Report Date: April 18, 2024  
Audit Dates: March 4<sup>th</sup> – March 29<sup>th</sup>, 2024.

Auditors: Newfront Insurance Services, LLC  
**JoAnn M Gamoras, CLCS, WC SIP, WCCA**  
AVP, Senior Claims Consultant  
Property & Casualty-Occupational Health and Safety

**Jennet Horder, CLCS, WC SIP, WCCA**  
VP, Senior Claims Consultant  
Property & Casualty – Commercial Lines

This report is a FINAL report issued April 18, 2024. This report shall not be altered by anyone other than designated representatives of Newfront Insurance Services, LLC for the purposes of completion of project as contracted via Service Agreement fully executed on January 23, 2024, and effective February 12, 2024.

License #OH55918

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@newfront.com

facebook.com/newfrontinsurance.com E hello@newfront.com T 650-488-8565 F 650-488-8566 | 1435 N. McDowell Blvd., Suite 310, Petaluma, CA 94954

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This report is a FINAL report issued April 18, 2024. This report shall not be altered by anyone other than designated representatives of Newfront Insurance Services, LLC for the purposes of completion of project as contracted via Service Agreement fully executed on January 23, 2024, and effective February 12, 2024.

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## SUMMARY OF AUDIT CONSIDERATIONS

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Pursuant to the service agreement between Alameda County Schools Insurance Group (ACSIG) and ABD Insurance and Financial Services, Inc., dba: Newfront Insurance Services, LLC executed on January 23, 2024, and effective February 12, 2024, Newfront conducted an audit of workers' compensation claims administered by Keenan & Associates for ACSIG. The audit was completed based on information as made available by Keenan & Associates.

Auditors were provided access to Keenan & Associates claims systems and loss data valued as of January 31, 2024, in excel format, 08) PIPS Program Structure pages 1-14, Pleasanton Org Chart, 23-25 Amendment of PRIME Fees, Prime Savings Report, UR IMR to State (Maximus), Genex CA UR Plan Complete 2.7.2022, Keenan standards and procedures, and a summary of inventory and tenure of claims team.

The actual review of claims was completed remotely with access to documentation via the claims system. The review reflects work completed after the audit previously conducted in 2022. No work prior to April 2022 was considered in this review to avoid any duplication of findings unless an issue was found to be pertinent and outstanding during the period of review.

Sixty-six claims were reviewed for the following as applicable (not every claim has the same applicable issues to review. Only the categories which were eligible for review were scored and commented on):

**HOUSEKEEPING:** a review of all pertinent documentation required in the file not limited to DWC1, 5020, 5021, wage statements, final settlement documents, applications of adjudication, disclosures, etc.; accuracy of data in the system and documentation to ensure dates of injury/ knowledge/ hire match, coding for type of claim, status of claim, and body parts; identification of documents that are not appropriately filed under the relative claim.

**NOTICES COMPLIANCE:** a review of all obligatory and industry practice notices for timeliness, appropriateness, and accuracy (not following PAR audit criteria).

**PAYMENTS:** a review of payments issued in a claim including benefits (e.g., temporary disability, permanent disability, wage loss, mileage, voucher issuance), settlements and a limited number of bills randomly picked of medical billings, vendor payments, and applicant attorney fees for accuracy and timeliness.

**DISABILITY MANAGEMENT:** a review of how temporary and permanent disability is managed from return-to-work efforts, coordination with the medical doctors on disability issues, pursuit of permanent and stationary status, and apportionment.

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**MEDICAL MANAGEMENT:** a review of the medical management including insuring medical reporting compliance by doctors, 30-day medical control/MPN assertion, and future medical monitoring; use of nurse case managers, utilization review (with a random review of up to 5 Requests for Authorizations), pharmacy review, and medical legal examinations.

**INVESTIGATION:** a review of investigation efforts throughout the life of the claim from AOE/COE (compensability) issues to sequelae claims and any appropriate investigation needs but for subrogation which has its own category.

**SUBROGATION:** a review of the initial rule in/out of available subrogation opportunities and actual subrogation pursuit and recovery.

**LITIGATION MANAGEMENT:** a review of the coordination of all legal matters relative to the claim including timeliness and detail of referral to defense attorney, plan of action detail and substance, response, and escalation efforts, and illustrated collaboration.

**RESOLUTION /CLOSURE:** a review of the timeliness of closures, efforts to settle including assessments on options to settle, and follow up efforts to insure timeliness of settlement.

**CASE OVERSIGHT:** a review of the overall frequency and effectiveness of the examiner, supervisor and manager management of the case including diary setting, timely/thorough review of case updates and assessments, plan of action detail/goal setting, and any other oversight as required via service contract with other parties including client for things like reserve and settlement authorizations.

**RESERVES:** a review of the timing and accuracy of initial, subsequent, and current reserves including subrogation recovery documentation.

*For a breakdown of the type and status of the claims reviewed, please see Appendix A.*

*AUDIT RESULTS*

Individual claims were reviewed with the described areas of consideration scoring up to 5 points each with 5 being the best score and 1 being the worst. A modifier of .5 was used at the discretion of the auditor.

If a claim had all 11 considerations applicable for review the highest number of points available was 55. If less than 11 areas were applicable for review, scoring was adjusted to remove all non-applicable points. For example, if subrogation and resolution/ closure were considered non-applicable the highest number of points available for that claim would be 45 instead of 55.



To determine the percentage score of each described area of consideration and / or individual claim the actual points scored were divided by the points available for that claim and/or area of consideration.

After review of all 66 claims and the applicable considerations for review the scoring was as follows:

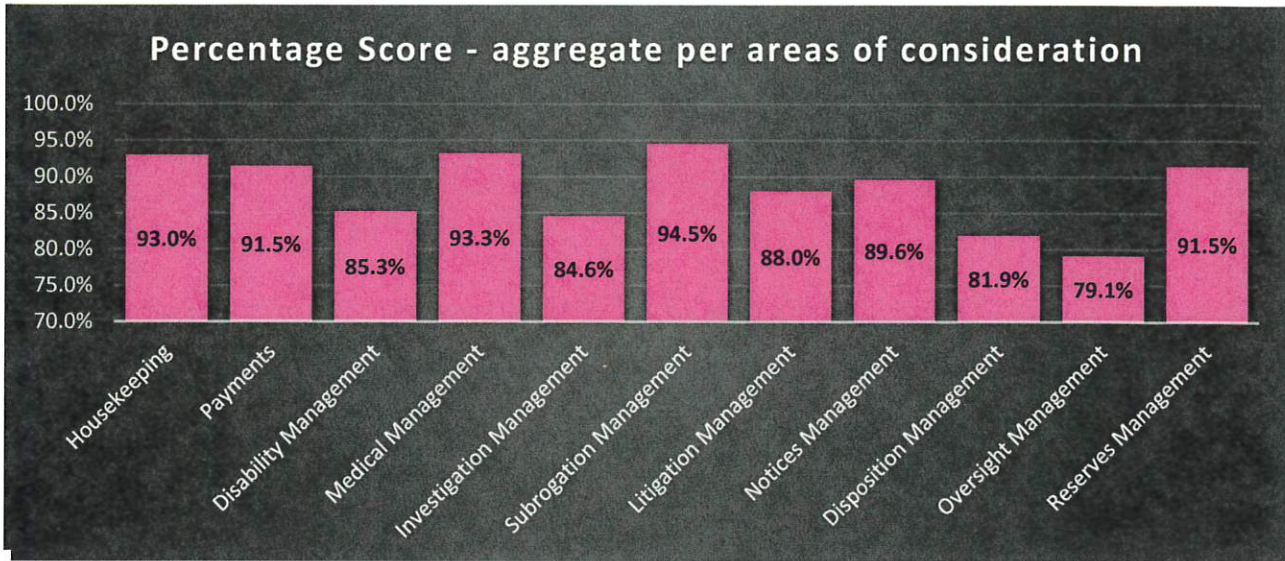
Total Points Available for all Claims: 2555  
 Total Points Scored for all Claims: 2259  
 Percentage Score: 88.4%

Each area of consideration scored as follows:

DESCRIPTION	# of claims eligible for review	Points Available	Points Scored
HOUSEKEEPING	66	330	307
PAYMENTS	61	305	279
DISABILITY MANAGEMENT	36	180	153.5
MEDICAL MANAGEMENT	49	245	228.5
INVESTIGATIONS	26	130	110
SUBROGATION	22	110	104
LITIGATION MANAGEMENT	15	75	66
NOTICES	57	285	255.5
RESOLUTION/ CLOSURE	47	235	192.5
CASE OVERSIGHT	66	330	261
RESERVES	66	330	302

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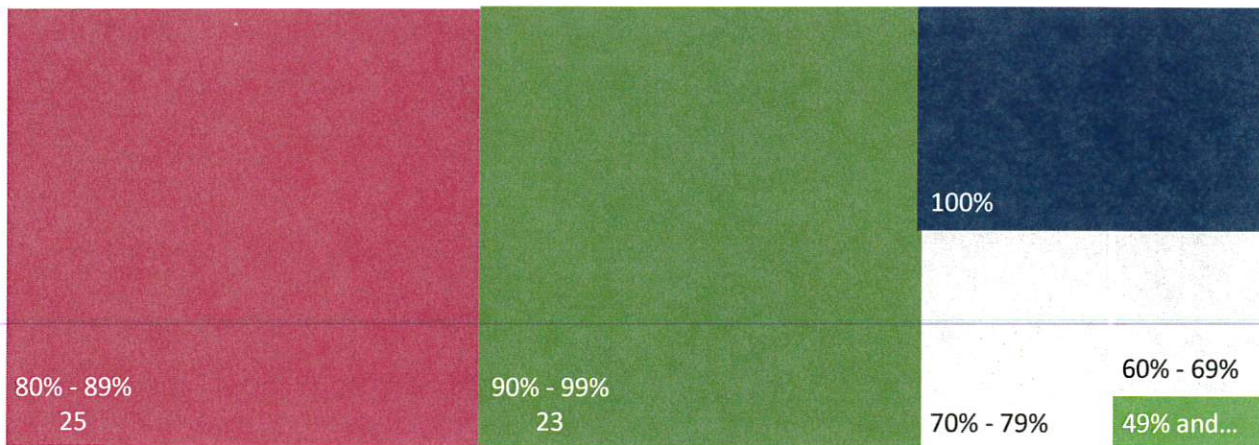
6

Average percentage score = 88.4%

Individual claims percentage scores ranged from 35% to 100% and is summarized by range as follows:

Percentage Score Range	# of Claims
49% and under	1
50%-59%	0
60%-69%	3
70%-79%	5
80%-89%	25
90-99%	23
100%	9

**Scoring Percentage Ratio: # of claims/ total reviewed**



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AUDIT COMMENTS BY AREAS OF CONSIDERATION

**HOUSEKEEPING:**

*Percentage Score: 93.0%*

*Number of claims eligible for consideration: 66*

35 of 66 (53%) claims scored a 5 out of 5. According to the Office of Self-Insured Plans (OSIP) regulation 15400 a claim file needs to have the 5020, 5021, and subsequent relevant medical reports, all applicable WCAB orders and reports, DWC letters, etc. It also requires that files or portions of files maintained in electronic form shall be easily retrievable. Keenan & Associates keeps files generally well documented. The auditors worked on the premise that all files should be able to stand on their own for documentation purposes whether they be companion or master files.



The system used by Keenan appears to be relatively user friendly. Keenan keeps codes and system entries up to date and detailed with some exceptions. Some of the tabs were not consistently up to date with, for instance work status information or subrogation information. Claim coding per the standards and accountability document should be updated with each diary and for the most part with some exceptions this was done.

**Audit Findings:**

1. Several claims had missing documents to include DWC-1s, 5020s, 5021s, settlement documents, applications, answers, medical legal reports, permanent and stationary reports, wage statement ticker, etc.
2. Claim tab status information was not consistently updated including whether the claims were accepted, claim type, and future medical indication even when requested by supervisor to update.
3. Work Status tab information not consistently updated.
4. Several files had requests for DWC-1s after case closed and/or just before closure. We did not see documentation of efforts to confirm with employer if DWC-1 was sent out by employer.

*We recommend placing on plan of action review whether or not the DWC1 has been received in order to determine need to request and avoid request after closure and/or just before closure. Supervisors are reviewing whether or not system is updated, however, responses are not documented recognizing request and completion of direction or why the system is not updated. We recommend examiners document response to directions as made by supervisors.*

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**PAYMENTS:**

*Percentage Score: 91.5%*

*Number of claims eligible for consideration: 61*

48 of 66 (73%) claims scored a 5 of 5. Auditors found payments including benefits, expenses, vendor services, and miscellaneous invoices were paid timely and pursuant to bill review reductions with some exceptions. Up to 5 randomly chosen medical bills were reviewed and the auditors found medical bills were paid timely. E-bills are required to be paid within 15 days and non-ebill issued invoices are required to be paid no later than 60 days. Most bills regardless of whether received via ebill or regular billing were paid timely although we did find some circumstances where payments were not timely including for reasons including but not limited to not having sufficient reserves or different receipt dates. We did not discover any unidentified duplicate payments. We did not find claims where penalties were due for late payment of medical bills. However, we did find a \$2,000 penalty for sanctions related to service of medical records. It technically ended up being a stipulation agreement for the sanctions, but we have categorized this as a penalty.



Temporary Total Disability initial payments were not consistently made timely and although if salary continuation has been issued by the Member, it is the position of the auditors that all temporary total disability payments should be made in accordance with the labor code statutory time frames even in light of existing salary continuation.

As of 1/1/2020, regulation 8CCR 10555 requires all credits to be asserted via formal written petition. Examiners can no longer automatically take credit against permanent disability for temporary total disability overpayments. We did note a couple of overpayments but more related to calculations of disability rates versus an overpayment related to timing.

**Audit findings:**

1. Total overpayments for temporary disability estimated at \$10,376.77 based on auditors finding of disability rate calculation issues on 2 claims.
2. Overpayments estimated for permanent disability \$844.77 based on incorrect amount issued on offer letter and on settlement document as incorrect figure associated with your percentage of disability. Administrator determined it was best to offer the amount on letter to avoid litigation or delay. Noting dollar amount will not be counted for apportionment only percentage will.
3. Total penalties paid \$2,000 for sanctions.
4. A few claims had late disability payment reimbursements for salary continuation and some with no payments for temporary and or permanent disability.
5. A couple of bills were pending payments due to insufficient reserves and/or were paid late based on date of receipt.

Recommendations in this area overlap with other areas reviewed for consideration such as reserves and disability management. The recommendation below concentrates solely on the issuance of the payments.

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We recommend that diaries be set for initial payment of disability be set on all files as a rule in/or out disability due date to avoid late payment of initial disability and to allow the diary to be captured in the weekly Manager Accountability report.

**DISABILITY MANAGEMENT:**

Percentage Score: 85.3%

Number of claims eligible for consideration: 36

15 of 36 (42%) claims scored a 5 of 5. The disability management review encompassed return to work coordination efforts; timely assessments and pursuit for accuracy on permanent disability ratings and payments ensuring apportionment is applied when appropriate; and identifying how much and when temporary total disability should be paid, disputed, and coordinated with Ed Code.

Wage statement ticker calculations were evidenced in almost all files and were calculated with consideration for the outcome of what was most accurate for the employee based on the labor code i.e., 52 weeks and/or earnings capacity although the auditors noted finding some cases where calculations required additional review and calculations. The auditors did find several files where the claims team communicated at an excellent level with the Members and medical providers to determine modified work and ability to provide especially when the claims assistant appeared to take lead. The level of communication for disability management was not consistent with all files. Some claims had late assessments, or no assessments made regarding whether or not disability was due to claimant whether it be permanent disability or temporary. The auditors noted several files where the supervisor and/or manager would provide direction to the examiners to rule in or out (address) temporary disability but with no documented response or with late response even when information was available.

**Audit findings:**

1. A couple of files missing wage statements or ticker calculation sheet.
2. Several claims would have benefited from calls to Members to obtain employment status, work status,
3. Very good work in communication for return-to-work efforts found in several cases even though not consistently.
4. Supervisor directions provided under supervisor review did not have consistent follow up documentation and/or completion of activity noted in claim.
5. A couple of files needed review for determination of need to issue permanent disability advances after retirement and/or termination of employment as well as temporary disability.

We recommend a response to supervisor direction recourse plan such as a diary set based on level of urgency of directions particularly for ruling in or out need for disability payments in addition to the recommendation in payments for initial payments due date in addition to refresher training on

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calculating unique wage and disability issues such as dual income changes and/or change in employment triggers for permanent disability advances. In addition, those diaries should have an ad hoc report biweekly for any still pending diaries that need to be addressed.

### MEDICAL MANAGEMENT:

Percentage Score: 93.3%

Number of claims eligible for consideration: 49

Some files reviewed were companion files where medical control was handled under the master files. A few files were future medical care where although the employee was eligible for medical treatment no treatment was sought during the period of review. Of the 49, 37 (76%) claims scored a 5 of 5. There is a good grasp of the medical facilities and appropriate doctors to use for each case and as a result there was not a lot of identified need to push doctors to report but for a few exceptions. There were several files where medical information appeared to be assessed timely and accurately, however this was not consistent on all files. Several files had gaps in medical treatment plans or follow up care with delays in pursuit.

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#### Audit findings:

1. Treatment plans were not consistently pursued with a few cases having gaps in months relative to medical movement.
2. One claim had a late RFA response.
3. Closure notices for missed appointments were not consistently sent in a timely manner.
4. Once claim had a one-month delay in response to change of treater request.
5. A couple of claims had late requests for supplemental reports.
6. A couple of claims had late submissions to QME for cover letter and/or medical records with one being documented as sent after the exam.
7. One claim was noted to have excellent work by the NCM in providing updates.

We recommend that plan of actions include strategy to move medical forward including sending closure notices when appointments are missed, or no care has been sought and/or contact with provider to obtain updated treatment plans or push for permanent and stationary status with response dates listed.

### INVESTIGATIONS:

Percentage Score: 84.6%

Number of claims eligible for consideration: 26

15 of 26 (58%) claims scored a 5 of 5. In this area the auditors review for investigations including AOE/COE (compensability) issues to sequelae claims and any appropriate investigation needs. Subrogation investigation efforts are not considered in this portion of the review and are covered under subject header Subrogation. Review of investigation documents such as ISO reports,

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medical legal reports, investigations, and deposition reports are expected to be documented and addressed for the purposes of creating investigation plan of actions as well as determinations on case issues. We also review for timeliness and thoroughness of initial investigation which includes 3-point contacts, request for information such as medical reports, and employer sided information. According to Keenan’s standards the initial 3-point contact should be made 24 hours from notice date and/or contact request should be made. We did see most cases have 3-point contacts, but some were missing the employee information even when compensability issues were decided.

**Audit findings:**

1. One claim missed an opportunity to obtain employee statement to address priors when claim converted as a result of the employee’s call requesting care and the claim was converted from medical only to indemnity.
2. A couple of claims did not have documentation of employee contact for initial investigation.
3. COVID positive case would have benefited from documentation of cost benefit analysis of disputing vs. accepting as well as communication with the supervisor regarding why it made sense to accept.
4. One claim had an excellent initial review outlining ISO findings however, no actual plan of action was laid out.
5. One claim had a medical legal doctor creating an injury that did not appear to be identified as a new injury or different injury.
6. One claim had an application in the file that should have triggered establishing a new claim and investigation but did not occur for years.

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*We recommend conducting a refresher training on identifying what constitutes the need to set up a new claim within a file when found by a doctor, applicant, or attorney. We also recommend that training be provided to show the need to investigate gaps in time when claimant returns for care including contacting employer for verification of employment and extent of injury questions to providers.* Would be good to use the COVID claim as a case study to address future COVID claim filings. Standards of evidence and investigation strategies for disputing vs. accepting may be key in addressing possible high exposure claims for long COVID and/or claimed internal body parts with pre-existing conditions given the industry environment set during the period of the presumption.

**SUBROGATION:**

Percentage Score: 94.5%

Number of claims eligible for consideration: 22

18 of 22 (82%) claims scored a 5 of 5. Subrogation is reviewed as it affords the opportunity for the administrator to seek reimbursement/ recovery from third parties who may have caused in whole or in part the injury. As this impacts the overall financial value of a claim these auditors feel it is important that all claims be reviewed for subrogation potential and that detailed rule in/out

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language be shown on each claim as part of the initial investigation and the determination should be noted throughout the file should future information change the initial determination. Pursuit of subrogation should be made timely and be assertive as to recovery efforts. Overall case benefit analysis documentation should be found in the files including cost benefit review for pursuing. Based on date of injury and/or remote/unlikely opportunity to pursue, some claims are not ranked in this category although at the auditor’s discretion templated language will be noted. Credit was given even for claims with no real opportunity for subrogation if the rule in/out process was thoroughly thought out.

**Audit findings:**

1. Templated rule out language found in several files including “There is no third-party involvement, so subrogation is not an issue” or “No third-party involvement, no need to pursue subrogation.”
2. Examiners do not consistently rule out subrogation in plan of actions or diary review notes. Credit was given if the supervisor or manager did so in their notes or if the rule out language was found in the client review status reports.
3. One claim had a later referral to subrogation representative.
4. One claim did not provide the details needed to appropriately rule out a motor vehicle accident.
5. One claim did not have documentation as to the disposition of the subrogation pursuit efforts.

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*We continue to recommend that examiners be required to document their own rule in/out reasoning for subrogation with detail and customized to the claim events and if pursued final disposition should be outlined in plan of action as well as customer updates. We also recommend that this rule/out reasoning be a listed item in the standards and accountability document.*

**LITIGATION MANAGEMENT:**

*Percentage Score: 88%*

*Number of claims eligible for consideration: 15*

8 of 15 (53%) claims scored a 5 of 5. The focus of the review is to determine how Keenan manages the litigation process, not the defense attorneys. We do not reduce points for the issues based on the defense attorneys. For example, if a defense attorney does not respond timely to an inquiry by an examiner/ supervisor/ manager, the review determines how the examiner/ supervisor/ manager dealt with the lack of response. We continued to note that the claims managers oversight on the legal was impactful to insure legal movement on cases. We hope this continues to be the oversight structure for litigated cases. We did not find any deferral of work to defense attorneys. However, we did find some delayed response to attorneys and recommendations made by supervisor/ manager.

**Audit findings:**

1. One claim did not have a timely response to a 6/21/2021 letter from Defense Counsel that was not addressed until 2024.

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2. Directions to attorneys were not consistently timely and/or detailed with information such as denial status and/or settlement authority.
3. Documentation missing on one case for communication on settlement amount which ended up being different than the authority initially provided.
4. One claim had a late response to manager referral to Defense attorney taking 4 months to clear the directive.

*We recommend that the supervisor/ manager place a diary for follow up on directions issued to examiners based on level of urgency and expected activity completion with escalation plan should directive not be cleared at time of diary.*

**NOTICES:**

*Percentage Score: 89.6%*

*Number of claims eligible for consideration: 57*

32 of 57 (56%) claims scored a 5 of 5. Obligatory and industry practice notices for timeliness, appropriateness, and accuracy (not following PAR audit criteria) were reviewed. In addition, notices such as 132a and or Serious and Willful notices to Members, notices and reports to excess carriers, and any other notices that are standard industry practice and/or needed based on case activity are considered in this area of review. The auditors generally found that the notices were sent timely. We found consistent efforts in issuing the 9785 notices to doctors including all new doctors. Benefits notices were sent out mostly per required standards, but some were incorrect type of notices and/or had errors/ inaccuracies which could cause confusion for receiver.

**Audit Findings:**

1. Errors on the accuracy of the information sent in the obligatory notices which included wrong dates, wrong rates, and/or incorrect amounts paid were found.
2. Incorrect notices were sent including TD/SC that were sent as TD letters.
3. Some late or missing notices were mostly discovered with some notices sent at closure and/or just before closure with a couple issued after the permanent disability denial and/or after denial.
4. Permanent disability notices seemed to fall back on the 6 month notice time frame.
5. Offers of full duty work were issued to a couple of employees who were no longer employed and/or a substitute.
6. One claim sent a general notice of acceptance with a DWC1 file that claimed entire body. No specific language was provided to isolate what exactly was being accepted.
7. One claim had a notice issued with the wrong value of 1% permanent disability.
8. A couple of claims had late PIPs notices. But one claim had excess reports issued at 6 months starting 4/4/2022- nicely done!

*We continue to recommend proofing of notices being sent to minimize/ avoid errors that can cause confusion to injured workers and ongoing training on notices due dates should continue. Referencing*

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the standards and accountabilities document for timing of notices which is outlined throughout document would be a good resource.

### CASE OVERSIGHT:

Percentage Score: 79.1%

Number of claims eligible for consideration: 66

16 of 66 (24%) of claims scored 5 of 5. This area reviews not just the oversight by the managers and supervisors, but also by the examiner, work done by claims assistants and nurse case managers. It considers their frequency and development of a plan of action; whether they followed that plan of action; and communication effectiveness with all involved in the claim from the claims team. We continued to find responses to Supervisor and Manager recommendations either not completed and/or late in response. There appeared to be a staffing change that occurred during the period we reviewed which may have impacted our findings, including in some cases where all the work was completed by the Supervisor or Manager. Per Keenans' standard plan of actions should be completed 72 hours within a new claim file set up and reviewed upon each diary which the auditors determined was not consistently met on each file.

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### Audit findings:

1. Lack of documented response on Supervisor and/or Manager recommendations for issues such as: including disability payments, subrogation, negative reserves, and general action items needed on file.
2. Gaps in plan of actions and missing current updates. Most plan of actions had only short-term goals and no long-term resolution goals.
3. Gaps in a few claims for examiner and supervisor review.
4. Several claims had late initial examiner review.
5. Several claims had late examiner transfer initial review with several being addressed by the supervisor several times prior to the examiner review.
6. Several pending late diaries were found at the time the claims were reviewed.
7. Excellent Manager and Supervisor oversight on unique exclusive remedy case – however needs current plan of action including viability of settlement.

We continue to recommend that communication between Supervisor/ Manager and claims team be documented to include an escalation process related to directions issued at Supervisor and/or Manager reviews such as diaries for response to directions based on urgency level and next escalation phase if not completed to insure action items are taken.

### RESOLUTION/ CLOSURE:

Percentage Score: 81.9%

Number of claims eligible for consideration: 47

19 of 47 (40%) claims scored 5 of 5. This area of review considers the case movement toward closure and for claims requiring resolution by settlement the timeliness, accuracy, and analysis of

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options for type of settlements with disposition of all issues being detailed and fully resolved accordingly. The auditors did find some great work on case closures for minor claims and on a few claims good settlement efforts and work up. However, we noted several claims where resolution was delayed sometimes without documentation as to the reasons for the delay. These auditors agree with the standards and accountabilities document for the within 15 days timeline for evaluation of receipt of all relevant facts for the purposes of evaluation, negotiation, and settlement.

**Audit findings:**

1. A couple of claims did not have documentation of authority to settle at the amount settled and/or did not show documentation that Defense Attorney was provided settlement authority already authorized.
2. A couple of claims had inaccurately completed settlement documents.
3. Late requests for contributions and/or no documentation of requests on a couple of PIPs files.
4. One claim showed on closure checklist that DWC1 was in file but could not locate in file.
5. A couple of claims continue to hold out for Compromise and Release with no pivot to Stipulate and no documentation as to why Stipulation is not feasible or appropriate.
6. One claim had over one year time gap to request a supplement to clarify unratable report.
7. One claim remained opened for voucher which expired several months earlier.
8. A couple of claims have no documented offers to settle out future medical for over a year and/or 2+ years.
9. One claim had supervisor providing direction to pursue settlement and assessment for 2 years before addressed.

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As recommended in a couple of other sections of this report, an escalation process for directions issued by Supervisor and Manager may help in moving action items requested by Supervisor and Manager.

**RESERVES:**

Percentage Score: 91.5%

Number of claims eligible for consideration: 66

41 of 66 (62%) claims scored 5 of 5. This area concentrates on the accuracy of the timeliness of placing reserves and/or adjusting reserves as well as the accuracy and supporting information for reserves placed on each file. From the loss data received by Keenan and valued as of 1/31/2024, the total value of the claims reviewed was at \$7,555,773. By the time of our review, those same claims had a total value of \$8,026,468. We recommend additional reserve assessments of \$199,011 (including several reductions) for a total loss value of \$8,225,479 or a 2% increase. We did find noted late assessments for reserves which at times including currently seen negative reserves and/or no reserves when it came to initial reserve setting.

We believe claims where permanent and stationary status has been determined the Office of Self-Insured Plans (OSIP) reserve regulations apply which includes a 3-year running assessment of

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regularly sought / paid medical treatment with consideration for non-annually used but anticipated medical care such as diagnostics, etc. This review is to be done at least annually. Should there not be 3 years from date of permanent and stationary OSIP allows an extrapolation for the shorter period to calculate the 3-year average use. These auditors do not believe the 3-year average usage should be a method of reserve analysis for claims that are not fully permanent and stationary as it considers medical care at an acute level that may result in an overstatement of exposure. We did see some efforts to comply with the OSIP reserving regulations but did not see it consistently, especially post the first OSIP analysis.

**Audit findings:**

1. Negative and or low reserves noted on a few files currently and some negative reserves noted throughout the review with resulting issues for payments at least on one claim.
2. Late reserve changes being 30 days or more after receipt of data that necessitated an increase/decrease.
3. One claim is estimated to have a reserves increase of over \$200k with OSIP applied average.
4. Several claims had supervisor reviewing more than once either negative reserves and or low reserves giving direction to address with several not addressed until after 2<sup>nd</sup> request.
5. A couple of claims placed permanent disability reserves not supported by information on file.
6. A couple of claims did not have permanent disability reserves despite information in file supporting need.

*We recommend that, if possible, a monthly ad hoc report of outstanding reserves be run to find low and/or negative reserves if not already being included in the Manager's Weekly Accountability Report in addition to the escalation process for follow-up on supervisor directions to address reserves.*

Claim Audit #	Noted Recommended Increase
1	\$6,500.00
10	\$15,000.00
28	\$15,000.00
42	\$(16,000.00)
43	\$232,969.02
45	\$16,059.21
50	\$(23,997.50)
52	\$25,000.00
55	\$3,480.00
59	\$25,000.00
62	\$(100,000.00)

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SUMMARY OF RECOMMENDATIONS:

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1. Place in plan of action whether or not the DWC1 has been received or requested.
2. Examiners document response to directions as made by supervisors.
3. Set diary for initial payment of disability on all files as a rule in/or out disability due date to avoid late payment of initial disability.
4. Escalation plan such as a diary set based on level of urgency of directions particularly for ruling in or out need for disability payments in addition to the recommendation in payments for initial payments due date in addition to refresher training on calculating unique wage and disability issues such as dual income changes and/or change in employment triggers for permanent disability advances.
  - a. Ad hoc report biweekly for any still pending diaries that need to be addressed.
5. Include strategy to move medical forward in plan of action including sending closure notices when appointments are missed, or no care has been sought and/or contact with provider to obtain updated treatment plans or push for permanent and stationary status with response dates listed.
6. Conduct a refresher training on identifying what constitutes the need to set up a new claim within a file when indicated by a doctor, applicant, or attorney.
7. Conduct a refresher training on identifying the need to investigate gaps in time when claimant returns for care including contacting employer for verification of employment and extent of injury questions to providers.
8. Require Examiner's own documented own rule in/out reasoning for subrogation with detail and customized to the claim events and if pursued final disposition should be outlined in plan of action as well as customer updates.
9. Supervisor/ Manager diary for follow up on directions issued to examiners based on level of urgency and expected activity completion with escalation plan should directive not be cleared at time of diary.
10. Proof notices being sent to minimize/ avoid errors that can cause confusion to injured workers and ongoing training on notices due dates should continue.
11. We recommend that, if possible, a monthly ad hoc report of outstanding reserves be run to find low and/or negative reserves in addition to the escalation process for follow-up on supervisor directions to address reserves.

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*ADDITIONAL COMMENTS*

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Disclaimer: This audit and its findings are reflective of the 66 claims reviewed based on the experience of the auditors and the data as made available by Keenan & Associates. It was conducted as a general comprehensive review of the claims which are subject to rules and regulations. The audit does not include the same criteria or detail as state audits and should not be considered a pre-audit for any state conducted audits.

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*APPENDIX*

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DASHBOARD OF LIST OF AUDIT CLAIMS REVIEWED:

BY EXAMINER INCLUDING TYPE OF CLAIM AND STATUS

Examiner   Type of Claim	Closed	Open	Re-Open	Grand Total
<b>Anna Kelly</b>	<b>4</b>	<b>14</b>		<b>18</b>
FUTURE MEDICAL	1	1		2
INDEMNITY	2	13		15
MEDICAL ONLY	1			1
<b>Barbara Lanns</b>	<b>1</b>	<b>5</b>	<b>2</b>	<b>8</b>
INDEMNITY		5	2	7
MEDICAL ONLY	1			1
<b>Cassandra Broussard</b>	<b>5</b>	<b>6</b>	<b>3</b>	<b>14</b>
FUTURE MEDICAL	1	1	1	3
INDEMNITY	4	5	2	11
<b>Heather Doyle</b>	<b>2</b>	<b>1</b>		<b>3</b>
MEDICAL ONLY	2	1		3
<b>Jhandel Cabrera</b>	<b>3</b>	<b>2</b>		<b>5</b>
MEDICAL ONLY	3	2		5
<b>Kirsten Fisher</b>	<b>2</b>	<b>5</b>		<b>7</b>
FUTURE MEDICAL		1		1
INDEMNITY	2	4		6
<b>Omolara DaSilva</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>9</b>
FUTURE MEDICAL	1	1	1	3
INDEMNITY	1	5		6
<b>Sabrina Harris</b>	<b>1</b>	<b>1</b>		<b>2</b>
INDEMNITY	1	1		2
Grand Total	20	40	6	66

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ADDITIONAL SAMPLING INFORMATION		
LITIGATED	22	33%
DENIED	9	14%
CLAIMS PAID OVER SIR	4	6%

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**BY TYPE OF CLAIM INCLUDING STATUS:**

TYPE OF CLAIM   STATUS	Count of Claim Number
FUTURE MEDICAL	9
Closed	3
Open	4
Re-Open	2
Indemnity	47
Closed	10
Open	33
Re-Open	4
MEDICAL ONLY	10
Closed	7
Open	3
Grand Total	66

21

**BY PIPS YEAR**

Category	Count of Claim Number
Alameda County Schools	4
PIPS Year 9 Pleasanton	1
PIPS Year 10 Pleasanton	1
PIPS Year 12 Pleasanton	2
PIPS Year 13 Pleasanton	2
PIPS Year 14 Pleasanton	1
PIPS Year 15 All Offices	4
PIPS Year 16 All Offices	6
PIPS Year 17 All Offices	5
PIPS Year 18 All Offices	3
PIPS Year 19 All Offices	12
PIPS Year 20 All Offices	7
PIPS Year 21 All Offices	18
Grand Total	66

**BY FISCAL YEAR**

Fiscal Year	Count of Claim Number
2004	1
2005	1
2007	2
2012	1
2013	1
2015	2
2016	2
2017	1
2018	4
2019	7
2020	5
2021	3
2022	11
2023	7
2024	18
Grand Total	66

PERCENTAGE GROUPED YEARS	%
2015-2021	88%
PRE-2015	12%

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*APPENDIX B*

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**Individual claims comments on Housekeeping:**

Claim Audit Number	Housekeeping Comments
1	DWC-1 completed on 7/13/2023. Employee first sought medical on 7/13/2023 and placed on modified work. System states employer's first date of knowledge 7/21/2023. Keenan received notice loss on 7/26/2023, but notepad has manual set up by Doctors First Report received on 7/24/2023. Need to clarify.
2	not able to locate the 5020
3	No DWC-1 or Doctor's First Report. Request made on 2/8/2024. Closing checklist completed on 2/2/2024.
5	5020 and 5021 in file. No DWC-1 and not requested until 2/22/2024 after file closed on 10/24/2023.
8	Letter sent out on 11/28/2023 but file not re-opened until 1/24/2024. I was only able to locate the Stip in file notes
12	Employee emailed examiner on 7/11/2023 to re-open claim. RFA received on 9/27/2023. Medical being paid while file closed. File not re-opened until 12/6/2023.
21	This CT claim is noted as the Master. The file was just set up on 2/28/2024. I found the application in file 567040 which was received on 12/27/2019.
22	not able to locate the 5020/5021/DWC-1
23	Not able to locate the 5020/5021/DWC-1
28	not able to locate the 5020/DWC-1/5021
30	Was able to find the 5020 in sticky notes and 5021 in document imaging. No DWC-1 but must be somewhere.
33	Documentation (including pertinent legal updates) from other file needs to be copied to this file for stand-alone review.
34	Not able to locate the 5020/5021 and DWC-1
39	Could not find documentation of efforts to obtain DWC1. Could not locate completed DWC1.
40	partial report attached to document image billing for P&S report received 2/9/2021.
42	Could not locate stipulation document. Recommend copy be placed in file.
44	Claim tab on system clicks Future Medical. Case is not yet future medical.
46	Could not locate C&R document in this claim although noted in checklist as being in file.
47	DWC1 and 5020 not found in file.
50	Sticky note overview naming convention does not specify more than "Email Confirmation" no points reduction but noting would be good to apply stronger naming conventions. Could not locate answer to application.
52	Claim tab for wages shows gross monthly wages of \$10,252.10 --- 5020 says annual \$102,521. Claimant gets paid 12 months but works 10 months.
53	Work status tab not completed

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54	Claim tab does not indicate if case was accepted. Supervisor noted tab not updated on 9/15/2023 -- as of 3/27/2024 not updated.
55	Reference is made to a 2019 QME report that has impact on exposure on this case. Could only find a 2019 P&S report by Dr. Chen.
56	Claim tab status section not updated.
57	Several documents copied from Master file. Could not find application of adjudication. Should be in any companion file. 2015 App found in claim 513974 in sticky notes. Suggest placing copy in this file.
60	CA instructions on DWC1 and wage statement request 2/7/2024.
62	Work status tab not updated. Could not locate 4/5/2022 QME report. Could not locate wage statement. Noting 2nd job had a link email but could not locate actual document.
63	NCCI code in claim tab show Medical Only, but claim is listed as indemnity with settlement being pursued.
64	Claim is not fully documented. NO DWC1, no 5020, no application, etc. Possibly due to claim being paper file initially, however, fundamental documents should be uploaded to system. If lost --- should be written down and recreated if possible and easily locatable i.e., sticky notes with naming convention.
66	Unable to locate DWC-1 DOI 1/4/2022.

24

**Individual claims comments on Payments:**

Claim Audit Number	Payments Comments
1	Ebill Kaiser received 2/20/2024 for dos 2/5/2024 for \$953. Bill Review allowing \$509.00 payment pending due to insufficient reserves.
5	File closed on 7/12/2023-payments made while file closed-4. Medical reserves entered 9/25/2023 through 10/16/2023 and then file must have reported on 10/17/2023 as \$2500 entered. File closed on 10/24/2023.
9	Only one bill paid on 8/16/2022 for date of service 10/27/2021 to 10/29/2021. Carrier received on 11/19/2021 per ebill but EOB in system shows receive date 8/10/2022.
16	Supervisor review of 8/21/2023 directed examiner to review TTD payments as one more day due. Employee first sought medical treatment in emergency on 7/18/2023.
17	Dr. Boparai placed the employee on limited work hours 4 hours per day/5 days a week. wage loss due from 10/26/2023 to 2/12/2024?? Denial issues 2/12/2024 - late.
23	Salary Continuation/TD not issued until 2/28/2024. Defense counsel sent notice on 1/17/2024 that TTD is due

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24	12/5/2023=Supervisor initial review pointed out TTD due. Examiner paid on 3/13/2024.
25	Penalty issue stip'd for \$2,000.
29	CT contributions to master file. Last contribution on 1/26/2023 but not able to locate any CT worksheets on this file.
40	Attorney fee paid on closed claim creating need to reopen. Walk thru requested and approved. Bill expected. No request prior to first closure.
44	Disability payments made 5/5/2020-5/15/2022 = 740 days or 105.71 weeks. Examiner response to 8/2022 request from supervisor to explain disparity on calculations for temporary disability shows summer months were paid at minimum wage. Unable to verify due to documentation on wage statement.
45	Payment made to KPOJ for \$251.02 paid on 8/24/2021 was issued in error - requested payment be returned. Could not find recovery as of 3/25/2024. Initial pay not in review period but recovery never noted.
49	Permanent Disability paid at \$1704.77 vs. \$860 overpayment on 6/30/2023 - reasoning not provided. Did claimant stop working? Was there confirmation from employer on work status?
52	Due to disability calculation appears overpayment of \$3,895.18 - see disability management for calculation concerns.
55	Do not see payments for permanent disability due.
58	TTD check sent direct to claimant for 7/3/22-7/6/22 - showing reason as Ed Code ended. District advised Ed Code still continuing and direct payments should not have been made. Although shown as an overpayment -- not an overpayment for WC...maybe with Ed Code payments sent by District.
62	Payments issued after 12/29/2022 for temporary disability included earnings from 2nd job when TTD for that was stopped due to the claimant not wanting to return to that job. According to gross weekly wage in system (unable to find wage ticker -- 5020 says \$81.84 daily rate for 4 days/ week. ADJ App shows rate of pay \$20/h 30 h/w) TD rate would be \$480.51 vs. \$680.51. Just noting what auditor is able to see - checks from 2/2/23-9/14/23 = 225 days = \$15,445.07 vs. \$21,926.66 paid. Overpayment indicated at \$6,481.59. Late payment was made 7/7/2023.
63	Could not locate reports associated with bills paid in system.
64	Med bill w/o report approved for Kaiser online pharmacy has reference date 7/17/23 - document says for 2/1/2019 with signature on file 9/3/22.
65	Late TTD
66	TTD/ salary continuation payment late but no penalty as employee receiving salary continuation.

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**Individual claims comments on Disability Management:**

Claim Audit Number	Disability Management Comments
1	Would like to see documentation on efforts to pursue full duty release. Work status has not changed.
6	Good work by examiner in following up with District on disability management.
8	I do not see any contact made with District to confirm if employee is still employed and working within the restrictions of no repetitive typing.
16	Supervisor review of 8/21/2023 directed examiner to review TTD payments as one more day due.
17	PTP placed employee on limited working hours of 4 hours per day/5 days a week as of 10/26/2023. Not addressed until 2/15/2024
20	Need to confirm return to work date with District. Did employee return to work on 9/8/2022 or 9/29/2022? There is no communication documented with District
22	Need to confirm Employee's retired date.
23	Surgery was 12/5/2023. MUA on 2/7/2024. I do not see any calls to PTP. What is the current medical and work status? Would like to see effort to determine estimated time off.
24	Employee returned to modified work on 10/30/2023. Communication with District to confirm? Identify need to pay?
26	Supervisor review of 12/12/2023-executive decision to pick up the two weeks of TTD
27	No follow up calls to district in 2022 or present to verify employment status, work duties etc.
30	No follow up with District to confirm employment status until 3/4/2024
35	Good communication with District on modified work availability.
44	Could not locate wage statement to determine if rate calculated accurately. Permanent Disability advances being paid without documentation on stop date. Noting system shows 34% for permanent disability and worksheet for 12/18/2023 shows 77.57 weeks to be paid and 26.01 permanent -- total weeks for 34% = 159 weeks. Need stop date.
47	Appears claimant is now off work. Examiner questions reasons - no documented effort to clarify if related to this injury.
48	Did not see communication to District about days off after acceptance until 3/2024. Claimant sent offer of full duty notice after resignation of 9/12/2023. Could not locate confirmation with employer that there was full duty available to claimant.

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52	Good work coordinating Ed Code benefits and benefits payments. Wages determined to be max --- with AWW in system listed as 2365.87 TD rate 1539.71. 5020 shows annual salary \$102,521/ 52 = 1971.56 AWW rate = \$1314.37. Wage statement completed does show \$10,252.10 monthly. Examiner paid through summer months using 12 month pay schedule but appears to have calculated using 10 months. Review for overpayment.
53	Good work with communication with claimant, doctor, and District for return to work.
54	Initial review 8/23/2023 5 days post injury for vomiting incident with no lost time estimated PD at 1% or \$870.
55	Employee resigned. Is permanent and stationary and was presented with permanent disability at 2% WPI per medical report 2/12/2019. Do not see any effort to advance permanent disability despite claimant no longer being employed. If not paid in other file - penalty may be due for total line of benefit. PD delay notices were sent up to 12/2023, however, delay may not be appropriate in light of medical evidence. Case needs full review and disability needs to be addressed.
56	Good coordination with CA and District for work status accommodations.
57	no score in this category --- however, noting there is permanent disability noted and although there is settlement being approached --- it is unclear if the claim has been subsequently accepted - with plan to stip noted to pursue if C&R is not achieved. Permanent disability advances have been made but for another one of the claimants pending claims. Did not see payments in master file. Review for determination on if permanent disability advances on the 513974 - are due and payable.
59	Good review of exposure question on TTD.
61	Could not locate wage ticker calculation - noting wage statement shows total annual salary \$62,280.90 monthly pay rate 7077.37 for 11 months -- which does not equate to \$62,280.90 if paid 11 months. Could not figure out where rate came from. \$62,280.90/ 47.7 weeks = \$1305.68 AWW TD rate = \$870.45. Need to review for verification of accurate TD rate.
62	Advance amount instructions provided to CA 2/28/2024 gives just a number and not rationale. Calculation for payments not readjusted with stoppage of wage loss for 2nd job.
63	Could not locate coordination with District on modified work release since claim reopen.
65	Supervisor notepad 12/28/22 request LDW RTW or TD delay - ER responded per notepad 11/9/2022.
66	District advised Keenan employee off work as of 1/24/2022 in initial ER contact. Supervisor review on 3/7/2022 also stated TTD due. Not issued until 4/7/2022

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**Individual claims comments on Medical Management:**

Claim Audit Number	Medical Management Comments
1	Would like to see documentation on treatment plan to move claimant to full duty and MMI. Only one attempt on 10/24/2023 to have physician address MMI status
9	No medical treatment. Employee has been going back and forth to Mexico to care for mother. Examiner last contact with employee was on 12/22/2023.
12	RFA for hand consult received on 9/27/2023 and not approved until 12/7/2023.
16	Nasal surgery authorized on 8/3/2023. No further follow up with surgeon or employee on surgery
23	Surgery was 12/5/2023. MUA on 2/7/2024. I do not see any calls to PTP. What is the updated medical treatment plan?
26	Documentation needed to explain/ confirm why medical evidence beyond home test not needed. No medical redirection made to get labor code required diagnosis, etc.
27	No letter to PTP to address MMI status. 6/10/2022- Released to full work, continue with home exercise and Neurontin. Return in 6 weeks. Employee did not return for care until 4/21/2023 after received the closing letter.
44	QME medical report dated 4/16/2023 indicates needed medical reports. Could not locate cover letter or medicals sent to new PQME for 4/16/2023 exam until 5/24/2023.
47	Supplemental not requested until 8/2023.
52	Claimant requested change in treater on 2/23/2023 --- MPN not shown as sent until 3/26/2023. Examiner did call treater at time to provide authority to transfer care but could not see where list as required within 5 days of 2/23 was sent until 5/16/2023. Treater change did not appear completed until 7/2023. QME cover letter for 11/30/2023 appointment sent 11/21/2023. Good medical reviews by nurse and good determination to use nurse.
59	Nurse assigned to case; claimant has had TKR almost 1 year post now. Do not see move to return to QME for permanent and stationary status. Diary Review/ File Activity continues to question if all medical care requested from 2020 QME report? The "care" is not outlined in POAs. In reviewing QME report. PT was recommended - so were injections if PT was not sufficient - then a repeat MRI if that was not sufficient. On Page 8 of the report, the QME does indicate that if Dr. Gay determines the patient is not in need of further surgery the QME would consider him permanent and stationary. 9785 issued to Dr. Gay 4/7/2020. Do not see efforts to press Dr. Gay on need for further surgery between 4/7/2020-2022. (not in ranking period but noting file.)

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60	QME notes in report for 2/22/2023 exam that no cover letter or medical records were sent/ received by QME. He was not deemed MMI. Could not find plan of action to pursue reevaluation with QME. Case is 1 year since last evaluation. Surgery was noted at QME as pending. do not see that that took place. Do not see correspondence to treater to push for PR4/ permanent and stationary.
62	QME cover, forms and medical records for 4/5/22 sent on 3/28/22. Cover letter for 3/19/2024 QME re-eval did not include information about some past claims.
63	Could not locate medical reports corresponding to notes. Claim is 18+ months post original injury - does have other claim - do not see in this file effort to push to permanent and stationary status.
66	NCM did good work providing updates.

**Individual claims comments on Investigations:**

Claim Audit Number	Investigation Management Comments
1	File just converted from MO to indemnity. There were opportunities to obtain the employee statement when employee called about medical treatment. Need to obtain the employee's statement to address priors and other factors that could be delaying recovery
2	Initial employer and physician contact made timely. Employee contact note of 10/6/2023 is blank.
4	Could not locate investigation documentation. Only verified if there was lost time with employer and employee.
5	Employee contact-left voicemail and sent contact card. No real investigation completed as employee did not lose time and did not seek any medical attention until 9/12/2023. No follow up call to employee or district noted.
8	no calls to District/ no ISO
21	File set up on 2/28/2024. App received in 2019 - no investigation noted between receipt of App and file set up.
26	Home test only --- documentation warranted to show reasons for not seeking labor code required testing. E.G. County area not able to provide testing. Home test positive witnessed. Etc. Is this consistent with claims procedural process and applied universally for members.

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48	Case was accepted without supervisor's approval. QME noted that the employee had to have gotten it from work due to her word that she does not do anything else --- only spends time with husband who tested positive a few days after claimant. QME uses an assumption that claimant must have gotten from work due to asymptomatic spread and mentions another party who may have provided exposure. Does not appear the doctor was aware of information that injured worker leaves school grounds at lunch time but lives 1/2 hour away from school preventing the ability to simply go home. Did not see documentation on if this report meets the standard of substantial medical evidence.
50	Nice thorough cover letter to QME 11/17/2023. Could not see supportive information from employer sided statements on points made on cover letter. Would like to have seen that. However, that was canceled and new PQME appointment pending.
52	Excellent initial review dated 6/24/2022 including outline of ISO only no actual Plan of action was laid out.
62	Qualified Medical Exam initial 4/5/22 report makes compensable bilateral arms condition as industrial -- would have liked to have seen review of connection to mechanism of injury. Application only claims neck and back. ISO showed match/ EAMS showed match. Could not find documentation of pursuit of medical records. could not tell if ISO 1/3/2024 was reviewed noting more matches and information pertaining to 2018 hand injury. Noting 4/28/2022 report from Dr. Morley advises that employee's condition worsens with repetitive work. claimant was off work from both District and 2nd job. 2nd claim should have been set up for bilateral arms per app filed for CT through to 7/13/2021. received 4/24/2023 --- but noting care already paid for under this claim.
64	Case reopened after long period closed with no settlement on case (despite notes referencing case as future medical care) Cannot see that was official. Noting 2021 when case reopened doctor report from surgeon visits 8/12/2021 mentions problems with body part after going on fishing trip. would have liked to have seen extent of injury questions to doctor as to relationship to injury.

**Individual claims comments for Subrogation:**

Claim Audit Number	Subrogation Management Comments
1	Initial review has standard language "There is no third-party involvement, so subrogation is not an issue". Score not reduced but noting template language.
2	Initial file review-standard language: "No third-party involvement, no need to pursue subrogation". No points reduction but noting templated language.
3	Initial review has standard language: "there is no third-party involvement, so subrogation is not an issue". No reduction in score but noting templated language.

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4	Not addressed or ruled out in examiner's notes. What caused the employee's shoe to get caught on a wide part of the cement?
17	Not addressed in initial review. Supervisor's Initial review on 6/23/2022 directed examiner to rule out.
24	Ruled out in Supervisor initial review on 12/5/2023.
37	Not scored but noted reason was There is no third-party involvement, so subrogation is not an issue. Would like to see why no third party is involved language.
38	Not ranked. But noting language on rule out simply states subrogation is not an issue. Would like to have small indication - Caused by special ed student. Subrogation not viable. Or something to that degree.
45	Would have liked to have seen more detail. If individual was visiting from out of country was car a rental or belonged to someone? Insurance follows the car not the driver. If permissive user -- did car owner have insurance?
51	Date to issue Complaint noted as 3/24/2023 - 2 years postdate of injury. Referral to subrogation representative not completed till 7/2023. However, good work on keeping subrogation in the forefront of discussions and discussing cost benefit analysis.
53	Good subrogation rules out language.
58	nice, detailed rule out language for subrogation
59	--- no POA between 2022-2024 provides disposition of subrogation. Last noted involved Regency checking for assets given policy report. Would like to see disposition on plans of actions.

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**Individual claims comments for Litigation Management:**

Claim Audit Number	Litigation Management Comments
21	6/21/2021-Letter from Defense counsel. There is no indication where this claim has been admitted or denied. Not addressed until 2024.
23	Response / follow up from attorney updates not consistently timely.
30	Examiner needs to update this file
40	Appropriately used walk thru. Not scored.
50	Initial case assessment dated 2/14/2024 did not show defense attorney's knowledge of denied status of case. Could not see direction to complete answer to app.
62	Manager recommended referral to DA in 4/2023. Referral made 8/16/2023. Defense attorney not consistently provided with service of medical.
65	Appropriate and timely referral for walk thru
66	5/25/2023-Settlement authority to D/A to C&R up to \$37,500. No further documentation to support \$50K authority extended.
68	I see correspondence from defense counsel outlining all four cases. Not able to find documentation to defense counsel advising of settlement authority of \$80K.

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**Individual claims comments for Notices Management:**

Claim Audit Number	Notices Management Comments
5	2/22/2024-Examiner sent notice to employee to complete claim form. File closed prior to request on 7/12/2023 and again on 10/24/2023
9	Examiner issued PD denial on 3/5/2024.
15	PD delays were 6+ months out: 4/22/2022, 7/22/2022, 1/3/2023, 7/19/2023 and 10/19/2023
17	Denial of 4850/SC continuation for modified work effective 10/26/2023 not issued until 2/15/2024.
20	No ending Salary Continuation letter. No PD delay
22	PD Delay sent every six months. SC notice issued on 2/6/2024 for payments 12/3/2016 to 8/18/2021(?). No SC End issued. First & Final PD notice issued on 2/12/2024 based on Dr. Lin. 2/19/2024-PD Notice issued(?) PIPS report delayed
23	Late notice for TD /SC based on late payment.
24	PD denial notice issued on 1/31/2024. SC First and Final issued on 3/13/2024. first notice should have been issued back in October of 2023.
25	Petition for Sanctions, Penalties and attorney fees for not filing medical records. Stip Award of \$2000 to avoid trial. Did not see notice to ACSIG or Member.
26	F/F SC issued on 12/21/2024. PD delay issued on 12/21/2024 and PD denial on 1/10/2024
30	Last PD delay notice issued on 10/6/2023
34	First and Final PD notice due to settlement
39	Could not locate notice to employer requesting receipt of DWC1
40	Settlement authorization document dated 3/6/2023 after offer made to claimant on 1/12/2023. No post payment of settlement letter sent to claimant to spell out payment and simply states the settlement document is enclosed. Final Compromise and Release payment breakdown would have been appropriate.
42	Excess reports completed @ 6 months between 4/4/2022 to current. Nicely done.
43	Proofreading needed for letter 6/9/2023 to Dr. Lo.
45	Permanent Disability denial notice dated 12/22/2021 references a doctor's report from 12/31/2021 as to reason for no permanent disability.
48	General acceptance letter sent for a DWC1 that claimed entire body. Specific acceptance verbiage along with dates, etc., would have been appropriate. Claimant has pre-existing conditions that could come up as an issue in the future. Claim was accepted on 11/22/2023. Temporary Disability denial sent 12/15/2023 past 14 days. Claimant sent offer of full duty work on 12/15/2023 - after employee had resigned on 9/2023. Did not see where checked with employer that full duties were available. Cover letter though advises checked with employer --- was that with new employer?

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49	First and final Permanent Disability notice send 6/30/2023 for 1% using value \$1704. PS MMI Advice sent 6/30/2023 with 1% using value \$1704 noting original 2020 notice had correct information.
50	Late denial/ subsequent delay for no DWC1 case sent 12/12/2023 due 12/9 per delay notice. Appears TTD denial sent 1/17/2024 was template --- indicates case was accepted - cannot tell if actually sent but appears to have been with a copy to District - has add date 12/12/23 and edit date 1/17/2024 with Overview "not this one". Denial sent 2/9 predates receipt of DWC and App - could not see additional notice of denial based on receipt of DWC1. Also notes - DWC1 prefilled shows receipt of DWC1 by employer 9/8/2023 --- not signed by employer --- may need to address. PQME was canceled by AA last minute. Should send notice to AA of demand and intent to recover cancelation fee.
51	PIPS reporting gap 11/10/21, 6/23/2022, 11/15/2023.
52	June 22, 2022, summer wages letter to claimant states earnings are \$0.00 therefore rate change to \$1539.71. Claimant receives her pay in a 12-month period of time. There is no change rate noted. Letter not necessary except to advise that checks will be paid directly which was sent under separate mailing. Confusing language. ADA letter sent to District missing information. 2/9/2024 Request for DWC1 states "we have recently been notified that you may have sustained a work-related injury" for this 5/31/2022 injury.
54	Not sure why 10133.35 was issued. No permanent and stationary status, no lost time, etc. -- additionally claimant is a substitute, and an offer of regular work may imply more than the actual existing employment relationship. Claim was accepted by 8/24/2023. Efforts to contact claimant were unsuccessful and notice of contact timely sent. PD Denial sent 12/16/2023.
55	Last PD delay notice puts delay date through to 12/2023. No updated delay notice found in file. 6-month period used for delay period. Auditor believes permanent disability advances are due in the absence of any information different from what is in file -- as such PD initial and last payment letter due.
56	2 notices sent for first and final payment. Could not locate 9785 notice.
62	No delay in TPD issued for wage loss from 2nd job. Information provided at time of claim. TD notice start letter sent 8/11/2021 coverage check 7/20/21-8/11/2021. End notice for 2nd job wage loss was sent as a TD/SC payment termination notice and indicated rate was \$680.51/ week. Notice 3/9/2022 --- indicates start of TTD period 7/20/21 - 3/9/2022 --- and includes rate which is inclusive of 2nd job. Also sent as regular TD letter vs. TD/SC. Notice also includes dates where the employer did provide modified work - interactive dated 8/17/2021 confirmed when placed off work. Change of rate letter was sent noting would be direct to injured worker as of date of letter but noting sick leave balance exhausted 10/2021. 1st PIPS notice completed 1/4/2024 - supervisor noted due much earlier. PD start notice give starting date 4/21/2022 covering trough to 2/28/2024 and says will continue for 188.8 weeks. Notices do not match payment dates in system. TTD ended 9/14/2023

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	for 104 max. There was an advance for \$2k requested but cannot find payment in system. otherwise, PD start date was 9/15/2023.
65	Late First and final notice for dates 11/4-6. Employee lost a few days from work. Was deemed permanent and stationary with permanent disability. Could not see that 10133.35 issued.
66	TD delay notice issued on 3/10/2022. denial notice issued on 4/6/2022. Salary continuation first and final notice issued on 4/7/2022

**Individual claims comments for Resolution/Closure:**

Claim Audit Number	Disposition Management Comments
4	Employee was discharged from care on 8/31/2023 by Dr. Deguzman. Appears file fell off diary and file closed on 2/15/2024.
5	7/12/2023 note states file being admin closed and was re-opened on 10/17/2023 but no notes to reflect why. File closed again on 10/24/2023 but no note in system to support closing file.
6	Good settlement
14	Manager worked up settlement based on 1/18/2023 diary review and again on 1/10/2024.
15	MMI report received on 10/3/2023. Could not find settlement attempts made with Employee. Supervisor review on 12/4/2023-contact Employee to discuss settlement.
17	Compromise and Release sent to EE and A/A on 9/22/2023. Follow up on 11/1/2023 after review diary review. But need plan of action to bring case to resolution.
20	MMI report from Dr. Van Gompel on 10/27/2022 with 10% PD. MMI report from Dr. Van Gompel dated 12/21/2023 with 18% WPI. Offer to stip not sent till 2/2024.
21	Pulled from companion file-Certified MSA proposal received on 2/5/2024.Supervisor has extend authority up to \$80K. Has D/A been notified?
24	PD denial issued on 1/31/2024. Late diary 3/5/2024. Can case close?
26	Closure action plan for 1/10/2024 but file is still open
27	6/10/2022- Released to full work, continue with home exercise and Neurontin. Return in 6 weeks. Employee did not return for care until 4/21/2023 after received the closing letter. 8 months to move to closing notice.
29	Found defense update of 2/1/2024 in file #583516. MSC on 1/30/2024. Applicant rejected offer of \$750,000. Keenan to obtain a new MSA quote. Documentation needs to be updated on this file.
30	Supervisor review 7/26/2021 and 11/22/2021. File has been in settlement posture since 9/27/2019. Directions given to examiner. 10/17/2022-Examiner reached out to employee to discuss settlement. Employee then retains counsel on 2/16/2023.
32	Great settlement work up by Examiner

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40	Employee was deemed permanent and stationary on 1/22/2021 by treater for one body part and continued to treat on other. All body parts considered permanent and stationary from QME report dated 10/5/2021 received 11/16/2021. Pursuit for settlement and assessment dated 1/11/2023 after 3 supervisor directions entered on 1/2022, 5/2022 and again 8/2022. Assessments completed 1/11/2023 with initial documents sent to claimant had incorrect dollar amount. Case closure and settlement was achieved within 60 days after examiner did work up for settlement. Case closed then had to reopen to pay DA final bill. Bill was obtained and should have been expected and requested prior to closure.
42	Offer to close out FM sent to AA on 7/2/2020 with no response. Examiner followed up with claimant on 8/5/2020, 8/2/2021, 8/11/2022 and consistently responded not interested per notes. Last written offer and/or documented offer 7/2/2020. Per supervisor should be documented with each call.
43	Written offer last extended to Applicant Attorney (AA) 9/29/2022. No work up. Letter to AA requests interest only. Could not locate documentation of continued lack of interest by claimant/ AA.
45	Claimant deemed MMI 12/31/21 and again 2/22/2022. Treatment stopped 5/2022. Claimant has other claim. Supervisor Diary Review mentions PQME pending for 9/2023 but not mentioned in following plan of actions. Permanent Disability was sent. Claimant still appears to be working for employer. Multiple efforts were made to contact claimant. Plan of action remains the same. Are all options being explored including language letter for 5405 or global settlement as noted previously with newer claim? Using 3rd party vendor to pursue communication and explain to claimant documents, etc.
46	Case remained opened despite C&R in 2022 due to voucher. Voucher was issued in 2020 expired 11/27/2023. Case not closed until 3/5/2024.
47	Claimant initially deemed MMI 2/2022. report not ratable per DEU - received 3/15/2022. Supplemental not requested till 8/2023. Received 8/15/23. Settlement analysis completed 12/20/2023.
48	Case is pending issue on dispute on TTD. Do not see full assessment on file to completely resolve case. Costs benefit analysis of completing C&R for TTD disputed? Etc.
49	Attempts to C&R have been pursued since 3/2021 - with a gap period between 12/15/2021 and 5/22/2023. Review of settlement apparently discovered that the C&R documents were incorrectly completed. Not caught despite being sent 3 times. Renegotiations with claimant resulted in having to honor incorrect 1% pay figure of \$1704.77. Rationale included it was offered, claimant is not in agreement necessarily with level of permanent disability and trying to avoid further work up and/or reevaluation with QME. Expects judge to set for adequacy. C&R turned to Stipulation as claimant would not C&R in 2023. Gap in settlement effort between 7/13/2023 - to date of audit. Permanent disability advanced with no plan of action on resolution noting stipulation was to be sent occurred on 6/28/2023. No additional plan other than to continue to pursue. Any other available strategies?

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55	File contains a medical P&S report from Dr. Chen giving this knee injury a 2% WPI --- report in system as of 2/15/2019. Claimant has retired and has been contacted about C&R however, claimant says she does not want to C&R claim. See no effort to offer stipulation on this case. It is noted she has other claims and that there is some reference to a 2019 QME report that needs to be reviewed. However, if Stip only could not see rationale as to why Stip was not sent for this file other than referencing an effort to settle all claims which the claimant already stated she was not interested as noted in this file.
57	Confusing language in companion and master file --- case is shown as a Denied CT --- but POA is to stipulate if C&R not viable. C&R efforts have been ongoing. Was Stipulation not offered? Should be noted on all files.
58	Signed C&R does not include Medicare language regarding intent not to shift costs, etc. Claimant is not within MSA threshold; however, it would be clear to ensure CMS that the claimant was advised as to the monies' purpose. Excellent work pursuing C&R and getting signed document from claimant.
63	MO check list for 4/10/23 shows no DWC1 in file. Do not see request prior to 4/18/2023.
64	POA was to resend C&R - no documents sent until 3/2023. Last C&R offer sent 11/2022. No movement documented to move case to closure. Determination needs to be made -- although afforded future medical care employee stopped treating 2012 --- restarted 2019 in 2021 had problems after fishing trip. efforts to settle have been fruitless --- assertion of statute of limitations not reviewed?
65	Good work moving case to full resolution once claimant was deemed permanent and stationary.
66	5/25/2023-Settlement authority to D/A to C&R up to \$37,500. No further documentation to support \$50K
67	4/20/2023-Employee called examiner that the settlement documents were incorrect, and the amount did not equal the amount in the settlement correspondence. C&R assigned to defense on 7/25/2023 for walk through. Defense e-filed on 8/18/2023. 3/14/2023-settlement letter to employee for \$20K. 8/10/2023 to LFLM for settlement walk through. Compromise and Release on 9/28/2023 for \$22,740. No mention of settlement increase rationale in the notepad but found the 8/10/2023 letter to the employee.
68	Certified MSA proposal received on 2/5/2024. Supervisor has extended authority up to \$80K. Has D/A been notified?

**Individual claims comments for Oversight:**

Claim Audit Number	Oversight Management Comments
1	Supervisor first review was on 2/8/2024 who recommended conversion.
2	Late 2/16/2024 diary. Supervisor initial review on 2/8/2024

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4	Gap in action between 8/2023 and 2/15/2024. Appears file fell off diary and file closed on 2/15/2024.
5	file must have fallen off diary. 7/12/2023 note states file being admin closed and was re-opened on 10/17/2023 but no notes to reflect why. File closed again on 10/24/2023 but no note in system to support closing file.
8	6/8/2023-Keenan received notice from A/A requesting change of physician. 11/28/2023.-9785 treatment authorization provided but file not re-opened and no POA. Supervisor review on 12/11/2023 provided direction to examiner to set reserves. Examiner first POA since re-opened was on 1/19/2024.
9	Med maintenance file. Supervisor has been doing most of the work. On 2/10/2022, 8/11/2022 and 4/26/2023-Supervisor provided direction to the examiner. On 8/1/2023 Supervisor worked up file. First Examiner POA was on 12/22/2023. 2/29/2024-Late supervisor diary. No work in 2022.
10	Late examiner diary of 3/7/2023. Need to review supervisor's last diary on directions.
11	could not find documentation of supervisor review
12	Supervisor worked up file in the beginning. Examiner first POA not until 8/6/2022. 7/11/2023 employee emailed examiner requesting medical treatment. Treatment authorization sent to medical provider timely, but file must have fell off diary and no real action by examiner until 12/6/2023. 2/13/2023-Late supervisor diary.
14	No examiner plan of action until 1/19/2024.
15	Late CA diary 2/7/2024 and 3/4/2024 Supervisor Diary. Last Examiner review was on 10/18/2023.
16	Late examiner and supervisor diary 2/9/2024 and 2/19/2024. Last supervisor review 8/21/2023. Examiner review on 11/7/2023-POA to follow up on surgery. Last examiner review on 1/5/2024 no follow-up with physician, district or employee. Did issue a 30-day closing letter.
17	Examiner reviewed file on 9/11/2023 and C&R sent out on 9/22/2023. Employee placed on limited work hours as of 10/26/2023, No action. No further action until 2/20/2024 as employee was placed off work as of 2/13/2024. Examiner needs to provide a current claim update with POA.
18	Final work up completed by claims manager. Points not reduced noting that examiner did not complete work up.
20	diary review 12/1 2022 and 2/17/2023 are blank. Gap in examiner review in 2023. Stips sent to employee on 2/23/2024.
21	2/14/2024-Late Supervisor Diary but Supervisor reviewed the reserves on 2/28/2024 and provided direction. Examiner POA does not say why this is the Master file when all benefits have been paid on the companion file.
22	9/28/2022 Examiner POA blank. Late diaries: 2/27/2024 and 3/13/2024
23	Late diaries 2/21/2024, 2/27/2024 and 3/11/2024. Examiner needs to provide current summary, review reserves and provide a current POA.

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24	No initial POA by examiner. Supervisor initial POA 12/5/2023-provided several directives to examiner (TTD may be due, update claim screen.). Examiner addressed on 3/2/2024.
26	Late diary 2/5/2024-Prep for closure. Closure action plan for 1/10/2024 but file is still open. Supervisor just reviewed file on 3/8/2024 to have examiner complete closing checklist and document closing rationale
27	Late diaries 2/19-future medical review. Case is not a FM as stated in Supervisor diary of 6/29/2022 which provided direction to examiner. Examiner's POA of 7/30/2022-same POAs from priors and did not address supervisor diary of 6/29/2022. No employee or district contact. 30 day closing notice issued on 2/23/2023. Examiner needs a current POA and place file on 90-day diary.
29	Last review on 12/20/2023. File needs to be updated as late diaries 2/14/2024 and 3/12/2024. Manager and Supervisor reviews are current. Examiner needs to follow through and provide a current POA
30	Supervisor review 7/26/2021. File has been in settlement posture since 9/2020 or 2019. Directions given to examiner. Examiner review on 7/12/2022 but did not address all of supervisor's questions. Examiner contacted employee on 10/17/2022 and sent settlement letter. Employee is now represented. Examiner needs to update this file as requested by supervisor.
34	Supervisor review 12/7/2021, 1/13/2022, 3/14/2022-Provided direction to examiner to update this file. Examiner POA 5/12/2022-Follow up on CMS. Examiner POA 9/29/2022-provided some content. Closed file via PD denial. Supervisor review on 4/10/2023 provided full breakdown of all three claims
37	Good Timely efforts to get information and to close file.
39	Gap in review of file between 4/18/2022-8/25/2022.
40	Gap in examiner review and POA 1/31/2022- 1/11/2023. 5/11/2022 - SR entered 2 Reviews on both dates noting overdue diary and directions for CE to complete claim value analysis and make settlement offer. Then again on 8/11/2022 - noting again overdue diary and the case was in settlement set 10/25/2021. Unknown supervisor escalation of directions. No examiner POA between 1/31/2022 and 1/11/2023. Settlement instructions to CA states PIPS year 2016 -- but data shows PIPS 2019. CA did complete requested documents from examiner within 24 hours of receipt i.e., 1/11 completed on 1/12, however, initial C&R documents had incorrect dollar amounts.
42	Diary pending for 2/20/24 Medium priority. as of date of review 3/18/2024 - requiring File Review although noting excess report review completed in 2/2024. Last file review / Plan of Action completed 8/24/2023. POA dated 1/16/2023 included complete excess report 4/2023 and contact claimant by 8/2023 for settlement vis C&R. Could not locate excess report in 4/2023. Supervisor review 4/19/2023 requested ER update for retirement date as mentioned by treater.
43	SR noted negative reserves 1/17/23 requested completion 1/23/2023. Reserves review noted on 2/6/2023 after 2nd note from supervisor dated 1/30/2023. FM

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	review dated 6/9/2023 and 9/11/2023 have same/ similar Plan of Action with no documented efforts to take specified action.
44	Plan of action gap 2/28/2023-10/31/2023. POA's between 8/26/2022-and 11/2023 --- were short term with no dates associated with action. No plan for final resolution noting this appears to be done by supervisor. 2/10/2024 notes PIPS report due. Overdue diary noted by supervisor on 8/26/2022 and 5/11/2022.
45	Diary 3/18/2024 for CE Not addressed as of 3/25/2024. No examiner diary presents for review at time of Supervisor review on 2/11/2024 - Supervisor review dated 10/31/2023 notes a PQME to take place on 9/2023 -- uncertain if for other claim or this one but noted as part of POA to look at global C&R. No POA's following mentions receipt of 9/2023 QME or any update accordingly. Gap in formal plan of action between 3/6/2022 and 4/18/2023. Gap in supervisor review between 5/6/2022 and 10/31/2023.
46	Gap in formal plan of action between 8/4/2023 and 2/26/2024. Noted Plan of Actions were scheduled in 180 days due to case being settled via Compromise and Release. 22 days late for Plan of Action. Time corresponds with later closure.
47	Diaries dated 3/14/2024 for settlement evaluation not addressed as of 3/25/2024. Indicates settlement eval was done on 12/20/23 but emailed claimant about work status. Supervisor review 10/2022 and 4/2023 appear to be the same with the same recommendations/ directions to examiner. No formal POA from examiner until 4/25/2023.
48	Diary for 2/7/2024 CE Instructions not completed as of 3/25/2024. Communication with supervisor did not include discussion of accepting claim. No plan of action beyond acceptance of claim on 11/22/2023.
49	Diary 2/13/2024 not cleared as of 3/26/2024 for 30-day POA and follow up on settlement. Appears claim dropped off diary noting this occurred previously in 2021 as noted by Claims Manager. Gap in any notes between 12/15/21 to 5/22/2023.
50	Diaries 2/26/2024, 3/8/2024, 3/20/2024, still pending as of 3/26/2024. 1 formal POA examiner level 1/10/2024. Supervisor review completed monthly or twice monthly. Late addressing of delay due date.
51	Manager and supervisor oversight very good on this claim. Noting formal POA 1/2024. Pending official court docs for MSJ regarding exclusive remedy. Also pending decision by Plaintiff party to appeal findings of MSJ. POA should include case assessment and value to move exposure case for Workers' comp benefits with 2 dependents. Noting lots of discussion on file about possible judge's discretion on benefits to dependents. It is uncertain what the claimant contributed financially to household as she was a volunteer and paid stipend for Board position. Prep for movement to settlement options would be appropriate.
52	Diaries 2/19/2024, 2/26/2024 still pending as of 3/27/2024. Overdue diary noted in 2022. diary review 7/5/2022 - is not completed just blank. Diary Review 9/6/2022, 10/18/2022 - not completed just blank.
53	Formal POA should be due - overdue diary 3/14 for both examiner and supervisor review. Only 1 POA since 11/2023 -- 3-month POA would have been due in February.

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	File activity was completed between 11/15-3/27 (date of audit) with gap between 11/28/2023-2/23/24.
55	3/12/2024 - diary pending as of 3/27/2024. Supervisory review 12/20/21 and 5/5/2022 continue to mention reviewing a 2019 QME to determine how much each of the cases connected to this claimant should have what exposure. Gap in review between 12/20/21 - 5/5/2022. Gap in file activity between 12/20/21 - 9/13/0222 except for ISO run on 1/26/22. POA no real change from 12/20/21, 5/5/2022, 11/7/2022. Staffing review completed 5/25/2023 - advised plan to settle.
56	No Examiner POA found.
57	Diary 2/14/2024 pending as of 3/28/2024. Supervisor and manager only activity on case between 4/12/2023-1/16/2024. CE last note about contribution 1/30/2023. Is claimant not treating? Supervisor advises ongoing efforts and stalled settlement, but contributions would still continue. Documentation on this file should be updated for contribution status. Plan of actions are found in master file (different examiner) @ 120-day intervals with supervisor review.
58	Diaries 3/12, 3/15, 3/20 pending as of 3/28/2024. CE 30-day diary 5/17/2022 -- blank. File activity instruction on 12/27 --- states please terminate TTD --- EE RTW 10/17.
59	2/15/2024 pending diary as of 3/28/2024. 2/24/2022 - file activity examiner - POA is to follow up with employee about medical care requested from 2020 QME. Missing diary noted by supervisor 7/21/2022. Gaps in formal POA for examiner. Some POAs found in file activity.
60	2/22/2024 and 3/14/2024 diaries pending as of 3/28/2024. Last supervisor review noted 9/14/2023. Last examiner file activity entered 6/7/2023. Last completed plan of action entered as a file activity 2/27/2023 has POA is to contact QME for attendance at 2/22/2023 appointment. RFAs were approved between 2/27/2023-11/9/2023.
62	11/6/2023, 3/5/24, 3/19/24, 3/21/24 pending diaries as of 3/29/2024. Excellent Manager review dated 4/11/2023. Job description on 2nd job asked by Supervisor in 2022 and again 8/16/2023.
63	3/19/2024 pending diary as of 3/29/2024. Document images stopped being added in 7/7/2023. Medical notepad entered dated 2/29/2024 but refers to 10/10/22 for x-rays. Another medical notepad entered 2/29/24 references a medical status 2/22/24 showing claimant last seen 2/22/24 for CTS, Myalgia, Sprain, etc. given work restrictions and noted for recheck 3/18/2024 but cannot locate this status report in documents. Uncertain if this report is related to this claim. Notepad jumps from claim review follow up which references 2/22/24 visit then to settlement. POA indicates to check with HR on accommodations of restrictions. As of 3/29/2024 do not see completion of POA. Case reopened 4/18/2023 - first formal POA by examiner - 2/13/2024.

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64	3/13/2024 is pending diary as of 3/29/2024. Last notepad entry 10/13/2023 by supervisor shows settlement offer was to be resent 3/23 but does not appear this occurred. No follow. Case needs to be revisited. Last examiner activity 3/4/2023 indicating resend settlement documents and then previous to that 11/19/2022 resend settlement docs. Correspondence tab shows last C&R letter sent 11/21/2022 as a 2nd request. appears efforts have been ongoing since 2020 with case reopen and previous to that as far back as 2012.
65	Supervisor 2 pt contact review dated 11/15/2022 showed does not have EE contact on file -- EE contact documented on 11/9/2022. However. No file review completed at that time and again on 12/27/2022 supervisor review date.
66	No initial review by examiner. Supervisor initial review on 3/7/2022 gave examiner several items to address. 4/6/2022-Manager completed an initial review with direction: initiate TTD evaluate reserves and issue denial of rt knee.
67	POA did not reflect the settlement offer change from \$20K to \$22,740.00
68	Supervisor review on 3/29/2022, 6/29/2022, 1/9/2023, 3/20/2023 (negative reserves), 7/6/2023 and 8/2/2023-direction to examiner. Supervisor worked up file. Manager review on 11/27/2023. Examiner POA and reserves on 1/2/2024.

**Individual claims comments for Reserves:**

Claim Audit Number	Reserves Management Comments
1	Medical reserves are a negative \$459.60. Examiner last updated the notepad on 2/14/2024
5	File closed on 7/12/2023-payments made while file closed-4 medical.
8	File re-opened late with reserves not posted on 1/24/2024.
10	Allocated reserves are showing a -\$2632.47. Reserves last reviewed on 1/31/2024. More legal bills showing pending in payment field. Need to increase by \$15K as case set for trial on April 2, 2024. Need to review the PD reserves as defense report of 1/23/2024 outlined best PD case scenario is 44% (\$66,410) worst case is 67% (\$118,102.50).
21	Supervisor reviewed reserves on 2/28/2024.Questioned why \$10K when no defense on file. Also, claim is master? Where does legal expense exposure belong?
26	Initial reserves not entered until 12/2023.
27	Medical reserves are a negative \$459.60. Examiner last updated the notepad on 2/14/2024
28	Will need to increase allocated to pay defense as only \$542.63 outstanding
33	No reduction in score but noting Manager reviewed reserves and adjusted them accordingly
34	PD reserves entered on 6/3/2023 in the amount of \$6090 for settlement

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35	Some stair stepping between 8/23/2023 to 2/1/2024 - somewhat anticipated as case could have gone either way. Reserves added to claim on 2/15/2024 in the amount of \$11,000.01 for a total incurred of \$15,000 despite knowledge that the claimant had been released to modified work. Not sure of rationale for that level. Reserves for medical reduced by \$10,357.87 on 2/29/2024 given injured workers was already released to full duty. Case closed at \$5616.00. Would have liked to have seen documentation on Reserve rationale.
36	Claimant missed last scheduled appointment. There was some anticipation from administrator that claimant would be considered permanent and stationary or discharged by next diary 4/11/2024. Outstanding reserves are \$826.02. If in fact the employee gets discharged this is likely an okay reserve. The employee did return to full duty and has been on full duty for a month or so as of date of review. However, if the employee returns to care - reserves are too low. No points reduced. No recommended reserve changes.
42	OSIP 3-year average reviews done 8/21/2022 noted on excess report dated 10/3/2022. -- as of 2/13/2024 not done annually per OSIP regulations. Reserves list shows last medical 3-year assessment completed 4/10/2017. 4/4/2018 medical reserves increased to cover MSA report values. total paid less x-rays/MRI/ CT scan between 8/21/2020-8/22/2023 = \$1602.21/3 = \$534.07 x 20.6 years = \$11001.84. Outstanding reserves = \$31,921.15. Could not find OSIP 3-year reserves calculation consideration -- unknown what extra 20k is for -- needs updated documentation as well as annual review. Anticipate some non-annual costs, however, medical use appears to be steady.
43	Noted negative reserves on FM file January 2023. Noting Reserve listing for claim shows process date for last reserves review 7/21/2020 showing L.E. 21.7 x \$3000 as 3-year average. Same notation on 2/6/2023 updated reserve review entry. Worksheets completed for 2/6/2023 and 3/2024. Could not find 3-year average assessment. Do not see entry for 2/6/2023 worksheet on reserve listing. reviewing medical usage from 3/18/2021-3/18/2024 total use \$38914.43 less x-ray/CT scan/MRI (4x in past 3 years paid), defense fees, etc. Would estimate diagnostics another 4 x in 18-year period of time at \$2332 average = \$9328. Auditors review shows an average annual pay out on medical = \$12,971.48 x life expectancy of 18.4 = 238,675.2. + \$9328 = \$248,003.2
44	Reserves will likely need to be increased once claimant becomes permanent and stationary and settlement negotiations begin. However, in the absence of further information to justify an increase no points reductions made, and no recommended reserves increase at this time.
45	claimant used \$1994.73 in medical from 1/1/2022-5/23/2022 -monthly use between 1/1/2022-3/2024 (26 months) = \$2761.93 for 36 months = \$920.64 average per year. OSIP reserves regs = \$34,892.43. Reserves need to be reviewed per OSIP regulations 1x per year. Reserves noted on POA's as no change indicated yet.
47	Supervisor notes for 6 months disability reserves needed to review. No noted review. Claimant MMI as of 2/7/2022. Reserves review completed 4/2023 does not include

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	OSIP evaluation on future medical. Good catch by supervisor on 4/26/2023. But noting OSIP requires an extrapolation if a full 3 years is not available. Increase of reserves for medical is likely should recent care be related and if time off is related. No recommendation as information still pending.
48	Temporary Disability denied but demanded. Disputed issue --- for accepted claim with exposure. Outstanding reserves are on medical and expenses. Need to be properly placed in correct benefits line.
49	Claimant has had no medical treatment since deemed permanent and stationary in 7/2020. Reserves should be set based on expected lifetime future medical care as no 3-year average available. Settlement was to be for \$12,500. Reserves could be lower based on lack of usage but not much lower so no recommendations being made.
50	Could not find justification for permanent disability reserves at \$30,957.50 or 26%. Did not see GAF score or any medical illustrating her current complaints are likely to be permanent in nature. Precautionary reserves for exposure make sense but could not find justification for this amount of permanent disability. Noted supervisor caught this on 2/28/2024 and requested rationale as well.
51	Reserve rationale is noted several times dependent on judge's discretion on amount of benefits. Reserves may be too high depending on overall household situation of dependents, but no recommendations at this time until further information can be determined on this case.
52	Reserves rationale not provided for all reserve work ups. Negative reserves in 2022. Supervisor requested PD reserves be placed on file on 9/8/2022, completed 11/7/2022. Medical reserves are likely low. If predicting permanent disability likely future medical should be assessed.
53	PD may be low, but no recommendation made as claimant is not yet permanent and stationary. Current PD reserve is appropriate without further evidence. Salary continuation reserves seem to be high at 19,661.10 still remaining. Claimant return to work on 2/20/2024 -- expect these reserves to be reduced absent any issues with injured worker. No recommendation to reduce at this time as employee is back to work for just about 30 days.
54	No rationale for input of 1% PD set 5 days after incident of vomiting with no lost time.
55	Claim is reserved for medical only. Supervisor reviews references a 2019 QME report which will provide separation of exposure and in 2023 noted 4% permanent disability on this case. No reserves for permanent disability on this case. Case information does not stand on its own for exposures on this case.
57	Last contribution 8/2022. Masterfile does not appear to be paying anything at this time. MSA's show higher contribution on this case but C&R not moving forward. Review of whether or not full MSA value needs to be reserved is based on whether or not there is a probability of settlement.
59	Negative reserves noted in 2023. Medical reserves low. Requires assessment including future medical expected and medical legal evaluation.

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61	Some stair stepping between 8/23/2023 to 2/1/2024 - somewhat anticipated as case could have gone either way. Reserves added to claim on 2/15/2024 in the amount of \$11,000.01 for a total incurred of \$15,000 despite knowledge that the claimant had been released to modified work. Not sure of rationale for that level. Reserves for medical reduced by \$10,357.87 on 2/29/2024 given injured workers was already released to full duty. Case closed at \$5616.00. Would have liked to have seen documentation on Reserve rationale.
62	Negative reserves noted in 2022. 3-year medical reserve calculation for lifetime medical? During acute stage of claim? Not sure of method used to produce exposure. Need to review reserves for reasonable probable outcome.
63	Reserves review made -- could not find medical noted in notepad in this claim to assist with supporting rationale for permanent disability although payments are being made on this case.
65	Initial reserves for claim received 11/9 on 12/28/22. Initial PD reserves - could not find substantive rationale for use of 10% WPI --- not noted.
66	Supervisor and manager review 3/7/2022, 5/16/2022, 12/8/2022 and 4/5/2023 both commented on insufficient reserves. Initial reserves not entered until 2/10/2022

44

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ACSIG EXECUTIVE COMMITTEE MEETING

Newfront Insurance Services, LLC Audit



Presented by: Patrice D. Grant

May 3, 2024



May 3, 2024

Kimberly Dennis  
Executive Director, ACSIG  
5776 Stoneridge Mall Road  
Pleasanton, CA 94588

Dear Ms. Dennis:

We have evaluated the audit report and findings dated April 12, 2024, from Newfront Insurance Services, LLC. We received a score of 88.4%, a slight increase in the overall score from the last audit. The following is a discussion of findings and any appropriate corrective action plans.

### **HOUSEKEEPING**

**Audit Finding:** We received a score of 93%. The auditors note that we keep files well documented and codes and system entries up to date and detailed, with some exceptions. However, some of the tabs, such as work status information or subrogation information, were not consistently up to date.

**Response:** The auditors noted several claims were missing documents, including DWC-1, 5020's and 5021's. Regarding the DWC-1, if the claims administrator obtains knowledge that the employer has not provided a claim form, we must send one to the employee within three working days of knowledge that the claim form was not provided. If the claims administrator cannot determine if the employer has provided a claim form to the employee, the claims administrator shall provide one to the employee within 30 days of the administrator's date of knowledge of the claim. For most of the claims reviewed, the employer had indicated on the Employer's Report that the DWC-1 was given. Further, we attempted to request the missing claim information from the employer. The 5020 and 5021 noted as missing were found upon our review as these were contained in the paper file and had been scanned into our system under a document type of Paper File Conversion. Also, the auditors may have missed some of the reports in our billing system (CEP).

**Action Plan:** We recommend training member Districts on the importance of providing us with supporting claim information. We will also document our efforts to obtain the missing claim information and make the required attempts to get it. Training will also be conducted with the Staff to ensure claims are properly coded and the work status tab is updated. Target audits will also be undertaken to ensure compliance.

## **PAYMENT COMPLIANCE**

**Audit Finding:** We received a score of 91.5%. Auditors found payments including benefits, expenses, vendor services, and miscellaneous invoices were paid timely and pursuant to bill review reductions with some exceptions, specifically having to do with insufficient reserves on the file at time of payment. Initial payments were not consistently made timely and although if salary continuation has been issued by the Member, it is the position of the auditors that all temporary total disability payments should be made in accordance with the labor code statutory time frames even in light of existing salary continuation. Noted Overpayment of TTD on 2 claims

**Response:** Most of the reserve issues had to do with defense attorney costs, and Claim Examiners need to review reserves at the time of payment to ensure they are adequate to ensure payments are issued. None of the payments were late. There is no requirement, when an employee is receiving salary continuation, that the payment of temporary disability is made in accordance with labor code statutory time frames. There is no violation of the law for reimbursing the District. Acknowledge that one examiner overpaid TTD due to the miscalculation of a wage statement. Upon review, it does not appear that any of the bills were paid late. Keenan will reimburse PIPS for the \$2,000.00 penalty.

**Action Plan:** Reserve training will be conducted with the Staff to ensure they reserve claims appropriately for defense expenses. Wage statement training will be conducted. \_

## **DISABILITY MANAGEMENT**

**Audit Finding:** We received a score of 85.3%, an increase from our prior score of 80% from 2022. Wage statement ticker calculations were evidenced in almost all files. They were calculated with consideration for the outcome that was most accurate for the employee based on the labor code, i.e., 52 weeks/or earnings capacity. The auditors noted finding some cases where calculations required additional review and calculations. The auditors did find several files where the claims team communicated at an excellent level with the Members and medical providers to determine modified work and ability to provide, especially when the claims assistant appeared to take the lead. The level of communication for disability management was not consistent with all files. Some claims had late assessments, or no assessments made regarding whether or not disability was due to the claimant, whether it be permanent disability or temporary. The auditors noted several files where the supervisor and/or manager would provide direction to the examiners to rule in or out (address) temporary disability but with no documented response or with late response even when information was available.

**Response:** Continued improvement between us and the employer regarding disability status and management is warranted. One of the claims identified for contact with the employer was for a District no longer with the JPA, and we are only administering the Future Medical Award. If the injured worker returns to regular work, prior to retirement, permanent disability is not due and can be deferred until the claim is settled and there was no late payment in these situations of permanent disability benefits.

**Action Plan:** Training will be conducted on wage statements as well as adherence to using the Ticker. It was recognized prior to this audit that there was not consistent review by claims examiners to address supervisor recommendations. Our protocol is that examiners are to document their responses



to directions given by supervisors. We will be conducting Return to Work training with the Claims Examiners to address modified duty, district communication, as well as communication with medical providers.

### **MEDICAL MANAGEMENT**

**Audit Finding:** We received a score of 93.3% versus 91% from 2022. The auditor noted that we had a good grasp of the medical facilities and appropriate doctors to use for each case, and as a result, there was not a lot of identified need to push doctors to report, but for a few exceptions. There were several files where medical information was assessed timely and accurately. However, this was not consistent in all files. Several files had gaps in medical treatment plans or follow-up care with delayed pursuit.

**Response:** Agree with auditors' findings to ensure that we are proactively monitoring the issues.

**Action Plan:** We will establish more aggressive diary management oversight.

### **INVESTIGATION MANAGEMENT**

**Audit Finding:** We received a score of 84.6%, an increase from our score of 80%. The auditors noted that we were conducting 3-point contacts in most cases within 24 hours. Auditors noted refresher training on setting up a new claim within a field when found by a doctor, Applicant, or attorney.

**Response:** Agree training is warranted regarding addressing the ISO findings and outlining a plan of action, setting up new claims based on findings in a medical report, and filing applications.

**Action Taken:** Claims examiners have had training addressing how to respond to Applications and if a new injury is outlined in a medical report. We hold additional training in this area. The findings could have been for a claim wherein this issue had been identified in prior audits; it may not represent current behavior.

### **SUBROGATION MANAGEMENT**

**Audit Finding:** We received a score of 94.5% vs 95% from audit in 2022. The auditors noted rule-out language in several files, including "There is no third-party involvement, so subrogation is not an issue" and "No third-party involvement, no need to pursue subrogation." Also, examiners do not consistently rule out subrogation in the plans of action or diary review notes.

**Response:** Refresher training will be conducted in this area to better explain why subrogation is ruled out and documented. This will ensure that Claims Examiners identify subrogation and document their rationale for ruling it out at their initial reviews.

**Action Plan:** We will schedule subrogation training within the next 90 days.

### **LITIGATION MANAGEMENT**

**Audit Finding:** We obtained a score of 88% versus 89% from 2022. Auditors noted: "We continued

to note that the claims managers' oversight on the legal was impactful to ensure legal movement on cases. We hope this continues to be the oversight structure for litigated cases. We did not find any deferral of work to defense attorneys. However, we did find some delayed response to attorneys and recommendations made by supervisor/manager."

**Response:** Agree with findings

**Action Plan:** Refresher training on Litigation Management with Claims Examiner

### **NOTICE MANAGEMENT**

**Audit Finding:** We received a score of 89.6% which an improvement from 86% in 2022. The auditors generally found that the notices were sent timely. They found consistent efforts in issuing the 9785 notices to doctors including all new doctors. Benefits notices were sent out mostly per required standards, but some were incorrect type of notices and/or had errors/ inaccuracies which could cause confusion for receive.

**Response:** This is a training opportunity on benefit notice requirements and reviewing for the accuracy of notices sent.

**Action Plan:** Refresher training will be conducted about benefits notices expectations.

### **OVERSIGHT**

**Audit Finding:** The score in this area fell from 84% in 2022 to 79.1%. This area reviews not just the oversight by the managers and supervisors, but also by the examiner, work done by claims assistants and nurse case managers. It considers their frequency and development of a plan of action; whether claims examiner followed that plan of action; and communication effectiveness with all involved in the claim from the claims team. The auditor noted: "We continued to find responses to Supervisor and Manager recommendations either not completed and/or late in response. There appeared to be a staffing change that occurred during the period we reviewed which may have impacted the auditor's findings, including in some cases where all the work was completed by the Supervisor or Manager. Per Keenans' standard plan of actions should be completed 72 hours within a new claim file set up and reviewed upon each diary which the auditors determined was not consistently met on each file."

**Response:** Agree with findings in this area

**Action Plan:** We are implementing a process where the supervisor is creating a follow up diary to ensure that directions have been completed by the claim's staffs. We are closing monitoring this by requesting status reports, conducting check-ins to provide updates, and giving due dates. Supervisor Training is being scheduled Statewide as well. Furthermore, all the Claims Examiner attended New Hire Training as a refresher of all our standards and accountabilities March 13, 2024.

## **RESOLUTION/CLOSURE**

**Audit Finding:** We received a score of 81.9% a decrease in the findings of 88%. This area of review considers the case movement toward closure and for claims requiring resolution by settlement the timeliness, accuracy, and analysis of options for type of settlements with disposition of all issues being detailed and fully resolved accordingly. The auditors did find some great work on case closures for minor claims and on a few claims good settlement efforts and work up. However, we noted several claims where resolution was delayed sometimes without documentation as to the reasons for the delay. These auditors agree with the standards and accountabilities document for the within 15 days timeline for evaluation of receipt of all relevant facts for the purposes of evaluation, negotiation, and settlement.

**Response:** Agree with findings in this area.

**Action Plan:** We will hold settlement triages with the claims examiners to ensure that claims are moving towards resolution within expected timeframes and conduct litigation roundtables with defense attorneys to expedite claim resolution.

## **RESERVES**

**Audit Finding:** We received a score of 91.5 a slight increase from 91% in 2022. This area concentrates on the accuracy of the timeliness of placing reserves and/or adjusting reserves as well as the accuracy and supporting information for reserves placed on each file. From the loss data received by Keenan and valued as of 1/31/2024, the total value of the claims reviewed was at \$7,555,773. By the time of our review, those same claims had a total value of \$8,026,468. We recommend additional reserve assessments of \$199,011 (including several reductions) for a total loss value of \$8,225,479 or a 2% increase. We did find noted late assessments for reserves which at times including currently seen negative reserves and/or no reserves when it came to initial reserve setting. We believe claims where permanent and stationary status has been determined the Office of Self- Insured Plans (OSIP) reserve regulations apply which includes a 3-year running assessment of regularly sought/ paid medical treatment with consideration for non-annually used but anticipated medical care such as diagnostics, etc. This review is to be done at least annually. Should there not be 3 years from date of permanent and stationary OSIP allows an extrapolation for the shorter period to calculate the 3-year average use. These auditors do not believe the 3-year average usage should be a method of reserve analysis for claims that are not fully permanent and stationary as it considers medical care at an acute level that may result in an overstatement of exposure. We did see some efforts to comply with the OSIP reserving regulations but did not see it consistently, especially post the first OSIP analysis.

**Response:** Our policy is to reserve pursuant to OSIP regulations. The reserving issues noted are training issues on assessing reserves and outlining rationale. The claims have been reviewed, and we feel that reserves on three of the claims identified claims are reserved appropriately. Any recommended reserves that we agree with will be addressed by May 31, 2024.

**Action Plan:** We will be conducting additional training in Reserving for the team to ensure compliance.

We are committed to implementing these actions plans to address the audit findings. By incorporating the suggestions made by the auditors as well as our proposed action plan, it is our goal to further enhance the effectiveness of our claims handling and drive positive outcomes. Thank you for your understanding and support as we work to improve our processes and performance.

Sincerely,

Patrice D. Grant

*Patrice D. Grant*

Claims Manager

Workers' Compensation

cc: Tara Schilling Tracy Gold Carmella Harrison

Claim Audit Number	Claim Number	Fiscal Year	Insured Name	Examiner	Claimant Name (Last, First)	Date of Loss	Type of Injury (Medical Only, Indemnity, Future Medical)	Auditor's Comments	Keenan's Response
2	628557	2024	Dublin Unified School District	Heather Doyle	Krishnamoorthy, Kalaiselvi	10/5/2023	Medical Only	not able to locate the 5020. Initial employer and physician contact made timely. Employee contact note of 10/6/2023 is blank. Initial file review-standard language: "No third-party involvement, no need to pursue subro- abion". No points reduction but noting templated language. Late 2/16/2024 diary. Supervisor initial review on 2/8/2024	5020 is in file.
8	2203512	2004	Chabot-Las Positas Community College District	Omolara DaSilva	WILSON, BURNIEROSE	8/19/2003	FUTURE MEDICAL	I do not see any contact made with District to confirm if employee is still employed and working within the restrictions of no repetitive working/no calls to District/ no ISO/6/8/2023-Keenan received notice from A/A requesting change of physician. 11/28/2023-9785 treatment authorization provided but file not re-opened and no POA. Supervisor review on 12/11/2023 provided direction to examiner to set reserves. Examiner first POA since re-opened was on 1/19/2024. File re-opened late with reserves not posted on 1/24/2024.	Disagree with Auditor's assessment with regards to modified duty inquiry. Insured is no longer with the JPA. Only Administering FM. This is a FM claim.
9	505667	2015	Livermore Valley Joint Unified School District	Cassandra Broussard	Nuno, Areelia	1/20/2015	FUTURE MEDICAL	Only one bill paid on 8/16/2022 for date of service 10/27/2021 to 10/29/2021. Carrier received on 11/19/2021 per bill but EOB in system shows receive date 8/10/2022. No medical treatment. Employee has been going back and forth to Mexico to care for mother. Examiner last contact with employee was on 12/22/2023. Examiner issued PD denial on 3/5/2024. "Med maintenance file. Supervisor has been doing most of the work. On 2/10/2022, 8/11/2022 and 4/26/2023-Supervisor provided direction to the examiner. On 8/1/2023 Supervisor worked up file. First Examiner POA was on 12/22/2023. 2/29/2024-Late supervisor diary. No work in 2022."	Appears that Initial bill was reviewed on 11/24/2021 and denied. It was rebilled on 08/16/2022 and allowed.
11	627656	2024	Alameda Unified School District	Cassandra Broussard	Walker, Mona	9/6/2023	Indemnity	could not find documentation of supervisor review	Initial Supervisor diary 12/01/2023. Claim Denied 11/07/2024. Manager reviewed Denial and sent Delay recommendation.
15	580869	2020	Castro Valley Unified School District	Anna Kelly	Natalie, Maria	12/2/2019	Indemnity	PD delays were 6+ months out: 4/22/2022, 7/22/2022, 1/5/2023, 7/19/2023 and 10/19/2023. MMI report received on 10/5/2023. Could not find settlement attempts made with Employee. Supervisor review on 12/4/2023-contact Employee to discuss settlement. Late CA diary 2/7/2024 and 3/4/2024 Supervisor Diary. Last Examiner review was on 10/18/2023.	There is no statutory time frame to establish when a PD Delay Notices should be sent i.e. every 6 months vs. 90 Days. This is to minimize the number of benefit notices to the Injured workers unnecessarily when permanent disability has not been finalized.
17	606757	2022	Dublin Unified School District	Omolara DaSilva	Porter, Jennifer	5/5/2022	Indemnity	Dr. Bopari placed the employee on limited work hours 4 hours per day/5 days a week. wage loss due from 10/26/2023 to 2/12/2024. Denial issues 2/12/2024 • late. PIP placed employee on limited working hours of 4 hours per day/5 days a week as of 10/26/2023. Not addressed until 2/15/2024 Not addressed in initial review. Supervisor's Initial review on 6/23/2022 directed examiner to rule out. Denial of 4850/SC continuation for modified work effective 10/26/2023 not issued until 2/15/2024. Compromise and Release sent to EE and A/A on 9/22/2023. Follow up on 11/1/2023 after review diary review. But need plan of action to bring case to resolution. Examiner reviewed file on 9/11/2023 and C&R sent out on 9/22/2023. Employee placed on limited work hours as of 10/26/2023. No action. No further action until 2/20/2024 as employee was placed off work as of 2/13/2024. Examiner needs to provide a current claim update with POA.	The state's position is that in situations where there is wage loss (the employee is working only a portion of their regular hours) and the employee is receiving their full salary (through Education Code benefits under Industrial Accident Leave), that there is no wage loss by the employee. Therefore, reimbursement to the employer should not be made as wage loss as this is a benefit intended for the injured employee and not the employer. The State of California cited Labor Code section 4654. We received confirmation from the employer that the injured worker had actually received her full wages of 6 hours per day even though on a reduced hours of 4.
22	532160	2017	Mission Valley ROP	Anna Kelly	Bruecker, Irene B	12/2/2016	Indemnity	Not able to locate the 5020/5021/DWC-1/Need to confirm Employee's retired date./PD Delay sent every six months. SC notice issued on 2/6/2024 for payments 12/3/2016 to 8/18/2021. No SC End issued. First & Final PD notice issued on 2/12/2024 based on Dr. Lin. 2 /19 /2024-PD Notice issued. PIPs report delayed/9/28/2022 Examiner POA blank. Late diaries 2/27/2024 and 3/13/2024	5020 is in file/5021 is in the file in CEP. Email noted 02/19/2024 letter being sent The benefit notice dated 02/06/2024 was the benefit notice that was sent out drafted in error; it was not sent out. SC End Notice was sent on 09/01/2023, indicating IW returned to work on 08/04/2024. 5 years for collection of TTD ended on 12/02/2021 as well. There is no requirement that PD delay be sent ever 90 days vs. 6 months. PD advise was sent based on Dr. Lin advising her no PD as IW had returned to work.
25	593657	2021	Newark Unified School District	Barbara Lanns	Byrd, Akilah	5/21/2021	Indemnity	Penalty issue stip'd for \$2,000. Petition for Sanctions, Penalties and attorney fees for not filing medical records. Stip Award of \$2000 to avoid trial. Did not see notice to ACSIG or Member.	Reimbursement from the Sanction paid would be reimbursed to PIPS by Keenan.
26	630640	2024	Piedmont Unified School District	Anna Kelly	HANDRAHAN, SHAUNA	10/30/2023	Indemnity	Supervisor review of 12/12/2023-executive decision to pick up the two weeks of TTD. Documentation needed to explain/ confirm why medical evidence beyond home test not needed. No medical redaction made to get labor code required diagnosis, etc."Home test only-- documentation warranted to show reasons for not seeking labor code required testing. E.G. County area not able to provide testing. Home responsive witnessed. Etc. Is this consistent with claims procedural process and applied universally for members."T/F SC issued on 12/21/2024. PD delay issued on 12/21/2024 and PD denial on 1/10/2024. Closure action plan for 1/10/2024 but file is still open Late diary 2/5/2024-Prep for closure. Closure action plan for 1/10/2024 but file is still open. Supervisor just reviewed file on 3/8/2024 to have examiner complete closing checklist and document closing rationale Initial reserves not entered until 12/2023.	The claim was reported late on 11/14/2023 after the IW was off work for two weeks. The employee tested positive and employer had knowledge of the positive test on 10/28/2023 and there were no directions provided to the employee or care directed nor was the advised of what Covid test would be required.
28	2206427	2007	Pleasanton Unified School District	Sabrina Harris	Armstrong, Denise	2/13/2007	Indemnity	not able to locate the 5020/DWC-1/5021.Will need to increase allocated to pay defense as only \$542.63 outstanding	5020 and DWC-1 in the Paper File Conversion Document legal 2/2
30	521378	2016	San Lorenzo Unified School District	Barbara Lanns	Ceja, Yajaira	3/8/2016	Indemnity	Was able to find the 5020 in sticky notes and 5021 in document imaging. No DWC-1 but must be somewhere. No follow up with District to confirm emolvement status until 3/4/2024. Last PD delay notice issued on 10/6/2023. Supervisor review 7/26/2021 and 11/22/2021. File has been in settlement posture since 9/27/2019. Directions given to examiner. 10/17/2022-Examiner reached out to employee to discuss settlement. Employee then retains counsel on 2/16/2023. Directions given to examiner. Examiner review on 7/12/2022 but did not address all of supervisor's questions. Examiner contacted employee on 10/17/2022 and sent settlement letter. Employee is now represented. Examiner needs to update this file as requested by supervisor.	There is no statutory time frame to establish when a PD Delay Notices should be sent i.e. every 6 months vs. 90 Days.
34	478239	2013	Fremont Unified School District	Kirsten Fisher	Garcia, Isidoro	3/14/2013	Indemnity	Not able to locate the 5020/5021 and DWC-1/First and Final PD notice due to settlement/Supervisor review 12/7/2021, 1/13/2022, 3/14/2022-Provided direction to examiner to update this file. Examiner POA 5/12/2022-Follow up on CMS. Examiner POA 9 /29 /2022-provided some content. Closed file via PD denial. Supervisor review on 4/10/2023 provided full breakdown of all three claims*/PD reserves entered on 6/3/2023 in the amount of \$6090 for settlement	Unable to locate 5020/5021 or DWC1 likely in paper file. The claim file was not scanned in 3/14/2013
40	559142	2019	Albany Unified School District	Cassandra Broussard	Sen, Julie	9/4/2018	FUTURE MEDICAL	partial report attached to document image billing for P&S report received 2/9/2021. Attorney fee paid on closed claim creating need to reopen. Walk thru requested and approved. Bill expected. No request prior to first closure. Appropriately used walk thru. Not scored. "Settlement authorization document dated 3/6/2023 after offer made to claimant on 1/12/2023. No post payment of settlement letter sent to claimant to spell out payment and simply states the settlement document is enclosed. Final Compromise and Release payment breakdown would have been appropriate." "Employee was deemed permanent and stationary on 1/22/2021 by meater for one body part and continued to treat on other. All body parts considered permanent and stationary from QME report dated 10/5/2021 received 11/16/2021. Pursuit for settlement and assessment dated 1/11/2023 after 3 supervisor directions entered on 1/2022, 5/2022 and again 8/2022. Assessments completed 1/11/2023 with initial documents sent to claimant had incorrect dollar amount. Case closure and settlement was achieved within 60 days after examiner did work up for settlement. Case closed then had to reopen to pay DA final bill. Bill was obtained and should have been expected and requested prior to closure." "Gap in examiner review and POA 1/31/2022- 1/11/2023. 5/11/2022 - SR entered 2 Reviews on both dates noting overdue diary and directions for CE to complete claim value analysis and make settlement offer. Then again on 8/11/2022 - noting again overdue diary and the case was in settlement set 10/25/2021. Unknown supervisor escalation of directions.	No post payment of settlement letter sent to claimant to spell out payment and simply states the settlement document is enclosed. We served the C&R document and the C&R outlines the settlement. Also, there was prior communication with the IW on the settlement breakdown on 01/11/2023 and service of the approved C&R on 05/02/2023

42	2205940	2007	San Leandro Unified School District	Omolara DaSilva	Fuentes, Ilda	7/5/2006	FUTURE MEDICAL	Could not locate stipulation document. Recommend copy be placed in file. Excess reports completed @ 6 months between 4/4/2022 to current. Nicely done. Offer to close out FM sent to AA on 7/2/2020 with no response. Examiner followed up with claimant on 8/5/2020, 8/2/2021, 8/11/2022 and consistently responded not interested per notes. Last written offer and/or documented offer 7/2/2020. Per supervisor should be documented with each call. "Diary pending for 2/20/24 Medium priority, as of date of review 3/18/2024 - requiring File Review although noting excess report review completed in 2/2024. Last file review/ Plan of Action completed 8/24/2023. POA dated 1/16/2023 included complete excess report 4/2023 and contact claimant by 8/2023 for settlement via C&R. Could not locate excess report in 4/2023. Supervisor review 4/19/2023 requested ER update for retirement date as mentioned by treatr." "OSIP 3-year average reviews done 8/21/2022 noted on excess report dated 10/3/2022. -- as of 2/13/2024 not done annually per OSIP regulations. Reserves list shows last medical 3-year assessment completed 4/10/2017. 4/4/2018 medical reserves increased to cover MSA report values. total paid less x-rays/MRI/ CT scan between 8/21/2020-8/22/2023 = \$1602.21/3 = \$534.07 x Could not locate stipulation document. Recommend copy be placed in file. Excess reports completed @ 6 months between 4/4/2022 to current. Nicely done. Offer to close out FM sent to AA on 7/2/2020 with no response. Examiner followed up with claimant on 8/5/2020, 8/2/2021, 8/11/2022 and consistently responded not interested per notes. Last written offer and/or documented offer 7/2/2020. Per supervisor should be documented with each call. "Diary pending for 2/20/24 Medium priority, as of date of review 3/18/2024 - requiring File Review although noting excess report review completed in 2/2024. Last file review/ Plan of Action completed 8/24/2023. POA dated 1/16/2023 included complete excess report 4/2023 and contact claimant by 8/2023 for settlement via C&R. Could not locate excess report in 4/2023. Supervisor review 4/19/2023 requested ER update for retirement date as mentioned by treatr." "OSIP 3-year average reviews done 8/21/2022 noted on excess report dated 10/3/2022. -- as of 2/13/2024 not done annually per OSIP regulations. Reserves list shows last medical 3-year assessment completed 4/10/2017. 4/4/2018 medical reserves increased to cover MSA report values. total paid less x-rays/MRI/ CT scan between 8/21/2020-8/22/2023 = \$1602.21/3 = \$534.07 x 20.6 years= \$11001.84. Outstanding reserves= \$31,921.15. Could not find OSIP 3-year reserves calculation consideration -- unknown what extra 20k is for -- needs updated documentation as well as annual review. Anticipate some non-annual costs, however, medical use appears to be steady." 20.6 years= \$11001.84. Outstanding reserves= \$31,921.15. Could not find OSIP 3-year reserves calculation consideration -- unknown what extra 20k is for -- needs updated documentation as well as annual review. Anticipate some non-annual costs, however, medical use appears to be steady."	Reserves review completed August 12, 2022, which included yearly cost plus and outlined need for arthroscopy surgery. The IW is still actively treating for this condition. She was afforded surgical intervention by the QME and reasonable to reserve for the surgery. Stipulations are in the file on the paper files where scanned in and file documentation can be found under Paper File Conversion. AME indicated Fm to include both right shoulder surgery or left knee arthroscopic surgery. Reserves are appropriate.
45	595407	2022	Alameda Unified School District	Cassandra Broussard	Pacheco, Jacob-James	7/30/2021	Indemnity	Payment made to KPOJ for \$251.02 paid on 8/24/2021 was issued in error - requested payment be returned. Could not find recovery as of 3/25/2024. Initial pay not in review period but recovery never noted. Would have liked to have seen more detail. If individual was visiting from out of country was car a rental or belonged to someone? Insurance follows the car not the driver. If permissive user -- did car owner have insurance? Permanent Disability denial notice dated 12/22/2021 references a doctor's report from 12/31/2021 as to reason for no permanent disability. Claimant deemed MMI 12/31/21 and again 2/22/2022. Treatment stopped 5/2022. Claimant has other claim. Supervisor Diary Review mentions PQME, pending for 9/2023 but not mentioned in following plan of actions. Permanent Disability was sent. Claimant still appears to be working for employer. Multiple efforts were made to contact claimant. Plan of action remains the same. Are all options being explored including language letter for 5405 or global settlement as noted previously with newer claim? Using 3rd party vendor to pursue communication and explain to claimant documents, etc. "Diary 3/18/2024 for CE Not addressed as of 3/25/2024. No examiner diary presents for review at time of Supervisor review on 2/11/2024 - Supervisor review dated 10/31/2023 notes a PQME to take place on 9/2023 -- uncertain if for other claim or this one but noted as part of POA to look at global C&R. No POA's following mentions receipt of 9/2023 QME or any update accordingly. Gap in formal plan of action between 3/6/2022 and 4/18/2023. Gap in supervisor review between 5/6/2022 and 10/31/2023." claimant used \$1994.73 in medical from 1/1/2022-5/25/2022-monthly use between 1/1/2022-3/2024 (26 months)= \$2761.93 for 36 months= \$920.64 average per year. OSIP reserves reg= \$34,892.45. Reserves need to be reviewed per OSIP regulations 1x per year. Reserves noted on POA's as no change indicated yet.	PD Notice is correct date of report is 12/13/2021 not 12/31/2021. The report from 02/22/2022 contains the same MMI status from the report issued on 12/13/2021 does not appear to be new MMI determination.
47	577065	2020	Albany Unified School District	Cassandra Broussard	Benhammou, Rachida	10/10/2019	Indemnity	DWC1 and 5020 not found in file. Appears claimant is now off work. Examiner questions reasons - no documented effort to clarify if related to this injury. Supplemental not requested until 8/2023. Claimant initially deemed MMI 2/2022. report not ratable per DEU - received 3/15/2022. Supplemental not requested till 8/2023. Received 8/15/23. Settlement analysis completed 12/20/2023. "Diaries dated 3/14/2024 for settlement evaluation not addressed as of 3/25/2024. Indicates settlement eval was done on 12/20/23 but emailed claimant about work status. Supervisor review 10/2022 and 4/2023 appear to be the same with the same recommendations/ directions to examiner. No formal POA from examiner until 4/25/2023. "Supervisor notes for 6 months disability reserves needed to review. No noted review. Claimant MMI as of 2/7/2022. Reserves review completed 4/2023 does not include OSIP evaluation on future medical. Good catch by supervisor on 4/26/2023. But noting OSIP requires an extrapolation if a full 3 years is not available. Increase of reserves for medical is likely should recent care be related and if time off is related. No recommendation as information still pending.	5020 in file Add date 10/15/2019/DW1 in File 10/17/2019.
55		2018	Livermore Valley Joint Unified School District	Cassandra Broussard	Whiteside, Nancie	2/14/2018	Indemnity	Reference is made to a 2019 QME report that has impact on exposure on this case. Could only find a 2019 P&S report by Dr. Chen. Do not see payments for permanent disability due. Employee resigned. Is permanent and stationary and was presented with permanent disability at 2% WPI per medical report 2/12/2019. Do not see any effort to advance permanent disability despite claimant no longer being employed. If not paid in other file - penalty may be due for total line of benefit. PD delay notices were sent up to 12/2023, however, delay may not be appropriate in light of medical evidence. Case needs full review and disability needs to be addressed. Last PD delay notice puts delay date through to 12/2023. No updated delay notice found in file. 6-month period used for delay period. Auditor believes permanent disability advances are due in the absence of any information different from what is in file -- as such PD initial and last overment letter due. "File contains a medical P&S report from Dr. Chen giving this knee injury a 2% WPI --- report in system as of 2/15/2019. Claimant has retired and has been contacted about C&R Ring however, claimant says she does not want to C&R claim. See no effort to offer stipulation on this case. It is noted she has other claims and that there is some reference to a 2019 QME report that needs to be reviewed. however, if stip only could not see rationale as to why stip was not sent for this file other than referencing an effort to settle all claims which the claimant already stated she was not interested as noted in this file." /12/2024 - diary pending as of 3/27/2024. Supervisory review 12/20/21 and 5/5/2022 continue to mention reviewing a 2019 QME to determine how much each of the cases connected to this claimant should have what exposure. Gap in review between 12/20/21-3/5/2022. Gap in file activity between 12/20/21-9/13/2022 except for ISO run on 1/26/22. POA no real change from 12/20/21-3/5/2022, 11/7/2022. Staffing review completed 5/23/2023 - advised plan to settle. "Claim is reserved for medical only. Supervisor reviews references a 2019 QME report which will provide separation of exposure and in 2023 noted 4% permanent disability on this case. No reserves for permanent disability on this case. Case information does not stand on its own for exposures on this case."	Injured Worker had returned to full duty prior to her resignation PD advances were not due. There is no statutory requirement to send PD every 90 days versus 6 months.
59	545045							Good review of exposure question on TTD. Nurse assigned to case; claimant has had TKR almost 1 year post now. Do not see move to return to QME for permanent and stationary status. Diary Review/ File Activity continues to question if all medical care requested from 2020 QME report? The "Case" is not outlined in POA's. In reviewing QME report: PF was recommended - so were injections if PF was not sufficient - then a repeat MRI if that was not sufficient. On Page 8 of the report, the QME does indicate that Dr. Gay determines the patient is not in need of further surgery the QME would consider him permanent and stationary. 9785 issued to Dr. Gay 4/7/2020. Do not see efforts to press Dr. Gay on need for further surgery between 4/7 /2020-2022. (not in ranking period but noting file) --- no POA between 2022-2024 provides disposition of subrogation. Last noted involved Regency checking for assets given policy review. Would like to see disposition on plans of actions. 2/15/2024 pending diary as of 3/28/2024. 2/24/2022 - file activity examiner - POA is to follow up with employee about medical care requested from 2020 QME. Missing diary noted by supervisor 7/21/2022. Gaps in formal POA for examiner. Some POA's found in file activity. "Negative reserves noted in 2023. Medical reserves low. Requires assessment including future medical expected and medical legal evaluation."	Note issue under Medical Mgmt about not outlining TX plan outlined by QME. Appears exception is being given for not proactively managing tx recommendations made by the QME and/or returning to the QME by this time.
61	626207	2024	Pleasanton Unified School District	Kirsten Fisher	Haas, Adam	8/25/2023	Indemnity	Could not locate wage taker calculation - noting wage statement shows total annual salary \$62,280.90 monthly pay rate 7077.37 for 11 months - which does not equate to \$62,280.90 if paid 11 months. Could not figure out where rate came from. \$62,280.90 / 47.7 weeks= \$1305.68 AWWTD rate= \$870.45. Need to review for verification of accurate TD rate. "Some stair stepping between 8/23/2023 to 2/1/2024 - somewhat anticipated as case could have gone either way. Reserves added to claim on 2/15/2024 in the amount of \$11,000.01 for a total insured of \$13,000 despite knowledge that the claimant had been released to modified work. Not sure of rationale for that level. Reserves for medical reduced by \$10,357.87 on 2/29/2024 given injured worker was already released to full duty. Case closed at \$5616.00. Would have liked to have seen documentation on Reserve rationale."	Reserve notation in red does not appear to be related to this claim.

62	594866	2022	San Leandro Unified School District	Omolara DaSilva	Decoy, Thelma	7/13/2021	Indemnity	Work status tab not updated. Could not locate 4/5/2022 QME report. Could not locate wage statement. Noting 2nd job had a link email but could not locate actual document. "Payments issued after 12/29/2022 for temporary disability included earnings from 2nd job when TTD for that was stopped due to the claimant not wanting to return to that job. According to gross weekly wage in system (unable to find wage tracker - 5020 says \$81.84 daily rate for 4 days/week. ADJ top shows rate of pay \$20/h; 30 hr/wk) TTD rate would be \$480.51 vs \$680.51. Just noting what auditor is able to see - checks from 2/2/23-9/14/23 = 225 days= \$15,445.07 vs \$21,926.66 paid. Overpayment indicated at \$6,481.59. Late payment was made 7/7/2023." Advance amount instructions provided to CA 2/28/2024 gives just a number and not rationale. Calculation for payments not readjusted with stoppage of wage loss for 2nd job. QME: cover, forms and medical records for 4/5/22 sent on 3/28/22. Cover letter for 3/19/2024 QME: re-eval did not include information about some past claims. Qualified Medical Exam initial 4/5/22 report makes compensable bilateral arm condition as industrial - would have liked to have seen review of connection to mechanism of injury. Application only claims neck and back. ISO showed match/ EAMS showed match. Could not find documentation of pursuit of medical records, could not tell if ISO 1/3/2024 was reviewed noting more matches and information pertaining to 2018 hand injury. Noting 4/28/2022 report from Dr. Morley advises that employee's condition worsens with repetitive work. claimant was off work from both District and 2nd job. 2nd claim should have been set up for bilateral arms per app filed for CT through to 7/13/2021. received 4/24/2023 --- but noting care already paid for under this claim. Manager recommended referral to DA in 4/2023. Referral made 8/16/2023. Defense attorney not consistently provided with service of medical. "No delay in TPD issued for wage loss from 2nd job. Information provided at time of claim. TD notice start letter sent 8/11/2021 coverage check 7/20/21-8/11/2021. End notice for 2nd job wage loss was sent as a TD/SC payment termination notice and indicated rate was \$680.51 / week. Notice 3/9/2022 --- indicates start of TTD period 7/20/21- 3/9/2022 --- and includes rate which is inclusive of 2nd job. Also sent as regular TD letter vs. TD/SC. Notice also includes dates where the employer did provide modified work - interactive dated 8/17/2021 confirmed when placed off work. Change of rate letter was sent noting would be direct to injured worker as of date of letter but noting sick leave balance exhausted 10/20/21. 1st PIPS notice completed 1/4/2024 - supervisor noted due much earlier. PD start notice give starting date 4/21/2022 covering through to 2/28/2024 and says will continue for 188.8 weeks. Notices do not match payment dates in system. TTD ended 9/14/2023" 11/6/2023, 3/5/24, 3/19/24, 3/21/24 pending diaries as of 3/29/2024. Excellent Manager review dated 4/11/2023. Job description on 2nd job asked by Supervisor in 2022 and again 8/16/2023." Negative reserves noted in 2022. 3-year medical reserve calculation for lifetime	QME report in file with add date 04/08/2022. Also located wage statement in file add date 02/22/2021. Stickynote has picture of payroll stub from 3rd job. Notes rate of pay is \$15.00 and number of hours worked approx 20 hours per week. Disagree with overpayment due to TTD rate paid. It appears that the IW stopped working the second job as a result of this injury and disability should have been paid taking into consideration earnings from both jobs. Disagree with reserve assessment. Treating with PM&R physician multiple diagnosis: Degeneration of Intervertebral disc of cervical region with osteophyte of cervical. Degenerative joint disease [DJD] Lumbar Spin/Cervical Radiculopathy due to DJD of spine/lumbar disc disease with radiculopathy Neck sprain/Peripheral nerve entrapment/Cubital and Carpal Tunnel Syndromes. Also IW had been identified for surgery to her low back surgical decompression. Reserves appear appropriate
63	612749	2023	San Lorenzo Unified School District	Barbara Lanns	Torres, Sandra	10/10/2022	Indemnity	NCCI code in claim tab show Medical Only, but claim is listed as indemnity with settlement being pursued. Could not locate reports associated with bills paid in system. Could not locate coordination with District on modified work release since claim reopen. "Could not locate medical reports corresponding to notes. Claim is 18+ months post original injury - does have other claim - do not see in this file effort to push to permanent and stationary status." MO check list for 4/10/23 shows no DWCI in file. Do not see request prior to 4/18/2023. "3/19/2024 pending diary as of 3/29/2024. Document images stopped being added in 7/7/2023. Medical notepad entered dated 2/29/2024 but refers to 10/10/22 for x-rays. Another medical notepad entered 2/29/24 references a medical status 2/22/24 showing claimant last seen 2/22/24 for CTS, Myalgia, Sprain, etc. given work restrictions and noted for recheck 3/18/2024 but cannot locate this status report in documents. Uncertain if this report is related to this claim. Notepad jumps from claim review follow up which references 2/22/24 visit then to settlement. POA indicates to check with HR on accommodations of restrictions. As of 3/29/2024 do not see completion of POA. Case reopened 4/18/2023 - first formal POA by examiner - 2/13/2024." Reserves review made -- could not find medical noted in notepad in this claim to assist with supporting rationale for permanent disability although payments are being made on this case.	Reports associated with bills are in file. The issue may be Concentra is the medical provider; it appears billing name in system shows Occupational Health. Reserved for PD. claim reopened it appears as IW wanted to seek additional care. Injuries almost 18 months old, multiple body parts reasonable to anticipate PD.
64	453057	2012	San Lorenzo Unified School District	Barbara Lanns	Sullivan, Michael P	7/13/2011	Indemnity	Claim is not fully documented. NO DWCI, no 5020, no application, etc. Possibly due to claim being paper file initially, however, fundamental documents should be uploaded to system. If lost-- should be written down and recreated if possible and easily locatable i.e., sticky notes with name: convention. "Med bill w/o report approved for Kaiser online pharmacy has reference date 7/17/23.- document says for 2/1/2019 with signature on file 9/3/22." Case reopened after long period closed with no settlement on case (despite notes referencing case as future medical care) Cannot see that was official. Noting 2021 when case reopened doctor report from surgeon visits 8/12/2021 mentions problems with body part after going on fishing trip. would have liked to have seen extent of injury questions to doctor as to relationship to injury. POA was to resend C&R - no documents sent until 3/2023. Last C&R offer sent 11/2022. No movement documented to move case to closure. Determination needs to be made -- although afforded future medical care employee stopped treating 2012 -- restarted 2019 in 2021 had problems after fishing trips. efforts to settle have been fruitless --- assertion of statute of limitations not reviewed. "3/13/2024 is pending diary as of 3/29/2024. Last notepad entry 10/13/2023 by supervisor shows settlement offer was to be resent 3/23 but does not appear this occurred. No follow. Case needs to be revisited. Last examiner activity 3/4/2023 indicating resend settlement documents and then previous to that 11/19/2022 resend settlement docs. Correspondence tab shows last C&R letter sent 11/21/2022.as a 2nd request. appears efforts have been ongoing since 2020 with case reopen and previous to that as far back as 2012."	5020 is in file. DWCI- there was two request to ER who noted on 5020 given on 08/08/2021, should have sent request to IW when no response from employer. Further, if the claims administrator obtains knowledge that the employer has not provided a claim form, it shall provide one to the employee within three working days of its knowledge that the form was not provided. If the claims administrator cannot determine if the employer has provided a claim form to the employee, the claims administrator shall provide one to the employee within 30 days of the administrator's date of knowledge of the claim. Payment of pharmacy bill would have been appropriate as he was seen at Kaiser and RX medications.
65	614269	2023	Fremont Unified School District	Kirsten Fisher	Fleminger, Steven	11/1/2022	Indemnity	Late TTD Supervisor notepad 12/28/22 request LOW RTW or TD delay- ER responded per notepad 11/9/2022. Appropriate and timely referral for walk thru Late First and final notes for dates 11/4-6. Employee lost a few days from work. Was deemed permanent and stationary with permanent disability. Could not see that 10133.35 issued. Good work moving case to full resolution once claimant was deemed permanent and stationary. "Supervisor 2 pt contact review dated 11/15/2022 showed does not have EE contact on file -- EE contact documented on 11/9/2022. However, No file review completed at that time and again on 12/27/2022 supervisor review date." Initial reserves for claim received 11/9 on 12/28/22. Initial PD reserves - could not find substantive rationale for use of 10% WPI -- not noted.	PD% was not unreasonable and ultimately resolved for the 10% anticipated. Involved amputation of tip of finger.



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### **Executive Summary: Dispute Resolution Policy**

To: ACSIG Board of Directors  
From: Kimberly Dennis  
Date: May 23, 2024  
Subj.: Dispute Resolution Policy

The California Association of Joint Powers Authorities (“CAJPA”) Accreditation Standards require that a JPA maintain a Dispute Resolution Policy.<sup>1</sup> That Policy should be regularly reviewed by the Executive Committee. ACSIG’s Dispute Resolution Policy is included in this packet. No changes are proposed.

The Executive Committee reviewed this policy at its May 16, 2024 meeting.

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<sup>1</sup> See

<https://cdn.ymaws.com/www.cajpa.org/resource/resmgr/files/accreditation/AccreditationStandards0101202.pdf>



## **DISPUTE RESOLUTION**

When a dispute arises between the Authority and a member, the following procedures are followed:

a) Request for Reconsideration. The member will make a written request to the Authority for the appropriate Committee to reconsider their position, citing the arguments in favor of the member and any applicable case law that applies. The member can also, request a personal presentation to that Committee, if it so desires.

b) Board Appeal. The Board responsible for the program or having jurisdiction over the decision in question will review the matter and reconsider the Authority's position. This Board appeal process is an opportunity for both sides to discuss and substantiate their positions based upon legal arguments and the most complete information available. If the member requesting reconsideration is represented on the Board having jurisdiction, that Board member shall be deemed to have a conflict and shall be excluded from any vote.

c) Executive Committee Appeal. If the member is not satisfied with the outcome of the committee appeal, the matter will be brought to the Executive Committee for reconsideration upon request of the member. If the member requesting reconsideration is represented on the Executive Committee, that Executive Committee shall be deemed to have conflict and shall be excluded from any vote.

d) Arbitration. If the member is not satisfied with the outcome of the Executive Committee appeal, the next step in the appeal is arbitration. The arbitration, whether binding or non-binding, is to be mutually agreed upon by the parties. The matter will be submitted to a mutually agreed arbitrator or panel of arbitrators for a determination. If Binding Arbitration is selected, then of course the decision of the arbitration is final. Both sides agree to abide by the decision of the arbitrator. The cost of arbitration will be shared equally by the involved member and the Authority.

e) Litigation. If, after following the dispute resolution procedure paragraphs A – D, either party is not satisfied with the outcome of the non-binding arbitration process, either party may consider litigation as a possible remedy to the dispute.



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### Executive Summary: Underwriting Policy

To: ACSIG Board of Directors  
From: Kimberly Dennis  
Date: May 23, 2024  
Subj.: Underwriting Policy

The California Association of Joint Powers Authorities (“CAJPA”) Accreditation Standards require that a JPA maintain a process for developing and monitoring its underwriting policies and processes.<sup>1</sup> That Policy should be regularly reviewed by the Executive Committee. ACSIG’s Underwriting Policy is included in this packet. No changes are proposed.

The Executive Committee reviewed this policy at its May 16, 2024 meeting.

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<sup>1</sup> See

<https://cdn.ymaws.com/www.cajpa.org/resource/resmgr/files/accreditation/AccreditationStandards0101202.pdf>

## UNDERWRITING POLICY

### Objective

Alameda County Schools Insurance Group (“ACSIG”) has established underwriting criteria for the purpose of marketing to prospective members. Underwriting information is also used for rate making/premium calculation, measuring member performance, and calculating dividends or assessments based upon equity levels. Underwriting standards and guidelines are outlined in various governing documents, including the JPA agreement, By-Laws and ACSIG Policies. This underwriting Policy provides a summary and highlights much of the criteria utilized to complete the underwriting process.

### Underwriting Function/Mission

Establishing underwriting criteria ensures that all ACSIG coverage programs are analyzed for risk exposures, funding requirements, dividends and assessment calculations, risk retention levels, compatibility between members and serviceability by staff. Adherence to these Board approved standards and guidelines guarantees the continued financial viability and security of ACSIG.

### New Members

The guidelines for admittance of new members to ACSIG are set forth in the Joint Powers Agreement and By-Laws. Membership eligibility requires the public entity be domiciled in Alameda County, or in the general geographic area reasonably serviceable from the County. Approval by two-thirds of all members of the Board is required. Applicants accepted for membership must participate in the Liability or Workers’ Compensation pooled coverage programs. The applicant agrees to participate as a member for a minimum of three consecutive years.

#### Application Process

An applicant for membership must complete ACSIG’s “risk questionnaire”. It solicits specific information to assess the applicants risk exposure. Included is the following financial information:

- a. Underwriting data for the current year, including payroll, audited financial statements, budget and other financial data requested;
- b. Payrolls for the previous five years;
- c. Loss history for the previous five years;
- d. Any recent claim or actuarial studies completed for the coverage programs for which the applicant applies.

In addition, the applicant must submit to an actuarial study in the format required by ACSIG and pay an application fee as determined by the Board.

### Underwriting Guidelines

Any prospective member, including existing members not participating in a program, must meet the following minimum underwriting guidelines:

- a. Have a loss rate calculated for the past three years that not exceed the average loss rate of the current members;
- b. Demonstrate a commitment to support risk management and safety programs to control or prevent claims;
- c. Accept a minimum deductible of \$25,000 if joining the liability program.

### **Rate Setting/Funding Requirements**

The liability and Workers' Compensation programs will be fully funded each year after completion of an independent actuarial study. Rates are established based upon multiple factors, including:

- Payroll exposure
- Loss rates
- Excess rates
- Administrative expense
- A margin for contingency as prescribed in ACSIG's Target Equity Policy (minimum 60% confidence level)

Although ACSIG's coverage programs are based upon risk sharing among its members, to encourage accountability for losses, premiums are adjusted after the application of an experience modification factor calculated by the actuary. In addition, the Liability program employs a retrospective premium formula that provides for the return of premium credits, or assessment of premium debits based upon the actual claim experience of both the individual members and the entire group.

### **Dividend/Assessment**

The Joint Powers Agreement authorizes the distribution of dividends or collection of assessments based upon the financial position of each fund at the close of the fiscal year. The Board has adopted a Target Equity Policy that governs the minimum equity balances required before consideration of any dividend. The Policy also requires a program year be at least five years old before being considered for a dividend distribution.

**Periodic Review**

This Underwriting Policy is hereby established as set forth above, and will be periodically reviewed by the Board at least once every three years. The Board may delegate the underwriting function as outlined in this Policy to the Executive Committee, Full Board or any other committee established for the sole purpose of addressing underwriting issues.



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### Executive Summary: Conflict of Interest Code

To: ACSIG Board of Directors  
From: Kimberly. Dennis  
Date: May 23, 2024  
Subj.: Conflict of Interest Code

The California Association of Joint Powers Authorities (“CAJPA”) Accreditation Standards require that a JPA maintain a written conflict of interest policy that is reviewed annually by the Executive Committee.<sup>1</sup> The ACSIG Conflict of Interest Code is included in this packet. No changes are proposed.

The Executive Committee reviewed this policy at its May 16, 2024 meeting.

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<sup>1</sup> [https://cdn.ymaws.com/www.cajpa.org/resource/resmgr/files/accreditation/20.\\_Appendix\\_Q\\_-\\_Sample\\_Conf.pdf](https://cdn.ymaws.com/www.cajpa.org/resource/resmgr/files/accreditation/20._Appendix_Q_-_Sample_Conf.pdf)

## **CONFLICT OF INTEREST CODE**

The Political Reform Act, Government Code Sections 81000 et seq., requires state and local government agencies to adopt and promulgate Conflict of Interest Codes. The Fair Political Practices Commission has adopted a resolution, 2 Cal. Adm. Code Section 18730, which contains the terms of a standard Conflict of Interest Code, which can be incorporated by reference and which may be amended by the Fair Political Practices Commission to conform to amendments in the Political Reform Act after public notice and hearings. Therefore, the terms of 2 Cal. Adm. Code Section 18730 and any amendments to it duly adopted by the Fair Political Practices Commission, along with the attached Appendix in which officials and employees are designated and disclosure categories are set forth, are hereby incorporated by reference and constitute the Conflict of Interest Code of the Alameda County Schools Insurance Group.

Pursuant to Section 4 (A) of the standard Code, designated employees shall file Statements of Economic Interests with the Agency. Upon receipt of the statements of the members of the Board, the agency will retain the original statements.

## APPENDIX A

<u>DESIGNATED EMPLOYEES</u>	<u>DISCLOSURE CATEGORIES</u>
Members of the Board	All
Alternates	All
Administrator	All
Consultants*	All
General Counsel	All
Insurance Broker	All
Claims Manager	All
Risk Manager	All

### DISCLOSURE CATEGORIES

1. Investments and business positions in business entities, and sources of income, of the type to contract with the agency to supply materials, commodities, supplies, books, machinery, vehicles, or equipment utilized by the agency.
2. Investments and business positions in business entities, and sources of income, which are contractors, or subcontractors, engaged in the performance of work or services of the type utilized by the agency, including but not limited to, insurance companies, carriers, holding companies, underwriters, agents, or accounting firms.
3. Investments and business positions in business entities, and sources of income, which have filed claims, or have claims pending against the agency.
4. Investments and business positions in business entities, and sources of income, from banks or savings and loans.
5. Investments and business positions in, and income from, entities in which the Authority is empowered to invest its funds.
6. Interests in commercial real property (or interests in real property used for commercial leasing purposes).

\*With respect to Consultants, the Chairperson of the Board, in the absence of an Administrator, however, may determine in writing that a particular consultant, although a “designated person”, is hired to perform a range of duties that are limited in scope and thus is not required to comply with the disclosure requirements described in this section. Such determination shall include a description of the consultant’s duties and, based upon that description, a statement of the extent of disclosure requirements. A copy of this determination shall be retained by Alameda County Schools Insurance Group. Nothing herein excuses any such consultant from any other provision of the Conflict of Interest Code.



## **WRITTEN EXPLANATION OF REASONS FOR DESIGNATIONS AND DISCLOSURE RESPONSIBILITIES**

### **DESIGNATIONS**

The position of Board Member, Administrator, and Consultants have been designated as those positions subject to the provisions of the Conflict of Interest code in that those positions are the only positions that have any substantial responsibility relative to the Alameda County Schools Insurance Group decision making process or policy. The term consultant includes the insurance brokers, the general counsel, and the risk manager and the claims administrator even though said positions are separately specified as well.

### **DISCLOSURE RESPONSIBILITIES**

The categories relative to the types of interests that must be disclosed are based upon the types of financial interests relevant to the ACSIG business, which is confined to providing various types of insurance coverage to local public entities.



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### **Executive Summary: Authorization of Signatures**

To: ACSIG Board of Directors  
From: Kimberly Dennis  
Date: May 23, 2024  
Subj.: Authorization of Signatures

The California Association of Joint Powers Authorities (“CAJPA”) Accreditation Standards require that a JPA must designate those authorized to sign documents on behalf of the JPA. This authorization should be reviewed regularly. Currently, the Executive Director and Board President are designated as authorized signers. No changes are proposed.

The Board will be asked to approve these signatories.



Authorization of Signatures  
May 23, 2024

The authorized signers on behalf of Alameda County Schools Insurance Group (“ACSIG”) are Jackie Kim, Executive Director, and Dr. Kevin Collins, Board President.



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### Executive Summary: Posting and Mailing Address

To: ACSIG Board of Directors  
From: Kimberly Dennis  
Date: May 23, 2024  
Subj.: Posting and Mailing Address

As a general administration matter, and to comply with The California Association of Joint Powers Authorities ("CAJPA") Accreditation Standards, the official ACSIG mailing and posting address must be reviewed and approved annually. No changes are proposed.

**Mailing:**

Alameda County Schools Insurance Group  
PO Box 2487  
Dublin, CA 94510

**Posting:**

Alameda County Office of Education  
313 W. Winton Avenue  
Hayward, CA 94544

The Board will be asked to approve this matter.



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### **Executive Summary: New Executive Director**

To: ACSIG Board of Directors  
From: Kimberly Dennis  
Date: May 23, 2024  
Subj.: Executive Director Appointment

The Executive Committee has worked diligently over the past year to recruit, hire and train a new Executive Director for ACSIG. Due to the retirement of Kimberly Dennis, it was necessary to find a suitable replacement.

After a lengthy process, the Executive Committee has hired Jackie Kim to begin as the Executive Director of the Alameda County Schools Insurance Group effective 7/1/2024.



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### **Executive Summary: Executive Committee Membership**

To: ACSIG Board of Directors  
From: Kimberly Dennis  
Date: May 23, 2024  
Subj.: Executive Committee Membership

Alameda County Schools Insurance Group (“ACSIG”) maintains a seven-member Executive Committee.<sup>1</sup> Executive Committee members serve two-year terms, with three (3) seats expiring this year and four (4) seats expiring next year.

Last year four seats were up for 2-year renewals, and 1 vacated seat was up for a 1-year renewal. This year there are three (3) seats up for renewal (Dani Krueger, Annette Heldman, Jackie Kim). Dani Krueger has agreed to serve again. That leaves Jackie Kim and Annette Heldman’s seats open for another ACSIG member.

The Board will appoint 3 members to the Executive Committee.



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### **Executive Summary: Budget 2024-2025**

To: ACSIG Board of Directors  
From: Kimberly Dennis  
Date: May 23, 2024  
Subj.: Budget 2024-2025

The proposed ACSIG budget is included in this packet for review. The Transitional Executive Director developed this budget using year-to-date (FY 23-24) data and updated estimates for 2024/2025 rates and cost.

The budget contains a list of major contracts/service providers, assumptions and calculations, and a detailed budget for each major program. This budget incorporates the \$.27 WC rate reduction approved by the Executive Committee on February 8, 2024.

The Executive Director will present the budget with the Board. The Executive Committee reviewed the budget in detail at its May 16, 2024 meeting.

**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	\$ 196,036,124	\$ --	\$ --	\$ 196,036,124	189,153,110	177,306,794	165,555,533	161,037,627	\$ 143,824,407	\$ 158,713,739	164,546,182
Total Operating Revenue	196,036,124	--	--	196,036,124	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	477,404	--	--	477,404	536,598	384,482	357,350	331,598	323,830	295,213	286,178
Statutory Benefits	71,611	--	--	71,611	91,725	47,360	36,941	28,746	36,288	22,941	31,954
Health & Welfare	85,750	--	--	85,750	66,500	48,750	47,125	65,039	47,741	42,912	47,510
Employer Tax Expense	8,647	--	--	8,647	7,439	5,917	5,347	5,219	5,048	4,550	4,443
Net Pension Expense	234,001	--	--	234,001	278,325	104,548	151,505	(202,608)	365,809	199,053	(191,171)
Telephone & Internet	10,600	--	--	10,600	11,100	5,563	6,523	6,453	4,625	5,739	6,102
Supplies Office	9,000	--	--	9,000	8,000	8,347	397	8,541	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	255,000	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	27,402,303	--	--	27,402,303	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	1,000,000	657,717	86,069	584,688	476,909	(233,378)	749,186
Utility - Operating-Rent	47,856	--	--	47,856	50,740	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	20,000	--	--	20,000	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	500,000	--	--	500,000	1,000,000	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	20,000	--	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	106,421,564	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	194,680,663	--	--	194,680,663	187,146,852	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>	1,355,461	--	--	1,355,461	2,006,258	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)	663,387	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	\$ 61,699,804	--	--	\$ 61,699,804	\$ 61,699,804	\$ 61,699,804	\$ 61,699,804	\$ 61,699,804	\$ 61,699,804	\$ 61,699,804	\$ 61,699,804
<b>Net Increase/(Decrease) in Net Position</b>	\$ --	\$ --	\$ --	\$ 2,048,334	2,645,258	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	Allocations		Accruals	2024/2025							
<b>Audited - Beginning Net Position, as of 07/01/2024</b>	<b>\$ 35,504,270</b>											
Beginning Cash and Investments	\$ 35,504,270					\$ 34,588,937	\$ 35,389,069	\$ 32,362,967	\$ 29,551,572	\$ 20,412,478	\$ 11,018,268	26,712,774
<b>Operating Revenue:</b>												
Premiums Paid by Members	\$ 28,615,302	\$ --	\$ --	\$ 28,615,302		28,057,017	22,060,954	23,053,472	25,917,135	\$ 27,017,696	\$ 26,942,763	26,712,774
PIPS Contribution Adjustm	--	--	--	--			318	549,925		7,093		
Total Operating Revenue	28,615,302	--	--	28,615,302		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	113,527	--	--	113,527		126,676	87,930	82,294	77,693	76,063	69,349	65,608
Statutory Benefits	17,029	--	--	17,029		24,027	10,598	8,506	9,279	7,970	5,100	8,266
Health & Welfare	18,900	--	--	18,900		18,725	7,800	7,313	19,512	14,322	12,873	14,253
Employer Tax Expense	1,947	--	--	1,947		1,662	1,278	1,144	1,151	1,110	1,010	959
Net Pension Expense	61,886	--	--	61,886		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	24,387,002	--	--	24,387,002		24,596,271	22,134,268	21,859,934	22,078,042	20,501,321	19,679,728	19,857,950
PIPS Contribution Adjustm	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	2,000	--	--	2,000		2,550	2,472	2,400	2,325	2,250	2,228	2,163
County Courier	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	500,000	--	--	500,000		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	27,029,249	--	--	27,029,249		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>	1,586,053	--	--	1,586,053		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	\$ 37,506,046											
<b>Net Increase/(Decrease) in Net Position</b>				2,001,776		915,333	(793,587)	3,026,101	3,011,396	8,939,094	9,394,210	5,036,004
			--	\$ 37,506,046		\$ 35,504,270	\$ 34,595,482	\$ 35,389,068	\$ 32,362,968	\$ 29,351,572	\$ 20,412,478	\$ 31,748,778

**Alameda County Schools Insurance Group (ACSIG)  
Dental  
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	2024/2025							
<b>Audited - Beginning Net Position, as of 07/01/2024</b>				\$ 19,465,014								
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)	
Total Operating Revenue	155,500,000	--	--	155,500,000	150,000,000	144,699,773	133,236,138	127,610,386	110,572,228	124,810,691	132,187,282	
<b>Operating Expenditures:</b>												
Classified Salaries	285,298	--	--	285,298	\$ 322,594	\$ 235,269	217,812	199,873	194,904	177,761	174,771	
Statutory Benefits	42,795	--	--	42,795	\$ 54,324	\$ 29,178	22,427	13,471	22,637	14,236	18,051	
Health & Welfare	53,600	--	--	53,600	\$ 39,975	\$ 35,100	34,288	32,519	23,871	21,456	23,755	
Employer Tax Expense	5,341	--	--	5,341	\$ 4,614	\$ 3,738	3,396	3,259	3,158	2,833	2,809	
Net Pension Expense	130,048	--	--	130,048	\$ 170,189	\$ 58,462	75,752	(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	15,000	--	--	15,000	\$ 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	--	--	--	--	
Total Operating Expenditures	155,503,623	--	--	155,503,623	148,922,451	139,818,920	133,833,185	125,164,326	108,246,964	123,971,037	131,319,704	
<b>Net Increase/(Decrease) from Operations</b>	(3,623)	--	--	(3,623)	1,077,549	4,880,853	(597,047)	2,446,060	2,325,264	839,654	867,578	
<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	
Total Non Operating Income/(Expense)	138,575	\$ --	\$ --	138,575	120,000	101,748	(468,946)	3,273	264,573	231,865	14,524	
Ending Cash	\$ 19,599,965											
<b>Net Increase/(Decrease) in Net Position</b>				134,951	1,197,549	4,982,601	(1,065,993)	2,449,333	2,589,837	1,071,519	853,054	
				\$ 19,599,965	19,465,014	18,290,587	13,307,985	14,373,976	11,912,492	9,322,655	6,171,305	

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

	Budget		Change in Accruals	Budget		2023/2024	2022/2023	2021/2022	2020/2021	2019/2020	2018/2019	2017/2018
	2024/2025	Allocations		2024/2025	2024/2025	Budget	Actuals	Actuals	Actuals	Actuals	Actuals	Actuals
<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
<b>Total Operating Revenue</b>	<b>8,683,520</b>	<b>--</b>	<b>--</b>	<b>8,683,520</b>		<b>8,200,000</b>	<b>7,989,687</b>	<b>6,640,269</b>	<b>5,158,675</b>	<b>4,261,486</b>	<b>4,485,790</b>	<b>4,356,498</b>
<b>Operating Expenditures:</b>												
Classified Salaries	34,949	--	--	34,949		47,971	34,636	32,198	30,370	29,664	26,856	25,991
Statutory Benefits	5,242	--	--	5,242		7,721	4,573	3,512	2,712	3,391	2,111	3,010
Health & Welfare	5,650	--	--	5,650		4,875	3,900	3,738	6,504	4,774	4,291	4,751
Employer Tax Expense	588	--	--	588		664	522	469	468	451	403	392
Net Pension Expense	19,819	--	--	19,819		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	2,000	--	--	2,000		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	--
<b>Total Operating Expenditures</b>	<b>8,749,623</b>	<b>--</b>	<b>--</b>	<b>8,749,623</b>		<b>8,107,300</b>	<b>7,855,288</b>	<b>6,557,152</b>	<b>5,125,309</b>	<b>3,758,139</b>	<b>4,321,172</b>	<b>4,094,769</b>
<b>Net Increase/(Decrease) from Operations</b>	<b>(66,103)</b>	<b>--</b>	<b>--</b>	<b>(66,103)</b>		<b>92,700</b>	<b>134,399</b>	<b>83,117</b>	<b>33,366</b>	<b>503,347</b>	<b>164,618</b>	<b>261,729</b>
<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	--	--	--	--		--	--	--	--	--	--	--
<b>Total Non Operating Income/(Expense)</b>	<b>69,287</b>	<b>\$ --</b>	<b>\$ --</b>	<b>69,287</b>		<b>60,000</b>	<b>52,702</b>	<b>(74,637)</b>	<b>25,138</b>	<b>81,572</b>	<b>65,848</b>	<b>10,944</b>
Ending Cash	\$ 3,516,455											
<b>Net Increase/(Decrease) in Net Position</b>				3,184		152,700	187,101	8,480	58,504	\$ 584,919	\$ 230,466	272,673
				<b>0 \$ 3,516,455</b>		<b>3,513,271</b>	<b>3,366,948</b>	<b>3,179,846</b>	<b>3,171,366</b>	<b>\$ 3,112,863</b>	<b>\$ 2,527,944</b>	<b>2,366,970</b>

**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	\$ 3,237,302	\$ --	\$ --	\$ 3,237,302	2,896,093	2,556,062	2,075,729	2,351,431	\$ 1,972,997	\$ 1,474,506	\$ 1,289,628
Total Operating Revenue	3,237,302	--	--	3,237,302	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	43,629	--	--	43,629	39,357	26,647	25,046	23,662	23,199	21,247	\$ 19,808
Statutory Benefits	6,544	--	--	6,544	5,653	3,011	2,496	3,284	2,290	1,494	\$ 2,627
Health & Welfare	7,600	--	--	7,600	2,925	1,950	1,786	6,504	4,774	4,292	\$ 4,751
Employer Tax Expense	771	--	--	771	499	379	338	341	329	304	\$ 283
Net Pension Expense	22,249	--	--	22,249	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	3,015,301	--	--	3,015,301	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	1,000	--	--	1,000	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	3,398,168	--	--	3,398,168	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>	(160,866)	--	--	(160,866)	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	\$ 1,077,337										
<b>Net Increase/(Decrease) in Net Position</b>				(91,578)	379,676	196,242	(74,564)	349,198	198,954	(80,703)	5,615
				0 \$ 1,077,337	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 \$ --	\$ --	\$ --

	Name	Classification	Salary	Health Coverage	Statutory Benefits	Employer Tax Expense	CalPers Liability
<b>ACSIG Staff</b>	vacant	Executive Director + 2 months Andrew + 2 months Kimberly	\$ 349,491	\$ 31,500.00	\$ 52,423.63	\$ 5,878.50	\$ 97,857.44
	Fund Contribution %	50% From Dental Fund	\$ 174,745	\$ 15,750.00	\$ 26,211.82	\$ 2,939.25	\$ 48,928.72
		30% From WC	\$ 104,847	\$ 9,450.00	\$ 15,727.09	\$ 1,763.55	\$ 29,357.23
		10% From Vision	\$ 34,949	\$ 3,150.00	\$ 5,242.36	\$ 587.85	\$ 9,785.74
		10% From P&L	\$ 34,949	\$ 3,150.00	\$ 5,242.36	\$ 587.85	\$ 9,785.74
<b>Retirees</b>	Celina Flotte	Executive Assistant	\$ 86,800	\$ 19,500.00	\$ 13,019.96	\$ 1,835.81	\$ 24,303.92
	Fund Contribution %	80% From Dental Fund	\$ 69,440	\$ 15,600.00	\$ 10,415.96	\$ 1,468.65	\$ 19,443.13
		10% From WC	\$ 8,680	\$ 1,950.00	\$ 1,302.00	\$ 183.58	\$ 2,430.39
		10% From P&L	\$ 8,680	\$ 1,950.00	\$ 1,302.00	\$ 183.58	\$ 2,430.39
	Amy Perry	Claims Assistant	\$ 41,113	\$ 9,750.00	\$ 6,166.97	\$ 932.71	\$ 11,511.67
	Fund Contribution %	100% Dental (COBRA)	\$ 41,113	\$ 9,750.00	\$ 6,166.97	\$ 932.71	\$ 11,511.67
<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	\$ 285,298.30	\$ 53,600.00	\$ 42,794.74	\$ 5,340.61	\$ 130,047.52
WC	\$ 113,527.23	\$ 18,900.00	\$ 17,029.08	\$ 1,947.13	\$ 61,886.02
Vision	\$ 34,949.09	\$ 5,650.00	\$ 5,242.36	\$ 587.85	\$ 19,818.54
P&L	\$ 43,629.06	\$ 7,600.00	\$ 6,544.36	\$ 771.43	\$ 22,248.94

**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
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	\$ 20,000.00	\$ 2,000	\$ 15,000	\$ 2,000	\$ 1,000
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
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
	\$ 1,172,706	\$ 1,612,992	\$ 28,536	\$ 67,523

**Investment Income - Morgan Stanley**

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

Estimated Growth\*

2.50%

\*Based on Quarterly Portfolio Summary

**Misc. Assumptions**

CalPers Liability calculated at 28% <https://www.calpers.ca.gov/page/employers/policies-and-procedures/circular-letters/200-021-23>  
 Estimated COLA: 0.76% <https://www.calpers.ca.gov/page/employers/actuarial-resources/employer-contributions/public-agency-contributions>  
 WC self-insurance fee increase about 7.5% by DIR  
 Non-health benefits @ 15%  
 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	\$ 20,000
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

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

### Executive Summary: ACSIG Salaries & Benefits

To: ACSIG Board of Directors  
From: Kimberly Dennis  
Date: May 23, 2024  
Subj.: ACSIG Salaries & Benefits

In 2019, the Executive Committee established the following formula for annual ACSIG compensation schedule increases:

*The schedule will be adjusted each July 1 at a minimum of 50% of the State funded Cost of Living Adjustment ("COLA") in the Governor's budget for that fiscal year. At April 30 of each fiscal year, the weighted average of the salary/benefit increases settled with the teachers' union by member agencies will be calculated. If the annualized weighted average is greater than the previously calculated increase (50% of the State Funded COLA), the schedule will be adjusted to match the annualized weighted average calculation retroactive to July 1 of that program year. Prior year certified enrollment count will be used in the weighted average calculation.*

The Governor's 2023-2024 budget funded COLA at 8.22%.<sup>1</sup> ACSIG increased its 2023-2024 salary schedule by 4.07% on July 1, 2024, except for the Executive Assistant Schedule, which was raised by 10% to conclude a series of superseding adjustments dictated by a 21/22 classification study.

The member's weighted average was 7.06% as calculated by the Alameda County Office of Education.

Based on those numbers, ACSIG Staff recommends 7.06% increase. Proposed pay increase calculation is included in this packet.

The Board will be asked to approve the salary increase to ACSIG Staff.



**ACSIG Salary Schedule  
2023/24**

effective 7/1/2023

	1	2	3	4	5
Executive Director - per contract					
annual	\$ 262,541				
monthly	\$ 21,878.42				
Transitional Executive Director - per contract					
annual	\$ 219,777				
monthly	\$ 18,314.75				
Claims Assistant					
annual	\$ 67,138	\$ 70,494	\$ 74,019	\$ 77,720	\$ 81,606
monthly	\$ 5,594.79	\$ 5,874.53	\$ 6,168.26	\$ 6,476.67	\$ 6,800.50
Claims Examiner					
Executive Assistant to Executive Director					
annual	\$ 72,019	\$ 75,002	\$ 78,051	\$ 81,169	\$ 86,145
monthly	\$ 6,001.58	\$ 6,250.17	\$ 6,504.25	\$ 6,764.08	\$ 7,178.75
Clerical/Office Ass	\$ 32.28	per hour			

Board approved increase of 7.06%

## 2023/2024 Retro Salary Calculation

Funded COLA for 23-24 is 8.13%. Therefore, payrolls increased by 50%  
 (4.07%) of that amount.  
 Executive Assistant increased 10%

### Voluntary Deductions

#### Calculated Increase as of 4/30/24 7.06%

			PERS
Kimberly	22/23 salary	\$245,228.00	
	23/24 salary (July)	\$255,209.00	
	23/24 Salary Recalculated	\$262,541.10	
	Retro Amount	\$7,332.10	\$586.57
Andrew	23/24 Salary (Jan - June)	\$106,698.00	
	23/24 Salary Recalculated	\$109,888.27	
	Retro Amount	\$3,190.27	\$255.22
Celina	no increase as calculation < 10%		
Amy	22/23 salary	\$38,112.50	
	23/24 salary (July)	\$39,664.00	
	23/24 Salary Recalculated	\$40,803.24	
	Retro Amount	\$1,139.24	\$88.29

	Salary	Benefits	Total
Total cost	\$25,972.12	\$5,973.59	\$31,945.71
Cost less advance	\$11,661.61	\$2,682.17	\$14,343.78

Alameda USD							
	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
2018-19	5.04%						
2019-20		2.00%					
2019-20		1.00%					
2019-20 Contingency		0.50%					
2020-21 Contingency			8.00%				
2021-22				1.00%			
2022-23					6.53%		
2023-24						6.50%	
2024-25							
Total	5.04%	3.50%	8.00%	1.00%	6.53%	6.50%	
Albany USD							
	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
2018-19	0.00%						
2019-20		0.00%					
2020-21			0.00%				
2021-22							
2022-23					9.50%		
2023-24							
2024-25							
Total	0.00%	0.00%	0.00%	0.00%	9.50%	0.00%	
Castro Valley USD							
	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
2018-19	0.00%						
2019-20							
2020-21			0.00%				
2021-22				3.85%			
2022-23					7.00%		
2023-24						8.56%	
2024-25							
Total	0.00%	0.00%	0.00%	3.85%	7.00%	8.56%	
Dublin USD							
	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
2018-19	0.00%						
2019-20		0.00%					
2020-21			0.00%				
2021-22							
2022-23					9.5600%		
2023-24							
2024-25							
Total	0.00%	0.00%	0.00%	0.00%	9.56%	0.00%	
Emery USD							
	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
2018-19	0.00%						
2019-20		0.00%					
2020-21			0.00%				
2021-22							
2022-23					2%		
2023-24							
2024-25							
Total	0.00%	0.00%	0.00%	0.00%	2.00%	0.00%	
Fremont USD							
	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
2018-19	1.00%						
2018-19	0.75%						
2019-20		1.00%					
2019-20		0.75%					
2020-21							
2021-22							
2022-23					6.00%		
2023-24						7.22%	
2024-25							
Total	1.75%	1.75%	0.00%	0.00%	6.00%	7.22%	
Livermore Valley USD							
	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
2018-19	2.00%						
2019-20		1.00%					
2019-20		1.00%					
2020-21							
2021-22				3.00%			
2022-23					7.00%		
2023-24						9.00%	
2024-25							
Total	2.00%	2.00%	0.00%	3.00%	7.00%	9.00%	
Mountain House USD							
	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
2018-19	0.00%						
2019-20		0.00%					

6.0% on schedule + .53% equivalent benefit increase  
6% retro to 7/1 + 1% retro to 1/1/24

Benefit increase estimated at 1.56%

1.5% Effective 1/1/19

1.5% effective 1/1/20

2% Effective 1/1/20

6% 3/1/23 + 3% 7/1/23

2020-21			0.00%				
2021-22							
2022-23							
2023-24							
2024-25							
Total	0.00%	0.00%	0.00%	0.00%			

New Haven USD							
	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
2018-19	1.50%						
2019-20		1.00%					
2020-21			0.00%				
2021-22				2.50%			
2022-23					7.00%		
2023-24						4.00%	
2024-25							
Total	1.50%	1.00%	0.00%	2.50%	7.00%	4.00%	

3% effective 1/1/19

Newark USD							
	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
2018-19	0.50%						
2019-20		1.00%					
2019-20		0.58%					
2020-21			1.00%				
2021-22				1.00%			
2021-22				0.88%			
2022-23					10.00%		
2023-24						4.00%	
2024-25							
Total	0.50%	1.58%	1.00%	1.88%	10.00%	4.00%	

1% effective 2/1/20  
1% effective 2/1/22  
2% 7/1/23 + 4% 1/1/24

Piedmont USD							
	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
2018-19	0.00%						
2019-20		0.00%					
2020-21			0.00%				
2021-22				2.50%			
2022-23					7.50%		
2023-24							
2024-25							
Total	0.00%	0.00%	0.00%	2.50%	7.50%	0.00%	

Pleasanton USD							
	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
2018-19	0.00%						
2019-20		0.00%					
2020-21			0.00%				
2021-22				4.50%			
2022-23					5.50%		
2023-24						7.00%	
2024-25							
Total	0.00%	0.00%	0.00%	4.50%	5.50%	7.00%	

3.5% on schedule + 2% equivalent benefit increase  
4.5% 7/1/23 + 5% 1/1/24

San Leandro USD							
	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
2018-19	0.00%						
2019-20		0.00%					
2020-21			0.00%				
2021-22				4.50%			
2022-23					10.25%		
2023-24						10.00%	
2024-25							
Total	0.00%	0.00%	0.00%	0.00%	10.25%	10.00%	

San Lorenzo USD							
	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
2018-19	0.00%						
2019-20		0.00%					
2020-21			0.00%				
2021-22							
2022-23					15%		
2023-24						5.00%	
2024-25							
Total	0.00%	0.00%	0.00%	0.00%	15.00%	5.00%	

Sunol Glen USD							
	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
2018-19	0.00%						
2019-20		0.00%					
2020-21			0.00%				
2021-22							
2022-23							
2023-24						6.00%	
2024-25							
Total	0.00%	0.00%	0.00%	0.00%	0.00%	6.00%	

## AGREEMENT

This Agreement is made on July 1, 2023, by and between the ALAMEDA COUNTY SCHOOLS' INSURANCE GROUP, a joint powers authority pursuant to the laws of the State of California, (hereinafter "ACSIG") and Kimberly Dennis (hereinafter "Executive Director"). As established in its chartering Joint Powers Agreement, ACSIG is governed by a Joint Powers Board with a standing Executive Committee responsible for on-going operations.

### 1. TERM OF AGREEMENT

ACSIG hereby engages the services of Executive Director from July 1, 2023 – June 30, 2024, subject to the terms and conditions of this Agreement. This Agreement will be evaluated by June 30, 2024. This Agreement may be renewed automatically for succeeding terms of three (3) years each with a positive evaluation of the Executive Director given by the Executive Committee. Agreement may be terminated by either party by written notice given to the other at least three months prior to its termination date. If any such notice shall be given, this Agreement shall terminate on the next succeeding June 30.

The Executive Director shall be subject to the control and direction of the ACSIG Joint Powers Board as implemented through the ACSIG Executive Committee.

### 2. SALARY

The Executive Director's annualized salary shall be \$262,541.

The schedule will be adjusted each July 1 at a minimum of 50% of the State funded Cost of Living Adjustment (COLA) in the Governor's budget for that fiscal year. At April 30 of each fiscal year, the weighted average of the salary/benefit increases settled with the teachers' union by member agencies will be calculated. If the annualized weighted average is greater than the previously calculated increase (50% of the State Funded COLA), the schedule will be adjusted to match the annualized weighted average calculation retroactive to July 1 of that program year. Prior year certified enrollment count will be used in the weighted average calculation.

### 3. DUTIES AND RESPONSIBILITIES

The Executive Director shall perform all duties of the Executive Director as described in the job description attached here as Exhibit "A" and incorporated herein by this reference. The Executive Director shall be subject to those personnel policies that do not conflict with the terms of this Agreement

#### 4. PROFESSIONAL DEVELOPMENT

The Executive Director is expected to actively pursue professional development. This includes formal and informal training as well as attendance at appropriate professional meetings at local, state and national levels. The Executive Director will seek advance approval of the Executive Committee for professional development and periodically report to the Executive Committee on the appraisal of such opportunities.

#### 5. MEMBERSHIP

ACSIG will support individual membership in approved professional organizations, not to exceed \$2,000 per year. The Executive Director shall submit requests for membership(s) to the Executive Committee.

#### 6. EXPENSE REIMBURSEMENT

ACSIG will reimburse the Executive Director for actual necessary expenses she incurred within the scope of her employment so long as such expenses are permitted by ACSIG policy or incurred with prior approval of the Executive Committee.

#### 7. AUTOMOBILE EXPENSES

The Executive Director is required to have a vehicle available at all times to exercise the powers and to perform the duties of the position. Therefore, the Executive Director shall be entitled to a \$500.00 monthly vehicle allowance as reimbursement for reasonable transportation expenses incurred during employment-related travel within the geographic confines of Alameda County. Reimbursement for the required travel outside the confines of ACSIG will be paid in accordance with the term of ACSIG policy.

#### 8. FRINGE BENEFITS

The Executive Director shall be entitled to receive an amount not to exceed \$19,500 annually to purchase health, dental and vision benefits as are provided to other ACSIG employees consistent with current ACSIG policy or the equivalent of the cost of premiums for such benefits as salary, to the extent permitted by law.

#### 9. RETIREE BENEFITS

Upon retirement and after 10 years of service, ACSIG will provide the Executive Director single-member medical, dental and vision coverage until age 65.

## 10. SICK LEAVE

The Executive Director shall earn (8) hours of sick leave each month, which may be carried forward from year to year.

## 11. VACATION LEAVE/HOLIDAYS

The Executive Director shall be required to render twelve months of full and regular service to ACSIG one and eighty-three hundredths (1.83) days of vacation with pay per month, to a maximum of accrual of twenty-five (25) days. The Executive Director will also be entitled to all ACSIG holidays as designated by the ACSIG Executive Committee. If this Agreement is terminated, the Executive Director shall be compensated for all unused accrued vacation at the salary rate effective at the time of termination, approval of the Board President shall be obtained prior to the use of vacation time.

## 12. EVALUATION

At the end of the first six months after the hiring date, the Executive Committee of ACSIG shall evaluate and assess in writing the performance of the Executive Director.

The Executive Committee of ACSIG shall subsequently evaluate and assess in writing the performance of the Executive Director at least once a year during the term of this Agreement. The evaluation period shall be from July 1 to June 30 of each year and shall be reasonably related to the job description of the Executive Director and the goals and objectives of the Executive Director for the year in question.

In the event that the Executive Committee, collectively, determines that the performance of the Executive Director is unsatisfactory, it shall describe in writing said unsatisfactory performance. The evaluation shall include recommendations as to areas of improvement where the Executive Committee deems performance to be unsatisfactory and all other instances where the Executive Committee deems such to be necessary or appropriate.

A copy of the written evaluation shall be delivered to the Executive Director and the Executive Director shall have the right to make a written response to the evaluation, which shall become a permanent attachment to the Executive Director's personnel file. Within thirty (30) days of the delivery of the written evaluation of the Executive Director, the Board shall meet with the Executive Director to discuss the evaluation.

In the event that the Executive Committee's evaluation of the Executive Director's performance is unsatisfactory, the Executive Director shall be given a reasonable time to

correct her performance. If the Executive Committee determines that the Executive Director's performance continues to be unsatisfactory, it may make a recommendation to the Joint Powers Board to terminate this Agreement by giving sixty (60) days notice to the Executive Director.

### 13. CHANGES OR TERMINATION OF AGREEMENT

The agreement is subject to modification by mutual written agreement at any time. This Agreement may be terminated by any of the following events:

- a. Mutual written agreement of the parties
- b. Retirement or death of the Executive Director
- c. Disqualifying disability of the Executive Director. The Executive Director may be removed from the position by ACSIG should the Executive Director be unable to perform the essential function of this position due to physical and/or mental condition as documented in a written evaluation by a licensed physician selected by ACSIG that indicates: (1) the inability of the Executive Director to further serve; or (2) the inability to serve for at least six (6) months as Executive Director; or (3) that the Executive Director is eligible for ACSIG disability policy.
- d. Severability. If any provision of this Agreement is held to be invalid or unenforceable by a court of competent jurisdiction, the remaining provisions of the Agreement shall continue in force and effect.

IN WITNESS WHEREOF, the parties hereto enter into this Agreement.

ON BEHALF OF THE GOVERNING BOARD OF THE ALAMEDA COUNTY SCHOOLS' INSURANCE GROUP

By: \_\_\_\_\_  
Kevin Collins, President

Date: \_\_\_\_\_

I hereby accept this offer of employment and agree to comply with the conditions thereof and to fulfill all of the duties of employment of the Executive Director.

By: \_\_\_\_\_  
Kimberly Dennis, Executive Director

Date: \_\_\_\_\_



## Exhibit "A"

### Alameda County Schools Insurance Group "A Joint Powers Authority"

#### DUTIES OF THE EXECUTIVE DIRECTOR

The Executive Director provides leadership for the Alameda County Schools Insurance Group ("ACSIG"). Under the general direction of the Joint Powers Authority ("JPA") Executive Committee, the Executive Director plans, organizes, manages and directs the insurance programs for participating JPA members; coordinates, supervises, and provides staff support services including management of programs of workers' compensation, property, liability, and employee dental and vision benefits as well as supervision and review of third-party claims processing. The Executive Director provides advisory services to members of the JPA; supervises staff; and performs various related duties.

#### DUTIES

Duties may include, but are not limited to, the following:

1. Administers all affairs of ACSIG, including preparation of agendas and minutes for Board of Director and Executive Committee meetings and maintains all necessary files and records.
2. Plans, develops, recommends, and enforces policies, regulations, operational procedures.
3. Supervises activities of JPA employees
4. Prepares and administers annual budget and assumes financial accountability for JPA funds.
5. Serves as a member of all JPA committees.
6. Acts as a spokesperson for the JPA to member districts, governing boards, related industry contacts, the media, and the public.
7. Plans, develops and recommends procedures for the administrative operations of the comprehensive risk management program.
8. Establishes and maintains a countywide loss control program with emphasis on accident prevention.
9. Evaluates existing coverage's and recommends additional coverage or cost effective changes.
10. Monitors insurance programs to ensure effectiveness of brokers or claims administrators.
11. Analyzes exposure of JPA members to various types of casualty losses.
12. Analyzes risk associated with member districts and recommends and obtains insurance as appropriate.
13. Provides on-going studies of feasibility of alternate programs.

14. Conducts continuous analyses to determine areas in which self insurance would be advantageous.
15. Keeps abreast of changes in the field of risk management and incorporates changes as appropriate.
16. Manages the program for workers' compensation, property, and liability insurance, and employee dental and vision benefits.
17. Negotiates rates, administrative fee schedules, administrative agreements, premiums, policy terms, and claims processing with insurance brokers and administrators.
18. Works with various staff to ensure employee safety.
19. Assists with employee safety and loss control programs.
20. Supervises the development and implementation of systematic claims processing records and control program.
21. Develops standards and procedures.
22. Provides technical expertise.
23. Works with a third-party administrator.
24. Performs various related duties.

## QUALIFICATIONS

### Demonstrated knowledge of:

1. Principles, practices, procedures and laws governing JPA operations.
2. Preparation, analysis, and review of JPA financial statements and budgets in accordance with Governmental Accounting Standards.
3. Self-insured and other alternative risk financed workers' compensation programs.
4. Principles and procedures of liability claims processing.
5. Principles of supervision, training, and performance evaluation.
6. Financial and other statistical analysis.
7. Budgeting procedures and techniques.
8. Modern office procedures, methods, and computer equipment.
9. Program development, operations, funding and maintenance.
10. Excellent interpersonal and meeting facilitation skills.
11. Working for or with school districts.

### Demonstrated ability to:

1. Design work and programs with conceptualization and creativity.
2. Organize, direct and implement comprehensive risk managements, general insurance, and liability claims programs.
3. Organize and deliver presentations to school boards and related type meetings.
4. Supervise, train and evaluate assigned staff.
5. Interpret and make decisions in accordance with appropriate laws, rules and priorities.
6. Evaluate complex claims and establish adequate reserves.
7. Compile and maintain accurate and complete records and reports.
8. Communicate clearly and concisely both orally and in writing.

9. Establish and maintain cooperative working relationships with those contacted in the course of work.

**Education and Experience:**

1. A Bachelor's Degree from an accredited college or University with major coursework in public or business administration or a related field.
2. Five years of on-the-job management experience of increasing responsibility in an organization of similar size and scope is required.

## EMPLOYMENT AGREEMENT

This Agreement is made on November 13, 2023 by and between the ALAMEDA COUNTY SCHOOLS' INSURANCE GROUP, a joint powers authority pursuant to the laws of the State of California, (hereinafter "ACSIG") and Andrew Scott Lathrop ("Executive Director").

This Agreement establishes the terms and conditions of the Executive Director's employment with ACSIG. Whereas the Executive Director shall be subject to the control and direction of the ACSIG Joint Powers Board as implemented through the ACSIG Executive Committee. As Established in its chartering Joint Powers Agreement, ACSIG is governed by a Joint Powers Board with a standing Executive Committee responsible for on-going operations.

In this Agreement ACSIG and the Executive Director are collectively referred to as the "parties".

### **1. TERM**

On January 1, 2024, ACSIG hereby engages the services of Executive Director to perform duties outlined in Exhibit A subject to the terms and conditions of the Agreement. By June 30 of each year, ACSIG's Executive Committee will evaluate this agreement and issue an evaluation to the Executive Director. With a positive evaluation of the Executive Director, this Agreement may be renewed automatically for an additional term of one year from July 1 through June 30. This Agreement may be terminated by either party by written notice given to the other at least three months prior to its termination date. If any such notice shall be given, this Agreement shall terminate on the next succeeding June 30. The Executive Director shall be subject to the control and direction of the ACSIG Joint Powers Board as implemented through the ACSIG Executive Committee.

### **2. SALARY**

The schedule for the Executive Director's annualized salary shall be in accordance with Exhibit B. The Executive Director's initial annualized salary will begin at \$219,777.

The schedule will be adjusted each July 1 at a minimum of 50% of the State funded Cost of Living Adjustment (COLA) in the Governor's budget for that fiscal year. At April 30 of each fiscal year, the weighted average of the salary/benefit increases settled with the teachers' union by member agencies will be calculated. If the annualized weighted average is greater than the previously calculated increase (50% of the State Funded COLA), the schedule will be adjusted to match the annualized weighted average calculation retroactive to July 1 of that program year. Prior year certified enrollment count will be used in the weighted average calculation.

### **3. DUTIES AND RESPONSIBILITIES**

The Executive Director shall perform all duties of the Executive Director as described in the job description attached here as Exhibit "A" and incorporated herein by this reference. The Executive Director shall be subject to those personnel policies that do not conflict with the terms of this Agreement

**4. PROFESSIONAL DEVELOPMENT**

The Executive Director is expected to actively pursue professional development. This includes formal and informal training as well as attendance at appropriate professional meetings at local, state and national levels. The Executive Director will seek advance approval of the Executive Committee for professional development and periodically report to the Executive Committee on the appraisal of such opportunities.

**5. MEMBERSHIP**

ACSIG will support individual membership in approved professional organizations, not to exceed \$2,000 per year. The Executive Director shall submit requests for membership(s) to the Executive Committee.

**6. EXPENSE REIMBURSEMENT**

ACSIG will reimburse the Executive Director for actual necessary expenses incurred within the scope of employment so long as such expenses are permitted by ACSIG policy or incurred with prior approval of the Executive Committee.

**7. AUTOMOBILE EXPENSES**

The Executive Director is required to have a vehicle available at all times to exercise the powers and to perform the duties of the position. Therefore, the Executive Director shall be entitled to a \$500.00 monthly vehicle allowance as reimbursement for reasonable transportation expenses incurred during employment-related travel within the geographic confines of Alameda County. Reimbursement for the required travel outside the confines of ACSIG will be paid in accordance with the term of ACSIG policy.

**8. FRINGE BENEFITS**

The Executive Director shall be entitled to receive an amount not to exceed \$19,500 annually to purchase health, dental and vision benefits as are provided to other ACSIG employees consistent with current ACSIG policy . In the event the Executive Director has health benefits provided outside of ACSIG, the equivalent of the cost of premiums

for such benefits (not to exceed \$19,500 annually) will be treated as salary, to the extent permitted by law.

**9. SICK LEAVE**

The Executive Director shall earn (8) hours of sick leave each month, which may be carried forward from year to year.

**10. VACATION LEAVE/HOLIDAYS**

The Executive Director shall be required to render twelve months of full and regular service to ACSIG one and eighty-three hundredths (1.50) days of vacation with pay per month, to a maximum of accrual of twenty-five (25) days. After 5 years of employment, vacation leave will be earned at one and sixty seven hundredths (1.67) days of vacation with pay per month. After 10 years of employment, vacation leave will be earned at one and eighty three hundredths (1.83) days of vacation with pay per month. After 15 years of employment, vacation leave will be earned at two and eight three thousandths (2.083) days of vacation with pay per month.

The Executive Director will also be entitled to all ACSIG holidays as designated by the ACSIG Executive Committee and three (3) floating holidays per year. If this Agreement is terminated, the Executive Director shall be compensated for all unused accrued vacation at the salary rate effective at the time of termination. Vacation approval of the Board President shall be obtained prior to the use of vacation time exceeding 5 days.

**11. EVALUATION**

At the end of the first six months after the hiring date, the Executive Committee of ACSIG shall evaluate and assess in writing the performance of the Executive Director. The Executive Committee of ACSIG shall subsequently evaluate and assess in writing the performance of the Executive Director at least once a year during the term of this Agreement. The evaluation period shall be from July 1 to June 30 of each year and shall be reasonably related to the job description of the Executive Director and the goals and objectives of the Executive Director for the year in question.

In the event that the Executive Committee, collectively, determines that the performance of the Executive Director is unsatisfactory, it shall describe in writing said unsatisfactory performance. The evaluation shall include recommendations as to areas of improvement where the Executive Committee deems performance to be unsatisfactory and all other instances where the Executive Committee deems such to be necessary or appropriate.

A copy of the written evaluation shall be delivered to the Executive Director and the Executive Director shall have the right to make a written response to the evaluation, which shall become a permanent attachment to the Executive Director's personnel file. Within thirty (30) days of the delivery of the written evaluation of the Executive Director, the Board shall meet with the Executive Director to discuss the evaluation.

In the event that the Executive Committee's evaluation of the Executive Director's performance is unsatisfactory, the Executive Director shall be given a reasonable time to correct performance. If the Executive Committee determines that the Executive Director's performance continues to be unsatisfactory, it may make a recommendation to the Joint Powers Board to terminate this Agreement by giving sixty (60) days notice to the Executive Director.

## **12. CHANGES OR TERMINATION OF AGREEMENT**

The agreement is subject to modification by mutual written agreement at any time. This Agreement may be terminated by any of the following events:

- a. Mutual written agreement of the parties
- b. Retirement or death of the Executive Director
- c. Disqualifying disability of the Executive Director. The Executive Director may be removed from the position by ACSIG should the Executive Director be unable to perform the essential function of this position due to physical and/or mental condition as documented in a written evaluation by a licensed physician selected by ACSIG that indicates: (1) the inability of the Executive Director to further serve; or (2) the inability to serve for at least six (6) months as Executive Director; or (3) that the Executive Director is eligible for ACSIG disability policy.
- d. Severability. If any provision of this Agreement is held to be invalid or unenforceable by a court of competent jurisdiction, the remaining provisions of the Agreement shall continue in force and effect.

IN WITNESS WHEREOF, the parties hereto enter into this Agreement.

ON BEHALF OF THE GOVERNING BOARD OF THE ALAMEDA COUNTY SCHOOLS' INSURANCE GROUP

By: \_\_\_\_\_  
Kevin Collins, President

Date: \_\_\_\_\_

I hereby accept this offer of employment and agree to comply with the conditions thereof and to fulfill all of the duties of employment of the Executive Director.

By: \_\_\_\_\_  
Andrew Lathrop, Executive Director

Date: \_\_\_\_\_

# Exhibit A

## Alameda County Schools Insurance Group “A Joint Powers Authority”

### DUTIES OF THE EXECUTIVE DIRECTOR

The Executive Director provides leadership for the Alameda County Schools Insurance Group (ACSIG). Under the general direction of the Joint Powers Authority (JPA) Executive Committee, the Executive Director plans, organizes, manages and directs the insurance programs for participating JPA members; coordinates, supervises and provides staff support services including management of programs of workers’ compensation, property, liability and employee dental and vision benefits as well as supervision and review of third-party claims processing. The Executive Director provides advisory services to members of the JPA; supervises support staff; and performs various related duties.

### DUTIES

Duties may include, but are not limited to, the following:

1. Administers all affairs of ACSIG, including preparation of agendas and minutes for Board of Directors and Executive Committee meetings and maintains all necessary files and records
2. Plans, develops, recommends and enforces policies, regulation and operational procedures
3. Supervises activities of JPA employees
4. Prepares and administers annual budget and assumes financial accountability for JPA funds
5. Serves as a member of all JPA committees
6. Acts as a spokesperson for the JPA to members districts, governing boards, related industry contact, the media and the public
7. Plans, develops and recommends procedures for the administrative operations of the comprehensive risk management program.
8. Establishes and maintains a countywide loss control program with emphasis on accident prevention.
9. Evaluates existing coverages and recommends additional coverage or cost-effective changes.



10. Monitors insurance programs to ensure effectiveness of brokers or claims administrators
11. Analyzes exposure of JPA members to various types of casualty losses
12. Analyzes risk associated with member districts and recommends and obtains insurance as appropriate
13. Provides on-going studies of the feasibility of alternate programs
14. Conducts continuous analyses to determine areas in which self-insurance would be advantageous
15. Keeps abreast of changes in the field of risk management and incorporates changes as appropriate
16. Manages the program for workers' compensation, property and liability insurance and employee dental and vision benefits
17. Negotiates rates, administrative fee schedules, administrative agreements, premiums, policy terms, and claims processing with insurance brokers and administrators
18. Manages state-wide Dental and Vision programs including monitoring accuracy of billings and payments
19. Works with Delta Dental and VSP to ensure all programs meet the needs of membership
20. Markets Dental and Vision Coalitions to prospective agencies
21. Works with various staff to ensure employee safety
22. Researches and implements innovative programs to address employee safety
23. Assists with implementation of prevention programs
24. Supervises the development and implementation of systematic claims processing records and control program
25. Develops standards and procedures
26. Provides technical expertise
27. Works with a third-party administrator
28. Performs various related duties.

#### QUALIFICATIONS:

##### Demonstrated knowledge of:

1. Principles, practices, procedures and laws governing JPA operations.
2. Preparation, analysis and review of JPA financial statements and budgets in accordance with Governmental Accounting Standards
3. Self-insured and other alternative risk financed workers' compensation programs.
4. Principles and procedures of liability claims processing.
5. Principles of supervision, training and performance evaluations.
6. Financial and other statistical analysis
7. Budgeting procedures and techniques.
8. Modern office procedures, methods and computer equipment
9. Program development, operations, funding and maintenance.
10. Excellent interpersonal and meeting facilitation skills.
11. Working for or with school districts.

Demonstrated Ability to:

1. Design work and programs with conceptualization and creativity
2. Organize, direct and implement comprehensive risk management, general insurance and liability claims programs.
3. Organize and deliver presentations to school boards and related type meetings.
4. Supervise, train and evaluate assigned staff
5. Interpret and make decisions in accordance with appropriate laws, rules and priorities.
6. Evaluate complex claims and establish adequate reserves.
7. Compile and maintain accurate and complete records and reports.
8. Communicate clearly and concisely, both orally and in writing.
9. Establish and maintain cooperative working relationships with those contacted in the course of work.

EDUCATION AND EXPERIENCE:

1. A Bachelor's Degree from an accredited college or university with major coursework in public or business administration or a related field.
2. Five years of on-the-job management experience of increasing responsibility in an organization of similar size and scope is required.

# Exhibit B

## ACSIG Salary Schedule 2023/24

effective 7/1/2023

		1	2	3	4	5
Executive Director - per contract						
	annual	\$ 255,209				
	monthly	\$ 21,267.42				
Transitional Executive Director - per contract						
	annual	\$ 213,396				
	monthly	\$ 17,783.00				
Claims Assistant						
	annual	\$ 65,263	\$ 68,525	\$ 71,953	\$ 75,549	\$ 79,327
	monthly	\$ 5,438.58	\$ 5,710.42	\$ 5,996.08	\$ 6,295.75	\$ 6,610.58
Claims Examiner						
Executive Assistant to Executive Director						
	annual	\$ 72,019	\$ 75,002	\$ 78,051	\$ 81,169	\$ 86,145
	monthly	\$ 6,001.58	\$ 6,250.17	\$ 6,504.25	\$ 6,764.08	\$ 7,178.75
Clerical/Office Assistant		\$ 31.38	per hour			



## 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: Meeting Calendar 2024-2025**

To: ACSIG Board of Directors  
From: Kimberly Dennis  
Date: May 23, 2024  
Subject: Meeting Calendar 2024-2025

The proposed ACSIG Meeting Calendar is included in this packet for review. The Executive Director developed this Calendar based on past calendars and the ACOE's business office calendar.

The Executive Committee reviewed this calendar at its May 16, 2024 meeting.



## DRAFT 2024/ 2025 Calendar

November 14, 2024	<b>Executive Committee</b> (via Zoom)	9:30am – 11:30am
November 21, 2024	<b>Full Board</b> (In-person at ACOE)	12:00pm – 2:00pm
February 13, 2025	<b>Executive Committee</b> (via Zoom)	9:30am – 11:30am
May 15, 2025	<b>Executive Committee</b> (via Zoom)	9:30am – 11:30am
May 22, 2025	<b>Full Board</b> (via Zoom)	1:00pm – 3:00pm



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### EXECUTIVE SUMMARY

TO: ACSIG Board of Directors

FROM: Kimberly Dennis

DATE: May 23, 2024

SUBJECT: 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 Board will be asked to adopt these experience modification factors for the 2024-25 premium calculation.

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>



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### EXECUTIVE SUMMARY

TO: ACSIG Board of Directors

FROM: Kimberly Dennis

DATE: May 23, 2024

SUBJECT: 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 Board will be asked to adopt these rates.



**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
TOTAL PREMIUMS	1,152,564,413	1,271,611,772				\$32,033,944

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	1,357,652,146				2.53238665

Percentage due to payroll growth 6.77%

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



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### **Executive Summary: Employee Assistance Program** **("EAP") Update**

TO: ACSIG Board of Directors  
FROM: Kimberly Dennis  
DATE: May 23, 2024  
SUBJECT: EAP Update

ACSIG contracts with Claremont Behavioral Services, Inc. to provide Employee Assistance Services to interested ACSIG members. This service falls under ACSIG's Workers' Compensation program and was originally developed as part of the December 2019 ACSIG Strategic Plan. ACSIG's current agreement with Claremont runs through 6/30/26.

Current participating members are Alameda County Office of Education, Alameda USD, Albany, Dublin, Fremont, Mission Valley ROP, New Haven, Piedmont, Pleasanton, San Leandro, San Lorenzo, Sunol Glen, and Tri-Valley ROP. Utilization reports for each member are included in this packet.

The Board will review this report.

### 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.

Uprise app data updated on Mar-31-2024 and Case management data updated on Mar-30-2024

#### Total cases

# 220

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.

#### Utilization

# 2.3%

Total cases divided by primary members calculated over the selected period.  
Current annual projection: **2.3%**

#### Primary Members

# 9,500

Definition: Number of primary members reported to your Client Success manager.

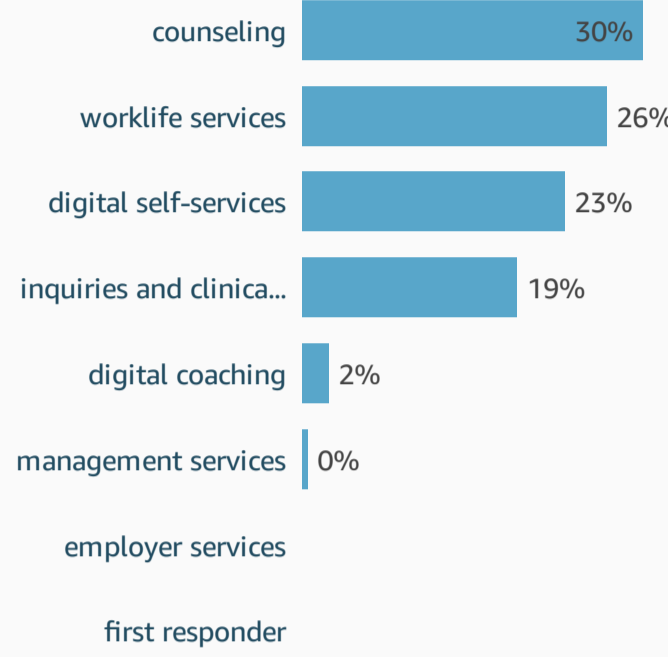
#### Top Problems

- **stress/anxiety** with **14** cases
- **relationship/family/couple** with **10** cases
- **emotional/psychological** with **6** cases

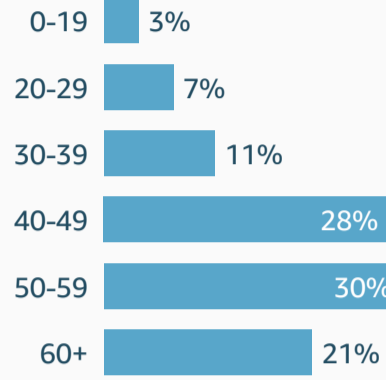
#### Cases by month



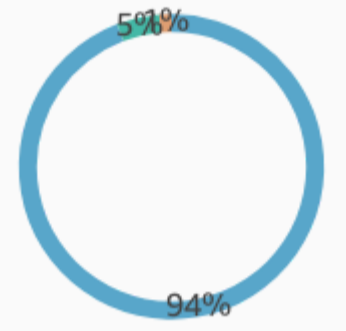
#### Cases by type



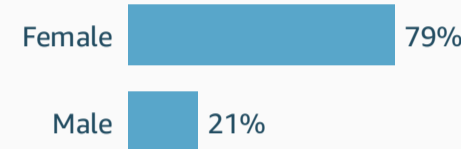
#### Cases by age



#### Cases by relationship



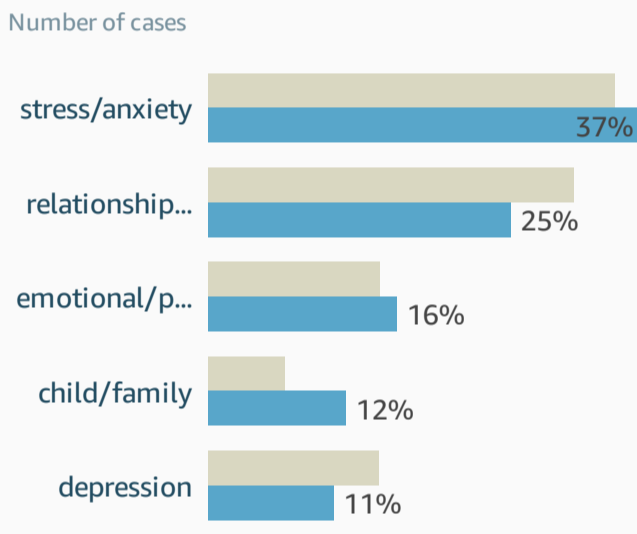
#### Cases by gender



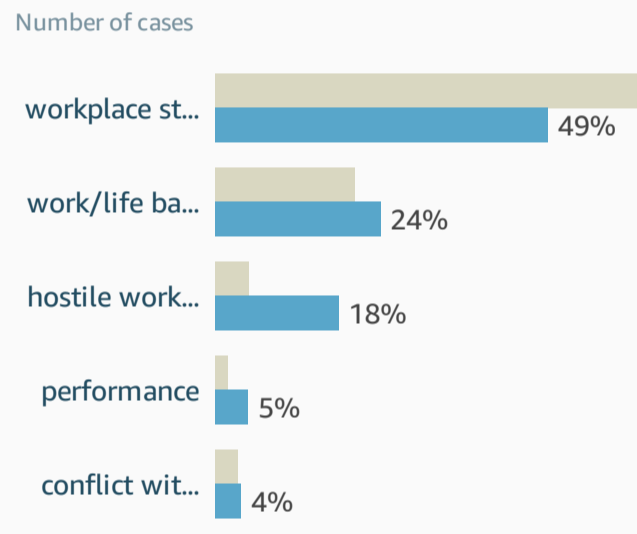
### Counseling Services

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

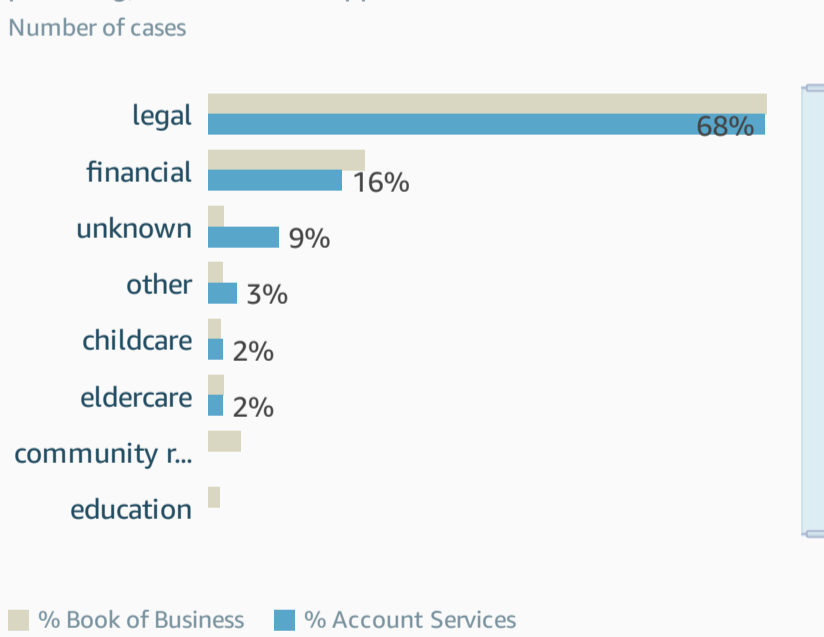


#### Peer support groups

No data  
There was no data found for the visual

### Work-life Services

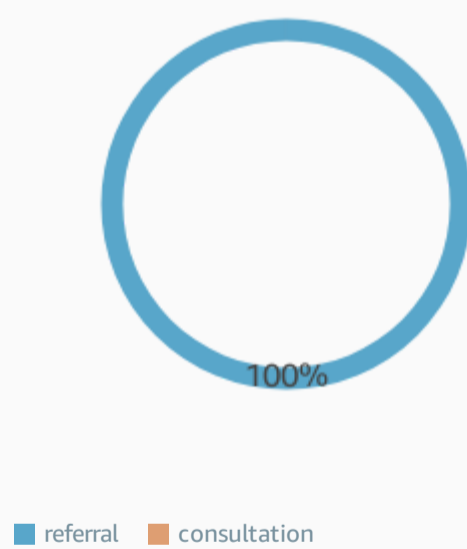
Uprise Health provides work-life services to help members better manage issues and concerns that impact their work and home. Services include legal, financial, budget planning, child and parenting, and eldercare support.



### 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 Apr-01-2024

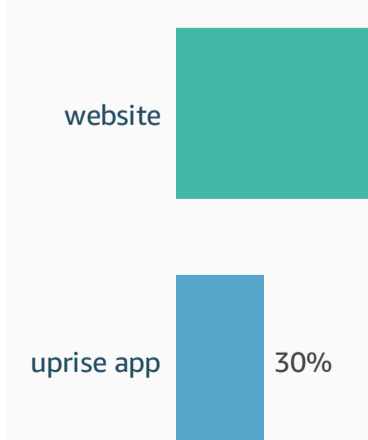
No data  
There was no data found for the visual

### Digital Self-Services

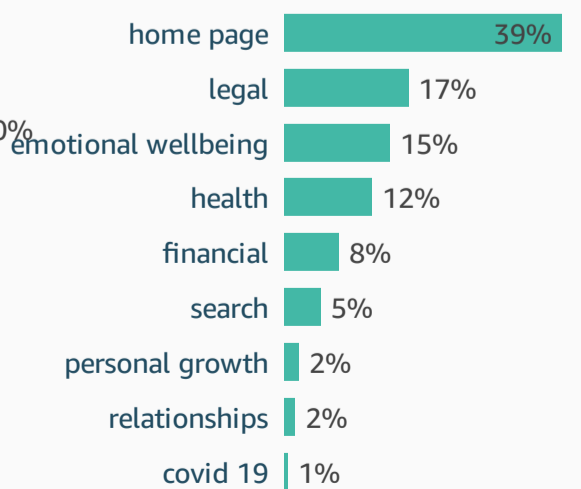
Uprise Health provides an online work-life portal that provides members access to online resources for work-life, training, and on-demand webinars. This section is updated monthly.

Website data updated on Feb-2024 ; Uprise app data updated on Mar-31-2024

#### 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.

*Uprise app data updated on Mar-31-2024 and Case management data updated on Mar-30-2024*

#### Total cases

# 13

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.

#### Utilization

# 6.2%

Total cases divided by primary members calculated over the selected period.  
Current annual projection: **6.7%**

#### Primary Members

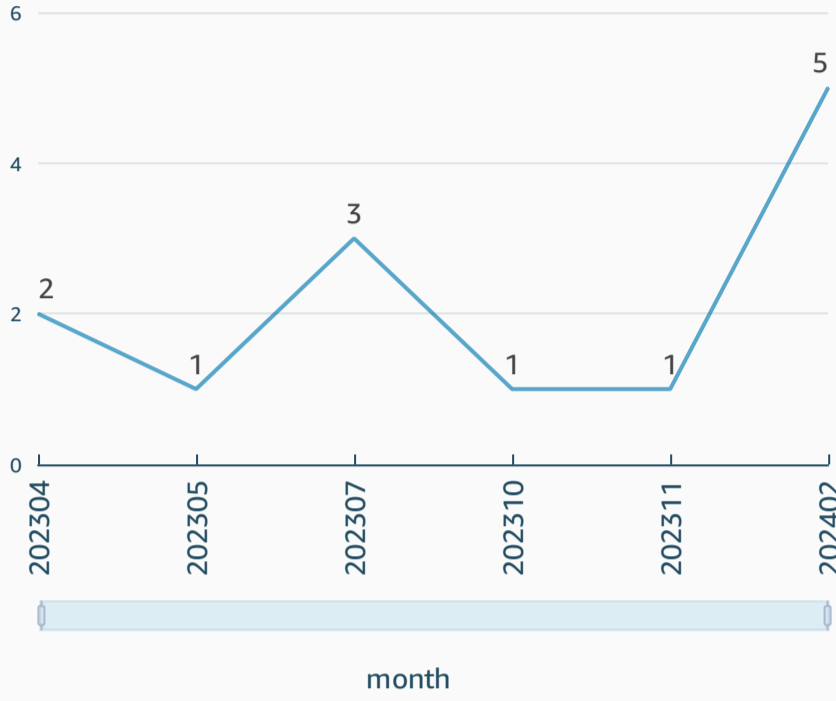
# 211

Definition: Number of primary members reported to your Client Success manager.

#### Top Problems

- **relationship/family/couple** with **2** cases
- **emotional/psychological** with **1** cases
- **grief/ bereavement** with **1** cases

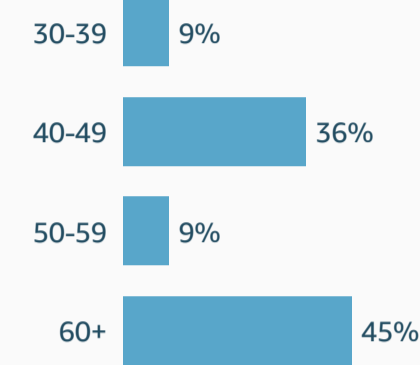
#### Cases by month



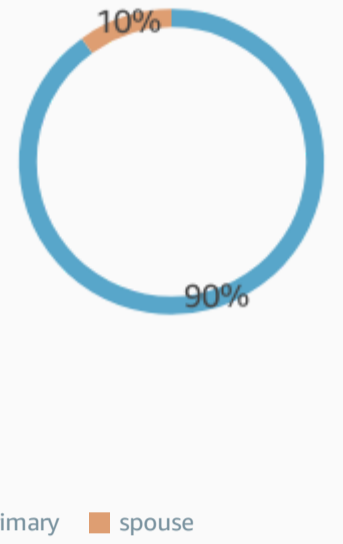
#### Cases by type



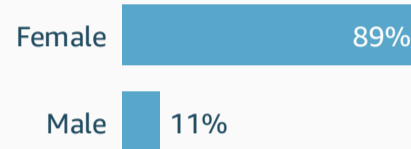
#### Cases by age



#### 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

No data

There was no data found for the visual

#### Work related problems

Number of cases

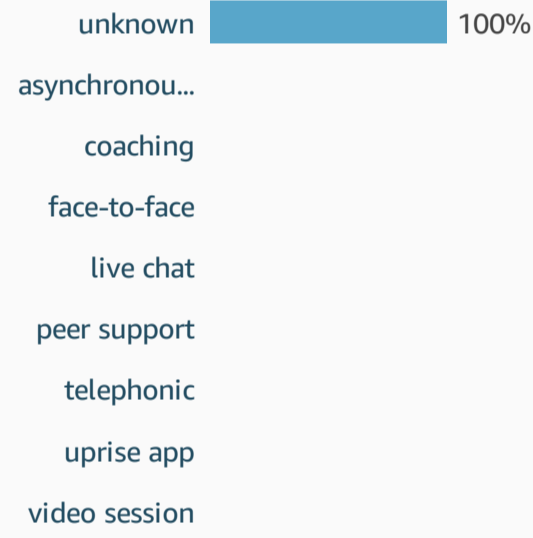
Top 5

No data

There was no data found for the visual

#### Delivery types

Number of cases



#### Peer support groups

Number of cases

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

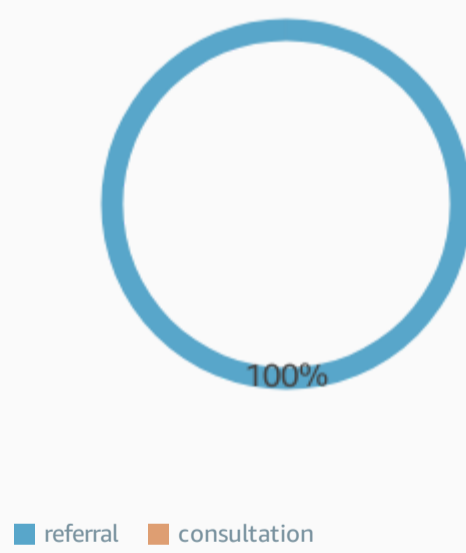
No data

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

### 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 Apr-01-2024*

No data

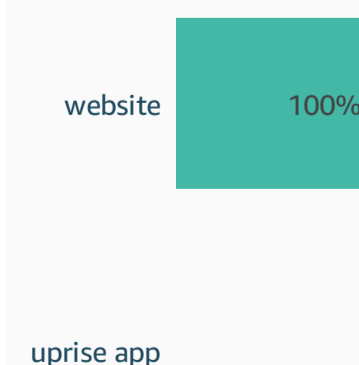
There was no data found for the visual

### Digital Self-Services

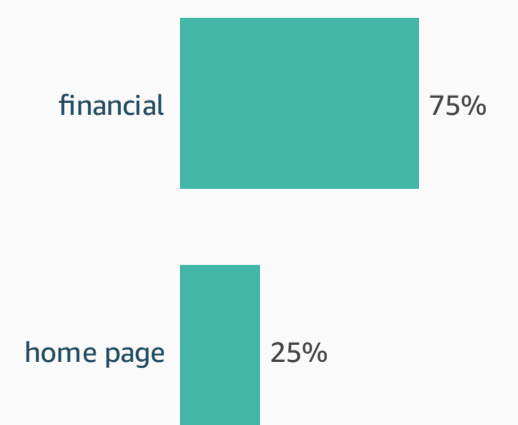
Uprise Health provides an online work-life portal that provides members access to online resources for work-life, training, and on-demand webinars. This section is updated monthly.

*Website data updated on Feb-2024 ; Uprise app data updated on Mar-31-2024*

#### Cases by type



#### Visits by website sections



# uprisehealth EAP Dashboard

ALAMEDA UNIFIED SCHOOL DISTRICT

If you have specific questions, please contact your account manager **Mona Reese**

## 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.

Uprise app data updated on Mar-31-2024 and Case management data updated on Mar-30-2024

Total cases

43

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.

Utilization

4.3%

Total cases divided by primary members calculated over the selected period.  
Current annual projection: **8.6%**

Primary Members

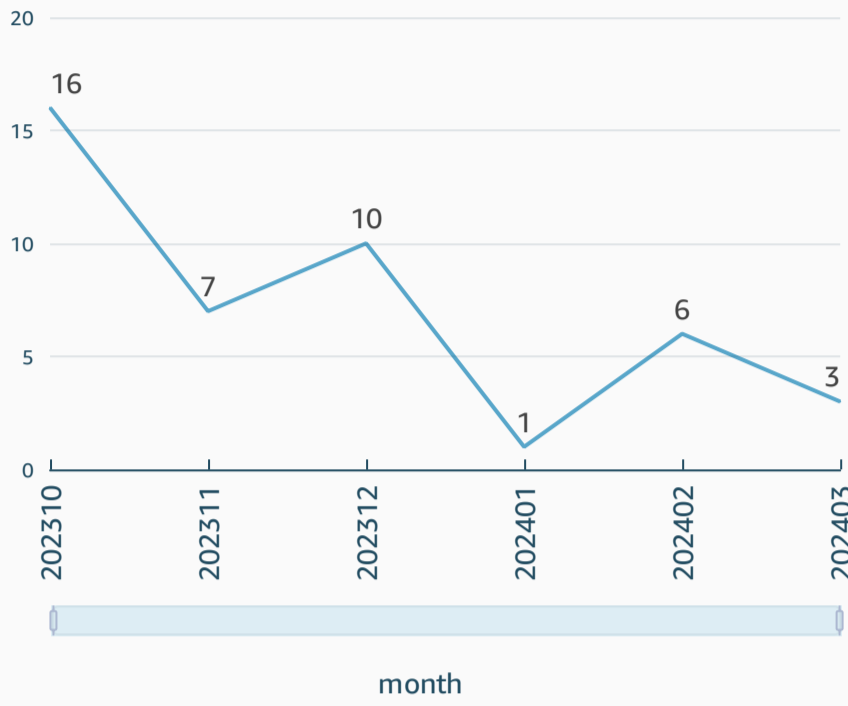
1,006

Definition: Number of primary members reported to your Client Success manager.

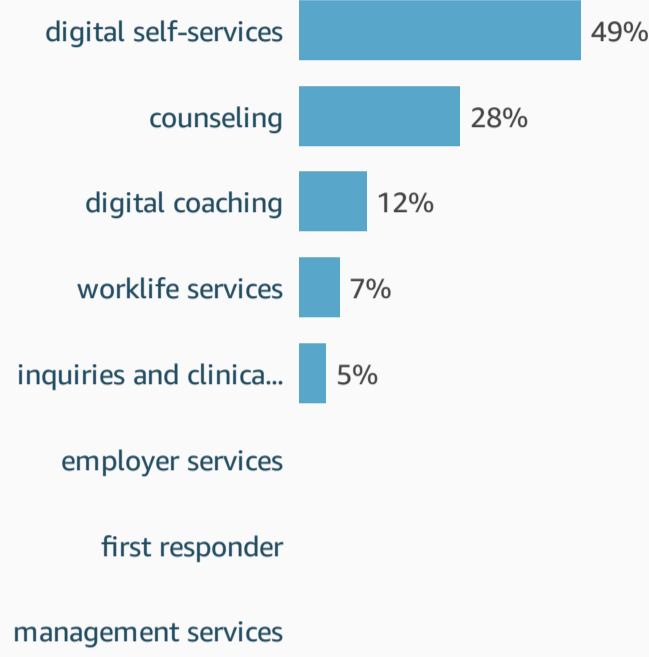
Top Problems

- stress/anxiety with 2 cases
- trauma/ptsd with 2 cases
- emotional/psychological with 2 cases

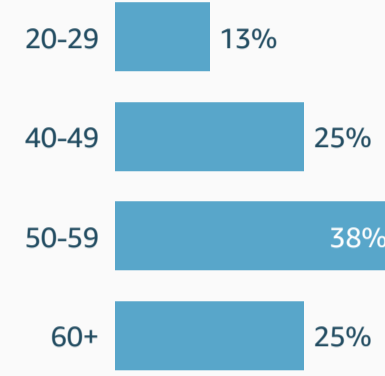
## Cases by month



## Cases by type



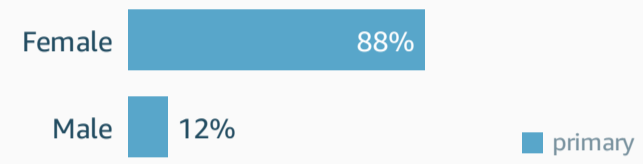
## Cases by age



## Cases by relationship



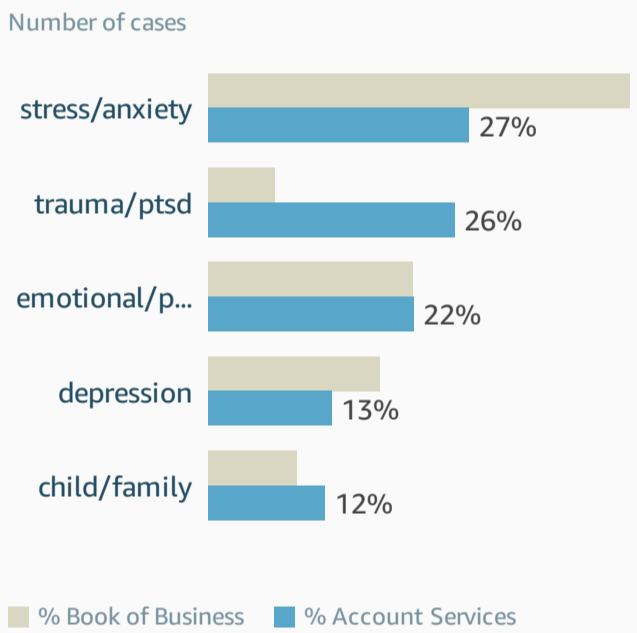
## Cases by gender



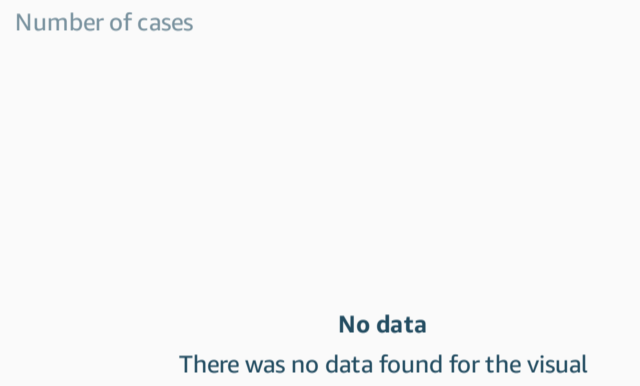
## Counseling Services

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.

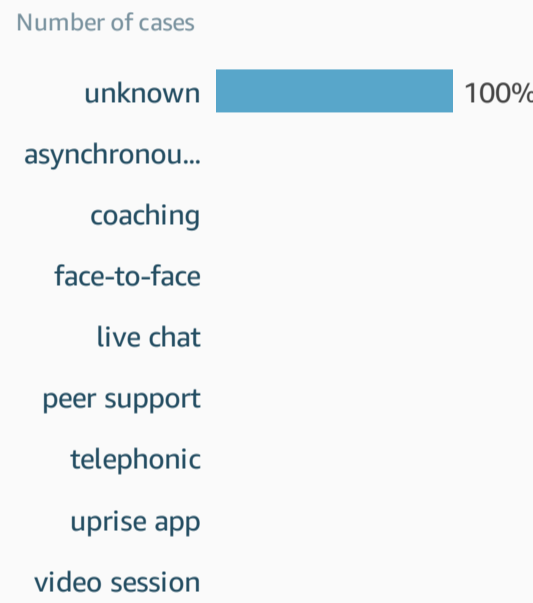
### Personal problems



### Work related problems



### Delivery types

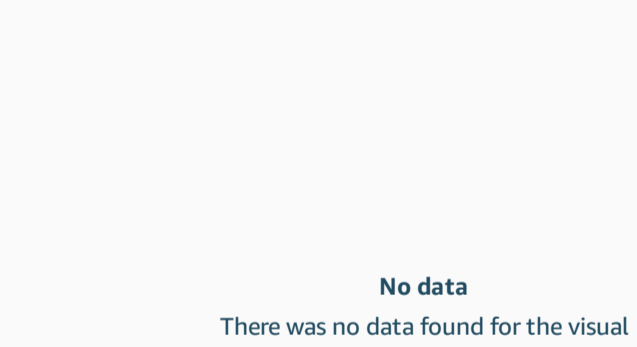


### Peer support groups



## 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.



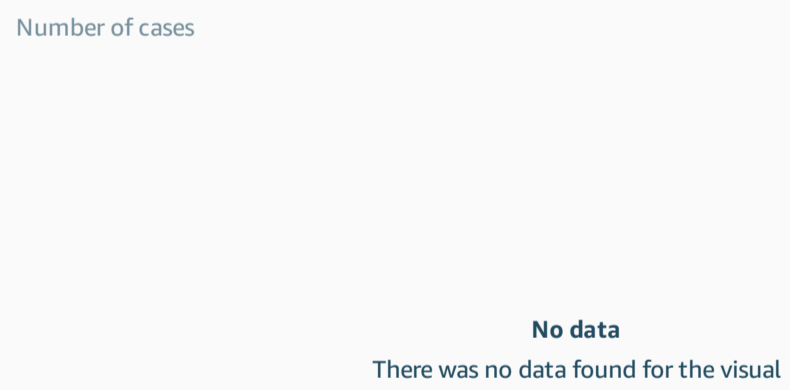
## Management Services

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



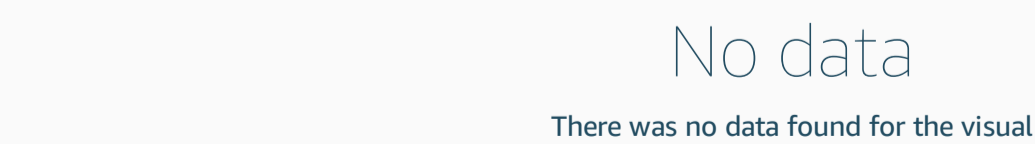
### Referral problems



## 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 Apr-01-2024

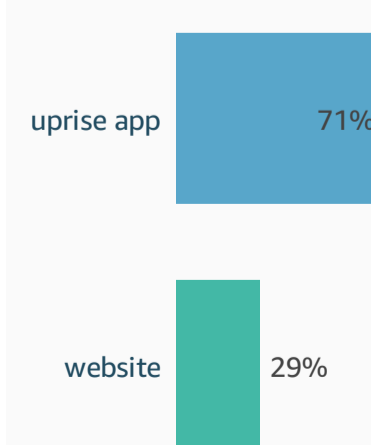


## Digital Self-Services

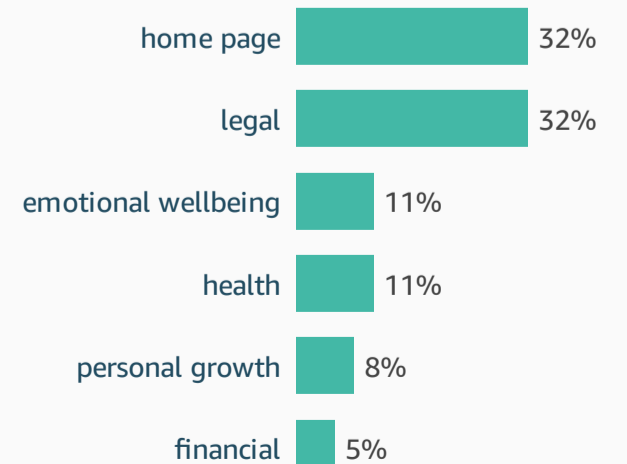
Uprise Health provides an online work-life portal that provides members access to online resources for work-life, training, and on-demand webinars. This section is updated monthly.

Website data updated on Feb-2024 ; Uprise app data updated on Mar-31-2024

### Cases by type



### Visits by website sections



# uprisehealth EAP Dashboard

ALBANY UNIFIED SCHOOL DISTRICT

If you have specific questions, please contact your account manager **Mona Reese**

## 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.

*Uprise app data updated on Mar-31-2024 and Case management data updated on Mar-30-2024*

**Total cases**

7

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.

**Utilization**

1.7%

Total cases divided by primary members calculated over the selected period.  
Current annual projection: **2.2%**

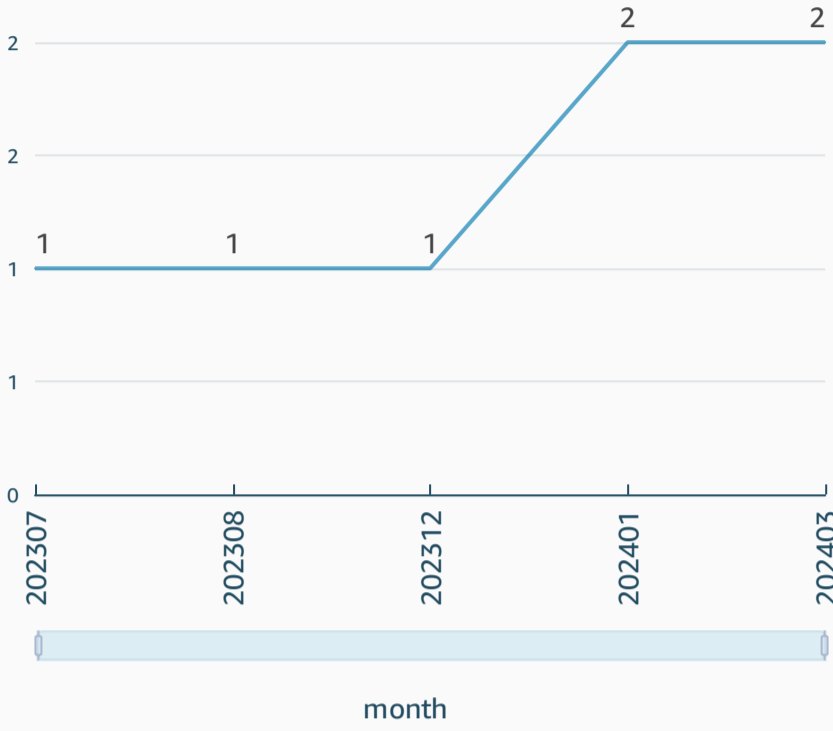
**Primary Members**

420

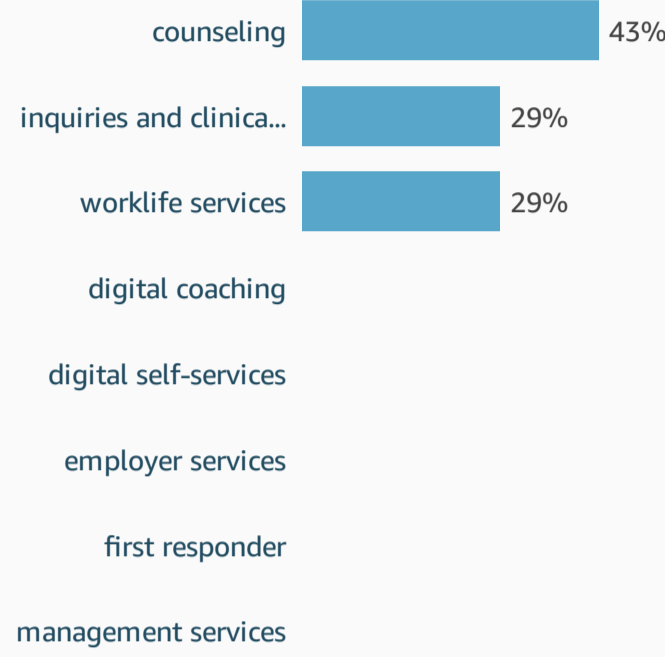
Definition: Number of primary members reported to your Client Success manager.

**Top Problems**

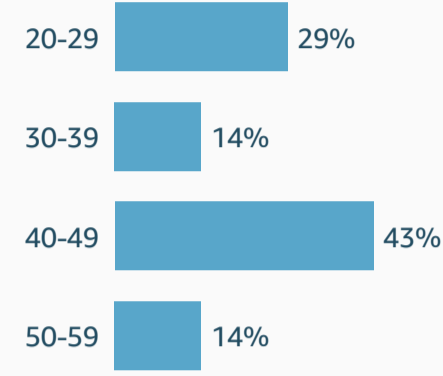
### Cases by month



### Cases by type



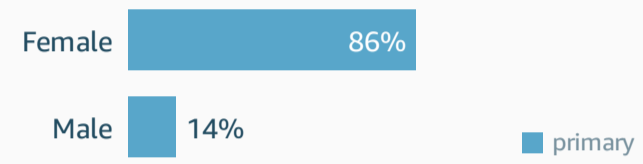
### Cases by age



### 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

No data

There was no data found for the visual

### Work related problems

Number of cases

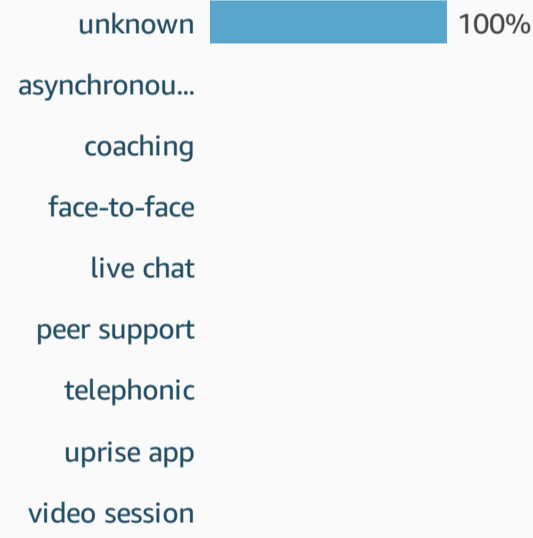
Top 5

No data

There was no data found for the visual

### Delivery types

Number of cases



### Peer support groups

Number of cases

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

## 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 Apr-01-2024*

No data

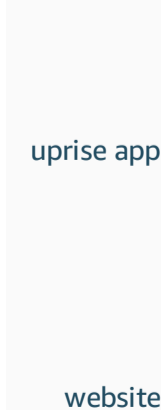
There was no data found for the visual

## 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 Feb-2024 ; Uprise app data updated on Mar-31-2024*

### Cases by type



### Visits by website sections

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.

Uprise app data updated on Mar-31-2024 and Case management data updated on Mar-30-2024

### Total cases

23

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.

### Utilization

2.2%

Total cases divided by primary members calculated over the selected period.  
Current annual projection: **2.4%**

### Primary Members

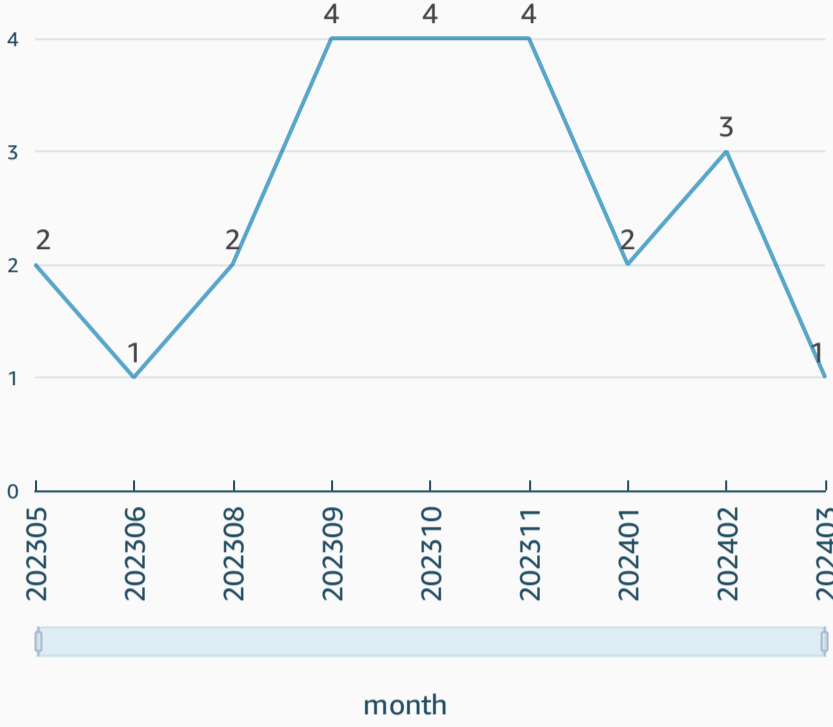
1,050

Definition: Number of primary members reported to your Client Success manager.

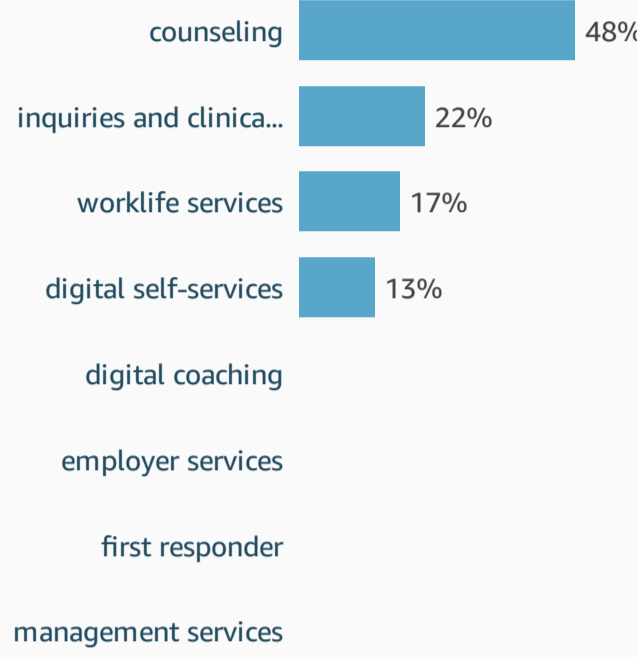
### Top Problems

- **relationship/family/couple** with 3 cases
- **stress/anxiety** with 2 cases
- **child/family** with 1 cases

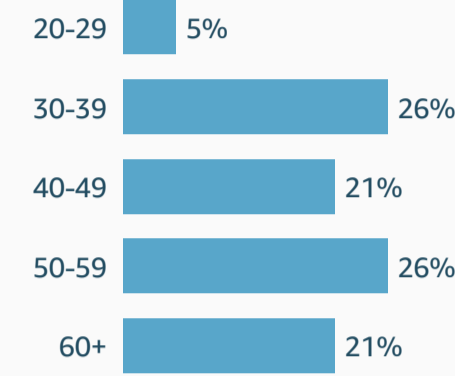
### Cases by month



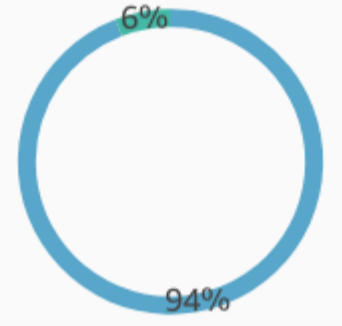
### Cases by type



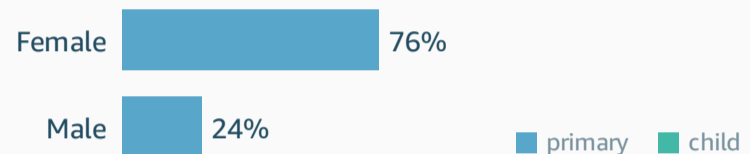
### Cases by age



### Cases by relationship



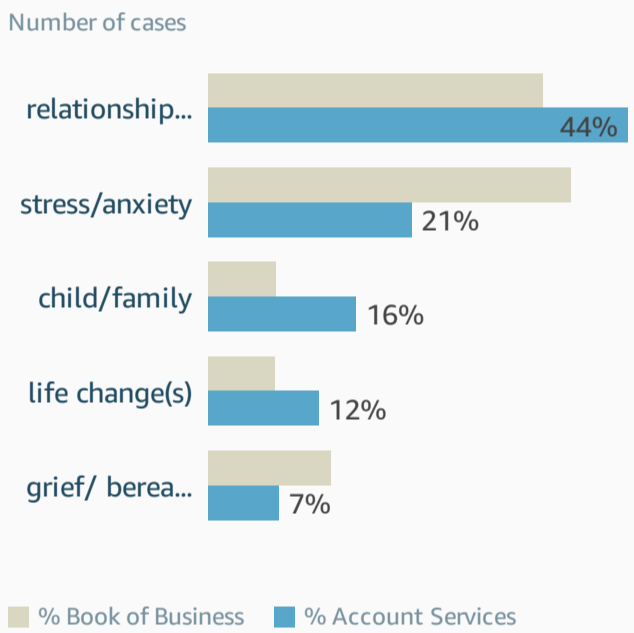
### Cases by gender



## 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



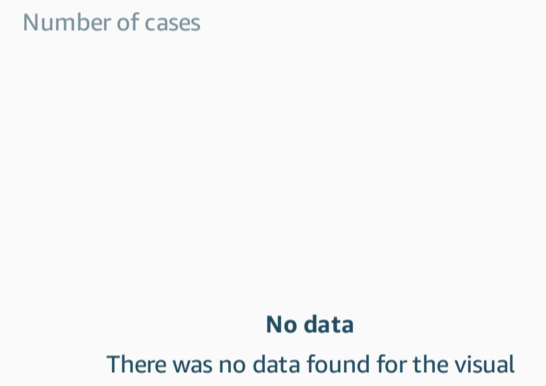
### Work related problems



### Delivery types

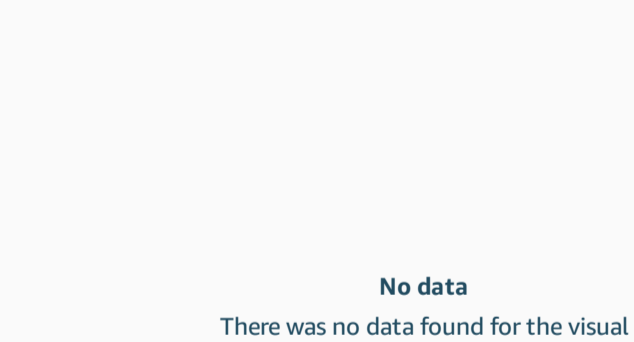


### Peer support groups



## 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.



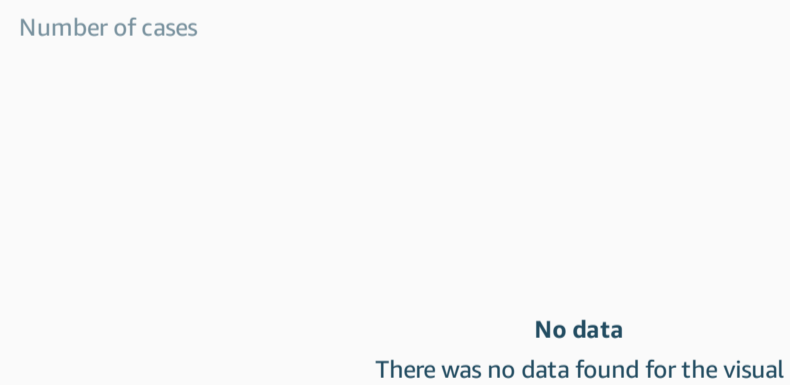
## Management Services

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



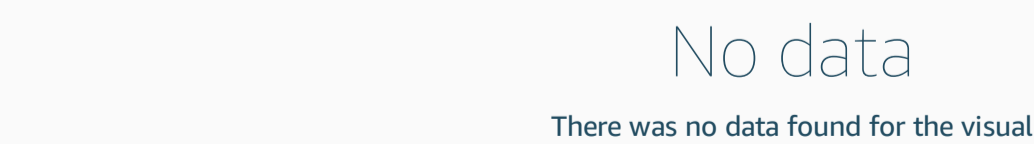
### Referral problems



## 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 Apr-01-2024

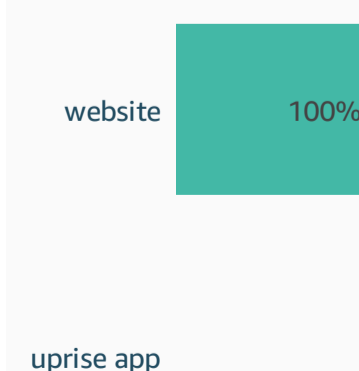


## Digital Self-Services

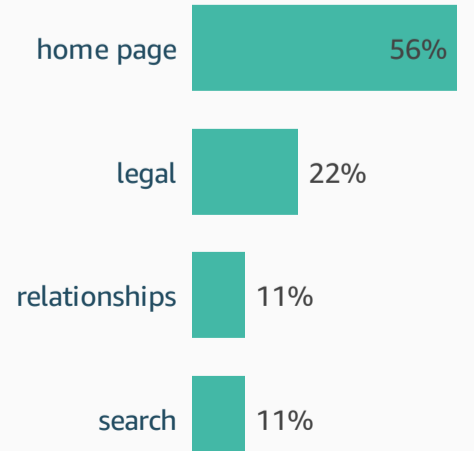
Uprise Health provides an online work-life portal that provides members access to online resources for work-life, training, and on-demand webinars. This section is updated monthly.

Website data updated on Feb-2024 ; Uprise app data updated on Mar-31-2024

### Cases by type



### Visits by website sections



# uprisehealth EAP Dashboard

## FREMONT UNIFIED SCHOOL DISTRICT

If you have specific questions, please contact your account manager **Mona Reese**

### 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.

Uprise app data updated on Mar-31-2024 and Case management data updated on Mar-30-2024

#### Total cases

28

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.

#### Utilization

1.5%

Total cases divided by primary members calculated over the selected period.  
Current annual projection: **1.7%**

#### Primary Members

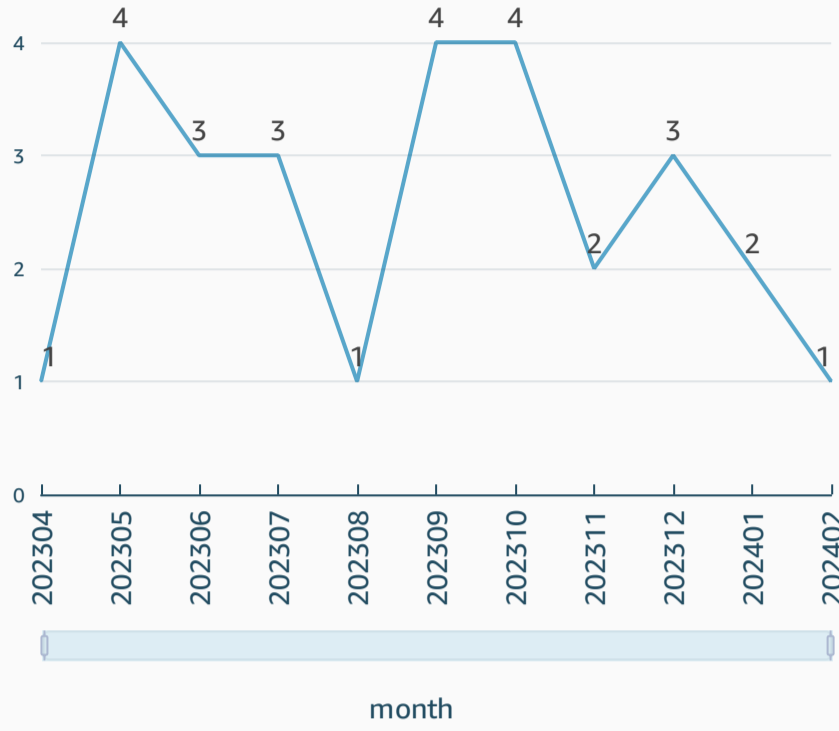
1,815

Definition: Number of primary members reported to your Client Success manager.

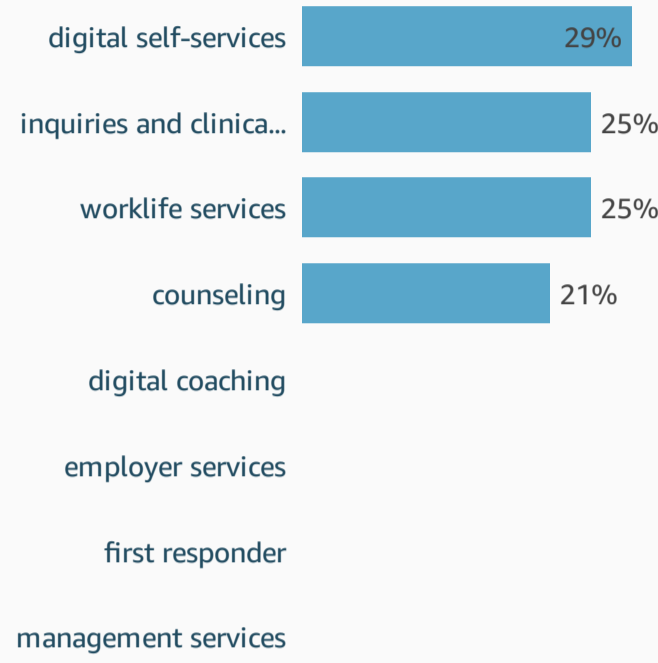
#### Top Problems

- relationship/family/couple with 2 cases
- grief/ bereavement with 1 cases
- depression with 1 cases

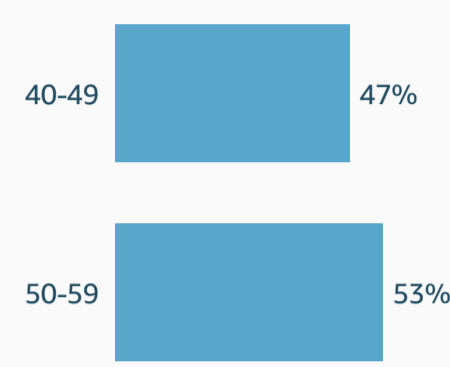
#### Cases by month



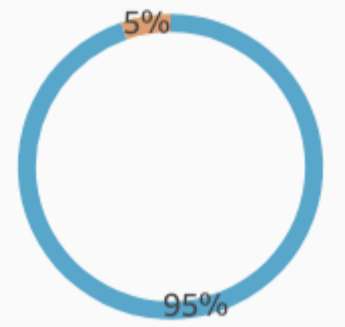
#### Cases by type



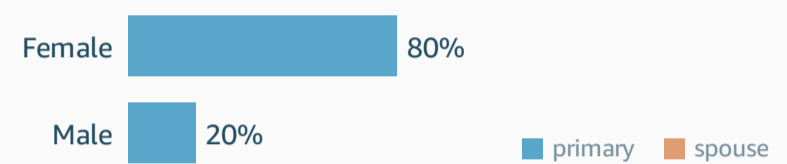
#### Cases by age



#### Cases by relationship



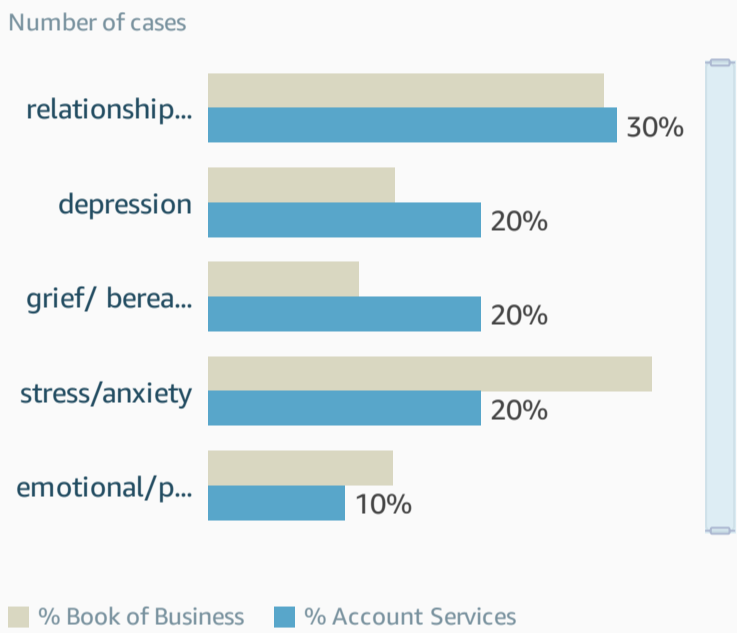
#### Cases by gender



### 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

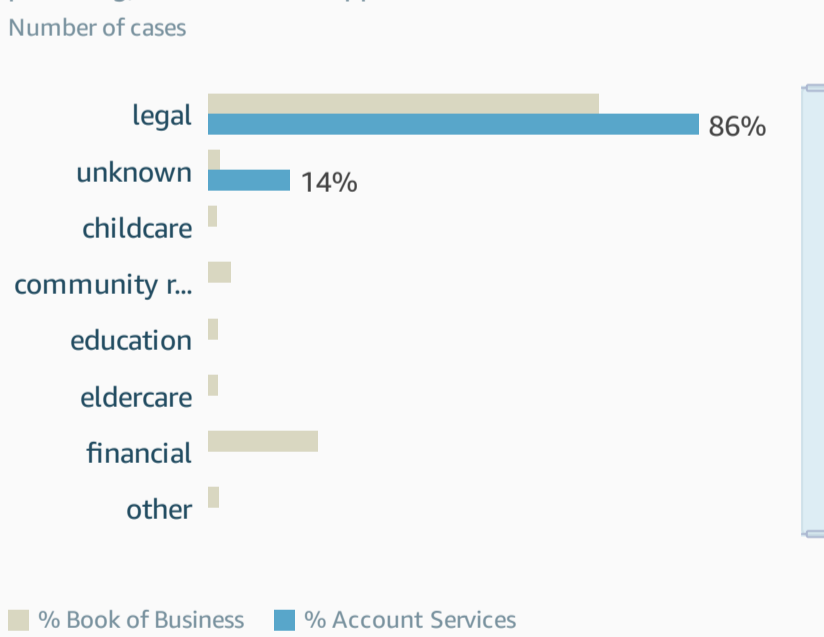


#### Peer support groups



### Work-life Services

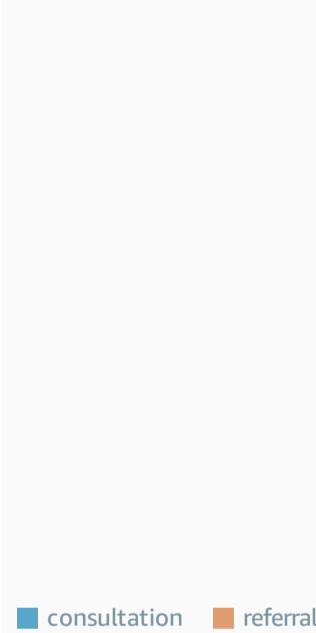
Uprise Health provides work-life services to help members better manage issues and concerns that impact their work and home. Services include legal, financial, budget planning, child and parenting, and eldercare support.



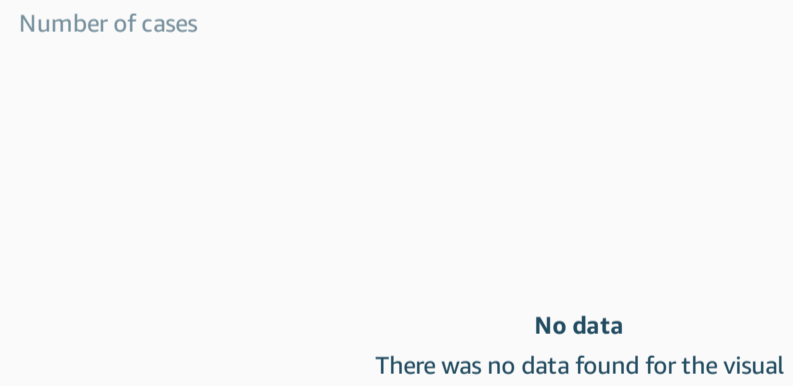
### Management Services

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



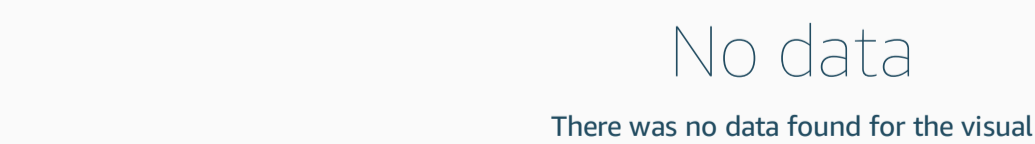
#### Referral problems



### 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 Apr-01-2024

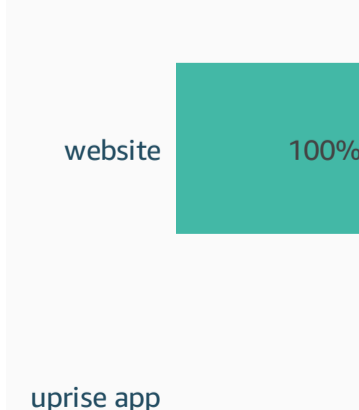


### Digital Self-Services

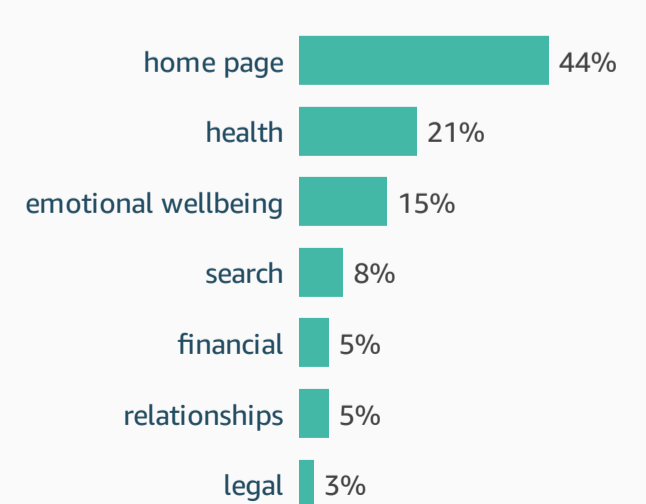
Uprise Health provides an online work-life portal that provides members access to online resources for work-life, training, and on-demand webinars. This section is updated monthly.

Website data updated on Feb-2024 ; Uprise app data updated on Mar-31-2024

#### 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.

*Uprise app data updated on Mar-31-2024 and Case management data updated on Mar-30-2024*

### Total cases

8

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.

### Utilization

13.3%

Total cases divided by primary members calculated over the selected period.  
Current annual projection: **22.7%**

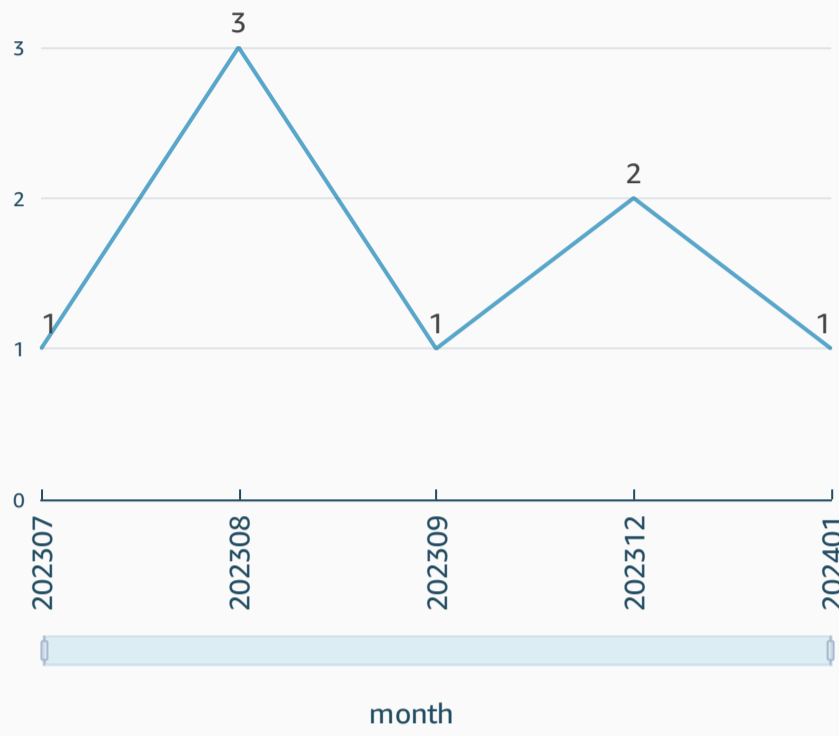
### Primary Members

60

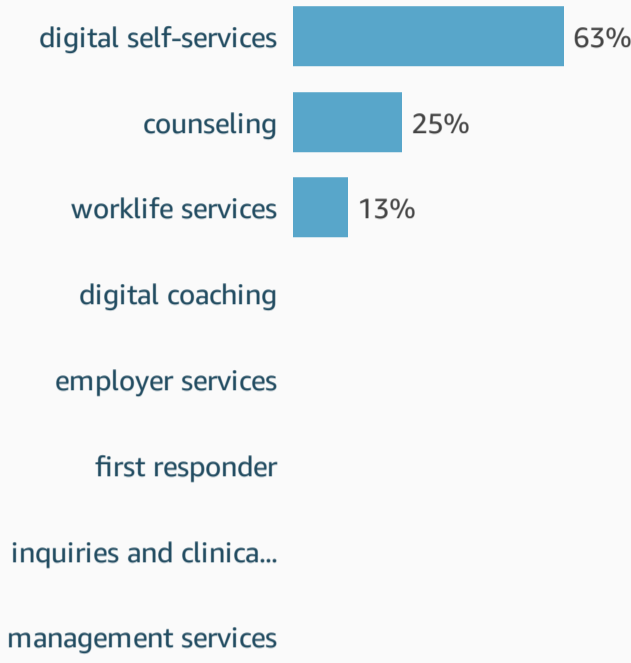
Definition: Number of primary members reported to your Client Success manager.

### Top Problems

### Cases by month



### Cases by type



### Cases by age

No data  
There was no data found for the visual

### Cases by relationship



### 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

Number of cases

Top 5

No data  
There was no data found for the visual

### Work related problems

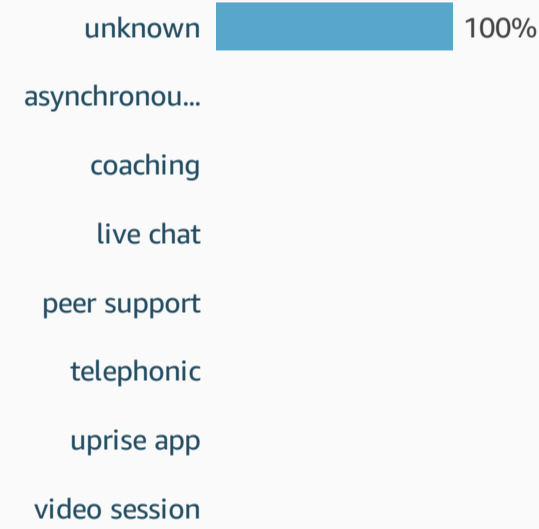
Number of cases

Top 5

No data  
There was no data found for the visual

### Delivery types

Number of cases



### Peer support groups

Number of cases

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

■ 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 Apr-01-2024*

No data

There was no data found for the visual

## Digital Self-Services

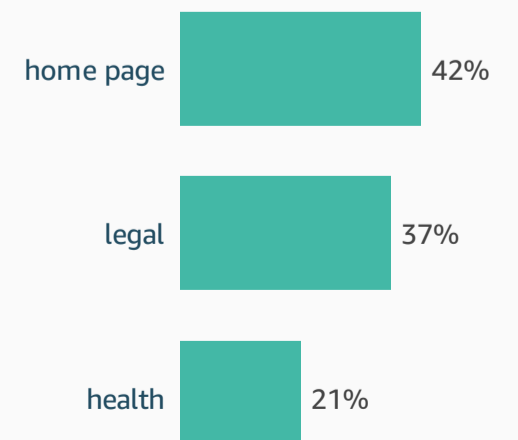
Uprise Health provides an online work-life portal that provides members access to online resources for work-life, training, and on-demand webinars. This section is updated monthly.

*Website data updated on Feb-2024 ; Uprise app data updated on Mar-31-2024*

### Cases by type



### Visits by website sections



# uprisehealth EAP Dashboard

NEW HAVEN UNIFIED SCHOOL DISTRICT

If you have specific questions, please contact your account manager **Mona Reese**

## 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.

Uprise app data updated on Mar-31-2024 and Case management data updated on Mar-30-2024

Total cases

10

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.

Utilization

1.0%

Total cases divided by primary members calculated over the selected period.  
Current annual projection: **1.0%**

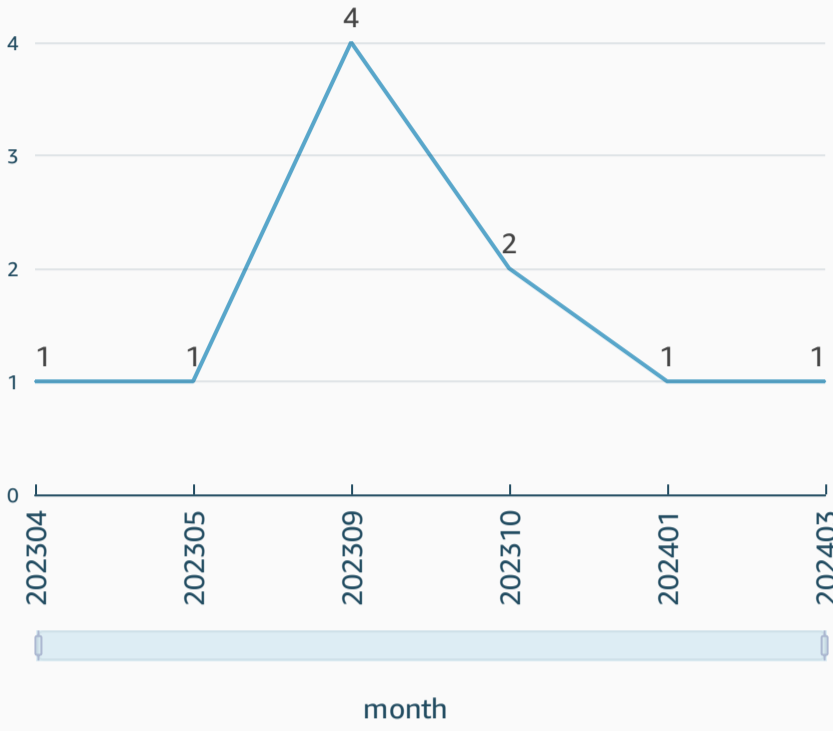
Primary Members

1,039

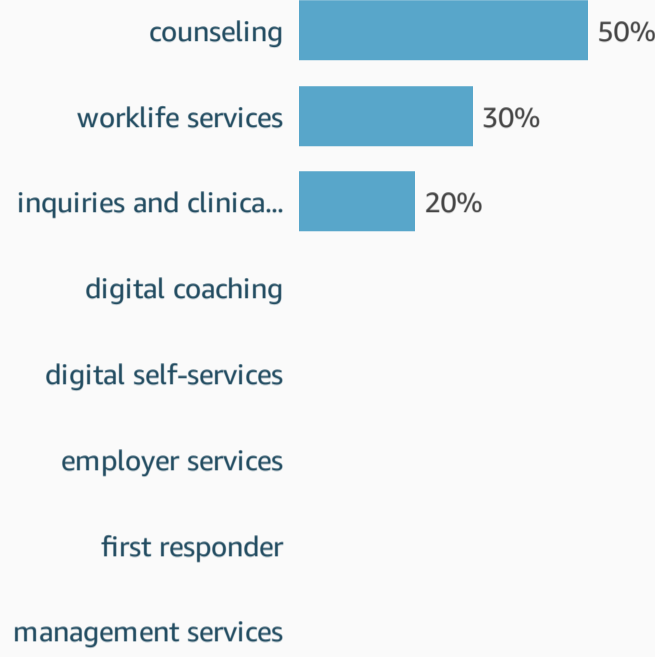
Definition: Number of primary members reported to your Client Success manager.

Top Problems

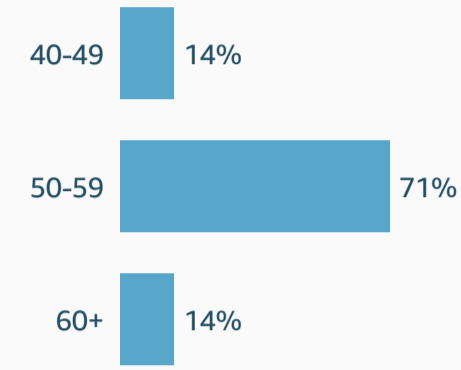
### Cases by month



### Cases by type



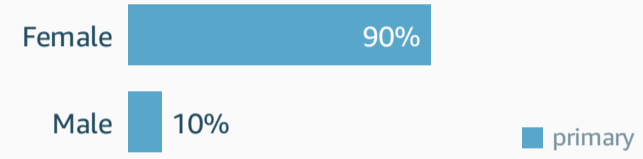
### Cases by age



### 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

No data

There was no data found for the visual

### Work related problems

Number of cases

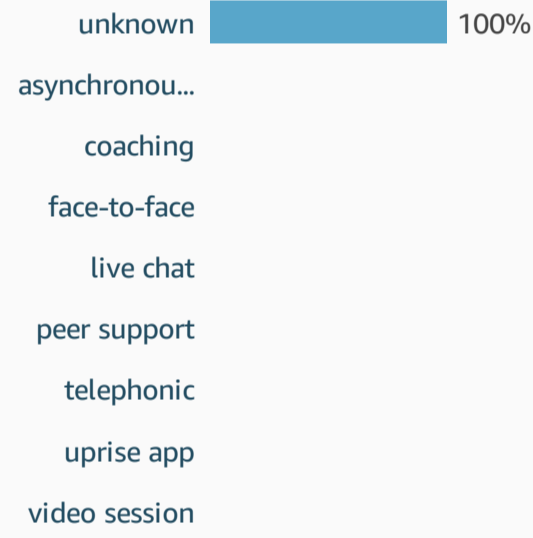
Top 5

No data

There was no data found for the visual

### Delivery types

Number of cases



### Peer support groups

Number of cases

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

## 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 Apr-01-2024

No data

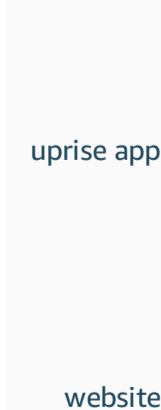
There was no data found for the visual

## 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 Feb-2024 ; Uprise app data updated on Mar-31-2024

### Cases by type



### Visits by website sections

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.

Uprise app data updated on Mar-31-2024 and Case management data updated on Mar-30-2024

### Total cases

13

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.

### Utilization

3.6%

Total cases divided by primary members calculated over the selected period.  
Current annual projection: **7.3%**

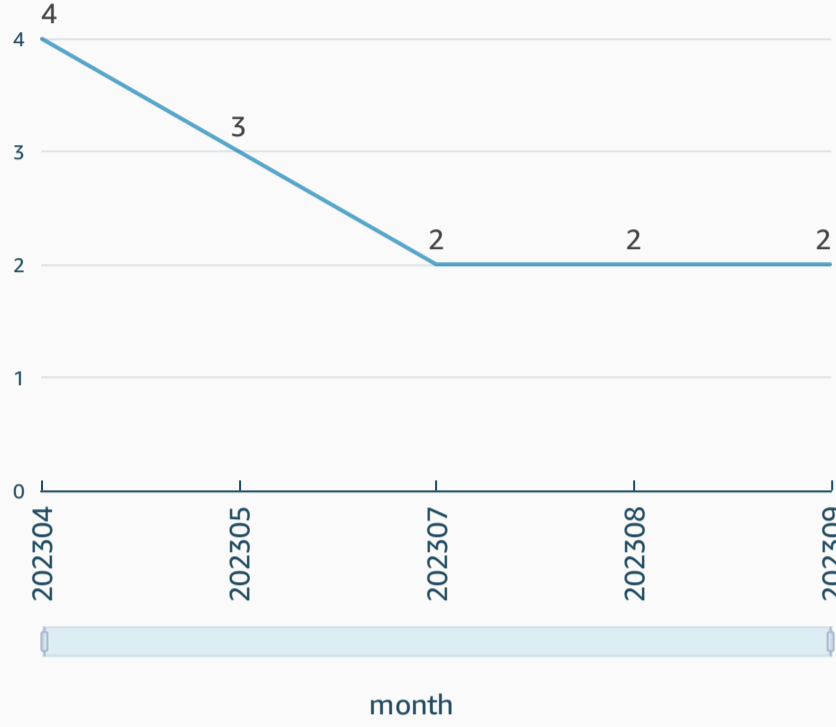
### Primary Members

359

Definition: Number of primary members reported to your Client Success manager.

### Top Problems

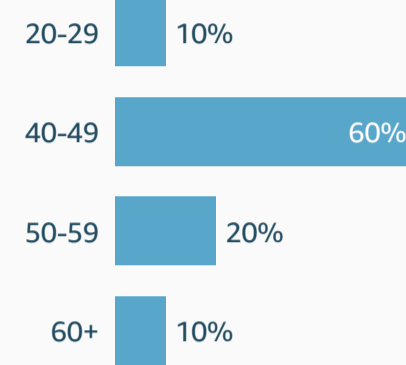
### Cases by month



### 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

No data

There was no data found for the visual

### Work related problems

Number of cases

Top 5

No data

There was no data found for the visual

### Delivery types

Number of cases

No data

There was no data found for the visual

### Peer support groups

Number of cases

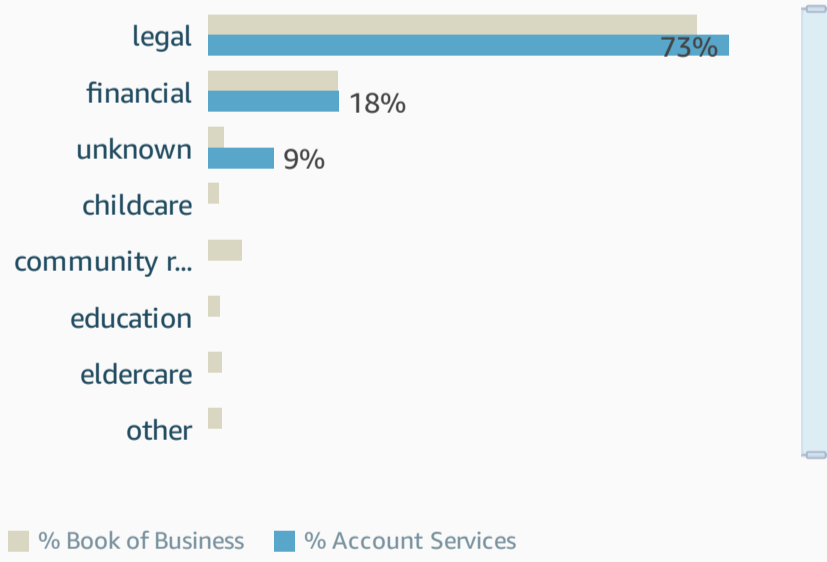
No data

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 Apr-01-2024

No data

There was no data found for the visual

## Digital Self-Services

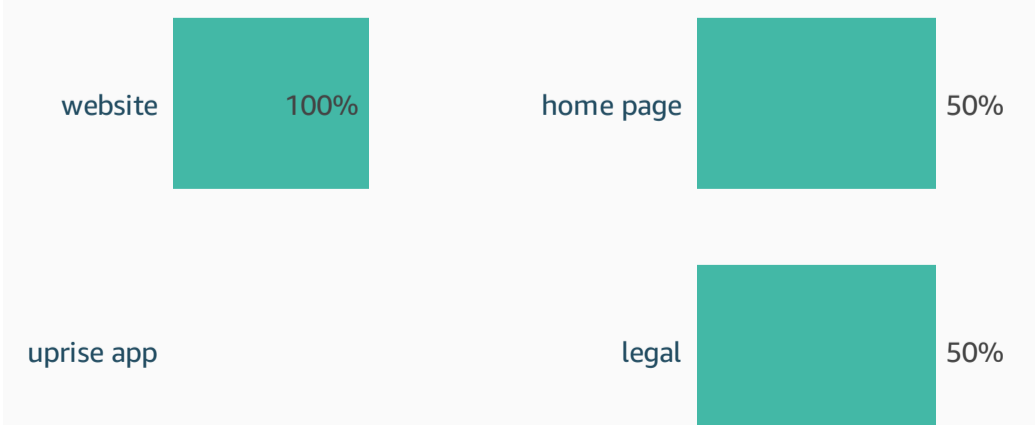
Uprise Health provides an online work-life portal that provides members access to online resources for work-life, training, and on-demand webinars. This section is updated monthly.

Website data updated on Feb-2024 ; Uprise app data updated on Mar-31-2024

### 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.

Uprise app data updated on Mar-31-2024 and Case management data updated on Mar-30-2024

#### Total cases

# 34

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.

#### Utilization

# 2.4%

Total cases divided by primary members calculated over the selected period.  
Current annual projection: **2.4%**

#### Primary Members

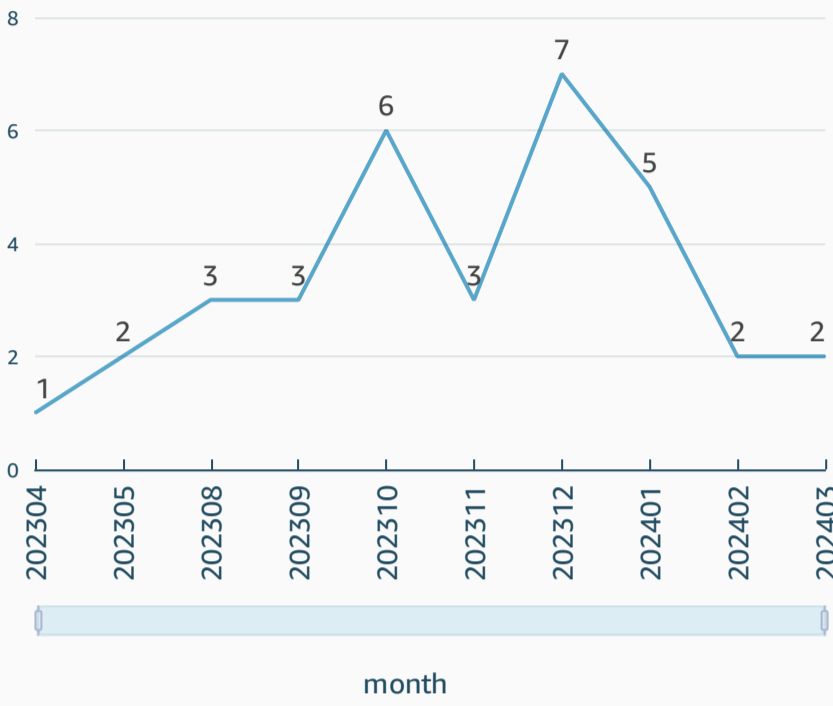
# 1,438

Definition: Number of primary members reported to your Client Success manager.

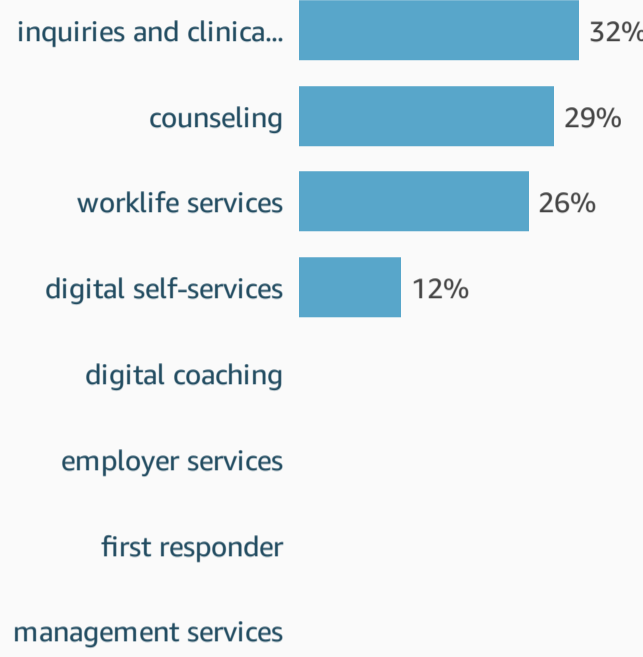
#### Top Problems

- **workplace stress** with 2 cases
- **stress/anxiety** with 2 cases
- **work/life balance** with 2 cases

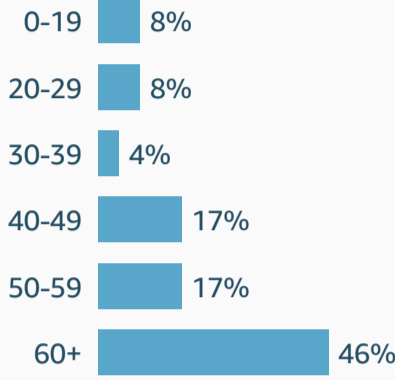
#### Cases by month



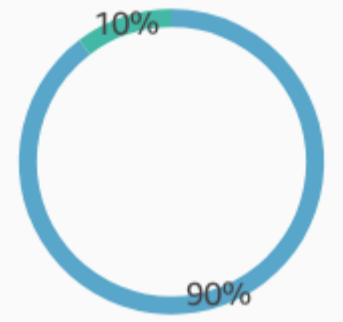
#### Cases by type



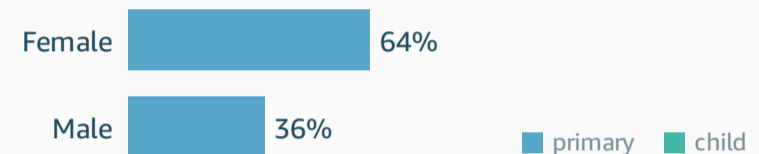
#### Cases by age



#### 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

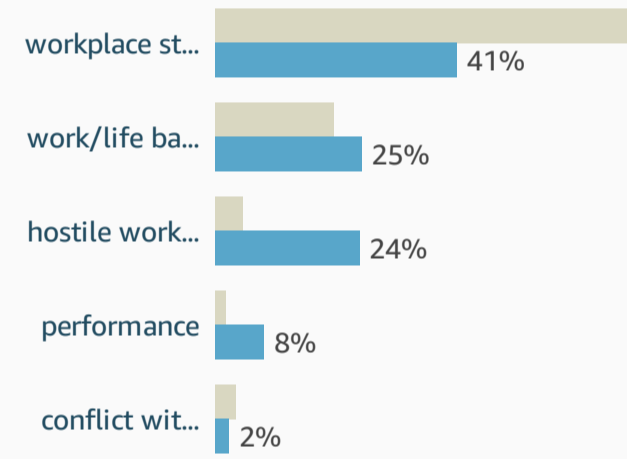
#### Top 5

No data  
There was no data found for the visual

#### Work related problems

Number of cases

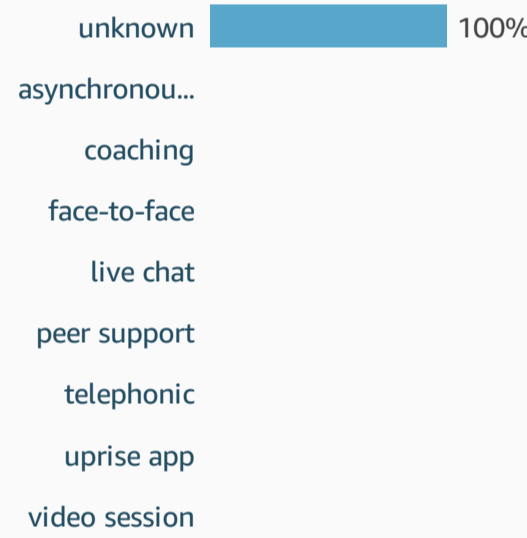
#### Top 5



% Book of Business % Account Services

#### Delivery types

Number of cases



#### Peer support groups

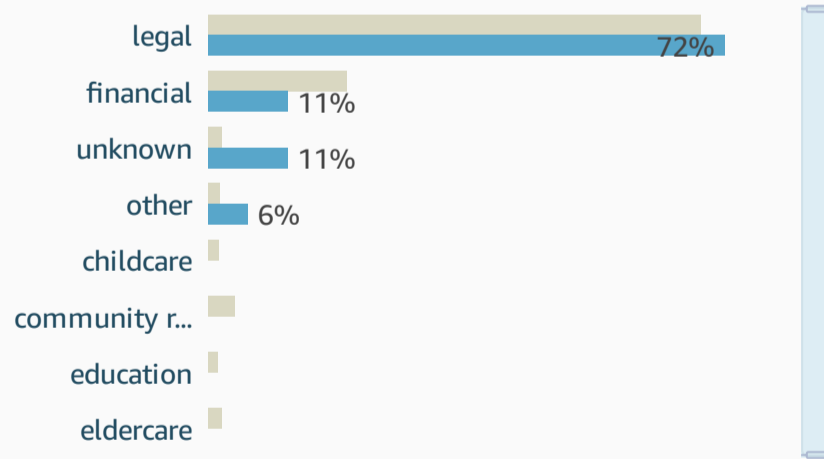
Number of cases

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



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 Apr-01-2024

No data  
There was no data found for the visual

### Digital Self-Services

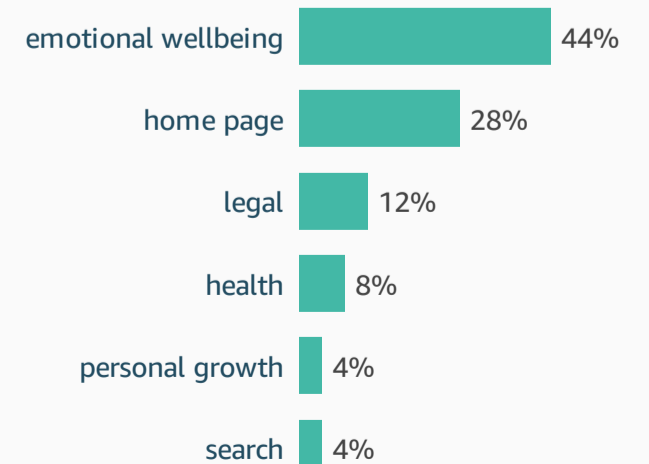
Uprise Health provides an online work-life portal that provides members access to online resources for work-life, training, and on-demand webinars. This section is updated monthly.

Website data updated on Feb-2024 ; Uprise app data updated on Mar-31-2024

#### 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.

Uprise app data updated on Mar-31-2024 and Case management data updated on Mar-30-2024

#### Total cases

# 30

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.

#### Utilization

# 3.3%

Total cases divided by primary members calculated over the selected period.  
Current annual projection: **3.3%**

#### Primary Members

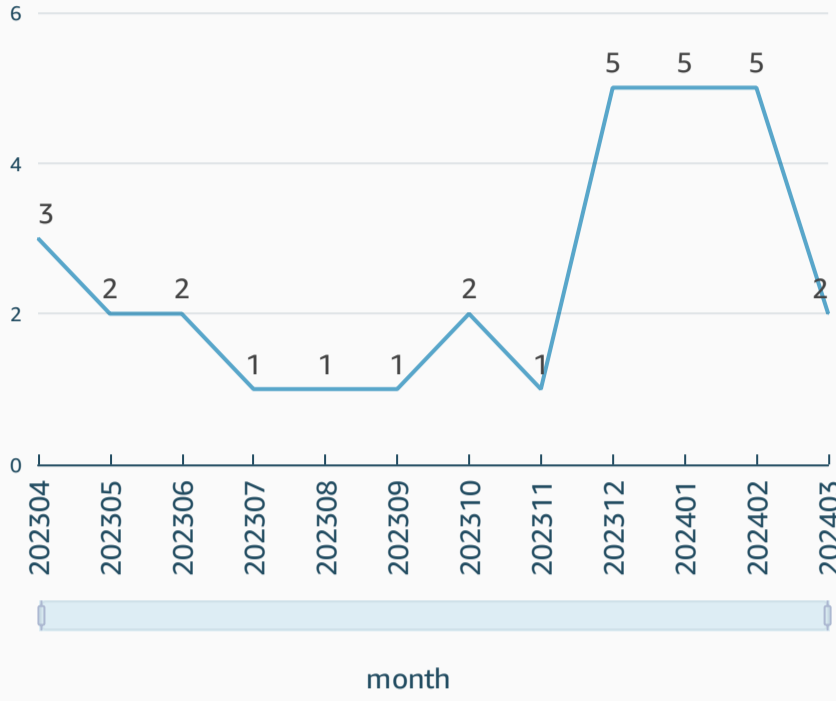
# 910

Definition: Number of primary members reported to your Client Success manager.

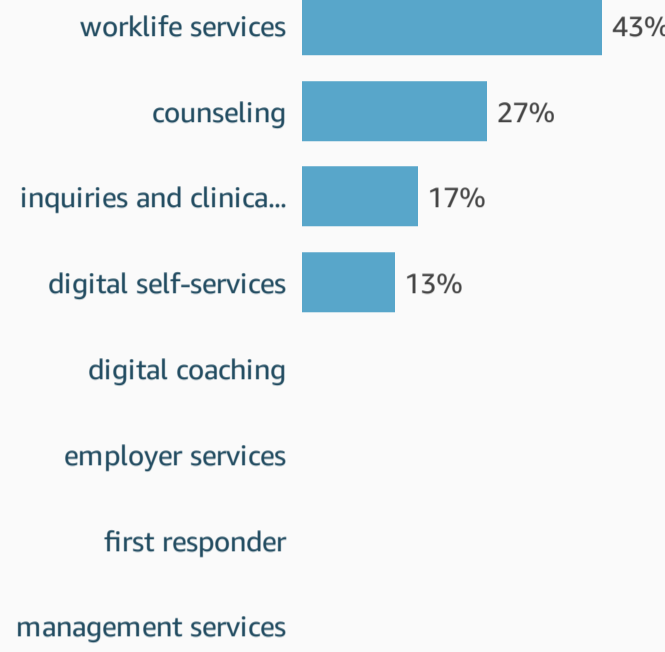
#### Top Problems

- **stress/anxiety** with 4 cases
- **depression** with 1 cases
- **child/family** with 1 cases

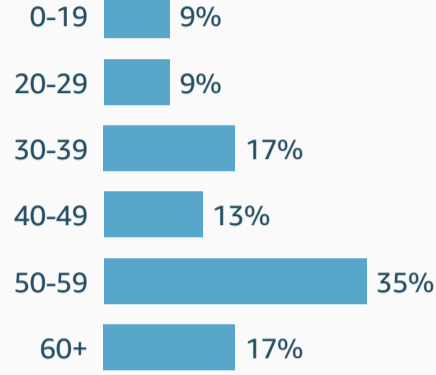
#### Cases by month



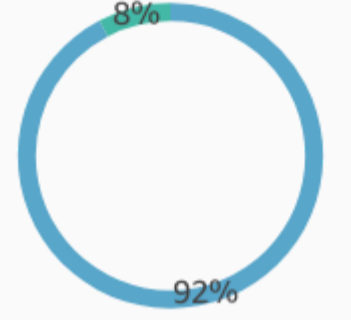
#### Cases by type



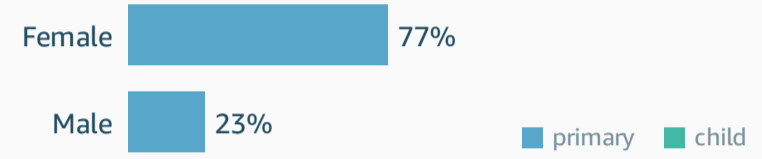
#### Cases by age



#### Cases by relationship



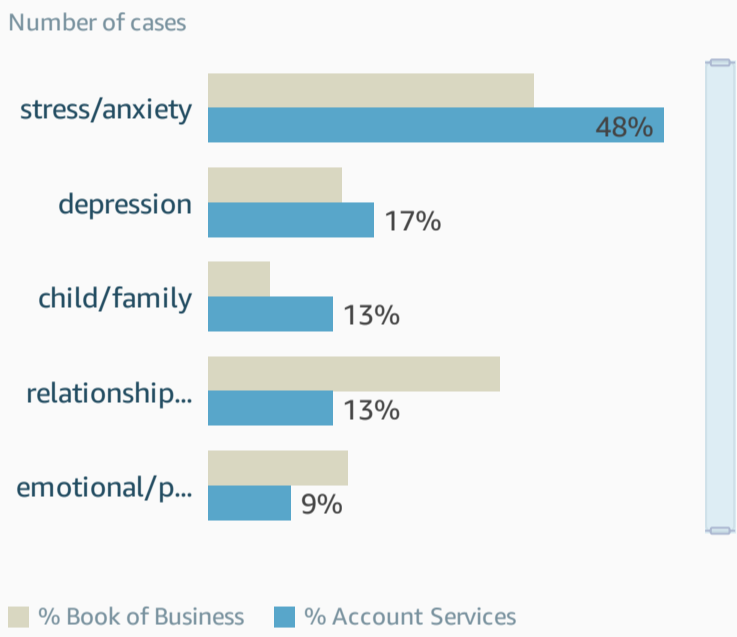
#### Cases by gender



### 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

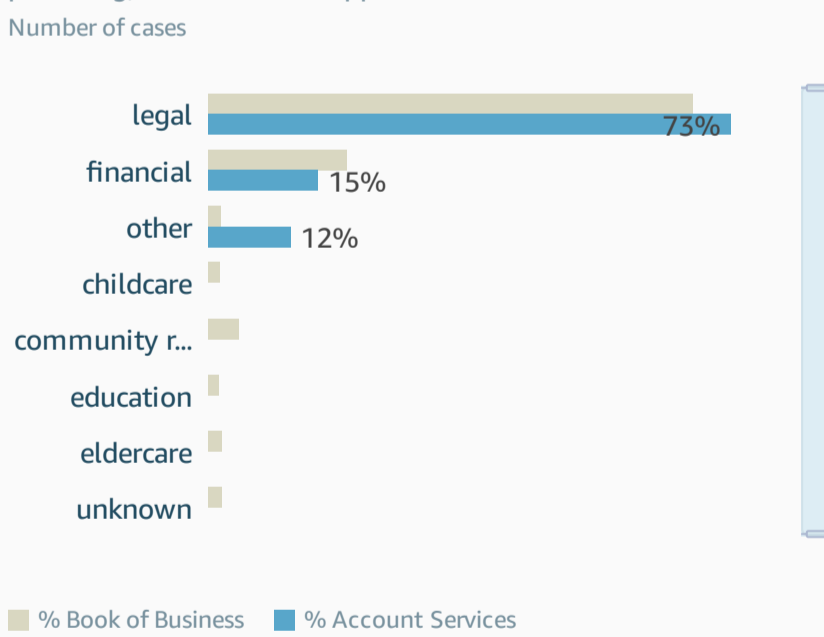


#### Peer support groups



### 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.



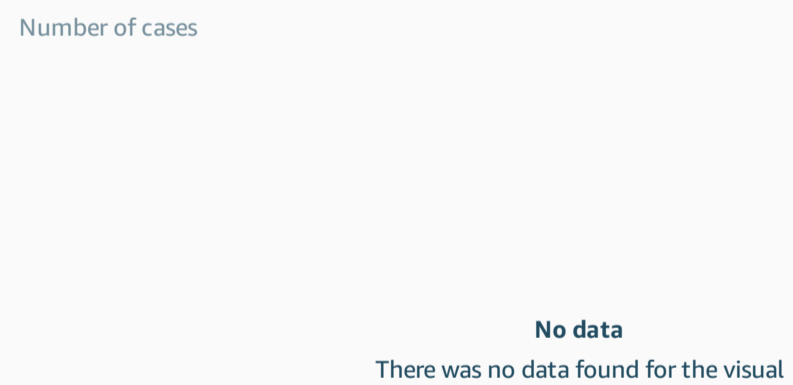
### Management Services

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



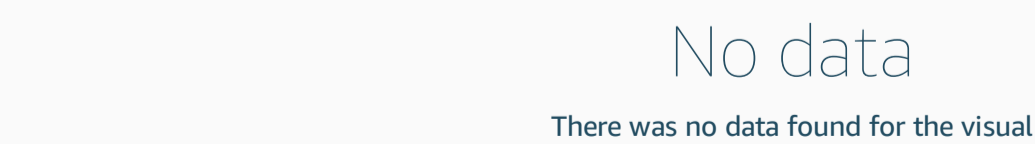
#### Referral problems



### 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 Apr-01-2024

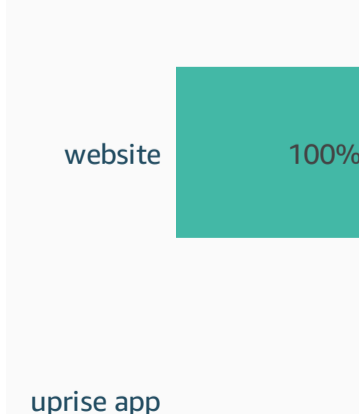


### Digital Self-Services

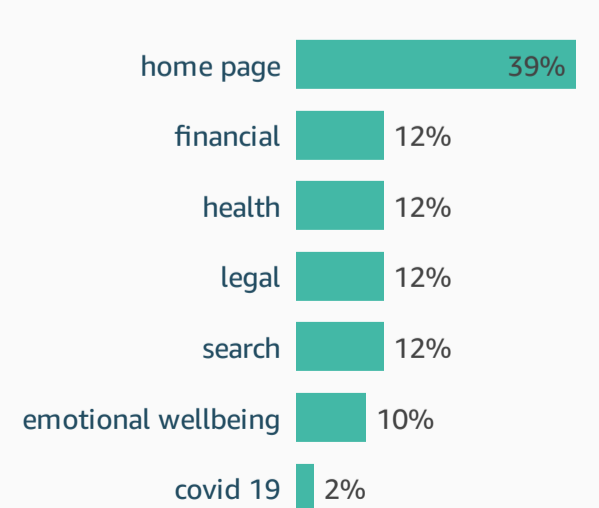
Uprise Health provides an online work-life portal that provides members access to online resources for work-life, training, and on-demand webinars. This section is updated monthly.

Website data updated on Feb-2024 ; Uprise app data updated on Mar-31-2024

#### Cases by type



#### Visits by website sections



# uprisehealth EAP Dashboard

SAN LORENZO UNIFIED SCHOOL DISTRICT

If you have specific questions, please contact your account manager **Mona Reese**

## 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.

Uprise app data updated on Mar-31-2024 and Case management data updated on Mar-30-2024

Total cases

11

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.

Utilization

1.0%

Total cases divided by primary members calculated over the selected period.  
Current annual projection: **1.0%**

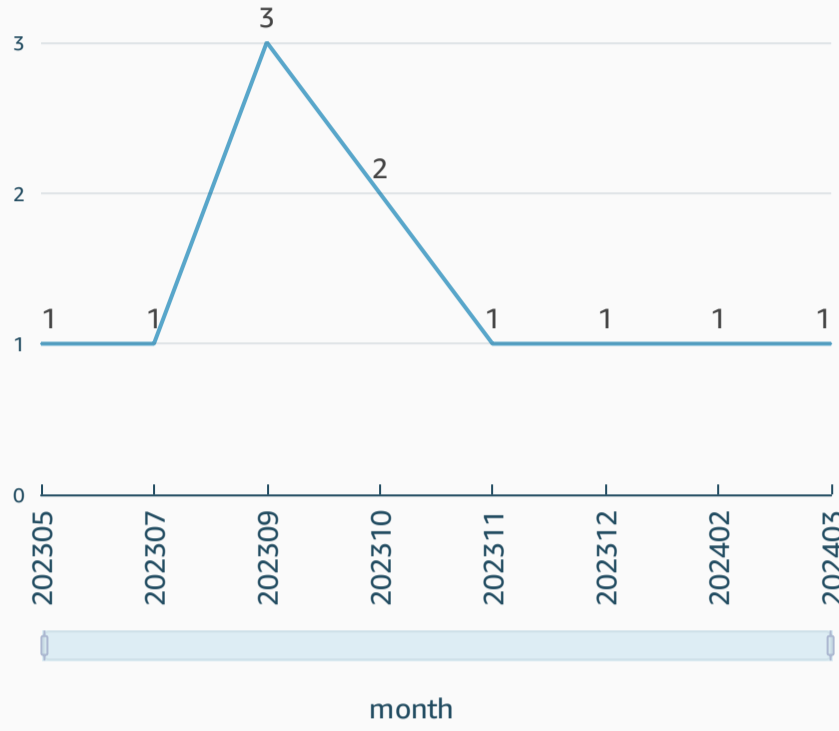
Primary Members

1,152

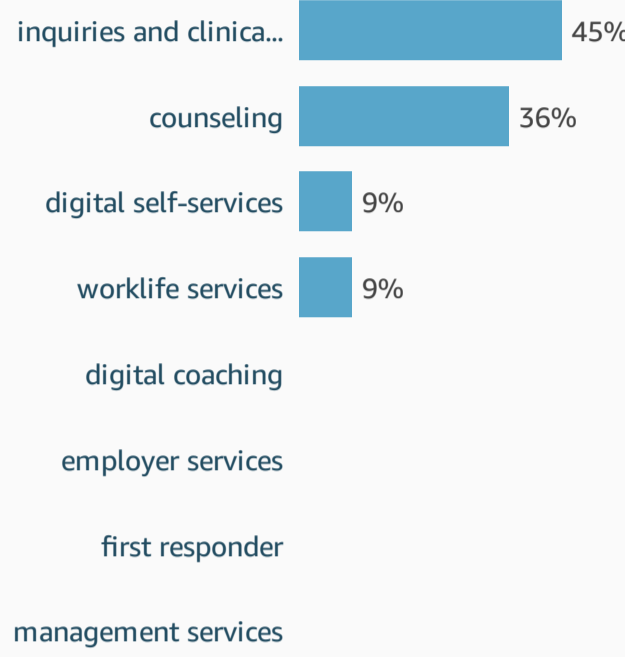
Definition: Number of primary members reported to your Client Success manager.

Top Problems

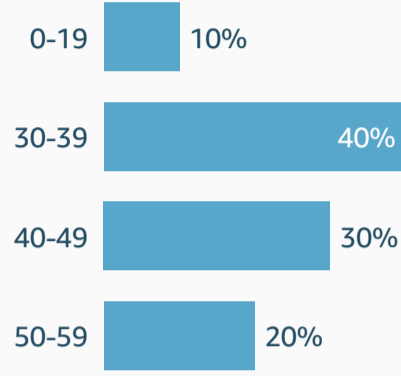
### Cases by month



### Cases by type



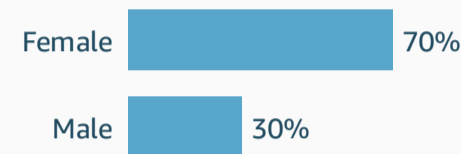
### Cases by age



### 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

unknown 100%

asynchronou...

coaching

face-to-face

live chat

peer support

telephonic

uprise app

video session

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

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 Apr-01-2024

No data

There was no data found for the visual

## Digital Self-Services

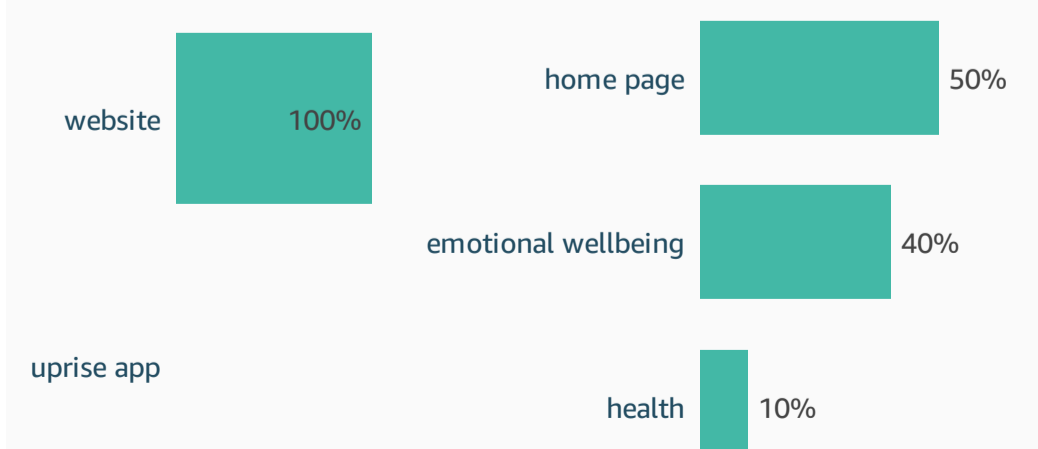
Uprise Health provides an online work-life portal that provides members access to online resources for work-life, training, and on-demand webinars. This section is updated monthly.

Website data updated on Feb-2024 ; Uprise app data updated on Mar-31-2024

### Cases by type



### Visits by website sections



Showing	
Parent Account	All
State	All
Account	SAN LORENZO UNIFIED SCHOOL DISTRICT
Month	202403, 202402, 202401, 202312, 202311, 202310, 202309, 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.

*Uprise app data updated on Mar-31-2024 and Case management data updated on Mar-30-2024*

#### Total cases

0

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.

#### Utilization

**This insight could not be displayed**  
Authors can open the insight editor for details and correct any issues

#### Primary Members

35

Definition: Number of primary members reported to your Client Success manager.

#### Top Problems

#### Cases by month

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

#### Cases by type

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

#### Cases by age

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

#### Cases by relationship

**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

Number of cases

Top 5

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

#### Work related problems

Number of cases

Top 5

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

#### Delivery types

Number of cases

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

#### Peer support groups

Number of cases

**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

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

#### 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 Apr-01-2024*

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 Feb-2024 ; Uprise app data updated on Mar-31-2024*

#### Cases by type

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

#### Visits by website sections

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

Showing	
Parent Account	All
State	All
Account	SUNOL GLEN UNIFIED SCHOOL DISTRICT
Month	202403, 202402, 202401, 202312, 202311, 202310, 202309, 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.

*Uprise app data updated on Mar-31-2024 and Case management data updated on Mar-30-2024*

### Total cases

0

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.

### Utilization

**This insight could not be displayed**  
Authors can open the insight editor for details and correct any issues

### Primary Members

5

Definition: Number of primary members reported to your Client Success manager.

### Top Problems

### Cases by month

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

### Cases by type

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

### Cases by age

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

### Cases by relationship

**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

Number of cases

Top 5

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

### Work related problems

Number of cases

Top 5

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

### Delivery types

Number of cases

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

### Peer support groups

Number of cases

**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

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

### 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 Apr-01-2024*

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 Feb-2024 ; Uprise app data updated on Mar-31-2024*

### Cases by type

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

### Visits by website sections

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

Showing

Parent Account	All
State	All
Account	TRI VALLEY ROP
Month	202403, 202402, 202401, 202312, 202311, 202310, 202309, 202308 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: Claims Trends – 5-year Point in Time**

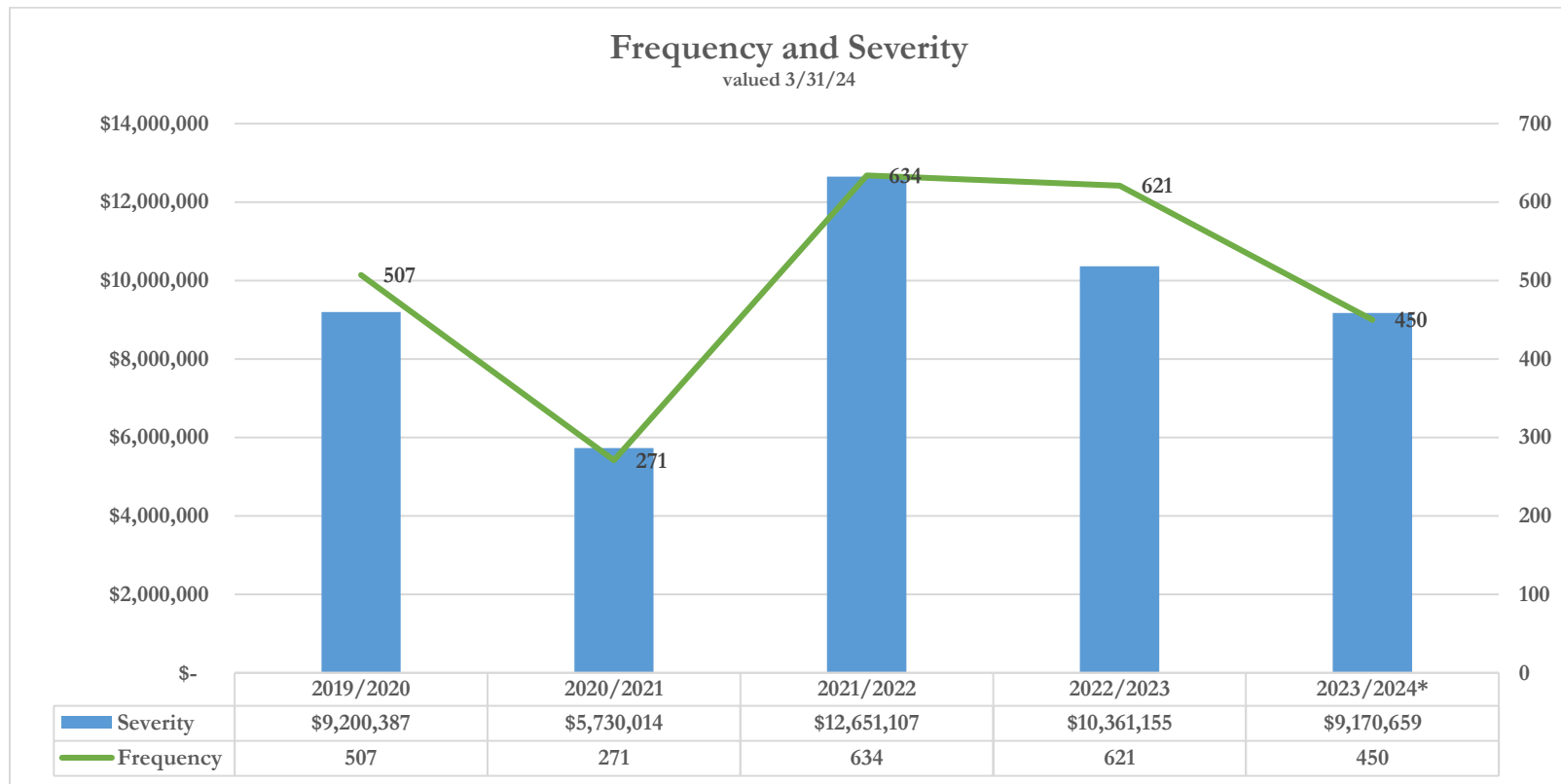
TO: ACSIG Board of Directors  
FROM: Kimberly Dennis  
DATE: May 23, 2024  
SUBJECT: Claim Trends

Keenan and Associates provides many services for ACSIG. Included in those services is the collection, aggregation, and analysis of program wide workers' compensation data. Michael Clark, Senior Risk Management Analyst with Keenan, prepared a claims trend report for review. That report is included in this packet. The report indicates the health and direction of the program and is a starting point for developing program improvements.

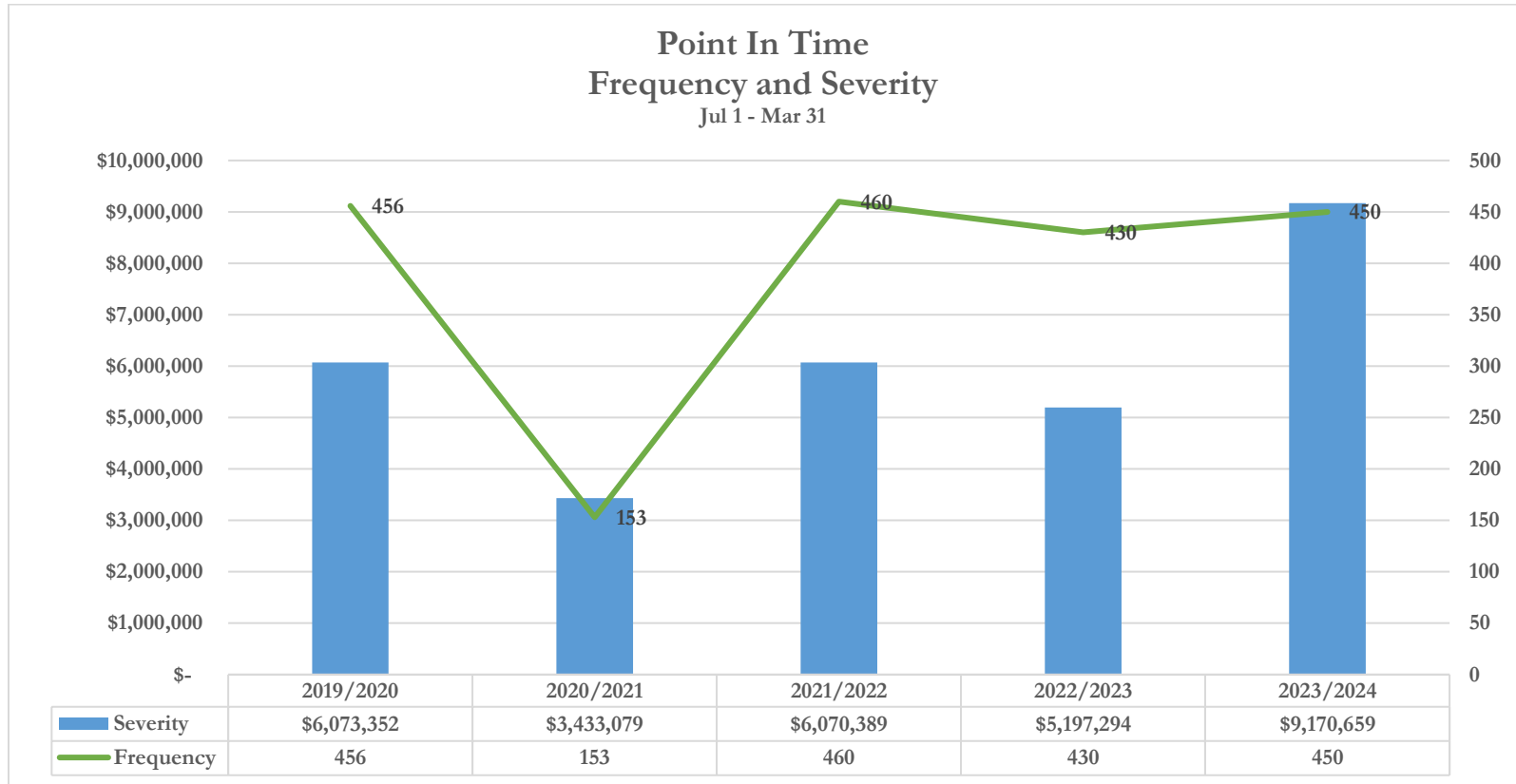
The Executive Director will present the information with discussion by the Board.

## Alameda County Schools Insurance Group

### Frequency and Severity of Claims by Fiscal Year



\*2023/2024 FY through 3/31



**Point In Time by District**

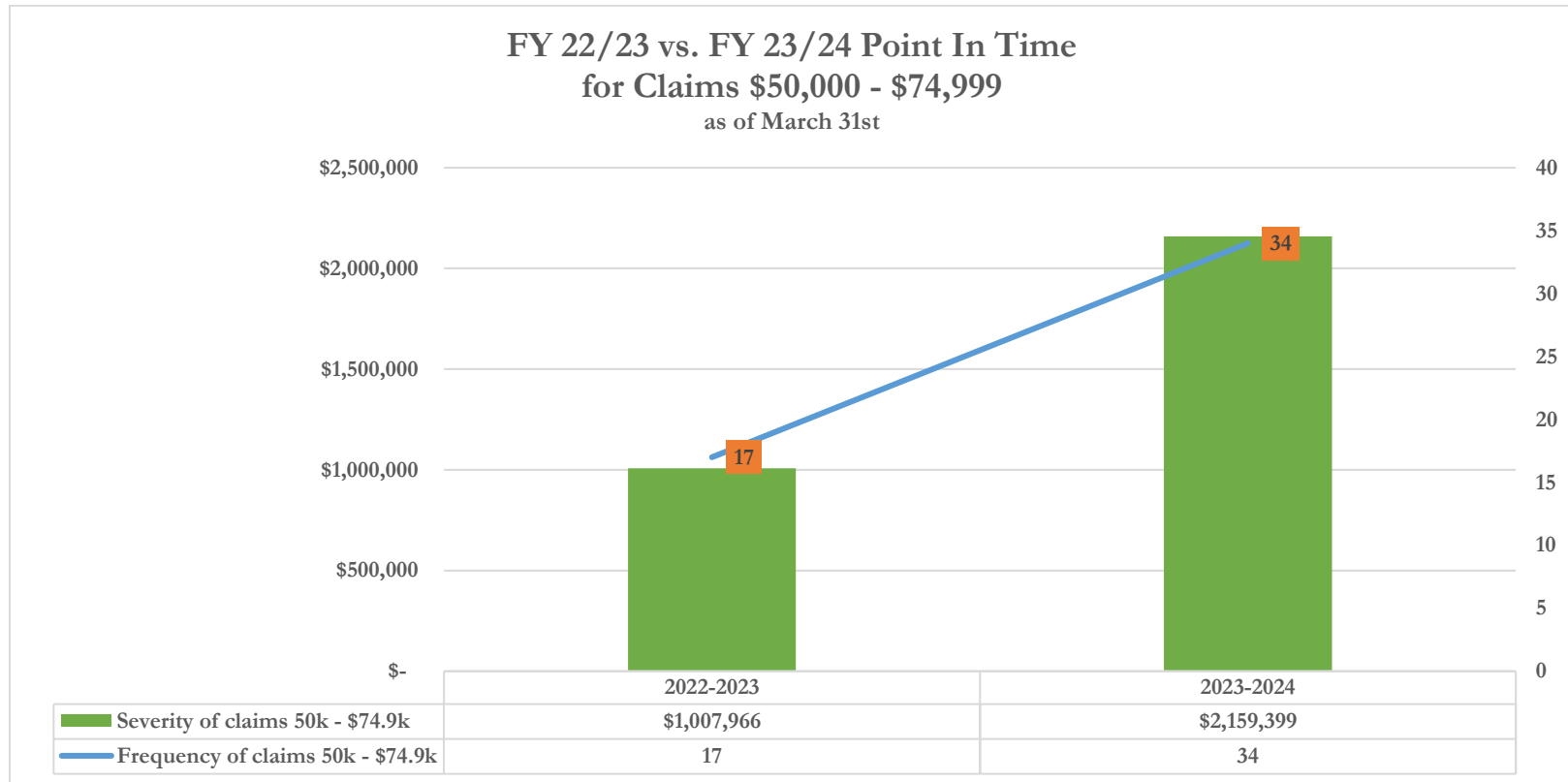
Valuation Date: March 2020, March 2021, March 2022, March 2023, March 2024

District	7/1/2019-3/31/2020		7/1/2020-3/31/2021		7/1/2021-3/31/2022		7/1/2022-3/31/2023		7/1/2023-3/31/2024	
	Frequency	Severity	Frequency	Severity	Frequency	Severity	Frequency	Severity	Frequency	Severity
Alameda County Office of Education	2	\$488	0	\$0	7	\$58,114	3	\$5,262	4	\$11,710
Alameda Unified School District	40	\$791,391	13	\$145,827	27	\$579,731	29	\$442,098	30	\$733,726
Albany Unified School District	13	\$446,619	2	\$29,922	10	\$147,663	9	\$231,845	12	\$348,015
Castro Valley Unified School District	33	\$362,822	11	\$90,748	28	\$393,013	40	\$381,695	30	\$280,076
Dublin Unified School District	38	\$343,969	17	\$767,609	36	\$330,956	42	\$526,255	48	\$976,523
Eden Area ROP	7	\$14,383	0	\$0	2	\$5,338	2	\$8,072	4	\$162,001
Emery Unified School District	5	\$126,740	1	\$10,000	6	\$26,465	6	\$61,040	5	\$3,964
Fremont Unified School District	102	\$1,857,471	24	\$578,763	89	\$1,161,333	74	\$877,408	83	\$2,069,301
Livermore Valley Joint Unified School District	45	\$394,244	13	\$137,594	45	\$618,175	37	\$585,091	33	\$1,016,132
Mission Valley ROP	1	\$101	1	\$4,900	1	\$4,900	6	\$66,316	1	\$406
Mountain House Elementary School District	0	\$0	1	\$3,264	0	\$0	0	\$0	0	\$0
New Haven Unified School District	29	\$101,682	14	\$259,160	52	\$855,453	50	\$322,427	45	\$547,448
Newark Unified School District	17	\$237,489	12	\$270,494	20	\$227,100	26	\$295,672	22	\$262,740
Piedmont Unified School District	10	\$71,603	2	\$66,836	3	\$44,336	11	\$168,010	14	\$104,437
Pleasanton Unified School District	32	\$463,253	14	\$265,735	38	\$318,181	37	\$401,256	38	\$1,013,443
San Leandro Unified School District	29	\$234,538	14	\$507,782	32	\$520,733	30	\$526,878	34	\$758,281
San Lorenzo Unified School District	53	\$626,557	14	\$294,443	63	\$778,898	25	\$275,759	46	\$840,132
Sunol Glen School District	0	\$0	0	\$0	0	\$0	0	\$0	1	\$42,325
Tri Valley Regional Occupational Program	0	\$0	0	\$0	1	\$0	3	\$22,210	0	\$0
<b>Totals</b>	<b>456</b>	<b>\$6,073,352</b>	<b>153</b>	<b>\$3,433,079</b>	<b>460</b>	<b>\$6,070,389</b>	<b>430</b>	<b>\$5,197,294</b>	<b>450</b>	<b>\$9,170,659</b>

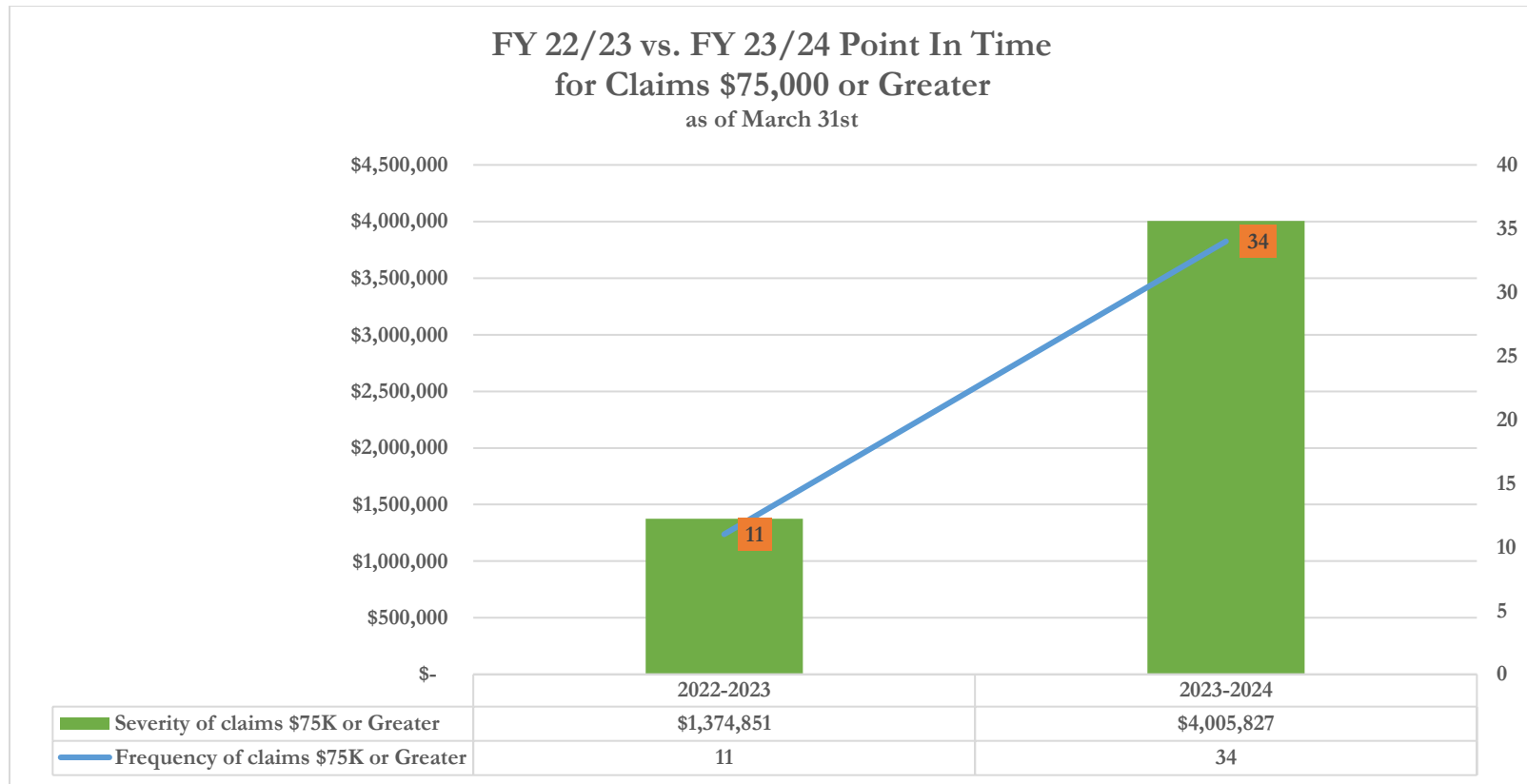
- '23/'24 Increase in Severity of \$3,973,365 when compared to previous year.
- '23/'24 Increase in Frequency by 20 claims when compared to previous year.

**2022/2023 vs 2023/2024 Point In Time Comparison**

As of 3.31.2024



- '23/'24 Severity increase of \$1,151,433 for claims \$50,000 - \$74,999
- '23/'24 Frequency Increase of 17 claims \$50,000 - \$74,999



- '23/'24 Severity increase of \$2,630,976 for claims greater than \$75,000
- '23/'24 Frequency increase in of 23 claims greater than \$75,000

**2023/2024 Occupation and Nature of Injury for All Claims Greater than \$50,000**

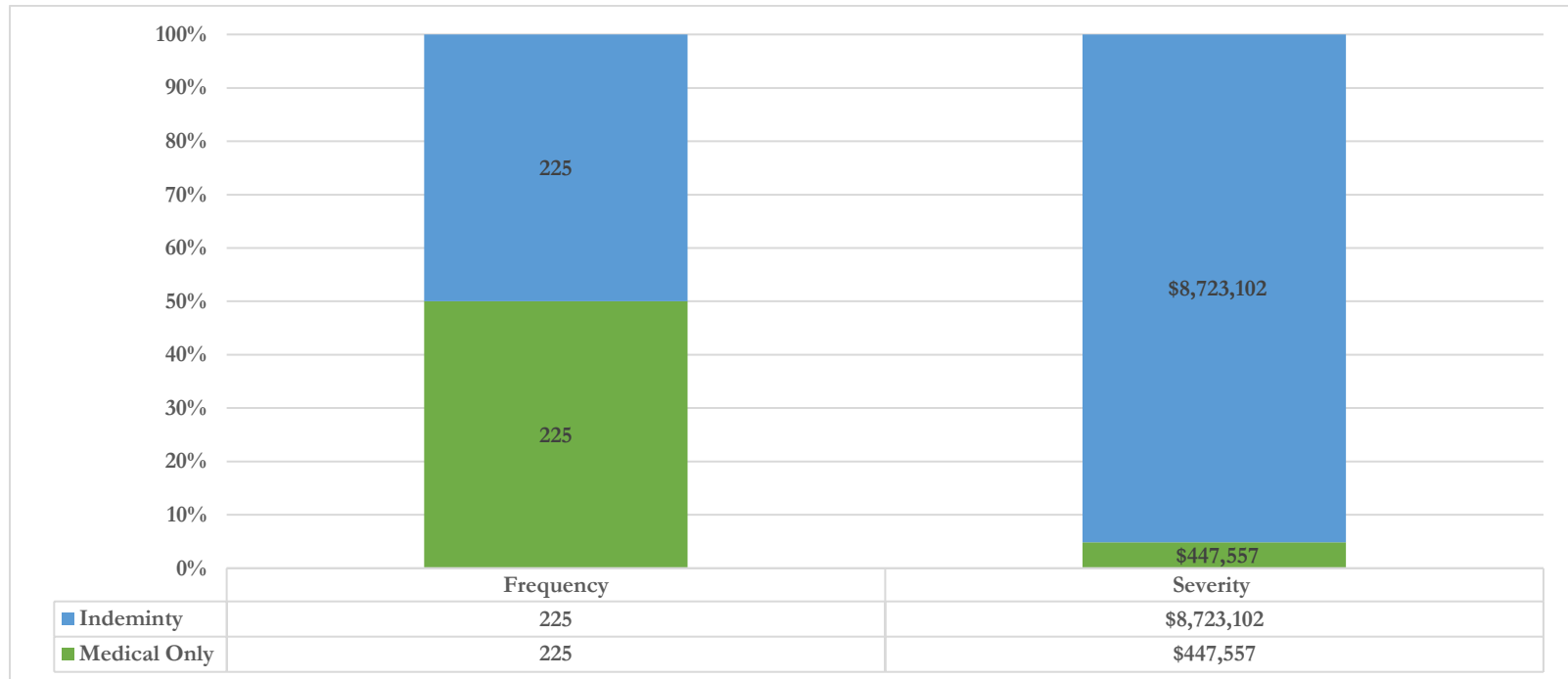
As of 3.31.2024

Occupation	Nature of Injury	Frequency	Severity
<b>ADMIN/CERTIFICATED</b>	Concussion	1	\$ 81,281
<b>ADMIN/CLASSIFIED</b>	All Other Cumulative	1	\$ 73,806
	All Other	2	\$ 198,462
	Contusion	2	\$ 161,478
	Fracture	1	\$ 118,690
	Strain	3	\$ 354,441
<b>AIDES</b>	Concussion	2	\$ 193,380
<b>AIDES-SPECIAL EDUCATION</b>	All Other	1	\$ 55,645
	Concussion	1	\$ 57,500
	Sprain	2	\$ 150,751
	Strain	7	\$ 576,651
<b>ATHLETICS</b>	Fracture	1	\$ 59,263
	Sprain	1	\$ 54,193
<b>BUS DRIVER</b>	Strain	1	\$ 101,854
<b>CAMPUS-YARD SUPERVISOR</b>	Contusion	1	\$ 56,009
	Sprain	1	\$ 61,795
<b>CLERICAL</b>	Multi Inj Both Phys & Psych	1	\$ 50,979
	All Other	1	\$ 152,586
	Strain	1	\$ 63,228
<b>CUSTODIANS</b>	All Other	2	\$ 203,136
	Fracture	3	\$ 427,214
	Strain	8	\$ 614,680
<b>FOOD SERVICE</b>	All Other	1	\$ 69,251
	Strain	2	\$ 147,389
<b>GROUNDKEEPING</b>	Strain	1	\$ 81,391
<b>MAINTENANCE</b>	Concussion	1	\$ 103,727
	Sprain	2	\$ 199,881
	Strain	2	\$ 182,148

TEACHERS	Mental Stress	1	\$ 52,075
	All Other	2	\$ 174,233
	Laceration	1	\$ 54,214
	Sprain	6	\$ 751,616
	Strain	2	\$ 216,198
TEACHER-SPECIAL ED	Mental Stress	1	\$ 83,561
	Sprain	2	\$ 182,523
<b>Grand Total</b>		<b>68</b>	<b>\$ 6,165,226</b>

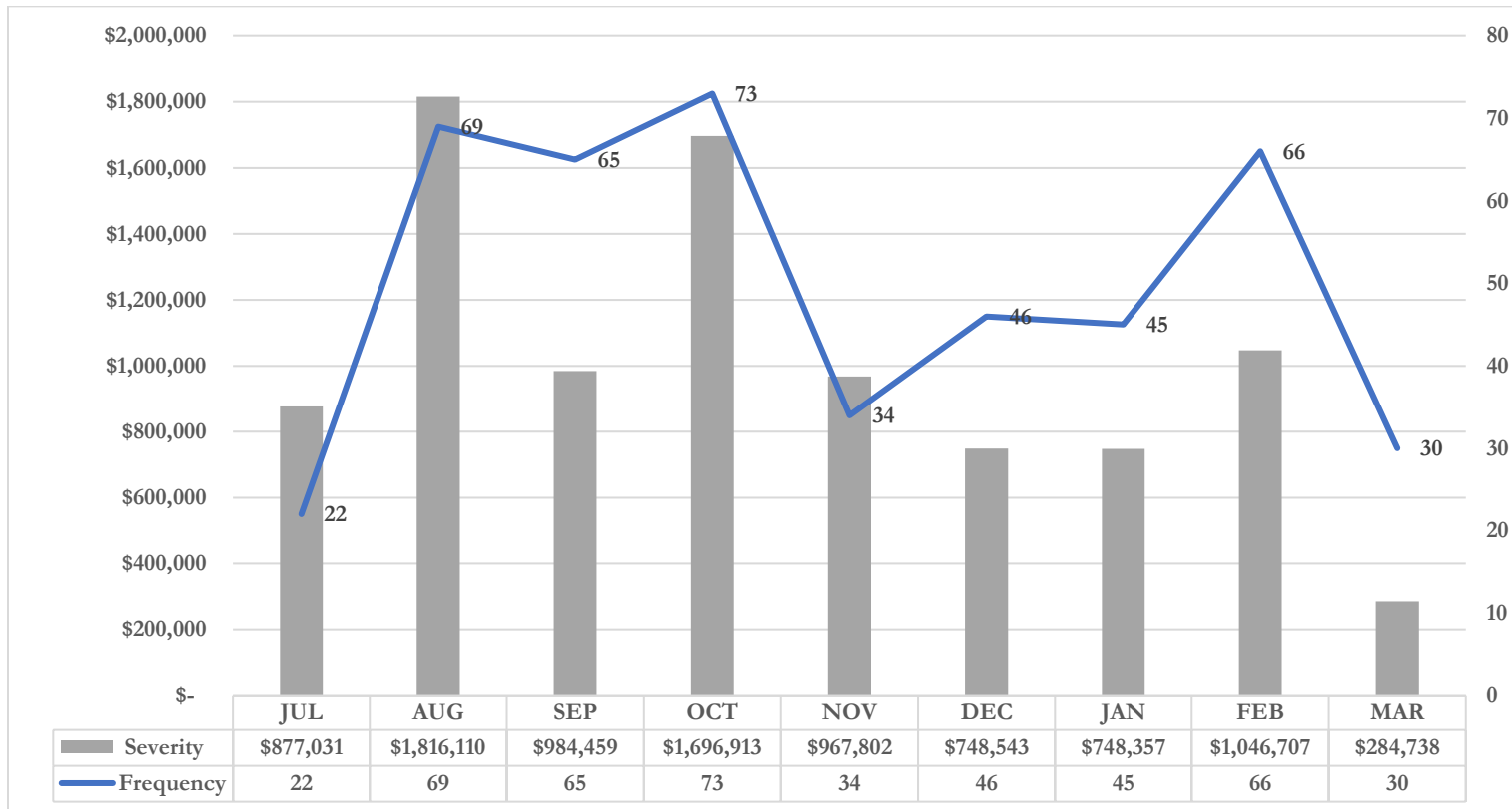
**2023/2024 Claims Frequency and Severity by Claim Type**

As of 3.31.2024





**2023/2024 Claims Distribution by Month**  
As of 3.31.2024





## Alameda County Schools Insurance Group

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### **Executive Summary: Dental Program & Rates 2024/2025**

To: ACSIG Board of Directors  
From: Kimberly Dennis  
Date: May 23, 2024  
Subj.: Dental Program & Rates 2024/2025

Proposed 2024/2025 Dental rate changes for the ACSIG fixed rate members are included in this packet. Due to the success of the program, ACSIG will be enhancing the benefits effective October 1, 2024 to include 3 cleanings and 3 exams per year and are covering a portion of implant benefits within the calendar year maximum.

The Board will be asked to approve the rate pass and enhancement of benefits.

## Program Enrollment Summary

### Dental Program

	Fixed Rate	Self-Funded	Total Dental
December 2022	18,606	92,106	110,712
December 2023	19,036	97,360	116,396
Difference	<b>2.31%</b>	<b>5.70%</b>	<b>5.13%</b>

Enrollment provided by PBIA

### Vision Program

	Fixed Rate	Self-Funded	Total Vision
December 2022	11,664	22,787	34,451
December 2023	11,969	27,837	39,806
Difference	<b>2.61%</b>	<b>22.16%</b>	<b>15.54%</b>

Enrollment provided by VSP



**Dental Trends & Renewal**

## Fixed Rate Dental – Current Trend Data

### **Delta Dental Trend**

- *Book of Business: 5.0%*

### **Market Trend Data**

*Survey of national carriers including:*

- *Delta Dental entities, Aetna, Blue Cross/Blue Shield entities, CIGNA, and United Concordia*
- *Dental organizations: 4.0%*
- *Source: Segal 2024 Trend Survey*

### **ACSIG Dental Trend – Fixed Rate Groups**

- *24 Months of Claims Data (January 2022– December 2023): +2.0%*
- *36 Months of Claims Data (January 2021– December 2023): +15.2%*

### **ACSIG Historical Performance**

*Calendar Year Claims PEPM vs. Prior Calendar Year*

- *2023 vs. 2022: 4.3%*
- *2022 vs. 2021: -1.3%*
- *2021 vs. 2020: 12.8% (COVID-19)*
- *2020 vs. 2019: -14.7% (COVID-19)*
- *2019 vs. 2018: -1.1%*
- *2018 vs. 2017: -0.8%*
- *2017 vs. 2016: -0.3%*
- *2016 vs. 2015: -1.9%*
- *2015 vs. 2014: -1.7%*
- *2014 vs. 2013: -0.1%*
- *2013 vs. 2012: -1.2%*
- *2012 vs. 2011: -2.8%*

## Fixed Rate Dental – Renewal Recommendation

	Trend	Renewal
<i>ACSIG 2022-2023 Trend</i>	1.5%	-2.8%
<i>ACSIG 2023-2024 Trend</i>	1.5%	-2.8%
<b>ACSIG 2024-2025 Dental Renewal Trend Status Quo</b>	<b>1.5%</b>	<b>-2.8%</b>
<b>ACSIG 2024-2025 Dental Renewal Trend with Enhancements</b>	<b>1.5%</b>	<b>5.3%</b>
<i>Segal Trend</i>	4.0%	2.1%
<i>Delta Trend</i>	5.0%	4.0%

### 2024-2025 Underwriting Assumptions & Recommendation

- *Paid Claims: 24-months of claims data (January 2022 – December 2023)*
- *Alliant recommended trend of 1.5% was used*
- *Risk margin of 0.0%*
- *Alliant Recommends No Change in Rates*
- **Enhancements: Increase to 3 cleanings and 3 exams and add Implant Services covered under annual maximum (paid at same coverage level as Prosthodontics)**
  - *This option will require a buy-down using ACSIG reserves for a flat renewal*

## Fixed Rate Dental – Renewal Action and History

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Underwriting Results	-0.1%	-0.7%	-0.5%	2.2%	5.3%
Actual Applied to Members	0.00%	0.00%	0.00%	0.00%	0.00% <b>(Proposed)</b>

Notes:

- 2022-2023: Enhancements adding D&P Maximum Waiver and Cone Beam CT Scans
- 2023-2024: PPO Plans Only - Enhancements increasing the differential between the PPO and Non-PPO Network Calendar Year Maximum to \$500 (Increases the PPO Network CYM up to \$500 depending on the member's current PPO maximum) and adding SmileWay benefit
  - The renewal includes a buy-down using ACSIG reserves
- 2024-2025: Enhancements - Increase to 3 cleanings and 3 exams and add Implant Services covered under annual maximum (paid at same coverage level as Prosthodontics)
  - The renewal includes a buy-down using ACSIG reserves



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### **Executive Summary: Dental Network Expansion**

To: ACSIG Board of Directors  
From: Kimberly Dennis  
Date: May 23, 2024  
Subj.: Dental Network Expansion

While the ACSIG Dental program continues to perform well, in the past 24 months we have seen an uptick in complaints. Multiple Dental Program participants raised concerns that Delta Dental's provider network is not meeting needs. Specifically, more customers are experiencing out-of-network utilization which has resulted in some negative customer experiences. To address these concerns, the Executive Committee directed ACSIG Staff to research adding additional network providers to the Dental Program.

ACSIG Staff worked with Alliant to conduct a Request for Proposal ("RFP") for a second Dental Network partner. A summary of that RFP is included in this packet. Four vendors submitted responsive proposals. Of the responses, staff recommends moving forward with Ameritas.

The Board will be asked to approve the agreement with Ameritas to expand the available options to the members of the ACSIG dental program.



# Executive Summary



## Summary

The ACSIG Dental Program has worked with Delta Dental (Delta) as the exclusive carrier, providing dental coverage to over 250+ school districts and 112,000 covered employees.

While we have continued to build and grow the program for over 30 years, Delta's provider network has faced challenges in recent years.

With recent network changes, the "Premier plus PPO" combination now covers only 80% to 85% of all dentists and members are accustomed to access to over 90% of all dentists. The network erosion has caused significant network access issues over the past 24 months.

**ACSIG member districts & their employees are experiencing more Out-of-Network utilization resulting in a negative customer experience.**


After much consideration, the Executive Committee authorized the exploration of another network in conjunction with the Delta network to ensure the Program can provide the strongest coverage for members and their employees.

**Alliant released the ACSIG Dental Program RFP for a second dental partner on March 19, 2024, for a tentative October 1, 2024, effective date.**

## Dental RFP Timeline

RFP Activity	Date
RFP Issuance	3/19/2024
RFP Response Due by	4/9/2024 by 4pm PT
Alliant Evaluation Process, Follow-Up Questions, Vendor Responses	Complete by 4/19/2024
Alliant Presents Results	4/24/2024
Finalists Notified (if applicable)	4/25/2024
Finalist Presentations (if applicable) - via Zoom	April - May 2024
Vendor Recommendations to ACSIG EC/Board for approval	May 2024
Notification to winning Vendors	June 2024
Anticipated Start Date	10/1/2024

\*Please note ACSIG/Alliant has the authority to adjust the dates



**ACSIG Dental RFP  
Objectives**



## ACSIG Dental RFP – Key Goals & Objectives

### **ACSIG's Dental Program Request for Proposal (RFP) instructed bidders to provide:**

- A "dual offering" with Delta Dental – NOT a full replacement
- Match Delta Dental's Incentive Level plan design – Type 1 and 2 services coinsurance percentage will increase by 10% each year (to a maximum of 100%)
- Match Delta Dental's D&P Maximum Waiver
- Provide out of network product solutions for areas with limited network providers at competitive reimbursement levels.
  - Address Delta Dental OON reimbursement level issues
  - Address Out-of-Network (OON) Provider Payments – Pay OON Providers directly instead of members paying upfront
  - Improve/supplement network access to Dental providers

### **ACSIG Program Specific Considerations**

- Participation Rules:
  - Groups under 500 lives will be offered the option to split the dual carrier option down to the entire bargaining unit
  - Groups above 500 lives will be offered the option to split the dual carrier option down to the individual employee-level selection
- ACSIG members characteristics: 40% of groups <500 lives & 60% of groups >500 lives
- Many members have an Incentive Level plan design



## ACSIG Dental RFP – Key Goals & Objectives

### PPO Out-of-Network (OON) Allowance Options:

*MPA (Maximum Plan Allowance - Delta) or MAC (Maximum Allowable Charge - Other Dental Providers)*

- *MPA is the current Delta Dental OON – MAC most closely matches*
- *Pays on average about 40%-50% of billed charges*
- *Least costly for the plan/premium and more costly for members at the point of service*

*90th to 95th Percentile Usual, Customary & Reasonable (UCR)*

- *Market quotes proposed this level – Delta does not*
- *Most costly to the plan/premium and least cost to the member at the point of service (great value for employees in rural areas)*
- *This option is estimated to have an impact of a 6% - 10% increase to claims*

#### **MPA/MAC**

*The Maximum amount for reimbursement of a particular dental procedure as allowed by the provider*

#### **UCR**

*The amount paid for a dental procedure in a geographic area based on what 90 to 95 out of 100 dentists usually charge for the same procedure*



**ACSIG Dental RFP  
Process and Results**



Highlights of the proposals and preliminary conclusions are:

- Current fixed rate dental program standards are key differentiators in the market quotes:
  - Delta Dental's Incentive Level plan design – Type 1 and 2 services coinsurance percentage will increase by 10% each year (to a maximum of 100%)
  - Delta Dental's D&P Maximum Waiver – Diagnostic and preventive dental services do not count towards annual maximum
- Though Delta's attrition rate has increased over 5 years, Delta still has more dentists under contract than other bidders when we include BOTH Delta PPO and Delta Premier dentists in the comparison
- Delta's refusal to pay out-of-network (OON) dentists directly is a significant contributor to member dissatisfaction with Delta
  - All bidders have agreed to pay OON providers directly (assignment of benefits) if the dental office is willing

The following slides highlight key comparative data "at-a-glance", which are also presented in more depth in this presentation.



## ACSIG Dental RFP – Responses Key Metric Comparison

RFP Key Questionnaire Items	Ameritas	Anthem	Cigna	United Concordia
Carrier can match Delta Dental Incentive Level Coinsurance Plan Design	Yes	No, limited reset	No, limited type	Yes
Carrier can match Delta Dental D&P Maximum Waiver	Yes	Yes	No, increases next plan year maximum	Yes
Minimum Total Lives	3	100	250	100
Dual Carrier Split Groups <500 lives: split carrier by entire group or allow by bargaining unit	Yes	No, entire group	Yes, min group size 250	No, entire group
Dual Carrier Split Groups >500 lives: split carrier by entire group or allow by individual employee	Yes, but prefers by bargaining unit minimum	No, entire group	Yes	No, entire group
Assignment of Benefits - Carrier can pay Out of Network Providers directly	Yes	Yes	Yes	Yes
Allow PBIA access to the carrier portal for real-time eligibility updates	Yes	No	Yes	No
Network Discounts - all CA	41.13%	44.00%	44.80%	42.80%
OON Reimbursement - MAC	Yes	Yes	Yes	Yes
OON Reimbursement - U&C (Percentile)	50th-95th	50th-95th	TBD	80th or 90th
Prefund or binder required?	No	No	Yes	Yes
Implementation allowance (ACSIG level) for communications and soft dollar costs	Yes	No	Yes	Yes
Performance Guarantees Included	Yes	Yes	Yes	Yes



## ACSIG Dental RFP – Responses Key Metric Comparison

Provider Network Strength	Ameritas	Anthem	Cigna	United Concordia
Geoaccess District Zip Codes WITH General Dentist Access (2 in 10 miles)	92.1%	94.1%	91.1%	92.1%
Geoaccess District Zip Codes WITH Specialist Access (1 in 15 miles)	89.1%	88.1%	89.1%	91.1%
CA PPO Provider Counts - All Provider Types	15,368	13,931	14,291	14,212
CA DHMO Provider Counts	6854 (Liberty)	5493	None	None

Network360 counts for reference:

- Delta Dental CA PPO and Premier Provider Counts - All Provider Types = 19,170 as of February 2024





## ACSIG Dental RFP – Responses Key Metric Comparison

ASO Pricing and Guarantee	Ameritas	Anthem	Cigna	United Concordia
Enrollment 3-49 Lives	\$4.75	N/A	N/A	N/A
Enrollment 50-99 Lives	\$4.75	N/A	N/A	N/A
Enrollment 100-250 Lives	\$4.75	\$4.00	N/A	\$7.50
Enrollment 251-499 Lives	\$4.75	\$4.00	\$3.95	\$7.50
Enrollment 501-749 Lives	\$4.75	\$4.00	\$3.70	\$5.50
Enrollment 751-999 Lives	\$4.75	\$4.00	\$3.45	\$5.50
Enrollment 1,000+ Lives	\$4.75	\$4.00	\$3.25	\$5.50
Enrollment 5,000+ Lives	\$4.75	\$4.00	\$2.10	\$5.50
Enrollment 10,000+ Lives	\$4.75	\$4.00	\$1.89	\$5.50
Enrollment 15,000+ Lives	\$4.75	\$4.00	\$1.75	\$5.50
Rate Guarantee	36 months	36 months	36 months	36 months
Minimum Total Lives	3	100	250	100



## ACSIG Dental RFP – Responses Key Metric Comparison

Enhancements and Value-Added Benefit/Programs			
Ameritas	Anthem	Cigna	United Concordia
<i>Dental Rewards (Rollover) - Traditional roll-over benefit with a threshold and maximum for members who visit dentist and keep benefits below the annual benefits threshold can earn rewards that carry over next year.</i>	<i>Anthem Whole Health Connection® - automatically cover additional dental services for individuals who have certain ongoing medical conditions and self enroll in program.</i>	<i>Cigna Dental Oral Health Integration Program™ (OHIP) - encourages members to seek appropriate preventive care and treatment for gum disease and tooth decay by providing reimbursement for out-of-pocket costs for certain dental services.</i>	<i>Annual Maximum Rollover (add-on) - qualifying members can roll over unused benefit dollars.</i>
<i>Preventive Plus - Benefits for Type 1/ Preventive procedures are not deducted from the plan member's annual maximum benefit.</i>	<i>Dentures@Home - Offers up to 60% cost savings compared to traditional dentures.</i>	<i>Cigna Onsite Dental - bringing dental care services to employees.</i>	<i>Preventive Incentive (add-on) - Preventive services like cleanings, exams, X-rays and sealants don't count towards members' annual maximums.</i>
<i>LASIK - True benefit, not a discount plan. Members earn a lifetime benefit per eye over time. The benefit amount increases over time, with the highest coverage provided at year three or four.</i>	<i>Ortho@Home program Teledentistry - At-home clear aligner treatments with savings of up to 60% less than traditional braces.</i>	<i>Cigna Dental Virtual Care - members can connect to a licensed dentist right when and where they need one, 24 hours per day, through myCigna for urgent care needs.</i>	<i>Smile for Health® - Wellness, encouraging proper treatment and maintenance of periodontal health in members with certain qualifying chronic conditions.</i>
<i>Vision Fusion - Employees/members can use a portion of their dental CYM toward eyecare needs anything through-out the year.</i>	<i>Dental@Home Teledentistry - TeleDentists® is a participating network provider, offering online and mobile app-enabled teledentistry solutions for problem-focused exams or dental emergencies.</i>	<i>A Home Dental Screening Tool - SmartScan is a new, free screening service that allows members to take a guided series of pictures of their teeth, which are evaluated by artificial intelligence and a licensed, in-network Cigna Healthcare dentist.</i>	<i>Oral Care Discounts - Discounted oral care products through United Concordia's Philips Sonicare Store, including a variety of electric toothbrushes, brush heads, and Airfloss for adults and children.</i>
<i>Soundcare - True hearing benefit. Members receive exam and maintenance allowance and plan pays 50% of hearing aid cost up to maximum benefit.</i>	<i>Dental Health and Wellness Condition Kit - digital materials to help you create a healthy, productive workplace and support the overall well-being of your workforce.</i>		<i>Oral Wellness Consultants - assist ACSIG in educating their employees and working with them to develop wellness strategies at both the district and school level.</i>



## ACSIG Dental RFP – Administration Fee Comparison

Group	Average Monthly Enrollment (2023)	Projected Claims PEPM	Delta Dental Fee PEPM	% of Claims	Ameritas Fee PEPM	% of Claims	Anthem Fee PEPM	% of Claims	Cigna Fee PEPM	% of Claims	United Concordia Fee PEPM	% of Claims
ACSIG Group 1	3	\$109.76	\$6.41	5.84%	\$4.75	4.33%	N/A	N/A	N/A	N/A	N/A	N/A
ACSIG Group 2	301	\$90.59	\$5.29	5.84%	\$4.75	5.24%	\$4.00	4.42%	\$3.95	4.36%	\$7.50	8.28%
ACSIG Group 3	488	\$74.21	\$4.33	5.84%	\$4.75	6.40%	\$4.00	5.39%	\$3.95	5.32%	\$7.50	10.11%
ACSIG Group 4	813	\$93.70	\$5.47	5.84%	\$4.75	5.07%	\$4.00	4.27%	\$3.45	3.68%	\$5.50	5.87%
ACSIG Group 5	1,974	\$106.93	\$6.24	5.84%	\$4.75	4.44%	\$4.00	3.74%	\$2.95	2.76%	\$5.50	5.14%
ACSIG Group 6	2,970	\$93.05	\$5.43	5.84%	\$4.75	5.10%	\$4.00	4.30%	\$2.35	2.53%	\$5.50	5.91%
ACSIG Group 7	4,609	\$104.15	\$6.08	5.84%	\$4.75	4.56%	\$4.00	3.84%	\$2.35	2.26%	\$5.50	5.28%
ACSIG FR Pool Renewal	18,712	\$97.08	\$5.67	5.84%	\$4.75	4.89%	\$4.00	4.12%	\$1.75	1.80%	\$5.50	5.67%

Highlighted group size:

- Group <500 lives
- Group >500 lives
- ACSIG Fixed Rate Pool Renewal



## ACSIG Dental RFP – Projection Comparison

ACSIG FR Pool Renewal	Delta Dental (Status Quo)	Delta Dental (Dual Option)	Proposed - Ameritas	Proposed - Anthem	Proposed - Cigna	Proposed - United Concordia
<i>Estimated Monthly Cost (PEPM Includes ASO Fee)</i>	\$104.26	\$109.11	\$111.10	\$110.35	\$108.10	\$111.85
<i>Estimated Monthly Cost (Total Includes ASO Fee)</i>	\$1,950,913	\$2,041,666	\$2,078,903	\$2,064,869	\$2,022,767	\$2,092,937
<i>Estimated \$ Change from Current (Status Quo)</i>		\$90,753	\$127,990	\$113,956	\$71,854	\$142,024
<i>Estimated % Change from Current (Status Quo)</i>		4.65%	6.56%	5.84%	3.68%	7.28%

Assumptions:

- MAC Out-of-Network (OON) Allowance Benefit Option
- All Dual Options include a surcharge for adverse selection
- All Options add margin to claims cost to account for potential adverse selection, as we are not sure how these plans will run until we have 18 – 24 months of claims
  - This surcharge will likely be applied for 2025 and 2026 funding
- Alliant used current PPO enrollment counts - We are not making any migration assumptions at this stage
- **\*Projections above are estimates and not guarantees**



## ACSIG Dental RFP – Projection Comparison

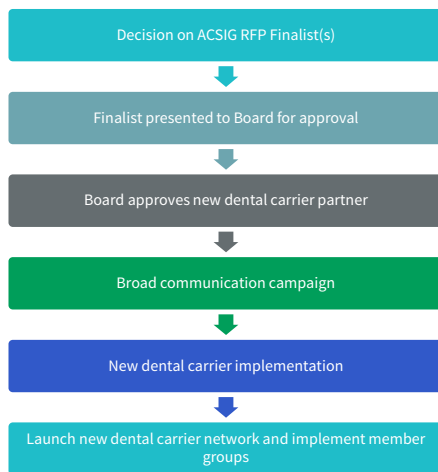
ACSIG FR Pool Renewal	Delta Dental (Status Quo)	Delta Dental (Dual Option)	Proposed - Ameritas	Proposed - Anthem	Proposed - Cigna	Proposed - United Concordia
<i>Estimated Monthly Cost (PEPM Includes ASO Fee)</i>	\$104.26	\$109.11	\$117.90	\$117.15	\$114.90	\$118.65
<i>Estimated Monthly Cost (Total Includes ASO Fee)</i>	\$1,950,913	\$2,041,666	\$2,206,145	\$2,192,111	\$2,150,009	\$2,220,179
<i>Estimated \$ Change from Current (Status Quo)</i>		\$90,753	\$255,232	\$241,198	\$199,096	\$269,266
<i>Estimated % Change from Current (Status Quo)</i>		4.65%	13.08%	12.36%	10.21%	13.80%

### Assumptions:

- 90<sup>th</sup> U&C Out-of-Network (OON) Allowance Benefit Option
- All Dual Options include a surcharge for adverse selection
- All Options add margin to claims cost to account for potential adverse selection, as we are not sure how these plans will run until we have 18 – 24 months of claims
  - This surcharge will likely be applied for 2025 and 2026 funding
- Alliant used current PPO enrollment counts - We are not making any migration assumptions at this stage
- **\*Projections above are estimates and not guarantees**



## Recap and Next Steps





# ACSIG Dental Program

## Second Dental Partner RFP Results

April 24, 2024

**Alameda County Schools Insurance Group (ACSIG)**  
Kimberly Dennis, Andrew Lathrop

**Alliant Employee Benefits**  
Tom Sher, Cathy Huynh



# Agenda

- I. Executive Summary
- II. ACSIG Dental RFP Objectives
- III. ACSIG Dental RFP Process and Results
- IV. Administration Fee Comparison
- V. Projection Comparison
- VI. Network Access – California
- VII. Next Steps
- VIII. Appendix
  - I. Implementation Timeline





## Summary

The ACSIG Dental Program has worked with Delta Dental (Delta) as the exclusive carrier, providing dental coverage to over 250+ school districts and 112,000 covered employees.

While we have continued to build and grow the program for over 30 years, Delta's provider network has faced challenges in recent years.

With recent network changes, the "Premier plus PPO" combination now covers only 80% to 85% of all dentists and members are accustomed to access to over 90% of all dentists. The network erosion has caused significant network access issues over the past 24 months.

**ACSIG member districts & their employees are experiencing more Out-of-Network utilization resulting in a negative customer experience.**

After much consideration, the Executive Committee authorized the exploration of another network in conjunction with the Delta network to ensure the Program can provide the strongest coverage for members and their employees.

**Alliant released the ACSIG Dental Program RFP for a second dental partner on March 19, 2024, for a tentative October 1, 2024, effective date.**

## Dental RFP Timeline

RFP Activity	Date
RFP Issuance	3/19/2024
RFP Response Due by	4/9/2024 by 4pm PT
Alliant Evaluation Process, Follow-Up Questions, Vendor Responses	Complete by 4/19/2024
<b>Alliant Presents Results</b>	<b>4/24/2024</b>
Finalists Notified (if applicable)	4/25/2024
Finalist Presentations (if applicable) – via Zoom	April – May 2024
Vendor Recommendations to ACSIG EC/Board for approval	May 2024
Notification to winning Vendors	June 2024
Anticipated Start Date	10/1/2024
*Please note ACSIG/Alliant has the authority to adjust the dates	

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# ACSIG Dental RFP Objectives

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# ACSIG Dental RFP – Key Goals & Objectives

## **ACSIG's Dental Program Request for Proposal (RFP) instructed bidders to provide:**

- A “dual offering” with Delta Dental – NOT a full replacement
- Match Delta Dental's Incentive Level plan design – Type 1 and 2 services coinsurance percentage will increase by 10% each year (to a maximum of 100%)
- Match Delta Dental's D&P Maximum Waiver
- Provide out of network product solutions for areas with limited network providers at competitive reimbursement levels.
  - Address Delta Dental OON reimbursement level issues
  - Address Out-of-Network (OON) Provider Payments – Pay OON Providers directly instead of members paying upfront
  - Improve/supplement network access to Dental providers

## **ACSIG Program Specific Considerations**

- Participation Rules:
  - Groups under 500 lives will be offered the option to split the dual carrier option down to the entire bargaining unit
  - Groups above 500 lives will be offered the option to split the dual carrier option down to the individual employee-level selection
- ACSIG members characteristics: 40% of groups <500 lives & 60% of groups >500 lives
- Many members have an Incentive Level plan design



# ACSIG Dental RFP – Key Goals & Objectives

## PPO Out-of-Network (OON) Allowance Options:

MPA (Maximum Plan Allowance - Delta) or MAC (Maximum Allowable Charge – Other Dental Providers)

- MPA is the current Delta Dental OON – MAC most closely matches
- Pays on average about 40%-50% of billed charges
- Least costly for the plan/premium and more costly for members at the point of service

90th to 95th Percentile Usual, Customary & Reasonable (UCR)

- Market quotes proposed this level – Delta does not
- Most costly to the plan/premium and least cost to the member at the point of service (great value for employees in rural areas)
- This option is estimated to have an impact of a 6% - 10% increase to claims

### MPA/MAC

The Maximum amount for reimbursement of a particular dental procedure as allowed by the provider

### UCR

The amount paid for a dental procedure in a geographic area based on what 90 to 95 out of 100 dentists usually charge for the same procedure



# ACSIG Dental RFP – Objectives Summary

1	RFP	Completed	<ul style="list-style-type: none"><li>• Six Dental benefit providers were identified and invited to participate in the RFP based on:<ul style="list-style-type: none"><li>• California Public School experience</li><li>• Provider network</li><li>• Plan design and pricing options</li><li>• Service model and administration</li></ul></li></ul>
2	Responses	Completed	<ul style="list-style-type: none"><li>• Four of the six vendors submitted comprehensive proposals for consideration.</li><li>• Two vendors did not submit proposals, as they were not strategically aligned with being a second option.</li><li>• Alliant summarized responses to present to ACSIG</li></ul>
3	Review	Completed	<ul style="list-style-type: none"><li>• The key factors for consideration of the finalist(s) are:<ul style="list-style-type: none"><li>• Comprehensive proposal response</li><li>• Adherence to Program requirements</li><li>• Provider network analysis</li><li>• Competitive financial results and guarantees</li></ul></li></ul>
4	Finalists	Completed	<ul style="list-style-type: none"><li>• Alliant and ACSIG will meet to review the responses</li><li>• ACSIG will determine the finalists</li><li>• A virtual finalist meeting will be held</li></ul>
5	Board Approval	Pending	<ul style="list-style-type: none"><li>• ACSIG will provide the finalist recommendation to the Board for approval</li></ul>

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# ACSIG Dental RFP Process and Results

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## ACSIG Dental RFP – Responses Key Metric Comparison

Highlights of the proposals and preliminary conclusions are:

- Current fixed rate dental program standards are key differentiators in the market quotes:
  - Delta Dental's Incentive Level plan design – Type 1 and 2 services coinsurance percentage will increase by 10% each year (to a maximum of 100%)
  - Delta Dental's D&P Maximum Waiver – Diagnostic and preventive dental services do not count towards annual maximum
- Though Delta's attrition rate has increased over 5 years, Delta still has more dentists under contract than other bidders when we include BOTH Delta PPO and Delta Premier dentists in the comparison
- Delta's refusal to pay out-of-network (OON) dentists directly is a significant contributor to member dissatisfaction with Delta
  - All bidders have agreed to pay OON providers directly (assignment of benefits) if the dental office is willing

The following slides highlight key comparative data "at-a-glance", which are also presented in more depth in this presentation.



# ACSIG Dental RFP – Responses Key Metric Comparison

RFP Key Questionnaire Items	Ameritas	Anthem	Cigna	United Concordia
Carrier can match Delta Dental Incentive Level Coinsurance Plan Design	Yes	No, limited reset	No, limited type	Yes
Carrier can match Delta Dental D&P Maximum Waiver	Yes	Yes	No, increases next plan year maximum	Yes
Minimum Total Lives	3	100	250	100
Dual Carrier Split Groups <500 lives: split carrier by entire group or allow by bargaining unit	Yes	No, entire group	Yes, min group size 250	No, entire group
Dual Carrier Split Groups >500 lives: split carrier by entire group or allow by individual employee	Yes, but prefers by bargaining unit minimum	No, entire group	Yes	No, entire group
Assignment of Benefits - Carrier can pay Out of Network Providers directly	Yes	Yes	Yes	Yes
Allow PBIA access to the carrier portal for real-time eligibility updates	Yes	No	Yes	No
Network Discounts - all CA	41.13%	44.00%	44.80%	42.80%
OON Reimbursement - MAC	Yes	Yes	Yes	Yes
OON Reimbursement - U&C (Percentile)	50th-95th	50th-95th	TBD	80th or 90th
Prefund or binder required?	No	No	Yes	Yes
Implementation allowance (ACSIG level) for communications and soft dollar costs	Yes	No	Yes	Yes
Performance Guarantees Included	Yes	Yes	Yes	Yes





# ACSIG Dental RFP – Responses Key Metric Comparison

<b>Provider Network Strength</b>	<b>Ameritas</b>	<b>Anthem</b>	<b>Cigna</b>	<b>United Concordia</b>
Geoaccess District Zip Codes WITH General Dentist Access (2 in 10 miles)	92.1%	94.1%	91.1%	92.1%
Geoaccess District Zip Codes WITH Specialist Access (1 in 15 miles)	89.1%	88.1%	89.1%	91.1%
CA PPO Provider Counts - All Provider Types	15,368	13,931	14,291	14,212
CA DHMO Provider Counts	6854 (Liberty)	5493	None	None

Network360 counts for reference:

- Delta Dental CA PPO and Premier Provider Counts - All Provider Types = 19,170 as of February 2024



# ACSIG Dental RFP – Responses Key Metric Comparison

ASO Pricing and Guarantee	Ameritas	Anthem	Cigna	United Concordia
Enrollment 3-49 Lives	\$4.75	N/A	N/A	N/A
Enrollment 50-99 Lives	\$4.75	N/A	N/A	N/A
Enrollment 100-250 Lives	\$4.75	\$4.00	N/A	\$7.50
Enrollment 251-499 Lives	\$4.75	\$4.00	\$3.95	\$7.50
Enrollment 501-749 Lives	\$4.75	\$4.00	\$3.70	\$5.50
Enrollment 751-999 Lives	\$4.75	\$4.00	\$3.45	\$5.50
Enrollment 1,000+ Lives	\$4.75	\$4.00	\$3.25	\$5.50
Enrollment 5,000+ Lives	\$4.75	\$4.00	\$2.10	\$5.50
Enrollment 10,000+ Lives	\$4.75	\$4.00	\$1.89	\$5.50
Enrollment 15,000+ Lives	\$4.75	\$4.00	\$1.75	\$5.50
Rate Guarantee	36 months	36 months	36 months	36 months
Minimum Total Lives	3	100	250	100



# ACSIG Dental RFP – Responses Key Metric Comparison

Enhancements and Value-Added Benefit/Programs			
Ameritas	Anthem	Cigna	United Concordia
Dental Rewards (Rollover) - Traditional roll-over benefit with a threshold and maximum for members who visit dentist and keep benefits below the annual benefits threshold can earn rewards that carry over next year.	Anthem Whole Health Connection® - automatically cover additional dental services for individuals who have certain ongoing medical conditions and self enroll in program.	Cigna Dental Oral Health Integration Program™ (OHIP) - encourages members to seek appropriate preventive care and treatment for gum disease and tooth decay by providing reimbursement for out-of-pocket costs for certain dental services.	Annual Maximum Rollover (add-on) - qualifying members can roll over unused benefit dollars.
Preventive Plus - Benefits for Type 1/ Preventive procedures are not deducted from the plan member's annual maximum benefit.	Dentures@Home - Offers up to 60% cost savings compared to traditional dentures.	Cigna Onsite Dental - bringing dental care services to employees.	Preventive Incentive (add-on) - Preventive services like cleanings, exams, X-rays and sealants don't count towards members' annual maximums.
LASIK - True benefit; not a discount plan. Members earn a lifetime benefit per eye over time. The benefit amount increases over time, with the highest coverage provided at year three or four.	Ortho@Home program Teledentistry - At-home clear aligner treatments with savings of up to 60% less than traditional braces.	Cigna Dental Virtual Care - members can connect to a licensed dentist right when and where they need one, 24 hours per day, through myCigna for urgent care needs.	Smile for Health® - Wellness, encouraging proper treatment and maintenance of periodontal health in members with certain qualifying chronic conditions.
Vision Fusion - Employees/members can use a portion of their dental CYM toward eyecare needs anything through-out the year.	Dental@Home Teledentistry - TeleDentists® is a participating network provider, offering online and mobile app-enabled teledentistry solutions for problem-focused exams or dental emergencies.	A Home Dental Screening Tool - SmartScan is a new, free screening service that allows members to take a guided series of pictures of their teeth, which are evaluated by artificial intelligence and a licensed, in-network Cigna Healthcare dentist.	Oral Care Discounts - Discounted oral care products through United Concordia's Philips Sonicare Store, including a variety of electric toothbrushes, brush heads, and Airfloss for adults and children.
Soundcare - True hearing benefit. Members receive exam and maintenance allowance and plan pays 50% of hearing aid cost up to maximum benefit.	Dental Health and Wellness Condition Kit - digital materials to help you create a healthy, productive workplace and support the overall well-being of your workforce.		Oral Wellness Consultants - assist ACSIG in educating their employees and working with them to develop wellness strategies at both the district and school level.



# ACSIG Dental RFP – Administration Fee Comparison

Group	Average Monthly Enrollment (2023)	Projected Claims PEPM	Delta Dental Fee PEPM	% of Claims	Ameritas Fee PEPM	% of Claims	Anthem Fee PEPM	% of Claims	Cigna Fee PEPM	% of Claims	United Concordia Fee PEPM	% of Claims
<b>ACSIG Group 1</b>	3	\$109.76	\$6.41	5.84%	\$4.75	4.33%	N/A	N/A	N/A	N/A	N/A	N/A
<b>ACSIG Group 2</b>	301	\$90.59	\$5.29	5.84%	\$4.75	5.24%	\$4.00	4.42%	\$3.95	4.36%	\$7.50	8.28%
<b>ACSIG Group 3</b>	488	\$74.21	\$4.33	5.84%	\$4.75	6.40%	\$4.00	5.39%	\$3.95	5.32%	\$7.50	10.11%
<b>ACSIG Group 4</b>	813	\$93.70	\$5.47	5.84%	\$4.75	5.07%	\$4.00	4.27%	\$3.45	3.68%	\$5.50	5.87%
<b>ACSIG Group 5</b>	1,974	\$106.93	\$6.24	5.84%	\$4.75	4.44%	\$4.00	3.74%	\$2.95	2.76%	\$5.50	5.14%
<b>ACSIG Group 6</b>	2,970	\$93.05	\$5.43	5.84%	\$4.75	5.10%	\$4.00	4.30%	\$2.35	2.53%	\$5.50	5.91%
<b>ACSIG Group 7</b>	4,609	\$104.15	\$6.08	5.84%	\$4.75	4.56%	\$4.00	3.84%	\$2.35	2.26%	\$5.50	5.28%
<b>ACSIG FR Pool Renewal</b>	18,712	\$97.08	\$5.67	5.84%	\$4.75	4.89%	\$4.00	4.12%	\$1.75	1.80%	\$5.50	5.67%

Highlighted group size:

- Group <500 lives
- Group >500 lives
- ACSIG Fixed Rate Pool Renewal



# ACSIG Dental RFP – Projection Comparison

ACSIG FR Pool Renewal	Delta Dental (Status Quo)	Delta Dental (Dual Option)	Proposed - Ameritas	Proposed - Anthem	Proposed - Cigna	Proposed - United Concordia
Estimated Monthly Cost (PEPM Includes ASO Fee)	\$104.26	\$109.11	\$111.10	\$110.35	\$108.10	\$111.85
Estimated Monthly Cost (Total Includes ASO Fee)	\$1,950,913	\$2,041,666	\$2,078,903	\$2,064,869	\$2,022,767	\$2,092,937
Estimated \$ Change from Current (Status Quo)		\$90,753	\$127,990	\$113,956	\$71,854	\$142,024
Estimated % Change from Current (Status Quo)		4.65%	6.56%	5.84%	3.68%	7.28%

## Assumptions:

- MAC Out-of-Network (OON) Allowance Benefit Option
- All Dual Options include a surcharge for adverse selection
- All Options add margin to claims cost to account for potential adverse selection, as we are not sure how these plans will run until we have 18 – 24 months of claims
  - This surcharge will likely be applied for 2025 and 2026 funding
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- **\*Projections above are estimates and not guarantees**



# ACSIG Dental RFP – Projection Comparison

ACSIG FR Pool Renewal	Delta Dental (Status Quo)	Delta Dental (Dual Option)	Proposed - Ameritas	Proposed - Anthem	Proposed - Cigna	Proposed - United Concordia
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Estimated % Change from Current (Status Quo)		4.65%	13.08%	12.36%	10.21%	13.80%

## Assumptions:

- 90<sup>th</sup> U&C Out-of-Network (OON) Allowance Benefit Option
- All Dual Options include a surcharge for adverse selection
- All Options add margin to claims cost to account for potential adverse selection, as we are not sure how these plans will run until we have 18 – 24 months of claims
  - This surcharge will likely be applied for 2025 and 2026 funding
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- \*Projections above are estimates and not guarantees

# Dental Claims Example

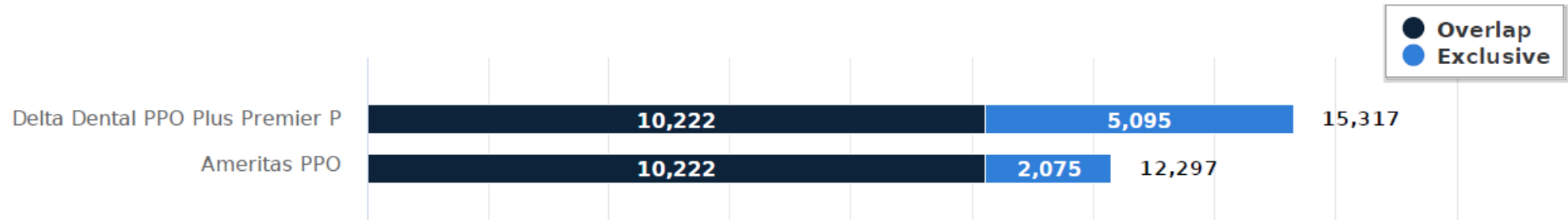
Claims Example	Delta Dental PPO	Delta Dental Premier	Non-Delta Provider	Other Provider PPO	Other Provider OON
<b>Dentist Submitted Charge for a Crown</b>	\$1,200	\$1,200	\$1,200	\$1,200	\$1,200
<b>Plan Allowance</b>	\$732 (39% discount)	\$960 (20% discount)	<b>\$780</b> (MAC)	\$732 (39% discount)	\$1,200 (90 <sup>th</sup> UCR)
<b>Percentage Paid By Plan</b>	50%	50%	50%	50%	50%
<b>Plan Payment</b>	\$366	\$480	\$390	\$366	\$600
<b>Patient Payment:</b> (Plan Allowance – Plan Payment)	<b>\$366</b> (\$732-\$366 = \$366)	<b>\$480</b> (\$960-\$480 = \$540)	<b>\$810</b> (\$780-\$390 + \$420 <b>balance bill</b> )	<b>\$366</b> (\$732-\$366)	<b>\$600</b> (\$1,200-\$600)



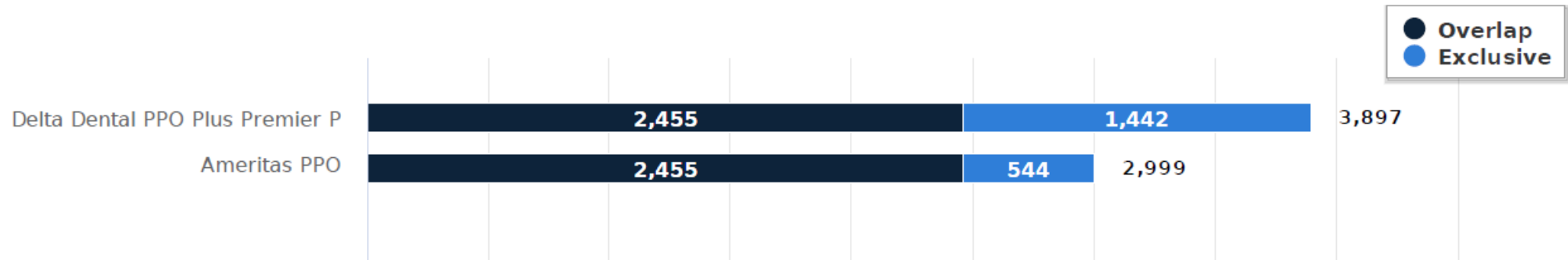
# Network Access – California

Network 360 is a third-party vendor who aggregates dental plan network information

- Below are **General Dentist** provider counts pulled from Network 360 across California: Delta Dental PPO and Delta Dental Premier shown combined



- Below are **Specialist** provider counts pulled from Network 360 across California: Delta Dental PPO and Delta Dental Premier shown combined



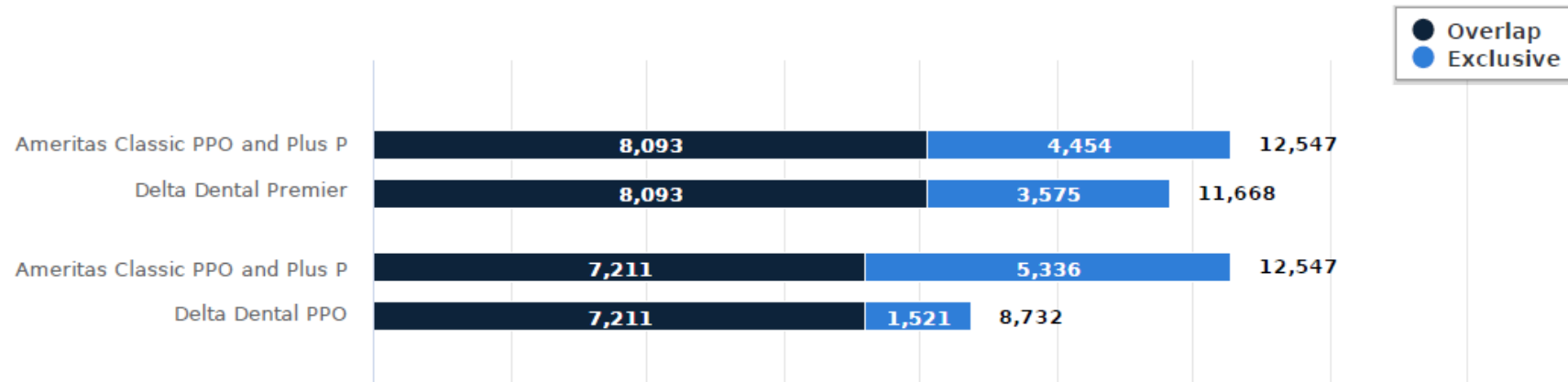




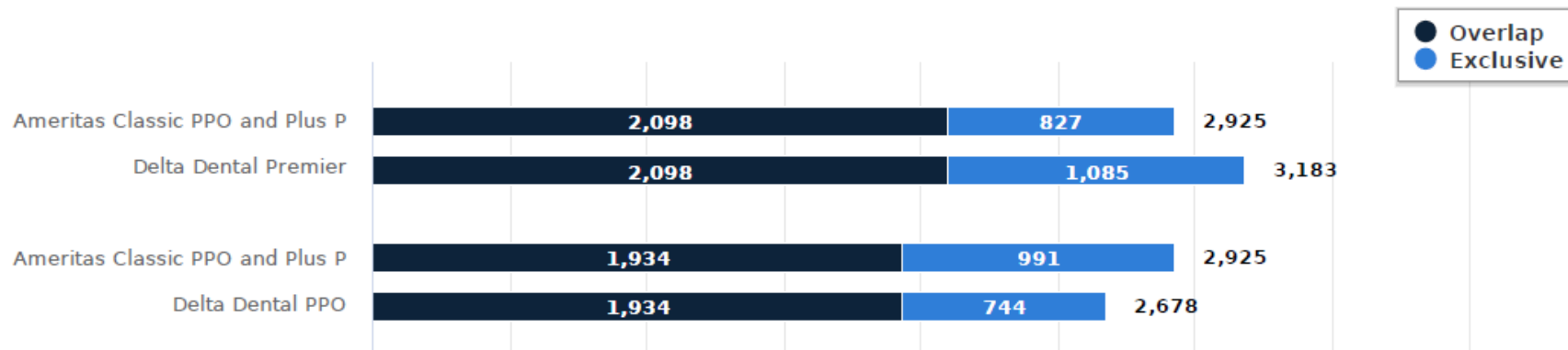
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- Below are **General Dentist** provider counts pulled from Network 360 across California: Delta Dental PPO shown separately from Delta Dental Premier



- Below are **Specialist** provider counts pulled from Network 360 across California: Delta Dental PPO shown separately from Delta Dental Premier



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# Wrap-Up

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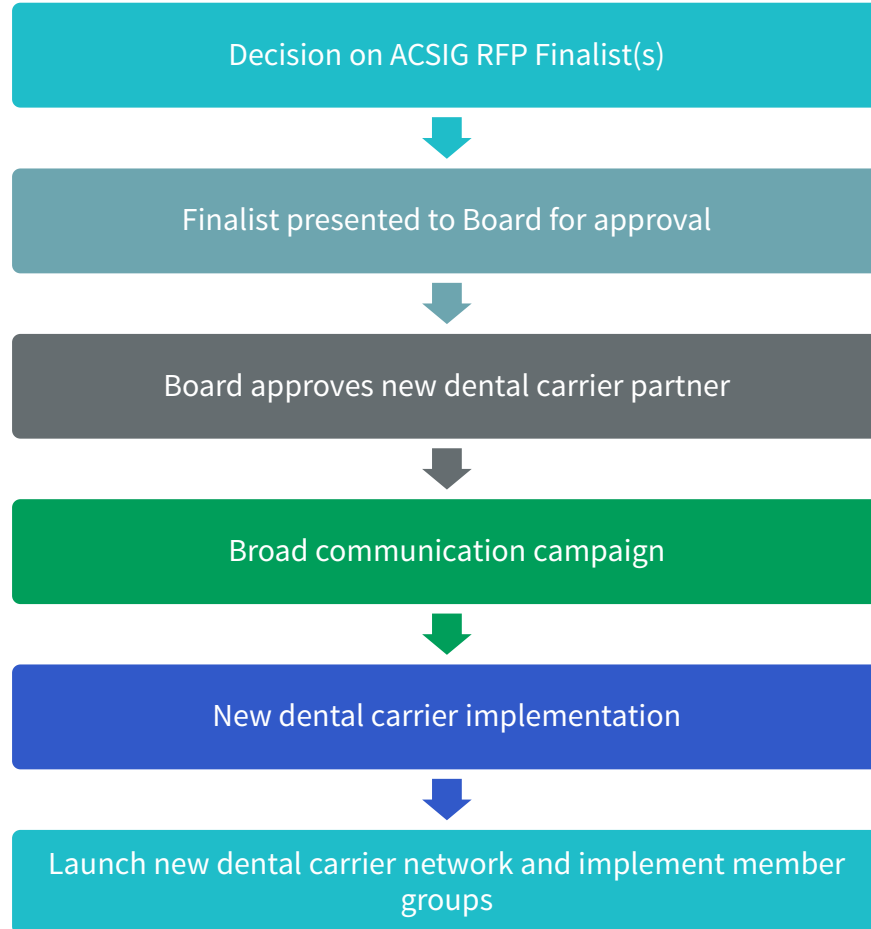
# Questions & Discussion



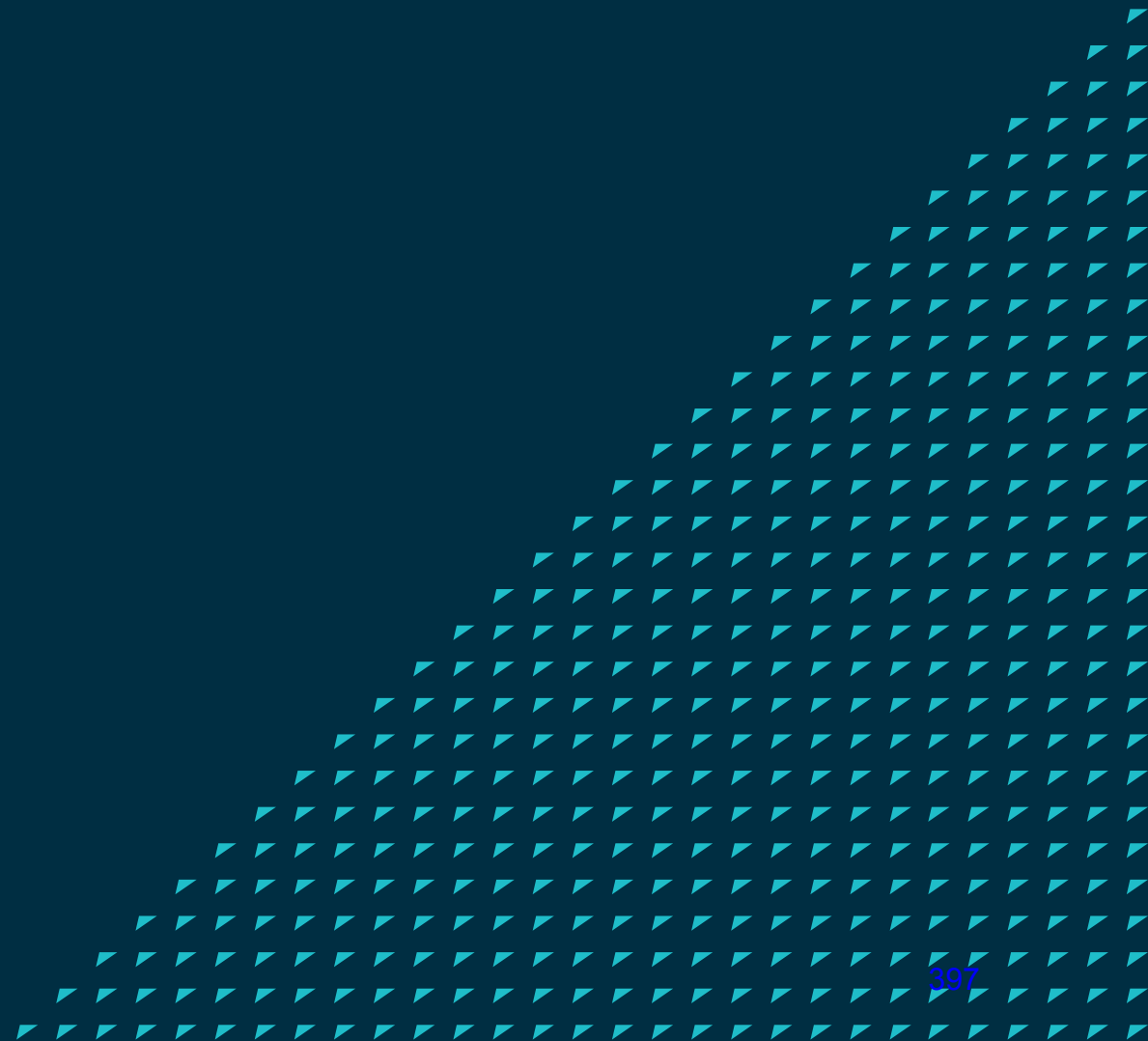
- Do you have any questions?
- Are we missing any key information or data?
- Do you have additional topics to discuss?



## Recap and Next Steps

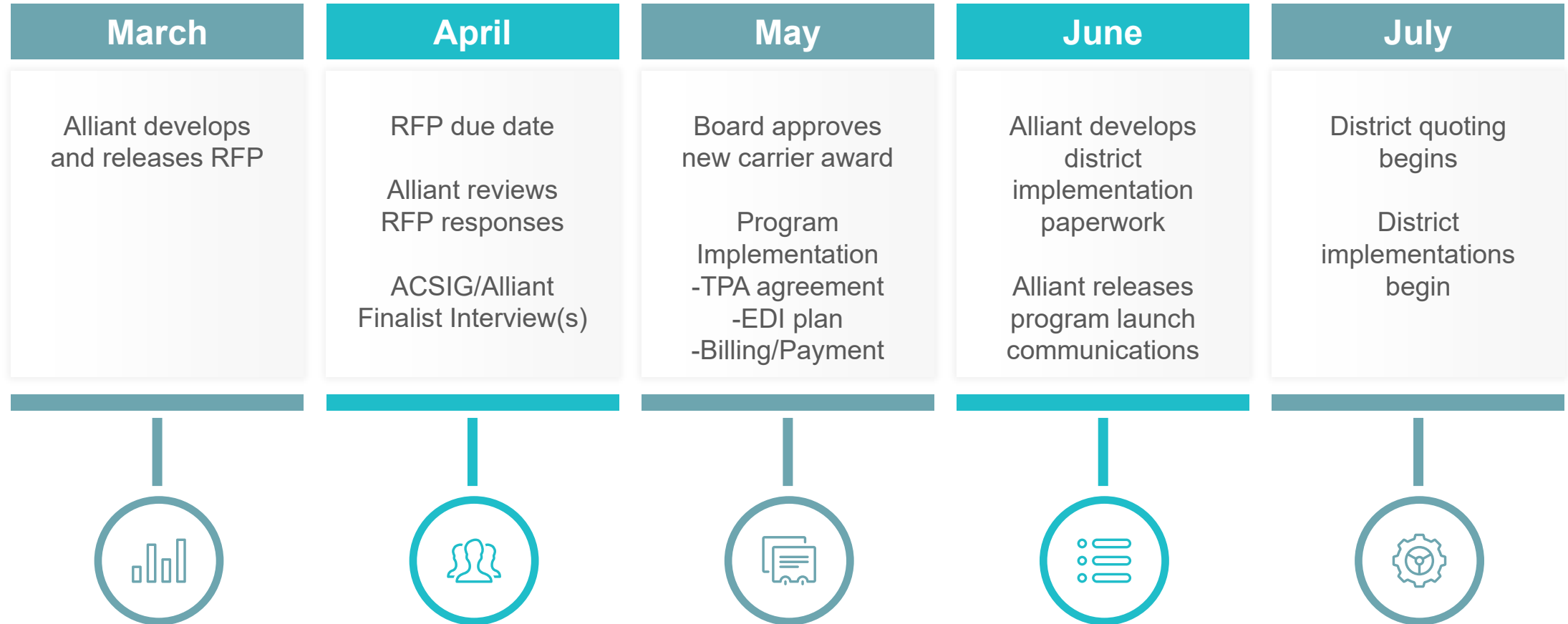


# Appendix





# Implementation Timeline - Tentative 10/1/2024 Effective Date





# Implementation Timeline - Tentative 10/1/2024 Effective Date







# Disclosures

This proposal is for information purposes only and does not amend, extend or alter the policy in any way. Please refer to the policy form for completed coverage and exclusion information.

Alliant embraces a policy of transparency with respect to its compensation from insurance transactions. Details on our compensation policy, including the types of income that Alliant may earn on a placement, are available on our website at [www.alliant.com](http://www.alliant.com). For a copy of our policy or for any inquiries regarding compensation issues pertaining to your account you may also contact us at: Alliant Insurance Services, Inc., Attention: General Counsel, 701 B Street, 6th Floor, San Diego, CA 92101.

Analyzing insurers' over-all performance and financial strength is a task that requires specialized skills and in-depth technical understanding of all aspects of insurance company finances and operations. Insurance brokerages such as Alliant typically rely upon rating agencies for this type of market analysis. A.M. Best has been an industry leader in this area for many decades, utilizing a combination of quantitative and qualitative analysis of the information available in formulating their ratings.

Alliant's standard protocol is to only place coverage with carriers with no less than an "A-" rating from A.M. Best. However, where Alliant determines that it is prudent to consider coverage with a lower rated carrier, the financial rating of the carrier is to be disclosed to the client. Should Alliant becomes aware of a carrier's rating dropping below "A-" mid-policy period we will review and advise you of the situation and consider if an alternative carrier can be reasonably provided prior to renewal.

A.M. Best has an extensive database of nearly 6,000 Life/Health, Property Casualty and International companies. You can visit them at [www.ambest.com](http://www.ambest.com).

**Ratings for Carriers included in this presentation are:**

<b>Carrier</b>	<b>A.M. Best</b>
Delta Dental	A
Ameritas	A
Anthem	A
Cigna	A
United Concordia	A

To learn more about companies doing business in California, visit the California Department of Insurance website at [www.insurance.ca.gov](http://www.insurance.ca.gov).





# Thank You

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### **Executive Summary: Vision Program & Rates 2024/2025**

To: ACSIG Board of Directors  
From: Kimberly Dennis  
Date: May 23, 2024  
Subj.: Vision Program & Rates 2024/2025

Proposed 2024/2025 Vision rate update for the ACSIG fixed rate members are included in this packet. Due to the success of the program, Staff recommends a flat rate renewal and enhanced benefits including frame/contact lens allowance up to \$200 and polycarbonate lenses covered for all members.

The Board will be asked to approve the flat program renewal rates with enhanced benefits.

## Program Enrollment Summary

### Dental Program

	Fixed Rate	Self-Funded	Total Dental
December 2022	18,606	92,106	110,712
December 2023	19,036	97,360	116,396
Difference	<b>2.31%</b>	<b>5.70%</b>	<b>5.13%</b>

Enrollment provided by PBIA

### Vision Program

	Fixed Rate	Self-Funded	Total Vision
December 2022	11,664	22,787	34,451
December 2023	11,969	27,837	39,806
Difference	<b>2.61%</b>	<b>22.16%</b>	<b>15.54%</b>

Enrollment provided by VSP



**Vision Trends & Renewal**

## Fixed Rate Vision – Current Trend Data

### **Vision Service Plan (VSP) Trend**

- *Book of Business: 5.0%*

### **Market Trend Data**

*Survey of national vision carriers*

- *Schedule of Allowance Plans: 1.0%*
- *Source: Segal 2024 Trend Survey*

### **ACSIG Vision Trend – Fixed Rate Groups**

- *24 Months of Claims Data  
(January 2022 – December 2023): +3.3%*
- *36 Months of Claims Data  
(January 2021– December 2023): +7.9%*

### **ACSIG Historical Performance**

*Calendar Year Claims PEPM vs. Prior Calendar Year*

- *2023 vs. 2022: 3.2%*
- *2022 vs. 2021: -1.3%*
- *2021 vs. 2020: +11.0% (COVID-19)*
- *2020 vs. 2019: -13.0% (COVID-19)*
- *2019 vs. 2018: -0.2%*
- *2018 vs. 2017: -0.2%*
- *2017 vs. 2016: -1.9%*
- *2016 vs. 2015: -1.7%*
- *2015 vs. 2014: -0.9%*
- *2014 vs. 2013: -2.9%*
- *2013 vs. 2012: -5.2%*
- *2012 vs. 2011: -14.0%*

## Fixed Rate Vision – Renewal Recommendation

	Trend	Renewal
<i>Segal Trend</i>	1.0%	-6.7%
<i>ACSIG 2022-2023 Trend</i>	1.5%	-5.7%
<i>ACSIG 2023-2024 Trend</i>	1.5%	-5.7%
<b>ACSIG 2024-2025 Vision Renewal Trend</b>	<b>1.5%</b>	<b>-5.7%</b>
<b>ACSIG 2024-2025 Vision Renewal Trend with Enhancements</b>	<b>1.5%</b>	<b>7.5%</b>
<i>VSP Vision Trend</i>	5.0%	1.8%

### 2024-2025 Underwriting Assumptions & Recommendation

- *Paid Claims: 24-months of claims data (January 2022 – December 2023)*
- *Alliant recommended trend of 1.5% was used*
- *Risk margin of 0.0%*
- *Alliant Recommends No Change in Rates*
- **Enhancements: Increase in-network Allowances to \$200 Frame and \$200 Elective Contact Lens and add covered in-network Polycarbonate Lens Enhancement**
  - *This option will require a buy-down using ACSIG reserves for a flat renewal*

## Fixed Rate Vision – Renewal Action and History

	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Underwriting Results	4.1%	-3.8%	-0.8%	-3.7%	<b>7.5%</b>
Actual Applied to Members	0.00%	0.00%	0.00%	0.00%	<b>0.00% (Proposed)</b>

Notes:

- 2020-2021: Enhancements of \$150 Frame Allowance and Standard Progressive lens covered in full in-network
- 2022-2023: Enhancements converting to VSP's updated Open Access Schedule (Out of Network Reimbursements) and adding UV Protection Lens Enhancement.
- 2024-2025: Enhancements: Increase in-network Allowances to \$200 Frame and \$200 Elective Contact Lens and add covered in-network Polycarbonate Lens Enhancement
  - The renewal includes a buy-down using ACSIG reserves





## Alameda County Schools Insurance Group

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### **Executive Summary: Property & Liability Rates 2024/2025**

TO: ACSIG Board of Directors

FROM: Kimberly Dennis

DATE: May 23, 2024

SUBJECT: Property & Liability Rates 2024/2025

ACSIG participates in the Northern California ReLiEF Property and Liability JPA. Although not all lines of insurance have been placed, the enclosed proposed rates included our best estimate given the information currently available. Assumptions and estimates are noted where utilized. The Executive Direction will present proposed rates for discussion.

The Full Board will be asked to approve these rates.

# ACSIG

## 2024/2025 Property & Liability Program Rates

ACSIG	Property	Liability	Total	1st Payment	2nd Payment
ACOE	\$45,985	\$47,165	\$93,150	\$46,576	\$46,574
ACOE Charter	\$0	\$14,088	\$14,088	\$7,044	\$7,044
Albany	\$178,646	\$417,383	\$596,029	\$298,015	\$298,014
Dublin	\$495,586	\$1,483,154	\$1,978,740	\$989,370	\$989,370
Emery	\$75,118	\$73,310	\$148,428	\$74,214	\$74,214
Piedmont	\$168,575	\$288,935	\$457,509	\$228,755	\$228,754
<b>ACSIG TOTALS</b>	<b>\$963,909</b>	<b>\$2,324,034</b>	<b>\$3,287,943</b>		

2024/2025  
Property Program Rates

Member	EDP	Total Insured Values	Rate \$225,000 x \$25,000	Rate excess of \$250,000	Insurance Expense	Loss Fund & Admin	Safety Inspection	Total Premium
ACOE		\$ 50,425,137	0.00786186	0.0717909	\$40,165.01	\$4,770.71	\$1,049.56	\$45,985
Albany	1,417,000	\$ 195,894,319	0.00786186	0.0717909	\$156,035.22	\$18,533.50	\$4,077.37	\$178,646
Dublin		\$ 543,434,279	0.00786186	0.0717909	\$432,860.36	\$51,414.14	\$11,311.11	\$495,586
Emery	365,438	\$ 82,370,289	0.00786186	0.0717909	\$65,610.20	\$7,793.03	\$1,714.47	\$75,118
Piedmont		\$ 184,850,341	0.00786186	0.0717909	\$147,238.39	\$17,488.63	\$3,847.50	\$168,575
<b>ACSIG Totals:</b>		\$1,056,974,365			\$841,909.18	\$100,000.00	\$22,000.00	\$963,909
<b>MRL \$25,000</b>								
<b>ACSIG Rates:</b>								
NCR Rate	0.0092146	Per \$100 TIV			<b>Assumptions</b>			
SAFER Rate	0.0717909	Per \$100 TIV			SAFER rate Flat			
					Safety Inspections		\$ 22,000.00	
					Lost Fund & Admin		\$ 100,000.00	
<b>ACSIG ex-mods:</b>								
NCR ex-mod	0.8532	24-25 ex-mod calculated by NCR (+2.29)			EDP & TIV from 2023 AssetWorks Appraisals (+100MM)			
SAFER ex-mod	0.9218	24-25 ex-mod calculated by NCR (-2.95%)						
<b>Base Rates:</b>								
NCR	0.0108	24-25 NCR rate (-.9%)						
SAFER	0.0778812	23-24 Actual						

**2024/2025**  
**Liability Program Rates**

Member	SIR	Risk Factor ADA	ADA	SIR to \$1 Million	SAFER 49MM x 1MM	Cyber	EDP	Crime	Breakdown	Insurance Expense	Loss Fund & Admin	Total Premium
ACOE	\$5,000	548	263	\$ 34,165.99	\$ 8,807.25	\$687		\$54.55	\$1,147	\$ 44,861.46	\$ 2,303.49	\$ 47,165
ACOE Charter			147	\$ 9,164.96	\$ 4,922.69					\$ 14,087.65	\$ -	\$ 14,088
Albany	\$5,000	4,194	3,539	\$ 261,482.06	\$ 118,512.82	\$9,239	\$5,331	\$733.99	\$4,455	\$ 399,753.26	\$ 17,629.26	\$ 417,383
Dublin	\$5,000	15,313	12,442	\$ 954,715.00	\$ 416,653.44	\$32,480		\$2,580.47	\$12,358	\$ 1,418,786.61	\$ 64,367.38	\$ 1,483,154
Emery	\$5,000	732	588	\$ 45,637.78	\$ 19,690.74	\$1,535	\$1,375	\$121.95	\$1,873	\$ 70,233.36	\$ 3,076.92	\$ 73,310
Piedmont	\$5,000	3,003	2,338	\$ 187,227.14	\$ 78,294.14	\$6,102		\$484.90	\$4,203	\$ 276,311.68	\$ 12,622.95	\$ 288,935
<b>ACSIG Totals:</b>		23,790	19,317	\$1,492,393	\$646,881	\$50,043	\$6,706	\$3,975.86	\$24,036	\$ 2,224,034.01	\$ 100,000.00	\$ 2,324,034
<b>ACSIG Rates:</b>						<b>Assumptions / Notes</b>						
NCR SIR to 1MM	\$ 62.35	PER RF ADA				Risk Factor ADA - Determined Actuarially						
SAFER 49MM x 1MM	\$ 33.49	PER ADA				ADA - Last Keenan Count						
<b>ACSIG ex-mods:</b>						SAFER rate up 20%						
NCR	1.7627	24-25 ex-mod calculated by NCR (+.72%)				Cyber Renewal Flat						
SAFER	1.0293	24-25 ex-mod calculated by NCR (+1.24%)				EDP Renewal Flat						
<b>Base Rates:</b>						Crime Renewal Flat						
NCR	\$ 35.37	24-25 NCR Rates (18.2% increase)				Equipment Breakdown Renewal Flat						
SAFER	\$ 27.112	23-24 Actual				Loss Fund & Admin \$ 100,000.00						
Cyber	\$ 0.7491	23-24 Actual										
EDP	\$ 0.376200	Per \$100 TIV (EDP) 23-24 Actual										
Crime	\$ 0.207400	Per ADA 23-24 Actual										
Breakdown	\$ 0.002274	Per \$100 TIV 23-24 Actual										