



Alameda County Schools Insurance Group

Executive Committee Meeting

Thursday, October 9, 2025

11:30AM



Alameda County Schools Insurance Group (ACSIG)
Po Box 2487 Dublin CA 94568

AGENDA Executive Committee

Date: Thursday, October 9, 2025

Time: 11:30AM

Location: Video Meeting

Join Zoom Meeting:

<https://us02web.zoom.us/j/7358807014?pwd=xQh9bGBXdqrvShyBDg5MCtY07bNlbg.1&omn=81999610238>

Meeting ID: 735 880 7014

Passcode: acsig25

1. Call to order 11:30 AM

2. Roll call

Executive Committee Members

Vacant	President	-
Danielle Krueger	Vice President	Alameda USD
Chris Hobbs	Secretary	Dublin USD
Suzy Chan	Board Member	Castro Valley USD
Bryan Wakefield	Board Member	Mission Valley ROP
Ruth Alahydoain	Board Member	Piedmont USD
Ahmad Sheikholeslami	Board Member	Pleasanton USD
Roberto Perez Jr.	Board Member	San Lorenzo USD
Jackie Kim	Executive Director	Alameda County Schools Insurance
Celina Flotte	Executive Assistant	Alameda County Schools Insurance
Patrice Grant	Guest	Keenan & Associates
Kyle Mckibbin	Guest	Keenan & Associates
Bridgett Jordan	Guest	Keenan & Associates
Rowena Cowan	Guest	Keenan & Associates
Julio Villegas	Guest	Keenan & Associates

3. Acceptance of the Agenda

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

4. Public Comment on Closed Session Agenda Items

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

5. Closed Session

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

A. Settlement Authorization

☐ **Claim Numbers:** None

B. Settlement Notification

Ceja, Y	521378	Reimer, J	585092	Arteaga De Ebrath, M	627674
Pasillas, I	541429	Rodgers, E	594960	Richards, B	631217
Pence, M	562521	Ceja, Y	606932	Ditto, V	633795
Pleasant, L	568070	Dixon, S	614637	Bradford, C	633854
Dhyne, M	578503	Ditto, V	616547	Sin, O	634294
Pasillas, I	580643	Droppo, L	623231	Reimer, J	2205687
Espinoza, J	584256	Deng, Y	626228	Armtrout, D	2206427
				Armtrout, D	2205706

C. CastlePoint/ Reinsurance Update

A representative from Keenan will discuss the status summary memo, loss run and calculation of ACSIG potential exposure.

D. Executive Director Goals

The Executive Director will discuss goals for 2025/26.

6. Open Session

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

Report of Action Taken in Closed Session

7. Approval of Minutes

The Executive Committee will review and approve the Executive Committee meeting minutes from May 15, 2025 and Full Board minutes from May 22, 2025.

General Business

8. Election of Officers

(page 31)

The Executive Committee will elect officers for the 2025/26 year.

Recommendation: For action

9. 2024/25 Fourth Quarter Investment Report

(page 32)

A representative from Morgan Stanley will present the 2024/25 4th Quarter Investment Report. The Executive Committee will be asked to recommend approval of the report to the Full Board.

Recommendation: For action

10. New ACSIG Logo (page 54)

The Executive Committee will review the new design for the ACSIG logo. The Executive Committee will be asked for a recommendation to the Full Board.

Recommendation: For action

11. Authorization of Signatures (page 56)

The Executive Committee will conduct the annual review of the authorization of signatures and will be asked for a recommendation to the Full Board.

Recommendation: For action

Dental & Vision

12. Dental and Vision Actuarial Study (page 58)

The Executive Director will review the Actuarial report with the Executive Committee and will be asked for a recommendation to the Full Board.

Recommendation: For action

Workers Compensation

13. Shoe Program Update (page 71)

The Executive Director will provide an update regarding the Shoe Program.

Recommendation: For discussion

14. PIPS Incentive Program (page 82)

The Executive Director will discuss a PIPS incentive program with the Committee.

Recommendation: For discussion

15. Future Planning

16. Adjournment



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

September 25, 2025
9:30 AM

Join Zoom Meeting

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

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 Unified School District

2060 Challenger Drive #100

Alameda, CA 94501

Danielle Krueger (510) 337-7066

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

Mission Valley ROP

5019 Stevenson Blvd.

Fremont, CA 94538

Bryan Wakefield (510) 492-5145

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 94588

Ahmad Sheikholeslami (925) 426-4307

San Lorenzo Unified School District

15510 Usher St

San Lorenzo, CA 94580

Dr. Roberto Perez Jr (510) 317-4641



Alameda County Schools Insurance Group (ACSIG)
Po Box 2487 Dublin, CA 94568

MINUTES
Executive Committee

Date: Thursday, May 15, 2025
Time: 9:30 AM
Location: Video Meeting
Join Zoom Meeting
<https://us02web.zoom.us/j/7358807014?pwd=xQh9bGBXdqrvShyBDg5MCtY07bNlbg.1&omn=81999610238>

Meeting ID: 735 880 7014
Passcode: acsig25

I. Kevin Collins called the meeting to order 9:31AM

II. Roll call

Executive Committee Members

Dr. Kevin Collins	President	San Leandro USD
Danielle Krueger	Vice President	Alameda USD
Chris Hobbs	Secretary	Dublin USD
Leigh Ann Blessing	Board Member	ACOE
Bryan Wakefield	Board Member	Mission Valley ROP
Ruth Alahydoian	Board Member	Piedmont USD
Ahmad Sheikholeslami	Board Member	Pleasanton USD

Jackie Kim	Executive Director	ACSIG
Celina Flotte	Executive Assistant	ACSIG

Ron Martin	Guest	Keenan & Associates
Patrice Grant	Guest	Keenan & Associates
Rowena Cowan	Guest	Keenan & Associates
Bridgett Jordan	Guest	Keenan & Associates
Laurena Grabert	Guest	SETECH
Dan Tichenor	Guest	Morgan Stanley

Ahmad Sheikholeslami and Bridgett Jordan joined the meeting at 9:32am

III. Acceptance of the Agenda

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

Ayes: Collins, Krueger, Hobbs, Blessing, Wakefield, Alahydoian, Sheikholeslami

Nays: None

Abstain: None

IV. Public Comment on Closed Session Agenda Items

No public present to comment.

Closed Session

Closed session began at 9:33am

A. Settlement Notification

- Claim Numbers:

Ramos, S	395115	Johnson, M	599562	Watson Lum, D	619460
Flores, A	487842	Wyckoff, N	601509	Sowers, V	621811
Fletcher, H	534958	Castillo, S	606271	Lawhun, S	626587
Brady, J	555221	Lemas, D	608777	Berg, J	627601
Villanueva, E	593583	Ovalle, A	612695	Sutton, V	635008
Zhou, C	636085	Hayden, D	638682	Hayden, D	638688

B. Settlement Authorization

- Claims Numbers: None

C. Executive Director Evaluation

Open Session

Open session began at 9:49am

V. Public Comment on Open Session Agenda Items

No public present to comment.

VI. Report of Action Taken in Closed Session

No action was taken in closed session.

VII. Approval of Minutes

It was moved by Dani Krueger and seconded by Ruth Alahydoian to approve the meeting minutes from February 13, 2025.

Ayes: Collins, Krueger, Hobbs, Blessing, Wakefield, Alahydoian, Sheikholeslami

Nays: None

Abstain: None

General

VIII. Executive Committee Membership

The Executive Committee has suggested recruiting San Lorenzo USD and Castro Valley USD to the Executive Committee. Piedmont USD and Pleasanton USD has agreed to continue sitting on the committee.

IX. Third Quarter Investment Report

Dan Tichenor from Morgan Stanley reviewed the 2024/25 third quarter investment report with the Executive Committee.

Time Weighted Performance Summary (Net of fees) – March 31, 2025

Total Ending Value	\$29,228,048.01
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Rolling Periods

Quarter to Date	1.91%
Year to Date	1.91%
Last 12 Months	5.36%
Last 3 Years	2.91%
Last 5 Years	1.21%
Last 10 Years	1.48%
Since 7/12/10 Inception (annualized %)	1.44%

Calendar Years

2025 (YTD)	1.91%
2024	3.56%
2023	4.69%
2022	-4.11%
2021	-1.13%
2020	3.92%
2019	3.69%
2018	1.01%
2017	0.59%
2016	0.99%
2015	0.87%
2014	1.01%
2013	-0.03%
2012	2.44%
2011	1.91%
2010 (partial year)	0.29%

It was moved by Ahmad Sheikholeslami and seconded by Ruth Alahydoian to recommend approval of the third quarter investment report as presented to the Full Board.

Ayes: Collins, Krueger, Hobbs, Blessing, Wakefield, Alahydoian, Sheikholeslami

Nays: None

Abstain: None

X. Investment Policy

The Executive Committee conducted the annual review of the written Investment Policy and found no changes necessary.

It was moved by Leigh Ann Blessing and seconded by Chris Hobbs to recommend approval of the Investment Policy as presented to the Full Board.

Ayes: Collins, Krueger, Hobbs, Blessing, Wakefield, Alahydoian, Sheikholeslami

Nays: None

Abstain: None

XI. Third Quarter Financial Report

Laurena Grabert from SETECH presented the 2024-25 third quarter financial report.

It was moved by Ruth Alahydoian and seconded by Leigh Ann Blessing to recommend approval of the third quarter financial report as presented to the Full Board.

Ayes: Collins, Krueger, Hobbs, Blessing, Wakefield, Alahydoian, Sheikholeslami

Nays: None

Abstain: None

Alameda County Schools Insurance Group (ACSIG)
Treasurer's Report- Statement of Net Position
Consolidated
As of 06/30/2024 and 03/31/2025

	Audited As of 06/30/2024	Activity 07/01/2024 - 03/31/2025	As of 03/31/2025
Assets:			
Current Assets			
Workers Compensation	\$ 17,295,458	(6,509,791)	\$ 10,785,667
Dental	8,838,135	(1,138,642)	7,699,493
Vision	4,401,440	161,581	4,563,021
Property and Liability	6,332,619	(1,154,600)	5,178,019
Operations	275,236	(229,665)	45,571
Cash and Cash Equivalents	<u>\$ 37,142,888</u>	<u>(8,871,117)</u>	<u>\$ 28,271,771</u>
Investments Morgan Stanley - current	177,296	(63,184)	114,111
Accounts Receivable	11,966,128	9,749,235	21,715,363
Prepaid Expense	12,785	710,546	723,331
Interfund Receivable/(payable) (1)	--	--	--
Subtotal Current Assets	<u>49,299,097</u>	<u>1,525,480</u>	<u>50,824,576</u>
Noncurrent Assets			
Investments @ FMV - Morgan Stanley (3)	27,573,290	1,334,589	28,907,880
Capital - Equipment, net of depreciation	--	--	--
	<u>27,573,290</u>	<u>1,334,589</u>	<u>28,907,880</u>
Total Assets	<u>\$ 76,872,387</u>	<u>\$ 2,860,069</u>	<u>\$ 79,732,456</u>
Deferred Outflow of Resources:			
Deferred outflow of resources - pension	\$ 421,563	--	\$ 421,563
Liabilities:			
Current Liabilities			
Accounts Payable	\$ 4,375,340	\$ 65,111	\$ 4,440,451
Prefunding deposits (2)	5,194,770	--	5,194,770
Advance Contributions	--	--	--
Other Claim Liabilities - Castlepoint Reinsurance Insolvency	490,246	--	490,246
Current Portion of claims and claim adjustment	3,037,252	(170,292)	2,866,960
Subtotal Current Liabilities	<u>13,097,608</u>	<u>(105,181)</u>	<u>12,992,427</u>
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	2,488,286	(429,565)	2,058,721
Unallocated Loss Adjustment Expense (ULAE)	292,727	(48,741)	243,986
Subtotal Noncurrent Claim Liabilities	<u>2,781,013</u>	<u>(478,306)</u>	<u>2,302,707</u>
Net Pension Liability (NPL)	867,400	--	867,400
Total Liabilities	<u>\$ 16,746,021</u>	<u>\$ (583,487)</u>	<u>\$ 16,162,534</u>
Deferred Inflow of Resources:			
Deferred inflow of resources - pension	204,203	--	204,203
Net Position:			
Undesignated Net Position - Net Assets/(Deficit)	60,343,726	3,443,556	63,787,282
Designated - Capital Assets	--	--	--
Total Net Position	<u>\$ 60,343,726</u>	<u>\$ 3,443,556</u>	<u>\$ 63,787,282</u>
Total Liabilities, Deferred Pension, and Ending Net Position	<u>\$ 76,872,387</u>	<u>\$ 2,860,069</u>	<u>\$ 79,732,456</u>

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.

XII. Budget 2025-26

The Executive Director reviewed the Budget with the Executive Committee. The budget contains a list of major contracts and service providers, assumptions and calculations with a detailed budget for each major program.

Alameda County Schools Insurance Group (ACSIG)							
Consolidated							
Statement of Revenues, Expenditures and Changes in Net Position							
As of 03/31/2025 and For The Nine Months Then Ended							
	2023/2024		2024/2025				Percentage of Budget
	Budget	Actuals	Budget	Activity 07/01/2024 - 03/31/2025	Variance		
Operating Revenue:							
Premiums Paid by Members	\$ 189,141,200	\$ 188,486,694	\$ 196,036,124	\$ 146,382,212	\$ 49,653,912	74.67	%
Return of Premiums/Rebate	--	(129,940)	--	--	--	--	--
PIPS - Accelerated Profit Commission	--	--	--	--	--	--	--
Total Operating Revenue	189,141,200	188,356,754	196,036,124	146,382,212	49,653,912	74.67	
Operating Expenditures:							
Classified Salaries	536,598	521,884	477,404	403,344	74,060	84.49	
Statutory Benefits	91,725	68,028	71,611	9,451	62,160	13.20	
Health & Welfare	66,500	56,875	85,750	56,177	29,573	65.51	
Employer Tax Expense	7,439	8,746	8,647	8,884	(237)	102.74	
Net Pension Expense	278,325	272,060	234,001	89,716	144,285	38.34	
Telephone & Internet	11,100	8,873	10,600	6,748	3,852	63.66	
Supplies Office	8,000	5,605	9,000	1,147	7,853	12.75	
Supplies - Other	12,000	9,253	12,000	5,833	6,167	48.61	
Eligibility Processing	255,000	235,791	265,000	176,872	88,128	66.74	
Brokerage Fees-Dental-ACSIG	340,000	325,556	340,000	217,375	122,625	63.93	
Brokerage Fees-Dental-MD	750,000	870,271	800,000	699,778	100,222	87.47	
Travel and Conferences	29,100	14,890	30,000	2,820	27,180	9.40	
Mileage	11,850	9,965	12,000	6,500	5,500	54.17	
Dues & Memberships	8,550	2,700	8,550	2,925	5,625	34.21	
Postage & Meter	7,330	2,808	7,000	937	6,063	13.39	
Insurance Expense-PIPS&NCR	26,947,045	26,947,045	27,402,303	20,453,493	6,948,810	74.64	
Insurance Expense-PY Adj	1,000,000	2,824,928	1,000,000	1,499,984	(499,984)	150.00	
Utility - Operating-Rent	50,740	37,862	47,856	20,946	26,910	43.77	
Advertising	--	--	--	--	--	--	--
Contract Services - Actuarial	17,500	9,640	33,274	10,040	23,234	30.17	
Contract Services -Claim Audit	19,200	16,100	--	--	--	--	--
Contract Services	15,000	--	29,051	--	29,051	--	--
Audit Fees	23,000	15,125	23,275	15,400	7,875	66.17	
Other Services/Operating Expenses	12,300	14,566	10,000	6,044	3,956	60.44	
Capital Equipment/Depreciation	9,500	--	20,000	--	20,000	--	--
Repairs & Maintenance	5,000	--	5,000	--	5,000	--	--
Legal	6,750	15,586	5,000	--	5,000	--	--
Accounting Services	17,000	16,974	20,000	13,113	6,887	65.57	
County Courier	2,800	1,639	3,040	1,726	1,314	56.77	
Shredding	1,600	1,065	1,500	1,224	276	81.59	
Copier & Scanner	17,900	9,433	10,000	6,982	3,018	69.82	
Claims Administration Services	107,000	126,355	117,000	75,583	41,417	64.60	
Self-Insurance Fee	650,000	331,991	700,000	440,544	259,456	62.93	
Claims Paid-WC	1,000,000	237,014	500,000	314,885	185,115	62.98	
Claims Paid-PL	100,000	54,217	110,000	113,955	(3,955)	103.60	
Physical Abilities Testing	20,000	5,988	50,000	5,396	44,604	10.79	
Training	10,000	--	10,000	--	10,000	--	--
First-Aid Prog&Responder Fees	35,000	13,159	5,000	3,200	1,800	64.00	
Food Service Training	--	--	--	--	--	--	--
Risk Mgmt Prev Program	250,000	227,500	300,000	292,500	7,500	97.50	
EAP Program	200,000	138,842	250,000	102,038	147,962	40.82	
Safety Inspections	20,000	--	22,000	13,600	8,400	61.82	
Bank Charge & WC Penalty Reimb	6,000	16,605	6,000	9,911	(3,911)	165.18	
Cobra Premiums	300,000	148,158	300,000	123,888	176,112	41.30	
Dental Insurance Premiums	146,190,000	146,756,528	152,768,550	113,598,742	39,169,808	74.36	
Vision Insurance Premiums	8,000,000	7,846,740	8,480,000	6,702,060	1,777,940	79.03	
Claim Development Expense	(300,000)	(1,272,369)	80,252	(648,598)	728,850	(808.20)	
Adjustment to Prefund Deposit	--	83,700	--	--	--	--	--
Total Operating Expenditures	187,146,852	187,037,696	194,680,663	144,865,163	49,815,500	74.41	%
Net Increase/(Decrease) from Operations	1,994,348	1,319,058	1,355,461	1,517,049	(161,588)	111.92	%
Non Operating Income/(Expense)							
Interest Income	639,000	906,453	692,873	1,301,793	(608,918)	187.88	
Net Increase/(Decrease) in Fair Value	--	540,060	--	804,467	(804,467)	--	--
Realized Gain/(Loss) on Investments	--	533,646	--	(179,753)	179,753	--	--
Cumulative effect of GASB 68	--	--	--	--	--	--	--
Interfund Trans, Other Inc/Exp	--	--	--	--	--	--	--
Total Non Operating Income/(Expense)	639,000	1,980,159	692,873	1,926,507	(1,233,632)	278.05	%
Net Increase/(Decrease) in Net Position	\$ 2,633,348	\$ 3,299,217	2,048,334	\$ 3,443,556	\$ (1,395,220)	168.11	%
Beginning Balance Prior Year End	\$ 57,044,509	\$ 57,044,509	60,343,726	\$ 60,343,726	\$ --	100.00	%
Ending Balance, as of 03/31/2025	\$ 59,677,857	\$ 60,343,726	\$ 62,392,060	\$ 63,787,282	\$ (1,395,220)		

58

It was moved by Ahmad Sheikholeslami and seconded by Ruth Alahydoian to recommend approval of the budget to the Full Board.

Ayes: Collins, Krueger, Hobbs, Blessing, Wakefield, Alahydoian, Sheikholeslami

Nays: None

Abstain: None

XIII. ACSIG Salaries & Benefits

The Governor's 2024-25 estimated COLA was 0.76%. ACSIG increased its 2024-2025 salary schedule by 0.38% on July 1, 2024. The member's weighted average was 5.14% as calculated by the Alameda County Office of Education. Based on those numbers, ACSIG Staff recommends 5.14% increase.

It was moved by Ahmad Sheikholeslami and seconded by Dani Krueger to recommend approval of the salary increase to the Full Board.

Ayes: Collins, Krueger, Hobbs, Blessing, Wakefield, Alahydoian, Sheikholeslami

Nays: None

Abstain: None

XIV. Executive Director Contract

The Executive Director presented the contract of the role of ACSIG's Executive Director with the tentative 2024-25 salary schedule upon board approval.

It was moved by Chris Hobbs and seconded by Dani Krueger to recommend approval of the Executive Directors contract to the Full Board.

Ayes: Collins, Krueger, Hobbs, Blessing, Wakefield, Alahydoian, Sheikholeslami

Nays: None

Abstain: None

XV. New ACSIG Logo

The Executive Committee reviewed three new designs for the new ACSIG logo with recommendations to add graphics from design #1 to design #2.

No motion was taken and the new logo will be reviewed at the next meeting.

XVI. Meeting Format & Calendar

The Executive Committee reviewed the 2024/25 draft meeting calendar with recommendations to move the Executive Committee meeting from November to Septemeber and to have a dual Full Board following an Executive Committee meeting in the Fall.

Workers' Compensation

XVII. Employee Assistance Program Update

The Executive Director reviewed the utilization of the EAP with the Executive Committee. The current overall ACSIG utilization is 2.2%. The top 5 work related problem categories were: 66% work related stress, 25% work/ life balance, 5% performance, 2% conflict with manager, and 2% conflict with coworker.

XVIII. Claims Trends – 5 year Point in Time

Bridgett Jordan of Keenan and Associates updated the Committee regarding current claim trends by Job Classification, Age and Month.

XIX. Run Off Claims Agreement

The Executive Director will presented the renewal contract for Run Off Claims Administration.

It was moved by Dani Krueger and seconded by Ahmad Sheikholeslami to recommend approval of the Run off Claims Agreement as presented to the Full Board.

Ayes: Collins, Krueger, Hobbs, Blessing, Wakefield, Alahydoian, Sheikholeslami

Nays: None

Abstain: None

XX. Tail Claims Report

Patrice Grant from Keenan updated the Committee regarding tail claims report.

XXI. Shoe Program Update

The Executive Director discussed an update regarding the Skechers shoe program. Utilization of the giftcards that were distributed for 2024-25 shows 39% redeemed. Though we have received good feedback from the district employees, the Executive Director plans to find ways to make the show program more effective, including exploring other vendors.

Dental

XXII. Dental Program & Rates 2025-26

The Executive Director presented the Dental Rate recommendations with the Executive Committee. The recommendation is a flat renewal.

It was moved by Chris Hobbs and seconded by Leigh Ann Blessing to recommend approval of Dental Rates to the Full Board.

Ayes: Collins, Krueger, Hobbs, Blessing, Wakefield, Alahydoian, Sheikholeslami

Nays: None
Abstain: None

XXIII. Dental & Vision Actuarial Study Agreement

The Executive Director reviewed the actuarial study agreement with Healthcare Actuaries for both the Dental and Vision programs.

It was moved by Ahmad Sheikholeslami and seconded by Ruth Alahydoian to recommend approval of Dental and Vision Actuarial Agreement to the Full Board.

Ayes: Collins, Krueger, Hobbs, Blessing, Wakefield, Alahydoian, Sheikholeslami

Nays: None

Abstain: None

Vision

XXIV. Vision Program & Rates 2025-26

The Executive Director presented the Vision Rate recommendations with the Executive Committee. The recommendation is a flat renewal.

It was moved by Ruth Alahydoian and seconded by Dani Krueger to recommend approval of Vision Rates to the Full Board.

Ayes: Collins, Krueger, Hobbs, Blessing, Wakefield, Alahydoian, Sheikholeslami

Nays: None

Abstain: None

Property & Liability

XXV. Property & Liability Actuarial Study

The Executive Director presented the P&L actuarial study.

It was moved by Ruth Alahydoian and seconded by Bryan Wakefield to recommend approval of the P&L Actuarial Study to the Full Board.

Ayes: Collins, Krueger, Hobbs, Blessing, Wakefield, Alahydoian, Sheikholeslami

Nays: None

Abstain: None

XXVI. Property & Liability Rates 2025-26

The Executive Director presented the Property and Liability rates.

It was moved by Chris Hobbs and seconded by Bryan Wakefield to recommend approval of the Property & Liability rates as presented to the Full Board.

Ayes: Collins, Krueger, Hobbs, Blessing, Wakefield, Alahydoian, Sheikholeslami

Nays: None

Abstain: None

XXVII. AB 218 PLCA Agreement Renewal

The Executive Director presented the renewal contract for AB218 Claims Administrative Services.

It was moved by Ahmad Sheikholeslami and seconded by Ruth Alahydoian to recommend approval of the AB 218 PLCA Amendment to the Full Board.

Ayes: Collins, Krueger, Hobbs, Blessing, Wakefield, Alahydoian, Sheikholeslami

Nays: None

Abstain: None

XXVIII. PLCA Agreement Amendment No.1

The Executive Director reviewed the amendment for Property and Casualty Claims Administration Services.

It was moved by Ahmad Sheikholeslami and seconded by Ruth Alahydoian to recommend approval of the PLCA Amendment to the Full Board.

Ayes: Collins, Krueger, Hobbs, Blessing, Wakefield, Alahydoian, Sheikholeslami

Nays: None

Abstain: None

XXIX. RASP Agreement

The Executive Director reviewed the Rent A Safety Professional contract.

It was moved by Ahmad Sheikholeslami and seconded by Ruth Alahydoian to recommend approval of the RASP Agreement to the Full Board.

Ayes: Collins, Krueger, Hobbs, Blessing, Wakefield, Alahydoian, Sheikholeslami

Nays: None

Abstain: None

Administrative

XXX. Dispute Resolution Policy

The Executive Committee conducted the annual review of the Dispute Resolution policy and found no changes necessary.

It was moved by Ruth Alahydoian and seconded by Dani Krueger to recommend approval the Dispute Resolution policy as presented to the Full Board.

Ayes: Collins, Krueger, Hobbs, Blessing, Wakefield, Alahydoian, Sheikholeslami

Nays: None

Abstain: None

XXXI. Underwriting Policy

The Executive Committee conducted the annual review of the Underwriting Policy and found no changes necessary.

It was moved by Ruth Alahydoian and seconded by Dani Krueger to recommend approval the Underwriting Policy as presented to the Full Board.

Ayes: Collins, Krueger, Hobbs, Blessing, Wakefield, Alahydoian, Sheikholeslami

Nays: None

Abstain: None

XXXII. Conflict of Interest Code

The Executive Committee conducted the annual review of the Conflict of Interest Code and found no changes necessary.

It was moved by Ruth Alahydoian and seconded by Dani Krueger to recommend approval of the Conflict of Interest Code as presented to the Full Board.

Ayes: Collins, Krueger, Hobbs, Blessing, Wakefield, Alahydoian, Sheikholeslami

Nays: None

Abstain: None

XXXIII. Posting and Mailing Address

The Executive Committee conducted the annual review of the Authorization of Signatures and found no changes necessary.

It was moved by Ruth Alahydoian and seconded by Dani Krueger to recommend approval the Authorization of Signatures as presented to the Full Board.

Ayes: Collins, Krueger, Hobbs, Blessing, Wakefield, Alahydoian, Sheikholeslami

Nays: None

Abstain: None

XXXIV. Future Planning

XXXV. This meeting was adjourned by Kevin Collins at 11:27AM



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

May 15, 2025 - 9:30 AM

Join Zoom Meeting

<https://us02web.zoom.us/j/7358807014?pwd=xQh9bGBXdqrvShyBDg5MCtY07bNlbg.1&omn=81999610238>

Meeting ID: 735 880 7014

Passcode: acsig25

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 Krueger (510) 337-7066

Dublin Unified School District

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

Mission Valley ROP

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

Piedmont Unified School District

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

Pleasanton Unified School District

5758 W Las Positas Blvd
Pleasanton, CA 94588
Ahmad Sheikholeslami (925) 426-4307

San Leandro Unified School District

835 E 14th Street, Suite 200
San Leandro, CA 94577
Kevin Collins (510) 667-3504



Alameda County Schools Insurance Group (ACSIG)
Po Box 2487 Dublin, CA 94568

MINUTES Full Board

Date: Thursday, May 22, 2025
Time: 1:00PM
Location: Video Meeting
Join Zoom Meeting
<https://us02web.zoom.us/j/7358807014?pwd=xQh9bGBXdqrvShyBDg5MCtY07bNlbg.1&omn=81999610238>

Meeting ID: 735 880 7014
Passcode: acsig25

I. Dr. Kevin Collins called the meeting to order at 1:00PM

II. Roll call

Board Members

Dr. Kevin Collins	President	San Leandro USD
Danielle Krueger	Vice President	Alameda USD
Chris Hobbs	Secretary	Dublin USD
Leigh Ann Blessing	Board Member	Alameda County Office of Education
Linda Wu	Board Member	Albany USD
Suzy Chan	Board Member	Castro Valley USD
Robert Pascual	Board Member	Fremont USD
Kayla Wasley	Board Member	Livermore Valley Joint USD
Bryan Wakefield	Board Member	Mission Valley ROP
Cheryl Kaiser	Board Member	Mountain House USD
John Mattos	Board Member	New Haven USD
Ruth Alahydoian	Board Member	Piedmont USD
Ahmad Sheikholeslami	Board Member	Pleasanton USD
Dr. Roberto Perez Jr.	Board Member	San Lorenzo USD
Cheryl Kaiser	Board Member	Sunol Glen USD

Kimberly Dennis	Executive Director	ACSIG
Celina Flotte	Executive Assistant	ACSIG

Kyle McKibbin	Guest	Keenan & Associates
Julio Villegas	Guest	Keenan & Associates
Patrice Grant	Guest	Keenan & Associates
Rowena Cowan	Guest	Keenan & Associates

III. Acceptance of the Agenda

It was moved by Ruth Alahydoian and seconded by Dani Krueger to approve the agenda as presented with a corrected Workers Compensation Rate sheet.

Ayes: Collins, Krueger, Hobbs, Blessing, Wu, Chan, Pascual, Wasley, Wakefield, Kaiser, Alahydoian, Sheikholeslami, Perez, Kaiser

Nays: None

Abstain: None

IV. Public Comment on Open Session Agenda Items

No public present to comment.

No Closed Session was held.

Consent Calendar

V. Items for Consent

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

- Executive Committee Minutes from February 13, 2025
- 2nd Quarter Financials
- 2nd Quarter Investment Report
- 3rd Quarter Financials
- 3rd Quarter Investment Report
- Investment Policy
- ACSIG Salaries & Benefits
- Actuarial Study - Ultimate Loss
- PLCA Agreement Renewal Amendment No. 1
- AB 218 PLCA Agreement Renewal
- RASP Agreement
- Run Off Claims Agreement
- Dental & Vision Actuarial Study Agreement
- Preferred Benefit Insurance Administrators (PBIA) Agreement
- Property & Liability Actuarial Study
- Dispute Resolution Policy
- Underwriting Policy

- **Conflict of Interest Amendment**
- **Posting and Mailing Address**

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

Ayes: Collins, Krueger, Hobbs, Blessing, Wu, Chan, Pascual, Wasley, Wakefield, Kaiser, Alahydoain, Sheikholeslami, Perez, Kaiser

Nays: None

Abstain: None

General

VI. Executive Committee Membership

The Executive Committee has suggested recruiting Castro Valley USD and San Lorenzo USD to the Executive Committee. Piedmont USD and Pleasanton USD has agreed to continue sitting on the committee.

It was moved by Dani Krueger and seconded by Chris Hobbs to appoint Castro Valley USD, San Lorenzo USD and approve the continuance of Piedmont USD and Pleasanton USD to serve on the Executive Committee.

Ayes: Collins, Krueger, Hobbs, Blessing, Wu, Chan, Pascual, Wasley, Wakefield, Kaiser, Alahydoain, Sheikholeslami, Perez, Kaiser

Nays: None

Abstain: None

VII. Budget 2025-26

The Executive Director reviewed the Budget with the Full Board.

Alameda County Schools Insurance Group (ACSIG)

**Consolidated
2025/2026 Budget**

	Budget 2025/2026	Allocations	Change in Accruals	Budget 2025/2026	2024/25 Budget	2023/24 Actuals	2022/2023 Actuals	2021/2022 Actuals	2020/2021 Actuals	2019/2020 Actuals
Audited - Beginning Net Position, as of 07/01/2024				\$ 62,392,059						
Beginning Balance	\$ 62,392,059				\$ 60,343,726	\$ 57,044,507	\$ 52,472,146	\$ 50,578,716	\$ 44,710,878	\$ 32,386,515
Operating Revenue:										
Premiums Paid by Members	196,536,692	\$ --	\$ --	196,536,692	196,036,124	188,486,694	177,306,476	165,005,608	161,037,627	143,824,407
Contribution Adjustments						(129,940)	318	549,925		7,093
Total Operating Revenue	196,536,692	--	--	196,536,692	196,036,124	188,356,754	177,306,794	165,555,533	161,037,627	143,831,500
Operating Expenditures:										
Classified Salaries	409,509	--	--	409,509	477,404	521,883	384,482	357,350	331,598	323,830
Statutory Benefits	61,426	--	--	61,426	71,610	68,028	47,360	36,941	28,746	36,288
Health & Welfare	70,750	--	--	70,750	85,750	56,875	48,750	47,125	65,039	47,741
Employer Tax Expense	6,980	--	--	6,980	8,647	8,746	5,917	5,347	5,219	5,048
Net Pension Expense	217,052	--	--	217,052	234,001	272,060	104,548	151,505	(202,608)	365,809
Telephone & Internet	9,500	--	--	9,500	10,600	8,873	5,563	6,523	6,453	4,625
Supplies Office	9,000	--	--	9,000	9,000	5,605	8,347	397	6,541	3,593
Supplies - Other	12,000	--	--	12,000	12,000	9,253	5,003	3,803	1,467	1,181
Eligibility Processing	280,000	--	--	280,000	265,000	235,791	226,419	219,791	210,615	210,724
Brokerage Fees-Dental-ACSIG	350,000	--	--	350,000	340,000	325,556	312,447	303,141	290,054	281,605
Brokerage Fees-Dental-MD	950,000	--	--	950,000	800,000	870,271	712,220	694,592	607,679	500,851
Travel and Conferences	15,000	--	--	15,000	30,000	14,890	9,376	5,043	2,842	13,770
Mileage	6,000	--	--	6,000	12,000	9,965	6,488	6,500	6,051	7,255
Dues & Memberships	9,000	--	--	9,000	8,550	2,700	7,680	685	2,185	7,635
Postage & Meter	7,000	--	--	7,000	7,000	2,808	2,059	2,458	6,230	2,963
Insurance Expense-PIPS&NCR	29,075,616	--	--	29,075,616	27,402,303	26,947,045	24,232,011	23,847,452	24,013,869	22,199,152
PIPS payroll adjustment	1,500,000	--	--	1,500,000	1,000,000	2,824,928	657,717	86,069	584,688	476,909
Utility - Operating-Rent	42,000	--	--	42,000	47,856	37,862	37,046	49,440	41,919	32,363
Contract Services - Actuarial	12,000	--	--	12,000	33,274	9,640	14,300	14,020	18,670	8,570
Contract Services - Claims	2,000	--	--	2,000	--	16,100	--	15,750	--	15,750
Contract Services	31,825	--	--	31,825	29,051	--	--	--	--	--
Audit Fees	20,000	--	--	20,000	23,276	15,125	14,850	14,575	14,300	14,025
Other Services/Operating Expenses	10,000	--	--	10,000	10,000	14,566	5,376	5,764	3,236	9,744
Capital Equipment/Depreciation	8,000	--	--	8,000	20,000	--	--	595	592	592
Repairs & Maintenance	--	--	--	--	5,000	--	--	--	--	--
Legal	5,000	--	--	5,000	5,000	15,586	--	--	--	--
Accounting Services	20,000	--	--	20,000	20,000	16,974	16,480	16,000	15,500	15,000
County Courier	1,900	--	--	1,900	3,040	1,639	1,513	4,163	--	3,946
Shredding	1,500	--	--	1,500	1,500	1,062	1,242	227	651	966
Copier & Scanner	10,000	--	--	10,000	10,000	9,433	9,759	7,558	12,465	7,927
Claims Administration Services	115,000	--	--	115,000	117,000	126,355	104,469	118,870	139,411	140,232
Self-Insurance Fee	500,000	--	--	500,000	700,000	331,991	558,425	281,372	388,794	432,095
Claims Paid-WC	500,000	--	--	500,000	500,000	237,014	400,761	537,775	936,718	725,255
Claims Paid-PL	110,000	--	--	110,000	110,000	54,217	151,492	25,205	10,263	82,411
Physical Ability Testing	50,000	--	--	50,000	50,000	5,988	6,083	9,660	3,403	4,165
Training	29,000	--	--	29,000	10,000	--	--	--	--	--
First-Aid Program	5,000	--	--	5,000	5,000	13,159	2,307	3,749	1,208	8,384
Risk Mgmt Prevention Program	260,000	--	--	260,000	300,000	227,500	74,708	97,500	27,610	85,115
EAP	180,000	--	--	180,000	250,000	138,842	165,508	162,038	119,315	29,602
Safety Inspection	22,000	--	--	22,000	22,000	--	--	12,819	12,819	12,445
Bank Charge & WC Penalty Reimb	6,000	--	--	6,000	6,000	16,605	2,243	--	112	4,144
Cobra Premiums	300,000	--	--	300,000	300,000	148,158	186,045	218,392	268,395	225,931
Dental Insurance Premiums	153,148,550	--	--	153,148,550	152,768,550	146,756,528	138,206,038	131,487,423	123,344,909	106,421,564
Vision Insurance Premiums	8,756,800	--	--	8,756,800	8,480,000	7,846,740	7,551,360	6,304,171	5,022,017	3,676,970
Claim Development Expense	(385,000)	--	--	(385,000)	80,252	(1,272,369)	(1,158,832)	(2,989,709)	(992,480)	(3,540,853)
Prior Year Adjustment	--	--	--	--	--	83,700	182,870	651,600	--	--
Total Operating Expenditures	196,750,408	--	--	196,750,408	194,680,664	187,037,692	173,310,430	162,823,679	155,356,495	132,905,322
Net Increase/(Decrease) from Operations	(213,716)	--	--	(213,716)	1,355,460	1,319,062	3,996,364	2,731,854	5,681,132	10,926,178
Non Operating Income/(Expense)										
Interest Income	707,935	--	--	707,935	692,873	906,453	885,440	526,679	186,707	734,153
Change in FMV	--	--	--	--	--	540,060	(225,155)	(2,305,443)	--	663,387
Realized Gain/(Loss)	--	--	--	--	--	533,646	(84,292)	940,339	--	645
GASB 68	--	--	--	--	--	--	--	--	--	--
Total Non Operating Income/(Expense)	707,935	--	--	707,935	692,873	1,980,159	575,993	(838,425)	186,707	1,398,185
Net Increase/(Decrease) in Net Position	494,219	\$ --	\$ --	494,219	2,048,333	3,299,221	4,572,357	1,893,429	5,867,839	12,324,363
Ending Balance	\$ 62,886,277			\$ 62,886,277	62,392,059	60,343,728	57,044,503	52,472,145	50,578,717	44,710,878

It was moved by Ruth Alahydoian and seconded by Cheryl Kaiser to approve the budget as presented.

Ayes: Collins, Krueger, Hobbs, Blessing, Wu, Chan, Pascual, Wasley, Kaiser, Alahydoian, Sheikholeslami, Perez, Kaiser

Nays: None

Abstain: None

VIII. Meeting Format & Calendar

The Board reviewed the draft 2024/25 meeting calendar.

2025/ 2026 Calendar

September 25, 2025	Executive Committee (via Zoom)	1:00pm– 3:00pm
November 13, 2025	Executive Committee Full Board (In-person at ACOE)	12:00pm – 12:30pm 12:30pm – 2:00pm
February 12, 2026	Executive Committee <i>*with Strategic Planning following, if necessary until 12:30pm</i> (via Zoom or in-person TBD)	9:30am – 12:30pm
May 14, 2026	Executive Committee (via Zoom)	9:30am – 11:30am
May 21, 2026	Full Board (via Zoom)	1:00pm – 3:00pm

Workers' Compensation

IX. Actuarial Study – Ex-Mods

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 2009-10 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 2013-14, 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.

MEMBER	NEW EX-MOD 12/31/24	OLD EX-MOD 12/31/23
ACOE	0.750	0.750
ALAMEDA	1.086	1.250
ALBANY	1.001	1.073
CASTRO VALLEY	0.813	0.823
DUBLIN	1.070	0.824
EDEN ROP	0.863	0.750
EMERY	0.867	0.750
FREMONT	0.894	0.996
LIVERMORE	1.035	0.988
MISSION ROP	0.750	0.750
MT. HOUSE	1.250	1.250
NEW HAVEN	1.216	1.101
NEWARK	1.250	1.214
PIEDMONT	0.750	0.750
PLEASANTON	0.816	0.750
SAN LEANDRO	1.250	1.250
SAN LORENZO	1.250	1.250
SUNOL GLEN	0.750	0.750
TRI VALLEY ROP	0.750	0.750
WTD AVG	1.000	
CORRELATION COEFFICIENT:		0.910

It was moved by Ahmad Sheikholeslami and seconded by Leigh Ann Blessing to approve the Ex-Mods as presented.

Ayes: Collins, Krueger, Hobbs, Blessing, Wu, Chan, Pascual, Wasley, Wakefield, Kaiser, Alahydoain, Sheikholeslami, Perez, Kaiser

Nays: None

Abstain: None

Suzy Chan left this meeting @ 1:21pm

X. Workers' Compensation Rates 2025-26

The Executive Director presented 2025/26 Workers Compensation rates.

It was moved by Dani Krueger and seconded by Roberto Perez to approve the Workers Compensation rates with the corrected rate sheet below (base rate of 2.05).

Ayes: Collins, Krueger, Hobbs, Blessing, Wu, Pascual, Wasley, Wakefield, Kaiser, Alahydoain, Sheikholeslami, Perez, Kaiser

Nays: None

Abstain: None

2025/26
Workers' Compensation Rates

	2022/2023 Actual Payroll	2023/2024 Actual Payroll	Base Rate	Ex Mod	Rate per \$100 Payroll	2025/2026 PREMIUMS
ACOE	\$ 27,533,969	\$ 28,868,991	2.05	0.750	1.54	\$444,799
ALAMEDA	\$ 84,583,723	\$ 92,749,702	2.05	1.086	2.23	\$2,069,253
ALBANY	\$ 36,093,238	\$ 37,831,502	2.05	1.001	2.06	\$777,963
CASTRO VALLEY	\$ 81,024,249	\$ 92,799,385	2.05	0.813	1.67	\$1,549,911
DUBLIN	\$ 114,154,279	\$ 122,010,477	2.05	1.070	2.20	\$2,681,959
EDEN ROP	\$ 5,687,746	\$ 5,491,843	2.05	0.863	1.77	\$97,364
EMERY	\$ 6,844,704	\$ 6,873,626	2.05	0.867	1.78	\$122,427
FREMONT	\$ 317,776,392	\$ 327,376,201	2.05	0.894	1.84	\$6,012,510
LIVERMORE	\$ 118,879,062	\$ 130,372,876	2.05	1.035	2.13	\$2,772,035
MISSION ROP	\$ 5,521,654	\$ 5,576,591	2.05	0.750	1.54	\$85,921
MT. HOUSE	\$ 263,797	\$ 302,631	2.05	1.250	2.57	\$7,771
NEWARK	\$ 42,874,715	\$ 44,138,869	2.05	1.250	2.57	\$1,133,450
NEW HAVEN	\$ 94,835,085	\$ 100,152,552	2.05	1.216	2.50	\$2,501,882
PIEDMONT	\$ 30,808,732	\$ 30,584,782	2.05	0.750	1.54	\$471,235
PLEASANTON*	\$ 130,142,003	\$ 143,690,629	2.05	0.816	1.68	\$2,408,739
SAN LEANDRO	\$ 87,822,002	\$ 99,341,631	2.05	1.250	2.57	\$2,551,012
SAN LORENZO	\$ 80,905,449	\$ 87,567,649	2.05	1.250	2.57	\$2,248,666
SUNOL GLEN	\$ 2,879,355	\$ 2,919,681	2.05	0.750	1.54	\$44,985
TRI VALLEY ROP	\$ 2,981,618	\$ 2,790,428	2.05	0.750	1.54	\$42,994
TOTAL PREMIUMS	1,271,611,772	1,361,440,046				\$28,024,876
Average Ex Mod				1.00000		

Payrolls based upon 2023/24 Unaudited Actuals Reports provided by ACOE

* includes apprentice program

Buydown 0.24 (Executive Committee Approved on 2/13/25)

XI. Employee Assistance Program Update

The Executive Director reviewed the utilization of the EAP with the Board. The current overall ACSIG utilization is 2.2%. The top 5 work related problems categories were: 66% workplace stress, 25% work/life balance, 5% performance, 2% conflict with manager, and 2% conflict with co-worker.

XII. Claims Trends - 5 year Point in Time

Kyle Mckibbin from Keenan reviewed the current claim trends by Job Classification, Age and Month with the Executive Committee.

XIII. Shoe Program Update

The Executive Director discussed an update regarding the Skechers shoe program. After many attempts with Skechers, ACSIG received the utilization data for the past 3 years.

2022-23: approximately 68% redeemed

2023-24: approximately 50% redeemed

2024-25: approximately 39% redeemed

Executive Director will continue to find ways to make the shoe program more effective including exploring other vendors.

Dental

XIV. Dental Program & Rates 2025-26

The Executive Director presented the Dental Rate with a flat renewal with the Full Board.

It was moved by Leigh Ann Blessing and seconded by Cheryl Kaiser to approve the Dental Rates with a flat renewal.

Ayes: Collins, Krueger, Hobbs, Blessing, Wu, Pascual, Wasley, Wakefield, Kaiser, Alahydoain, Sheikholeslami, Perez, Kaiser

Nays: None

Abstain: None

Vision

XV. Vision Program & Rates 2025-26

The Executive Director presented the Vision Rate with a flat renewal with the Full Board.

It was moved by Ahmad Sheikholeslami and seconded by Ruth Alahydoian to approve the Vision Rates with a flat renewal.

Ayes: Collins, Krueger, Hobbs, Blessing, Wu, Pascual, Wasley, Wakefield, Kaiser, Alahydoain, Sheikholeslami, Perez, Kaiser

Nays: None

Abstain: None

Property & Liability

XVI. Property & Liability Rates 2025-26

The Executive Director presented the Property and Liability rates.

It was moved by Ruth Alahydoian and seconded by Chris Hobbs to approve the Property & Liability rates.

Ayes: Collins, Krueger, Hobbs, Blessing, Wu, Pascual, Wasley, Wakefield, Kaiser, Alahydoain, Sheikholeslami, Perez, Kaiser

Nays: None

Abstain: None

XVII. Future Planning

XVIII. This meeting was adjourned by Dr. Kevin Collins at 1:52PM



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

May 22, 2025
1:00 PM

Join Zoom Meeting

<https://us02web.zoom.us/j/7358807014?pwd=xQh9bGBXdqrvShyBDg5MCtY07bNlbg.1&omn=81999610238>

Meeting ID: 735 880 7014 Passcode: acsig25

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
Vacant (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
Robert Pascual (510) 659-2577 ext 12235

Livermore Unified School District

685 East Jack London Blvd.
Livermore, CA 94501
Kayla Wasley (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
John Mattos (510) 471-1100 ext 62659

Newark Unified School District

5715 Musick Avenue
Newark, CA 94560
Vacant (510) 818-4114

Piedmont Unified School District

760 Magnolia Ave
Piedmont, CA 94611
Ruth Alahydoian (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 14th Street, Suite 200

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

Shay Galletti (925) 862-0127

Tri-Valley ROP

1040 Florence Road

Livermore, CA 94550

Julie Duncan (925) 455-4800 ext 104



Alameda County Schools Insurance Group

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

EXECUTIVE SUMMARY

TO: ACSIG Executive Committee

FROM: Jackie Kim

DATE: October 9, 2025

SUBJECT: Election of Officers - Action

Last May, the Executive Committee members were selected by the Board. It is now time to elect officers for the 2025/26 year.

The current slate of officers are as follows:

Board President:	Vacant
Board Vice-President:	Danielle Krueger
Board Secretary:	Chris Hobbs

Officers will be elected at the meeting.



Alameda County Schools Insurance Group

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

EXECUTIVE SUMMARY

TO: ACSIG Executive Committee

FROM: Jackie Kim

DATE: October 9, 2025

SUBJECT: 2024/2025 Fourth Quarter Investment Report - Action

In an effort to improve ACSIG's interest earnings, the Executive Committee amended its investment policy and selected Morgan Stanley Smith Barney as its investment advisor effective July 1, 2010. ACSIG is enjoying the benefits of the improved market.

Enclosed is ACSIG's fourth quarter investment report. Mark Payne from Morgan Stanley Wealth Management will be in attendance to address this item and outline the current investment strategy. The Executive Committee will be asked to approve a recommendation to the full Board.

July 21, 2025

Mark C. Payne

Financial Advisor
U.S. Government Entity Specialist

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<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) – June 30, 2025

Total Ending Value	\$29,630,594.88
---------------------------	------------------------

Rolling Periods

Quarter to Date	1.40%
Year to Date	3.34%
Last 12 Months	5.95%
Last 3 Years	3.62%
Last 5 Years	1.27%
Last 10 Years	1.63%
Since 7/12/10 Inception (annualized %)	1.51%

Calendar Years

2025 (YTD)	3.34%
2024	3.56%
2023	4.69%
2022	-4.11%
2021	-1.13%
2020	3.92%
2019	3.69%
2018	1.01%
2017	0.59%
2016	0.99%
2015	0.87%
2014	1.01%
2013	-0.03%
2012	2.44%
2011	1.91%
2010 (partial year)	0.29%

Fiscal Years (June 30)

2024-25	5.95%
2023-24	4.38%
2022-23	0.09%
2021-22	-4.11%
2020-21	-0.13%
2019-20	4.83%
2018-19	1.31%
2017-18	-0.42%
2016-17	-0.35%
2015-16	2.13%
2014-15	1.09%
2013-14	1.32%
2012-13	0.48%
2011-12	1.75%

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 \$5,102,000 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
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 July 18, 2025 for:

[ACSIG Consolidated](#)

[Brian Sharpes](#)

Financial Advisor

Managing Director, Wealth Mgmt

Tel: +1 925 746-2919

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[Chadwick Bolick](#)

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Executive Director

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Senior Vice President

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Mark.C.Payne@MSGraystone.com

Table of Contents

ACSIG Consolidated

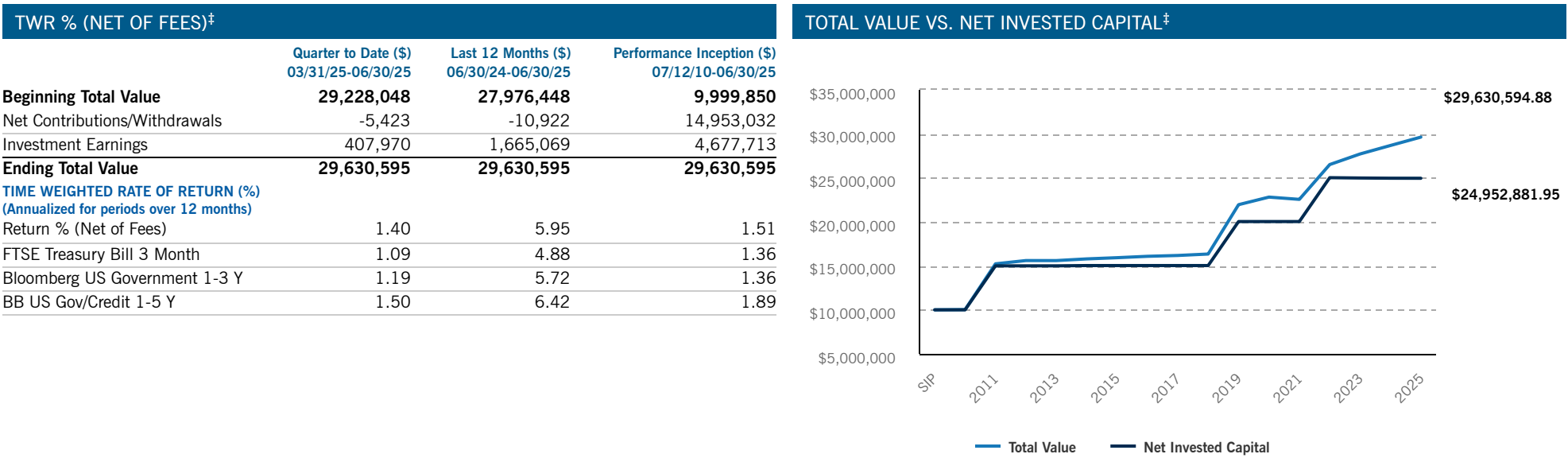
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<u>Time Weighted Performance Summary</u>	<u>4</u>
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Please review the disclosures and definitions throughout this Document. For more information or questions, please contact your Financial Advisor.
Various sub-sections of this Document may not contain information on all accounts/positions covered in this Document and will be denoted on the page.

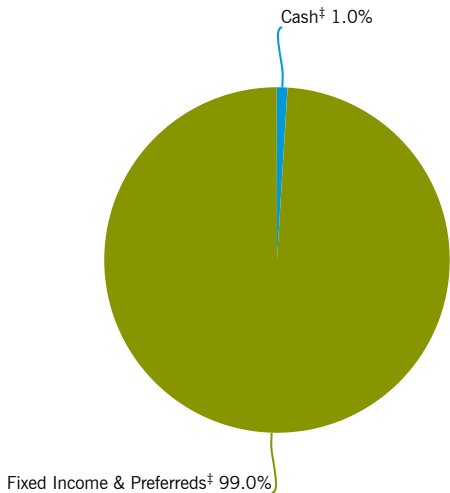
Investment Summary

ACSIG Consolidated

Data as of June 30, 2025



ASSET ALLOCATION



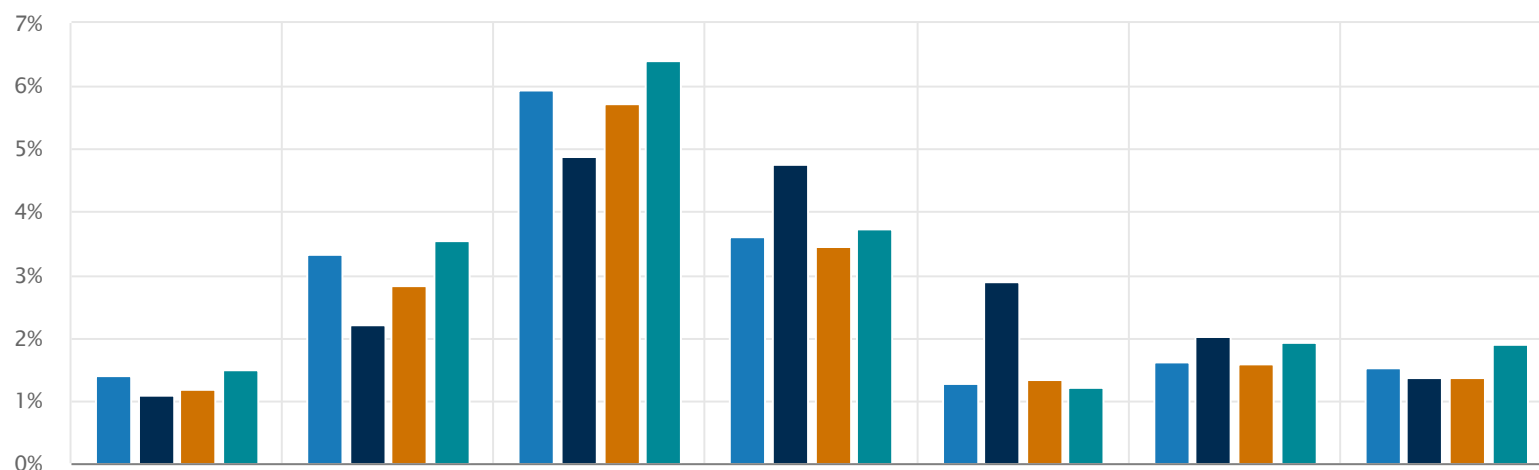
[‡]Includes manually added, external accounts, assets, and/or liabilities, not held at Morgan Stanley Wealth Management.

Time Weighted Performance Summary

ACSIG Consolidated

Data as of June 30, 2025

RETURN % (NET OF FEES) VS. BENCHMARKS (ANNUALIZED)[‡]



	Quarter to Date 03/31/25 - 06/30/25	Year to Date 12/31/24 - 06/30/25	Last 12 Months 06/30/24 - 06/30/25	Last 3 Years 06/30/22 - 06/30/25	Last 5 Years 06/30/20 - 06/30/25	Last 10 Years 06/30/15 - 06/30/25	Performance Inception 07/12/10 - 06/30/25
Beginning Total Value (\$)	29,228,048.01	28,679,024.97	27,976,448.00	26,700,965.95	22,746,411.94	15,915,884.25	9,999,850.00
Net Contributions/Withdrawals (\$)	-5,423.34	-5,495.94	-10,921.63	-75,839.40	4,919,992.79	9,920,006.20	14,953,031.95
Investment Earnings (\$)	407,970.21	957,065.85	1,665,068.51	3,005,468.33	1,964,190.15	3,794,704.43	4,677,712.93
Ending Total Value (\$)	29,630,594.88	29,630,594.88	29,630,594.88	29,630,594.88	29,630,594.88	29,630,594.88	29,630,594.88
Return % (Net of Fees)	1.40	3.34	5.95	3.62	1.27	1.63	1.51
FTSE Treasury Bill 3 Month (%)	1.09	2.21	4.88	4.75	2.88	2.01	1.36
Bloomberg US Government 1-3 Y (%)	1.19	2.83	5.72	3.44	1.34	1.60	1.36
BB US Gov/Credit 1-5 Y (%)	1.50	3.56	6.42	3.72	1.21	1.92	1.89

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.

[‡]Includes manually added, external accounts, assets, and/or liabilities, not held at Morgan Stanley Wealth Management.

Time Weighted Performance by Period

ACSIG Consolidated

Data as of June 30, 2025

RETURN % (NET OF FEES) VS. BENCHMARKS[‡]

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 Gov/Credit 1-5 Y
2025 (YTD)	28,679,024.97	-5,495.94	957,065.85	29,630,594.88	3.34	2.21	2.83	3.56
2024	27,714,904.40	-24,196.52	988,317.09	28,679,024.97	3.56	5.45	4.04	3.76
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.

[‡]Includes manually added, external accounts, assets, and/or liabilities, not held at Morgan Stanley Wealth Management.

Account(s) Included in this Report by Custodial Relationship

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MORGAN STANLEY WEALTH MANAGEMENT

Account Name	Account Number	Account Type/ Manager Name	Date Opened	Perf Inception Date Perf (%) Incept - 07/17/25	Total Value (\$) 07/17/25	% of Portfolio 07/17/25
Morgan Stanley Wealth Management Total					0.00	0.00

EXTERNALLY HELD[‡]

Account Name	Account Number/ Custodian	Account Type	Exclusions	Last Updated	Perf Inception Date Perf (%) Incept - 07/17/25	Total Value (\$) 07/17/25	% of Portfolio 07/17/25
UD - ACSIG ACSIG	838-XXX340 COMERICA BANK	REG	P	03/31/25	12/21/2020 -	29,228,048.01	100.00
Externally Held Total						29,228,048.01	100.00
Total Portfolio						29,228,048.01	100.00

The investment returns shown on this page are Net of Fees, time-weighted measurements which exclude the effect of the timing and amount of your contributions and withdrawals. 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. AA=Asset Allocation, P=Performance, POS=Positions & Balances, TW=Total Wealth, Q=Morgan Stanley Impact Quotient

[‡]Includes manually added, external accounts, assets, and/or liabilities, not held at Morgan Stanley Wealth Management.

Disclosures

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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.

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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.

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External Accounts: "External" generally refers to accounts, assets, pricing, 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

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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.

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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. For more information on trading and costs, please refer to the ADV Brochure for your program(s), available at www.morganstanley.com/ADV, or contact your Financial Advisor/Private Wealth Advisor.

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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.

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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. The investment returns shown within this report are dollar-weighted measurements where indicated.

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.

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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 US Government 1-3 Yr Index is comprised of US Treasury and US Agency securities with maturities equal or greater than 1 years but less than 3 years. The index was created in June 1997, with history backfilled to January 1, 1976.

FTSE Treasury Bill 3 Month: The FTSE 3-Month US T Bill Index Series is intended to track the daily performance of 3-month US Treasury bills. The indexes are designed to operate as a reference rate for a series of funds. The FTSE 3-Month US T Bill Index Series does not take account of ESG factors in its index design.

BB US Gov/Credit 1-5 Y: The Bloomberg 1-5 Yr Gov/Credit Index tracks the subset of bonds in the flagship Bloomberg US Government/Credit Index with at least one year and up to, but not including, five years until final maturity.

Alameda County Schools Insurance Group

Western Asset Enhanced Cash

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Alameda County Schools Insurance Group

IMPORTANT INFORMATION:

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Fixed income securities involve interest rate, credit, inflation and reinvestment risks, and possible loss of principal. As interest rates rise, the value of fixed income securities falls.

Liquidity risk exists when securities or other investments become more difficult to sell, or are unable to be sold, at the price at which they have been valued.

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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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Client Account	
Duration (yrs)	2.37
Average Maturity (yrs)	2.63
Yield to Worst (%)	3.94

Benchmark Characteristics	
Duration (yrs)	2.57
Average Maturity (yrs)	2.78
Yield to Worst (%)	3.80

Source: BondEdge, Western Asset

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

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

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Holdings (1/2)

Alameda County Schools Insurance Group

June 30, 2025

Sector 1	Par (000)	Identifier	Issuer Name	Coupon	Maturity	Moody's	S&P	Price	Curr Yield	YTW	YTM	Avg Life	Eff Dur (Par)	Mkt Value	% Held (MV)
CASH	291			4.31	0.09			100.00	4.31	4.31	4.31	0.08	0.08	291,000	0.98
	291	000000CM9	CASH & EQUIVALENTS	4.31	07/31/2025	Aaa	AAA	100.00	4.31	4.31	4.31	0.08	0.08	291,000	0.98
TSY	19,116			3.55	2.71			100.00	3.55	3.79	3.79	2.72	2.51	19,252,123	64.99
	2,387	91282CHB0	UNITED STATES TREASNTS	3.63	05/15/2026	TSY	TSY	99.63	3.64	4.06	4.06	0.92	0.85	2,388,984	8.06
	1,851	91282CCW9	UNITED STATES TREASNTS	0.75	08/31/2026	TSY	TSY	96.38	0.78	3.95	3.95	1.17	1.14	1,788,578	6.04
	1,761	91282CMY4	UNITED STATES TREASNTS	3.75	04/30/2027	TSY	TSY	99.98	3.75	3.76	3.76	1.83	1.75	1,771,541	5.98
	1,710	91282CFM8	UNITED STATES TREASNTS	4.13	09/30/2027	TSY	TSY	100.90	4.09	3.70	3.70	2.25	2.11	1,742,894	5.88
	1,369	91282CGH8	UNITED STATES TREASNTS	3.50	01/31/2028	TSY	TSY	99.48	3.52	3.71	3.71	2.58	2.41	1,381,749	4.66
	1,975	91282CHA2	UNITED STATES TREASNTS	3.50	04/30/2028	TSY	TSY	99.45	3.52	3.71	3.71	2.83	2.65	1,975,497	6.67
	2,138	91282CHQ7	UNITED STATES TREASNTS	4.13	07/31/2028	TSY	TSY	101.19	4.08	3.71	3.71	3.08	2.82	2,200,007	7.43
	1,614	91282CJR3	UNITED STATES TREASNTS	3.75	12/31/2028	TSY	TSY	100.06	3.75	3.73	3.73	3.50	3.25	1,615,017	5.45
	2,011	91282CKX8	UNITED STATES TREASNTS	4.25	06/30/2029	TSY	TSY	101.84	4.17	3.75	3.75	4.00	3.65	2,048,002	6.91
	1,300	91282CGQ8	UNITED STATES TREASNTS	4.00	02/28/2030	TSY	TSY	100.96	3.96	3.77	3.77	4.67	4.17	1,329,680	4.49
	1,000	91282CMZ1	UNITED STATES TREASNTS	3.88	04/30/2030	TSY	TSY	100.38	3.86	3.79	3.79	4.83	4.35	1,010,173	3.41
AGY	1,525			4.06	1.95			100.41	4.04	3.92	3.92	1.92	1.83	1,541,496	5.20
	675	3130AUU36	FEDERAL HOME LOAN BANKS	4.13	03/13/2026	Aa1	AA+	99.98	4.13	4.15	4.15	0.67	0.68	683,121	2.31
	850	3130AWC24	FEDERAL HOME LOAN BANKS	4.00	06/09/2028	Aa1	AA+	100.75	3.97	3.73	3.73	2.92	2.74	858,375	2.90
IND	4,513			3.53	2.48			99.70	3.54	4.13	4.14	2.46	2.24	4,543,314	15.34
	282	437076BK7	HOME DEPOT INC	3.35	09/15/2025	A2	A	99.80	3.36	4.29	4.29	0.25	0.20	284,186	0.96
	295	110122DN5	BRISTOL-MYERS SQUIBB CO	0.75	11/13/2025	A2	A	98.67	0.76	4.40	4.40	0.33	0.36	291,365	0.98
	145	254687FV3	DISNEY WALT CO	1.75	01/13/2026	A2	A	98.61	1.78	4.40	4.40	0.50	0.52	144,165	0.49
	296	742718FP9	PROCTER & GAMBLE CO	1.00	04/23/2026	Aa3	AA-	97.45	1.03	4.22	4.22	0.83	0.79	289,006	0.98
	284	67066GAE4	NVIDIA CORPORATION	3.20	09/16/2026	Aa2	AA-	99.08	3.23	3.99	3.99	1.25	1.10	284,001	0.96
	206	023135CP9	AMAZON COM INC	4.55	12/01/2027	A1	AA	101.32	4.49	3.95	3.97	2.33	2.21	209,476	0.71

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 (2/2)

Alameda County Schools Insurance Group

June 30, 2025

Sector 1	Par(000)	Identifier	Issuer Name	Coupon	Maturity	Moody's	S&P	Price	Curr Yield	YTW	YTM	Avg Life	Eff Dur (Par)	Mkt Value	% Held (MV)
	439	20030NCA7	COMCAST CORP NEW	3.15	02/15/2028	A3	A-	97.41	3.23	4.20	4.20	2.67	2.41	432,798	1.46
	276	24422EWV7	JOHN DEERE CAPITAL CORPOR	4.90	03/03/2028	A1	A	102.14	4.80	4.05	4.05	2.67	2.45	286,291	0.97
	285	369550BC1	GENERAL DYNAMICS CORP	3.75	05/15/2028	A2	A	99.43	3.77	3.96	3.96	2.92	2.57	284,711	0.96
	274	24422EXB0	JOHN DEERE CAPITAL CORPOR	4.95	07/14/2028	A1	A	102.43	4.83	4.09	4.09	3.00	2.74	286,918	0.97
	436	29379VBT9	ENTERPRISE PRODS OPER LLC	4.15	10/16/2028	A3	A-	99.90	4.15	4.18	4.18	3.33	2.93	439,279	1.48
	360	00287YBF5	ABBVIE INC	4.25	11/14/2028	A3	A-	100.45	4.23	4.10	4.10	3.08	2.99	363,582	1.23
	276	882508CG7	TEXAS INSTRS INC	4.60	02/08/2029	Aa3	A+	101.68	4.52	4.08	4.09	3.50	3.20	285,631	0.96
	279	94106LBV0	WASTE MGMT INC DEL	4.88	02/15/2029	A3	A-	102.40	4.76	4.14	4.15	3.58	3.20	290,796	0.98
	380	166756AS5	CHEVRON USA INC	3.25	10/15/2029	Aa2	AA-	96.98	3.35	4.02	4.02	4.33	3.88	371,108	1.25
FIN	3,800			3.92	2.88			100.17	3.92	4.38	4.51	2.51	2.22	3,853,290	13.01
	147	74432QCH6	PRUDENTIAL FINL INC	1.50	03/10/2026	A3	A	98.10	1.53	4.31	4.31	0.67	0.67	144,879	0.49
	285	084670BS6	BERKSHIRE HATHAWAY INC DE	3.13	03/15/2026	Aa2	AA	99.22	3.15	4.25	4.25	0.75	0.66	285,366	0.96
	299	808513BR5	CHARLESSCHWAB CORP	1.15	05/13/2026	A2	A-	97.26	1.18	4.39	4.39	0.83	0.85	291,268	0.98
	287	06406RBJ5	BANK NEW YORK MELLON CORP	4.41	07/24/2026	Aa3	A	99.96	4.42	5.69	5.69	1.08	0.07	292,363	0.99
	300	857477BS1	STATE STR CORP	2.20	02/07/2028	Aa3	A	96.85	2.28	4.26	4.58	1.58	1.55	293,178	0.99
	340	91324PEP3	UNITEDHEALTH GROUP INC	5.25	02/15/2028	A2	A+	102.63	5.12	4.15	4.18	2.58	2.33	355,639	1.20
	145	06051GGR4	BANK AMERICA CORP	3.59	07/21/2028	A1	A-	98.45	3.65	4.39	4.87	2.08	1.93	145,056	0.49
	281	571748BG6	MARSH & MCLENNAN COS INC	4.38	03/15/2029	A3	A-	100.36	4.36	4.26	4.27	3.50	3.24	285,603	0.96
	510	46647PAR7	JPMORGAN CHASE & CO	4.01	04/23/2029	A1	A	99.12	4.04	4.34	4.67	2.83	2.62	509,288	1.72
	300	025816CW7	AMERICAN EXPRESS CO	4.05	05/03/2029	A2	A-	99.95	4.05	4.06	4.06	3.83	3.44	301,774	1.02
	562	17325FBK3	CITIBANK NA	4.84	08/06/2029	Aa3	A+	102.11	4.74	4.26	4.27	4.00	3.59	584,723	1.97
	344	06051GLS6	BANK AMERICA CORP	5.82	09/15/2029	A1	A-	104.16	5.59	4.41	4.75	3.25	2.88	364,152	1.23
UTIL	144			2.95	1.42			98.36	3.00	4.15	4.15	1.42	1.33	141,985	0.48
	144	26442CAS3	DUKE ENERGY CAROLINAS LLC	2.95	12/01/2026	Aa3	A	98.36	3.00	4.15	4.15	1.42	1.33	141,985	0.48
Total:	29,389			3.63	2.63			99.99	3.63	3.94	3.95	2.58	2.37	29,623,208	100.00

Source: BondEdge, Western Asset

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Cash Flow (1/3)

Alameda County Schools Insurance Group

June 30, 2025

Date	Maturity Cash Flow	Call Cash Flow	Total Interest Cash Flow	Total Principal Cash Flow	Total Cash Flow
06/30/2025	0	0	0	0	0
07/31/2025	291	0	86	291	377
08/31/2025	0	0	79	0	79
09/30/2025	282	0	87	282	369
10/31/2025	0	0	114	0	114
11/30/2025	295	0	65	295	360
12/31/2025	0	0	97	0	97
01/31/2026	145	0	87	145	232
02/28/2026	0	0	79	0	79
03/31/2026	1,107	0	82	1,107	1,189
04/30/2026	296	0	114	296	410
05/31/2026	2,686	0	64	2,686	2,750
06/30/2026	0	0	97	0	97
07/31/2026	287	0	86	287	373
08/31/2026	1,851	0	79	1,851	1,930
09/30/2026	284	0	63	284	347
10/31/2026	0	0	112	0	112
11/30/2026	0	0	19	0	19
12/31/2026	144	0	97	144	241
01/31/2027	0	0	77	0	77

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

June 30, 2025

Date	Maturity Cash Flow	Call Cash Flow	Total Interest Cash Flow	Total Principal Cash Flow	Total Cash Flow
02/28/2027	0	300	72	300	372
03/31/2027	0	0	58	0	58
04/30/2027	1,761	0	112	1,761	1,873
05/31/2027	0	0	19	0	19
06/30/2027	0	0	95	0	95
07/31/2027	0	145	77	145	222
08/31/2027	0	0	69	0	69
09/30/2027	1,710	0	58	1,710	1,768
10/31/2027	0	0	79	0	79
11/30/2027	0	206	23	206	229
12/31/2027	0	0	90	0	90
01/31/2028	1,369	340	82	1,709	1,791
02/29/2028	439	0	60	439	499
03/31/2028	276	0	23	276	299
04/30/2028	1,975	510	79	2,485	2,564
05/31/2028	285	0	19	285	304
06/30/2028	850	0	90	850	940
07/31/2028	2,412	0	51	2,412	2,463
08/31/2028	0	360	57	360	417
09/30/2028	0	344	16	344	360

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

June 30, 2025

Date	Maturity Cash Flow	Call Cash Flow	Total Interest Cash Flow	Total Principal Cash Flow	Total Cash Flow
10/31/2028	436	0	35	436	471
11/30/2028	0	0	6	0	6
12/31/2028	1,614	281	76	1,895	1,971
01/31/2029	0	555	11	555	566
02/28/2029	0	0	40	0	40
03/31/2029	0	0	0	0	0
04/30/2029	0	0	26	0	26
05/31/2029	300	0	6	300	306
06/30/2029	2,011	0	43	2,011	2,054
07/31/2029	0	562	11	562	573
08/31/2029	0	0	26	0	26
09/30/2029	0	0	0	0	0
10/31/2029	380	0	26	380	406
11/30/2029	0	0	0	0	0
12/31/2029	0	0	0	0	0
01/31/2030	0	0	0	0	0
02/28/2030	1,300	0	26	1,300	1,326
03/31/2030	0	0	0	0	0
04/30/2030	1,000	0	19	1,000	1,019
	25,786	3,603	3,163	29,389	32,552

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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Past performance is no guarantee of future results.



Alameda County Schools Insurance Group

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www.acsig.com

EXECUTIVE SUMMARY

TO: ACSIG Executive Committee

FROM: Jackie Kim

DATE: October 9, 2025

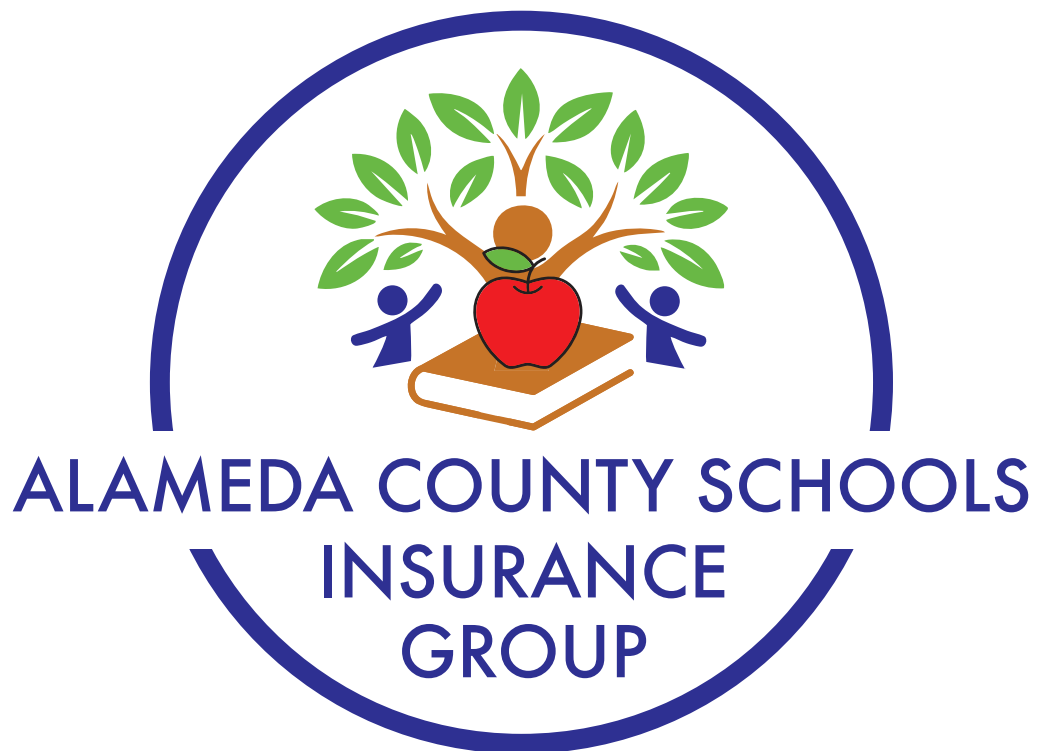
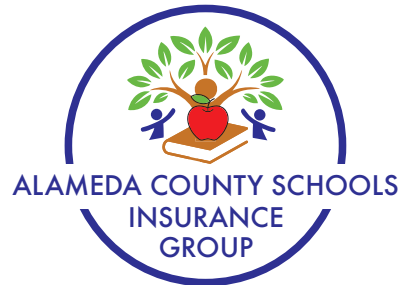
SUBJECT: New ACSIG Logo - Action

Executive Board requested for new ACSIG logo at 2025 annual strategic meeting in January. Executive Committee reviewed three new designs at the last meeting and requested a revised final logo.

Executive Committee will be asked for a recommendation to the full board.

#1A

Font: Futura Medium





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EXECUTIVE SUMMARY

To: ACSIG Executive Committee

From: Jackie Kim

Date: October 9, 2025

Subj.: Authorization of Signatures - Action

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 Executive Committee will be asked for a recommendation to the Full Board.

Authorization of Signatures

September 25, 2025

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



Executive Summary

To: ACSIG Board of Directors
From: Jackie Kim
Date: October 9, 2025
Subject: Dental and Vision Actuarial Study - Action

Enclosed please find the actuarial report completed by Healthcare Actuaries for the ACSIG Dental and Vision Program.

These ACSIG programs must have an actuarial report at a minimum of every 2 years to meet CAJPA accreditation standards. Healthcare Actuaries has completed these reports for ACSIG for the four reporting cycles.

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

ALAMEDA COUNTY SCHOOLS INSURANCE GROUP

December 31, 2024
Estimated Incurred Claim Liability
Fixed-Rate Dental and Self-Funded Vision Plans

July 2, 2025



16519 107th Place NE
Bothell, Washington 98011
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Executive Summary

Summary

A summary of the incurred claim liability estimates as of December 31, 2024, follows. We show the prior and current results, for December 31, 2022, and December 31, 2024.

The estimates below include margin for claims fluctuation and administrative costs.

Incurred Claim Liability Estimates, Prior and Current Estimates

Coverage	Dec. 31, 2022	Dec. 31, 2024	Change	% Change
Dental	\$1,758,000	\$1,887,000	\$129,000	7.3%
Vision	545,000	488,000	(57,000)	-10.5%
Total	2,303,000	2,375,000	72,000	3.1%

We also show revised year-end estimates for 2022 and 2023, followed by the current estimate for December 31, 2024. The amounts include claims paid through December 31, 2024.

Incurred Claims Liability Estimates, Revised Year-End Estimates

Coverage	Dec. 31, 2022	Dec. 31, 2023	Dec. 31, 2024
Dental	\$1,564,000	\$1,839,000	\$1,887,000
Vision	326,000	571,000	488,000
Total	1,890,000	2,410,000	2,375,000

Purpose of Report

The report presents the estimated liability for claims incurred but not reported (“IBNR”) as of December 31, 2024, for ACSIG’s fixed-rate dental and self-funded vision plans.

Basis of Estimates

In preparing this report, we relied on enrollment, plan design, and claims data provided either directly or indirectly by ACSIG and its third-party carriers, Delta Dental and VSP. We reviewed the information for consistency and reasonableness, but we did not audit it.

This report includes estimates based on our understanding of ACSIG’s current fixed-rate dental and self-funded vision plans.

Overall, our goal is to provide accurate estimates based on a thorough actuarial analysis. Our analyses depend on the availability of complete and accurate information about the plans.

Description, Results, and Analysis

Description

This section of the report provides an overview of the analyses completed based on historical information, the actuarial methods and assumptions used, and the estimates of incurred but unpaid claim liabilities for dental and vision coverage.

The liability represents claims incurred under the plans, but unpaid as of a specific date due to the lag between the date when a participant incurs charges (the “date of service”) and the date when the plan pays the claim. This liability must include estimates since the plan will not know the final liability until the plan pays all claims for all dates of service to-date in full, which can, in some cases, take years.

We derived estimated liabilities solely to meet employer financial accounting requirements that are consistent with generally accepted accounting principles (GAAP). Determination of such liabilities for other purposes may produce results different from the results in this report. In particular, these estimates are insufficient for use in connection with the funding of a 501(c)(9) trust or VEBA, since the Internal Revenue Code requires additional calculations for use in such funding.

Results

Exhibit A is a summary of the results of the incurred claim liability analysis. The summary shows the prior and current estimates, as well as revised estimates for year-end 2022 and 2023 using data through December 31, 2024.

The first section shows the change in reserve from the last estimate as of December 31, 2022, to the current estimate. It shows the dollar and percentage change in the estimate also. These numbers include a margin for claims fluctuation and estimated administrative costs for paying claims processing costs during run-out should the plan terminate.

The second section shows the revised reserve estimates for year-end 2022, 2023, and 2024. These figures include administrative costs and a claims fluctuation margin, and include claims paid through December 31, 2024.

Finally, the last section compares the original December 31, 2022 estimates to the run-out to-date, which will be nearly one-hundred percent complete at this time. The run-out is the claims paid after December 31, 2022, for claims incurred prior to or on that date. These figures do not include margin or administrative costs, to give a clearer comparison to the claims runout.

Analysis

Dental Claims

Exhibit B illustrates the **completion method** applied to dental claims. The top of the exhibit shows the reported incurred claims, based on claims incurred and paid from January 2023 through December 2024 (column A). We then estimate complete incurred claims (column C) by “completing” the incomplete incurred claims using actuarial completion factors (column B). We developed the completion factors from historical lag data. Finally, we calculated the liability as of December 31, 2024, by subtracting incurred and paid claims from the projected complete incurred claims.

To develop fully the estimated incurred claim liability, we added an estimate of the administrative costs, based on a rate of 5.86% of paid claims plus 60¢ per employee. We converted the 5.86% to a per employee basis for our estimate. These costs anticipate that ACSIG will incur additional administrative costs to pay run-out claims if the plan terminates. The first section of the bottom part of the exhibit shows this development. We add a 5% margin to account for unexpected increases in claims over the year. This section also shows the average lag to payment, which represents the average time to pay a claim. This number is **22.7** days for ACSIG’s dental claims. This means that it takes just under three weeks, on average, to pay the dental claims after the date of service.

The second section of the exhibit shows the incurred claim liability for year-end 2022 and 2024, including a separate calculation for margin and administrative costs developed as of each year-end.

Vision Claims

Exhibit C illustrates the completion method for vision claims. The development of the vision incurred claim liability is the same as for the dental claims. The average number of lag days for vision claims is currently **17.1** days. This means that it takes just over two weeks, on average, to pay the vision claims after the incurred date of the claim.

Actuarial Certification

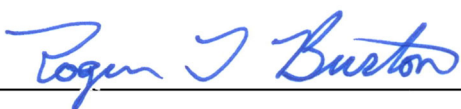
The preparation of this report accords with generally recognized and accepted actuarial principles and practices, and it is consistent with the applicable “Actuarial Standards of Practice” and “Actuarial Compliance Guidelines” of the American Academy of Actuaries

Healthcare Actuaries' work is prepared solely for the internal business use of the Alameda County Schools Insurance Group. To the extent that Healthcare Actuaries' work is not subject to disclosure under applicable public record laws, the Alameda County Schools Insurance Group and its agents may not provide our work to third parties without Healthcare Actuaries' prior written consent.

There is no relationship between Healthcare Actuaries, its owner, subcontractors, or staff, and the Alameda County Schools Insurance Group beyond the contractual services that we perform for the Alameda County Schools Insurance Group.

No third-party recipient of Healthcare Actuaries' work product should rely on Healthcare Actuaries' work product. Any third-party recipient should engage qualified professionals for advice appropriate to their own needs. One must present this report in its entirety for it to be a valid report.

The undersigned is a member of the American Academy of Actuaries and meets the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein, and is available to answer any questions with respect to the information contained in this report.



Roger T. Burton, FSA, MAAA, FCA

July 2, 2025

Date

Alameda County Schools Insurance Group

Claim Liability Summary

Estimated Incurred Claim Liability as of December 31, 2024

Prior and Current Estimates¹

<u>Coverage</u>	<u>Prior</u> <u>December 31, 2022</u>	<u>Current</u> <u>December 31, 2024</u>	<u>Change in Reserve</u>	<u>% Change</u>
Dental	\$ 1,758,000	\$ 1,887,000	\$ 129,000	7.3%
Vision	545,000	488,000	(57,000)	-10.5%
Total	2,303,000	2,375,000	72,000	3.1%

Year-End Estimates for the Past Three Years as of December 31, 2020²

<u>Coverage</u>	<u>Revised</u> <u>December 31, 2022</u>	<u>Revised</u> <u>December 31, 2023</u>	<u>Current</u> <u>December 31, 2024</u>
Dental	\$ 1,564,000	\$ 1,839,000	\$ 1,887,000
Vision	326,000	571,000	488,000
Total	1,890,000	2,410,000	2,375,000

Prior Estimate Compared to Actual Run-Out To-Date³

<u>Coverage</u>	<u>December 31, 2022</u>	<u>Actual Runout</u>	<u>Difference over</u> <u>Runout</u>	<u>% Difference</u>
Dental	\$ 1,549,120	\$ 1,375,568	\$ 173,552	12.6%
Vision	446,936	244,203	202,733	83.0%
Total	1,996,057	1,619,771	376,285	23.2%

¹ Includes margin and administrative costs

² Includes administrative costs and margin.

³ Excludes margin and administrative costs

Alameda County Schools Insurance Group

Dental Claims for Active Employees, COBRA Participants, and Retirees

Estimated Incurred Claim Liability as of December 31, 2024 – Completion Method

Estimated Completed Dental Claims

Mo-Yr	Employees	A	B	C = A ÷ B	D = C - A
		Incurring Claims	Percent	Projected	
		Paid Through	Complete	Completed	Liability
		12/31/2024		Incurred Claims	
Jan-23	23,699	\$ 2,627,767	100.0%	\$ 2,627,853	\$ 86
Feb-23	23,716	2,109,608	100.0%	2,109,652	44
Mar-23	23,728	2,262,200	100.0%	2,262,266	66
Apr-23	23,696	2,021,950	100.0%	2,021,977	26
May-23	23,723	2,056,262	100.0%	2,056,486	224
Jun-23	23,735	2,397,281	100.0%	2,397,546	265
Jul-23	23,538	2,209,195	100.0%	2,209,337	142
Aug-23	23,336	2,338,348	100.0%	2,338,436	88
Sep-23	23,959	1,726,267	100.0%	1,726,377	109
Oct-23	24,048	1,938,427	100.0%	1,938,604	177
Nov-23	24,072	2,023,619	100.0%	2,023,758	139
Dec-23	24,080	2,305,674	100.0%	2,306,462	788
Jan-24	24,123	2,748,415	99.8%	2,753,918	5,502
Feb-24	24,049	2,284,489	99.7%	2,292,419	7,930
Mar-24	24,057	2,197,862	99.5%	2,208,291	10,429
Apr-24	24,061	2,278,174	99.4%	2,292,896	14,722
May-24	24,076	1,993,214	99.1%	2,010,831	17,617
Jun-24	24,057	2,367,144	98.8%	2,395,822	28,678
Jul-24	23,851	2,615,001	98.4%	2,658,220	43,219
Aug-24	23,756	2,263,976	97.8%	2,315,125	51,149
Sep-24	24,066	1,734,644	96.9%	1,789,439	54,795
Oct-24	24,055	2,035,678	97.1%	2,096,214	60,536
Nov-24	24,136	1,748,090	86.8%	2,013,137	265,047
Dec-24	24,166	1,196,853	52.3%	2,287,800	1,090,947
Total	573,783	\$ 51,480,138	n/a	\$ 53,132,864	\$ 1,652,726

Estimated Dental Incurred Claim Liability

Projected completed claims for the period ending 12/31/2024	\$ 53,132,864
Incurred claims paid through 12/31/2024	- 51,480,138
Estimated liability as of 12/31/2024	= 1,652,726
Estimated liability as of 12/31/2024, rounded	= 1,653,000
Claim fluctuation margin at 5%	+ 83,000
Estimated administrative costs of \$6.29 per employee for 1 months*	+ 151,000
Estimated liability at 12/31/2024 (including margin & administrative costs)	= \$ 1,887,000
Average Lag Days	22.7
Estimated liability as of 12/31/2022, rounded	1,549,000
Claim fluctuation margin at 5%	77,000
Estimated administrative costs of \$5.07 per employee for 1 month*	+ 132,000
Estimated liability at 12/31/2022 (including margin & administrative costs)	= \$ 1,758,000

*Estimated administration based on administrative costs of 5.86% of paid claims (converted to an estimated per employee rate) plus 60¢ per employee.

Alameda County Schools Insurance Group

Vision Claims for Active Employees, COBRA Participants, and Retirees

Estimated Incurred Claim Liability as of December 31, 2024 – Completion Method

Estimated Completed Vision Claims

Mo-Yr	Employees	A		B		C = A ÷ B		D = C - A	
		Incurred Claims				Projected			
		Paid Through		Percent		Completed			
		12/31/2024		Complete		Incurred Claims		Liability	
Jan-23	36,406	\$	544,189	100.0%		\$	544,189	\$	-
Feb-23	36,441		480,146	100.0%			480,146		-
Mar-23	36,476		522,665	100.0%			522,665		-
Apr-23	36,477		507,694	100.0%			507,694		-
May-23	36,482		450,662	100.0%			450,662		-
Jun-23	36,513		624,317	100.0%			624,317		-
Jul-23	38,404		830,595	100.0%			830,595		-
Aug-23	38,380		741,044	100.0%			741,045		1
Sep-23	39,269		543,676	100.0%			543,676		0
Oct-23	39,801		558,503	100.0%			558,503		-
Nov-23	39,937		587,401	100.0%			587,401		-
Dec-23	39,966		747,541	100.0%			747,576		35
Jan-24	40,410		605,569	100.0%			605,747		178
Feb-24	40,470		516,232	99.9%			516,500		268
Mar-24	40,314		523,243	99.9%			523,632		389
Apr-24	40,361		522,630	99.9%			523,129		498
May-24	40,380		475,373	99.9%			475,996		623
Jun-24	40,292		624,069	99.8%			625,172		1,103
Jul-24	41,454		856,511	99.6%			859,769		3,257
Aug-24	41,336		718,689	99.4%			722,959		4,270
Sep-24	41,929		440,310	99.0%			444,672		4,362
Oct-24	41,850		283,370	96.8%			292,697		9,327
Nov-24	41,978		579,308	98.0%			591,165		11,857
Dec-24	41,965		376,833	51.7%			728,893		352,060
Total	947,291	\$	13,660,571	n/a		\$	14,048,801	\$	388,230

Estimated Vision Incurred Claim Liability

Projected completed claims for the period ending 12/31/2024	\$	14,048,801
Incurred claims paid through 12/31/2024	-	13,660,571
Estimated liability as of 12/31/2024	=	388,230
Estimated liability as of 12/31/2024, rounded	=	388,000
Claim fluctuation margin at 5%	+	19,000
Estimated administrative costs of \$1.95 per employee for 1 months*	+	81,000
Estimated liability at 12/31/2024 (including margin & administrative costs)	=	\$ 488,000
Average Lag Days		17.1
Estimated liability as of 12/31/2022, rounded		\$447,000
Claim fluctuation margin at 5%		\$22,000
Estimated administrative costs of \$2.08 per employee for 1 month*	+	\$76,000
Estimated liability at 12/31/2022 (including margin & administrative costs)	=	\$ 545,000

*Estimated administration based on administrative costs of 10.50% of paid claims (converted to an estimated per employee rate) plus 60¢ per employee.

Appendix

The appendix includes recent lag data used in establishing estimated incurred claim liabilities for the dental and vision benefits.

- Dental Claims Lag Data
- Vision Claims Lag Data

Alameda County Schools Insurance Group
Dental Claims for Active Employees, COBRA Participants, and Retirees
Claims Lag Data

Delta Dental of California Dental Claims

Month Incurred	Month Paid ==>												Total*	Runout To-Date*	Enrollment (employees)
	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24			
Jan-22													\$2,318,858	\$1,187,798	23,550
Feb-22	\$1,198						(\$750)						\$2,150,253	\$1,388,956	23,536
Mar-22					\$991								\$2,271,293	\$1,159,138	23,531
Apr-22		\$79											\$2,031,860	\$1,272,270	23,535
May-22		\$1,000						\$330					\$1,830,804	\$1,192,292	23,501
Jun-22					\$67		(\$100)	\$100					\$2,276,308	\$1,214,724	23,502
Jul-22							\$1,066	\$186					\$2,091,885	\$1,376,164	23,305
Aug-22						\$107							\$2,178,695	\$1,527,578	23,064
Sep-22	(\$500)		(\$1,239)			\$143					(\$187)	\$2,000	\$1,715,334	\$1,210,929	23,618
Oct-22								\$186		(\$36)	(\$536)		\$1,728,375	\$1,226,017	23,495
Nov-22			\$1,239								(\$338)	(\$199)	\$1,890,489	\$1,539,770	23,576
Dec-22	\$1,010					\$2	\$51				(\$452)	(\$54)	\$2,185,122	\$1,530,788	23,611
Jan-23	\$2,607	\$2,107	\$120	\$110	\$211		(\$1,000)		\$71		(\$512)	(\$419)	\$2,627,767	\$2,047,968	23,699
Feb-23	\$727	\$1,688	\$390	\$263		(\$30)	\$44				(\$1,620)	(\$64)	\$2,109,608	\$1,865,711	23,716
Mar-23	\$1,738	\$4,889	\$2,506	\$354					\$157		(\$1,248)	(\$1,090)	\$2,262,200	\$1,463,309	23,728
Apr-23	\$3,383	\$3,040	\$2,076	\$807	\$1,560						(\$1,267)	\$1,666	\$2,021,950	\$1,442,915	23,696
May-23	\$5,446	\$1,659	\$1,746	\$1,280	\$1,998	\$1,024		\$1,096			(\$439)	(\$169)	\$2,056,262	\$1,600,760	23,723
Jun-23	\$9,429	\$8,125	\$3,773	\$1,046	\$2,347	\$4,182	\$208	\$164		\$989	(\$1,430)	(\$213)	\$2,397,281	\$1,493,216	23,735
Jul-23	\$7,360	\$6,168	\$2,791	\$3,346	\$4,491	\$1,003	\$4,942	\$94	\$21		(\$140)	(\$806)	\$2,209,195	\$1,809,312	23,538
Aug-23	\$11,409	\$10,379	\$6,634	\$7,844	\$3,689	\$4,998	\$5,963	\$1,814	\$281		(\$19)	(\$1,888)	\$2,338,348	\$1,285,881	23,336
Sep-23	\$17,121	\$12,435	\$11,814	\$7,071	\$4,162	\$4,070	\$2,474	\$3,083	\$1,072	\$1,204	(\$639)	(\$393)	\$1,726,267	\$1,284,301	23,959
Oct-23	\$29,618	\$18,080	\$12,571	\$5,934	\$5,206	\$6,347	\$2,115	\$864	\$990	\$5,372	(\$438)		\$1,938,427	\$1,487,534	24,048
Nov-23	\$65,068	\$48,681	\$22,661	\$12,699	\$9,309	\$6,039	\$3,503	\$3,750	\$2,427	\$2,010	\$2,282	(\$108)	\$2,023,619	\$1,307,694	24,072
Dec-23	\$855,412	\$148,491	\$35,319	\$19,189	\$21,270	\$16,411	\$8,712	\$11,718	\$4,316	\$9,157	\$4,512	\$9,233	\$2,305,674	\$1,623,451	24,080
Jan-24	\$1,282,667	\$1,239,987	\$93,482	\$49,619	\$24,123	\$13,985	\$14,805	\$10,181	\$6,011	\$4,910	\$606	\$8,039	\$2,748,415	\$2,078,174	24,123
Feb-24		\$1,254,816	\$812,675	\$99,076	\$41,947	\$25,719	\$11,073	\$16,190	\$10,115	\$7,320	\$1,811	\$3,746	\$2,284,489	\$1,601,038	24,049
Mar-24			\$1,158,130	\$841,132	\$103,995	\$37,544	\$12,846	\$18,986	\$10,677	\$7,343	\$2,650	\$4,560	\$2,197,862	\$1,632,213	24,057
Apr-24				\$1,077,456	\$1,011,315	\$90,495	\$32,116	\$33,667	\$12,196	\$9,754	\$5,715	\$5,460	\$2,278,174	\$1,783,162	24,061
May-24					\$1,180,304	\$667,916	\$77,077	\$37,713	\$14,317	\$9,386	\$2,758	\$3,743	\$1,993,214	\$1,359,391	24,076
Jun-24						\$1,309,792	\$906,151	\$93,486	\$31,586	\$16,454	\$4,599	\$5,078	\$2,367,144	\$1,536,787	24,057
Jul-24							\$1,172,052	\$1,291,969	\$84,438	\$29,999	\$16,646	\$19,896	\$2,615,001	\$1,898,443	23,851
Aug-24								\$1,429,490	\$722,163	\$75,987	\$22,812	\$13,524	\$2,263,976	\$1,207,354	23,756
Sep-24									\$948,139	\$716,178	\$40,974	\$29,354	\$1,734,644	\$1,093,022	24,066
Oct-24										\$1,386,843	\$564,495	\$84,341	\$2,035,678	\$845,830	24,055
Nov-24											\$1,022,403	\$725,687	\$1,748,090	\$910,924	24,136
Dec-24												\$1,196,853	\$1,196,853	n/a	24,166
Total*	\$2,293,692	\$2,761,624	\$2,166,687	\$2,127,226	\$2,416,985	\$2,189,748	\$2,253,345	\$2,955,065	\$1,848,977	\$2,282,870	\$1,682,996	\$2,107,776	\$25,463,540	n/a	n/a

Notes:

* Includes all paid months, even for months not shown in the exhibit.

Alameda County Schools Insurance Group
Vision Claims for Active Employees, COBRA Participants, and Retirees
Claims Lag Data

VSP Vision Claims

Month Incurred	Month Paid ==>												Total*	Runout To-Date*	Enrollment (employees)
	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24			
Jan-22													\$215,357	\$215,357	32,890
Feb-22													\$426,750	\$212,742	32,944
Mar-22													\$445,668	\$249,848	32,892
Apr-22													\$441,466	\$234,663	32,936
May-22													\$353,889	\$182,173	32,971
Jun-22													\$566,914	\$299,676	32,873
Jul-22													\$709,862	\$365,639	32,788
Aug-22													\$602,382	\$285,906	33,105
Sep-22													\$501,162	\$284,390	33,561
Oct-22													\$506,222	\$273,180	34,466
Nov-22													\$522,656	\$340,669	34,642
Dec-22	\$670												\$709,483	\$457,109	34,446
Jan-23	\$291												\$544,189	\$307,152	36,406
Feb-23	\$105												\$480,146	\$259,859	36,441
Mar-23	\$130												\$522,665	\$327,466	36,476
Apr-23	\$72												\$507,694	\$270,156	36,477
May-23	(\$72)												\$450,662	\$265,560	36,482
Jun-23	\$1,672												\$624,317	\$357,842	36,513
Jul-23	\$1,028												\$830,595	\$453,144	38,404
Aug-23	\$1,156												\$741,044	\$365,830	38,380
Sep-23	\$1,805												\$543,676	\$354,561	39,269
Oct-23	\$4,845												\$558,503	\$308,218	39,801
Nov-23	\$25,881												\$587,401	\$358,843	39,937
Dec-23	\$368,325												\$747,541	\$469,217	39,966
Jan-24	\$346,621												\$605,569	\$322,257	40,410
Feb-24													\$516,232	\$297,652	40,470
Mar-24													\$523,243	\$335,014	40,314
Apr-24													\$522,630	\$275,475	40,361
May-24													\$475,373	\$279,959	40,380
Jun-24													\$624,069	\$332,499	40,292
Jul-24													\$856,511	\$419,558	41,454
Aug-24													\$718,689	\$339,774	41,336
Sep-24													\$440,310	\$181,393	41,929
Oct-24													\$283,370	\$279,472	41,850
Nov-24													\$579,308	\$314,591	41,978
Dec-24													\$376,833	n/a	41,965
Total*	\$752,530	\$540,837	\$485,881	\$582,169	\$470,889	\$571,530	\$769,452	\$798,473	\$598,690	\$185,291	\$544,189	\$691,424	\$6,522,137	n/a	n/a

Notes:

* Includes all paid months, even for months not shown in the exhibit.



Executive Summary

To: ACSIG Board of Directors
From: Jackie Kim
Date: October 9, 2025
Subject: Shoe Program Update - Discussion

ACSIG Skechers card utilization has not been strong for various reasons.

2022-23: approximately 68% redeemed

2023-24: approximately 50% redeemed

2024-25: approximately 39% redeemed

The Executive Director has explored alternative options, including other vendors such as Shoes for Crews, and will share the information gathered, so Executive Committee can discuss our shoe program.



Safer Starts Here

Trusted by **150,000+** Companies Worldwide

Portal Demo



Employees
Log in here to shop & order!

Employee's ID Number

Last Name

Login

Can't log in? Click here for help

ACCESS YOUR QUICK START GUIDE

AT SFC, OUR MISSION IS TO KEEP YOU SAFE ON THE JOB WITH COMFORTABLE, QUALITY PROTECTIVE FOOTWEAR SOLUTIONS-- REDUCING ACCIDENTS AND SAVING MONEY.

DISCOVER SFC



60 DAY SATISFACTION GUARANTEE



FAST, FREE EXCHANGES

Login Screen

- Logo can be applied for added customization
- The entire site can toggle between English/Spanish
- There are various customizable login options. In this example, the employee's ID number and last name are use. Other options include:
 - Zip Code & State
 - Simple login (no credentials)
 - Username/Password

SHOES FOR CREWS

MenWomenSale

My AccountOrder StatusQuick Order FormEducation CenterHelp

Search by Brand, Feature, Style, Color, etc.

You're Logged In – Corporate Savings Activated!

Your Subsidy Balance Today: \$50.00
Subsidy can be used immediately

Filters on the left side of screen to simplify the search process

87 Products

Clear Filters

Gender

▼

Men's

Women's

Brand

▼

ShoesFor Crews

ACE Workboots

DeWalt

Puma

Style

▼

Athletic

Casual

Dross

Work Boots

Color

▼

Black

Black with Color

White

AI Chatbot can be utilized to ask questions about the site

New Arrivals

NEW!

PUMA® Safety Iconic Low - Composite Toe
Men's Style# 72526
\$57.98 \$44.98
52% Off

NEW!

Rowan II - Steel Toe
Men's Style# 72557
\$32.98 \$47.98
63% Off

NEW!

PUMA® Safety Frontcourt - Composite Toe ESD
Men's Style# 72527
\$62.98 \$426.98
50% Off

NEW!

Rowan II CSA - Steel Toe
Men's Style# 72552
\$39.98 \$77.98
59% Off

NEW!

Greer - Nano Composite Toe
Men's Style# 71299
\$32.98 \$100.98
64% Off

TOP SELLERS FOR DEMO PORTAL

Already know what you want? Try our Quick Order Form!

Best Sellers for My Company ▼

ACE

DEWALT

SHOES FOR CREWS

Rowan - Steel Toe
Men's Style# 77280
\$32.98 \$47.98
63% Off

DEWALT 6 inch Flex Moc - Nano Composite Toe
Men's Style# 72387
\$92.98 \$160.98
42% Off

Bridgetown Slip On - Aluminum Toe
Style# 78606
\$35.00 \$102.98
66% Off

SHOES FOR CREWS

SHOES FOR CREWS

PUMA

There are additional features that can be selected in the top right of the screen

- My Account
- Order Status
- Quick Order Form
- Education Center
- Help

New Arrivals populate in the top banner

Once the portal is utilized by a customer, the first few rows of shoes displayed will be the "Best Sellers for My Company"

SHOES FOR CREWS

74



Your Subsidy Balance Today: \$50.00
Subsidy can be used immediately

[Men's Slip-Resistant Shoes > ACE Tactical](#)
[Women's Slip-Resistant Shoes > Work Boots](#)



Defense Mid - Nano Composite Toe

Black, Style# 78329

\$47.98 ~~\$92.98~~ 53% Off

Select a Size (M = Men, W = Women)

M4.5 / W6	M5 / W6.5	M5.5 / W7	M6 / W7.5	M6.5 / W8
M7 / W8.5	M7.5 / W9	M8 / W9.5	M8.5 / W10	M9 / W10.5
M9.5 / W11	M10 / W11.5	M10.5 / W12	M11 / W12.5	M11.5 / W13
M12 / W13.5	M13 / W14.5	M14 / W15.5	M15 / W16.5	

Available Subsidy: \$50.00

[View Subsidy Details](#)

Employee's ID Number @

123456

Employee's First & Last Name *

Employee One

- 1 +

Add To Cart

Features

- **Slip-Resistant GLADIATOR™ Outsole:** Provides clog and slip resistance, durability, and versatility, indoors or outdoors
- **Nano Composite Safety Toe:** Lightweight, roomy, non-metallic and non-magnetic safety toe meets ASTM F-2413 standards bearing a class 75 rating.
- **Water-Resistant:** Treated to repel liquids from the surface.
- **Ladder Grab feature:** Raised ridges in the shank area of our outsole are textured to provide extra grip when stabilizing oneself on ladder rungs.
- **SFC 4HD™:** Our high-durability outsole compound with extreme resistance to abrasion and cutting while still performing at a high level on all slip resistance scores and with formidable oil and gas resistance.
- Non-metallic (metal-free)
- Padded collar and gusseted tongue
- Water-resistant leather and textile upper
- Weight (per shoe): 22.4 oz
- Meets ASTM F2413-18 (I/75/C/75, Electrical Hazard-EH)/ASTM F3445-21 (for slip resistance), using the ASTM F2913 whole shoe test method

Description

Satisfaction Guarantee

After entering their ID number and name, the employee's available subsidy will be displayed on the screen

Product description and features

Your Subsidy Balance Today: \$50.00
Subsidy can be used immediately

Shopping Cart

Style #	Item(s)	Qty	Price	
78329	ACE Workboots Defender Mid - Nano Composite Toe - Black Size: Men's 9½ (Med) Women's 11 (Med) In Stock Employee's ID Number : **3456 Name: Employee One	1	\$102.08 \$97.98	Edit Remove
			Company Pays: \$50.00 Employee Pays: \$47.98	

Order Summary

Sub Total:	\$102.98
Corporate Account Savings:	-\$5.00
Company Pays:	\$50.00
Employee Pays:	\$47.98

Enter Promo Code (optional)

[Apply](#) [What's This?](#)

Checkout

[Continue Shopping](#)

[Empty Cart](#)

[Update Qty.](#)

60 Day
Satisfaction Guarantee

FAST FREE EXCHANGES

GET THE RIGHT FIT
You have up to 60 days from your original purchase date to exchange your shoes for free.

[LEARN MORE](#)

Shopping Cart

- Items in cart
- Order Summary
- If there is an additional promo code, it can be applied here

Your Subsidy Balance Today: \$50.00
Subsidy can be used immediately

SHIPPING INFO

SHIPPING METHOD

PAYMENT INFO

REVIEW & CONFIRM ORDER

ORDER COMPLETE

* Required Fields

Your Info

First Name: *

Employee

Last Name: *

One

Email Address: *

andreab@shoesforcrews.com

Email is used to send your order confirmations and shipping notifications.

☒ Yes, please send me e-mails with special offers, coupons, updates and promotions from Shoes For Crews.

Mobile Phone Number:

Account Number: 62977

Unit Number: 1

Shipping Info

Please confirm the information below.

Attention: First Name: *

Employee

Last Name: *

One

☐ To remember this name on next visit, check this box.

Your order will ship to this address.

DEMO PORTAL 1
250 S AUSTRALIAN AVE
WEST PALM BEACH, FL 33401 -5018

If there is an error in this shipping address or if you have transferred to another location, please [click here to let us know](#).

Submit

60 Day
Satisfaction Guarantee

FAST FREE EXCHANGES

GET THE RIGHT FIT

You have up to 60 days from your original purchase date to exchange your shoes for free.

[LEARN MORE](#)

Shipping Info

- Info of person ordering
- Shipping Information
- Shipping Address (this will default to the address associated with account, but can also be customized to allow shipping to personal address)

Your Subsidy Balance Today: \$50.00
Subsidy can be used immediately

[SHIPPING INFO](#)
SHIPPING METHOD
[PAYMENT INFO](#)
[REVIEW & CONFIRM ORDER](#)
[ORDER COMPLETE](#)

Choose Shipping Speed

(total shipping cost for your order is shown next to each option)

☒ Guaranteed Delivery in 3 Business Days or Less * **\$7.98**

Continue

Ship To

DEMO PORTAL 1
Employee One
250 S AUSTRALIAN AVE
WEST PALM BEACH, FL 33401

* QUICKShip! Guarantee does not apply to Alaska and Hawaii. Shipping cost can be refunded if the delivery is not on time and you submit a shipping refund claim. Guarantee applies to SFC's standard ground shipping only delivered to business locations. Holidays observed by shipping carriers do not count as business days. Valid for shoe orders only placed via phone, shoesforcrews.com or submitted by electronic data interface (EDI). The starting order date for EDI orders is the day the order data is transmitted and received by us. Order must be placed by 2:00pm EST / 11:00am PST to receive delivery 3 business days later. Delivery to business addresses only within the 48 contiguous United States. Companies that do not use SFC's standard parcel delivery service and instead use their own freight accounts or carriers do not qualify for this guarantee. If your delivery is late, you must submit the shipping refund request claim form to receive a refund. Orders delivered more than 30 days ago are no longer eligible for a shipping refund.

Any backordered items will be shipped by Standard Delivery when they become available.

60 Day
Satisfaction Guarantee

FAST FREE EXCHANGES

GET THE RIGHT FIT

You have up to 60 days from your original purchase date to exchange your shoes for free.

[LEARN MORE](#)

Shipping Method/Speed

- If a pricing structure is chosen that includes shipping, then this screen will be bypassed.
- If customer chooses to have additional shipping speed options as part of their program, then they will display on this screen.

Your Subsidy Balance Today: \$50.00
Subsidy can be used immediately

SHIPPING INFO SHIPPING METHOD **PAYMENT INFO** REVIEW & CONFIRM ORDER ORDER COMPLETE

Payment Info

☒ Subsidy with Payroll Deduction

☐ VISA ☐ MasterCard ☐ Discover ☐ American Express

Continue

Item(s)

Style #	Item(s)	Qty	Price
78329	ACE Workboots Defender Mid - Nano Composite Toe - Black Size: Men's 11 (Med) Women's 12½ (Med) In Stock Employee's ID Number : **3456 Name: Employee One	1	\$102.98 \$97.98 Company Pays: \$50.00 Employee Pays: \$63.38

Order Summary

Sub Total:	\$102.98
Corporate Account Savings:	-\$5.00
FL Sales Tax	\$7.42
Guaranteed Delivery in 3 Business Days or Less *	\$7.98
New Sub Total	\$113.38
Company Pays:	\$50.00
Employee Pays:	\$63.38

Order Summary is displayed here, showing all applicable charges, savings, taxes, and credits towards transaction.

Continue

60 Day
Satisfaction Guarantee

FAST FREE EXCHANGES

GET THE RIGHT FIT
You have up to 60 days from your original purchase date to exchange your shoes for free.
[LEARN MORE](#)

Payment Info

- If company is paying for the shoes, then there will not be a payment selection. It will simply say “billed to account”.
- If there is a remaining balance after a subsidy amount is applied to the transaction, then the option to input personal credit card information will be displayed.
- We also have the ability to assist with the implementation of a payroll deduction program. If this payment method is part of the program, it would be displayed here.

Your Subsidy Balance Today: \$50.00
Subsidy can be used immediately

[SHIPPING INFO](#)
[SHIPPING
METHOD](#)
[PAYMENT
INFO](#)
**[REVIEW &
CONFIRM ORDER](#)**
[ORDER
COMPLETE](#)

Please Review And Confirm Your Order

Click the "Complete Order" button to finalize your purchase

Ship To:

DEMO PORTAL 1
Employee One
250 S AUSTRALIAN AVE
WEST PALM BEACH, FL 33401

Payment Method:

Subsidy with Payroll Deduction
Account Number Store/Unit Number
62977 1

[Complete Order](#)

Style #	Item(s)	Quantity	Discounted Price	Tax	Shipping	Item Total	Company Pays	Employee Pays:
78329	Defender Mid - Nano Composite Toe Men's 11 (Med) Women's 12½ (Med) In Stock Name: Employee One	1	\$97.98	\$7.42	\$7.98	\$113.38	\$50.00	\$63.38

Order Summary

Sub Total:	\$97.98
FL Sales Tax	\$7.42
Guaranteed Delivery in 3 Business Days or Less *	\$7.98
New Sub Total:	\$113.38
Company Pays:	\$50.00
Employee Pays:	\$63.38

[Complete Order](#)

60 Day
Satisfaction Guarantee

FAST FREE EXCHANGES

GET THE RIGHT FIT
You have up to 60 days from
your original purchase date to
exchange your shoes for free.

[LEARN MORE](#)

Review and Confirm Order

- This screen displays everything about your order so it can be reviewed one last time prior to submission.
- Payment Method:
- Ship To:
- Order Summary
- Complete Order

Thank You



Executive Summary

To: ACSIG Executive Committee
From: Jackie Kim
Date: October 9, 2025
Subject: PIPS Incentive Program - Discussion

Our Workers' Compensation program (Protected Insurance Program for Schools -PIPS) has introduced the [PIPS Safety Incentive Program](#) (see the link). The PIPS Board has approved a \$5 million budget for this initiative program for 2025–2026. The initiative aims to reduce claim costs, prevent workplace injuries, and strengthen member safety culture.

Participation in the program is voluntary. By meeting the program's qualifications, ACSIG will receive \$363,000.

Program requirements include:

- ☐ Risk Improvement Action Plan delivery meeting (covered in next week's meetings)
- ☐ Completion of four tailored safety initiatives
- ☐ Attendance at quarterly Risk Management Roundtables
- ☐ Participation in monthly PIPS SafeLearn meetings

Castro Valley USD and Dublin USD have been selected to represent ACSIG. The Executive Committee will discuss how to best allocate and utilize the funds.