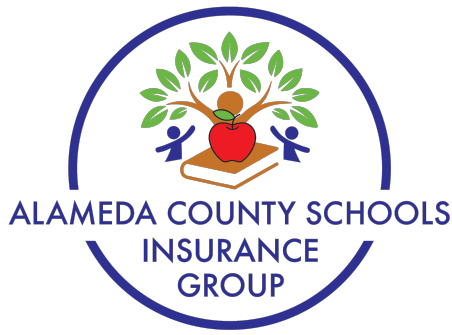


***ACSIG***

**Executive Committee Meeting**

**Thursday, May 14, 2026**

**9:30AM**



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

AGENDA  
 Executive Committee Meeting

**Date:** Thursday, May 14, 2026

**Time:** 9:30 AM

**Location:** Atrium Conference Room/  
 Join Zoom Meeting

<https://us02web.zoom.us/j/7358807014?pwd=YewSnQ2U8aWL4HhOEeIu3WdgFbZ6wz.1&omn=81999610238>

**Meeting ID:** 735 880 7014

**Passcode:** acsig26

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

**2. Roll call**

**Executive Committee Members**

Danielle Krueger	President	Alameda USD
Chris Hobbs	Vice President	Dublin USD
Bryan Wakefield	Secretary	Mission Valley ROP
Suzy Chan	Board Member	Castro Valley USD
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
Mark Payne	Guest	Morgan Stanley
Hesam Fayaz	Guest	SETECH

### 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.*

#### 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 Notification

- Claim Numbers:

McGarry	539601	Gonzalez	613125	Castillo-Christy	642916
Garcia	574045	Loza	614899	Perez	644778
Barrera	592268	Becker	618820	Lee	645366
Ackley	601921	Killingsworth	630227	Davis	646275
Haas	607113	Hughes	641724		

#### B. Settlement Authorization

- Claims Numbers: None

#### C. Executive Director Evaluation

The Executive Committee will discuss the Executive Director's Annual Job Performance Review.

#### Open Session

### 5. 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.*

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

## **7. Approval of Minutes**

The Executive Committee will review the meeting minutes from February 12, 2026.

## **General I**

### **8. Executive Committee Membership**

*(page 19)*

Due to Danielle Krueger, Chris Hobbs and Bryan Wakefield's terms expiring, the Executive Committee will discuss continuation of terms and recruitment of new members.

*Recommendation: For discussion*

### **9. Third Quarter Investment Report**

*(page 20)*

A representative from Morgan Stanley will review the 2025-26 3<sup>rd</sup> Quarter Investment report. The Executive Committee will be asked to for a recommendation to the Full Board.

*Recommendation: For action*

### **10. Investment Policy**

*(page 42)*

The Executive Committee will conduct the annual review of the written investment policy and will be asked for a recommendation to the Full Board.

*Recommendation: For action*

### **11. Third Quarter Financial Report**

*(page 64)*

A representative from SETECH will present the 2025-26 3<sup>rd</sup> Quarter Financial report. The Executive Committee will be asked for a recommendation to the Full Board.

*Recommendation: For action*

### **12. ACSIG Salaries & Benefits**

*(page 86)*

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

*Recommendation: For action*

### **13. Executive Director Contract**

*(page 92)*

The Executive Director will present the contract of ACSIG's Executive Director.

*Recommendation: For action*

**14. Meeting Calendar**

*(page 100)*

The Executive Committee will discuss the 2026-27 meeting calendar.

*Recommendation: For discussion*

**Workers' Compensation**

**15. Tail Claims Report**

*(page 102)*

A representative from Keenan will update the Committee regarding tail claims report.

*Recommendation: For discussion*

**16. Shoe Program Update**

*(page 104)*

The Executive Director will discuss an update regarding the shoe program.

*Recommendation: For discussion*

**17. EAP Contract Renewal**

*(page 122)*

The Executive Director will provide the proposed contract renewal with Claremont.

*Recommendation: For action*

**Dental**

**18. Dental Program & Rates 2026-27**

*(page 172)*

The Executive Director will present the 2026-27 Dental program augmentations and rate options. The Executive Committee will be asked for a recommendation to the Full Board.

*Recommendation: For action*

**Vision**

**19. Vision Program & Rates 2026-27**

*(page 186)*

The Executive Director will present the 2026-27 Vision program augmentations & rate recommendations. The Executive Committee will be asked for a recommendation to the Full Board.

*Recommendation: For action*

## **Property & Liability**

- 20. Property & Liability Rates 2026-27** (page 194)  
The Executive Director will present the 2026-27 Property and Liability rates. The Executive Committee will be asked for a recommendation to the Full Board.  
*Recommendation: For action*
- 21. P&L Actuarial Study** (page 196)  
The Executive Director will present the P&L actuarial study. The Executive Committee will be asked to recommend approval to the Full Board.  
*Recommendation: For action*
- 22. Property & Liability Incentive Program 2026-27** (page 266)  
The Executive Director will discuss a new incentive program with the Executive Committee.  
*Recommendation: For discussion*
- 23. AB 218 PLCA Agreement Amendment No.1** (page 268)  
The Executive Director will present the renewal contract for AB218 Claims Administrative Services. The Executive Committee will be asked for a recommendation to the Full Board.  
*Recommendation: For action*
- 24. PLCA Agreement Amendment No.2** (page 270)  
The Executive Director will present the PLCA amendment. The Executive Committee will be asked for a recommendation to the Full Board.  
*Recommendation: For action*
- 25. RASP Agreement** (page 272)  
The Executive Director will present the Rent A Safety Professional contract. The Executive Committee will be asked for a recommendation to the Full Board.  
*Recommendation: For action*
- 26. Loss Control – ReLief Inspection Agreement Renewal** (page 283)  
The Executive Director will present the renewal contract for school inspection services.

*Recommendation: For action*

## **General II**

**27. Budget 2026-27** *(page 296)*

The Executive Director will review the 2026-27 Budget. The Executive Committee will be asked for a recommendation to the Full Board.

*Recommendation: For action*

**28. Dispute Resolution Policy** *(page 305)*

The Executive Committee will conduct the annual review of the dispute resolution policy and will be asked for a recommendation the Full Board.

*Recommendation: For action*

**29. Underwriting Policy** *(page 307)*

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

*Recommendation: For action*

**30. Conflict of Interest Code** *(page 311)*

The Executive Committee will conduct the annual review of the conflict-of-interest policy and will be asked for a recommendation to the Full Board.

*Recommendation: For action*

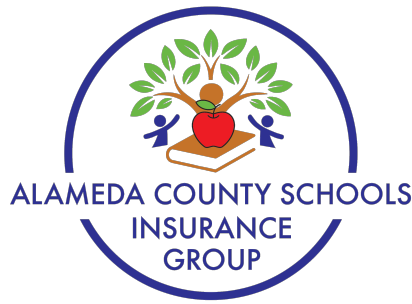
**31. Posting and Mailing Address** *(page 314)*

The Executive Committee will conduct the annual review of the posting and mailing address for ACSIG will be asked for a recommendation to the Full Board.

*Recommendation: For action*

**32. Future Planning**

**33. Adjournment**



**LOCATION CALL- IN SHEET**  
**Executive Committee Meeting**  
May 14, 2026 - 9:30 AM

**Join Zoom Meeting**

<https://us02web.zoom.us/j/7358807014?pwd=YewSnQ2U8aWL4HhOEeIu3WdgFbZ6wz.1&omn=81999610238>

**Meeting ID: 735 880 7014 Passcode: acsig26**

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**

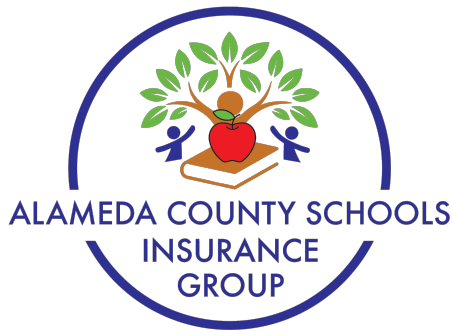
760 Magnolia Ave  
Piedmont, CA 94611  
Ruth Alahydoian (510) 594-2608

**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, February 12, 2026  
**Time:** 9:30AM  
**Location:** The Atrium  
 5776 Stoneridge Mall Road  
 Pleasanton, CA 94588

**1. Danielle Krueger called the meeting to order at 9:34 AM**

**2. Roll call**

**Executive Committee Members**

Danielle Krueger	President	Alameda USD
Chris Hobbs	Vice President	Dublin USD
Bryan Wakefield	Secretary	Mission Valley ROP
Ruth Alahydoian	Board Member	Piedmont USD
Ahmad Sheikholeslami	Board Member	Pleasanton 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
Mark Payne	Guest	Morgan Stanley
Dan Tichenor	Guest	Morgan Stanley
Laurena Grabert	Guest	SETECH

**3. Acceptance of the Agenda**

It was moved by Ruth Alahydroian and seconded by Chris Hobbs to approve the agenda as presented.

Ayes: Krueger, Hobbs, Wakefield, Alahydroian, Sheikholeslami

Nays: None

Abstain: None

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

No public present to comment.

##### **Closed Session**

*Closed session began at 9:37am*

##### **A. Settlement Authorization**

- **Claim Numbers: None**

##### **B. Settlement Notification**

- **Claim Numbers:**

490387 Matera	601817 Watson	621324 Del Toro	637187 Rajendran	647826 Trujillo
509670 Matera	612616 Gallegos	623959 Srinivasan	638909 Jones	650024 Tenney
549267 Flores	617493 Crisologo	625874 Merchant	639944 Yousfi	655856 Murray
572340 Leal	621194 Stevens	628066 Hashimoto	646462 Stout	590690 Wilson
573464 Stoneham	629930 Hansen	646588 Sharma		

##### **Open Session**

*Open session began at 9:44am*

#### 5. Public Comment on Open Session Agenda Items

*No public present to comment*

#### 6. Report of Action Taken in Closed Session

*There was no action taken in closed session*

## 7. Approval of Minutes

It was moved by Ruth Alahydoian and seconded by Bryan Wakefield to approve the meeting minutes from the November 13, 2025 Executive Committee Meetings and November 13, 2025 Full Board Meeting.

Ayes: Krueger, Hobbs, Wakefield, Alahydoian, Sheikholeslami

Nays: None

Abstain: None

## General Business I

## 8. Second Quarter Investment Report

Mark Payne and Dan Tichenor presented the 2025/26 Second Quarter Investment Report.

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

Ayes: Krueger, Hobbs, Wakefield, Alahydoian, Sheikholeslami

Nays: None

Abstain: None

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

Total Ending Value **\$30,282,873.33**

#### **Rolling Periods**

Quarter to Date	1.11%
Year to Date	5.65%
Last 12 Months	5.65%
Last 3 Years	4.63%
Last 5 Years	1.67%
Last 10 Years	1.85%
Since 7/12/10 Inception (annualized %)	1.61%

#### **Calendar Years**

2025 (YTD)	5.65%
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%

## 9. Second Quarter Financial Report

Laurena Grabert from SETECH presented the 2025/2026 Second Quarter Financial Report.

It was moved by Chris Hobbs and seconded by Ahmad Sheikholeslami to approve the second quarter financial report.

Ayes: Krueger, Hobbs, Wakefield, Alahydroian, Sheikholeslami

Nays: None

Abstain: None

### Alameda County Schools Insurance Group (ACSIG)

#### Treasurer's Report- Statement of Net Position

##### Consolidated

As of 06/30/2025 and 12/31/2025

	Audited As of 06/30/2025	Activity 07/01/2025 - 12/31/2025	As of 12/31/2025
<b>Assets:</b>			
Current Assets			
Workers Compensation	\$ 18,644,062	(2,203,032)	\$ 16,441,030
Dental	10,517,100	449,205	10,966,305
Vision	4,995,250	(135,744)	4,859,506
Property and Liability	6,807,786	(1,720,416)	5,087,370
Operations	171,448	(94,807)	76,641
Cash and Cash Equivalents	<u>\$ 41,135,646</u>	<u>(3,704,794)</u>	<u>\$ 37,430,852</u>
Investments Morgan Stanley - current	291,450	(136,824)	154,626
Accounts Receivable	10,923,495	(396,699)	10,526,796
Prepaid Expense	--	1,535,934	1,535,934
Interfund Receivable/(payable) (1)	--	--	--
Subtotal Current Assets	<u>52,350,591</u>	<u>(2,702,383)</u>	<u>49,648,208</u>
Noncurrent Assets			
Investments @ FMV - Morgan Stanley (3)	29,098,952	752,763	29,851,715
Capital - Equipment, net of depreciation	--	--	--
	<u>29,098,952</u>	<u>752,763</u>	<u>29,851,715</u>
<b>Total Assets</b>	<b><u>\$ 81,449,543</u></b>	<b><u>\$ (1,949,620)</u></b>	<b><u>\$ 79,499,923</u></b>
<b>Deferred Outflow of Resources:</b>			
Deferred outflow of resources - pension	\$ 214,455	\$ --	\$ 214,455
<b>Liabilities:</b>			
Current Liabilities			
Accounts Payable	\$ 4,532,508	\$ (2,502,423)	\$ 2,030,085
Prefunding deposits (2)	5,304,786	--	5,304,786
Advance Contributions	--	--	--
Other Claim Liabilities - Castlepoint Reinsurance Insolvency	473,116	--	473,116
Current Portion of claims and claim adjustment	2,913,611	19,883	2,933,494
Subtotal Current Liabilities	<u>13,224,021</u>	<u>(2,482,540)</u>	<u>10,741,481</u>
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	1,921,791	216,642	2,138,433
Unallocated Loss Adjustment Expense (ULAE)	243,986	(6,555)	237,431
Subtotal Noncurrent Claim Liabilities	<u>2,165,777</u>	<u>210,087</u>	<u>2,375,864</u>
Net Pension Liability (NPL)	812,648	--	812,648
<b>Total Liabilities</b>	<b><u>\$ 16,202,446</u></b>	<b><u>\$ (2,272,453)</u></b>	<b><u>\$ 13,929,993</u></b>
<b>Deferred Inflow of Resources:</b>			
Deferred inflow of resources - pension	360,523	--	360,523
<b>Net Position:</b>			
Undesignated Net Position - Net Assets/(Deficit)	65,101,029	322,833	65,423,862
Designated - Capital Assets	--	--	--
<b>Total Net Position</b>	<b><u>\$ 65,101,029</u></b>	<b><u>\$ 322,833</u></b>	<b><u>\$ 65,423,862</u></b>
<b>Total Liabilities, Deferred Pension, and Ending Net Position</b>	<b><u>\$ 81,449,543</u></b>	<b><u>\$ (1,949,620)</u></b>	<b><u>\$ 79,499,923</u></b>

**Footnote:**

(1) Interfund transfers net to zero on consolidated financial statements. This is an internal function used to transfer or allocate expense and income from one program to another without transfer of cash.

(2) Estimated six weeks of dental claims funded by each member to maintain positive cash flow.

(3) Morgan Stanley Smith Barney Investment shown at Fair Market Value, accrued interest shown as accounts receivable.

**Alameda County Schools Insurance Group (ACSIG)**  
**Workers' Compensation**  
**Statement of Revenues, Expenditures and Changes in Net Fund Assets**  
**As of 12/31/2025 and For The Six Months Then Ended**

	2024/2025		2025/2026			
	Budget	Actuals	Budget	Activity 07/01/2025 - 12/31/2025	Variance	Percentage of Budget
<b>Operating Revenue:</b>						
Premiums Paid by Members	\$ 28,615,302	\$ 28,615,294	\$ 28,024,876	\$ 14,012,438	\$ 14,012,438	50.00 %
Return of Premiums	--	--	--	--	--	--
PIPS - Accelerated Profit Commis	--	--	--	--	--	--
Total Operating Revenue	28,615,302	28,615,294	28,024,876	14,012,438	14,012,438	50.00
<b>Operating Expenditures:</b>						
Classified Salaries	113,527	136,799	91,868	45,174	46,694	49.17
Statutory Benefits	17,029	2,193	13,780	5,169	8,611	37.51
Health & Welfare	18,900	15,698	13,000	7,222	5,778	55.55
Employer Tax Expense	1,947	2,527	1,507	869	638	57.66
Net Pension Expense	61,886	108,891	56,440	17,173	39,267	30.43
Telephone & Internet	1,060	1,339	950	493	457	51.89
Supplies Office	900	207	900	18	882	2.00
Supplies - Other	1,200	1,051	1,200	620	580	51.67
Eligibility Processing	--	--	--	--	--	--
Brokerage Fees-Dental-ACSIG	--	--	--	--	--	--
Brokerage Fees-Dental-MD	--	--	--	--	--	--
Travel and Conferences	3,000	437	1,500	114	1,386	7.60
Mileage	1,200	1,275	600	450	150	75.00
Dues & Memberships	900	544	900	71	829	7.89
Postage & Meter	280	95	280	53	227	18.93
Insurance Expense-PIPS	24,387,002	24,378,001	25,706,100	12,853,050	12,853,050	50.00
Insurance Expense-PY Adj	1,000,000	1,499,984	1,500,000	1,325,456	174,544	88.36
Utility - Operating-Rent	4,786	3,084	4,200	2,099	2,101	49.98
Advertising	--	--	--	--	--	--
Contract Services - Actuarial	12,000	10,040	12,000	--	12,000	--
Contract Services -Claim Audit	--	--	--	--	--	--
Contract Services	3,183	--	2,483	--	2,483	--
Audit Fees	2,328	2,310	2,000	2,805	(805)	140.25
Other Services/Operating Expense:	1,000	2,272	1,000	387	613	38.70
Capital Equipment/Depreciation	2,000	--	800	--	800	--
Repairs & Maintenance	500	--	--	--	--	--
Legal	500	--	500	--	500	--
Accounting Services	2,000	2,623	2,000	--	2,000	--
County Courier	320	259	200	287	(87)	143.50
Shredding	150	250	150	22	128	14.67
Copier & Scanner	400	464	400	189	211	47.25
Claims Admin/Consult Services	85,000	63,750	85,000	62,156	22,844	73.12
Self-Insurance Fee	700,000	440,544	500,000	406,454	93,546	81.29
Claims Paid-WC	500,000	644,490	500,000	109,363	390,637	21.87
Claims Paid-PL	--	--	--	--	--	--
Physical Abilities Testing	50,000	7,952	50,000	7,524	42,476	15.05
Training	10,000	--	10,000	--	10,000	--
First-Aid Prog&Responder fees	5,000	4,560	5,000	1,764	3,236	35.28
Food Service/Sp Ed Training	--	--	--	--	--	--
Risk Mgmt Prevention Prog	300,000	292,500	260,000	139,100	120,900	53.50
EAP Program	250,000	136,051	180,000	68,026	111,974	37.79
Safety Inspections	--	--	--	--	--	--
Misc Bank Fees & WC Penalty Rei	1,000	--	1,000	--	1,000	--
Cobra Premiums	--	--	--	--	--	--
Dental Insurance Premiums	--	--	--	--	--	--
Vision Insurance Premiums	--	--	--	--	--	--
Claim Development Expense	(509,748)	(912,191)	(500,000)	86,055	(586,055)	(17.21)
Adjustment to Prefund Deposit	--	--	--	--	--	--
Total Operating Expenditures	27,029,249	26,847,998	28,505,757	15,142,163	13,363,594	53.12 %
<b>Net Increase/(Decrease) from Operations</b>	1,586,053	1,767,296	(480,881)	(1,129,725)	648,844	234.93 %
<b>Non Operating Income/(Expense)</b>						
Interest Income	415,724	1,121,163	424,761	624,271	(199,510)	146.97
Net Increase/(Decrease) in Fair Value	--	763,466	--	156,714	(156,714)	--
Realized Gain/(Loss) on Investments	--	(171,881)	--	(51,331)	51,331	--
Cumulative effect of GASB 68	--	--	--	--	--	--
Interfund Transfer, Other Income	--	--	--	--	--	--
Total Non Operating Income/(Expense)	415,724	1,712,748	424,761	729,654	(304,893)	171.78 %
<b>Net Increase/(Decrease) in Net Position</b>	2,001,776	3,480,044	(56,121)	(400,071)	343,950	712.88 %
<b>Beginning Balance Prior Year End</b>	36,420,196	36,420,196	39,900,240	39,900,240	--	100.00 %
<b>Ending Balance, as of 12/31/2025</b>	<b>\$ 38,421,972</b>	<b>\$ 39,900,240</b>	<b>\$ 39,844,119</b>	<b>\$ 39,500,169</b>	<b>\$ 343,950</b>	<b>44</b>

## Workers Compensation

### 10. Actuarial Study - Ex Mods

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

MEMBER	NEW EX-MOD 12/31/25	OLD EX-MOD 12/31/24
ACOE	0.750	0.750
ALAMEDA	0.917	1.086
ALBANY	0.998	1.001
CASTRO VALLEY	0.772	0.813
DUBLIN	1.083	1.070
EDEN ROP	1.092	0.863
EMERY	0.750	0.867
FREMONT	1.025	0.894
LIVERMORE	0.916	1.035
MISSION ROP	0.791	0.750
MT. HOUSE	0.750	1.250
NEW HAVEN	1.082	1.216
NEWARK	1.226	1.250
PIEDMONT	0.750	0.750
PLEASANTON	0.846	0.816
SAN LEANDRO	1.250	1.250
SAN LORENZO	1.250	1.250
SUNOL GLEN	0.750	0.750
TRI VALLEY ROP	0.813	0.750
<b>WTD AVG</b>	<b>1.000</b>	
<b>CORRELATION COEFFICIENT:</b>		<b>0.713</b>

It was moved by Ruth Alahydroian and seconded by Bryan Wakefield to approve the Ex-Mods as presented.

Ayes: Krueger, Hobbs, Wakefield, Alahydroian, Sheikholeslami

Nays: None

Abstain: None

### 11. Actuarial Study - Ultimate Loss

The Executive Director presented Actuarial study of the ultimate loss of the self-insured portion of the ACSIG Workers Compensation program. Bay Actuarial estimates that ACSIG's liability for unpaid losses were \$2.6M on December 31, 2025.

It was moved by Ahmad Sheikholeslami and seconded by Ruth Alahydroian to approve the Ultimate Loss Actuarial Study as presented.

Ayes: Krueger, Hobbs, Wakefield, Alahydroian, Sheikholeslami

Nays: None

Abstain: None

## **12. EAP Update**

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

## **13. Workers Compensation Program Decisions for 2026-27**

The Executive Committee had the opportunity to review existing programs and explore new ones for the 2026-2027 year. The committee has made a motion to approve Shoes for Crews as the new provider for the shoe program.

Ayes: Krueger, Hobbs, Wakefield, Alahydroian, Sheikholeslami

Nays: None

Abstain: None

## **14. Preliminary Workers Compensation Rates 2026-27**

The Executive Director reviewed 2026-27 preliminary worker's compensation rates with the base rate of 2.33. The workers compensation program continues to maintain a positive fund balance, therefore the committee recommends that the base rate be lowered by .23 to 2.10.

It was moved by Ahmad Sheikholeslami and seconded by Chris Hobbs to approve the motion of buying down the WC base rate by \$.23.

Ayes: Krueger, Hobbs, Wakefield, Alahydroian, Sheikholeslami

Nays: None

Abstain: None

**2026/27  
Workers' Compensation Rates**

	2023/2024 Actual Payroll	2024/2025 Actual Payroll	Base Rate	Ex Mod	Rate per \$100 Payroll	2026/2027 PREMIUMS
ACOE	\$ 28,868,991	\$ 40,603,383	2.33	0.750	1.75	\$711,051
ALAMEDA	\$ 92,749,702	\$ 95,404,763	2.33	1.086	2.54	\$2,419,231
ALBANY	\$ 37,831,502	\$ 38,166,610	2.33	1.001	2.34	\$892,062
CASTRO VALLEY	\$ 92,799,385	\$ 101,044,879	2.33	0.813	1.90	\$1,918,149
DUBLIN	\$ 122,010,477	\$ 124,784,587	2.33	1.070	2.50	\$3,117,612
EDEN ROP	\$ 5,491,843	\$ 6,194,677	2.33	0.863	2.02	\$124,827
EMERY	\$ 6,873,626	\$ 8,570,958	2.33	0.867	2.02	\$173,511
FREMONT	\$ 327,376,201	\$ 344,329,384	2.33	0.894	2.09	\$7,187,684
LIVERMORE	\$ 130,372,876	\$ 130,316,062	2.33	1.035	2.42	\$3,149,312
MISSION ROP	\$ 5,576,591	\$ 5,957,834	2.33	0.750	1.75	\$104,334
MT. HOUSE	\$ 302,631	\$ 350,657	2.33	1.250	2.92	\$10,235
NEWARK	\$ 44,138,869	\$ 43,699,235	2.33	1.250	2.92	\$1,275,443
NEW HAVEN	\$ 100,152,552	\$ 106,355,638	2.33	1.216	2.84	\$3,019,753
PIEDMONT	\$ 30,584,782	\$ 30,800,521	2.33	0.750	1.75	\$539,382
PLEASANTON*	\$ 143,690,629	\$ 144,204,855	2.33	0.816	1.91	\$2,747,561
SAN LEANDRO	\$ 99,341,631	\$ 107,120,289	2.33	1.250	2.92	\$3,126,505
SAN LORENZO	\$ 87,567,649	\$ 97,542,234	2.33	1.250	2.92	\$2,846,952
SUNOL GLEN	\$ 2,919,681	\$ 2,938,726	2.33	0.750	1.75	\$51,463
TRI VALLEY ROP	\$ 2,790,428	\$ 3,083,731	2.33	0.750	1.75	\$54,003
<b>TOTAL PREMIUMS</b>	<b>1,361,440,046</b>	<b>1,431,469,023</b>				<b>\$33,469,070</b>

Average Ex Mod	1.00000
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Payrolls based upon 2024/25 Unaudited Actuals Reports provided by ACOE  
\* includes apprentice program

## Property & Liability

### 15. Preliminary Property & Liability Rates 2026-27

The Executive Director provided details on the Property & Liability Rates for the 2026-27 year. It's early in the budget development process, but early indications are that the program is going to see another year of significant increases. This item was to inform the Executive Committee about the market condition and the preliminary Property & Liability rates.

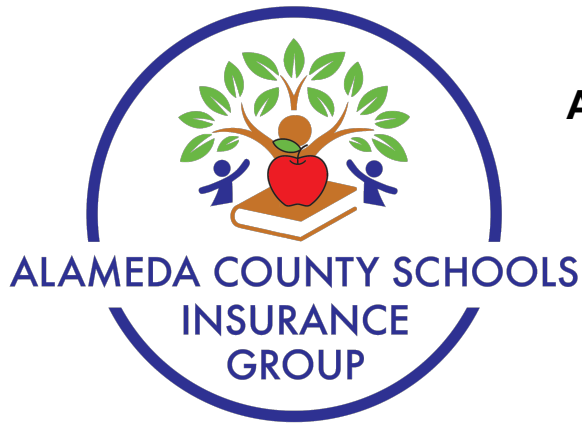
## General Business II

### 16. 2026-27 Budget

This budget was developed using year- to-date 2025-26 data and preliminary estimates for 2026-27 rates and costs. Because all rates are not firm at this time, estimates were used for this report.

**17. Future Planning**

**18. This meeting was adjourned by Danielle Krueger at 11:41 AM**



## Alameda County Schools Insurance Group

P.O. Box 2487

Dublin, CA 94568

Phone (925) 225-1030

Fax (925) 225-0653

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

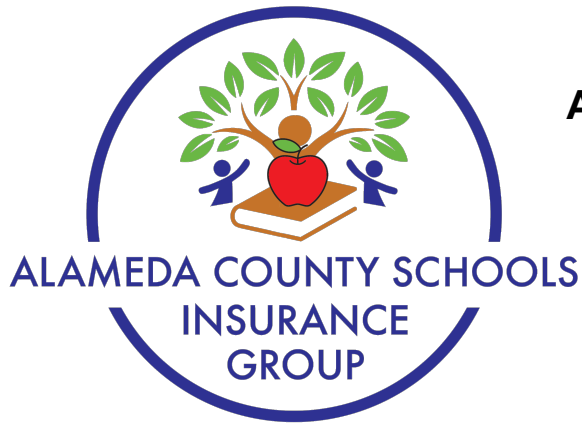
### Executive Summary

To: ACSIG Executive Committee  
From: Jackie Kim  
Date: May 14, 2026  
Subject: Executive Committee Membership

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

This year there are three (3) seats up for renewal (Dani Krueger, Chris Hobbs, Bryan Wakefield). Both Dani Krueger and Bryan Wakefield would like to serve an additional term on the Executive Committee. With Chris Hobbs retiring, we will need to fill the open seat.

The committee will discuss Executive Committee recruitment efforts and make a recommendation for the Full Board meeting.



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## **Executive Summary**

To: ACSIG Executive Committee  
From: Jackie Kim  
Date: May 14, 2026  
Subject: 2025-2026 Third Quarter Investment Report

Enclosed is ACSIG's 2025-2026 Third Quarter Investment Report. ACSIG's portfolio has benefited from current market conditions with an increase in value this quarter.

A representative from Morgan Stanley Wealth Management will be in attendance to present on this item and outline the current investment strategy. Following the Strategic Planning meeting, the Executive Director worked with Morgan Stanley to move additional cash into the portfolio.

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

April 20, 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) – March 31, 2025**

**Total Ending Value** **\$30,347,794.79**

***Rolling Periods***

Quarter to Date	0.23%
Year to Date	0.23%
Last 12 Months	3.91%
Last 3 Years	4.12%
Last 5 Years	1.83%
Last 10 Years	1.73%
Since 7/12/10 Inception (annualized %)	1.60%

***Calendar Years***

2026 (YTD)	0.23%
2025	5.65%
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)**

2025-26 YTD	2.48%
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 \$1,119,000 of cash flow.

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

Sincerely,

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

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

## Custom Report

Prepared on April 20, 2026 for:  
[ACSIG Consolidated](#)

### Graystone San Francisco

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Managing Director, Wealth Mgmt  
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#### [Your Branch:](#)

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Please see the important 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

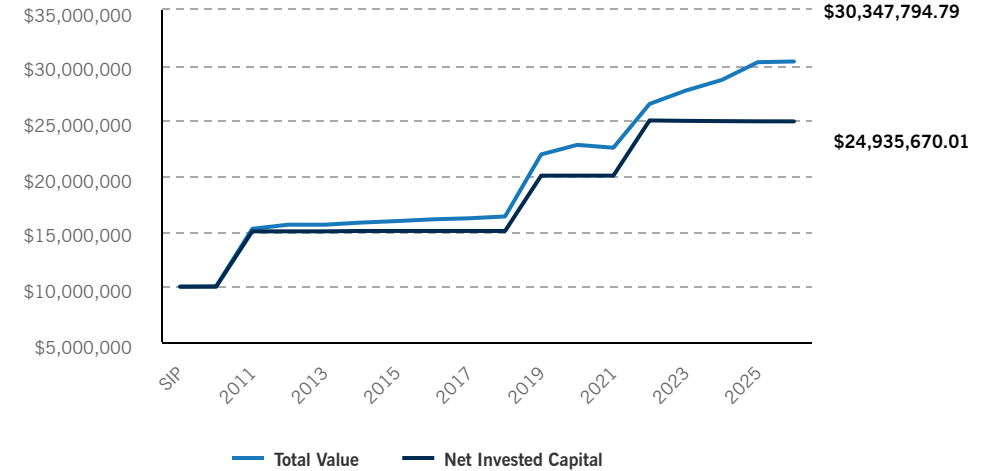
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Data as of March 31, 2026

## TWR % (NET OF FEES)‡

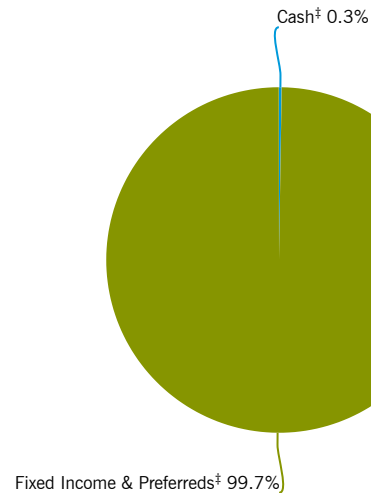
	Quarter to Date (\$) 12/31/25-03/31/26	Year to Date (\$) 12/31/25-03/31/26	Performance Inception (\$) 07/12/10-03/31/26
<b>Beginning Total Value</b>	<b>30,282,873</b>	<b>30,282,873</b>	<b>9,999,850</b>
Net Contributions/Withdrawals	-5,682	-5,682	14,935,820
Investment Earnings	70,603	70,603	5,412,125
<b>Ending Total Value</b>	<b>30,347,795</b>	<b>30,347,795</b>	<b>30,347,795</b>
<b>TIME WEIGHTED RATE OF RETURN (%)</b> (Annualized for periods over 12 months)			
Return % (Net of Fees)	0.23	0.23	1.60
FTSE Treasury Bill 3 Month	0.93	0.93	1.49
Bloomberg US Government 1-3 Y	0.27	0.27	1.45
BB US Gov/Credit 1-5 Y	0.14	0.14	1.96

## TOTAL VALUE VS. NET INVESTED CAPITAL‡



Does not include Performance Ineligible Assets.

## ASSET ALLOCATION



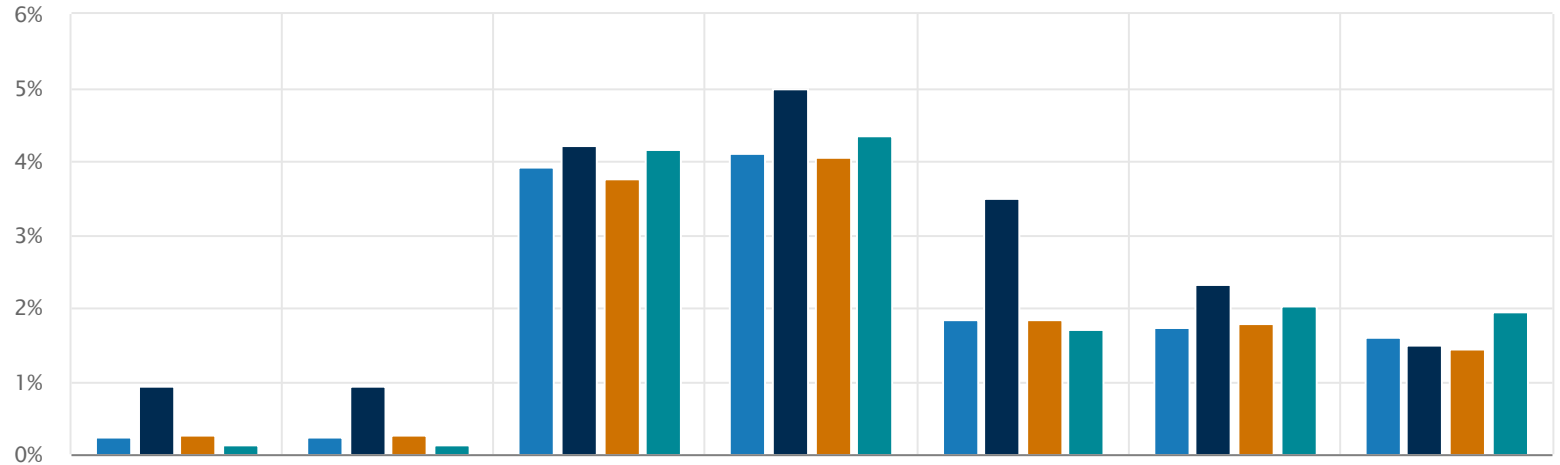
‡Includes manually added, external accounts, assets, and/or liabilities, not held at Morgan Stanley Wealth Management.

# Time Weighted Performance Summary

ACSIG Consolidated

Data as of March 31, 2026

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



	Quarter to Date	Year to Date	Last 12 Months	Last 3 Years	Last 5 Years	Last 10 Years	Performance Inception
	12/31/25 - 03/31/26	12/31/25 - 03/31/26	03/31/25 - 03/31/26	03/31/23 - 03/31/26	03/31/21 - 03/31/26	03/31/16 - 03/31/26	07/12/10 - 03/31/26
Beginning Total Value (\$)	30,282,873.33	30,282,873.33	29,228,048.01	26,961,814.45	22,683,322.79	16,150,162.43	9,999,850.00
Net Contributions/Withdrawals (\$)	-5,681.67	-5,681.67	-22,635.28	-78,129.71	4,902,777.56	9,902,794.26	14,935,820.01
Investment Earnings (\$)	70,603.13	70,603.13	1,142,382.06	3,464,110.05	2,761,694.44	4,294,838.11	5,412,124.78
Ending Total Value (\$)	30,347,794.79	30,347,794.79	30,347,794.79	30,347,794.79	30,347,794.79	30,347,794.79	30,347,794.79
Return % (Net of Fees)	0.23	0.23	3.91	4.12	1.83	1.73	1.60
FTSE Treasury Bill 3 Month (%)	0.93	0.93	4.22	4.98	3.49	2.32	1.49
Bloomberg US Government 1-3 Y (%)	0.27	0.27	3.77	4.06	1.83	1.78	1.45
BB US Gov/Credit 1-5 Y (%)	0.14	0.14	4.15	4.34	1.71	2.02	1.96

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

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

# Time Weighted Performance by Period

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Data as of March 31, 2026

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

From 07/12/2010 - 03/31/2026

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
2026 (YTD)	30,282,873.33	-5,681.67	70,603.13	30,347,794.79	0.23	0.93	0.27	0.14
2025	28,679,024.97	-17,026.21	1,620,874.57	30,282,873.33	5.65	4.40	5.17	6.11
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.

<sup>‡</sup>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 - 04/17/26	Total Value (\$) 04/17/26	% of Portfolio 04/17/26
<b>Morgan Stanley Wealth Management Total</b>					<b>0.00</b>	<b>0.00</b>

## EXTERNALLY HELD<sup>‡</sup>

Account Name	Account Number/ Custodian	Account Type	Exclusions	Last Updated	Perf Inception Date Perf (%) Incept - 04/17/26	Total Value (\$) 04/17/26	% of Portfolio 04/17/26
UD - ACSIG ACSIG	838-XXX340 COMERICA	REG	P	03/31/26	12/21/2020 -	30,347,794.79	100.00
<b>Externally Held Total</b>						<b>30,347,794.79</b>	<b>100.00</b>
<b>Total Portfolio</b>						<b>30,347,794.79</b>	<b>100.00</b>

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

# Disclosures

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# Disclosures

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

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

Market values used for performance calculation do not include Performance Ineligible Assets and thus may differ from asset allocation market values. Common examples of Performance Ineligible Assets include liabilities, life insurance and annuities as well as Manually Added and External accounts for which Morgan Stanley does not receive data necessary to calculate performance.

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

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

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

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

# Disclosures

ACSIG Consolidated

**Closed Accounts:** 171-XXX349

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

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

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

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

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

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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.

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

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

# Disclosures

ACSIG Consolidated

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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 Bond 1-3 Year Index is a broad-based benchmark that measures the non-securitized component of the US Aggregate Index. It includes investment grade, US dollar-denominated, fixed-rate Treasuries, and government-related securities with maturities between 1 and 2.9999 years.

**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

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## Western Asset Enhanced Cash

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

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# Alameda County Schools Insurance Group

## IMPORTANT INFORMATION:

**RISKS:** All investments involve risks, including possible loss of principal. 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. **International investments** are subject to special risks, including currency fluctuations and social, economic and political uncertainties, which could increase volatility. These risks are magnified in **emerging markets**.

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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.

# Characteristics

March 31, 2026

## Alameda County Schools Insurance Group

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Client Account	
Duration (yrs)	2.55
Average Maturity (yrs)	2.77
Yield to Worst (%)	3.97

Benchmark Characteristics	
Duration (yrs)	2.59
Average Maturity (yrs)	2.79
Yield to Worst (%)	3.88

Source: BondEdge, Western Asset

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

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

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

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

# Holdings (1/2)

March 31, 2026

## Alameda County Schools Insurance Group

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	80			3.73	0.082			100.00	3.73	3.73	3.73	0.08	0.08	80,000	0.26
	80	000000CM9	CASH & EQUIVALENTS	3.73	04/30/2026	Aaa	AAA	100.00	3.73	3.73	3.73	0.08	0.08	80,000	0.26
TSY	20,511			3.82	2.883			99.82	3.82	3.85	3.85	2.88	2.67	20,643,928	68.02
	1,799	91282CMY4	UNITED STATES TREASNTS	3.75	04/30/2027	TSY	TSY	99.97	3.75	3.77	3.77	1.08	1.04	1,826,655	6.02
	1,779	91282CFM8	UNITED STATES TREASNTS	4.13	09/30/2027	TSY	TSY	100.41	4.11	3.84	3.84	1.50	1.44	1,786,223	5.89
	1,444	91282CGH8	UNITED STATES TREASNTS	3.50	01/31/2028	TSY	TSY	99.42	3.52	3.83	3.83	1.83	1.75	1,443,891	4.76
	2,035	91282CHA2	UNITED STATES TREASNTS	3.50	04/30/2028	TSY	TSY	99.37	3.52	3.82	3.82	2.08	1.96	2,051,828	6.76
	2,253	91282CHQ7	UNITED STATES TREASNTS	4.13	07/31/2028	TSY	TSY	100.68	4.10	3.82	3.82	2.33	2.20	2,283,467	7.52
	1,654	91282CJR3	UNITED STATES TREASNTS	3.75	12/31/2028	TSY	TSY	99.79	3.76	3.83	3.83	2.75	2.57	1,665,997	5.49
	911	91282CPT2	UNITED STATES TREASNTS	3.50	01/15/2029	TSY	TSY	99.14	3.53	3.83	3.83	2.83	2.62	909,781	3.00
	2,071	91282CKX8	UNITED STATES TREASNTS	4.25	06/30/2029	TSY	TSY	101.21	4.20	3.85	3.85	3.25	2.99	2,117,963	6.98
	1,200	91282CGQ8	UNITED STATES TREASNTS	4.00	02/28/2030	TSY	TSY	100.38	3.99	3.89	3.89	3.92	3.59	1,208,640	3.98
	1,050	91282CMZ1	UNITED STATES TREASNTS	3.88	04/30/2030	TSY	TSY	99.90	3.88	3.90	3.90	4.08	3.69	1,065,901	3.51
	2,600	91282CNX5	UNITED STATES TREASNTS	3.63	08/31/2030	TSY	TSY	98.78	3.67	3.93	3.93	4.42	4.04	2,576,245	8.49
	1,715	91282CPR6	UNITED STATES TREASNTS	3.63	12/31/2030	TSY	TSY	98.65	3.68	3.94	3.94	4.75	4.29	1,707,338	5.63
AGY	850			4.00	2.193			100.35	3.99	3.83	3.83	2.17	2.06	863,536	2.85
	850	3130AWC24	FEDERAL HOME LOAN BANKS	4.00	06/09/2028	Aa1	AA+	100.35	3.99	3.83	3.83	2.17	2.06	863,536	2.85
IND	4,693			3.91	2.774			98.93	3.95	4.18	4.19	2.75	2.52	4,688,661	15.45
	296	67066GAE4	NVIDIA CORPORATION	3.20	09/16/2026	Aa1	AA-	99.70	3.21	3.86	3.86	0.50	0.41	295,507	0.97
	221	023135CP9	AMAZON COM INC	4.55	12/01/2027	A1	AA	100.88	4.51	3.97	4.00	1.58	1.52	226,297	0.75
	454	20030NCA7	COMCAST CORP NEW	3.15	02/15/2028	A3	A-	98.12	3.21	4.20	4.20	1.92	1.76	447,283	1.47
	296	24422EWV7	JOHN DEERE CAPITAL CORPOR	4.90	03/03/2028	A1	A	101.69	4.82	3.98	3.98	1.92	1.82	302,133	1.00
	285	369550BC1	GENERAL DYNAMICS CORP	3.75	05/15/2028	A1	A	99.35	3.77	4.07	4.07	2.17	1.91	287,191	0.95
	294	24422EXB0	JOHN DEERE CAPITAL CORPOR	4.95	07/14/2028	A1	A	101.90	4.86	4.07	4.07	2.25	2.13	302,708	1.00

Source: BondEdge, Western Asset

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

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

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

Holdings are subject to change at any time. This information does not constitute, and under no circumstances is to be construed as, investment advice or recommendations with respect to the securities listed and should not be the sole basis for any investment decision. The above summary/prices/quotes/statistics have been obtained from sources we believe to be reliable, but we cannot guarantee its accuracy or completeness.

**Past performance does not predict future returns. Please see Definition of Terms and Performance Disclosures for more information.**

# Holdings (2/2)

## Alameda County Schools Insurance Group

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)
	448	29379VBT9	ENTERPRISE PRODS OPER LLC	4.15	10/16/2028	A3	A-	99.79	4.16	4.24	4.24	2.58	2.25	455,598	1.50
	370	00287YBF5	ABBVIE INC	4.25	11/14/2028	A2	A-	100.28	4.24	4.12	4.13	2.33	2.31	377,031	1.24
	291	882508CG7	TEXAS INSTRS INC	4.60	02/08/2029	Aa3	A+	101.31	4.54	4.09	4.11	2.75	2.60	296,783	0.98
	279	94106LBV0	WASTE MGMT INC DEL	4.88	02/15/2029	A3	A-	101.68	4.80	4.23	4.25	2.83	2.61	285,422	0.94
	380	166756AS5	CHEVRON USA INC	3.25	10/15/2029	Aa2	AA-	96.51	3.37	4.33	4.33	3.58	3.22	372,418	1.23
	290	11135FCK5	BROADCOM INC	4.60	07/15/2030	A3	A-	100.45	4.58	4.48	4.48	4.25	3.80	294,124	0.97
	293	539830CL1	LOCKHEED MARTIN CORP	4.40	08/15/2030	A2	A-	100.08	4.40	4.38	4.38	4.42	3.90	294,885	0.97
	335	375558BY8	GILEAD SCIENCES INC	1.65	10/01/2030	A3	A-	89.07	1.85	4.35	4.35	4.50	4.22	301,158	0.99
	161	254687FX9	DISNEY WALT CO	2.65	01/13/2031	A2	A	92.67	2.86	4.36	4.36	4.75	4.41	150,123	0.49
<b>FIN</b>	<b>3,885</b>			<b>4.16</b>	<b>2.455</b>			<b>100.28</b>	<b>4.15</b>	<b>4.39</b>	<b>4.47</b>	<b>2.42</b>	<b>2.24</b>	<b>3,927,080</b>	<b>12.94</b>
	299	808513BR5	CHARLES SCHWAB CORP	1.15	05/13/2026	A2	A-	99.60	1.16	4.60	4.60	0.08	0.11	299,113	0.99
	300	857477BS1	STATE STR CORP	2.20	02/07/2028	Aa3	A	98.27	2.24	4.28	4.32	0.83	0.83	295,795	0.97
	362	91324PEP3	UNITEDHEALTH GROUP INC	5.25	02/15/2028	A2	A+	101.75	5.16	4.22	4.26	1.83	1.71	370,778	1.22
	150	06051GGR4	BANK AMERICA CORP	3.59	07/21/2028	A1	A-	98.92	3.63	4.44	4.81	1.33	1.25	149,428	0.49
	296	571748BG6	MARSH & MCLENNAN COS INC	4.38	03/15/2029	A3	A-	100.22	4.37	4.29	4.29	2.75	2.63	297,230	0.98
	510	46647PAR7	JPMORGAN CHASE & CO	4.01	04/23/2029	A1	A	99.21	4.04	4.41	4.61	2.08	1.93	514,910	1.70
	300	025816CW7	AMERICAN EXPRESS CO	4.05	05/03/2029	A2	A-	99.66	4.06	4.17	4.17	3.08	2.77	303,969	1.00
	562	17325FBK3	CITIBANK NA	4.84	08/06/2029	Aa3	A+	101.32	4.78	4.40	4.41	3.25	3.01	573,578	1.89
	357	06051GLS6	BANK AMERICA CORP	5.82	09/15/2029	A1	A-	103.15	5.64	4.45	4.65	2.50	2.28	369,165	1.22
	160	74432QC68	PRUDENTIAL FINL INC	2.10	03/10/2030	A3	A	92.10	2.28	4.30	4.30	3.92	3.71	147,550	0.49
	289	91159HJS0	US BANCORP	5.10	07/23/2030	A3	A	101.74	5.01	4.52	4.60	3.33	3.01	296,824	0.98
	300	693475CB9	PNC FINL SVCS GROUP INC	5.22	01/29/2031	A3	A-	102.01	5.12	4.64	4.65	3.83	3.44	308,740	1.02
<b>UTIL</b>	<b>144</b>			<b>2.95</b>	<b>0.671</b>			<b>99.27</b>	<b>2.97</b>	<b>4.06</b>	<b>4.06</b>	<b>0.67</b>	<b>0.63</b>	<b>144,366</b>	<b>0.48</b>
	144	26442CAS3	DUKE ENERGY CAROLINAS LLC	2.95	12/01/2026	Aa3	A	99.27	2.97	4.06	4.06	0.67	0.63	144,366	0.48
<b>Total:</b>	<b>30,163</b>			<b>3.88</b>	<b>2.773</b>			<b>99.76</b>	<b>3.88</b>	<b>3.97</b>	<b>3.99</b>	<b>2.77</b>	<b>2.55</b>	<b>30,347,571</b>	<b>100.00</b>

Source: BondEdge, Western Asset

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

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

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

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**Past performance does not predict future returns. Please see Definition of Terms and Performance Disclosures for more information.**

# Cash Flow (1/3)

## Alameda County Schools Insurance Group

Date	Maturity Cash Flow	Call Cash Flow	Total Interest Cash Flow	Total Principal Cash Flow	Total Cash Flow
03/31/2026	0	0	0	0	0
04/30/2026	80	0	118	80	198
05/31/2026	299	0	21	299	320
06/30/2026	0	0	130	0	130
07/31/2026	0	0	122	0	122
08/31/2026	0	0	125	0	125
09/30/2026	296	0	67	296	363
10/31/2026	0	0	118	0	118
11/30/2026	0	0	19	0	19
12/31/2026	144	0	130	144	274
01/31/2027	0	0	122	0	122
02/28/2027	300	0	125	300	425
03/31/2027	0	0	62	0	62
04/30/2027	1,799	0	118	1,799	1,917
05/31/2027	0	0	19	0	19
06/30/2027	0	0	128	0	128
07/31/2027	0	150	122	150	272
08/31/2027	0	0	121	0	121
09/30/2027	1,779	0	62	1,779	1,841
10/31/2027	0	0	84	0	84

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.**

# Cash Flow (2/3)

## Alameda County Schools Insurance Group

Date	Maturity Cash Flow	Call Cash Flow	Total Interest Cash Flow	Total Principal Cash Flow	Total Cash Flow
11/30/2027	0	221	23	221	244
12/31/2027	0	0	123	0	123
01/31/2028	1,444	362	127	1,806	1,933
02/29/2028	454	0	112	454	566
03/31/2028	296	0	26	296	322
04/30/2028	2,545	0	84	2,545	2,629
05/31/2028	285	0	19	285	304
06/30/2028	850	0	123	850	973
07/31/2028	2,547	0	94	2,547	2,641
08/31/2028	0	370	109	370	479
09/30/2028	357	0	19	357	376
10/31/2028	448	0	39	448	487
11/30/2028	0	0	6	0	6
12/31/2028	1,654	296	109	1,950	2,059
01/31/2029	911	570	51	1,481	1,532
02/28/2029	0	0	91	0	91
03/31/2029	0	0	2	0	2
04/30/2029	0	0	29	0	29
05/31/2029	300	0	6	300	306
06/30/2029	2,071	0	75	2,071	2,146

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 (3/3)

March 31, 2026

## Alameda County Schools Insurance Group

Date	Maturity Cash Flow	Call Cash Flow	Total Interest Cash Flow	Total Principal Cash Flow	Total Cash Flow
07/31/2029	289	562	35	851	886
08/31/2029	0	0	78	0	78
09/30/2029	0	0	2	0	2
10/31/2029	380	0	29	380	409
11/30/2029	0	0	0	0	0
12/31/2029	0	0	31	0	31
01/31/2030	300	0	17	300	317
02/28/2030	1,200	0	78	1,200	1,278
03/31/2030	160	0	2	160	162
04/30/2030	1,050	0	23	1,050	1,073
05/31/2030	0	0	0	0	0
06/30/2030	0	290	37	290	327
07/31/2030	0	0	2	0	2
08/31/2030	2,893	0	54	2,893	2,947
09/30/2030	0	0	0	0	0
10/31/2030	335	0	3	335	338
11/30/2030	0	0	0	0	0
12/31/2030	1,715	0	31	1,715	1,746
01/29/2031	161	0	2	161	163
	<b>27,342</b>	<b>2,821</b>	<b>3,504</b>	<b>30,163</b>	<b>33,667</b>

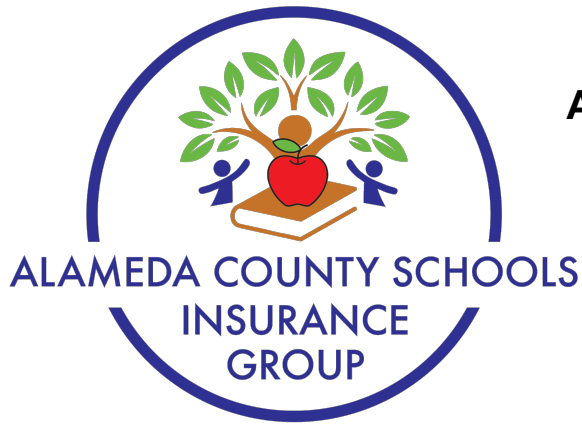
Source: BondEdge, Western Asset

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

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## **Alameda County Schools Insurance Group**

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

## **Executive Summary**

To: ACSIG Executive Committee  
From: Jackie Kim  
Date: May 14, 2026  
Subject: Investment Policy

The California Association of Joint Powers Authorities (“CAJPA”) Accreditation Standards require that a JPA’s Board of Directors review and affirm its JPA’s investment Policy annually. ACSIG’s Investment Policy was discussed and reviewed with Morga Stanley at the Strategic Planning meeting.

The recommended revised Investment Policy is included in this packet and will be reviewed by the Committee.

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



# ACSIG – IPS Comparison

April 2026

## GRAYSTONE SAN FRANCISCO – Foundations & Endowment Practice Group

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## AC SIG INVESTMENT POLICY STATEMENT UPDATES

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### STRUCTURAL CHANGES

- Inserted a Table of Contents to provide a clear summary of the document
- Moved objectives detailed in the “Policy” section to the “Investment Objectives” section to avoid repetition
- Reformatted “Investment Guidelines” and moved sub-sections that better fit under this heading →
  - Authorized & Suitable Investments
  - Collateralization
  - Diversification
  - Maximum Maturities
- Select cosmetic formatting edits throughout the document for a clearer and cleaner IPS

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### CONTENT CHANGES

- Added a Responsibilities Matrix to clearly define the roles of the Board, Executive Committee, Investment Consultant, Investment Manager, and Custodian
    - Clearly delegates responsibilities of all parties
  - Removed references to “Investment Committee” in favor of “Executive Committee”
  - Removed “Authorized Financial Dealers and Institutions” following a review of similar IPS policies that did not include this section
-

**ALAMEDA COUNTY SCHOOLS INSURANCE GROUP**

**POLICY AND PROCEDURES MANUAL**

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## **1.0 POLICY**

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

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

## **2.0 SCOPE**

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

### **2.1 Funds**

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

## **3.0 PRUDENCE**

Investments shall be made with same judgment and care, under circumstances then prevailing, which persons of prudence, discretion and intelligence exercise in the management of their own affairs, not for speculation, but for investment, considering the probable safety of capital as well as the probable income to be derived.

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

## **4.0 OBJECTIVE**

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

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

### **4.1 Safety**

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

### **4.2 Liquidity**

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

### **4.3 Return on Investment**

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

## **5.0 DELEGATION OF AUTHORITY**

Authority to manage the Authority's investment program is derived from Government Code Sections 53601 & 53601.1. In accordance with Government Code Section 53607, Management responsibility for the investment program is hereby delegated to the Executive Committee, subject to annual review. The Executive Committee shall establish a written investment program consistent with this investment policy. Procedures should include reference to: safekeeping, PSA repurchase agreements, wire transfer agreements, collateral/depository agreements and banking service contracts. Such procedures shall include explicit delegation of authority to persons responsible for investment transactions, except as provided under the terms of this policy, and procedures established by the Executive

Committee. The Executive Committee shall be responsible for directing and monitoring the investment management of assets. As such, the Executive Committee is authorized to delegate certain responsibilities and may employ or arrange for the services of other persons, agents, or assistants as in its opinion are necessary or desirable for the proper administration of the Authority. The Executive Committee expects that any such parties association with the Authority will discharge their respective responsibilities in accordance with normal fiduciary standards.

## 5.1 Responsibilities Matrix

The responsibilities matrix below is set forth to assist in the coordination and delineation of responsibilities related to the investment of Foundation assets. The roles are categorized and defined as follows:

- **Accountable** – Holds primary fiduciary duty; requires oversight of action taken by others.
- **Responsible** – Approves, recommends, or takes action to fulfill a responsibility.
- **Consulted** – Certain responsibilities require collaboration across multiple parties. Consulted parties are a resource to ensure the Responsible party has all pertinent information to fulfill the responsibility, but do not have authority to approve or take action on these responsibilities.
- **Informed** – Notified of decisions or action taken. Informed parties do not have authority to approve or take action on these responsibilities.

Responsibilities	Board	Executive Committee	Investment Consultant	Investment Manager(s)	Custodian
Investment Policy	Accountable	Responsible	Consulted	Informed	Informed
Investment Consultant Search/Hire/Replace	Accountable	Responsible	Informed	Informed	Informed
Asset Allocation Policy	Accountable	Responsible	Consulted	Informed	Informed
Investment Manager Search/Hire/Replace	Accountable	Responsible	Informed	Informed	Informed
Performance Reporting & Monitoring	Accountable	Informed	Consulted	Responsible	Consulted
Sign Manager Contracts	Informed	Accountable & Responsible	Responsible	Consulted	Informed
Custodial Transfers	Informed	Accountable	Consulted	Informed	Responsible
Instruct Managers to Raise Cash	Informed	Accountable	Responsible	Informed	Consulted
Pay Investment Manager Fees	Informed	Accountable	Responsible	Informed	Consulted

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

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

## **7.0 INVESTMENT GUIDELINES**

The guidelines to invest the Authority's funds shall be in accordance with Government Code Section 53601. Investments made directly, or on behalf of the Authority by its officers or other authorized parties, shall be restricted by the following:

### **7.1 Authorized & Suitable Investments**

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

### **7.2 Collateralization**

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

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

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

### **7.3 Diversification**

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

### **7.4 Maximum Maturities**

To the extent possible, the Authority will attempt to match its investments with anticipated cash flow requirements. In accordance with Government Code Section 53601, the Board of Directors authorizes investments in U.S. Treasuries or Agencies of up to 20% of the investment portfolio in maturities over 5 years but not over 7 years. Any investment with a maturity over 5 years must be approved by two members of the Executive Committee no less than three months prior to the investment.

## **8.0 SAFEKEEPING & CUSTODY**

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

## **9.0 INTERNAL CONTROL**

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

## **10.0 PERFORMANCE STANDARDS**

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

### **10.1 Market Yield (Benchmark)**

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

## **11.0 REPORTING**

The Investment Consultant shall provide the Executive Director with a quarterly report for broader distribution to the Board. This report will comply with the requirements of Government Code Sections 53646 (b) and (c). Reports will include performance, market sector breakdown, interest earnings, portfolio market value, etc.

## **12.0 INVESTMENT POLICY ADOPTION**

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

Approved: 12/11/08

Revised: TBD

Reviewed: TBD

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

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**~~SUBJECT: INVESTMENT OF FUNDS~~**

---

**1.0 POLICY**

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

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

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

Commented [CC1]: Moved to "Objective"

**2.0 SCOPE**

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

**2.1 Funds**

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

### 3.0 PRUDENCE

Investments shall be made with same judgment and care, under circumstances then prevailing, which persons of prudence, discretion and intelligence exercise in the management of their own affairs, not for speculation, but for investment, considering the probable safety of capital as well as the probable income to be derived.

~~POLICY: 3.2~~

~~Investment Policy~~

~~Page 2 of 5~~

Commented [JM2]: Removed / reformatted numbers

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

### 4.0 OBJECTIVE

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

Commented [CC3]: Moved from "Policy" to "Objective"

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

#### 4.1 Safety

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

Commented [CC4]: Adjusted to order of priority --> Safety, Liquidity, and Return on Investment.

#### **4.1.4.2 Liquidity**

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

#### **~~4.2.1 Safety~~**

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

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

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

### **5.0 DELEGATION OF AUTHORITY**

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

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

**Commented [CC5]:** Minor edits in this section. Added Responsibilities Matrix.

As such, the Executive Committee is authorized to delegate certain responsibilities and may employ or arrange for the services of other persons, agents, or assistants as in its opinion are necessary or desirable for the proper administration of the Authority. The Executive Committee expects that any such parties association with the Authority will discharge their respective responsibilities in accordance with normal fiduciary standards.

### 5.1 Responsibilities Matrix

The responsibilities matrix below is set forth to assist in the coordination and delineation of responsibilities related to the investment of Foundation assets. The roles are categorized and defined as follows:

- **Accountable** – Holds primary fiduciary duty; requires oversight of action taken by others.
- **Responsible** – Approves, recommends, or takes action to fulfill a responsibility.
- **Consulted** – Certain responsibilities require collaboration across multiple parties. Consulted parties are a resource to ensure the Responsible party has all pertinent information to fulfill the responsibility, but do not have authority to approve or take action on these responsibilities.
- **Informed** – Notified of decisions or action taken. Informed parties do not have authority to approve or take action on these responsibilities.

Commented [JM6]: Inserted Responsibilities Matrix

Responsibilities	Board	Executive Committee	Investment Consultant	Investment Manager(s)	Custodian
Investment Policy	Accountable	Responsible	Consulted	Informed	Informed
Investment Consultant Search/Hire/Replace	Accountable	Responsible	Informed	Informed	Informed
Asset Allocation Policy	Accountable	Responsible	Consulted	Informed	Informed
Investment Manager Search/Hire/Replace	Accountable	Responsible	Informed	Informed	Informed
Performance Reporting & Monitoring	Accountable	Informed	Consulted	Responsible	Consulted
Sign Manager Contracts	Informed	Accountable & Responsible	Responsible	Consulted	Informed
Custodial Transfers	Informed	Accountable	Consulted	Informed	Responsible
Instruct Managers to Raise Cash	Informed	Accountable	Responsible	Informed	Consulted
Pay Investment Manager Fees	Informed	Accountable	Responsible	Informed	Consulted

## 6.0 ETHICS AND CONFLICTS OF INTEREST

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

### ~~7.0 AUTHORIZED FINANCIAL DEALERS AND INSTITUTIONS~~

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

### ~~8.07.0 INVESTMENT GUIDELINES~~

~~The guidelines to invest the Authority's funds shall be in accordance with Government Code Section 5301. Investments made directly, or on behalf of the Authority by its officers or other authorized parties, shall be restricted by the following:~~

#### ~~8.17.1 AUTHORIZED & SUITABLE INVESTMENTS~~

~~Deposit up to a maximum of 30% of the portfolio, a**b.**) Repurchase Agreements,~~

**Commented [CC7]:** Based on review of other JPA Investment Policies and Government Code, it appears that this is more appropriate for a portfolio that is self managed by the treasurer of the executive committee and less relevant for ACSIG. Removed from policy.

**Commented [CC8]:** Streamlined existing sections related to investments by organizing under one new section titled "Investment Guidelines" including: Authorized & Suitable Investments, Collateralization, Diversification, and Maximum Maturities.

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

POLICY: — 3.2  
Investment Policy  
Page 4 of 5

Executive Committee and a determination shall be made as to the action to be taken at either a special meeting or regular Executive Committee meeting.

### **8.27.2 COLLATERALIZATION**

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

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

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

### **7.3 DIVERSIFICATION**

The Authority will diversify its investments by security type, maturity, and institution.

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

#### **7.4 MAXIMUM MATURITIES**

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

#### **~~10.0~~ 9.0 SAFEKEEPING AND CUSTODY**

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

#### **~~11.0 DIVERSIFICATION~~**

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

#### **~~12.0 MAXIMUM MATURITIES~~**

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

### ~~13.0~~9.0 INTERNAL CONTROL

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

### ~~14.0~~10.0 PERFORMANCE STANDARDS

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

#### ~~14.1~~10.1 Market Yield (Benchmark)

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

### ~~15.0~~11.0 REPORTING

The Investment Consultant shall provide the Executive Director ~~shall submit~~with a quarterly report for broader distribution to the Board. ~~This report will comply~~ which complies with the requirements of Government Code Sections 53646 (b) and (c). Reports will include performance, market sector breakdown, interest earnings, portfolio market value, etc.

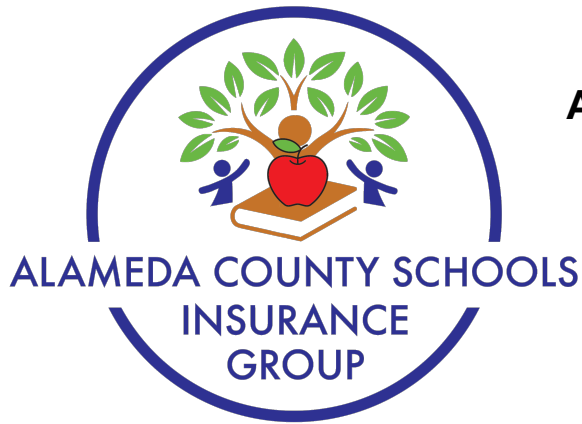
~~16.0~~12.0 **INVESTMENT POLICY ADOPTION**

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

Approved: 12/11/08

Revised: TBD

Reviewed: TBD



## **Alameda County Schools Insurance Group**

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Phone (925) 225-1030

Fax (925) 225-0653

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

## **Executive Summary**

To: ACSIG Executive Committee  
From: Jackie Kim  
Date: May 14, 2026  
Subject: Third Quarter Financial Report

Enclosed are the 2025-2026 Third Quarter Financial Statements for review. ACSIG's overall financial position is progressing in alignment with its budget. Most funds are showing improvement; however, the Workers' Compensation fund reflects a decline due to the rate buydown impacting its financial positions. This trend may provide the Executive Committee and Board with an opportunity to consider potential program adjustments in the future.

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



# ALAMEDA COUNTY SCHOOLS INSURANCE GROUP

## TREASURER'S REPORT

AS OF MARCH 31, 2026 AND  
FOR THE NINE MONTHS THEN ENDED

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

---

President



SETECH (Service Enhancement Technologies)

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For the Executive Committee Meeting of May 14, 2026

For the Board Meeting of May 21, 2026

Alameda County Schools Insurance Group (ACSIG)

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## **Distribution and Use of Report**

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

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

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

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

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

Alameda County Schools Insurance Group (ACSIG)  
Treasurer's Report- Statement of Net Position  
Consolidated  
As of 06/30/2025 and 03/31/2026

	Audited As of 06/30/2025	Activity 07/01/2025 - 03/31/2026	As of 03/31/2026
<b>Assets:</b>			
<b>Current Assets</b>			
Workers Compensation	\$ 18,644,062	(7,116,722)	\$ 11,527,340
Dental	10,517,100	(719,060)	9,798,040
Vision	4,995,250	968,035	5,963,285
Property and Liability Operations	6,807,786	(1,347,308)	5,460,478
	171,448	(31,845)	139,603
Cash and Cash Equivalents	<u>\$ 41,135,646</u>	<u>(8,246,900)</u>	<u>\$ 32,888,746</u>
Investments Morgan Stanley - current	291,450	(214,258)	77,192
Accounts Receivable	10,923,495	4,605,247	15,528,742
Prepaid Expense	--	767,967	767,967
Interfund Receivable/(payable) (1)	--	--	--
Subtotal Current Assets	<u>52,350,591</u>	<u>(3,087,944)</u>	<u>49,262,647</u>
<b>Noncurrent Assets</b>			
Investments @ FMV - Morgan Stanley (3)	29,098,952	910,401	30,009,353
Capital - Equipment, net of depreciation	--	--	--
	<u>29,098,952</u>	<u>910,401</u>	<u>30,009,353</u>
Total Assets	<u>\$ 81,449,543</u>	<u>\$ (2,177,543)</u>	<u>\$ 79,272,000</u>
<b>Deferred Outflow of Resources:</b>			
Deferred outflow of resources - pension	\$ 214,455	\$ --	\$ 214,455
<b>Liabilities:</b>			
<b>Current Liabilities</b>			
Accounts Payable	\$ 4,532,508	\$ (3,827,934)	\$ 704,574
Prefunding deposits (2)	5,304,786	--	5,304,786
Advance Contributions	--	--	--
Other Claim Liabilities - Castlepoint Reinsurance Insolvency	473,116	--	473,116
Current Portion of claims and claim adjustment	2,913,611	(58,412)	2,855,199
Subtotal Current Liabilities	<u>13,224,021</u>	<u>(3,886,346)</u>	<u>9,337,675</u>
<b>Noncurrent Liabilities</b>			
Unpaid claims and claim adjustment expenses less current	1,921,791	80,554	2,002,345
Unallocated Loss Adjustment Expense (ULAE)	243,986	(6,555)	237,431
Subtotal Noncurrent Claim Liabilities	<u>2,165,777</u>	<u>73,999</u>	<u>2,239,776</u>
Net Pension Liability (NPL)	812,648	--	812,648
Total Liabilities	<u>\$ 16,202,446</u>	<u>\$ (3,812,347)</u>	<u>\$ 12,390,099</u>
<b>Deferred Inflow of Resources:</b>			
Deferred inflow of resources - pension	360,523	--	360,523
<b>Net Position:</b>			
Undesignated Net Position - Net Assets/(Deficit)	65,101,029	1,634,804	66,735,833
Designated - Capital Assets	--	--	--
Total Net Position	<u>\$ 65,101,029</u>	<u>\$ 1,634,804</u>	<u>\$ 66,735,833</u>
Total Liabilities, Deferred Pension, and Ending Net Position	<u>\$ 81,449,543</u>	<u>\$ (2,177,543)</u>	<u>\$ 79,272,000</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.

Alameda County Schools Insurance Group (ACSIG)  
Consolidated  
Statement of Revenues, Expenditures and Changes in Net Position  
As of 03/31/2026 and For The Nine Months Then Ended

	2024/2025		2025/2026			
	Budget	Actuals	Budget	Activity 07/01/2025 - 03/31/2026	Variance	Percentage of Budget
<b>Operating Revenue:</b>						
Premiums Paid by Members	\$ 196,086,770	\$ 194,691,133	\$ 196,536,692	\$ 141,846,909	\$ 54,689,783	72.17 %
Return of Premiums/Rebate	--	--	--	--	--	--
PIPS - Accelerated Profit Commission	--	--	--	--	--	--
<b>Total Operating Revenue</b>	<b>196,086,770</b>	<b>194,691,133</b>	<b>196,536,692</b>	<b>141,846,909</b>	<b>54,689,783</b>	<b>72.17</b>
<b>Operating Expenditures:</b>						
Classified Salaries	477,404	559,213	409,509	304,848	104,661	74.44
Statutory Benefits	71,611	(729)	61,426	7,116	54,310	11.59
Health & Welfare	85,750	79,354	70,750	49,615	21,135	70.13
Employer Tax Expense	8,647	10,701	6,980	5,501	1,479	78.81
Net Pension Expense	234,001	432,271	217,052	76,325	140,726	35.16
Telephone & Internet	10,600	8,927	9,500	4,995	4,505	52.58
Supplies Office	9,000	1,379	9,000	123	8,877	1.36
Supplies - Other	12,000	7,006	12,000	4,209	7,791	35.07
Eligibility Processing	265,000	236,132	280,000	204,053	75,947	72.88
Brokerage Fees-Dental-ACSIG	340,000	326,391	350,000	222,388	127,612	63.54
Brokerage Fees-Dental-MD	800,000	931,618	950,000	472,809	477,191	49.77
Travel and Conferences	30,000	2,914	15,000	2,878	12,122	19.19
Mileage	12,000	8,500	6,000	4,500	1,500	75.00
Dues & Memberships	8,550	3,625	9,000	8,224	776	91.38
Postage & Meter	7,000	1,907	7,000	1,995	5,005	28.50
Insurance Expense-PIPS&NCR	27,402,303	27,271,324	29,075,616	21,583,476	7,492,140	74.23
Insurance Expense-PY Adj	1,000,000	1,499,984	1,500,000	1,325,456	174,544	88.36
Utility - Operating-Rent	47,856	30,841	42,000	38,634	3,366	91.99
Advertising	--	--	--	--	--	--
Contract Services - Actuarial	33,274	20,840	20,241	13,222	7,019	65.32
Contract Services -Claim Audit	--	--	--	--	--	--
Contract Services	29,051	--	25,585	--	25,585	--
Audit Fees	23,275	15,400	20,000	18,700	1,300	93.50
Other Services/Operating Expenses	10,000	15,148	10,000	4,453	5,547	44.53
Capital Equipment/Depreciation	20,000	--	8,000	--	8,000	--
Repairs & Maintenance	5,000	--	--	--	--	--
Legal	5,000	--	5,000	--	5,000	--
Accounting Services	20,000	17,484	20,000	9,005	10,995	45.02
County Courier	3,040	1,726	1,900	1,916	(16)	100.85
Shredding	1,500	1,670	1,500	149	1,351	9.91
Copier & Scanner	10,000	9,283	10,000	6,558	3,442	65.58
Claims Administration Services	117,000	88,123	115,000	98,226	16,774	85.41
Self-Insurance Fee	700,000	440,544	500,000	406,454	93,546	81.29
Claims Paid-WC	500,000	644,490	500,000	212,300	287,700	42.46
Claims Paid-PL	110,000	136,701	110,000	14,436	95,564	13.12
Physical Abilities Testing	50,000	7,952	50,000	8,944	41,056	17.89
Training	10,000	--	29,000	1,604	27,396	5.53
First-Aid Prog&Responder Fees	5,000	4,560	5,000	2,551	2,449	51.02
Food Service Training	--	--	--	--	--	--
Risk Mgmt Prev Program	300,000	292,500	260,000	139,100	120,900	53.50
EAP Program	250,000	136,051	180,000	102,276	77,724	56.82
Safety Inspections	22,000	13,600	22,000	13,600	8,400	61.82
Bank Charge & WC Penalty Reimb	6,000	9,911	6,000	--	6,000	--
Cobra Premiums	300,000	138,070	300,000	96,656	203,344	32.22
Dental Insurance Premiums	152,768,550	151,133,633	153,148,550	109,523,124	43,625,426	71.51
Vision Insurance Premiums	8,480,000	8,742,094	8,756,800	6,448,261	2,308,539	73.64
Claim Development Expense	80,252	(756,007)	(385,000)	15,587	(400,587)	(4.05)
Adjustment to Prefund Deposit	--	--	--	--	--	--
<b>Total Operating Expenditures</b>	<b>194,680,663</b>	<b>192,525,129</b>	<b>196,750,407</b>	<b>141,454,266</b>	<b>55,296,141</b>	<b>71.90 %</b>
Net Increase/(Decrease) from Operations	1,406,107	2,166,004	(213,715)	392,643	(606,358)	(183.72) %
<b>Non Operating Income/(Expense)</b>						
Interest Income	692,873	1,805,611	707,934	1,307,759	(599,826)	184.73
Net Increase/(Decrease) in Fair Value	--	1,013,962	--	2,576	(2,576)	--
Realized Gain/(Loss) on Investments	--	(228,276)	--	(68,174)	68,174	--
Cumulative effect of GASB 68	--	--	--	--	--	--
Interfund Trans, Other Inc/Exp	--	--	--	--	--	--
<b>Total Non Operating Income/(Expense)</b>	<b>692,873</b>	<b>2,591,297</b>	<b>707,934</b>	<b>1,242,161</b>	<b>(534,228)</b>	<b>175.46 %</b>
Net Increase/(Decrease) in Net Position	\$ 2,098,980	\$ 4,757,301	494,219	\$ 1,634,804	\$ (1,140,586)	330.79 %
Beginning Balance Prior Year End	\$ 60,343,728	\$ 60,343,728	65,101,029	\$ 65,101,029	\$ --	100.00 %
Ending Balance, as of 03/31/2026	\$ 62,442,708	\$ 65,101,029	\$ 65,595,248	\$ 66,735,833	\$ (1,140,586)	

Alameda County Schools Insurance Group (ACSIG)  
Treasurer's Report- Statement of Net Assets  
Workers' Compensation  
As of 06/30/2025 and 03/31/2026

	Audited As of 06/30/2025	Activity 07/01/2025 - 03/31/2026	As of 03/31/2026
<b>Assets:</b>			
<b>Current Assets</b>			
Funds with County - WC - #44906	\$ 14,205,833	(7,716,519)	\$ 6,489,314
Funds in Transit - #44906 to Morgan Stanley Investments	--	--	--
Funds with County - Retention Fund #44904	20,408	414	20,822
US Bank Checking - #1290	424,638	369,243	793,881
US Bank Claims Trust Account - #8963	231,521	106,736	338,257
Local Agency Investment Funds (L.A.I.F.)	3,761,662	123,404	3,885,066
Money Market - Morgan Stanley	0	0	0
Cash and Cash Equivalents	<u>\$ 18,644,062</u>	<u>(7,116,722)</u>	<u>\$ 11,527,340</u>
Investments Morgan Stanley - current	291,450	(214,258)	77,192
Accounts Receivable	355,837	6,749,381	7,105,218
Prepaid Expense	--	--	--
Interfund Receivable/(payable)	<u>1,811,511</u>	<u>(12,268)</u>	<u>1,799,243</u>
Subtotal Current Assets	<u>21,102,860</u>	<u>(593,867)</u>	<u>20,508,993</u>
<b>Noncurrent Assets</b>			
Investments Morgan Stanley	21,838,151	738,421	22,576,572
Capital - Equipment, net of depreciation	--	--	--
	<u>21,838,151</u>	<u>738,421</u>	<u>22,576,572</u>
Total Assets	<u>\$ 42,941,011</u>	<u>\$ 144,554</u>	<u>\$ 43,085,565</u>
<b>Deferred Outflow of Resources:</b>			
Deferred outflow of resources - pension	<u>\$ 54,022</u>	<u>\$ --</u>	<u>\$ 54,022</u>
<b>Liabilities:</b>			
<b>Current Liabilities</b>			
Accounts Payable	\$ --	\$ --	\$ --
Prefunding deposits	--	--	--
Advance Contributions	--	--	--
Other Claim Liabilities - Castlepoint Reinsurance Insolvency	473,116	--	473,116
Current Portion of claims and claim adjustment	374,137	(59,270)	314,867
Subtotal Current Liabilities	<u>847,253</u>	<u>(59,270)</u>	<u>787,983</u>
<b>Noncurrent Liabilities</b>			
Unpaid claims and claim adjustment expenses less current	1,787,222	79,852	1,867,074
Unallocated Loss Adjustment Expense (ULAE)	164,792	(6,555)	158,237
Subtotal Noncurrent Claim Liabilities	<u>1,952,014</u>	<u>73,297</u>	<u>2,025,311</u>
Net Pension Liability (NPL)	204,708	--	204,708
Total Liabilities	<u>\$ 3,003,975</u>	<u>\$ 14,027</u>	<u>\$ 3,018,002</u>
<b>Deferred Inflow of Resources:</b>			
Deferred inflow of resources - pension	<u>\$ 90,818</u>	<u>\$ --</u>	<u>\$ 90,818</u>
<b>Net Position:</b>			
Undesignated Net Position - Net Assets/(Deficit)	39,900,240	130,527	40,030,767
Designated - Capital Assets	--	--	--
Total Net Position	<u>\$ 39,900,240</u>	<u>\$ 130,527</u>	<u>\$ 40,030,767</u>
Total Liabilities, Deferred Pension, and Ending Net Position	<u>\$ 42,941,011</u>	<u>\$ 144,554</u>	<u>\$ 43,085,565</u>

Alameda County Schools Insurance Group (ACSIG)  
 Workers' Compensation  
 Statement of Revenues, Expenditures and Changes in Net Fund Assets  
 As of 03/31/2026 and For The Nine Months Then Ended

	2024/2025		2025/2026			
	Budget	Actuals	Budget	Activity 07/01/2025 - 03/31/2026	Variance	Percentage of Budget
Operating Revenue:						
Premiums Paid by Members	\$ 28,615,302	\$ 28,615,294	\$ 28,024,876	\$ 21,018,657	\$ 7,006,219	75.00 %
Return of Premiums	--	--	--	--	--	--
PIPS - Accelerated Profit Commiss	--	--	--	--	--	--
Total Operating Revenue	28,615,302	28,615,294	28,024,876	21,018,657	7,006,219	75.00
Operating Expenditures:						
Classified Salaries	113,527	136,799	91,868	68,216	23,652	74.25
Statutory Benefits	17,029	2,193	13,780	3,944	9,836	28.62
Health & Welfare	18,900	15,698	13,000	8,715	4,285	67.04
Employer Tax Expense	1,947	2,527	1,507	1,207	300	80.09
Net Pension Expense	61,886	108,891	56,440	22,898	33,542	40.57
Telephone & Internet	1,060	1,339	950	749	201	78.84
Supplies Office	900	207	900	18	882	2.00
Supplies - Other	1,200	1,051	1,200	631	569	52.58
Eligibility Processing	--	--	--	--	--	--
Brokerage Fees-Dental-ACSIG	--	--	--	--	--	--
Brokerage Fees-Dental-MD	--	--	--	--	--	--
Travel and Conferences	3,000	437	1,500	432	1,068	28.80
Mileage	1,200	1,275	600	675	(75)	112.50
Dues & Memberships	900	544	900	1,234	(334)	137.11
Postage & Meter	280	95	280	100	180	35.71
Insurance Expense-PIPS	24,387,002	24,378,001	25,706,100	19,279,576	6,426,524	75.00
Insurance Expense-PY Adj	1,000,000	1,499,984	1,500,000	1,325,456	174,544	88.36
Utility - Operating-Rent	4,786	3,084	4,200	3,863	337	91.98
Advertising	--	--	--	--	--	--
Contract Services - Actuarial	12,000	10,040	12,000	13,222	(1,222)	110.18
Contract Services -Claim Audit	--	--	--	--	--	--
Contract Services	3,183	--	2,483	--	2,483	--
Audit Fees	2,328	2,310	2,000	2,805	(805)	140.25
Other Services/Operating Expense	1,000	2,272	1,000	668	332	66.80
Capital Equipment/Depreciation	2,000	--	800	--	800	--
Repairs & Maintenance	500	--	--	--	--	--
Legal	500	--	500	--	500	--
Accounting Services	2,000	2,623	2,000	1,351	649	67.55
County Courier	320	259	200	287	(87)	143.50
Shredding	150	250	150	22	128	14.67
Copier & Scanner	400	464	400	328	72	82.00
Claims Admin/Consult Services	85,000	63,750	85,000	82,875	2,125	97.50
Self-Insurance Fee	700,000	440,544	500,000	406,454	93,546	81.29
Claims Paid-WC	500,000	644,490	500,000	212,300	287,700	42.46
Claims Paid-PL	--	--	--	--	--	--
Physical Abilities Testing	50,000	7,952	50,000	8,944	41,056	17.89
Training	10,000	--	10,000	--	10,000	--
First-Aid Prog&Responder fees	5,000	4,560	5,000	2,551	2,449	51.02
Food Service/Sp Ed Training	--	--	--	--	--	--
Risk Mgmt Prevention Prog	300,000	292,500	260,000	139,100	120,900	53.50
EAP Program	250,000	136,051	180,000	102,276	77,724	56.82
Safety Inspections	--	--	--	--	--	--
Misc Bank Fees & WC Penalty Rei	1,000	--	1,000	--	1,000	--
Cobra Premiums	--	--	--	--	--	--
Dental Insurance Premiums	--	--	--	--	--	--
Vision Insurance Premiums	--	--	--	--	--	--
Claim Development Expense	(509,748)	(912,191)	(500,000)	14,027	(514,027)	(2.81)
Adjustment to Prefund Deposit	--	--	--	--	--	--
Total Operating Expenditures	27,029,249	26,847,998	28,505,757	21,704,924	6,800,833	76.14 %
Net Increase/(Decrease) from Operations	1,586,053	1,767,296	(480,881)	(686,267)	205,386	142.71 %
Non Operating Income/(Expense)						
Interest Income	415,724	1,121,163	424,761	866,186	(441,425)	203.92
Net Increase/(Decrease) in Fair Value	--	763,466	--	1,940	(1,940)	--
Realized Gain/(Loss) on Investments	--	(171,881)	--	(51,332)	51,332	--
Cumulative effect of GASB 68	--	--	--	--	--	--
Interfund Transfer, Other Income	--	--	--	--	--	--
Total Non Operating Income/(Expense)	415,724	1,712,748	424,761	816,794	(392,033)	192.30 %
Net Increase/(Decrease) in Net Position	2,001,776	3,480,044	(56,121)	130,527	(186,648)	(232.58) %
Beginning Balance Prior Year End	36,420,196	36,420,196	39,900,240	39,900,240	--	100.00 %
Ending Balance, as of 03/31/2026	\$ 38,421,972	\$ 39,900,240	\$ 39,844,119	\$ 40,030,767	\$ (186,648)	

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Alameda County Schools Insurance Group (ACSIG)  
Treasurer's Report- Statement of Net Assets  
Dental  
As of 06/30/2025 and 03/31/2026

	Audited As of 06/30/2025	Activity 07/01/2025 - 03/31/2026	As of 03/31/2026
<b>Assets:</b>			
<b>Current Assets</b>			
Cash with County ACSIG #44901	\$ 5,291,844	(526,323)	\$ 4,765,521
US Bank - Eligibility #9382	5,052,151	(147,170)	4,904,981
US - Expense #8536	110,386	(54,195)	56,191
US Bank - Cobra Trust	62,719	8,628	71,347
US Bank - zero balance accounts	--	--	--
Cash and Cash Equivalents	<u>\$ 10,517,100</u>	<u>(719,060)</u>	<u>\$ 9,798,040</u>
Investments Morgan Stanley - current	--	--	--
Accounts Receivable	9,674,068	(2,281,489)	7,392,579
Prepaid Expense	--	--	--
Interfund Receivable/(payable)	<u>3,013,234</u>	<u>31,261</u>	<u>3,044,495</u>
Subtotal Current Assets	<u>23,204,402</u>	<u>(2,969,288)</u>	<u>20,235,114</u>
<b>Noncurrent Assets</b>			
Investments - Morgan Stanley	6,085,185	144,134	6,229,319
Capital - Equipment, net of depreciation	--	--	--
	<u>6,085,185</u>	<u>144,134</u>	<u>6,229,319</u>
<b>Total Assets</b>	<u>\$ 29,289,587</u>	<u>\$ (2,825,154)</u>	<u>\$ 26,464,433</u>
<b>Deferred Outflow of Resources:</b>			
Deferred outflow of resources - pension	<u>\$ 123,374</u>	<u>--</u>	<u>\$ 123,374</u>
<b>Liabilities:</b>			
<b>Current Liabilities</b>			
Accounts Payable	\$ 3,669,031	(3,669,031)	\$ --
Prefunding deposits	4,606,615	--	4,606,615
Advance Contributions	--	--	--
Other Claim Liabilities	--	--	--
Current Portion of claims and claim adjustment	1,887,000	--	1,887,000
Subtotal Current Liabilities	<u>10,162,646</u>	<u>(3,669,031)</u>	<u>6,493,615</u>
<b>Noncurrent Liabilities</b>			
Unpaid claims and claim adjustment expenses less current	--	--	--
Subtotal Noncurrent Claim Liabilities	<u>--</u>	<u>--</u>	<u>--</u>
Net Pension Liability (NPL)	467,510	--	467,510
<b>Total Liabilities</b>	<u>\$ 10,630,156</u>	<u>(3,669,031)</u>	<u>\$ 6,961,125</u>
<b>Deferred Inflow of Resources:</b>			
Deferred inflow of resources - pension	<u>\$ 207,405</u>	<u>\$ --</u>	<u>\$ 207,405</u>
<b>Net Position:</b>			
Undesignated Net Position - Net Assets/(Deficit)	18,575,400	843,877	19,419,277
Designated - Capital Assets	--	--	--
<b>Total Net Position</b>	<u>\$ 18,575,400</u>	<u>\$ 843,877</u>	<u>\$ 19,419,277</u>
<b>Total Liabilities, Deferred Pension, and Ending Net Position</b>	<u>\$ 29,289,587</u>	<u>\$ (2,825,154)</u>	<u>\$ 26,464,433</u>

Alameda County Schools Insurance Group (ACSIG)

Dental

Statement of Revenues, Expenditures and Changes in Net Fund Assets

As of 03/31/2026 and For The Nine Months Then Ended

	2024/2025		2025/2026			
	Budget	Actuals	Budget	Activity	Variance	Percentage of Budget
				07/01/2025 - 03/31/2026		
<b>Operating Revenue:</b>						
Premiums Paid by Members	\$ 155,500,000	\$ 153,478,795	\$ 155,880,000	\$ 111,476,502	\$ 44,403,498	71.51 %
Return of Premiums/Rebate	--	--	--	--	--	--
Other Income	--	--	--	--	--	--
<b>Total Operating Revenue</b>	<b>155,500,000</b>	<b>153,478,795</b>	<b>155,880,000</b>	<b>111,476,502</b>	<b>44,403,498</b>	<b>71.51</b>
<b>Operating Expenditures:</b>						
Classified Salaries	285,298	328,198	253,376	188,891	64,485	74.55
Statutory Benefits	42,795	(4,150)	38,006	718	37,288	1.89
Health & Welfare	53,600	52,418	48,300	34,501	13,799	71.43
Employer Tax Expense	5,341	6,424	4,412	3,445	967	78.08
Net Pension Expense	130,048	248,682	122,140	38,163	83,977	31.25
Telephone & Internet	7,950	6,249	7,125	3,497	3,628	49.08
Supplies Office	6,750	965	6,750	86	6,664	1.27
Supplies - Other	9,000	4,904	9,000	2,946	6,054	32.73
Eligibility Processing	265,000	236,132	280,000	204,053	75,947	72.88
Brokerage Fees-Dental-ACSIG	340,000	326,391	350,000	222,388	127,612	63.54
Brokerage Fees-Dental-MD	800,000	931,618	950,000	472,809	477,191	49.77
Travel and Conferences	22,500	2,040	11,250	2,015	9,235	17.91
Mileage	9,000	5,950	4,500	3,150	1,350	70.00
Dues & Memberships	6,750	2,538	6,750	5,757	993	85.29
Postage & Meter	6,300	1,717	6,300	1,795	4,505	28.50
Insurance Expense	--	--	--	--	--	--
Insurance Expense - PY Adj	--	--	--	--	--	--
Net, Operating-Rent	35,892	23,131	31,500	28,975	2,525	91.98
Advertising	--	--	--	--	--	--
Contract Services - Actuarial	5,000	5,000	--	--	--	--
Contract Services -Claim Audit	--	--	--	--	--	--
Contracted Services	23,869	--	18,619	--	18,619	--
Audit Fees	17,456	10,780	15,000	13,090	1,910	87.27
Other Services/Operating Expenses	7,500	10,603	7,500	3,117	4,383	41.56
Capital Equipment/Depreciation	15,000	--	6,000	--	6,000	--
Repairs & Maintenance	3,750	--	--	--	--	--
Legal	3,750	--	3,750	--	3,750	--
Accounting Services	15,000	12,239	15,000	6,303	8,697	42.02
County Courier	2,400	1,208	1,500	1,341	159	89.42
Shredding	1,125	1,169	1,125	104	1,021	9.24
Copier & Scanner	9,000	8,355	9,000	5,902	3,098	65.58
Claims Administration Services	--	--	--	--	--	--
Self-Insurance Fee	--	--	--	--	--	--
Claims Paid-WC	--	--	--	--	--	--
Claims Paid-PL	--	--	--	--	--	--
Physical Abilities Testing	--	--	--	--	--	--
Training	--	--	--	--	--	--
First-Aid Program	--	--	--	--	--	--
Food Service Training	--	--	--	--	--	--
Special Ed Training	--	--	--	--	--	--
Incentives	--	--	--	--	--	--
Safety Inspections	--	--	--	--	--	--
Bank Charge	5,000	9,911	5,000	--	5,000	--
Cobra Premiums	300,000	138,070	300,000	96,656	203,344	32.22
Dental Insurance Premiums	152,768,550	151,133,633	153,148,550	109,523,124	43,625,426	71.51
Vision Insurance Premiums	--	--	--	--	--	--
Claim Development Expense	300,000	129,000	--	--	--	--
Adjustment to Prefund Deposit	--	--	--	--	--	--
<b>Total Operating Expenditures</b>	<b>155,503,623</b>	<b>153,633,175</b>	<b>155,660,453</b>	<b>110,862,826</b>	<b>44,797,627</b>	<b>71.22 %</b>
Net Increase/(Decrease) from Operations	(3,623)	(154,380)	219,547	613,676	(394,129)	279.52 %
<b>Non Operating Income/(Expense)</b>						
Interest Income	138,575	333,130	141,587	243,784	(102,197)	172.18
Net Increase/(Decrease) in Fair Value	--	209,938	--	533	(533)	--
Realized Gain/(Loss) on Investments	--	(47,265)	--	(14,115)	14,115	--
Cumulative effect of GASB 68	--	--	--	--	--	--
I Transfer, YE Close, Rebate	--	--	--	--	--	--
<b>Total Non Operating Income/(Expense)</b>	<b>138,575</b>	<b>495,803</b>	<b>141,587</b>	<b>230,202</b>	<b>(88,615)</b>	<b>162.59 %</b>
Net Increase/(Decrease) in Net Position	134,951	341,423	361,134	843,878	(482,744)	233.67 %
Beginning Balance Prior Year End	18,233,976	18,233,976	18,575,400	18,575,400	--	100.00 %
Ending Balance, as of 03/31/2026	\$ 18,368,928	\$ 18,575,400	\$ 18,936,534	\$ 19,419,277	\$ (482,744)	

Alameda County Schools Insurance Group (ACSIG)  
Treasurer's Report- Statement of Net Assets  
Vision  
As of 06/30/2025 and 03/31/2026

	Audited As of 06/30/2025	Activity 07/01/2025 - 03/31/2026	As of 03/31/2026
<b>Assets:</b>			
<b>Current Assets</b>			
Cash with County #44902	\$ 4,995,250	968,035	\$ 5,963,285
Funds in Transit - #44902 to Morgan Stanley Investments	--	--	--
Cash and Cash Equivalents	<u>4,995,250</u>	<u>968,035</u>	<u>5,963,285</u>
Investments Morgan Stanley - current	--	--	--
Accounts Receivable	873,634	(877,563)	(3,929)
Prepaid Expense	--	--	--
Interfund Receivable/(payable)	<u>(5,326)</u>	<u>(15,346)</u>	<u>(20,672)</u>
Subtotal Current Assets	<u>5,863,558</u>	<u>75,126</u>	<u>5,938,684</u>
<b>Noncurrent Assets</b>			
Investments - Morgan Stanley	1,175,616	27,846	1,203,462
Capital - Equipment, net of depreciation	--	--	--
	<u>1,175,616</u>	<u>27,846</u>	<u>1,203,462</u>
Total Assets	<u>\$ 7,039,174</u>	<u>102,972</u>	<u>\$ 7,142,146</u>
<b>Deferred Outflow of Resources:</b>			
Deferred outflow of resources - pension	<u>\$ 20,098</u>	<u>\$ --</u>	<u>\$ 20,098</u>
<b>Liabilities:</b>			
<b>Current Liabilities</b>			
Accounts Payable	\$ 817,435	(112,737)	\$ 704,698
Prefunding deposits	698,171	--	698,171
Advance Contributions	--	--	--
Other Claim Liabilities	--	--	--
Current Portion of claims and claim adjustment	488,000	--	488,000
Subtotal Current Liabilities	<u>2,003,606</u>	<u>(112,737)</u>	<u>1,890,869</u>
<b>Noncurrent Liabilities</b>			
Unpaid claims and claim adjustment expenses less current	--	--	--
Subtotal Noncurrent Claim Liabilities	--	--	--
Net Pension Liability (NPL)	76,159	--	76,159
Total Liabilities	<u>\$ 2,079,765</u>	<u>(112,737)</u>	<u>\$ 1,967,028</u>
<b>Deferred Inflow of Resources:</b>			
Deferred inflow of resources - pension	<u>\$ 33,787</u>	<u>--</u>	<u>\$ 33,787</u>
<b>Net Position:</b>			
Undesignated Net Position - Net Assets/(Deficit)	4,945,720	215,709	5,161,429
Designated - Capital Assets	--	--	--
Total Net Position	<u>\$ 4,945,720</u>	<u>\$ 215,709</u>	<u>\$ 5,161,429</u>
Total Liabilities, Deferred Pension, and Ending Net Position	<u>\$ 7,039,174</u>	<u>102,972</u>	<u>\$ 7,142,146</u>

Alameda County Schools Insurance Group (ACSIG)

Vision

Statement of Revenues, Expenditures and Changes in Net Fund Assets

As of 03/31/2026 and For The Nine Months Then Ended

	2024/2025		2025/2026			
	Budget	Actuals	Budget	Activity 07/01/2025 - 03/31/2026	Variance	Percentage of Budget
Operating Revenue:						
Premiums Paid by Members	\$ 8,683,520	\$ 9,172,824	\$ 8,960,300	\$ 6,598,113	\$ 2,362,187	73.64 %
Retrun of Premiums	--	--	--	--	--	--
Other Income	--	--	--	--	--	--
Total Operating Revenue	8,683,520	9,172,824	8,960,300	6,598,113	2,362,187	73.64
Operating Expenditures:						
Classified Salaries	34,949	51,634	27,604	27,268	336	98.78
Statutory Benefits	5,242	262	4,141	963	3,178	23.26
Health & Welfare	5,650	6,777	3,550	4,081	(531)	114.96
Employer Tax Expense	588	974	445	491	(46)	110.34
Net Pension Expense	19,819	40,510	17,968	7,633	10,335	42.48
Telephone & Internet	1,060	893	950	500	450	52.63
Supplies Office	900	138	900	12	888	1.33
Supplies - Other	1,200	701	1,200	421	779	35.08
Eligibility Processing	--	--	--	--	--	--
Brokerage Fees-Dental-ACSIG	--	--	--	--	--	--
Brokerage Fees-Dental-MD	--	--	--	--	--	--
Travel and Conferences	3,000	291	1,500	288	1,212	19.20
Mileage	1,200	850	600	450	150	75.00
Dues & Memberships	900	363	900	822	78	91.33
Postage & Meter	210	95	210	100	110	47.62
Insurance Expense	--	--	--	--	--	--
Insurance Expense - PY Adj	--	--	--	--	--	--
Utility - Operating-Rent	4,786	3,084	4,200	3,863	337	91.98
Advertising	--	--	--	--	--	--
Contract Services - Actuarial	6,183	--	--	--	--	--
Contract Services -Claim Audit	--	--	--	--	--	--
Contract Services	--	--	2,483	--	2,483	--
Audit Fees	2,328	1,540	2,000	1,870	130	93.50
Other Services/Operating Expense:	1,000	1,515	1,000	445	555	44.50
Capital Equipment/Depreciation	2,000	--	800	--	800	--
Repairs & Maintenance	500	--	--	--	--	--
Legal	500	--	500	--	500	--
Accounting Services	2,000	1,748	2,000	900	1,100	45.01
County Courier	160	173	100	192	(92)	192.00
Shredding	150	167	150	15	135	10.00
Copier & Scanner	300	464	300	328	(28)	109.33
Claims Administration Services	--	--	--	--	--	--
Self-Insurance Fee	--	--	--	--	--	--
Claims Paid-WC	--	--	--	--	--	--
Claims Paid-PL	--	--	--	--	--	--
Physical Abilities Testing	--	--	--	--	--	--
Training	--	--	--	--	--	--
First-Aid Program	--	--	--	--	--	--
Food Service Training	--	--	--	--	--	--
Special Ed Training	--	--	--	--	--	--
Incentives	--	--	--	--	--	--
Safety Inspections	--	--	--	--	--	--
Bank Charge & WC Penalty Reimb	--	--	--	--	--	--
Cobra Premiums	--	--	--	--	--	--
Dental Insurance Premiums	--	--	--	--	--	--
Vision Insurance Premiums	8,480,000	8,742,094	8,756,800	6,448,261	2,308,539	73.64
Claim Development Expense	175,000	(57,000)	--	--	--	--
Adjustment to Prefund Deposit	--	--	--	--	--	--
Total Operating Expenditures	8,749,623	8,797,273	8,830,300	6,498,903	2,331,397	73.60 %
Net Increase/(Decrease) from Operations	(66,103)	375,551	130,000	99,210	30,790	76.32 %
Non Operating Income/(Expense)						
Interest Income	69,287	186,793	70,793	119,123	(48,330)	168.27
Net Increase/(Decrease) in Fair Value	--	40,558	--	103	(103)	--
Realized Gain/(Loss) on Investments	--	(9,130)	--	(2,727)	2,727	--
Cumulative effect of GASB 68	--	--	--	--	--	--
Interfund Transfer	--	--	--	--	--	--
Total Non Operating Income/(Expense)	69,287	218,221	70,793	116,499	(45,706)	164.56 %
Net Increase/(Decrease) in Net Position	3,184	593,772	200,794	215,709	(14,916)	107.43 %
Beginning Balance Prior Year End	4,351,948	4,351,948	4,945,720	4,945,720	--	100.00 %
Ending Balance, as of 03/31/2026	\$ 4,355,132	\$ 4,945,720	\$ 5,146,514	\$ 5,161,429	\$ (14,916)	

Alameda County Schools Insurance Group (ACSIG)  
Treasurer's Report- Statement of Net Assets  
Property and Liability  
As of 06/30/2025 and 03/31/2026

	Audited As of 06/30/2025	Activity 07/01/2025 - 03/31/2026	As of 03/31/2026
<b>Assets:</b>			
<b>Current Assets</b>			
Cash with County - #44903	\$ 6,644,317	(1,322,825)	\$ 5,321,492
Funds in Transit - #44903 to Morgan Stanley Investments	--	--	--
US Bank - Checking #2777	162,532	(30,309)	132,223
US Bank - Claims Trust #9045	937	5,826	6,763
Cash and Cash Equivalents	<u>\$ 6,807,786</u>	<u>(1,347,308)</u>	<u>\$ 5,460,478</u>
Investments Morgan Stanley - current	--	--	--
Accounts Receivable	19,956	1,014,918	1,034,874
Prepaid Expense	--	767,967	767,967
Interfund Receivable/(payable)	<u>(4,676,142)</u>	<u>(1,866)</u>	<u>(4,678,008)</u>
Subtotal Current Assets	<u>2,151,600</u>	<u>433,711</u>	<u>2,585,311</u>
<b>Noncurrent Assets</b>			
Investments - Morgan Stanley	--	--	--
Capital - Equipment, net of depreciation	--	--	--
	<u>--</u>	<u>--</u>	<u>--</u>
Total Assets	<u>\$ 2,151,600</u>	<u>\$ 433,711</u>	<u>\$ 2,585,311</u>
<b>Deferred Outflow of Resources:</b>			
Deferred outflow of resources - pension	<u>\$ 16,961</u>	<u>\$ --</u>	<u>\$ 16,961</u>
<b>Liabilities:</b>			
<b>Current Liabilities</b>			
Accounts Payable	\$ 12,540	(12,540)	\$ --
Prefunding deposits	--	--	--
Advance Contributions	--	--	--
Other Claim Liabilities	--	--	--
Current Portion of claims and claim adjustment	164,474	858	165,332
Subtotal Current Liabilities	<u>177,014</u>	<u>(11,682)</u>	<u>165,332</u>
<b>Noncurrent Liabilities</b>			
Unpaid claims and claim adjustment expenses less current	134,569	702	135,271
Unallocated Loss Adjustment Expense (ULAE)	79,194	--	79,194
Subtotal Noncurrent Claim Liabilities	<u>213,763</u>	<u>702</u>	<u>214,465</u>
Net Pension Liability (NPL)	64,271	--	64,271
Total Liabilities	<u>\$ 455,048</u>	<u>(10,980)</u>	<u>\$ 444,068</u>
<b>Deferred Inflow of Resources:</b>			
Deferred inflow of resources - pension	<u>\$ 28,513</u>	<u>\$ --</u>	<u>\$ 28,513</u>
<b>Net Position:</b>			
Undesignated Net Position - Net Assets/(Deficit)	1,685,000	444,691	2,129,691
Designated - Capital Assets	<u>--</u>	<u>--</u>	<u>--</u>
Total Net Position	<u>\$ 1,685,000</u>	<u>\$ 444,691</u>	<u>\$ 2,129,691</u>
Total Liabilities, Deferred Pension, and Ending Net Position	<u>\$ 2,151,600</u>	<u>\$ 433,711</u>	<u>\$ 2,585,311</u>

Alameda County Schools Insurance Group (ACSIG)  
Property and Liability  
Statement of Revenues, Expenditures and Changes in Net Fund Assets  
As of 03/31/2026 and For The Nine Months Then Ended

	2024/2025		2025/2026			Percentage of Budget
	Budget	Actuals	Budget	Activity 07/01/2025 - 03/31/2026	Variance	
Operating Revenue:						
Premiums Paid by Members	\$ 3,287,948	\$ 3,424,220	\$ 3,671,516	\$ 2,753,637	\$ 917,879	75.00 %
Return of Premiums	--	--	--	--	--	--
Other Income	--	--	--	--	--	--
Total Operating Revenue	3,287,948	3,424,220	3,671,516	2,753,637	917,879	75.00
Operating Expenditures:						
Classified Salaries	43,629	42,582	36,661	20,473	16,188	55.85
Statutory Benefits	6,544	966	5,499	1,491	4,008	27.12
Health & Welfare	7,600	4,461	5,900	2,318	3,582	39.29
Employer Tax Expense	771	776	616	358	258	58.07
Net Pension Expense	22,249	34,188	20,504	7,631	12,873	37.22
Telephone & Internet	530	446	475	249	226	52.47
Supplies Office	450	69	450	7	443	1.50
Supplies - Other	600	350	600	211	389	35.10
Eligibility Processing	--	--	--	--	--	--
Brokerage Fees-Dental-ACSIG	--	--	--	--	--	--
Brokerage Fees-Dental-MD	--	--	--	--	--	--
Travel and Conferences	1,500	146	750	143	607	19.07
Mileage	600	425	300	225	75	75.00
Dues & Memberships	--	180	450	411	39	--
Postage & Meter	210	--	210	--	210	--
Insurance Expense-NCR	3,015,301	2,893,323	3,369,516	2,303,900	1,065,616	68.37
Insurance Expense-PY Adj	--	--	--	--	--	--
Utility - Operating-Rent	2,393	1,542	2,100	1,933	167	92.03
Advertising	--	--	--	--	--	--
Contract Services - Actuarial	10,091	5,800	8,241	--	8,241	--
Contract Services -Claim Audit	--	--	--	--	--	--
Contract Services	2,000	--	2,000	--	2,000	--
Audit Fees	1,164	770	1,000	935	65	93.50
Other Services/Operating Expense	500	758	500	223	277	44.58
Capital Equipment/Depreciation	1,000	--	400	--	400	--
Repairs & Maintenance	250	--	--	--	--	--
Legal	250	--	250	--	250	--
Accounting Services	1,000	874	1,000	451	550	45.05
County Courier	160	86	100	96	4	95.86
Shredding	75	84	75	8	67	10.10
Copier & Scanner	300	--	300	--	300	--
Claims Administration Services	32,000	24,373	30,000	15,351	14,649	51.17
Self-Insurance Fee	--	--	--	--	--	--
Claims Paid-WC	--	--	--	--	--	--
Claims Paid-PL	110,000	136,701	110,000	14,436	95,564	13.12
Physical Abilities Testing	--	--	--	--	--	--
RASP	--	--	19,000	1,604	17,396	8.44
First-Aid Program	--	--	--	--	--	--
Food Service Training	--	--	--	--	--	--
Special Ed Training	--	--	--	--	--	--
Incentives	--	--	--	--	--	--
Safety Inspections	22,000	13,600	22,000	13,600	8,400	61.82
Bank Charge & WC Penalty Reimb	--	--	--	--	--	--
Cobra Premiums	--	--	--	--	--	--
Dental Insurance Premiums	--	--	--	--	--	--
Vision Insurance Premiums	--	--	--	--	--	--
Claim Development Expense	115,000	84,184	115,000	1,560	113,440	1.36
Adjustment to Prefund Deposit	--	--	--	--	--	--
Total Operating Expenditures	3,398,168	3,246,683	3,753,897	2,387,613	1,366,284	63.60 %
Net Increase/(Decrease) from Operations	(110,220)	177,537	(82,381)	366,024	(448,405)	(444.31) %
Non Operating Income/(Expense)						
Interest Income	69,287	164,524	70,793	78,667	(7,874)	111.12
Net Increase/(Decrease) in Fair Value	--	--	--	--	--	--
Realized Gain/(Loss) on Investments	--	--	--	--	--	--
Cumulative effect of GASB 68	--	--	--	--	--	--
Interfund Transfer, Other Income	--	--	--	--	--	--
Total Non Operating Income/(Expense)	69,287	164,524	70,793	78,667	(7,874)	111.12 %
Net Increase/(Decrease) in Net Position	(40,932)	342,061	(11,588)	444,691	(456,279)	(3,837.51) %
Beginning Balance Prior Year End	1,342,939	1,342,939	1,685,000	1,685,000	--	100.00 %
Ending Balance, as of 03/31/2026	\$ 1,302,006	\$ 1,685,000	\$ 1,673,412	\$ 2,129,691	\$ (456,279)	

Alameda County Schools Insurance Group (ACSIG)  
Treasurer's Report- Statement of Net Assets  
Operations  
As of 06/30/2025 and 03/31/2026

	Audited As of 06/30/2025	Activity 07/01/2025 - 03/31/2026	As of 03/31/2026
<b>Assets:</b>			
<b>Current Assets</b>			
US Bank - Payroll #1768	\$ 66,032	76,023	\$ 142,055
US Bank Operating Checking Account #8536	105,416	(107,868)	(2,452)
Cash and Cash Equivalents	\$ 171,448	(31,845)	\$ 139,603
Investments Morgan Stanley - current	--	--	--
Accounts Receivable	--	--	--
Prepaid Expense	--	--	--
Interfund Receivable/(payable)	(143,277)	(1,781)	(145,058)
<b>Subtotal Current Assets</b>	28,171	(33,626)	(5,455)
<b>Noncurrent Assets</b>			
Investments - Morgan Stanley	--	--	--
Capital - Equipment, net of depreciation	--	--	--
	--	--	--
<b>Total Assets</b>	\$ 28,171	\$ (33,626)	\$ (5,455)
<b>Deferred Outflow of Resources:</b>			
Deferred outflow of resources - pension	\$ --	\$ --	\$ --
<b>Liabilities:</b>			
<b>Current Liabilities</b>			
Accounts Payable	\$ 33,502	\$ (33,626)	\$ (124)
Prefunding deposits	--	--	--
Advance Contributions	--	--	--
Other Claim Liabilities	--	--	--
Current Portion of claims and claim adjustment	--	--	--
<b>Subtotal Current Liabilities</b>	33,502	(33,626)	(124)
<b>Noncurrent Liabilities</b>			
Unpaid claims and claim adjustment expenses less current	--	--	--
<b>Subtotal Noncurrent Claim Liabilities</b>	--	--	--
Net Pension Liability (NPL)	--	--	--
<b>Total Liabilities</b>	\$ 33,502	\$ (33,626)	\$ (124)
<b>Deferred Inflow of Resources:</b>			
Deferred inflow of resources - pension	\$ --	\$ --	\$ --
<b>Net Position:</b>			
Undesignated Net Position - Net Assets/(Deficit)	(5,331)	--	(5,331)
Designated - Capital Assets	--	--	--
<b>Total Net Position</b>	\$ (5,331)	\$ --	\$ (5,331)
<b>Total Liabilities, Deferred Pension, and Ending Net Position</b>	\$ 28,171	\$ (33,626)	\$ (5,455)

Alameda County Schools Insurance Group (ACSIG)  
Operations  
Statement of Revenues, Expenditures and Changes in Net Fund Assets  
As of 03/31/2026 and For The Nine Months Then Ended

	2024/2025		2025/2026			
	Budget	Actuals	Budget	Activity 07/01/2025 - 03/31/2026	Variance	Percentage of Budget
Operating Revenue:						
Contributions	\$ --	\$ --	\$ --	\$ --	\$ --	-- %
Offset to Rent - Sub Lease	--	--	--	--	--	--
Total Operating Revenue	--	--	--	--	--	--
Operating Expenditures:						
Classified Salaries	--	--	--	--	--	--
Statutory Benefits	--	--	--	--	--	--
Health & Welfare	--	--	--	--	--	--
Employer Tax Expense	--	--	--	--	--	--
Net Pension Expense	--	--	--	--	--	--
Telephone & Internet	--	--	--	--	--	--
Supplies Office	--	--	--	--	--	--
Supplies - Other	--	--	--	--	--	--
Eligibility Processing	--	--	--	--	--	--
Brokerage Fees-Dental-ACSIG	--	--	--	--	--	--
Brokerage Fees-Dental-MD	--	--	--	--	--	--
Travel and Conferences	--	--	--	--	--	--
Mileage	--	--	--	--	--	--
Dues & Memberships	--	--	--	--	--	--
Postage & Meter	--	--	--	--	--	--
Insurance Expense	--	--	--	--	--	--
Utility - Operating-Rent	--	--	--	--	--	--
Advertising	--	--	--	--	--	--
Contract Services - Actuarial	--	--	--	--	--	--
Contract Services -Claim Audit	--	--	--	--	--	--
Contract Services	--	--	--	--	--	--
Audit Fees	--	--	--	--	--	--
Other Services/Operating Expenses	--	--	--	--	--	--
Capital Equipment/Depreciation	--	--	--	--	--	--
Repairs & Maintenance	--	--	--	--	--	--
Legal	--	--	--	--	--	--
Accounting Services	--	--	--	--	--	--
County Courier	--	--	--	--	--	--
Shredding	--	--	--	--	--	--
Copier & Scanner	--	--	--	--	--	--
Claims Administration Services	--	--	--	--	--	--
Self-Insurance Fee	--	--	--	--	--	--
Claims Paid-WC	--	--	--	--	--	--
Claims Paid-PL	--	--	--	--	--	--
Physical Abilities Testing	--	--	--	--	--	--
Training	--	--	--	--	--	--
First-Aid Program	--	--	--	--	--	--
Food Service Training	--	--	--	--	--	--
Special Ed Training	--	--	--	--	--	--
Incentives	--	--	--	--	--	--
Safety Inspections	--	--	--	--	--	--
Bank Charge & WC Penalty Reimb	--	--	--	--	--	--
Cobra Premiums	--	--	--	--	--	--
Dental Insurance Premiums	--	--	--	--	--	--
Insurance - Vision	--	--	--	--	--	--
Claim Development Expense	--	--	--	--	--	--
ACA Fees	--	--	--	--	--	--
Total Operating Expenditures	--	--	--	--	--	-- %
Net Increase/(Decrease) from Operations	--	--	--	--	--	-- %
Non Operating Income/(Expense)						
Interest Income	--	--	--	--	--	--
Net Increase/(Decrease) in Fair Value	--	--	--	--	--	--
Realized Gain/(Loss) on Investments	--	--	--	--	--	--
Cumulative effect of GASB 68	--	--	--	--	--	--
Interfund Transfer & YE Close	--	--	--	--	--	--
Total Non Operating Income/(Expense)	--	--	--	--	--	-- %
Net Increase/(Decrease) in Net Position	--	--	--	--	--	-- %
Beginning Balance Prior Year End	(5,331)	(5,331)	(5,331)	(5,331)	--	100.00 %
Ending Balance, as of 03/31/2026	\$ (5,331)	\$ (5,331)	\$ (5,331)	\$ (5,331)	\$ --	

Alameda County Schools Insurance Group (ACSIG)  
 Schedule of Claim Liabilities for Workers' Compensation  
 As of 03/31/2026

	Self-Insured Program Years												Totals to Page 7A
	1978/1979- 1983/1984	1984/1985	1985/1986	1986/1987	1987/1988	1988/1989	1989/1990	1990/1991	1991/1992	1992/1993	1993/1994	1994/1995	
Paid Claims	\$ 6,927,951	\$ 1,828,533	\$ 2,877,484	\$ 2,721,769	\$ 2,895,548	\$ 4,028,357	\$ 2,948,835	\$ 5,563,787	\$ 5,166,999	\$ 4,282,745	\$ 3,732,667	\$ 4,820,680	\$ 47,795,355
Reserves	--	--	19,855	7,911	--	25,174	--	6,619	--	--	13,061	113,301	185,921
Incurred Claims	<u>6,927,951</u>	<u>1,828,533</u>	<u>2,897,339</u>	<u>2,729,680</u>	<u>2,895,548</u>	<u>4,053,531</u>	<u>2,948,835</u>	<u>5,570,406</u>	<u>5,166,999</u>	<u>4,282,745</u>	<u>3,745,728</u>	<u>4,933,981</u>	<u>47,981,276</u>
Incurred But Not Reported (IBNR)	<u>1,431</u>	<u>--</u>	<u>2,661</u>	<u>320</u>	<u>452</u>	<u>9,469</u>	<u>1,165</u>	<u>19,594</u>	<u>3,001</u>	<u>3,255</u>	<u>24,272</u>	<u>74,019</u>	<u>139,639</u>
Non- Discounted Estimated Ultimate Incurred (1)	6,929,382	1,828,533	2,900,000	2,730,000	2,896,000	4,063,000	2,950,000	5,590,000	5,170,000	4,286,000	3,770,000	5,008,000	48,120,915
Anticipated Investment Income (Discount) (2)	--	--	--	--	(7)	(831)	(51)	(1,442)	(228)	(267)	(3,808)	(20,980)	(27,614)
Discounted Estimated Ultimate (1-2)	<u>6,929,382</u>	<u>1,828,533</u>	<u>2,900,000</u>	<u>2,730,000</u>	<u>2,895,993</u>	<u>4,062,169</u>	<u>2,949,949</u>	<u>5,588,558</u>	<u>5,169,772</u>	<u>4,285,733</u>	<u>3,766,192</u>	<u>4,987,020</u>	<u>48,093,301</u>
Paid Claims	<u>(6,927,951)</u>	<u>(1,828,533)</u>	<u>(2,877,484)</u>	<u>(2,721,769)</u>	<u>(2,895,548)</u>	<u>(4,028,357)</u>	<u>(2,948,835)</u>	<u>(5,563,787)</u>	<u>(5,166,999)</u>	<u>(4,282,745)</u>	<u>(3,732,667)</u>	<u>(4,820,680)</u>	<u>(47,795,355)</u>
Remaining Estimated Unpaid Claim Liabilities	<u>\$ 1,431</u>	<u>\$ --</u>	<u>\$ 22,516</u>	<u>\$ 8,231</u>	<u>\$ 445</u>	<u>\$ 33,812</u>	<u>\$ 1,114</u>	<u>\$ 24,771</u>	<u>\$ 2,773</u>	<u>\$ 2,988</u>	<u>\$ 33,525</u>	<u>\$ 166,340</u>	<u>\$ 297,946</u>

(1) Per Bay Actuarial Consultants actuarial study dated January 2026.

(2) Discounted at 2%, 06/30/2012, 1.5%, 2014, 2015, 2016, 2017, 2018 1.75%, 2019 1.50%, 2020 .75%, 2021-2022 1.5%, 2022-2023, 2023-2024, 2024-2025 3.5%, 2025-2026 3%.

Historical Discounted Estimated Ultimate Incurred:														
As of 06/30/2017	10	6,958,996	1,828,378	2,876,895	2,952,342	2,907,650	4,084,897	2,985,063	5,734,186	5,316,245	4,408,281	3,947,076	5,151,520	49,151,529
As of 06/30/2018	9	6,958,693	1,828,378	2,876,710	2,988,624	2,945,002	4,094,286	2,994,624	5,743,707	5,315,284	4,422,773	3,926,130	5,110,111	49,204,322
As of 06/30/2019	8	6,927,951	1,828,533	2,887,520	3,031,167	2,934,013	4,038,122	2,940,000	5,678,821	5,314,160	4,358,612	4,009,428	5,051,755	49,000,082
As of 06/30/2020	7	6,927,951	1,828,533	2,887,952	2,996,520	2,916,419	4,056,820	2,958,440	5,698,048	5,288,270	4,370,463	3,958,606	4,958,067	48,846,089
As of 06/30/2021	6	6,927,951	1,828,533	2,879,283	2,974,319	2,918,168	4,058,164	2,951,436	5,655,461	5,274,915	4,294,424	3,796,118	4,979,092	48,537,864
As of 06/30/2022	5	6,927,951	1,828,533	2,869,705	2,975,766	2,909,009	4,024,862	2,951,508	5,626,654	5,189,704	4,307,451	3,758,617	4,975,724	48,345,484
As of 06/30/2023	4	6,927,951	1,828,533	2,870,331	2,739,122	2,909,277	4,024,781	2,951,785	5,578,416	5,186,668	4,304,089	3,791,589	4,972,203	48,084,745
As of 06/30/2024	3	6,927,951	1,828,533	2,879,091	2,738,379	2,896,828	4,024,792	2,950,853	5,605,686	5,178,622	4,294,409	3,782,972	4,956,275	48,064,391
As of 06/30/2025	2	6,929,451	1,828,533	2,898,604	2,729,365	2,895,934	4,050,281	2,949,915	5,587,510	5,170,600	4,285,619	3,765,060	4,919,801	48,010,673
As of 03/31/2026	1	6,929,382	1,828,533	2,900,000	2,730,000	2,895,993	4,062,169	2,949,949	5,588,558	5,169,772	4,285,733	3,766,192	4,987,020	48,093,301
Increase/Decrease		(69)	--	1,396	635	59	11,888	34	1,048	(828)	114	1,132	67,219	82,628

Alameda County Schools Insurance Group (ACSIG)  
 Schedule of Claim Liabilities for Workers' Compensation  
 As of 03/31/2026

	Totals From Page 7	Self-Insured Program Years							Totals To Page 7B
		1995/1996	1996/1997	1997/1998	1998/1999	1999/2000	2000/2001	2001/2002	
Paid Claims	\$ 47,795,355	\$ 5,427,494	\$ 7,299,824	\$ 6,834,355	\$ 9,508,412	\$ 7,776,451	\$ 11,100,477	\$ 12,047,061	\$ 107,789,429
Reserves	185,921	56,283	28,685	36,852	413,533	167,598	157,641	29,347	1,075,860
Incurred Claims	<u>47,981,276</u>	<u>5,483,777</u>	<u>7,328,509</u>	<u>6,871,207</u>	<u>9,921,945</u>	<u>7,944,049</u>	<u>11,258,118</u>	<u>12,076,408</u>	<u>108,865,289</u>
Incurred But Not Reported (IBNR)	<u>139,639</u>	<u>26,223</u>	<u>41,491</u>	<u>48,793</u>	<u>78,055</u>	<u>35,951</u>	<u>101,882</u>	<u>133,592</u>	<u>605,626</u>
Non- Discounted Estimated Ultimate Incurred (1)	48,120,915	5,510,000	7,370,000	6,920,000	10,000,000	7,980,000	11,360,000	12,210,000	109,470,915
Anticipated Investment Income (Discount) (2)	(27,614)	(10,396)	(9,754)	(12,504)	(78,345)	(31,957)	(39,447)	(24,604)	(234,621)
Discounted Estimated Ultimate (1-2)	<u>48,093,301</u>	<u>5,499,604</u>	<u>7,360,246</u>	<u>6,907,496</u>	<u>9,921,655</u>	<u>7,948,043</u>	<u>11,320,553</u>	<u>12,185,396</u>	<u>109,236,294</u>
Paid Claims	<u>(47,795,355)</u>	<u>(5,427,494)</u>	<u>(7,299,824)</u>	<u>(6,834,355)</u>	<u>(9,508,412)</u>	<u>(7,776,451)</u>	<u>(11,100,477)</u>	<u>(12,047,061)</u>	<u>(107,789,429)</u>
Remaining Estimated Unpaid Claim Liabilities	<u>\$ 297,946</u>	<u>\$ 72,110</u>	<u>\$ 60,422</u>	<u>\$ 73,141</u>	<u>\$ 413,243</u>	<u>\$ 171,592</u>	<u>\$ 220,076</u>	<u>\$ 138,335</u>	<u>\$ 1,446,865</u>

(1) Per Bay Actuarial Consultants actuarial study dated January 2026.

(2) Discounted at 2%, 06/30/2012, 1.5%, 2014, 2015, 2016, 2017, 2018 1.75%, 2019 1.50%, 2020 .75%, 2021-2022 1.5%, 2022-2023, 2023-2024, 2024-2025 3.5%, 2025-2026 3%.

Historical Discounted Estimated Ultimate Incurred:										
As of 06/30/2017	10	49,151,529	5,583,200	7,705,812	7,670,526	10,717,018	8,299,131	11,947,119	13,121,523	114,195,858
As of 06/30/2018	9	49,204,322	5,757,037	7,747,776	7,706,207	10,642,853	8,365,742	11,833,334	12,979,529	114,236,800
As of 06/30/2019	8	49,000,082	5,664,384	7,601,234	7,424,100	10,662,982	8,032,099	11,618,299	13,001,162	113,004,342
As of 06/30/2020	7	48,846,089	5,634,661	7,480,498	7,198,242	10,419,193	7,937,956	11,512,128	12,486,864	111,515,631
As of 06/30/2021	6	48,537,864	5,588,222	7,517,698	7,234,673	10,272,484	7,884,610	11,507,738	12,494,816	111,038,105
As of 06/30/2022	5	48,345,484	5,564,872	7,341,123	7,019,957	10,163,012	7,936,810	11,185,494	12,371,630	109,928,382
As of 06/30/2023	4	48,084,745	5,561,662	7,351,993	7,013,725	10,093,338	7,906,054	11,271,672	12,275,325	109,558,514
As of 06/30/2024	3	48,064,391	5,469,383	7,362,079	6,958,018	9,904,178	7,862,392	11,180,237	12,197,051	108,997,729
As of 06/30/2025	2	48,010,673	5,452,682	7,348,337	6,937,510	9,890,795	7,894,394	11,244,621	12,238,365	109,017,377
As of 03/31/2026	1	48,093,301	5,499,604	7,360,246	6,907,496	9,921,655	7,948,043	11,320,553	12,185,396	109,236,294
Increase/Decrease		82,628	46,922	11,909	(30,014)	30,860	53,649	75,932	(52,969)	218,917

Alameda County Schools Insurance Group (ACSIG)  
 Schedule of Claim Liabilities for Workers' Compensation  
 As of 03/31/2026

	Totals From Page 7A	Self-Insured Program Years								As of 03/31/2026 Totals	Activity	
		2002/2003	2003/2004	2004/2005	2005/2006	2006/2007	2007/2008	2008/2009	As of 06/30/2025 Totals		07/01/2025 - 03/31/2026	
Paid Claims	\$ 107,789,429	\$ 10,356,176	\$ 6,115,493	\$ 5,806,694	\$ 8,910,277	\$ 8,835,880	\$ 8,809,599	\$ 9,036,104	\$ 165,659,652	\$ 165,432,892	\$ 226,760	
Reserves	1,075,860	7,467	112,076	42,003	61,446	67,709	19,736	72,592	1,458,889	1,533,936	(75,047)	
Incurred Claims	108,865,289	10,363,643	6,227,569	5,848,697	8,971,723	8,903,589	8,829,335	9,108,696	167,118,541	166,966,828	151,713	
Incurred But Not Reported (IBNR)	605,626	46,357	62,431	71,303	108,277	36,411	70,665	111,304	1,112,374	1,104,159	8,215	
Non- Discounted Estimated Ultimate Incurred (1)	109,470,915	10,410,000	6,290,000	5,920,000	9,080,000	8,940,000	8,900,000	9,220,000	168,230,915	168,070,987	159,928	
Anticipated Investment Income  (Discount) (2)	(234,621)	(8,397)	(27,398)	(18,695)	(29,871)	(18,950)	(16,634)	(34,756)	(389,322)	(476,736)	87,414	
Discounted Estimated Ultimate (1-2)	109,236,294	10,401,603	6,262,602	5,901,305	9,050,129	8,921,050	8,883,366	9,185,244	167,841,593	167,594,251	247,342	
Paid Claims	(107,789,429)	(10,356,176)	(6,115,493)	(5,806,694)	(8,910,277)	(8,835,880)	(8,809,599)	(9,036,104)	(165,659,652)	(165,432,892)	(226,760)	
Remaining Estimated Unpaid Claim Liabilities	\$ 1,446,865	\$ 45,427	\$ 147,109	\$ 94,611	\$ 139,852	\$ 85,170	\$ 73,767	\$ 149,140	\$ 2,181,941	\$ 2,161,359	\$ 20,582	
									Estimated Current Portion /Short-Term Liability (1)		(314,867)	
									Estimated Non-Current portion of Claim Liabilities		\$ 1,867,074	
(1) Per Bay Actuarial Consultants actuarial study dated January 2026.												
(2) Discounted at 2%, 06/30/2012, 1.5%, 2014, 2015, 2016, 2017, 2018 1.75%, 2019 1.50%, 2020 .75%, 2021-2022 1.5%, 2022-2023, 2023-2024, 2024-2025 3.5%, 2025-2026 3%.												
As of 06/30/2017	10	114,195,858	10,716,918	6,817,755	5,896,649	10,214,975	9,198,996	9,520,490	9,943,375	176,505,016		
As of 06/30/2018	9	114,236,800	10,697,201	6,689,784	6,028,771	10,128,423	9,250,450	9,475,767	9,593,861	176,101,057		
As of 06/30/2019	8	113,004,342	10,865,794	6,590,938	6,129,435	9,825,431	9,213,395	9,194,958	9,526,850	174,351,143		
As of 06/30/2020	7	111,515,631	10,632,710	6,438,165	6,018,634	9,707,983	9,117,968	9,129,259	9,527,330	166,119,058		
As of 06/30/2021	6	111,038,105	10,875,378	6,415,468	6,291,921	9,629,398	9,091,729	9,158,853	9,558,695	166,047,869		
As of 06/30/2022	5	109,928,382	10,734,521	6,229,163	6,219,994	9,353,771	9,031,538	9,058,613	9,362,025	163,906,329		
As of 06/30/2023	4	109,558,514	10,367,271	6,244,921	6,161,995	9,255,903	8,982,904	9,017,075	9,312,106	162,889,011		
As of 06/30/2024	3	108,997,729	10,467,997	6,231,417	5,925,885	9,162,590	8,874,582	8,940,886	9,194,993	167,796,079		
As of 06/30/2025	2	109,017,377	10,383,979	6,255,600	5,917,300	9,100,477	8,880,049	8,861,306	9,178,163	167,594,251		
As of 03/31/2026	1	109,236,294	10,401,603	6,262,602	5,901,305	9,050,129	8,921,050	8,883,366	9,185,244	167,841,593		
Increase/Decrease		218,917	17,624	7,002	(15,995)	(50,348)	41,001	22,060	7,081	247,342		

Claim Development Expense	
Claim Liabilities	\$ 20,582
ULAE	(6,555)
Castlepoint	
Reinsurance	
Insolvency	0
	\$ 14,027

Alameda County Schools Insurance Group (ACSIG)  
Schedule of Claim Liabilities for Property Liability  
As of 03/31/2026

	Program Years										As of 03/31/2026	Activity	
	10 2016/2017	9 2017/2018	8 2018/2019	7 2019/2020	6 2020/2021	5 2021/2022	4 2022/2023	3 2023/2024	2 2024/2025	1 2025/2026		As of 06/30/2025	07/01/2025 - 03/31/2026
Paid Claims	\$ 20,000	\$ 64,853	\$ 62,301	\$ 40,000	\$ 20,000	\$ 118,516	\$ 107,278	\$ 61,447	\$ 57,692	\$ 15,274	\$ 567,361	\$ 552,925	\$ 14,436
Reserves	--	--	--	--	--	--	6,362	58,122	145,065	35,284	244,832	281,101	(36,269)
Incurred Claims	<u>20,000</u>	<u>64,853</u>	<u>62,301</u>	<u>40,000</u>	<u>20,000</u>	<u>118,516</u>	<u>113,640</u>	<u>119,568</u>	<u>202,757</u>	<u>50,557</u>	<u>812,193</u>	<u>834,026</u>	<u>(21,833)</u>
Incurred But Not Reported (IBNR)	--	--	--	--	--	--	1,326 (3)	5,343 (3)	15,382 (3)	45,541 (3)	67,592 (3)	36,038	31,554
Non- Discounted Estimated Ultimate Incurred (1)	20,000	64,853	62,301	40,000	20,000	118,516	114,966	124,911	218,139	96,098	879,784	870,063	9,721
Anticipated Investment Income (Discount) (2)	--	--	--	--	--	--	(290)	(2,192)	(5,676)	(3,661)	(11,820)	(18,095)	6,275
Discounted Estimated Ultimate (1-2)	<u>20,000</u>	<u>64,853</u>	<u>62,301</u>	<u>40,000</u>	<u>20,000</u>	<u>118,516</u>	<u>114,676</u>	<u>122,719</u>	<u>212,463</u>	<u>92,437</u>	<u>867,964</u>	<u>851,968</u>	<u>15,996</u>
Paid Claims	<u>(20,000)</u>	<u>(64,853)</u>	<u>(62,301)</u>	<u>(40,000)</u>	<u>(20,000)</u>	<u>(118,516)</u>	<u>(107,278)</u>	<u>(61,447)</u>	<u>(57,692)</u>	<u>(15,274)</u>	<u>(567,361)</u>	<u>(552,925)</u>	<u>(14,436)</u>
Remaining Estimated Unpaid Claim Liabilities	\$ --	\$ --	\$ --	\$ --	\$ --	\$ --	\$ 7,398	\$ 61,272	\$ 154,771	\$ 77,163	\$ 300,603	\$ 299,043	\$ 1,560
											(165,332)		
											\$ 135,271		

Estimated Non-Current portion of Claim Liabilities    imated Non-Current portion of Claim Liabilities    urrent portion of Claim Liabilities    Claim Liabilities    -claim Liabilities

(1) Per Bay Actuarial Consultants actuarial study dated April, 2026.  
(2) Discounted at 1.0% 06/30/2020, .2% at 06/30/2021, & 1.5% at 06/30/2022, 2023, 2024 & 2025, 3% 2026.  
(3) Increased for negative IBNR, Actuarial report Ultimate numbers are less than Incurred Claims, causing negative IBNR.

Historical Estimated Ultimate Incurred:													
As of 06/30/2015	--	--	--	--	--	--	--	--	--	--	--		
As of 06/30/2016	--	--	--	--	--	--	--	--	--	--	--		
As of 06/30/2017	54,069	--	--	--	--	--	--	--	--	--	54,069		
As of 06/30/2018	40,968	63,000	--	--	--	--	--	--	--	--	103,968		
As of 06/30/2019	20,000	94,492	99,010	--	--	--	--	--	--	--	213,502		
As of 06/30/2020	20,000	64,491	79,010	70,000	--	--	--	--	--	--	233,501		
As of 06/30/2021	20,000	44,853	62,301	85,130	53,843	--	--	--	--	--	266,127		
As of 06/30/2022	20,000	44,853	62,301	40,000	49,595	109,640	--	--	--	--	326,389		
As of 06/30/2023	20,000	44,853	69,144	40,000	53,595	200,000	140,000	--	--	--	567,592		
As of 06/30/2024	20,000	44,853	69,144	40,000	29,798	170,000	153,000	90,797	--	--	617,592		
As of 06/30/2025	20,000	44,853	82,301	40,000	20,000	118,516	165,000 (3)	149,054 (3)	230,339 (3)	--	870,063		
As of 03/31/2026	20,000	64,853	62,301	40,000	20,000	118,516	114,966	124,911	218,139	96,098	879,784		
Increase/Decrease	--	20,000	(20,000)	--	--	--	(50,034)	(24,143)	(12,200)	96,098	9,721		

Claim Development Expense		
Claim Liabilities	\$	1,560
and ULAE		
Increase	\$	<u>1,560</u>



April 27, 2026

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

**RE: Special Districts Compensation Report**

To Whom It May Concern:

By notice received by Alameda County Schools Insurance Group (ACSIG) regarding the filing of the Calendar Year 2025 Special Districts Compensation Report. The actual report was filed electronically via Data Exchange Portal (DEP).

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

Sincerely,

A handwritten signature in black ink, appearing to read "Laurena", is written over a light blue horizontal line.

Laurena Grabert  
Vice President

LG/jbm  
Enclosures

cc: ACSIG Board of Directors

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

California State Treasurer  
**Fiona Ma, CPA**



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

April 10, 2026

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[PMIA Average Monthly Yields](#)

ALAMEDA COUNTY SCHOOLS INSURANCE GROUP

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

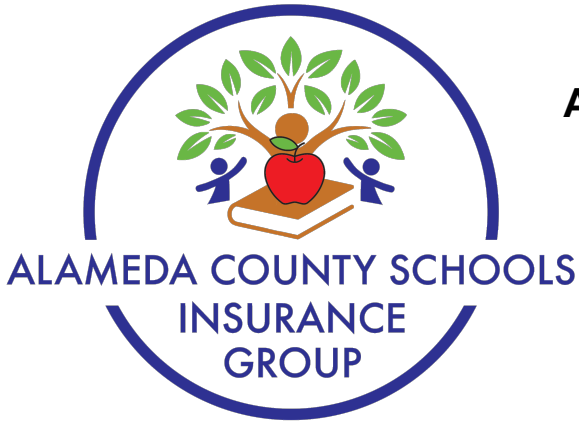
[Tran Type Definitions](#)

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

March 2026 Statement

**Account Summary**

Total Deposit:	0.00	Beginning Balance:	3,885,066.49
Total Withdrawal:	0.00	Ending Balance:	3,885,066.49



## Alameda County Schools Insurance Group

P.O. Box 2487

Dublin, CA 94568

Phone (925) 225-1030

Fax (925) 225-0653

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

## Executive Summary

To: ACSIG Executive Committee  
From: Jackie Kim  
Date: May 14, 2026  
Subject: ACSIG Salaries & Benefits

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

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

For 2025-26, the Governor's COLA is 3.09%, and the member's weighted average is 2.61%.

Based on those numbers, ACSIG Staff recommends 2.61% increase. The proposed pay schedules are included in this packet.

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

**ACSIG Salary Schedule  
2025/2026**

effective 7/1/2025

		1	2	3	4	5
<b>Executive Director - per contract</b>						
annual	\$	283,241				
monthly	\$	23,603.38				
<b>Claims Assistant</b>						
annual	\$	72,431	76,051	79,855	83,848	88,040
monthly	\$	6,035.95	6,337.62	6,654.60	6,987.31	7,336.70
<b>Executive Assistant to Executive Director</b>						
annual	\$	77,697	80,915	84,205	87,568	92,936
monthly	\$	6,474.78	6,742.93	7,017.07	7,297.37	7,744.66
<b>Clerical/Office Assistant</b>	\$ 34.82	per hour				

Increase of 2.61% upon board approval (Tentative)

<b>Alameda USD</b>					
	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>	<b>2024-25</b>	<b>2025-26</b>
2018-19					
2019-20					
2019-20					
2019-20 Contingency					
2020-21 Contingency					
2021-22	1.00%				
2022-23		6.53%			6.0% on schedule + .53% equivelent benefit increase
2023-24			6.50%		6% retro to 7/1 + 1% retro to 1/1/24
2024-25				0.00%	
2025-26					3.50%
Total	1.00%	6.53%	6.50%	0.00%	3.50%
<b>Albany USD</b>					
	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>	<b>2024-25</b>	<b>2025-26</b>
2018-19					
2019-20					
2020-21					
2021-22					
2022-23		9.50%			
2023-24					
2024-25				3.00%	
2025-26					2.00%
Total	0.00%	9.50%	0.00%	3.00%	2.00%
<b>Castro Valley USD</b>					
	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>	<b>2024-25</b>	<b>2025-26</b>
2018-19					
2019-20					
2020-21					
2021-22	3.85%				
2022-23		7.00%			
2023-24			8.56%		
2024-25				3.25%	3% Jul1 st - .5% add'l in January
2025-26					0.00%
Total	3.85%	7.00%	8.56%	3.25%	0.00%
<b>Dublin USD</b>					
	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>	<b>2024-25</b>	<b>2025-26</b>
2018-19					
2019-20					
2020-21					
2021-22					
2022-23		9.5600%			Benefit increase estimated at 1.56%
2023-24					
2024-25				0.00%	
2025-26					2.30%
Total	0.00%	9.56%	0.00%	0.00%	2.30%
<b>Emery USD</b>					
	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>	<b>2024-25</b>	<b>2025-26</b>
2018-19					
2019-20					
2020-21					
2021-22					
2022-23		2%			
2023-24					
2024-25				10.00%	
2025-26					0.00%
Total	0.00%	2.00%	0.00%	10.00%	0.00%
<b>Fremont USD</b>					
	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>	<b>2024-25</b>	<b>2025-26</b>
2018-19					
2018-19					1.5% Effective 1/1/19
2019-20					1.5% effective 1/1/20
2020-21					
2021-22					
2022-23		6.00%			
2023-24			7.22%		
2024-25					
2025-26					2.00%
Total	0.00%	6.00%	7.22%	0.00%	2.00%

<b>Livermore Valley USD</b>					
	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>	<b>2024-25</b>	<b>2025-26</b>
2018-19					
2019-20					
2019-20					2% Effective 1/1/20
2020-21					
2021-22	3.00%				
2022-23		7.00%			
2023-24			9.00%		6% 3/1/23 + 3% 7/1/23
2024-25					
2025-26					4.00%
Total	3.00%	7.00%	9.00%	0.00%	4.00%

<b>Mountain House USD</b>					
	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>	<b>2024-25</b>	<b>2025-26</b>
2018-19					
2019-20					
2020-21					
2021-22					
2022-23					
2023-24					
2024-25					
2025-26					0.00%
Total	0.00%	0.00%	0.00%	0.00%	0.00%

<b>New Haven USD</b>					
	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>	<b>2024-25</b>	<b>2025-26</b>
2018-19					3% effective 1/1/19
2019-20					
2020-21					
2021-22	2.50%				
2022-23		7.00%			
2023-24			4.00%		
2024-25				6.00%	
2025-26					2.00%
Total	2.50%	7.00%	4.00%	6.00%	2.00%

<b>Newark USD</b>					
	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>	<b>2024-25</b>	<b>2025-26</b>
2018-19					
2019-20					
2019-20					1% effective 2/1/20
2020-21					
2021-22	1.00%				
2021-22	0.88%				1% effective 2/1/22
2022-23		10.00%			
2023-24			4.00%		2% 7/1/23 + 4% 1/1/24
2024-25					
2025-26					0.00%
Total	1.88%	10.00%	4.00%	0.00%	0.00%

<b>Piedmont USD</b>					
	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>	<b>2024-25</b>	<b>2025-26</b>
2018-19					
2019-20					
2020-21					
2021-22	2.50%				
2022-23		7.50%			
2023-24					
2024-25				4.00%	
2025-26					4.50%
Total	2.50%	7.50%	0.00%	4.00%	4.50%

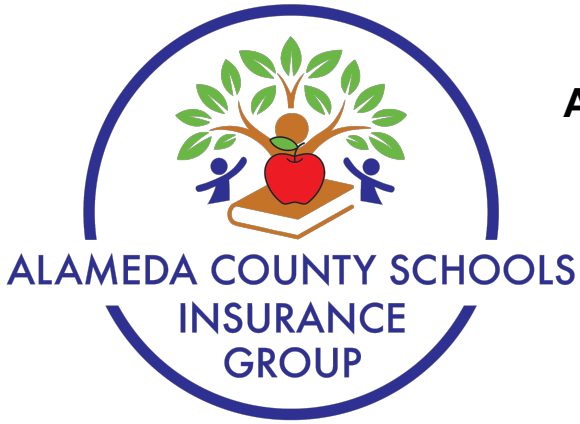
<b>Pleasanton USD</b>					
	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>	<b>2024-25</b>	<b>2025-26</b>
2018-19					
2019-20					
2020-21					
2021-22	4.50%				
2022-23		5.50%			3.5% on schedule + 2% equivalent benefit increase
2023-24			7.00%		4.5% 7/1/23 + 5% 1/1/24
2024-25					
2025-26					0.00%
Total	4.50%	5.50%	7.00%	0.00%	0.00%

San Leandro USD					
	2021-22	2022-23	2023-24	2024-25	2025-26
2018-19					
2019-20					
2020-21					
2021-22					
2022-23		10.25%			
2023-24			10.00%		
2024-25				5.00%	
2025-26					0.00%
Total	0.00%	10.25%	10.00%	5.00%	0.00%

San Lorenzo USD					
	2021-22	2022-23	2023-24	2024-25	2025-26
2018-19					
2019-20					
2020-21					
2021-22					
2022-23		15%			
2023-24			5.00%		
2024-25				6.25%	1% off-schedule +\$500 H&W Increase
2025-26					2.75% 1% off-schedule
Total	0.00%	15.00%	5.00%	6.25%	2.75%

Sunol Glen USD					
	2021-22	2022-23	2023-24	2024-25	2025-26
2018-19					
2019-20					
2020-21					
2021-22					
2022-23					
2023-24			6.00%		
2024-25					
2025-26					0.00%
Total	0.00%	0.00%	6.00%	0.00%	0.00%

Salary Increases - ACSIG			
	<b>2025-26</b>	<b>2024-25</b>	
	<b>Salary</b>	<b>District</b>	
	<b>Increase</b>	<b>Enrollment</b>	
<b>School District</b>	<b>Settlement</b>		<b>Amount</b>
Alameda Unified	3.50%	9,292	325
Albany City Unified	2.00%	3,694	73.88
Castro Valley Unified	0.00%		0.00
Dublin Unified	2.30%	12,808	294.58
Emery Unified	0.00%		0.00
Fremont Unified	2.00%	32,740	654.80
Livermore Valley Joint Unified	4.00%	12,968	518.72
Mountain House Unified	0.00%		0.00
New Haven Unified	2.00%	10,069	201.38
Newark Unified	0.00%		0.00
Piedmont Unified	4.50%	2,455	110.48
Pleasanton Unified	0.00%		0.00
San Leandro Unified	0.00%		0.00
San Lorenzo Unified	2.75%	7,957	218.82
Sunol Glen Unified	0.00%		0.00
<b>Total</b>		<b>91,983</b>	<b>2,397.88</b>
<b>Weighted Average</b>			<b>2.61%</b>



## **Alameda County Schools Insurance Group**

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

## **Executive Summary**

To: ACSIG Executive Committee

From: Jackie Kim

Date: May 14, 2026

Subj.: Employment Contract

The Executive Director's contract is updated with tentative 2025-2026 salary schedule upon board approval. The Executive Director will review the contract with the Executive Committee.

The Committee will be asked to approve the employment contract.

## **EMPLOYMENT AGREEMENT**

This Agreement is made on May 14, 2026 by and between the ALAMEDA COUNTY SCHOOLS' INSURANCE GROUP, a joint powers authority pursuant to the laws of the State of California, (hereinafter "ACSIG") and Jacqueline Mihyon Kim ("Executive Director").

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

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

### **1. TERM**

ACSIG employs Executive Director commencing on July 1, 2026 for a period of one year. By June 30 of each year, ACSIG's Executive Committee will evaluate this Executive Director and issue an evaluation to the Executive Director. With a positive evaluation of the Executive Director, this Agreement may be renewed for an additional term of one year subject to the options set forth in Section 12 below.

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

### **2. SALARY**

The schedule for the Executive Director's annualized salary shall be in accordance with Exhibit B.

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

### **3. DUTIES AND RESPONSIBILITIES**

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

### **4. PROFESSIONAL DEVELOPMENT**

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

**5. MEMBERSHIP**

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

**6. EXPENSE REIMBURSEMENT**

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

**7. AUTOMOBILE EXPENSES**

The Executive Director is required to have a vehicle available at all times to exercise the powers and to perform the duties of the position. Therefore, the Executive Director shall be entitled to a Five Hundred Dollar (\$500) monthly vehicle allowance as reimbursement for reasonable transportation expenses incurred during employment-related travel within the geographic confines of Alameda County. Reimbursement for the required travel outside the confines of ACSIG will be paid in accordance with the term of ACSIG policy.

**8. FRINGE BENEFITS**

The Executive Director shall be entitled to receive an amount not to exceed Twenty-Three Thousand, Five Hundred Dollars (\$23,500) annually to purchase health, dental and vision benefits as are provided to other ACSIG employees consistent with current ACSIG policy. In the event the Executive Director has health benefits provided outside of ACSIG, the equivalent of the cost of premiums for such benefits (not to exceed Twenty-Three Thousand, Five Hundred Dollars [\$23,500] annually) will be treated as salary, to the extent permitted by law.

**9. RETIREE BENEFITS**

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

**10. SICK LEAVE**

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

**11. VACATION LEAVE/HOLIDAYS**

The Executive Director shall be required to render twelve months of full and regular service to ACSIG one and one-half (1.50) days of vacation with pay per month, to a maximum of accrual of twenty-five (25) days. After five (5) years of employment, vacation leave will be earned at one and sixty seven hundredths (1.67) days of vacation with pay per month. After ten (10) years of employment, vacation leave will be earned at one and eighty three hundredths (1.83) days of vacation with pay per month. After fifteen (15) years of employment, vacation leave will be earned at two and eight three thousandths (2.083) days of vacation with pay per month.

The Executive Director will also be entitled to all ACSIG holidays as designated by the ACSIG Executive Committee and three (3) floating holidays per year. If this Agreement is terminated, the Executive Director shall be compensated for all unused accrued vacation at the salary rate effective at the time of termination. Vacation approval of the Board President shall be obtained prior to the use of vacation time exceeding 5 days.

## **12. EVALUATION**

At the end of the first six (6) months after the hiring date, the Executive Committee of ACSIG shall evaluate and assess in writing the performance of the Executive Director.

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

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

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

In the event that the Executive Committee's evaluation of the Executive Director's performance is unsatisfactory, the Executive Director shall be given a reasonable time to correct performance. If the Executive Committee determines that the Executive Director's performance continues to be unsatisfactory, it may make a recommendation to the Joint Powers Board to terminate this Agreement by giving sixty (60) days' notice to the Executive Director.

## **13. TERMINATION OF AGREEMENT**

This Agreement may be terminated by any of the following events:

- a. Mutual written agreement of the Parties;
- b. Resignation, retirement or death of the Executive Director;
- c. Disqualifying disability of the Executive Director. The Executive Director may be removed from the position by ACSIG should the Executive Director be unable to perform the essential function of this position due to physical and/or mental condition as documented in a written evaluation by a licensed physician selected by ACSIG that indicates: (1) the inability of the Executive Director to further serve; or (2) the inability to serve for at least six (6) months as Executive Director; or (3) that the Executive Director is eligible for ACSIG disability policy ; or

- d. By the Executive Committee at any time with or without cause upon sixty (60) days' written notice.

**13. GENERAL PROVISIONS**

- a. Governing Law. This Agreement, and the rights and obligations of the Parties, shall be construed and enforced in accordance with the laws of the State of California. The venue for such enforcement shall be in Alameda County, California.
- b. Severability. If any provision of this Agreement is held to be invalid or unenforceable by a court of competent jurisdiction, the remaining provisions of the Agreement shall continue in force and effect.
- c. Entire Agreement. This Agreement contains the entire agreement and understanding between the Parties. There are no oral understandings, terms or conditions, and neither party has relied upon any representation, express or implied, not contained in this Agreement.
- d. No Assignment. The Assistant may not assign or transfer any rights granted or obligations assumed under this Agreement.
- e. Modification. This Agreement cannot be changed or supplemented orally. It may be modified or superseded only by a written instrument executed by both Parties.
- f. Exclusivity. To the extent permitted by law, the Parties intend and agree that the employment relationship between the ACSIG and the Executive Director shall be governed exclusively by the provisions of this Agreement.
- g. Construction. This Agreement has been jointly negotiated and drafted. The rule of construction that ambiguities are to be construed against the preparer shall not apply.
- h. Execution of Other Documents. The Parties shall cooperate fully in the execution of any other documents and in the completion of any other acts that may be necessary or appropriate to give full force and effect to this Agreement.

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

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

By: \_\_\_\_\_ Date: \_\_\_\_\_  
Dani Krueger, President

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

By: \_\_\_\_\_ Date: \_\_\_\_\_  
Jacqueline Mihyon Kim, Executive Director

## **Exhibit A**

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

#### **DUTIES OF THE EXECUTIVE DIRECTOR**

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

#### **DUTIES:**

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

1. Administers all affairs of ACSIG, including preparation of agendas and minutes for Board of Directors and Executive Committee meetings and maintains all necessary files and records;
2. Plans, develops, recommends and enforces policies, regulation and operational procedures;
3. Supervises activities of JPA employees;
4. Prepares and administers annual budget and assumes financial accountability for JPA funds;
5. Serves as a member of all JPA committees;
6. Acts as a spokesperson for the JPA to members districts, governing boards, related industry contact, the media and the public;
7. Plans, develops and recommends procedures for the administrative operations of the comprehensive risk management program;
8. Establishes and maintains a countywide loss control program with emphasis on accident prevention;
9. Evaluates existing coverages and recommends additional coverage or cost-effective changes;
10. Monitors insurance programs to ensure effectiveness of brokers or claims administrators;
11. Analyzes exposure of JPA members to various types of casualty losses;
12. Analyzes risk associated with member districts and recommends and obtains insurance as appropriate;
13. Provides on-going studies of the feasibility of alternate programs;
14. Conducts continuous analyses to determine areas in which self-insurance would be advantageous;
15. Keeps abreast of changes in the field of risk management and incorporates changes as appropriate;
16. Manages the program for workers' compensation, property and liability insurance and employee dental and vision benefits;
17. Negotiates rates, administrative fee schedules, administrative agreements, premiums, policy terms, and claims processing with insurance brokers and administrators;

18. Manages state-wide Dental and Vision programs including monitoring accuracy of billings and payments;
19. Works with Delta Dental and VSP to ensure all programs meet the needs of membership;
20. Markets Dental and Vision Coalitions to prospective agencies;
21. Works with various staff to ensure employee safety;
22. Researches and implements innovative programs to address employee safety;
23. Assists with implementation of prevention programs;
24. Supervises the development and implementation of systematic claims processing records and control program;
25. Develops standards and procedures;
26. Provides technical expertise;
27. Works with a third-party administrator; and
28. Performs various related duties.

### **QUALIFICATIONS:**

Demonstrated knowledge of:

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

Demonstrated ability to:

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

### **EDUCATION AND EXPERIENCE:**

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

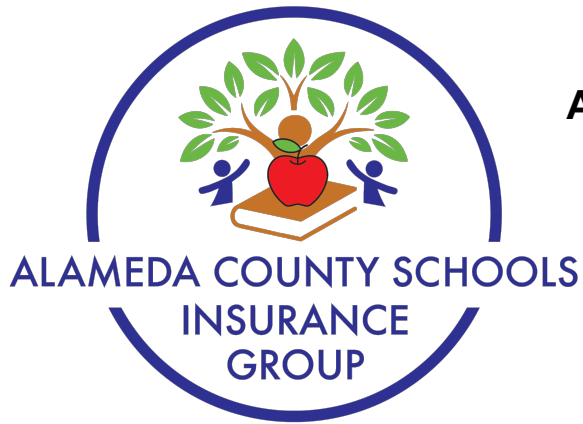
## Exhibit B

### ACSIG Salary Schedule 2025/2026

effective 7/1/2025

		1	2	3	4	5
<b>Executive Director - per contract</b>						
	annual	\$ 283,241				
	monthly	\$ 23,603.38				
<b>Claims Assistant</b>						
	annual	\$ 72,431	\$ 76,051	\$ 79,855	\$ 83,848	\$ 88,040
	monthly	\$ 6,035.95	\$ 6,337.62	\$ 6,654.60	\$ 6,987.31	\$ 7,336.70
<b>Executive Assistant to Executive Director</b>						
	annual	\$ 77,697	\$ 80,915	\$ 84,205	\$ 87,568	\$ 92,936
	monthly	\$ 6,474.78	\$ 6,742.93	\$ 7,017.07	\$ 7,297.37	\$ 7,744.66
<b>Clerical/Office Assistant</b>						
		\$ 34.82	per hour			

Increase of 2.61% upon board approval (Tentative)



## **Alameda County Schools Insurance Group**

**P.O. Box 2487**

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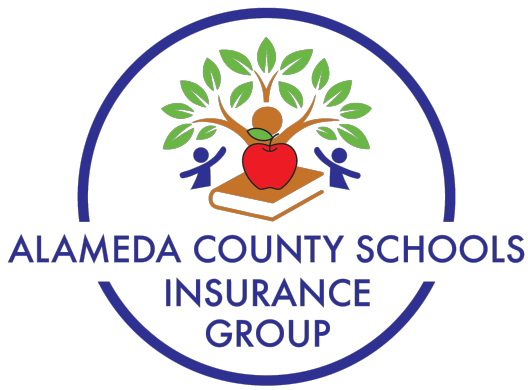
**[www.acsig.com](http://www.acsig.com)**

## **Executive Summary**

To: ACSIG Executive Committee  
From: Jackie Kim  
Date: May 14, 2026  
Subject: Meeting Format and Calendar 2026-2027

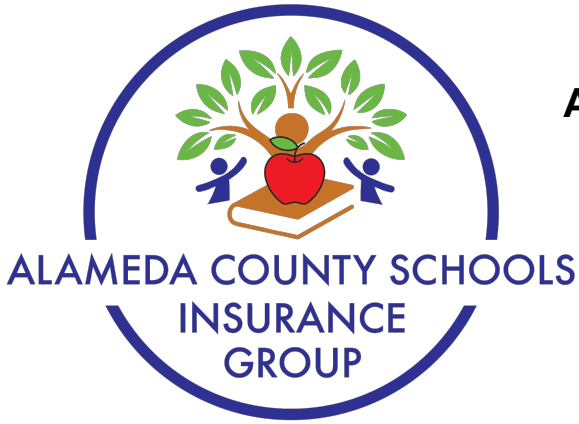
A draft ACSIG Meeting Calendar is included in this packet for review. The Executive Director developed this Calendar based on past calendars and the ACOE's business office calendar. The Executive Committee will discuss about the meeting format and calendar. The discussion will focus on both the meeting format/structure and calendar.

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



## 2026/ 2027 DRAFT Calendar

September 24, 2026	<b>Executive Committee</b> (via Zoom)	1:00pm– 3:00pm
November 12, 2026	<b>Executive Committee</b> Lunch Break <b>Full Board</b> (In-person at ACOE)	11:30am – 12:00pm 12:00pm – 12:30pm 12:30pm – 2:00pm
February 11, 2027	<b>Executive Committee</b> <i>*with Strategic Planning following, if necessary, until 12:30pm</i> (via Zoom or in-person TBD)	9:30am – 12:30pm
May 13, 2027	<b>Executive Committee</b> (via Zoom)	9:30am – 11:30am
May 20, 2027	<b>Full Board</b> (via Zoom)	1:00pm – 3:00pm



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**Executive Summary**

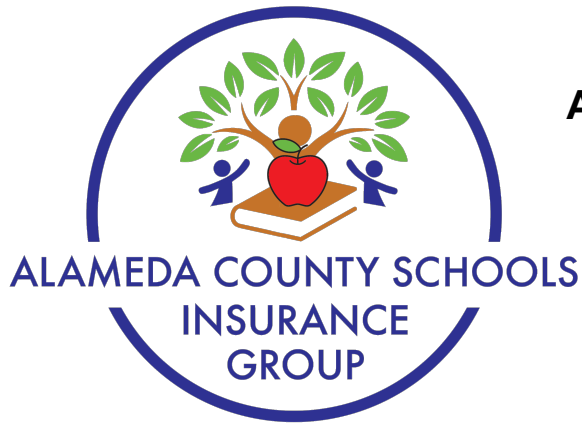
TO: ACSIG Executive Committee  
 FROM: Jackie Kim  
 DATE: May 14, 2026  
 SUBJECT: Tail Claims

Prior to July 1, 2009, the ACSIG Worker’s Comp program was self-insured at a variety of amounts before purchasing reinsurance.

Occurrence	Self-Insured Retention
July 1, 1978 - June 30, 1983	\$ 250,000
July 1, 1983 - June 30, 1984	Unlimited
July 1, 1984 - June 30, 1986	\$ 250,000
July 1, 1986 - June 30, 1987	\$ 500,000
July 1, 1987 - June 30, 1995	Unlimited
July 1, 1995 - June 30, 1999	\$ 2,000,000
July 1, 1999 - June 30, 2003	\$ 1,000,000
July 1, 2003 - June 30, 2004	Unlimited
July 1, 2004 - June 30, 2006	\$ 3,000,000
July 1, 2006 - June 30, 2009	\$ 250,000

The Keenan claims team is working diligently to close all remaining tail claims. These are claims that are still open with injury dates prior to July 1, 2009. Patrice Grant, claims manager, will review the current statistics of open claims with the Executive Committee.

Claim Number	Incident Date	ER DOK	Open Date	Claim Type	Status	Insurer	Insured	Total Paid	Reserves	Total Incurred
<b>Indemnity Claims: 1</b>										
404056	7/28/08	7/29/08	7/30/08	Indemnity	Re-Open	Alameda County Schools Insurance Group WC	Pleasanton Unified School	341,904.52	93,344.31	435,248.83
<b>Future Medical Claims: 40</b>										
Claim Number	Incident Date	ER DOK	Open Date	Claim Type	Status	Insurer	Insured	Total Paid	Reserves	Total Incurred
2506237	8/4/95	8/5/95	8/9/95	Indemnity	Re-Open	Alameda County Schools Insurance Group WC	Pleasanton Unified School	125,162.10	15,112.39	140,274.49
2507794	11/19/96	12/5/96	12/5/96	Indemnity	Re-Open	Alameda County Schools Insurance Group WC	Pleasanton Unified School	478,424.01	26,844.91	505,268.92
9900847	1/6/00	1/31/00	2/15/00	Indemnity	Open	Alameda County Schools Insurance Group WC	Pleasanton Unified School	631,312.52	77,268.53	708,581.05
9901807	11/7/00	11/16/00	11/16/00	Indemnity	Re-Open	Alameda County Schools Insurance Group WC	New Haven Unified	313,247.13	73,313.65	386,560.78
2205663	3/14/06	3/14/06	3/17/06	Indemnity	Open	Alameda County Schools Insurance Group WC	Pleasanton Unified School	72,019.18	4,286.23	76,305.41
2205897	6/6/06	6/6/06	6/16/06	Indemnity	Open	Alameda County Schools Insurance Group WC	Pleasanton Unified School	331,153.44	37,464.73	368,618.17
2206427	2/13/07	2/13/07	2/15/07	Indemnity	Open	Alameda County Schools Insurance Group WC	Pleasanton Unified School	753,043.07	838,759.57	1,591,802.64
2506767	1/16/96	1/26/96	1/26/96	Indemnity	Re-Open	Alameda County Schools Insurance Group WC	Livermore Valley Joint	33,592.73	19,298.79	52,891.52
2508943	12/1/97	12/5/97	12/5/97	Indemnity	Re-Open	Alameda County Schools Insurance Group WC	Alameda Unified School	29,702.54	36,852.45	66,554.99
395556	1/8/08	1/9/08	1/14/08	Indemnity	Re-Open	Alameda County Schools Insurance Group WC	Castro Valley Unified	76,980.25	19,736.08	96,716.33
1003545	1/16/87	1/26/87	1/26/87	Indemnity	Open	Alameda County Schools Insurance Group WC	Chabot-Las Positas	188,407.51	7,797.54	196,205.05
1005419	12/16/88	1/6/89	1/6/89	Indemnity	Re-Open	Alameda County Schools Insurance Group WC	Newark Unified School	51,297.56	12,329.93	63,627.49
2504707	2/28/94	5/13/94	5/15/94	Indemnity	Re-Open	Alameda County Schools Insurance Group WC	Peralta Community	167,644.29	13,061.31	180,705.60
2505575	1/17/95	1/26/95	1/26/95	Indemnity	Re-Open	Alameda County Schools Insurance Group WC	Peralta Community	43,489.20	16,665.77	60,154.97
2505319	11/8/94	11/14/94	11/14/94	Indemnity	Open	Alameda County Schools Insurance Group WC	Peralta Community	418,579.87	96,329.30	514,909.17
2506672	12/14/95	12/21/95	12/21/95	Indemnity	Re-Open	Alameda County Schools Insurance Group WC	San Lorenzo Unified	55,627.76	19,750.64	75,378.40
9901375	6/22/00	7/3/00	7/3/00	Indemnity	Re-Open	Alameda County Schools Insurance Group WC	Chabot-Las Positas	109,849.22	36,686.49	146,535.71
2204533	10/15/04	10/15/04	10/22/04	Indemnity	Re-Open	Alameda County Schools Insurance Group WC	San Lorenzo Unified	303,918.72	18,288.11	322,206.83
2205338	5/13/05	8/4/05	10/5/05	Indemnity	Re-Open	Alameda County Schools Insurance Group WC	Chabot-Las Positas	248,592.15	24,828.07	273,420.22
2205921	2/15/06	2/15/06	6/9/06	Indemnity	Re-Open	Alameda County Schools Insurance Group WC	San Lorenzo Unified	104,721.40	19,160.76	123,882.16
417758	5/13/09	6/4/09	6/5/09	Indemnity	Open	Alameda County Schools Insurance Group WC	San Lorenzo Unified	102,959.41	43,645.16	146,604.57
2206171	10/25/06	10/25/06	10/26/06	Indemnity	Open	Alameda County Schools Insurance Group WC	Fremont Unified School	256,332.89	38,117.58	294,450.47
2206480	2/2/07	2/5/07	2/26/07	Indemnity	Re-Open	Alameda County Schools Insurance Group WC	Fremont Unified School	16,115.32	18,400.00	34,515.32
1002284	9/27/85	10/3/85	10/3/85	Indemnity	Re-Open	Alameda County Schools Insurance Group WC	Fremont Unified School	55,478.07	19,855.00	75,333.07
1005849	5/17/89	6/5/89	6/5/89	Indemnity	Re-Open	Alameda County Schools Insurance Group WC	Pleasanton Unified School	133,400.30	14,855.27	148,255.57
2500867	2/22/91	2/25/91	2/25/91	Indemnity	Re-Open	Alameda County Schools Insurance Group WC	Albany Unified School	85,981.94	6,618.88	92,600.82
2510407	4/30/99	4/30/99	4/30/99	Indemnity	Open	Alameda County Schools Insurance Group WC	Chabot-Las Positas	1,249,104.23	411,037.82	1,660,142.05
2201275	5/17/01	5/17/01	5/29/01	Indemnity	Re-Open	Alameda County Schools Insurance Group WC	Fremont Unified School	23,610.41	9,045.13	32,655.54
2201240	5/2/01	5/3/01	5/9/01	Indemnity	Open	Alameda County Schools Insurance Group WC	Fremont Unified School	343,693.19	64,182.74	407,875.93
2201190	4/3/01	4/3/01	4/26/01	Indemnity	Open	Alameda County Schools Insurance Group WC	San Leandro Unified	143,175.68	9,996.32	153,172.00
2202377	6/3/02	6/3/02	6/6/02	Indemnity	Open	Alameda County Schools Insurance Group WC	Fremont Unified School	207,722.83	29,267.00	236,989.83
2203425	2/18/03	2/18/03	7/14/03	Indemnity	Re-Open	Alameda County Schools Insurance Group WC	Newark Unified School	67,311.00	7,467.16	74,778.16
2203893	1/15/04	1/15/04	1/26/04	Indemnity	Open	Alameda County Schools Insurance Group WC	San Leandro Unified	255,932.81	94,872.79	350,805.60
2203512	8/19/03	8/19/03	9/2/03	Indemnity	Re-Open	Alameda County Schools Insurance Group WC	Chabot-Las Positas	71,239.99	16,487.03	87,727.02
2206375	1/4/07	1/12/07	1/30/07	Indemnity	Open	Alameda County Schools Insurance Group WC	San Leandro Unified	1,356,515.84	834,303.24	2,190,819.08
2205940	7/5/06	7/5/06	7/17/06	Indemnity	Open	Alameda County Schools Insurance Group WC	San Leandro Unified	174,430.69	43,946.44	218,377.13
2206844	6/12/07	6/12/07	6/19/07	Indemnity	Re-Open	Alameda County Schools Insurance Group WC	San Leandro Unified	553,169.52	171,592.15	724,761.67
417227	5/21/09	5/21/09	5/26/09	Indemnity	Open	Alameda County Schools Insurance Group WC	Fremont Unified School	70,752.55	13,626.61	84,379.16
412333	1/30/09	1/30/09	2/13/09	Indemnity	Open	Alameda County Schools Insurance Group WC	Fremont Unified School	29,076.72	14,986.05	44,062.77
1002207	7/19/85	9/13/85	9/13/85	Indemnity	Re-Open	Alameda County Schools Insurance Group WC	Fremont Unified School	49,158.18	0	49,158.18
41 claims								10,123,830.74	3,369,481.93	13,493,312.67



## Alameda County Schools Insurance Group

P.O. Box 2487

Dublin, CA 94568

Phone (925) 225-1030

Fax (925) 225-0653

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

## Executive Summary

To: ACSIG Executive Committee  
From: Jackie Kim  
Date: May 14, 2026  
Subject: Shoe Program Update

Alameda County Schools Insurance Group establish the employee shoe program as part of its ongoing commitment to workplace safety and injury prevention. The purpose of the program is to help reduce slip-and-fall incidents and other workplace injuries by providing employees with access to slip-resistant footwear and/or steel toe shoes appropriate for their job duties.

Currently, the program is available to paraeducators, food services staff, custodial staff, and M&O employees, whose positions often require extended standing, walking, lifting, and working in environments where slip hazards may exist.

For the 2026-27 school year, ACSIG has selected Shoes for Crews as the new vendor. As part of the implementation process for the upcoming program year, ACSIG would like to provide an update and discuss several logistical and administrative items with the Executive Committee, including:

- Delivery location and distribution process
- Subsidy amount and program limitations
- Available shoe selections

### **Catalog:**

[Alameda County Schools - \\$85 and Below](#)

[Alameda County Schools - \\$86-\\$99](#)

The Executive Director will review these topics with the Executive Committee.



# Essential Slip-On

ETA: 5/31/26

Fast track add for Spring 2026 – May/June target delivery



42508

## PRODUCT STRATEGY

Target Delivery is May/June

### Gender:

- Women's

### Sizing:

Women's: 3,4,5, 5.5, 6, 6.5, 7, 7.5, 8,8.5, 9, 9.5, 10, 11

### Features:

- Textile upper
- Spill guard spray
- Eva Midsole
- Standard outsole compound

**Alameda County Schools Price:**  
**\$45.39**

# Core Slip-On

ETA: 5/31/26

Fast track add for Spring 2026 – May/June target delivery



42509

## PRODUCT STRATEGY

Target Delivery is May/June

### Gender:

- Men's

### Sizing:

Men's: 7, 7.5, 8, 8.5, 9, 9.5, 10, 10.5, 11, 11.5, 12, 13, 14

### Features:

- Textile upper
- Spill guard spray
- Eva Midsole
- Standard outsole compound

**Alameda County Schools Price:  
\$45.39**



Men's - 42401  
Women's - 42433

## PRODUCT STRATEGY

Activated in **January**

**Gender:**

- Women's & Men's

**Sizing:**

Women's: 5, 5.5, 6, 6.5, 7, 7.5, 8, 8.5,  
Men's: 7, 7.5, 8, 8.5, 9, 9.5, 10, 10.5, 11, 11.5, 12, 13  
9, 9.5, 10, 11

### Features:

- Synthetic Upper
- Easy Clean outsole
- Vulcanized bottom
- Single Density insole
- Standard outsole compound

**Alameda County Schools Price:**  
**\$50.92**



22521 (Women's)

## PRODUCT STRATEGY

Target Delivery is April

**Gender:**

- Women's

**Sizing:**

Women's: 5, 5.5, 6, 6.5, 7, 7.5, 8, 8.5, 9, 9.5, 10, 11  
Men's: 7, 7.5, 8, 8.5, 9, 9.5, 10, 10.5, 11, 11.5, 12, 13

**Features:**

- Synthetic upper
- Water resistant upper
- Spill guard protection
- Eva Midsole
- Standard outsole compound

**Alameda County Schools Price:**  
**\$55.35**

# Laguna Moc

ETA: 4/15/26



42484

## PRODUCT STRATEGY

Target Delivery is April

**Gender:**

- Women's

**Sizing:**

Women's: 5, 5.5, 6, 6.5, 7, 7.5, 8, 8.5, 9, 9.5, 10, 11

**Features:**

- Adjustable laces
- Textile upper
- Spill guard protection
- Eva Midsole
- Standard outsole compound

**Alameda County Schools Price:  
\$60.89**



# Core Lace-Up

ETA: 8/25/26



52538

## PRODUCT STRATEGY

Target Delivery is July

Gender:  
Men's

Sizing:  
7, 7.5, 8, 8.5, 9, 9.5, 10, 10.5, 11, 11.5,  
12, 13

- Features:
- Easy Clean (clog-resistant)
  - EVA Footbed
  - PU/Textile

**Alameda County Schools Price:**  
**\$60.89**

# Laguna Moc

ETA: 7/24/26



42485 (Women's)  
42511 (Men's)

## PRODUCT STRATEGY

Target Delivery is August

**Gender:**

- Women's & Men's

**Sizing:**

Women's: 5, 5.5, 6, 6.5, 7, 7.5, 8, 8.5, 9, 9.5, 10, 11  
Men's : 7, 7.5, 8, 8.5, 9, 9.5, 10, 11, 11.5, 12, 13, 14

**Features:**

- Adjustable laces
- Textile upper
- Spill guard protection
- Eva Midsole
- Standard outsole compound

**Alameda County Schools Price:  
\$66.43**



22548 (Men's)  
22518 (Women's)

## PRODUCT STRATEGY

Target Delivery is **April**

**Gender:**

- Women's & Men's

**Sizing:**

Women's: 5, 5.5, 6, 6.5, 7, 7.5, 8, 8.5, 9, 9.5, 10, 11  
Men's: 7, 7.5, 8, 8.5, 9, 9.5, 10, 10.5, 11, 11.5, 12, 13

**Features:**

- Synthetic upper
- Water resistant upper
- Spill guard protection
- Eva Midsole
- Standard outsole compound

**Alameda County Schools Price:  
\$68.64**

# Lila Simone Chunky Loafer



42481

## PRODUCT STRATEGY

Target Delivery is September

Gender:  
Women's

Sizing:

5, 5.5, 6, 6.5, 7, 7.5, 8, 8.5, 9, 9.5,  
10, 11

Features:

- Synthetic upper
- Microfiber suede lining
- Rolled moc toe
- Penny strap
- Easy Clean outsole
- 4HD compound

**Alameda County Schools Price:**  
**\$83.04**



22513

## PRODUCT STRATEGY

Activated in February

### Gender:

- Women's

### Sizing:

Women's: 5, 5.5, 6, 6.5, 7, 7.5, 8, 8.5, 9, 9.5, 10, 11

### Features:

- Adjustable laces
- Textile upper
- Water resistant spray
- Revive Midsole
- Standard outsole compound

**Alameda County Schools Price:**  
**\$84.15**

 **Lila** Zoey  
Easy-On

New Tooling:

ETA: 3/18/26



22527

## PRODUCT STRATEGY

Target Delivery is March

**Gender:**

- Women's

**Sizing:** 5, 5.5, 6, 6.5, 7, 7.5, 8, 8.5, 9, 9.5,

**Features:**

- Easy-On technology
- Water resistant spray on the
- Moisture wicking lining
- Trip guard
- Revive Ultra Supercritical Foam midsole
- 4HD outsole compound

**Alameda County Schools Price:**  
**\$84.80**

# Lila Springer Mesh

ETA: 4/17/26



22555

## PRODUCT STRATEGY

Target Delivery is April

Gender:  
Women's

Sizing:

5, 5.5, 6, 6.5, 7, 7.5, 8, 8.5, 9, 9.5,  
10, 11

Features:

- Mesh upper
- Spill guard
- Textile suede lining
- Gladiator outsole
- 4HD compound

**Alameda County Schools Price:**  
**\$84.80**

# new balance Arishi V4

ETA: 5/18/26

## PRODUCT STRATEGY

Target Delivery is May

### Women's



22578/22578W  
Medium & Wide



22579  
Medium Only



22580  
Medium Only

### Men's



22581/22581W  
Medium & Wide



22582  
Medium Only

Gender:  
Men's  
Women's

#### Sizing:

Men's 7, 7.5, 8, 8.5, 9, 9.5, 10,  
10.5, 11, 11.5, 12, 13  
Women's 5, 5.5, 6, 6.5, 7, 7.5, 8,  
8.5, 9, 9.5, 10, 11

#### Features:

- Suede/Mesh upper
- Polyester lining
- Trip guard
- Eva Midsole
- NB cushioning comfort insert insole
- Standard outsole compound

**Alameda County Schools Price:**

**\$84.80**

# new balance 515V3

ETA: 7/11/26

## PRODUCT STRATEGY

Target Delivery is July

Gender:  
Men's  
Women's

Sizing: Medium & Wide only for  
Black

Men's 7, 7.5, 8, 8.5, 9, 9.5, 10, 10.5, 11,  
11.5, 12, 13 Women's 5, 5.5, 6,  
6.5, 7, 7.5, 8,  
8.5, 9, 9.5, 10, 10.5, 11

### Features:

- Suede/Mesh upper
- Polyester lining
- Trip guard
- Eva Midsole
- NB cushioning comfort insert insole
- Standard outsole compound

**Alameda County Schools Price:**  
**\$84.80**

## Women's



22587/22587W  
Medium &  
Wide



22588  
Medium Only



22589  
Medium Only

## Men's



22590/22590W  
Medium & Wide



22591  
Medium Only



**Karina  
RX**

ETA: 4/15/26



22535

## PRODUCT STRATEGY

Target Delivery is April

Gender:  
Women's

Sizing:  
5, 5.5, 6, 6.5, 7, 7.5, 8, 8.5, 9, 9.5,  
10, 11

### Features:

- Full grain leather upper
- Textile suede lining
- Easy Clean outsole
- 4HD compound

**Alameda County Schools Price:  
\$84.90**

# Reed Sneaker



**22499**



**22500**

6-month life  
January-June

## PRODUCT STRATEGY

Activated in February

**Gender:**

- Unisex

**Sizing:**

3, 3.5, 4, 4.5, 5, 5.5, 6, 6.5, 7,  
7.5, 8, 8.5, 9, 9.5, 10, 10.5, 11,  
11.5, 12, 13, 14

**Features:**

- Spill Guard
- TPU on upper
- Easy Clean outsole
- EVA midsole
- Single Density insole
- Standard outsole compound

**Alameda County Schools Price:  
\$89.69**

# Lila Zoey Sneaker

ETA: 3/18/26



22534



22516



22515

## PRODUCT STRATEGY

Target Delivery is March

**Gender:**

- Women's

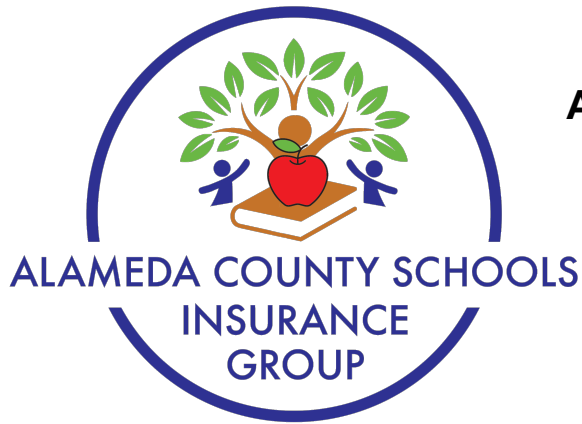
**Sizing:**

5, 5.5, 6, 6.5, 7, 7.5, 8, 8.5, 9, 9.5, 10, 11

**Features:**

- TPU film on the vamp for easy cleanup
- Moisture wicking lining
- Trip guard
- Revive Ultra Supercritical Foam midsole
- 4HD outsole compound

**Alameda County Schools Price:**  
**\$94.99**



## Alameda County Schools Insurance Group

P.O. Box 2487

Dublin, CA 94568

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

### Executive Summary

TO: ACSIG Executive Committee  
FROM: Jackie Kim  
DATE: May 14, 2026  
SUBJECT: Employee Assistance Program (EAP) Contract Renewal

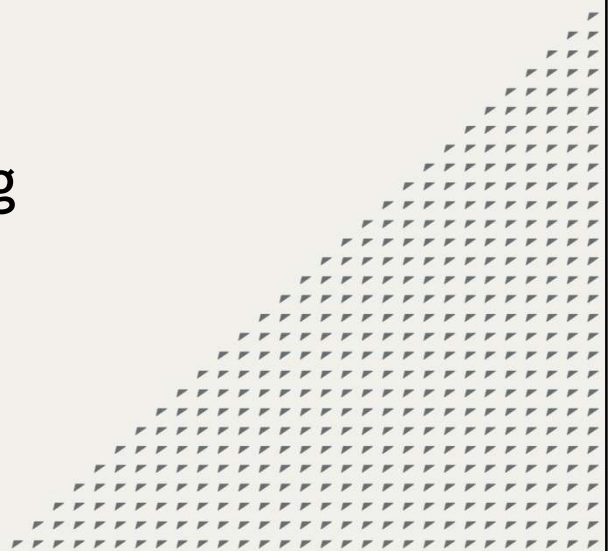
In alignment with the December 2019 Strategic Plan, ACSIG began offering an EAP program to interested members. Currently, all Workers' Compensation Program districts are participating except Emery USD, Mountain House Elementary, Newark USD, and Livermore USD.

The current contract expires June 30, 2026. A comprehensive marketing process was conducted to provide ACSIG with alternative options for the upcoming term. The review evaluated multiple vendors, focusing on maintaining or enhancing current benefits, strengthening networks, improving access to care, and ensuring overall cost efficiency. Claremont's proposed renewal includes program enhancements at no additional cost, such as expanded care navigation and scheduling capabilities. Core services (including counseling sessions and work-life support) remain unchanged, supported by a strong and culturally competent provider network, along with improved administrative ease.

The proposed renewal offers a reduced renewal rate of \$0.99 per employee per month and a 3-year term. Financially, this renewal option secured through the marketing effort delivers an estimated 18% reduction in the annual premium compared to the current program, representing meaningful cost savings without reducing benefits.

The Executive Director will review the contract, and the Executive Committee will be asked to recommend approval to the full Board.

ACSIG EAP Program  
Renewal & Marketing  
Update



## ACSIG Claremont EAP Program Overview

### The ACSIG EAP Program

- Implemented on March 1, 2020, the program has expanded to cover 15 participating members and 10,464 employees and is renewing July 1, 2026
- The Mental Health Benefits include 3 counseling visits per incident, per 12-month rolling period
- Utilization is lower than Claremont's typical utilization for a group this size
- To increase participation, we will work with Claremont to coordinate their participation at the district OE/health/benefits fairs this fall

EAP Rate History

	Renewal Date	Renewal Rate	Monthly Minimum	Estimated Lives	Rate Guarantee
Effective Date	March 1, 2020	\$1.84 PEPM	\$3,680	2,000	16 Months
Renewal	July 1, 2021	\$1.64 PEPM	\$7,800	5,832	24 Months
Renewal	July 1, 2023	\$1.20 PEPM	\$7,800	8,469	36 Months
Renewal	July 1, 2026	\$0.99 PEPM	\$10,359	10,464	36 Months



## Benefit & Financial Analysis - Renewal

**Current Program (Claremont):** \$1.20 PEPM with 3-year contract

- 3 Therapy and Coaching sessions
- Fee for service: \$325/hour Critical Incident Response, \$375/hour training, \$125/hour in-person benefit fair rep

**Initial Renewal:** \$1.23 PEPM with 3-year contract

- 3 Therapy and Coaching sessions
- Fee for service: \$450/hour Critical Incident Response, \$325/hour training, \$125/hour in-person benefit fair rep (>2 hr)

**Alternative Renewal Options from Marketing** - Adds care navigation & scheduling capabilities in 2026 at no additional cost

**Option 1:** \$0.99 PEPM with 3-year contract

- 3 Therapy and Coaching sessions
- Fee for service: \$450/hour Critical Incident Response, \$325/hour training, \$125/hour in-person benefit fair rep

**Option 2:** \$1.23 PEPM with 3-year contract

- 3 Therapy and Coaching sessions
- Bank of hours: 20 hours Critical Incident Response, 20 training hours, 2 hours/district in-person benefit fair rep

**Option 3:** \$1.30 PEPM with 3-year contract

- 6 Therapy and Coaching sessions
- Bank of hours: 20 hours Critical Incident Response, 20 training hours, 2 hours/district in-person benefit fair rep



## ACSIG Claremont EAP Program Marketing

### Marketing Initiatives

Alliant launched the EAP marketing in an effort to provide ACSIG with alternative options for the upcoming renewal.

While the Claremont EAP rates are quite competitive, they have struggled in the servicing of the ACSIG account. As we discussed, our marketing strategy serves a dual purpose:

- Comparison of rates: The marketing will help us assess whether Claremont truly offers an unmatched rate.
- Identify a stronger partner: We might identify a potential new partner who can deliver outstanding service and specialized resources, particularly in cultural competency within school districts.

### RFP Workbook

The RFP workbook helps us gather competitive proposals from various vendors in the following areas:

- Cost
- Comparable services - ensuring no reduction in service quality
- Opportunity to present additional value-added services
- Services specifically tailored for schools and teachers (culturally competent)



## KNOX-KEENE EAP SERVICES CONTRACT

Contract Effective Date: 7.1.2026

This Knox-Keene EAP Services Contract (“**Contract**”) is made between Claremont Behavioral Services, Inc., dba Claremont EAP, an employee assistance program (“**Claremont**”), and Alameda County School Insurance Group (“**Subscriber**”). Claremont and Subscriber may each be referred to herein as a “**Party**” and collectively as the “**Parties**”. The terms of the Contract between Claremont and Subscriber are as follows:

### RECITALS

- A. Claremont offers employee assistance program (“**EAP**”) services to clients like Subscriber and is licensed as a specialized health care service plan by the California Department of Managed Health Care (“**DMHC**”).
- B. Subscriber desires to retain Claremont to implement and provide ongoing EAP services to Subscriber Members.

### SECTION I – DEFINITIONS

- 1.1 The terms not otherwise defined in this Subscriber Contract shall have the meanings in the Definitions section of the Combined Evidence of Coverage/Disclosure Form (“**EOC**”). The EOC is attached to this Contract as Exhibit A and incorporated by reference into this Contract.

### SECTION II – SUBSCRIBER SERVICES

- 2.1 Eligibility and Enrollment. All eligible Members (as defined in Section 2.3) who live or work within Claremont’s Service Area will be enrolled with Claremont EAP and qualified to receive Covered Services. Coverage for eligible Members will commence at the Effective Date of this Contract and then at each open enrollment period or following a proven qualifying event, such as at birth or adoption, marriage, or creation of a domestic partnership. Subscriber shall determine and notify employees of eligibility concerning hourly requirements and any applicable waiting periods. Claremont will refer any disputes or inquiries regarding eligibility requirements or a Member’s eligibility, including rights regarding employee renewal and reinstatement, to Subscriber for determination. Any minor child or spouse/former spouse who does not permanently reside with a Member and is ordered by the court that coverage be provided is also eligible for Covered Services under this Contract.
- 2.2 Dependent Coverage. Dependent coverage is included in Covered Services under the Contract. Dependent is defined as follows:
  - 2.2.1 The lawful spouse or domestic partner of the Employee Member.
  - 2.2.2 An eligible Employee Member’s child, up to age twenty-six (26), irrespective of the

dependent child's place of residence, marital, financial, or student status. Adopted children, stepchildren, and foster children are covered from and after the date of placement. Except as stated above, dependents are eligible for coverage on the date the eligible Subscriber employee acquires such dependent.

- 2.2.3 Coverage will not terminate while a dependent child is and continues to be (1) incapable of self-sustaining employment by reason of mental or physical handicap; and (2) chiefly dependent upon the Member for support and maintenance provided the Member furnishes proof of such incapacity and dependency to Claremont Employee Assistance Program within thirty (30) days of the child attaining the limiting age set forth in paragraph 2 above, and every two (2) years thereafter, if requested by Claremont.
- 2.2.4 In addition to the above, all Members' parents and mothers and fathers-in-law in the immediate household are eligible for Covered Services by Claremont.
- 2.3 Covered Services. Claremont will provide EAP services to Subscriber's employees and dependents, referred to as "**Members**", at times and location(s) agreed to and arranged by Claremont and the Members.
- 2.4 Sessions. Subscriber has contracted for a three (3) session EAP plan. Each Member is entitled to receive no more than three (3) sessions per incident per Benefit Year.
- 2.5 Payment. Claremont will provide EAP services to Subscriber on a per-capita basis of \$0.99 per eligible employee per month for the period of July 1, 2026 through June 30, 2029 ("**Initial Term**") payable in monthly installments in advance on or before the first day of each calendar month. After the Initial Term, Claremont reserves the right to renegotiate service fees and other Contract provisions on an annual basis at the Contract renewal, unless otherwise specified and agreed to between Subscriber and Claremont. All payments shall be via ACH or wire to the account listed below. Remittance advices are to be submitted to [billing@uprisehealth.com](mailto:billing@uprisehealth.com).

Bank Name: Sunflower Bank

Address: 8117 Preston Rd, Suite 220, Dallas, TX 75225

Routing No: 101100621

Account No. 1100017512

Account Name: Claremont Behavioral Services

- 2.6 Providers. Claremont provides EAP services through its contracted Providers who have entered into written contracts with Claremont. All contracted Providers shall be appropriately licensed and/or certified to provide EAP services and shall comply with professionally recognized standards of practice and applicable state and federal laws.
- 2.7 EAP Services. Claremont's EAP services include clinical assessment, counseling, and referral for issues that include marital or relationship difficulties, family and child problems, stress and anxiety, depression, grief and loss, substance abuse, domestic violence, job performance issues,

Crisis Intervention, and communication or conflicts. Claremont's EAP services also include individual and/or family outpatient counseling focused on problem resolution, helping the individual and/or family develop early-stage prevention skills that improve their quality of life and family relationships, and that encourage early self-detection and resolution of personal and/or family problems before they become unmanageable, requiring professional assistance.

2.8 Emergency Health Condition.

2.8.1 **Emergency Services.** Subscriber shall communicate with Members that in the event of a medical emergency, the Member should call 911 or go to the nearest hospital emergency room. Medical emergencies and services for medical emergency or other medical care are not Covered Services, and Claremont will not pay for medical services or care under this Contract. Subscriber shall inform and encourage Members to appropriately use the 911 emergency response system in areas where the system is established and operating when Members have, or believe they have, an emergency psychiatric or medical condition that requires an emergency response.

2.8.2 Claremont provides twenty-four (24)-hour a day, seven (7) days a week Crisis Intervention telephone line for Members. Claremont will assess whether or not a clinical emergency exists and direct appropriate intervention, as well as assess the need for counseling or referrals for medical care and treatment.

2.8.3 Where there is no clinical emergency, but the Member has an urgent need to see a Provider to address a serious problem or condition, Claremont will schedule the Member with a Provider who will offer an appointment within an appropriate time frame.

2.8.4 Claremont will maintain a twenty-four (24)-hour a day, seven (7) days a week EAP telephone line for Members regarding EAP services. Members may call the EAP services line for confidential assistance and referral to counseling services from Claremont's network of Providers.

2.8.5 The EOC contains the full list of Benefits, limitations, and exclusions for EAP services for Members.

2.9 Member Cost-Share. There are no Co-Payments, deductibles, or other cost-shares required for a Member to access EAP services. Subscriber shall pay all fees for EAP services provided by Claremont under this Contract. Upon each call to the EAP services line, Claremont shall inform the Member of the number of visits he/she is entitled to receive under the Contract.

2.10 Supplemental Benefits. In addition to EAP services, Claremont also provides other supplemental benefits for Members that are listed and further described in the EOC ("**Supplemental Benefits**"). If Subscriber opts to receive Supplemental Benefits under this Contract, Subscriber shall pay Claremont for these services in accordance with the pricing terms set forth in the EOC.

- 2.11 Subscriber-Only Benefits. Claremont also provides several Subscriber-only benefits designed for employers and their managers. The listing, description, and terms of these services for employers and managers are in Exhibit B, which is attached to this Contract and incorporated by this reference. If Subscriber opts to receive these services, Subscriber shall pay Claremont for these services in accordance with the pricing terms set forth in Exhibit B.
- 2.12 Additional Disclosures. Please refer to the EOC for additional disclosures that pertain to EAP services provided by Claremont.

**SECTION III – TERM AND TERMINATION**

- 3.1 Term. This Contract shall commence on the Effective Date and continue for a term of 36 months (the “**Initial Term**”). The Contract then shall automatically renew on the same terms and conditions for annual periods of 12 months (each a “**Renewal Term**”) at the end of the Initial Term and each Renewal Term unless either Claremont or Subscriber give the other notice of termination not less than sixty (60) days before the end the Initial Term or Renewal Term then in effect.
- 3.2 For Cause Termination. Either Party may at its option, terminate this Contract by notice to the other Party if the other Party breaches one of its obligations under this Contract and fails to cure that breach or default within a period of thirty (30) days after receiving notice identifying that breach. The rights described in this Section 3.2 to terminate this Contract shall be in addition to any other remedy available to the non-breaching Party, whether under this Contract or in law or equity, on account of that breach.
- 3.3 Termination for Fraud. Claremont reserves the right to cancel this Contract for fraud or deception by Subscriber in obtaining this Contract or in the use of EAP services by Members. Claremont also reserves the right to cancel the coverage of any Member under this Contract for fraud or deception in the use of EAP services by that Member or person claiming to be a family member or dependent of that Member. Claremont shall send Subscriber a notice of cancellation prior to the effective date of such cancellation.
- 3.4 Termination for Non-Payment of Premiums. In accordance with Health & Safety Code Section 1365 and 28 CCR Section 1300.65, Claremont may terminate this Contract for cause if payment for services rendered becomes one hundred and five (105) days past due. If payment for services rendered becomes thirty (30) days past due, Claremont will provide Subscriber with a Notice of Cancellation for Nonpayment of Premiums and Grace Period. The Grace Period extends seventy-five (75) days from the date the Notice of Cancellation for Nonpayment of Premiums and Grace Period is sent and 105 days from the due date of the original payment. If payment for services rendered becomes seventy-five (75) days past due, Claremont will provide Subscriber thirty (30) days final notice of intent to terminate the contract for nonpayment. If Claremont does not receive payment within those thirty (30) days, Claremont may terminate the Contract. Member coverage will terminate as provided in the Notice of Cancellation for Nonpayment of Premiums and Grace Period. If Claremont cancels or declines to renew this Contract, Claremont shall mail a

notice of cancellation to Subscriber at Subscriber's address of record.

- 3.4.1 *Reinstating Contract.* Claremont may accept payment after the termination of coverage as provided in the Notice of Cancellation for Nonpayment of Premiums and Grace Period. If Claremont accepts payment, the Contract shall be reinstated as though it had never been cancelled. After termination, Claremont will permit reinstatement of the Contract as if it had not been terminated, once during any twelve (12)-month period, if Subscriber pays the delinquent fees prior to the next payment date.
- 3.4.2 *Subscriber's Duty to Notify Members.* Subscriber is required to promptly provide its Members a legible, true copy of any notice of cancellation received from Claremont. Subscriber will provide Claremont with proof of the date of mailing, in the form of an attestation from individual performing the mailing, within five (5) business days of the date that Claremont provided notice of cancellation. Member coverage will terminate as provided in the Notice of Cancellation for Nonpayment of Premiums and Grace Period.
- 3.5 Payment during Termination Period. Subscriber is responsible for payment of Premiums under Section 2.3 until the effective date of termination. Claremont shall within thirty (30) days return any pro rata portion of fees paid to Claremont by Subscriber for any payment that has been received for any unexpired period, less any amounts due Claremont.
- 3.6 Notice of Termination. Subscriber shall provide its Members notice of any termination under this Section III.
- 3.7 Review by the DMHC. If Subscriber alleges that this Contract has been or will be improperly cancelled, rescinded, or not renewed, Subscriber may request a review by the Director of the DMHC pursuant to Health & Safety Code Sections 1365 and 1368.
- 3.8 No Additional Referrals. Claremont will not refer or accept additional eligible Members for EAP services after the date of termination of this Contract.
- 3.9 No Retroactive Termination. Claremont does not engage in retroactive termination, and Members covered under this Contract will not be held retroactively responsible for any services provided to them by Claremont.
- 3.10 Provider Contract Termination. Upon termination of a Provider contract, Claremont will pay the Provider to complete all Member EAP sessions remaining for sessions in progress, unless Claremont makes reasonable and clinically appropriate provision for the assumption of such services by another contracting Provider. In either case, no costs will be incurred by Subscriber or any Member due to this Provider contract termination event. Claremont will provide sixty (60) days' written notice to Member/Subscriber of any termination or breach of contract by, or inability to perform of, any contracting Provider if Member/Subscriber may be materially and adversely affected thereby.

#### SECTION IV – CONFIDENTIALITY

- 4.1 Confidentiality. Subscriber shall not disclose or cause to be disclosed any Confidential Information or proprietary information, records, or other documents relating to the practice, services, operations or business of Claremont that Subscriber obtains during the term of this Contract except as necessary to perform its obligations under this Contract.
- 4.2 The term “**Confidential Information**” shall mean any business strategies, designs, plans and procedures, software, tools, processes, forecasts, projections, methodologies, data, reports, agreements, intellectual property, client lists, and trade secrets of Claremont and any information, including personal information, of or relating to Claremont and its affiliates, employees, clients, customers, agents, suppliers, and licensors (including their intellectual property and other proprietary information), or other proprietary information of Claremont marked confidential or identified as confidential by Claremont at the time of disclosure to Subscriber.
- 4.3 Member Information. The Parties shall use and disclose all patient information only in accordance with all applicable laws and regulations, including without limitation the Health Insurance Portability and Accountability Act of 1996 (“**HIPAA**”), the Health Information Technology for Economic and Clinical Health Act of 2009 (“**HITECH**”), California Civil Code § 56 *et seq.*, and any implementing regulations promulgated under those statutes, including the Privacy, Security, Breach Notification, and Enforcement Rules at 45 C.F.R. Part 160 and Part 164, and any other HIPAA or HITECH amendments or implementing regulations.
- 4.4 Records Maintenance. Claremont will maintain confidential records regarding EAP services provided to Members for a period of seven (7) years or for a longer period otherwise required by law. All records that Claremont prepares and maintains are the sole property of Claremont, unless otherwise provided by law, and will be confidentially retained by Claremont during the term of the Contract and if the Subscriber Contract terminates or expires.

#### SECTION V – INDEMNITY AND INSURANCE

- 5.1 Indemnity. Claremont shall indemnify, defend, protect, and hold harmless Subscriber from and against any and all claims, damages, suits, judgments, liabilities, losses, court costs, and expenses, arising out of Claremont’s gross negligence or intentional misconduct in performing its obligations under this Contract. Subscriber agrees to assume the risk of and liability for and shall indemnify, defend, protect, and hold harmless Claremont and its officers, agents, and employees from and against any and all claims, damages, suits, judgments, liabilities, losses, court costs, and expenses arising out of the negligence or intentional misconduct by Subscriber or its employees/representatives.

- 5.2 Insurance. Claremont will maintain, during the term of this Contract, general liability professional malpractice insurance in the minimum amount of one million dollars (\$1,000,000) per each occurrence limit and three million dollars (\$3,000,000) aggregate limit. Claremont requires its contracted Providers to maintain professional liability insurance of not less than one million dollars (\$1,000,000) per claim and a three million dollars (\$3,000,000) aggregate limit.

#### **SECTION VI – MISCELLANEOUS TERMS**

- 6.1 Proposed Changes. Claremont will not propose an increase in costs or a change in Benefits without providing thirty (30) days' advanced written notice to Subscriber.
- 6.2 Grievances. The "800" telephone number for use by Members for filing complaints and Grievances with Claremont is 1-800-834-3773.
- 6.3 Hold Harmless. No Member shall be liable for any payments due from Claremont to Providers if Claremont fails to pay Providers.
- 6.4 COBRA. Subscriber shall notify Claremont if EAP services are to be included in Subscriber's benefit plans subject to COBRA.
- 6.5 Distribution of EOC. Subscriber shall distribute the EOC in Exhibit A to Members upon enrollment and annually thereafter during the term of this Contract.
- 6.6 Waiver and Amendment. No waiver, modification, or amendment of this Contract is valid unless in writing and duly executed by both Parties.
- 6.7 Assignment. Subscriber may not assign or delegate any obligations or rights under this Contract without the prior written consent of Claremont.
- 6.8 Successors and Assigns. Except as otherwise expressly provided in this Contract, this Contract will be binding on, and will inure to the benefit of, the successors and permitted assigns of the Parties. Nothing in this Contract is intended to confer upon any party (other than the Parties or their respective successors and permitted assigns) any rights or obligations under or by reason of this Contract, except as expressly provided in this Contract.
- 6.9 Governing Law. This Contract is to be interpreted under the laws of the State of California, without regard to its conflict of laws principles, and is intended to be consistent with the requirements of the Knox-Keene Health Care Service Plan Act of 1975, as amended. The Plan is subject to the requirements of Chapter 2.2 of Division 2 of the Code and of Chapter 1 of Title 28 of the California Code of Regulations. The provisions of said Act will bind the parties regardless of any contrary wording in this Subscriber Contract. Any provision of the Act or Rules required to be in this Contract shall bind Claremont whether or not provided herein. Both Parties will comply with applicable laws in the performance of their obligations under this Contract.

6.10 Notices. All notices by either Party shall be to the addresses indicated below (or such other addresses as the parties may designate):

To Subscriber: Alameda County School Insurance Group  
5776 Stoneridge Mall Dr, Suite 130  
Pleasanton, CA 94588

To Claremont: Claremont EAP  
2 Park Plaza, Suite 1200  
Irvine, CA 92614

6.11 Language Assessment. Subscriber shall complete and return Claremont's language assessment survey for Subscriber's Members within thirty (30) days of the effective date of the Contract and every three (3) years after the effective date of the Contract during the term of this Contract, in accordance with Health & Safety Code § 1367.04 and 28 C.C.R. § 1300.67.04.

6.12 Relationship of the Parties. Claremont agrees its relationship to the Subscriber during the term of this Contract is that of an independent contractor, and as such, Claremont has no right or authority to commit or otherwise obligate Subscriber or any of its affiliates to any third party in any manner. Claremont agrees that as an independent contractor, no Social Security or federal or state income tax will be deducted by Subscriber and no retirement and unemployment benefits, disability, old age, survivors, workmen's compensation, and hospital insurance or other benefits available to Members will accrue.

6.13 Anti-Discrimination. Claremont will not refuse to enter into any contract or will not cancel or decline to renew or reinstate any contract, and will not discriminate against any Member, Provider, or applicant because of race, religion, color, sex, age, marital status, handicap status, veteran status, sexual orientation, ancestry, or national origin. Claremont agrees that to the extent applicable to this Contract, Claremont will comply with all applicable provisions and requirements of Executive Order 11246, as amended by Executive Order 11375, setting forth the rules, regulations, and relevant orders of the Secretary of Labor, as well as California Statutes 12940 (Non-Discrimination in Employment), 12945 (Pregnancy Leave Non-Discrimination), and Section 504 of the Federal Rehabilitation Act of 1973 (Non-Discrimination of Handicap).

6.14 Counterparts. This Contract may be executed in multiple counterparts, each of which shall be deemed an original and all of which together shall be deemed one and the same instrument.

6.15 Authorizations. Each Party warrants that it has the full right, power, and authority to enter into and fully perform its obligations under this Contract and that the execution, delivery, and performance of this Contract by that Party does not conflict with any other agreement to which it is a party or by which it is bound.

6.16 Interpretation. Each Party has had the opportunity to have counsel of its choice examine the

provisions of this Contract, and no implication shall be drawn against any Party by virtue of the drafting of this Contract.

- 6.17 Recitals and Exhibits. The recitals and exhibits set forth in this Contract are made a part of the Contract by this reference.

#### **SECTION VII – ARBITRATION**

- 7.1 Binding Arbitration. All disputes under this Contract that cannot be resolved informally must be submitted to binding arbitration under the commercial rules of Judicial Arbitration and Mediation Services (“**JAMS**”). By signing this Contract, Subscriber agrees that neither the Subscriber nor Members will retain any right to a trial by jury or a court trial in the case. It is understood that any dispute as to professional malpractice, that is as to whether any professional services rendered under this Contract were unnecessary or unauthorized or were improperly, negligently, or incompletely rendered, will be determined by submission to arbitration as provided by California law, and not by a lawsuit or resort to court process except as California law provides for judicial review of arbitration proceedings. Both Parties, by entering into this Contract, are giving up their constitutional right to have any such dispute decided in a court of law before a jury, and instead are accepting the use of arbitration.
- 7.2 Number of Arbitrators. For those disputes for which the total amount of damages claimed is \$200,000 or less, the Parties to the dispute shall select a single arbitrator who shall have no jurisdiction to award more than \$200,000.
- 7.3 Venue. The arbitration shall take place in Orange County, California, and judgment upon any award rendered by the arbitrator may be duly entered in any court in the State of California, having jurisdiction thereof. The Parties shall share the costs of arbitration equally, and each Party shall bear its own attorneys’ fees and costs.
- 7.4 Financial Hardship. In case of financial hardship, JAMS may determine that the Member may not be required to pay for the administrative costs of arbitration. Claremont will provide the Member, upon request, with an application for relief under this requirement. If JAMS does not grant such a request, Claremont shall, in cases of extreme hardship, assume all or a part of Member’s share of those administrative costs.

*[signature page follows]*

**SIGNATURE PAGE**

IN WITNESS WHEREOF, the parties hereby execute this Amendment.

Alameda County School Insurance Group ("**SUBSCRIBER**") CLAREMONT BEHAVIORAL SERVICES  
 ("**CLAREMONT**")

By: \_\_\_\_\_

By: \_\_\_\_\_

Print Name: \_\_\_\_\_

Print Name: \_\_\_\_\_

Title: \_\_\_\_\_

Title: \_\_\_\_\_

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

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

Exhibit A of EAP Services Contract

**Claremont Behavioral Services  
Employee Assistance Program (EAP)**

Combined Evidence of Coverage and Disclosure Form

**You can request an interpreter at no cost to speak with Claremont Behavioral Services EAP Plan or a counselor. To request an interpreter or ask about written information in your language, first call Claremont EAP at 1-800-834-3773.**

**Usted puede solicitar un interprete a no costo para hablar con Claremont Behavioral Services EAP o con un consejero. Para pedir un interprete o preguntar acerca de informacion escrita en su idioma, primero debe llamar a Claremont EAP al numero de telefono 1-800-834-3773.**

**PLEASE READ THE FOLLOWING INFORMATION SO YOU WILL KNOW FROM WHOM YOUR EAP SERVICES MAY BE OBTAINED.**

Your employer has chosen Claremont Behavioral Services to provide Employee Assistance Program (EAP) services ("Claremont EAP"). All EAP services covered under this Plan will be provided by Claremont EAP Providers.

Claremont EAP is a private firm specializing in employee assistance programs. Claremont EAP is **not** an insurance company.

**This combined Evidence of Coverage and Disclosure Form constitutes only a summary of the health plan. The health plan contract must be consulted to determine the exact terms and conditions of coverage.**

Any questions? Call our Contact Center at 1-800-834-3773

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## COMBINED EVIDENCE OF COVERAGE AND DISCLOSURE FORM

### Welcome to Claremont Employee Assistance Program

Your employer has chosen Claremont EAP to provide Employee Assistance Program (“EAP”) services for you and your eligible dependents. Claremont Behavioral Services, Inc. (the “Plan”) is a specialized health care service plan licensed in California under the Knox-Keene Act to provide EAP services (“Claremont EAP”). This brochure is your COMBINED EVIDENCE OF COVERAGE AND DISCLOSURE FORM. Your employer has entered into a contract with the Plan.

This Combined Evidence of Coverage and Disclosure Form provides you with important information on how to obtain Covered Services and the circumstances under which Benefits will be provided to you. PLEASE READ IT CAREFULLY.

Keep this publication in a safe place where you can easily refer to it when you need Covered Services.

Claremont Behavioral Services, Inc. Employee Assistance Program

2 Park Plaza, Suite 1200

Irvine, CA 92614

(800) 834-3773

Website: [www.claremonteap.com](http://www.claremonteap.com)

## **INTRODUCTION TO CLAREMONT EMPLOYEE ASSISTANCE PROGRAM**

Claremont EAP is a Specialized California Health Care Service Plan providing an Employee Assistance Program headquartered in Irvine, CA.

When you receive Covered Services from an EAP Provider, you will not be responsible for paying any Co-Payment. You will not make Premium payments; your employer makes Premium payments on your behalf.

If you wish to know more information about any of the issues covered in this Combined Evidence of Coverage/Disclosure Form, you may request additional information from the Plan. Also, if you have any questions or concerns about Claremont EAP, call our Contact Center at the telephone number provided below. A representative in our Contact Center will be happy to assist you.

The Plan, operating as a specialized health care service plan, will provide you an appropriately qualified and licensed behavioral health care provider, acting within the scope of EAP practice and who possesses a clinical background, including training and expertise related to the delivery of employee assistance program services.

### **Requesting Your Confidential Medical Information**

You have a right to access your Medical Information under California law, including for services received via a telehealth provider. You also may request the form and format of communications that Claremont sends to you containing your Medical Information (as defined under Important Terms below) and/or your provider's name and address by contacting Claremont online at [www.claremonteap.com/contact-us](http://www.claremonteap.com/contact-us), by mail at 2 Park Plaza, Suite 1200, Irvine, CA 92614, via email at [compliance@uprisehealth.com](mailto:compliance@uprisehealth.com), or by telephone 800-834-3773. Claremont will comply with that request if the form and format is readily producible. Your request shall remain valid until you revoke the request or submit a new request. Claremont shall implement your request within seven (7) calendar days of receiving it electronically or within fourteen (14) calendar days of receiving it by first-class mail. Claremont will acknowledge receiving your request and let you know the status of implementing such a request.

### **Protecting Your Confidential Medical Information**

Claremont EAP will protect your Medical Information, including Medical Information regarding Sensitive Services (which includes Gender Affirming Care and abortion services), as required by law. Claremont EAP will (i) limit access to Medical Information to only those persons or entities authorized by law to access it, and (ii) prevent disclosure of Medical Information regarding abortion services to persons and entities outside of the State of California, except as required by law. If you have any questions about your Medical Information (including information regarding Sensitive Services), how to access such information, and how Claremont EAP protects such information, you can contact Claremont at [compliance@uprisehealth.com](mailto:compliance@uprisehealth.com) or 800-834-3773.

### **Organ Donation**

California law requires Claremont EAP to notify you that each year, organ transplants save thousands of lives. Success rates are rising but there are far more potential recipients than donors. More donations are urgently needed. Organ and tissue donations may be used for transplants and medical research. Anyone age 18 or older and of sound mind can become a donor when he or she dies. Minors can become donors with parental or guardian consent. Please discuss a decision to become a donor with your family and physician. You may register as a donor by obtaining a donor card from the Department of Motor Vehicles. In California, you may also register online at: [www.donatelifecalifornia.org](http://www.donatelifecalifornia.org).

## Language Assistance

If you need interpreter services when you call us or when you get covered Services, please let us know. Interpreter services are available 24 hours a day, seven days a week, at no cost to you, even when a you are accompanied by a family member or friend who can provide interpretation services. For more information on the interpreter services we offer, please call our Contact Center.

## Telehealth

You may receive Covered Services on an in-person basis or via telehealth from a Provider. There is no cost to you whether those Covered Services are provided to you in person or via telehealth, and there is no difference in the cost to your Employer whether those services are provided in person or via telehealth. If you are currently receiving telehealth services from a Provider, you have the option of continuing to receive that service with your current Provider so long as your Provider remains contracted with Claremont EAP to provide those services to you.

Consent to Receive Services. Before receiving telehealth counseling services, your Provider shall inform you about the use of telehealth and obtain your verbal or written consent for the use of telehealth as an acceptable mode of delivering these counseling services. Your Provider shall document your consent to receive counseling services through telehealth.

Third-Party Corporate Telehealth Services. Claremont or your Provider should ask for your primary care provider (PCP) contact information before you receive telehealth services from a third-party corporate telehealth provider<sup>1</sup> like BetterHelp. If you want such records shared with your PCP, you additionally need to sign an authorization that allows the third-party corporate telehealth provider to provide those counseling records to your PCP. If you do not wish for the third-party corporate telehealth provider to share your counseling records with your PCP, you may decline to provide such PCP information to Claremont and the Provider and/or decline to sign an authorization. It is your right to protect your

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<sup>1</sup> A “third-party corporate telehealth provider” means a corporation directly contracted with Claremont that provides health care services exclusively through a telehealth technology platform and has no physical location where you can receive counseling services.

counseling records and prevent those records from being shared with your PCP. If you decline to provide your PCP information or do you not sign and return an authorization for such a disclosure, your third-party

corporate telehealth provider will **not** share your counseling records with your PCP.

Records Access. You have the right to access any records related to Covered Services you receive from a telehealth Provider, pursuant to and consistent with California Health & Safety Code Division 106, Part 1, Chapter 1, starting with Section 123100. Contact Claremont if you would like to access these records, and Claremont will assist you with the process.

## **IMPORTANT TERMS**

The following definitions apply to this Combined Evidence of Coverage and Disclosure Form:

**BENEFITS** mean those Covered Services a Member is entitled to receive under the applicable Claremont EAP Specialized Health Care Service Plan Contract.

**BENEFIT YEAR** means each twelve (12) month prior beginning on the Effective Date until the termination of the Specialized Health Care Service Plan Contract.

**COBRA** means Consolidated Omnibus Budget Reconciliation Act of 1985 for continued access to health insurance coverage to be provided to Members, and their dependents, of Subscribers with 20 or more eligible Members.

**COMBINED EVIDENCE OF COVERAGE/DISCLOSURE FORM (EOC/DF)** means this document issued to a Subscriber/Member setting forth the coverage to which the Subscriber or Member is entitled.

**COMMUNITY RESOURCES** are defined as publicly available behavioral health and/or chemical dependency treatment or counseling resources. Community Resources are not included under this specialized health care plan. Claremont may refer Members to Community Resources as a supplemental benefit, but any fees for such Community Resources are not included under this specialized health plan.

**CO-PAYMENT** means the amount, if any specified herein, which represents the Member's portion of the cost of Covered Services. There are no Co-Payments required of any Member.

**COVERED SERVICES** mean those services a member is entitled to receive under the Plan.

**CRISIS INTERVENTION** means the process of responding to a request for immediate services in order to determine whether or not a medical-psychiatric emergency or urgent situation exists and to otherwise assess the needs for counseling or referrals to medical psychiatric services.

**EFFECTIVE DATE** means the actual calendar date when the Specialized Health Care Service Plan Contract becomes effective. The date is found on page 1, line 1 of the Subscriber Contract.

**EMERGENCY MEDICAL CONDITION** means a medical condition manifesting itself by acute symptoms of sufficient severity including severe pain such that the absence of immediate medical attention could reasonably be expected to result in placing the patient's health in serious jeopardy, serious impairment,

or serious bodily or psychological harm to you or others.

EMERGENCY SERVICES includes medical screening, examination and evaluation by a physician, or other appropriate Providers under the supervision of a physician to determine if an Emergency Medical Condition exists, and if it does, the care, treatments, and surgery by a physician necessary to relieve or eliminate the Emergency Medical Condition. Emergency Services also include screening examination and evaluation by an MD psychiatrist, physician, or other applicable Providers within the scope of their licenses to determine if a psychiatric medical condition exists and the care and treatment necessary to relieve or eliminate the psychiatric Emergency Medical Condition.

EMPLOYER means an organization that has contracted with the Plan to provide employee assistance services to its eligible employees and dependents and who is responsible for payment to the Plan.

EXCLUSIONS mean services that are not covered under the Plan.

FRAUD includes the deliberate submission of false information by a Provider, Subscriber, Plan Member, Plan employee or other individual or entity, to gain an undeserved payment on a claim or false information relating to the number of Members covered under the Subscriber Contract with the Plan or false information relating to making formal management referrals or deceptive practices that violate the confidentiality of the Member and demands for confidential Member information that would violate federal and state law governing confidentiality and professional codes of ethics for employee assistance program services, Providers, and mental health professionals.

GENDER AFFIRMING CARE means medically necessary health care and gender affirming mental health care that respects the gender identity of the patient, as experienced and defined by the Member, and may include, but is not limited to: (i) interventions to suppress the development of endogenous secondary sex characteristics, (ii) interventions to align the Member's appearance or physical body with the Member's gender identity, and (iii) interventions to alleviate symptoms of clinically significant distress resulting from gender dysphoria.

GRIEVANCE means a written or oral expression of dissatisfaction regarding the Plan and/or a Provider, including quality of care concerns, and shall include a complaint, dispute, and request for reconsideration or appeal made by a Member or the Member's representative. Where the Plan is unable to distinguish between a Grievance and an inquiry, it shall be considered a Grievance.

INCIDENT means a newly emergent issue or occurrence and the related causes and consequences of such issue or occurrence that disrupt the relevant Member's personal functioning, health, state of mind, and/or quality of life. Examples include, but are not limited to, marital, family or personal relationship problems, emotional concerns, and substance abuse. A single Incident may manifest itself in multiple ways or over an extended period of time. For example, clinical depression is a single Incident that might affect or arise from several facets of a Member's life, such as his or her personal, marital, and work relationships. Claremont EAP shall make the final determination of what constitutes an Incident.

**INDIVIDUALLY IDENTIFIABLE** means that the Medical Information includes or contains any element of personal identifying information sufficient to allow identification of the Member, such as the Member's name, address, electronic mail address, telephone number, or social security number, or other information that, alone or in combination with other publicly available information, reveals the identity of the Member.

**MEDICAL INFORMATION** means any Individually Identifiable information, in electronic or physical form, in possession of or derived from a provider of health care, health care service plan, pharmaceutical company, or contractor regarding a Member's medical history, mental health application information, Reproductive or Sexual Health Application Information, mental or physical condition, or treatment.

**MEMBER** means (1) the covered employee of a Subscriber organization ("Employee Member"); (2) an Employee Member's (a) lawful spouse or domestic partner, (b) dependent child (whether natural, adopted, step, foster, or the child of a spouse or domestic partner—collectively "dependent child(ren)"), up to and including children twenty-six (26) years old and regardless of whether the dependent child resides in the Employee Member's household, but provided the dependent child resides within the approved Service Area, and (c) family member (including but not limited to: child (dependent or otherwise), spouse, domestic partner, parent, or parent-in-law) resident in the Employee Member's household. Those in category (2) above are collectively "Dependent Member(s)." (See "Eligibility" section, below.)

**PLAN** means Claremont Employee Assistance (EAP) Plan.

**PREMIUM** means the sum of money paid to the Plan that entitles the Member to receive the Covered Services provided by the Plan (Claremont Employee Assistance Program) as outlined in this Evidence of Coverage and Disclosure Form.

**PROVIDER** includes a clinical psychologist (Ph.D.), licensed clinical social worker (LCSW), marriage family and child therapist (LMFT) or Licensed Professional Clinical Counselor (LPCC) who provides Covered Services, including EAP assessment, referral and short-term counseling services, to Members under the Plan and who has agreed to accept negotiated rates as payment in full for services provided to Members.

**REPRODUCTIVE OR SEXUAL HEALTH APPLICATION INFORMATION** means information about an individual's reproductive health, menstrual cycle, fertility, pregnancy, pregnancy outcome, plans to conceive, or type of sexual activity collected by a Reproductive or Sexual Health Digital Service, including, but not limited to, information from which one can infer someone's pregnancy status, menstrual cycle, fertility, hormone levels, birth control use, sexual activity, or gender identity.

**REPRODUCTIVE OR SEXUAL HEALTH DIGITAL SERVICE** means a mobile-based application or internet website that collects reproductive or sexual health application information from a consumer, markets itself as facilitating reproductive or sexual health services to a consumer, and uses the information to facilitate reproductive or sexual health services to a consumer.

**SENSITIVE SERVICES** means all health care services related to mental or behavioral health, sexual and reproductive health, sexually transmitted infections, substance use disorder, Gender Affirming Care, and intimate partner violence.

**SERVICE AREA** means the geographic area within which the Plan will provide services. The Service Area is designated by zip codes listed within this Evidence of Coverage.

**SESSION** means an outpatient visit with a Provider conducted on an individual/family basis during which counseling services are delivered.

**SPECIALIZED HEALTH CARE SERVICE PLAN CONTRACT** means a contract for health care services in a single specialized area of health care, for Subscribers or Members, or which pays for or which reimburses any part of the cost for those services, in return for a prepaid or periodic charge paid by or on behalf of the Subscribers or Members.

**SUBSCRIBER** means the entity that is responsible for payment to the Plan. The employer organization contracting with the Plan for EAP services is responsible for payment to the Plan.

**SUBSCRIBER CONTRACT** means the contract between the Subscriber and Claremont EAP for the provision of EAP Benefits to eligible employees and dependents of employees.

## **OBTAINING YOUR EAP BENEFITS**

Please read the remainder of this Combined Evidence of Coverage and Disclosure Form to fully understand how to use your Claremont Employee Assistance Program Benefits. Here's how to get started:

1. For confidential assistance, call our toll-free EAP number 24 hours a day: 800-834-3773.
2. An Intake Counselor will take your contact information and name of the covered employee's employer, assess your situation, and use that information to find the appropriate Provider in the area close to your home or work, as you prefer it.
3. All EAP services must be authorized prior to receiving services. Our Intake Counselors will assist you in completing the prior authorization process. It is important that you provide the Intake Counselor on the telephone with some detail regarding your concerns and preferences so that the Intake Counselor can refer you to a provider with the experience to best meets your needs.
4. The maximum number of visits provided under the Subscriber Contract are authorized by the Intake Counselor at the time of the telephone call. Once services have been authorized, Claremont EAP will provide you with the name(s) of a practitioner(s) appropriate for your issue, and you can contact the practitioner directly to schedule an appointment at a time that is convenient for you. If you do not reach the practitioner right away and have not received a call back within one business day, please call our Contact Center for assistance.
5. Claremont will notify the practitioner first so your call will be expected. There are no paperwork, claim forms or fees. This is an easy, no-cost service to help address a range of personal and

professional issues.

6. Counseling sessions are conducted in person by the referred provider, unless other arrangements are made to the satisfaction of the Member.

## **PRINCIPAL EAP BENEFITS AND COVERAGE**

This section summarizes the Covered Services provided to Members.

The Plan provides clinical assessment, counseling and referral for a variety of Incidents including, but not limited to:

- Marital or Relationship Difficulties
- Family and Child Problems
- Stress/Anxiety
- Depression
- Grief and Loss
- Substance Abuse
- Domestic Violence
- Job Performance Issues
- Crisis Intervention
- Communication and/or Conflict Issues

The services offered by the Claremont EAP include problem assessment and counseling. Formal medical diagnoses or ongoing treatment services are not provided. EAP services provided to you may include referring you to non-covered community resources or, if applicable, your full-service health plan for ongoing assistance. You are responsible for the payment of any cost or fees for such non-covered services.

## **LIMITATIONS AND EXCLUSIONS**

The Covered Services you are entitled to are limited to a maximum of 3 Sessions per Incident per Benefit Year. Covered Services are also limited as follows:

1. Providers do not render services that are outside of the scope of their training, abilities, or experience.
2. Services provided by non-contracted providers are not covered, unless prior written authorization has been provided by the Plan.

Some services are not covered. Claremont EAP can help you determine if exclusions apply to you. The following services are specifically excluded:

1. Any service that has not been pre-authorized by Claremont EAP.
2. Services not listed under the section entitled "Principal EAP Benefits and Coverage" are not covered.

3. Child custody determinations.
4. Legal action taken against Member's employer or any consultation related to employment law.
5. Aversion Therapy.
6. Biofeedback and hypnotherapy.
7. Court-ordered services, including services required as a condition of parole or probation, except to the extent the Member is otherwise entitled to services.
8. Services for remedial education, including evaluation or treatment of learning disabilities or minimal brain dysfunction; developmental and learning disorders; behavioral training; or cognitive rehabilitation.
9. Treatment or diagnostic testing related to learning disabilities, developmental delays, or educational testing or training.
10. Services received from a non-contracting Provider, unless prior written authorization is provided by the Plan.
11. Psychological testing.
12. Examinations and diagnostic services in connection with the following: work status, obtaining or continuing employment; obtaining or maintaining any license issued by a municipality, state, or federal government; securing insurance coverage; foreign travel or school admissions.
13. Services of a psychiatrist (M.D.), including medication management or medication consultation.
14. Prescription drugs.
15. Inpatient, Outpatient, or Residential services for behavioral health or substance abuse treatment.
16. Evaluations for emotional support animals.

## **SECOND OPINION**

If a Member has questions about an EAP provider's assessment of their problem or the action plan developed with such provider, or if the EAP provider is unable to make an assessment, the Member may contact Claremont EAP to discuss the assessment or action plan. The Member may also contact Claremont to discuss any concerns or questions they have if their problem is not improving within an appropriate time period. The Member may contact Claremont's Intake Counselors to request a second opinion. In such cases, the Member will be referred to an appropriately qualified professional – a licensed behavioral health care provider acting within the scope of his or her practice, who has a clinical background, including training and expertise, in connection with the condition or conditions for which the Member requested a second opinion. In such circumstances, there is no cost to the Member for a second opinion.

In a case involving an imminent, serious health threat, the Member's request will be processed on an expedited basis. A second opinion will be authorized or denied within 72 hours after Claremont's receipt of the request. For additional information regarding the availability of a second opinion, the Member can call Claremont EAP's Contact Center at 800-834-3773.

If a request for a second opinion is denied, the Plan will notify the requesting Member in writing of such decision with the reasons for the denial. A Member has the right to file a Grievance with the Plan for a denial of a request for second opinion. Please see the section on "Complaint, Grievance, and Appeals

Procedures” for information regarding submission of a Grievance to the Plan.

## CHOICE OF PROVIDERS

Listed services are provided through Providers who have agreed to enter into a written contract with Claremont EAP.

- All contracting Providers are appropriately licensed professionals who function as EAP counselors within the scope of employee assistance services and shall comply with professionally recognized standards of practice and all applicable state and federal laws.
- EAP Providers may be licensed as Marriage Family and Child Therapists (LMFT), Licensed Clinical Social Workers (LCSW), Licensed Professional Clinical Counselor (LPCC) and Clinical Psychologists (Ph.D.). All perform EAP counseling within the defined scope of EAP services.

If the Plan is unable to offer the Member access to a contracted Provider within reasonable accessibility and time limits, the Plan may authorize Covered Services with a non-contracted provider. The Member must obtain prior authorization. Additionally, if there is a provider that is not currently contracted with Claremont EAP, a Member may also submit a prior authorization request to see that provider. If prior authorization is obtained, Claremont EAP will arrange for payment to the non-contracted provider – you do not need to make any payment to the non-contracted provider. If prior authorization is not obtained, you may be responsible for payment to the non-contracted provider.

Some contracting Providers are capable of conducting counseling services remotely via video. Video counseling sessions are accounted in the same way and subject to the same eligibility, limitations, and exclusions as non-video counseling. If you wish to conduct your counseling sessions via video, please tell your intake counselor so you can be referred to the appropriate Provider and provided instructions on accessing secure video services.

You do not need to make payment to a provider for any Covered Services that have been pre-authorized by Claremont EAP. Notify us if your provider attempts to collect payment for pre-authorized Covered Services or if you make any such payment to a provider by calling our Contact Center.

Please ensure that you make every effort to attend all appointments on time. In the event any Member does not show up for a scheduled appointment and has not provided at least 24 hour notice prior to the appointment, one visit will be deducted from the number of visits the Member is entitled to for that Benefit Year. This shall apply to each scheduled appointment for which a Member does not show up and does not provide at least 24 hours’ prior notice. A visit will not be deducted from the number of visits the Member is entitled to if the Member is unable to give 24 hours’ notice due to circumstances beyond the Member’s control.

## FACILITIES

You may obtain information regarding the identity and location of Provider facilities by contacting Claremont EAP by telephone at (800) 834-3773.

## **CONTINUITY OF CARE**

1. Terminated Providers – Should the Provider, or the Plan terminate a provider contract, Members may request continuity of care for assessment and referral, or counseling services that began prior to the date of termination. The Plan will authorize and cover the completion of remaining services. The Plan will provide you written notice prior to the termination of any contracting EAP Provider. The notice will include information on how to request continuity of care.
2. New Employee – any new Member involved in a current episode of short-term counseling with a prior employee assistance program (EAP) service Provider at the time their employer terminated the prior EAP contract, may request continuity of care to continue counseling with that Provider under the former plan. Such new Member will be allowed a reasonable transition period to continue his or her course of treatment with the prior EAP service Provider. The Plan will authorize and cover the completion of the remaining services, up to the limits of the number of counseling Sessions to be provided by the Plan under the new Subscriber Contract. The Plan will not attempt to offer or cover continuity of care beyond the scope of employee assistance services and its licensed capabilities.

## **OBTAINING EMERGENCY SERVICES**

In the event that a Member is having or believes that he/she is having a medical or psychological emergency, the Member or dependent should call 911 or go to the nearest hospital emergency room. Medical/psychiatric emergencies and services for medical emergency or other medical/psychiatric care are not Covered Services and will not be paid by the EAP.

Members are encouraged to use appropriately the “911” emergency response system, in areas where the system is established and operating, when they have, or believe they have, an emergency psychiatric or medical condition that requires an emergency response.

## **CRISIS INTERVENTION**

Your EAP provides 24-hour telephone Crisis Intervention. The EAP will provide appropriate intervention.

Where there is no Crisis, but the Member or dependent has an urgent need to see a Provider immediately to address a serious problem or condition, the EAP will schedule the Member with a Provider who will offer an immediate appointment within an appropriate time frame.

## **INDEPENDENT MEDICAL REVIEW**

A member may request an independent medical review in accordance with the Independent Medical Review System established under Article 5.5 of the Health and Safety Code (section 1374.30 et seq.).

## **ELIGIBILITY, ENROLLMENT, EFFECTIVE DATE, AND RENEWAL PROVISIONS**

### **ELIGIBILITY**

To be eligible for services under the Plan, your employer must have executed a Specialized Health Care Service Plan Contract (“Subscriber Contract”) with Claremont EAP.

Your employer makes the determination of who is eligible to participate and who actually participates in the Plan. Disputes or inquiries regarding eligibility, including rights regarding renewal, reinstatement and the like may be referred by Claremont Employee Assistance Program to your employer for determination.

If an Employee Member is terminated from employment and he or she returns to active employment with Subscriber, such Member and his or her eligible dependents may again become eligible.

Dependent coverage is included in the Plan. Dependent Members are defined as follows:

1. The lawful spouse or domestic partner of the Employee Member.
2. An Employee Member’s dependent child, up to and including age twenty-six (26), irrespective of the dependent child’s place of residence, marital, financial, or student status, providing, however, that the dependent child resides within the approved Service Area. Dependent adopted children, stepchildren, and foster children are covered from and after the date of placement and are included in all references to an Employee Member’s “child(ren)” or “dependent child(ren).”
3. Coverage will not terminate while a dependent child is and continues to be (1) incapable of self-sustaining employment by reason of physically or mentally disabling injury, illness, or condition; and (2) chiefly dependent upon the Employee Member for support and maintenance, provided the Member furnishes proof of such incapacity and dependency to Claremont Employee Assistance Program within sixty (60) days of the child attaining the limiting age set forth in paragraph 2 above, and every two (2) years thereafter, if requested by the Plan.
4. In addition to the above, Employee Members’ family members (including but not limited to a child (dependent or otherwise), spouse, domestic partner, parent and parent-in-law), if residing in the Employee Member’s household, are eligible for Covered Services under the Plan. Dependents are eligible for coverage on the date the Employee Member becomes eligible for coverage, or as of the date a covered Employee Member acquires such dependent.

Dependent Members, as described above, who do not reside within the Plan’s approved service area are not automatically enrolled in the Plan, and the Plan is not required to provide Covered Services to Dependents who do not reside within the approved Service Area. Out-of-area Dependents seeking Covered Services may request authorization from the Plan prior to obtaining such services. Any Covered Services rendered to out-of-area Dependents which have not been pre-authorized by the Plan will not be paid for by the Plan.

## **ENROLLMENT**

All eligible Members who live or work within the Plan’s Service Area are automatically enrolled with

Claremont EAP and qualified to receive Covered Services.

**EFFECTIVE DATE OF COVERAGE**

The beginning of eligibility coverage is determined by the Specialized Health Care Service Plan Contract Effective Date. Subscriber employees whose employment with a Subscriber begins after the effective date of the Specialized Health Care Service Plan Contract are covered as Members as determined by the contract and the Member’s Subscriber employer benefit policy.

**RENEWAL PROVISIONS**

Your employer (the Subscriber) and the Plan will decide the continued coverage and renewal of Benefits pursuant to the terms of the Subscriber Agreement. The Plan reserves the right to modify the provisions of this contract, including provisions relating to premiums. Any notification of termination, nonrenewal, or change in Benefits will be communicated to you by the Subscriber.

**SUPPLEMENTAL BENEFITS**

In addition to EAP benefits, enrollees of Claremont EAP also have access to other services. Claremont EAP will provide the services described below during normal business hours at designated office locations at the request of enrollees and upon prior authorization by Claremont EAP.

Service	Description	Amount
<b>Legal Consultations</b>	Provide Members with one initial telephonic or in-person 30-minute legal consultation, per issue, with a qualified legal professional. A 25% discount is available for any legal services beyond the initial consultation. Attorneys have expertise in areas such as family law, consumer issues, traffic violations and personal injury, etc.	Consultations: One (1) 30-minute legal consultation per issue. Then 25% reduction from the normal hourly rate if member retains attorney.
<b>Financial Consultations</b>	Members will have ongoing access to money coaches and online financial resources.	Unlimited access to money coaches and online financial resources

<b>Childcare Consultations and Referrals</b>	Provide Members with one telephonic consultation per issue to assist with childcare and parenting issues; provide referrals to family day care homes, infant centers, pre-schools, before/after school programs, sick/emergency care, in-home options, and care for special needs children.	Unlimited Consultations and Referrals.
<b>Elder/Disabled Care Consultations and Referrals</b>	Provide Members with one telephonic consultation per issue to assist with elder care and disabled adult issues; provide referrals to elder/disabled care providers and/or support services for those issues.	Unlimited Consultations and Referrals.
<b>Pet Care Referrals</b>	Provide Members with one telephonic consultation per issue; provide referrals to vets, animal hospitals, pet services, groomers/boarders, transportation services, pet insurance, and obedience classes for their pets; provide educational materials including tip sheets and checklists also provided.	Unlimited Consultations and Referrals.
<b>Adoption Assistance</b>	Provide Members with telephonic consultations about adoption options and the adoption process; provide referrals to public and private adoption agencies, adoption support organizations, single parent adoptions, adopting special needs children, step-parent adoptions, and international adoptions; provide educational materials including tip sheets and resource listings.	Unlimited Consultations and Referrals.
<b>School and College Selection Assistance</b>	Provide Members with telephonic consultations about school and college selection issues; provide referrals to elementary and secondary public/private schools and after school programs, state/private colleges and universities, test preparation courses, financial aid, educational consultants; provide educational materials including College Guidebook, SAT information, tip sheets, checklists, and resource listings.	Unlimited Consultations and Referrals.

<b>Community Resources Referrals</b>	Provide referrals for Members to available Community Resources for assistance with personal- or work-related issues affecting the quality of life of the Member requesting the referral (e.g., substance abuse programs, domestic violence support groups).	Unlimited Consultations and Referrals.
<b>Convenience Referrals</b>	Provide referrals for Members to available daily living services such as home repair, errand services, travel, entertainment and apartment locator services.	Unlimited Consultations and Referrals.
<b>Wellness Referrals</b>	Provide help with physician searches, medical support groups, fitness centers, diet & nutrition resources, alternative medicine and other resources	Unlimited Consultations and Referrals.

**CONFIDENTIALITY AND RELEASE OF INFORMATION**

The Plan will maintain the confidentiality of all Member EAP records except to the extent that disclosure is authorized by the Member in writing or is otherwise mandated or allowed by federal and state law. Please see Claremont’s Notice of Privacy Practices for a complete list of permitted disclosures. All EAP case records are maintained in compliance with all federal and state laws protecting the confidentiality and security of EAP records. The Plan maintains a comprehensive standard procedure on the confidentiality of case records that prescribes how Member case records are to be maintained.

Confidential information is maintained in accordance with the Federal Health Insurance Portability & Accountability Act of 1996 (“HIPAA”) and the Health Information Technology for Economic and Clinical Health Act of 2009 (“HITECH”).

A STATEMENT DESCRIBING CLAREMONT’S POLICIES AND PROCEDURES FOR PRESERVING THE CONFIDENTIALITY OF MEDICAL RECORDS IS AVAILABLE AND WILL BE FURNISHED TO YOU UPON REQUEST. You may request a paper copy of this Notice at any time by contacting the Plan at 800-834-3773. The Plan’s Notice of Privacy Practices is also available on the Plan’s Member website at [www.claremonteap.com](http://www.claremonteap.com).

**ANTI-DISCRIMINATION NOTICE**

The Plan will not cancel, decline to renew, or decline to reinstate any Subscriber Contract, or refuse to enroll, accept, or renew any person as a Member, on the basis of race, color, national origin, ancestry, religion, sex, marital status, sexual orientation, age, or disability of any contracting party, prospective

contracting party, or person reasonably expected to benefit from that contract as a Subscriber, Member, dependent, or otherwise.

## **ANTI-FRAUD PLAN**

The Plan has established an Anti-Fraud Plan to identify and reduce the risk and potential costs to the Plan, and to protect its EAP Providers, Subscriber organizations and their Members, in the delivery of employee assistance services through the timely detection, investigation, and prosecution of suspected Fraudulent activities.

Subscribers and their Members should file a report of suspected or alleged fraudulent activities to Claremont EAP. The filing of any report will be treated confidentially and should be filed with the Plan's Vice President of Operations, who can be contacted by mail at 2 Park Plaza, Suite 1200, Irvine, CA 92614 or by telephone at 800-834-3773.

Any report of suspected or alleged fraudulent activities will be immediately investigated with strict confidentiality.

## **TERMINATION OF BENEFITS**

In most cases, your coverage will end when the contract between your employer (Subscriber) and Claremont EAP is terminated. There are also some circumstances when your coverage may end even though the Plan's contract with your employer remains in effect, for example, when you are no longer eligible to receive EAP Benefits as a Member (employee or dependent), or the Plan no longer wants to provide services to you because of your conduct as described below.

Your coverage cannot be cancelled or not renewed because of your health status or your use of EAP services. If you believe this has happened you may send us a written complaint to the attention of the Contact Center as described in the "Complaint, Grievance, and Appeals Procedure" section of this Evidence of Coverage/Disclosure Form, or online at [www.claremonteap.com](http://www.claremonteap.com), or by calling 800-834-3773. You may also request a review by the Director of the California Department of Managed Health Care.

- 1. Termination by your employer (Subscriber)** – Subscriber shall have the option to terminate this contract for cause upon thirty (30) days written notice to the Plan.
- 2. Termination by the Plan of contract with Subscriber for non-payment** – If your employer (Subscriber) fails to pay our fees, the Plan may terminate the Subscriber Contract for non-payment. The Plan will first give your employer thirty (30) days' notice of our intent to terminate the Subscriber Contract for non-payment. If payment is not received within those thirty (30) days, we will terminate the contract, wherein your employer will furnish you notice of the termination. Ongoing treatment will not be interrupted due to non-payment or contract termination.

- 3. Termination of coverage based on your conduct** – The Plan reserves the right to cancel your coverage for Fraud or deception in the use of EAP services. “Fraud” includes knowingly making, or causing, or permitting to be caused false statements in order for you or another person to obtain EAP services to which you or the other person is not entitled. “Fraud” also includes any act that constitutes Fraud under applicable federal or state law. Cancellation is effective thirty (30) days after receipt of notice of cancellation.

If a Member believes the contract for EAP services has been or will be improperly cancelled or not renewed, the Member may request a review by the Plan or the Director of the Department of Managed Health Care pursuant to Section 1368 of the California Health and Safety Code.

The Plan does not engage in retroactive termination, and as a Member (employee or eligible family member) under your employer’s Subscriber Contract, you will not be held retroactively responsible for any services provided to you by the Plan.

## **INDIVIDUAL CONTINUATION OF BENEFITS**

### **ELECTING COBRA COVERAGE**

Your employer is responsible for providing you notice of your right to receive continuing coverage under COBRA. Your employer is responsible for notifying the Plan of the duration of your eligibility.

If you terminate your employment with the Subscriber, you may elect to continue your EAP benefit through your employer under COBRA to continue receiving Benefits and Covered Services pursuant to the Subscriber Contract and this Combined Evidence of Coverage and Disclosure Form.

You must notify your employer that you elect to continue the EAP benefit. Your employer will include your name on a list of employees who have selected the EAP benefit under COBRA and will provide the Plan this updated list on a regular basis. If you elect to continue this benefit, you will be responsible for the premium payment. Your employer will provide you information on the monthly premium due for your continued coverage and the process for remitting payment through the employer. You will not be responsible for filing a claim for EAP services under COBRA.

## **LIABILITY OF SUBSCRIBER OR MEMBER FOR PAYMENT**

### **CO-PAYMENT**

There are no Co-Payments due or payable by Members. All Covered Services are paid for by the Plan.

### **PREPAYMENT OF FEES**

Your employer is paying the monthly Premium for your EAP services. Neither you nor your dependents have any responsibility for payment of any Premiums or Co-Payments for EAP services provided to you under the Plan. All EAP services are 100% paid for by your employer under the Subscriber Contract it

maintains with the Plan. Under the terms of the Subscriber Contract, Members are required to access all EAP services through the Plan's EAP nationwide toll-free number, 800-834-3773, available to Members 24 hours/day, 7 days/week. You do not need to make payment to a provider for Covered Services that have been pre-authorized by Claremont EAP.

### **OTHER CHARGES**

For services approved by Claremont, there are no copayments, coinsurance, or deductible requirements. However, if you continue to seek services after exhausting the approved number of Provider visits, you may be responsible for charges for such services.

### **LIABILITY FOR SUMS OWED BY CLAREMONT EMPLOYEE ASSISTANCE PROGRAM**

California law requires that every contract between a Plan and a Provider must contain a provision that prohibits the Plan from holding you financially responsible for sums owed to a Provider by the Plan. In the event the Plan fails to pay a Provider for Covered Services, you will not be liable to that Provider for the amount owed by the Plan. In the event the Plan fails to pay a non-contracted provider, the Member may be liable to the non-contracted provider for the cost of services.

### **REIMBURSEMENT PROVISIONS**

In the event you render payment to a Provider in exchange for provision of pre-authorized Covered Services, the Plan will reimburse you to the extent of such payment. If you believe you have improperly rendered payment for Covered Services, contact Claremont in accordance with the Grievance policy detailed below.

### **HOW CLAREMONT EAP COMPENSATES EAP PROVIDERS**

The Plan will pay each of the contracting EAP Providers directly for Covered Services on a negotiated fee-for-service basis.

Claremont EAP does not pay financial bonuses or other incentives to the Plan Providers. Should you wish to know more about these issues, please call our Contact Center at 800-834-3773.

Providers are allowed to self-refer for continuing services beyond the scope of EAP services in specific situations in which the clinical need is best served by the Member remaining with the Provider for ongoing treatment services. In such cases, you will be responsible for payment and the Plan will not pay for services.

## **COMPLAINT, GRIEVANCE, AND APPEALS PROCEDURES**

### **COMPLAINT/GRIEVANCE PROCESS**

Claremont Employee Assistance Program has established a Grievance process for receiving and resolving Member complaints. If you experience any problem with services delivered through Claremont EAP, call

the Contact Center at 800-834-3773. You may also submit a complaint or grievance online at [www.claremonteap.com](http://www.claremonteap.com), or by mailing notice of your grievance to:

Claremont Behavioral Services, Inc. Employee Assistance Program  
Contact Center  
2 Park Plaza, Suite 1200  
Irvine, CA 92614

The Clinical Director reviews any complaint involving care that has been received or denied.

A Grievance may be filed within 180 calendar days following any incident or action that is the subject of dissatisfaction.

The Plan will acknowledge in writing receipt of the Grievance within five (5) calendar days and will provide written resolution of the Grievance within thirty (30) calendar days of receipt.

If a Grievance requires urgent attention, the Plan shall expedite its review of the Grievance to be resolved no less than three calendar days of receipt of the Grievance.

Claremont EAP is committed to customer satisfaction as a key indicator of quality. Members and Providers have the right to file complaints and grievances and to attain resolution to their concerns promptly and appropriately.

A complaint is the same as a Grievance. A Grievance means a written or oral expression of dissatisfaction regarding the Plan and/or Provider, including quality of care concerns, and shall include a complaint, dispute, request for reconsideration or appeal made by a Member or Member's representative.

You may file a complaint by phone, in writing, or online at [www.claremonteap.com/contactus](http://www.claremonteap.com/contactus). Our toll-free number is 800-834-3773 or address your correspondence to:

Claremont Behavioral Services, Inc. Employee Assistance Program  
Attention: Contact Center  
2 Park Plaza, Suite 1200  
Irvine, CA 92614

Neither the Plan nor any of its participating Providers will discriminate against a Member based on the filing of a Grievance. If you believe that you have been discriminated against due to your filing a Grievance, please notify us by calling the Contact Center at 800-834-3773.

## **MEMBER PROCESS**

Our Grievance policies and procedures have been developed to address Member complaints, quality of care and service issues, and appeals. Claremont EAP's grievance procedures will be communicated to all Members at the time of membership and annually thereafter, by way of Claremont EAP's Combined

Evidence of Coverage and Disclosure Form. The Grievance process, a printable Grievance form, and instructions for submitting Grievances online are described and available on Claremont EAP's website at [www.claremonteap.com/contactus](http://www.claremonteap.com/contactus), or by calling 800-834-3773, or by writing sent to the following address:

Claremont Behavioral Services, Inc. Employee Assistance Program  
Contact Center  
2 Park Plaza, Suite 1200  
Irvine, CA 92614

There are two categories of Member complaints. A non-clinical complaint expresses dissatisfactions that do not have a clinical component, including but not limited to interaction with staff or Provider, etc. Clinical complaints are directly related to the appropriateness of medical care, such as quality of care. All Grievances are acknowledged in writing within 5 calendar days of receipt and are handled in a manner to allow closure within 30 calendar days. Urgent Grievances involving an imminent and serious threat to the health of the patient, including but not limited to severe pain, potential loss of life, limb, or major bodily function, shall be handled on an expedited basis. In such cases, the Plan shall immediately notify the Member of the right to contact the Department regarding the grievance. The Plan will provide a written statement to the Member and the Department of Managed Health Care on the disposition or pending status of the urgent grievance within 3 calendar days of the receipt of the grievance by the Plan.

All borderline inquiries that may be complaints are treated as complaints. All quality-of-care Grievances are brought to the attention of the Clinical Director within 24 hours of receipt. A Grievance may be initiated by telephone, online, or in writing.

The Grievance system shall address the linguistic and cultural needs of its Member population. Assistance for those with limited English proficiency will be provided upon request.

The Clinical Director has responsibility for documenting Member concerns, for pursuing the resolution of issues, and for maintaining the tabulated records of the complaints. Data is aggregated monthly and reviewed by the Clinical Director and the Vice President of Operations.

After researching the issues, the Clinical Director communicates Claremont EAP's decisions to Members.

1. Claremont EAP provides Members with written responses including a clear and concise explanation of the reasons for Claremont EAP's decision.
2. In cases of delay, denial, or modification of services, the criteria used and the clinical reasons are presented to the Member.
3. If Claremont issues a decision delaying, denying, or modifying health care services based on a finding that the proposed health care services are not a covered benefit under the contract that applies to the Member, the decision shall clearly specify the provisions in the contract that exclude that coverage.

With the assistance of Claremont EAP management, and in the case of quality-of-care issues, with the guidance of the Clinical Director, Member concerns will be resolved expeditiously. All levels of resolution or appeal will be completed within thirty (30) calendar days of the Plan's receipt of the Grievance.

## **ARBITRATION**

All Grievances that are not resolved in the above manner shall be brought to binding arbitration. Arbitration is a way to solve disputes without filing a formal lawsuit or going to court. This is disclosed to Members and Providers in the Evidence of Coverage and Disclosure Form. These second level appeals of Claremont EAP decisions are brought to the immediate attention of the Board of Directors. Claremont EAP shall cooperate in the resolution of appeals within the commercial rules of Judicial Arbitration and Mediation Services, Inc. (JAMS), and the Member's fees will be waived in the case of financial hardship, as may be determined by the JAMS. Arbitration may be initiated by following the directions on JAMS website [www.jamsadr.com](http://www.jamsadr.com).

All disputes arising under the Subscriber Contract that applies to the Member, including cases of alleged medical malpractice, will be resolved through neutral arbitration and neither the Subscriber nor Member will retain any right to a trial by jury or a court trial in the case.

It is understood that any dispute as to medical malpractice, that is as to whether any medical services rendered under this contract were unnecessary or unauthorized or were improperly, negligently or incompletely rendered, will be determined by submission to arbitration as provided by California law, and not by a lawsuit or resort to court process except as California law provides for judicial review of arbitration proceedings. Both parties to the Subscriber Contract, by entering into it, are giving up their constitutional right to have any such dispute decided in a court of law before a jury, and instead are accepting the use of arbitration.

## **REVIEW BY THE DEPARTMENT OF MANAGED HEALTH CARE**

The California Department of Managed Health Care is responsible for regulating health care services plans. If you have a grievance against your health plan, you should first telephone your health plan at **1-800-834-3773** and use your health plan's grievance process before contacting the department. Utilizing this grievance procedure does not prohibit any potential legal rights or remedies that may be available to you. If you need help with a grievance involving an emergency, a grievance that has not been satisfactorily resolved by your health plan, or a grievance that has remained unresolved for more than 30 days, you may call the department for assistance. You may also be eligible for an Independent Medical Review (IMR). If you are eligible for IMR, the IMR process will provide an impartial review of medical decisions made by a health plan related

to the medical necessity of a proposed service or treatment, coverage decisions for treatments that are experimental or investigational in nature and payment disputes for emergency or urgent medical services. The department also has a toll-free telephone number **(1-888-466-2219)** and a TDD line **(1-877-688-9891)** for the hearing and speech impaired. The department's internet website **www.dmhca.gov** has complaint forms, IMR application forms, and instructions online.

## **PUBLIC POLICY COMMITTEE**

The Plan has established a Public Policy Committee, with the majority of the committee members being Plan Members from the Subscriber groups who contract for the Plan's EAP services. This committee meets at least quarterly and assists the Plan in establishing its public policy relating to services provided by the Plan, its Members, and contract Providers, to assure the comfort, dignity, and convenience of Members seeking EAP services for themselves, their families, and the public. Committee members shall have access to information from the Plan regarding public policy, including financial information and information about the specific nature and volume of complaints received by the Plan and their disposition.

In selection of Members, Claremont shall consider the makeup of its Member population, including but not limited to factors such as ethnic extraction, demography, occupation, and geography, as well as identifiable and individual group participation. Any such selection shall be conducted on a fair and reasonable basis. This does not require the Plan to maintain supporting statistical data.

If you are interested in becoming a member of the Public Policy Committee and would like more information, please call us at 800-834-3773.

## **SERVICE AREA**

The Claremont Behavioral Services, Inc. service area includes all 58 counties within the state of California.

**Exhibit B of EAP Services Contract**  
**Services for Employers and Managers**

Claremont will provide the following services during normal business hours, at the request of Managers and upon prior authorization by Claremont.

<b>Service</b>	<b>Description</b>	<b>Amount</b>
<b>Employee Orientations</b>	Provide virtual 15–30-minute orientation sessions for Employees for the purpose of educating such Employees regarding health, wellness, and work-related topics. Additional orientation materials are made available on-line.	Virtual sessions for employees available upon request, at no additional cost.
<b>Manager Orientations</b>	Provide virtual, one-hour, training sessions for Managers to introduce them to the assistance and consultative aspects of the EAP. Additional orientation materials are made available on-line.	Virtual sessions for managers available upon request, at no additional cost.
<b>Critical Incident Stress Debriefing (CISD) Services</b>	Provide onsite or virtual clinical counseling services at any one site on any one day with a trained specialist to respond to emergency situations such as an act of violence, death of a co-worker, robbery, or a natural disaster.	Fee for Service: <ul style="list-style-type: none"> <li>• Standard Response Next Day: \$450 per hour (2 hr. min)</li> <li>• Same Day Response Outside of 2 hours: \$500 per hour (2 hr. min)</li> <li>• Immediate Response Within 2 hours: \$600 per hour (2 hr. min)</li> <li>• Additional fees may apply for cancellations, bilingual counselors and remote locations (travel).</li> </ul>
<b>Management / HR Consultations</b>	Provide telephonic consultations with Claremont staff to Managers regarding Employees with personal- and/or work-related problems that affect Employee productivity.	Unlimited Consultations.
<b>Virtual/Onsite Seminars</b>	Provide on-site or virtual video seminars on various health and wellness subjects.	Fee for Service: Virtual or In Person: \$325 per hour
<b>Health Fairs</b>	Provide information about the EAP, at all ACSIG district Employer-sponsored Health Fair, on any one-day.	Virtual support requires minimum of 3 weeks’ notice, at no additional cost. Digital materials included.  In person attendance is fee for service: \$125 per hour  Print materials included.

<p><b>Utilization Reports</b></p>	<p>Client Reporting Dashboard for utilization reports detailing utilization data and general observations and recommendations to Employer. Reports do not identify specific individuals accessing the program (under confidentiality laws).</p>	<p>Access provided to client contacts upon request.</p>
<p><b>Claremont Personal Advantage Website</b></p>	<p>Access to Claremont Personal Advantage website for Articles, Resources, Videos and Assessments about Health/Wellness, Legal/Financial, Webinars, Emotional Well-Being &amp; Balanced Life.</p>	<p>Included.</p>
<p><b>Promotional Materials</b></p>	<p>Provide digital program communication materials such as flyers and newsletters.</p>	<p>Printed program materials can be ordered and shipped fee for service (print and ship fees priced at time of request)</p>
<p><b>Digital Mental Health Services</b></p>	<p>Access to the Platform for Members. “Platform” means the features of the Plan’s web-based software platform and mobile applications that are listed below (including any modification, release or substitute as may be provided to from time to time):</p> <ol style="list-style-type: none"> <li>a. Navigation platform and digital library</li> <li>b. Evidenced-based clinical assessment that generates a personal well-being and stress score</li> <li>c. Self-direct CBT courses</li> <li>d. Engagement messages and material (digital)</li> <li>e. Individuals track their own progress</li> <li>f. 3 Coaching Sessions per year</li> </ol>	<p>Included.</p>

**Exhibit C of EAP Services Contract**

**BUSINESS ASSOCIATE AGREEMENT  
BETWEEN CLAREMONT EAP AND ALAMEDA COUNTY SCHOOL INSURANCE GROUP**

This Business Associate Agreement (“BAA”) is entered into by and between **Claremont Behavioral Services, Inc., dba Claremont EAP** (“Claremont”) and Alameda County School Insurance Group (“Covered Entity”) and is effective as of July 1, 2026, (the “BAA Effective Date”). Claremont EAP and Covered Entity may be referred to individually as a “Party” or, collectively, as the “Parties” in this BAA.

**RECITALS**

A. The Parties have entered into, and may in the future enter into, one or more written service agreements pursuant to which Claremont EAP provides services to Covered Entity (together, the “Underlying Agreement”), and Covered Entity wishes to disclose certain information to Claremont EAP pursuant to the terms of such Underlying Agreement, some of which may constitute Protected Health Information (“PHI”) (defined below).

B. Covered Entity and Claremont EAP intend to protect the privacy and provide for the security of PHI disclosed to Claremont EAP pursuant to the Underlying Agreement in compliance with (i) the Health Insurance Portability and Accountability Act of 1996 (“HIPAA”); (ii) Subtitle D of the Health Information Technology for Economic and Clinical Health Act (the “HITECH Act”), also known as Title XIII of Division A and Title IV of Division B of the American Recovery and Reinvestment Act of 2009; and (iii) regulations promulgated thereunder by the U.S. Department of Health and Human Services, including the HIPAA Omnibus Final Rule (the “HIPAA Final Rule”).

C. The purpose of this BAA is to satisfy certain standards and requirements of HIPAA, the Privacy Rule and the Security Rule (as those terms are defined below), and the HIPAA Final Rule, including, but not limited to, Title 45, §§ 164.314(a)(2)(i), 164.502(e) and 164.504(e) of the Code of Federal Regulations (“C.F.R.”).

In consideration of the mutual promises below and the exchange of information pursuant to this BAA, the Parties agree as follows:

1. Definitions.

a. Capitalized Terms. Capitalized terms used in this BAA and not otherwise defined herein shall have the meanings set forth in the Privacy Rule, the Security Rule, and the HIPAA Final Rule, which definitions are incorporated in this BAA by reference.

b. “Breach” shall have the same meaning given to such term in 45 C.F.R. § 164.402.

c. “Designated Record Set” shall have the same meaning given to such term in 45 C.F.R. § 164.501.

d. “Electronic Protected Health Information” or “Electronic PHI” shall have the same meaning given to such term under the Privacy Rule and the Security Rule, including, but not limited to, 45 C.F.R. § 160.103, as applied to the information that Claremont EAP creates, receives, maintains or transmits from or on behalf of Covered Entity.

e. “Individual” shall have the same meaning given to such term in 45 C.F.R. § 160.103 and shall include a person who qualifies as a personal representative in accordance with 45 C.F.R. § 164.502(g).

f. “Privacy Rule” shall mean the Standards for Privacy of Individually Identifiable Health Information at 45 C.F.R. Part 160 and Part 164, Subparts A and E.

g. “Protected Health Information” or “PHI” shall have the same meaning given to such term in 45 C.F.R. § 160.103, as applied to the information created, received, maintained or transmitted by Claremont EAP from or on behalf of Covered Entity.

h. “Required by Law” shall have the same meaning given to such term in 45 C.F.R. § 164.103.

i. “Secretary” shall mean the Secretary of the Department of Health and Human Services or his or her designee.

j. “Security Incident” shall have the same meaning given to such term in 45 C.F.R. § 164.304.

k. “Security Rule” shall mean the Security Standards at 45 C.F.R. Part 160 and Part 164, Subparts A and C.

l. “Unsecured Protected Health Information” or “Unsecured PHI” shall have the same meaning given to such term under 45 C.F.R. § 164.402, and guidance promulgated thereunder.

2. Permitted Uses and Disclosures of PHI.

a. Uses and Disclosures of PHI Pursuant to Underlying Agreement. Except as otherwise limited in this BAA, Claremont EAP may use or disclose PHI to perform functions, activities or services for, or on behalf of, Covered Entity as specified in the Underlying Agreement, provided that such use or disclosure would not violate the Privacy Rule if done by Covered Entity. To the extent Claremont EAP is carrying out any of Covered Entity’s obligations under the Privacy Rule pursuant to the terms of the Underlying Agreement or this BAA, Claremont EAP shall comply with the requirements of the Privacy Rule that apply to Covered Entity in the performance of such obligation(s).

b. Permitted Uses of PHI by Claremont EAP. Except as otherwise limited in this BAA, Claremont EAP may use PHI for the proper management and administration of Claremont EAP or to carry out the legal responsibilities of Claremont EAP.

c. Permitted Disclosures of PHI by Claremont EAP. Except as otherwise limited in this BAA, Claremont EAP may disclose PHI for the proper management and administration of Claremont EAP, provided that the disclosures are Required by Law,

or Claremont EAP obtains reasonable assurances from the person to whom the information is disclosed that it will remain confidential and will be used or further disclosed only as Required by Law or for the purpose for which it was disclosed to the person (which purpose must be consistent with the limitations imposed upon Claremont EAP pursuant to this BAA), and that the person agrees to notify Claremont EAP of any instances of which it is aware in which the confidentiality of the information has been breached. Claremont EAP may use PHI to report violations of law to appropriate federal and state authorities, consistent with 45 C.F.R. § 164.502(j).

d. Data Aggregation. Except as otherwise limited in this BAA, Claremont EAP may use PHI to provide Data Aggregation services as permitted by 45 C.F.R. § 164.504(e)(2)(i)(B), including use of PHI for statistical compilations, reports and all other purposes allowed under applicable law.

e. De-identified Data. Claremont EAP may create de-identified PHI in accordance with the standards set forth in 45 C.F.R. § 164.514(b) and may use or disclose such de-identified data for any purpose.

### 3. Obligations of Claremont EAP.

a. Appropriate Safeguards. Claremont EAP shall use appropriate safeguards and shall comply with the Security Rule with respect to Electronic PHI, to prevent use or disclosure of such information other than as provided for by the Underlying Agreement and this BAA.

b. Reporting of Improper Use or Disclosure, Security Incident or Breach. Claremont EAP shall report to Covered Entity any use or disclosure of PHI not permitted under this BAA, Breach of Unsecured PHI or Security Incident, without unreasonable delay, and in any event no more than thirty (30) days following discovery; provided, however, that the Parties acknowledge and agree that this Section 3(b) constitutes notice by Claremont EAP to Covered Entity of the ongoing existence and occurrence of attempted but Unsuccessful Security Incidents (as defined below) for which notice to Covered Entity by Claremont EAP shall be provided only upon written request from Covered Entity. "Unsuccessful Security Incidents" shall include, but not be limited to, pings and other broadcast attacks on Claremont EAP' firewall, port scans, unsuccessful log-on attempts, denials of service and any combination of the above, so long as no such incident results in unauthorized access, use or disclosure of PHI. Claremont EAP' notification to Covered Entity of a Breach shall include: (i) the identification of each individual whose Unsecured PHI has been, or is reasonably believed by Claremont EAP to have been, accessed, acquired or disclosed during the Breach; and (ii) any particulars regarding the Breach that Covered Entity would need to include in its notification, as such particulars are identified in 45 C.F.R. § 164.404(c).

c. Claremont EAP' Agents. In accordance with 45 C.F.R. § 164.502(e)(1)(ii) and 45 C.F.R. § 164.308(b)(2), as applicable, Claremont EAP shall enter into a written agreement with any Subcontractor that creates, receives, maintains or transmits PHI on behalf of Claremont EAP for services provided to Covered Entity, providing that the agent agrees to restrictions and conditions that are substantially similar to those that apply through this BAA to Claremont EAP with respect to such PHI.

d. Access to PHI. To the extent Claremont EAP has PHI contained in a Designated Record Set, it agrees to make such information available to Covered Entity pursuant to 45 C.F.R. § 164.524 within ten (10) business days of Claremont EAP' receipt of a written request from Covered Entity; provided, however, that Claremont EAP is not required to provide such access where the PHI contained in a Designated Record Set is duplicative of the PHI contained in a Designated Record Set possessed by Covered Entity. If an Individual makes a request for access pursuant to 45 C.F.R. § 164.524, or inquires about his or her right to access directly to Claremont EAP, Claremont EAP shall direct the Individual to Covered Entity.

e. Amendment of PHI. To the extent Claremont EAP has PHI contained in a Designated Record Set, it agrees to make such information available to Covered Entity for amendment pursuant to 45 C.F.R. § 164.526 within twenty (20) business days of Claremont EAP' receipt of a written request from Covered Entity. If an Individual submits a written request for amendment pursuant to 45 C.F.R. § 164.526 directly to Claremont EAP, or inquires about his or her right to amendment, Claremont EAP shall direct the Individual to Covered Entity.

f. Documentation of Disclosures. Claremont EAP agrees to document such disclosures of PHI and information related to such disclosures as would be required for Covered Entity to respond to a request by an Individual for an accounting of disclosures of PHI in accordance with 45 C.F.R. § 164.528. Claremont EAP shall document, at a minimum, the following information ("Disclosure Information"): (i) the date of the disclosure, (ii) the name and, if known, the address of the recipient of the PHI, (iii) a brief description of the PHI disclosed, (iv) the purpose of the disclosure that includes an explanation of the basis for such disclosure, and (v) any additional information required under the HITECH Act and any implementing regulations.

g. Accounting of Disclosures. Claremont EAP agrees to provide to Covered Entity, within thirty (30) days of Claremont EAP' receipt of a written request from Covered Entity, information collected in accordance with Section 3(f) of this BAA, to permit Covered Entity to respond to a request by an Individual for an accounting of disclosures of PHI in accordance with 45 C.F.R. § 164.528. If an Individual makes a request for an accounting of disclosures of PHI pursuant to 45 C.F.R. § 164.528 directly to Claremont EAP, or inquires about his or her right to an accounting of disclosures of PHI, Claremont EAP shall direct the Individual to Covered Entity.

h. Governmental Access to Records. Claremont EAP shall make its internal practices, books and records relating to the use and disclosure of PHI received from, or created or received by Claremont EAP on behalf of, Covered Entity available to the Secretary for purposes of the Secretary determining Covered Entity's compliance with the Privacy Rule.

i. Mitigation. To the extent practicable, Claremont EAP will reasonably cooperate with Covered Entity's efforts to mitigate a harmful effect that is known to Claremont EAP of a use or disclosure of PHI that is not permitted by this BAA.

j. Minimum Necessary. Claremont EAP shall request, use and disclose the minimum amount of PHI necessary to accomplish the purpose of the request, use or disclosure, in accordance with 45 C.F.R. § 164.514(d), and any amendments thereto.

k. Compliance with Laws. Claremont EAP shall comply with all applicable state and federal privacy and security laws governing PHI, including but not limited to HIPAA and the HITECH Act, as such may be amended from time to time.

l. Substance Use Disorder Patient Records/Qualified Service Organization Agreement. Claremont EAP acknowledges that “patient identifying information” (as defined at 42 C.F.R. § 2.11) subject to 42 C.F.R. Part 2, regarding the confidentiality of substance use disorder patient records (the “Part 2 Rule”) may be disclosed by or on behalf of Covered Entity to Claremont EAP under the terms of this BAA (“Patient Identifying Information”). In such instances, Claremont EAP shall: (a) comply with the requirements of the Part 2 Rule with respect to Patient Identifying Information; (b) implement appropriate safeguards to prevent unauthorized uses and disclosures of Patient Identifying Information; (c) report to Covered Entity any unauthorized use, disclosure, or breach of Patient Identifying Information; and (d) refrain from redisclosing Patient Identifying Information to any person or entity other than to Covered Entity or to an agent or subcontractor as necessary for Claremont EAP to provide services to Covered Entity pursuant to the Underlying Agreement, where such agent or subcontractor is subject to restrictions substantially similar to those set forth in this Section. The Parties acknowledge that this Section constitutes notice by Covered Entity to Claremont EAP that “42 CFR part 2 prohibits unauthorized disclosure of these records,” with respect to Patient Identifying Information, as such notice is required under 42 C.F.R. §§ 2.32(a) and 2.33(c). To the extent relevant, this BAA shall be considered a Qualified Service Organization Agreement as required by 42 C.F.R. Part 2.

#### 4. Obligations of Covered Entity.

a. Notice of Privacy Practices. Covered Entity shall notify Claremont EAP of any limitation(s) in its notice of privacy practices in accordance with 45 C.F.R. § 164.520, to the extent that such limitation may affect Claremont EAP’ use or disclosure of PHI. Covered Entity shall provide such notice no later than fifteen (15) days prior to the effective date of the limitation.

b. Notification of Changes Regarding Individual Permission. Covered Entity shall notify Claremont EAP of any changes in, or revocation of, permission by an Individual to use or disclose PHI, to the extent that such changes may affect Claremont EAP’ use or disclosure of PHI. Covered Entity shall provide such notice no later than fifteen (15) days prior to the effective date of the change. Covered Entity shall obtain any consent or authorization that may be required by the HIPAA Privacy Rule, or applicable state law, prior to furnishing Claremont EAP with PHI.

c. Notification of Restrictions to the Use or Disclosure of PHI. Covered Entity shall notify Claremont EAP of any restriction to the use or disclosure of PHI that Covered Entity has agreed to in accordance with 45 C.F.R. § 164.522, to the extent that such restriction may affect Claremont EAP’ use or disclosure of PHI. Covered Entity shall provide such notice no later than fifteen (15) days prior to the effective date of the restriction. If Claremont EAP reasonably believes that any restriction agreed to by Covered Entity pursuant to this Section may materially impair Claremont EAP’ ability to perform its obligations under the Underlying Agreement or this BAA, the Parties shall mutually agree upon any necessary modification of Claremont EAP’ obligations under such agreements.

d. Permissible Requests by Covered Entity. Covered Entity shall not request Claremont EAP to use or disclose PHI in any manner that would not be permissible under the Privacy Rule, the

Security Rule or the HIPAA Final Rule if done by Covered Entity, except as permitted pursuant to the provisions of Section 2 of this BAA.

5. Term and Termination.

a. Term. The term of this BAA shall commence as of the BAA Effective Date, and shall terminate when all of the PHI provided by Covered Entity to Claremont EAP, or created or received by Claremont EAP on behalf of Covered Entity, is cleared or returned to Covered Entity or, if it is infeasible to return or clear PHI, protections are extended to such information, in accordance with Section 5(c).

b. Termination for Cause. Upon either Party's knowledge of a material breach by the other Party of this BAA, such Party shall provide written notice to the breaching Party stating the nature of the breach and providing an opportunity to cure the breach within thirty (30) days. Upon the expiration of such 30-day cure period, the non-breaching Party may terminate this BAA and, at its election, those portions of the Underlying Agreement that involve the disclosure of PHI to Business Associate, or if non-severable, the Underlying Agreement, if cure is not possible.

c. Effect of Termination.

i. Except as provided in paragraph (ii) of this Section 5(c), upon termination of the Underlying Agreement or this BAA for any reason, Claremont EAP shall return or destroy all PHI received from Covered Entity, or created or received by Claremont EAP on behalf of Covered Entity, and shall retain no copies of the PHI.

ii. If, based upon a reasonable determination by Claremont EAP, it is infeasible for Claremont EAP to return or destroy the PHI upon termination of the Underlying Agreement or this BAA, Claremont EAP shall: (i) extend the protections of this BAA to such PHI; and (ii) limit further uses and disclosures of such PHI to those purposes that make the return or destruction infeasible, for so long as Claremont EAP maintains such PHI.

iii. For purposes of this Section 5(c), "destroy" or "destruction" shall be satisfied by "sanitization" performed in accordance with NIST Special Publication 800-88 Revision 1. All storage media used by Claremont EAP for storage of PHI shall be sanitized in such manner upon decommissioning at the end of useful life, and no such media subject to such sanitization shall leave the possession of Claremont EAP until such sanitization occurs.

6. Cooperation in Investigations. The Parties acknowledge that certain breaches or violations of this BAA may result in litigation or investigations pursued by federal or state governmental authorities of the United States resulting in civil liability or criminal penalties. Each Party shall cooperate in good faith in all respects with the other Party in connection with any request by a federal or state governmental authority for additional information and documents or any governmental investigation, complaint, action or other inquiry.

7. Indemnification. The Parties acknowledge and agree that the Underlying Agreement shall set forth the Parties' respective indemnification obligations, including with respect to any and all losses, damages, deficiencies, judgments, settlements, interest, awards, penalties, fines, or other costs or expenses (including reasonable attorneys' fees) resulting from any claim, action, demand, lawsuit, arbitration,

inquiry, proceeding, notices of violation, citation or investigation of any nature, including civil, criminal, administrative, regulatory or otherwise, whether at law, in equity, or otherwise, of a third party with respect to the subject matter of, or otherwise in connection with, this BAA.

8. Survival. The respective rights and obligations of Claremont EAP under Section 5(c), Section 6, Section 7, and the statute of limitations in Section 10 of this BAA shall survive the termination of this BAA and the Underlying Agreement.

9. Effect of BAA. In the event of any inconsistency between the provisions of this BAA and the Underlying Agreement, the provisions of this BAA shall control with respect to protected health information. In the event of inconsistency between the provisions of this BAA and mandatory provisions of the Privacy Rule, the Security Rule or the HIPAA Final Rule, or their interpretation by any court or regulatory agency with authority over Claremont EAP or Covered Entity, such rule or interpretation shall control; provided, however, that if any relevant provision of the Privacy Rule, the Security Rule or the HIPAA Final Rule is amended in a manner that changes the obligations of Claremont EAP or Covered Entity that are embodied in terms of this BAA, then the Parties agree to negotiate in good faith appropriate non-financial terms or amendments to this BAA to give effect to such revised obligations. Where provisions of this BAA are different from those mandated in the Privacy Rule, the Security Rule, or the HIPAA Final Rule, but are nonetheless permitted by such rules as interpreted by courts or agencies, the provisions of this BAA shall control.

10. General. This BAA is governed by, and shall be construed in accordance with, the laws of the State that govern the Underlying Agreement. Any action relating to this BAA must be commenced within (1) one year after the date upon which the cause of action accrued. Covered Entity shall not assign this BAA without the prior written consent of Claremont EAP, which shall not be unreasonably withheld. If any part of a provision of this BAA is found illegal or unenforceable, it shall be enforced to the maximum extent permissible, and the legality and enforceability of the remainder of that provision and all other provisions of this BAA shall not be affected. All notices relating to the Parties' legal rights and remedies under this BAA shall be provided in writing to a Party, shall be sent to its address set forth in the signature block below, or to such other address as may be designated by that Party by notice to the sending Party, and shall reference this BAA. This BAA may be modified, or any rights under it waived, only by a written document executed by the authorized representatives of both Parties. Nothing in this BAA shall confer any right, remedy or obligation upon anyone other than Covered Entity and Claremont EAP. This BAA is the complete and exclusive agreement between the Parties with respect to the subject matter hereof, superseding and replacing all prior agreements, communications, and understandings (written and oral) regarding its subject matter.

*Signature page follows*

**SIGNATURE PAGE**

IN WITNESS WHEREOF, the Parties hereto have duly executed this BAA as of the BAA Effective Date.

**COVERED ENTITY**

Alameda County School Insurance Group  
Address: 5776 Stoneridge Mall Dr, Suite 130  
Pleasanton, CA 94588

**CLAREMONT EAP**

Integrated Behavioral Health, Inc., d/b/a  
Claremont EAP  
Address: Integrated Behavioral Health,  
Inc., d/b/a Claremont EAP  
2 Park Plaza, Suite 1200  
Irvine, CA 92614  
Attention: Compliance

By: \_\_\_\_\_

By: \_\_\_\_\_

Print Name: \_\_\_\_\_

Print Name: \_\_\_\_\_

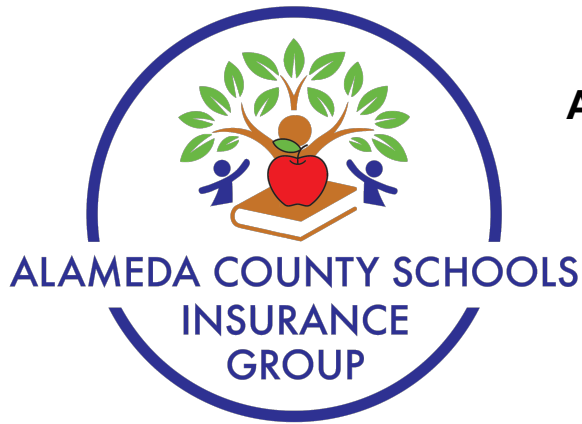
Title: \_\_\_\_\_

Title: \_\_\_\_\_

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

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

Notice to:  
Claremont EAP  
2 Park Plaza, Suite 1200  
Irvine, CA 92614  
Attention: Legal Department



## Alameda County Schools Insurance Group

P.O. Box 2487

Dublin, CA 94568

Phone (925) 225-1030

Fax (925) 225-0653

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

### Executive Summary

To: ACSIG Executive Committee  
From: Jackie Kim  
Date: May 14, 2026  
Subject: Dental Program & Rates 2026/2027

Enclosed are the proposed 2026/2027 dental rates for ACSIG fixed rate members. As a reminder, over the past three years, ACSIG has added enhancements to its benefit plans while offering flat-rate renewals by using program reserves to subsidize these enhancements.

Staff recommends a flat renewal in alignment with the underwriting recommendation, with program reserves used to buy-down the renewal. No enhancements are proposed. This will be reviewed by the Executive Director at the meeting.

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

## Dental Program - 2026 Delta Dental Administration Fee Reduction

For more than 47 years, ACSIG has supported school districts across California. The ACSIG/EDGE Dental Program has delivered reliable, cost-effective dental insurance solutions for over 27 years. Today, more than 250 public school districts representing over 127,000 employees participate in ACSIG's Dental Program.

The continued success and recent growth have enabled ACSIG to secure a reduction in the Dental Program's Delta Dental administrative fee. This achievement reflects both the program's efficient management and ACSIG's ongoing commitment to delivering meaningful value to its member districts.

**Effective October 1, 2026, the ACSIG Delta Dental administrative fee for self-funded member districts will decrease to 5.83% of claims.**

## Program Enrollment Summary

### Dental Program

	Fixed Rate	Self-Funded	Total Dental
2025 Enrollment	20,088	96,107	116,195
2026 Enrollment	19,094	108,802	127,896
Difference	<b>-4.95%</b>	<b>+13.21%</b>	<b>+10.07%</b>

Enrollment provided by PBIA as of February 2025 and February 2026

### Vision Program

	Fixed Rate	Self-Funded	Total Vision
2025 Enrollment	13,473	29,680	43,153
2026 Enrollment	13,281	39,825	53,106
Difference	<b>-1.43%</b>	<b>+34.18%</b>	<b>+23.06%</b>

Enrollment provided by VSP as of February 2025 and February 2026

### New Member Districts/JPAs

#### Dental

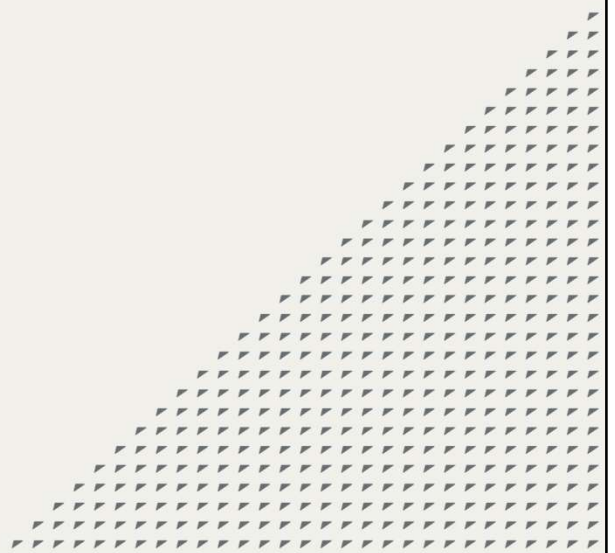
- San Mateo County Schools Insurance Group: +13,027 lives effective 1/1/26
- Hartnell College: +455 lives effective 1/1/26

#### Vision

- San Mateo County Schools Insurance Group: +8,120 lives effective 1/1/26
- Hartnell College: +458 lives effective 1/1/26



# Dental Trends & Renewal



# Dental Program - Delta Dental Administration Fee History

The ACSIG Dental Program has consistently delivered rate reductions or flat renewals over the last nine renewal periods.

Period	Enrollment	Delta Dental Admin Fee / ACSIG Eligibility Fee	Renewal Action
10/1/2017 – 9/30/2018	100,000	5.85% / \$0.60 PEPM	-2.00%
10/1/2018 – 9/30/2019	106,055	5.85% / \$0.60 PEPM	0.00%
10/1/2019 – 9/30/2020	101,119	5.84% / \$0.60 PEPM	0.00%
10/1/2020 – 9/30/2021	101,517	5.84% / \$0.60 PEPM	0.00%
10/1/2021 – 9/30/2022	104,971	5.84% / \$0.60 PEPM	0.00%
10/1/2022 – 9/30/2023	109,222	5.84% / \$0.60 PEPM	0.00%
10/1/2023 – 9/30/2024	112,309	5.84% / \$0.60 PEPM	0.00%
10/1/2024 – 9/30/2025	116,724	5.84% / \$0.60 PEPM	0.00%
10/1/2025 – 9/30/2026	116,195	5.84% / \$0.60** PEPM	0.00%
10/1/2026 – 9/30/2027	127,896*	<b>5.83%*** / \$0.60** PEPM</b>	<b>TBD</b>

\*Enrollment as of February 2026

\*\*Beginning 10/1/25, the Eligibility fee reflects a \$0.60 PEPM member fee, with an additional \$0.03 PEPM subsidized by ACSIG.

\*\*\*10/1/26 Delta Dental Administration Fee reduction



## Fixed Rate Dental - Current Trend Data

### Delta Dental Trend

- Book of Business: 5.0%

### Market Trend Data

Survey of national dental carriers

- Dental organizations: 4.5%
- Source: Segal 2026 Trend Survey

### ACSIG Dental Trend - Fixed Rate Member Districts

- 24 Months of Claims Data  
(January 2024- December 2025): +4.6%
- 36 Months of Claims Data  
(January 2023- December 2025): +5.0%

### Recommended ACSIG Dental Renewal Trend

Based on program performance and current reserves

- Alliant recommended trend (2026-2027): +2.5%

### ACSIG Historical Performance

Calendar Year Claims PEPM vs. Prior Calendar Year

- 2025 vs. 2024: +3.9%
- 2024 vs. 2023: +3.2%
- 2023 vs. 2022: +4.3%
- 2022 vs. 2021: -1.3%
- 2021 vs. 2020: +12.8% (COVID-19)
- 2020 vs. 2019: -14.7% (COVID-19)
- 2019 vs. 2018: -1.1%
- 2018 vs. 2017: -0.8%
- 2017 vs. 2016: -0.3%
- 2016 vs. 2015: -1.9%
- 2015 vs. 2014: -1.7%
- 2014 vs. 2013: -0.1%
- 2013 vs. 2012: -1.2%
- 2012 vs. 2011: -2.8%



## Fixed Rate Dental - Renewal Options

Option #	Renewal Option	Trend	Renewal	Projected Reserves Buy-Down
Status Quo	Status Quo - No Changes	2.5%	3.9%	\$969,676
Change 1	Add Next Stage Women's Health Benefit	2.5%	5.0%	\$1,221,804
Change 2	Night Guard paid as rider under separate \$500 lifetime limit	2.5%	5.0%	\$1,221,804
Change 3	Night Guard paid as rider under separate \$750 lifetime limit	2.5%	5.5%	\$1,347,868
Change 4	Increase Prosthodontics from 50% or 60% to 70%	2.5%	5.6%	\$1,375,602
Change 5	Night Guard paid under prosthodontic and CYM; no lifetime limit	2.5%	6.0%	\$1,473,932

## Fixed Rate Dental - Renewal Recommendation

	Trend	Renewal
ACSIG 2024-2025 Trend	1.5%	1.7%
ACSIG 2025-2026 Trend	2.5%	3.9%
<b>ACSIG 2026-2027 Dental Renewal Trend Status Quo</b>	<b>2.5%</b>	<b>3.9%</b>
Delta Dental Trend	5.0%	9.6%

### 2026-2027 Underwriting Assumptions & Recommendation

- ▶ Paid Claims: 24-months of claims data (January 2024 - December 2025)
- ▶ Alliant recommended trend of 2.5% was used
- ▶ Risk margin of 0.0%
- ▶ Includes new Delta Dental Admin Fee effective 10/1/26
- ▶ Alliant Recommends No Change in Rates
  - This will require a buy-down using ACSIG reserves for a flat renewal

## Fixed Rate Dental - Trend Forecast

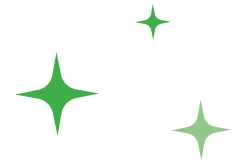
	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
Underwriting Results	-0.5%	2.2%	5.3%	5.7%	<b>3.9%</b>
Projected Reserves Buy-Down	N/A	\$499,196	\$1,996,214	\$1,394,079	<b>\$969,676</b>
Actual Applied to Members	0.00%	0.00%	0.00%	0.00%	<b>0.00% (Proposed)</b>

Notes:

- ▶ 2022-2023: Enhancements adding D&P Maximum Waiver and Cone Beam CT Scans
- ▶ 2023-2024: PPO Plans Only - Enhancements increasing the differential between the PPO and Non-PPO Network Calendar Year Maximum to \$500 (Increases the PPO Network CYM up to \$500 depending on the member's current PPO maximum) and adding SmileWay benefit
  - The renewal includes a buy-down using ACSIG reserves
- ▶ 2024-2025: Enhancements - Increase to 3 cleanings and 3 exams and add Implant Services covered under annual maximum (paid at same coverage level as Prosthodontics)
  - The renewal includes a buy-down using ACSIG reserves
- ▶ 2025-2026: The renewal includes a buy-down using ACSIG reserves
- ▶ 2026-2027: The renewal includes a buy-down using ACSIG reserves

Alliant Insurance Services





# Extra care for women for new life and midlife

## Next Stage™ Women’s Health

The Next Stage™ Women’s Health program offers enhanced dental benefits and curated partner products and services to support women’s overall well-being during pregnancy and menopause.

These pivotal life stages bring unique health challenges, including significant hormonal changes that impact oral health. Changes for pregnant women may include bleeding gums, gingivitis and oral growths (“pregnancy tumors”), while menopausal women may experience dry mouth, gum recession and tooth decay.

### What you get with Next Stage™ Women’s Health

When you opt in to the Next Stage™ Women’s Health program, the following teeth and gum cleaning procedures are covered at 100% each group plan year.<sup>1</sup> These benefits are effective 24 hours after opting in to the program.<sup>2</sup>

Codes	Procedure	Next Stage™ Women’s Health benefits
D0120	Oral exams	2 additional per year for up to 4 exams
D1110	Teeth cleaning (prophylaxis)	Any combination of up to 4 per year <sup>3</sup>
D4910	Periodontal maintenance procedure	
D4346	Scaling in presence of moderate to severe gingival inflammation	
D0270, D0272, D0273, D0274, D0277	Additional X-rays (bitewings) <sup>4</sup>	1 additional set per year
D1206, D1208	Topical application of fluoride – for adults	2 per year regardless of age

## Curated partner products and services

Delta Dental has also partnered with other companies to offer discounted women's health products and services to complement your benefits.

Midi Health	Embr Labs
<p>Meet with a clinician trained specifically in menopause and other aspects of female midlife health. Midi is a virtual clinic that provides specialty care for women in perimenopause and menopause.</p> <p>Visit <a href="https://joinmidi.com/deltadental">joinmidi.com/deltadental</a> to get started.</p>	<p>Embr Labs offers Embr Wave, the first wearable temperature device that intelligently delivers cooling sensations for immediate relief during hot flashes and night sweats.</p> <p>Get yours at <a href="https://embrlabs.com/deltadental">embrlabs.com/deltadental</a>.</p>



For more information and to enroll, visit [deltadentalins.com/members/womenshealth](https://deltadentalins.com/members/womenshealth).



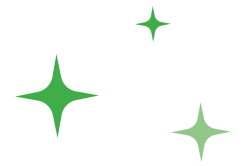
<sup>1</sup> Next Stage™ Women's Health benefits are subject to any applicable maximums and deductibles under the terms and conditions outlined in your Evidence of Coverage. Please review your plan booklet for specific details about your coverage.

<sup>2</sup> This program is only for employer-sponsored group PPO plans. Your employer must have opted in to the program for you to be eligible. To join, you must have a qualifying health condition.

<sup>3</sup> Please consult with your dentist about the exact procedure combinations required for your treatment.

<sup>4</sup> Please consult with your dentist about the exact type and number of X-rays required.

Delta Dental PPO is underwritten by Delta Dental Insurance Company in AL, DC, FL, GA, LA, MS, MT, NV and UT and by not-for-profit dental service companies in these states: CA – Delta Dental of California; PA, MD – Delta Dental of Pennsylvania; NY – Delta Dental of New York, Inc.; DE – Delta Dental of Delaware, Inc.; WV – Delta Dental of West Virginia, Inc. In TX, Delta Dental Insurance Company provides a dental provider organization (DPO) plan.



# Next Stage™ Women's Health Program FAQs

## What is Next Stage™ Women's Health?

A first-of-its kind, holistic program that supports women's health needs during pregnancy and menopause. Next Stage™ Women's Health offers tailored benefits and education to support women's oral health and overall well-being.

## Can anyone join?

Not everyone. Your employer must offer the Next Stage™ Women's Health program as part of your dental benefits. If your employer offers it, you'll also need to meet the program's eligibility requirements.

## What benefits are included and when are they effective?

When you opt in to the Next Stage™ Women's Health program, the following teeth and gum cleaning procedures are covered at 100% each group plan year.<sup>1</sup> These benefits are effective 24 hours after opting in to the program.

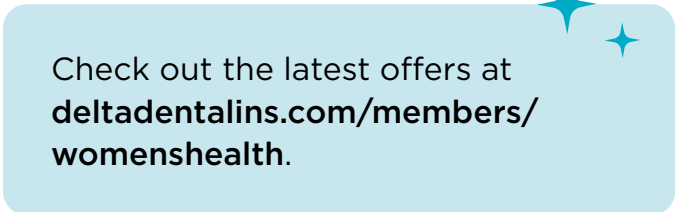
### 1. Enhanced dental benefits for pregnancy and menopause

- 2 additional exams (up to 4 in the group's plan year)
- Additional bitewing X-rays<sup>2</sup>
- 2 topical applications of fluoride
- Teeth cleanings, periodontal treatments and plaque removal/scaling combinations (any combination of up to 4 per year)<sup>3</sup>

### 2. Partnership perks

Program participants will have access to a curated set of women's health partners, which may include the following:

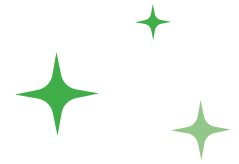
- Educational resources
- Access to providers who specialize in women's health
- Telehealth services
- Prescription management
- Product discounts



Check out the latest offers at [deltadentalins.com/members/womenshealth](https://deltadentalins.com/members/womenshealth).

### What do I need to do to opt in?

You will need to log in to your **online account** and complete a form that affirms your condition as either pregnancy or menopause and includes your physician's contact information.



### Is there an additional fee for the program?

No, there's no additional fee to opt in to the Next Stage™ Women's Health program. However, the program is only available if your employer-sponsored group PPO plan offers it and you meet the eligibility requirements.

### Can I use my plan's regular pregnancy benefits and Next Stage™ Women's Health benefits at the same time?

Many Delta Dental PPO™ employer-sponsored plans include general pregnancy health benefits that are still available to members. However, opting in to the Next Stage™ Women's Health program offers pregnant members more comprehensive care.

The Next Stage™ Women's Health program provides more robust benefits than the standard pregnancy benefit. If you choose to opt in to the Next Stage™ Women's Health program, these benefits will replace the standard additional pregnancy benefit in your plan.

### Can I opt in to other benefit programs, like SmileWay® Wellness Benefits, at the same time?

Some employer-sponsored plans may offer more than one additional benefits program to their employees. As an eligible plan member, you may only opt in to one program at a time. If you want to switch programs, you'll need to opt out of your current program before enrolling in another.

### How long do these benefits last? Do I need to reconfirm my status?

Next Stage™ Women's Health benefits are effective for the plan year determined by the your employer-sponsored PPO plan. This may or may not be a standard calendar year. Within 65 days of the plan year end date, those who have opted in will have the option to reconfirm their status as pregnant or menopausal to continue receiving benefits for the following group plan year.

These terms are applicable as long as your employer offers the program. If your employer decides to discontinue participation in the program, those who opted in during the year are only eligible to receive these benefits until that end date, regardless of when they opted in.

### Are the additional dental benefits available for Delta Dental PPO, Delta Dental Premier® or out-of-network (non-contracted) providers?

If you qualify, Next Stage™ Women's Health provides enhanced benefits under your dental PPO plan, at no extra cost to you. To make the most of your Next Stage™ Women's Health benefits, we strongly encourage you to visit providers within our Delta Dental PPO and Delta Dental Premier networks for an optimized experience and to help avoid unexpected costs.

While out-of-network benefits are available, a member who sees an out-of-network (non-contracted) provider may experience higher out-of-pocket costs and could be subject to balance billing.

This program is currently not available for DeltaCare® USA or our specialty networks.

### What is the relationship between pregnancy and oral health?

During pregnancy, a spike in progesterone and estrogen can lead to gingivitis, gum disease, swollen or bleeding gums, oral growths (“pregnancy tumors”) and loose teeth due to hormone changes that softens your body’s connective tissues.

### What is the relationship between menopause and oral health?

During menopause, a decline in estrogen can lead to reductions in jawbone density and saliva production. Although most changes arise during menopause, dental symptoms may begin in the perimenopause period.

For instance, women may experience dry mouth, burning tongue and tooth pain. Women going through menopause may also be at increased risk for cavities, tooth loss and developing periodontal disease.

For additional questions about your benefits or coverage, contact us at [deltadentalins.com/contact](https://deltadentalins.com/contact).

<sup>1</sup> Next Stage™ Women’s Health benefits are subject to any applicable maximums and deductibles under the terms and conditions outlined in your Evidence of Coverage. Please review your plan booklet for specific details about your coverage.

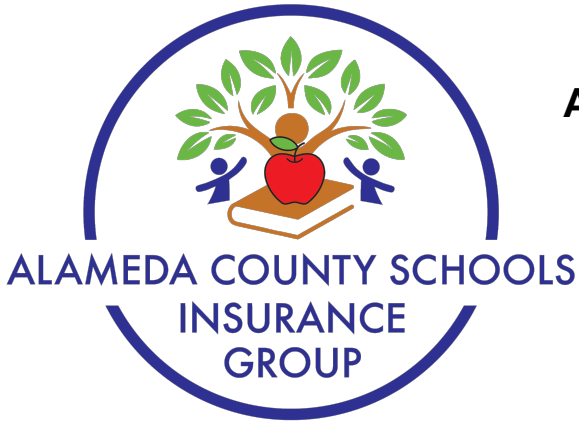
<sup>2</sup> Please consult with your dentist about the exact type and number of X-rays required.

<sup>3</sup> Please consult with your dentist about the exact procedure combinations required for your treatment.

Current Dental Terminology (CDT) coding and nomenclature are the copyright and a trademark of the American Dental Association, all rights reserved.

Delta Dental is a registered trademark of Delta Dental Plans Association.

Delta Dental PPO and Delta Dental Premier are underwritten by Delta Dental Insurance Company in AL, DC, FL, GA, LA, MS, MT, NV, TX and UT and by not-for-profit dental service companies in these states: CA – Delta Dental of California; PA, MD – Delta Dental of Pennsylvania; NY – Delta Dental of New York, Inc.; DE – Delta Dental of Delaware, Inc.; WV – Delta Dental of West Virginia, Inc. In TX, Delta Dental PPO provides a dental provider organization (DPO) plan.



## Alameda County Schools Insurance Group

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### **Executive Summary**

To: ACSIG Executive Committee  
From: Jackie Kim  
Date: May 14, 2026  
Subject: Vision Program & Rates 2026-2027

Enclosed are the proposed 2026-2027 vision rates for ACSIG fixed rate members. As a reminder, over the past three years, ACSIG has added enhancements to its benefit plans while offering flat-rate renewals by using program reserves to subsidize these enhancements.

Staff recommends a flat rate renewal in alignment with the underwriting recommendation, with program reserves used to buy-down the renewal if necessary. This will be reviewed by the Executive Director at the meeting. No enhancements are proposed.

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

## Program Enrollment Summary

### Dental Program

	Fixed Rate	Self-Funded	Total Dental
2025 Enrollment	20,088	96,107	116,195
2026 Enrollment	19,094	108,802	127,896
Difference	<b>-4.95%</b>	<b>+13.21%</b>	<b>+10.07%</b>

Enrollment provided by PBIA as of February 2025 and February 2026

### Vision Program

	Fixed Rate	Self-Funded	Total Vision
2025 Enrollment	13,473	29,680	43,153
2026 Enrollment	13,281	39,825	53,106
Difference	<b>-1.43%</b>	<b>+34.18%</b>	<b>+23.06%</b>

Enrollment provided by VSP as of February 2025 and February 2026

### New Member Districts/JPAs

#### Dental

- San Mateo County Schools Insurance Group: +13,027 lives effective 1/1/26
- Hartnell College: +455 lives effective 1/1/26

#### Vision

- San Mateo County Schools Insurance Group: +8,120 lives effective 1/1/26
- Hartnell College: +458 lives effective 1/1/26



# Vision Trends & Renewal



# Vision Program - Administration Fee History

The ACSIG Vision Program has consistently delivered flat renewals over the last nine renewal periods.

Period	Enrollment	VSP Admin Fee	Vision Admin Fee to Members	Renewal Action
10/1/2017 – 9/30/2018	19,061	10.5%	12.5%	0.00%
10/1/2018 – 9/30/2019	19,521	10.5%	12.5%	0.00%
10/1/2019 – 9/30/2020	18,837	10.5%	12.5%	0.00%
10/1/2020 – 9/30/2021	19,304	10.5%	12.5%	0.00%
10/1/2021 – 9/30/2022	24,728	10.5%	12.5%	0.00%
10/1/2022 – 9/30/2023	32,890	10.5%	12.5%	0.00%
10/1/2023 – 9/30/2024	36,304	10.5%	12.5%	0.00%
10/1/2024 – 9/30/2025	40,505	10.5%	12.5%	0.00%
10/1/2025 – 9/30/2026	43,100	10.5%	12.5%	0.00%
10/1/2026 – 9/30/2027	53,106*	<b>10.5%</b>	<b>12.5%</b>	<b>TBD</b>

\*Enrollment as of February 2026

VSP Administration Fee is in rate guarantee through 9/30/28



## Fixed Rate Vision - Current Trend Data

### Vision Service Plan (VSP) Trend

- Book of Business: 3.0%

### Market Trend Data

Survey of national vision carriers

- Schedule of Allowance Plans: 1.0%
- Source: Segal 2026 Trend Survey

### ACSIG Vision Trend - Fixed Rate Groups

- 24 Months of Claims Data  
(January 2024- December 2025): +2.9%
- 36 Months of Claims Data  
(January 2023- December 2025): +3.5%

### Recommended ACSIG Vision Renewal Trend

Based on program performance (2025 appears to be an outlier year) and current reserves

- Alliant recommended trend (2026-2027): +1.5%

### ACSIG Historical Performance

Calendar Year Claims PEPM vs. Prior Calendar Year

- 2025 vs. 2024: +12.9%
- 2024 vs. 2023: -1.7%
- 2023 vs. 2022: +3.2%
- 2022 vs. 2021: -1.3%
- 2021 vs. 2020: +11.0% (COVID-19)
- 2020 vs. 2019: -13.0% (COVID-19)
- 2019 vs. 2018: -0.2%
- 2018 vs. 2017: -0.2%
- 2017 vs. 2016: -1.9%
- 2016 vs. 2015: -1.7%
- 2015 vs. 2014: -0.9%
- 2014 vs. 2013: -2.9%
- 2013 vs. 2012: -5.2%
- 2012 vs. 2011: -14.0%



## Fixed Rate Vision - Renewal Options

Option #	Renewal Option	Trend	Renewal	Projected Reserves Buy-Down
Status Quo	Status Quo - No Changes	1.5%	2.3%	\$69,409
Change 1	Featured frame brands \$50 discount and \$50 discount for any frame at Visionworks	1.5%	4.5%	\$138,574
Change 2	Add LightCare Benefit (non-prescription sunglasses or blue light filtering glasses in lieu of glasses or contacts)	1.5%	5.0%	\$152,407
Change 3	Increase frame allowance by \$50	1.5%	7.2%	\$221,573
Change 4	Retinal Screening \$20 Copay	1.5%	3.9%	\$119,208



## Fixed Rate Vision - Renewal Recommendation

	Trend	Renewal
ACSIG 2024-2025 Trend	1.5%	2.3%
ACSIG 2025-2026 Trend	1.5%	2.3%
<b>ACSIG 2026-2027 Vision Renewal Trend Status Quo</b>	<b>1.5%</b>	<b>2.3%</b>
VSP Vision Trend	3.0%	5.8%

### 2026-2027 Underwriting Assumptions & Recommendation

- Paid Claims: 24-months of claims data (January 2024 - December 2025)
- Alliant recommended trend of 1.5% was used
- Risk margin of 0.0%
- Alliant Recommends No Change in Rates
  - This will require a buy-down using ACSIG reserves for a flat renewal



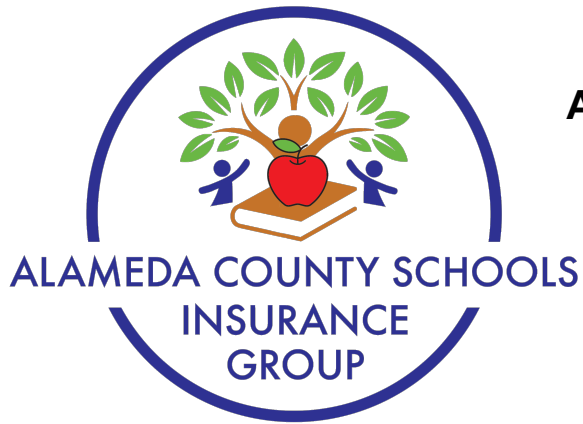
## Fixed Rate Vision - Renewal Action and History

	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
Underwriting Results	-0.8%	-3.7%	7.5%	2.0%	<b>2.3%</b>
Projected Reserves Buy-Down	N/A	N/A	\$256,898	\$64,430	<b>\$69,409</b>
Actual Applied to Members	0.00%	0.00%	0.00%	0.00%	<b>0.00% (Proposed)</b>

Notes:

- ▼ 2020-2021: Enhancements of \$150 Frame Allowance and Standard Progressive lens covered in full in-network.
- ▼ 2022-2023: Enhancements converting to VSP's updated Open Access Schedule (Out of Network Reimbursements) and adding UV Protection Lens Enhancement.
- ▼ 2024-2025: Enhancements: Increase in-network Allowances to \$200 Frame and \$200 Elective Contact Lens and add covered in-network Polycarbonate Lens Enhancement
  - The renewal includes a buy-down using ACSIG reserves
- ▼ 2025-2026: The renewal includes a buy-down using ACSIG reserves
- ▼ 2026-2027: The renewal includes a buy-down using ACSIG reserves





## **Alameda County Schools Insurance Group**

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**Fax (925) 225-0653**

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

## **Executive Summary**

To: ACSIG Executive Committee  
From: Jackie Kim  
Date: May 14, 2026  
Subj.: Property & Liability Rates 2026-27

ACSIG participates in the Northern California ReLiEF Property and Liability JPA. Although not all lines of insurance have been placed, the enclosed proposed rates included our best estimate given the information currently available. Assumptions and estimates are noted where utilized. The Executive Direction will present updated proposed rates.

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

# ACSIG

## 2026-27 Property & Liability Program Rates

ACSIG		Property	Liability	Total	2025-26
	ACOE	\$40,281	\$58,518	\$98,799	\$98,385
	ACOE Charter	\$0	\$17,666	\$17,666	\$15,337
	Albany	\$157,182	\$519,808	\$676,990	\$631,036
	Dublin	\$564,738	\$1,844,453	\$2,409,191	\$2,282,088
	Emery	\$65,896	\$85,964	\$151,860	\$159,984
	Piedmont	\$148,653	\$360,497	\$509,150	\$484,686
<b>ACSIG TOTALS</b>					
		\$976,750	\$2,886,906	\$3,863,656	\$3,671,516

1st Payment	2nd Payment
\$49,399	\$49,399
\$8,833	\$8,833
\$338,495	\$338,495
\$1,204,595	\$1,204,595
\$75,930	\$75,930
\$254,575	\$254,575

2026-27  
Property Program Rates

Member	EDP	* Total Insured Values	\$1,000,250,000 x \$25,000	Insurance Expense	Program Admin	Safety Inspection	Total Premium
ACOE		\$ 54,726,290	0.06433542	\$35,208.39	\$4,123.97	\$948.51	\$40,281
Albany	1,417,000	\$ 213,550,549	0.06433542	\$137,388.64	\$16,092.37	\$3,701.24	\$157,182
Dublin		\$ 767,262,985	0.06433542	\$493,621.86	\$57,818.06	\$13,298.15	\$564,738
Emery	365,438	\$ 89,527,453	0.06433542	\$57,597.86	\$6,746.45	\$1,551.68	\$65,896
Piedmont		\$ 201,962,715	0.06433542	\$129,933.56	\$15,219.15	\$3,500.41	\$148,653
<b>ACSIG Totals:</b>		\$1,327,029,992		\$853,750.32	\$100,000.00	\$23,000.00	\$976,750

**ACSIG ex-mods:**

NCR ex-mod            82.04% 26/27 Actual  
SAFER ex-mod         90.88% 26/27 Actual

**Base Rates:**

NCR/SAFER            \$ 0.0643354 26-27 Estimate

**Assumptions**

NCR/SAFER Rate 10% increase  
Safety Inspections            \$ 23,000.00  
Lost Fund & Program Admin    \$ 100,000.00  
TIV- 3.5% increase  
\* Appraisals are done once every five years.

2026-27  
Liability Program Rates

Member	SIR	Risk Factor ADA	Lottery ADA	SIR to \$1 Million	SAFER 74MM x 1MM	Cyber	EDP	Crime	Equipment Breakdown	Active Assailant	PFP Funding	Insurance Expense	Loss Fund & Program Admin	Total Premium
ACOE	\$5,000	593	280	\$ 36,601	\$ 13,252	\$ 549	\$ -	\$ 90	\$ 1,399	\$ 65	\$ 1,742	\$ 53,698	\$ 4,819.38	\$ 58,518
ACOE Charter			162	\$ 9,999	\$ 7,667	\$ -	\$ -	\$ -	\$ -			\$ 17,666	\$ -	\$ 17,666
Albany	\$5,000	4,334	3,705	\$ 267,499	\$ 175,349	\$ 7,270	\$ 3,901	\$ 1,197	\$ 5,460	\$ 861	\$ 23,049	\$ 484,585	\$ 35,222.89	\$ 519,808
Dublin	\$5,000	15,857	12,793	\$ 978,710	\$ 605,462	\$ 25,101	\$ -	\$ 4,132	\$ 19,619	\$ 2,972	\$ 79,585	\$ 1,715,581	\$ 128,871.55	\$ 1,844,453
Emery	\$5,000	718	580	\$ 44,316	\$ 27,450	\$ 1,138	\$ 1,006	\$ 187	\$ 2,289	\$ 135	\$ 3,608	\$ 80,129	\$ 5,835.26	\$ 85,964
Piedmont	\$5,000	3,107	2,467	\$ 191,767	\$ 116,757	\$ 4,841	\$ -	\$ 797	\$ 5,164	\$ 573	\$ 15,347	\$ 335,246	\$ 25,250.92	\$ 360,497
<b>ACSIG Totals:</b>		24,609	19,987	\$ 1,528,891	\$ 945,937	\$ 38,899	\$ 4,907	\$ 6,403	\$ 33,932	\$ 4,605	\$ 123,331	\$ 2,686,906	\$ 200,000.00	\$ 2,886,906

**ACSIG Rates:**

NCR SIR to 1MM	\$ 61.72	PER RF ADA	26/27 Indication
SAFER 74MM x 1MM	\$ 47.33	PER ADA	26/27 Indication

**Assumptions / Notes**

Risk Factor ADA - Determined Actuarly	EDP Renewal Flat
ADA -Last Keenan Count	Crime Renewal 10%
NCR rate up 20%	Equipment Breakdown Renewal 8%
SAFER rate up 30%	Loss Fund & Program Admin
Cyber Renewal Flat	Active Assailant 10%

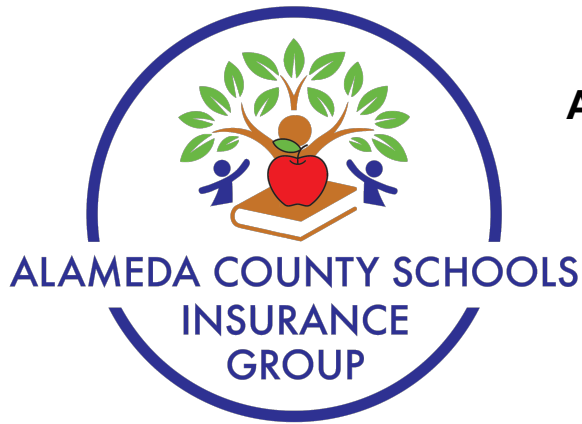
**ACSIG ex-mods:**

NCR	173.76%	26/27 Actual
SAFER	104.37%	26/27 Actual

\$ 200,000.00

**Base Rates:**

Cyber	\$ 1.9621		26/27 Indication
EDP	\$ 0.2753	Per \$100 TIV (EDP)	26/27 Indication
Crime	\$ 0.3230	Per ADA	26/27 Indication
Equipment Breakdown	\$ 0.0026	Per \$100 TIV	26/27 Indication
Active Assailant	\$ 0.2323	Per ADA	26/27 Indication



## Alameda County Schools Insurance Group

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Dublin, CA 94568

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

### **Executive Summary**

To: ACSIG Executive Committee  
From: Jackie Kim  
Date: May 14, 2026  
Subject: Property Liability Actuarial Study

Enclosed please find the draft of the 2025/2026 actuarial study of the ACSIG property and liability program. This report was prepared by Jack Joyce of Bay Actuarial.

The property and casualty actuarial report addresses two key areas. ACSIG self-insures the first \$25,000 of each property or liability loss. Members pay the first \$5,000 on each loss through their deductibles. The actuary has estimated the new losses that ACSIG will self-insure in 2026-27. He projects increases in both liability and property losses.

The Executive Director will review this report at the meeting.

# **Alameda County Schools Self Insurance Group**

## **An Actuarial Review of the Property and Liability Program**

**BAY ACTUARIAL CONSULTANTS**  
Moraga, California  
April 22, 2026

# Bay Actuarial Consultants

April 22, 2026

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

Dear Ms. Kim:

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

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

Respectfully,

BAY ACTUARIAL CONSULTANTS



Jack Joyce, FCAS, MAAA  
Principal

# Alameda County Schools Insurance Group

## An Actuarial Review of the Property & Liability Self-Insurance Program

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# **Alameda County Schools Insurance Group**

## **An Actuarial Review of the Property & Liability Self-Insurance Program**

### **Introduction**

# Alameda County Schools Insurance Group

## An Actuarial Review of the Property & Liability Self-Insurance Program

### Introduction

#### Background & Purpose

The Alameda County Schools Insurance Group (“ACSIG”) self-insures its members’ auto, general liability, and property claims up to a limit of \$25,000 per loss. The portion of any loss that exceeds these limits is covered by the Northern California Regional Liability Excess Fund (“NCR”). ACSIG asked Bay Actuarial Consultants to provide an actuarial report on program, using data evaluated as of 12/31/25. This report covers the following topics:

- 1) Projected 2026-27 Losses:** A projection of the losses expected to be incurred during 2026-27, and a recommended level of funding, expressed both as a dollar amount and in terms of funding rates per ADA and per \$1,000 of TIV.
- 2) Liability for Unpaid Losses:** An estimate of the liability for unpaid losses as of 12/31/25 and a projection of the 6/30/26 liability. We also estimate various “probability levels” of the 12/31/25 liability.

#### Conditions & Limitations

This report is for ACSIG’s internal use. It may provide a copy to its financial auditors. We do not authorize any other use. In particular, any provider providing ACSIG with liability or property coverage must rely only upon its own actuarial analysis instead of this work.

Keenan & Associates provided the data. We did not audit this data and are not responsible for its accuracy. In any actuarial analysis the accuracy and relevance of the conclusions and the reasonableness of the recommendations depend upon the accuracy and relevance of the underlying data.

The term “losses” refers to all costs that can be tied to a specific claim. These include loss payments, attorney’s fees, and other expenses linked to a specific claim. We did not estimate the liability for unpaid ULAE. Keenan & Associates provides ACSIG with an estimate of the ULAE liability.

We assumed that ACSIG will continue to purchase “excess” coverage attaching at \$25,000 per loss in 2026-27.

The actuarial projections in this report are uncertain. Uncertainty is unavoidable because many of events that will determine the actual claims costs will take place in the future. These future events include the outcomes of future claims litigation and the amounts of future claims settlements, changes in the law and its interpretation, future rates of inflation, and the numbers and severity of the losses that will occur in 2026-27. Our projections are based upon ACSIG’s past claims experience. We used actuarial methods that should produce reasonable results given current information. We did not anticipate any extraordinary changes in the various factors that might affect the future cost of claims. There is no guarantee, express or implied, that losses will develop as projected in this report.

## **Structure of the Report**

The remainder of this report comprises seven sections:

- the *Management Summary*,
- the *Technical Approach* section,
- the *Property & Liability Summary*,
- the *Liability Summary*,
- the *Property Summary*,
- the *Liability Exhibits*, and
- the *Property Exhibits*.

The *Management Summary* provides an overview of the results. The *Technical Approach* section discusses and explains the assumptions and details. The *Combined Property & Liability Summary* summarizes the results. The *Liability Summary* and the *Property Summary* provide summary exhibits for these two programs individually. The *Liability Exhibits* and the *Property Exhibits* document the calculations.

# **Alameda County Schools Insurance Group**

## **An Actuarial Review of the Property & Liability Self-Insurance Program**

### **Management Summary**

# Alameda County Schools Insurance Group

## An Actuarial Review of the Property & Liability Self-Insurance Program

### Management Summary

#### Projected 2026-27 Losses – Net of Deductibles

We project that ACSIG will incur “*net*” losses of **\$141,051** from claims that will occur during 2026-27 assuming a retention of \$25,000 per loss. This projection is 15.9% higher than the corresponding projection for 2025-26 that we made in last year’s report. “*Net*” losses do not include the amounts that will be paid directly by the members through their deductibles of \$5,000 per loss. About 28.8% of the losses fall under these deductibles. Table 1 breaks out this projection between liability and property.

**Table 1: Projected 2026-27 Losses  
\$25K Retention - Net of \$5,000 Deductible**

Probability Level	Liability Losses	Property Losses	Total Losses
Central Estimate	\$125,160	\$15,891	\$141,051
70%	151,174	19,194	\$170,368
80%	179,783	22,826	202,609
90%	224,924	28,558	253,482

**\$141,051** is the “actuarial central estimate.” It is our “best” estimate of the actual costs. There is roughly a 42% probability that the actual costs will turn out to be higher, and 58% that they will be lower. In the past the Authority has funded at the 70% probability level. That is **\$170,368** in Table 1.

These projections convert into *rates of loss* by dividing by the projected exposure. The projected exposure is **19,825** of Average Daily Attendance (“ADA”) in the liability program and **\$1,327.030 million** of Total Insured Value (“TIV”) in the property program.

The projected rates of loss are *discounted* by multiplying by “present value factors.” At **3.0%** interest the present value factors are **0.935** and **0.971** for liability and property.

Tables 2 and 3 show discounted and undiscounted rates of loss for the liability and property programs.

**Table 2: Projected 2026-27 Liability Funding Rates  
Dollars per ADA, Net of \$5,000 Deductible, \$25,000 MRL**

Probability Level	Undiscounted	Discounted @ 3.0% Interest
<b>Central Estimate</b>	<b>\$6.31</b>	<b>\$5.90</b>
70%	7.63	<b>\$7.13</b>
80%	9.07	8.48
90%	11.35	10.61

**Table 3: Projected 2026-27 Property Funding Rates  
Cents per \$1,000 TIV, Net of \$5,000 Deductible, \$25,000 MRL**

Probability Level	Undiscounted	Discounted @ 3.0% Interest
<b>Central Estimate</b>	<b>1.20¢</b>	<b>1.16¢</b>
70%	1.45	<b>1.40¢</b>
80%	1.72	1.67
90%	2.15	2.09

### Rates at \$50,000 and \$100,000 Retention

Tables 2 and 3 show rates at the \$25,000 retention. The following tables show rates at the \$50,000 and \$100,000 retentions.

**Table 4: Projected 2026-27 Liability Funding Rates  
Dollars per ADA, \$50,000 Retention, \$5,000 Deductible**

Probability Level	Undiscounted	Discounted @ 3.0%
<b>Central Estimate</b>	<b>\$12.44</b>	<b>\$11.63</b>
70%	15.05	<b>\$14.07</b>
80%	17.96	16.80
90%	22.58	21.11

**Table 5: Projected 2026-27 Property Funding Rates  
Cents per \$1,000 TIV, \$50,000 Retention, \$5,000 Deductible**

Probability Level	Undiscounted	Discounted @ 3.0%
<b>Central Estimate</b>	<b>2.04¢</b>	<b>1.98¢</b>
70%	2.47	<b>2.40¢</b>
80%	2.95	2.86
90%	3.71	3.60

**Table 6: Projected 2026-27 Liability Funding Rates**  
**Dollars per ADA, \$100,000 Retention, \$5,000 Deductible**

Probability Level	Undiscounted	Discounted @ 3.0%
Central Estimate	\$22.54	\$21.08
70%	27.46	\$25.67
80%	33.47	31.30
90%	43.13	40.33

**Table 7: Projected 2026-27 Property Funding Rates**  
**Cents per \$1,000 TIV, \$100,000 Retention, \$5,000 Deductible**

Probability Level	Undiscounted	Discounted @ 3.0%
Central Estimate	3.09¢	3.00¢
70%	3.76	3.65¢
80%	4.59	4.45
90%	5.91	5.74

**Estimated Liability at 12/31/25**

We estimate that ACSIG's liability was **\$280,874** on 12/31/25, net of future deductible recoveries. Discounting at **3.0%** interest reduces this by about 3.9%. Table 8 shows the central estimates and a range of probability level estimates.

**Table 8: Estimated Liability for Unpaid Losses as of 12/31/25**

Probability Level	Undiscounted		Discounted @ 3.0%	
	Gross of Deductibles	Net of Deductibles	Gross of Deductibles	Net of Deductibles
10%	290,568	227,508	279,288	218,676
20%	301,330	235,934	289,632	226,775
30%	312,091	244,360	299,976	234,874
40%	326,440	255,595	313,768	245,673
50%	340,790	266,830	327,560	256,472
60%	355,139	278,065	341,352	267,270
<b>Central Estimate</b>	<b>\$358,726</b>	<b>\$280,874</b>	<b>\$344,800</b>	<b>\$269,970</b>
70%	376,662	294,918	362,040	283,469
80%	405,360	317,388	389,624	305,066
90%	451,995	353,901	434,447	340,162
85%	498,629	390,415	479,271	375,258
98%	559,612	438,163	537,887	421,153

## Projected 6/30/26 Liability

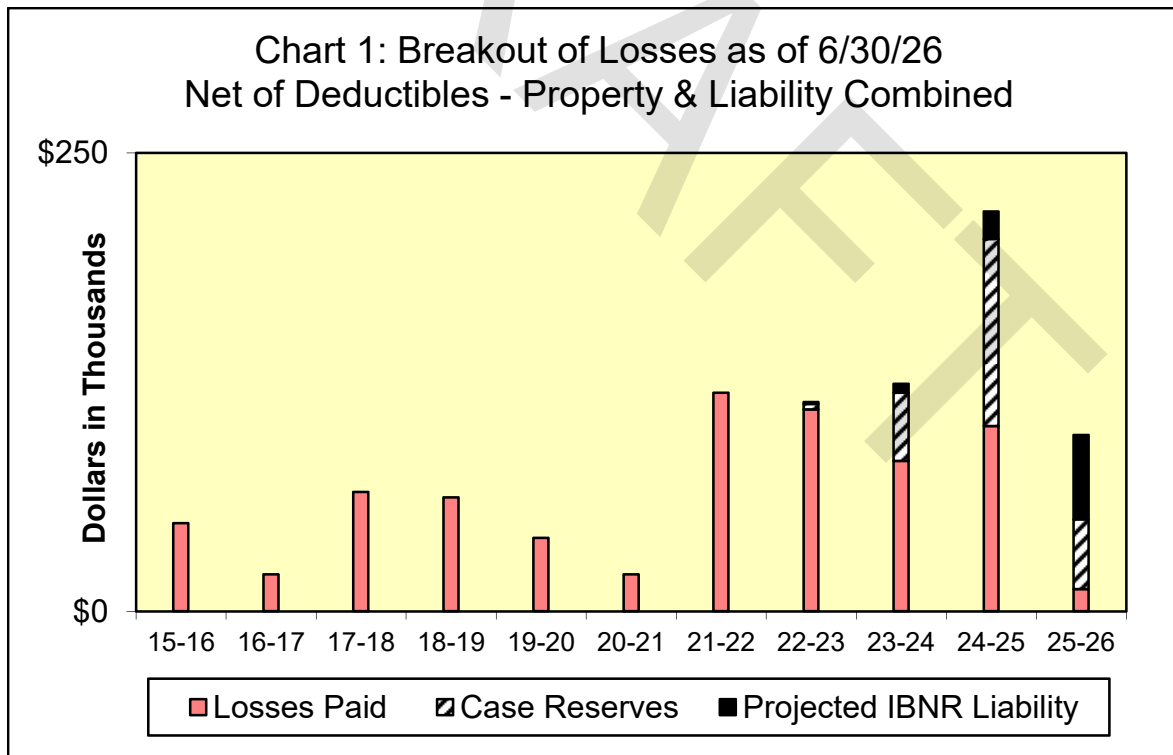
We project that ACSIG's liability will be **\$248,648** on 6/30/26, net of future deductible recoveries. Table 9 shows the projected central estimates.

**Table 9: Projected Liability for Unpaid Losses as of 6/30/26**

Probability Level	Undiscounted		Discounted @ 3.0%	
	Gross of Deductibles	Net of Deductibles	Gross of Deductibles	Net of Deductibles
<b>Central Estimate</b>	\$317,679	<b>\$248,648</b>	\$305,346	<b>\$238,995</b>

Projecting probability levels six months into the future based on current data produces very high amounts that have little or no utility. However if nothing unusual happens over the next six months and the projected June 30 central estimates appear reasonable given the actual June 30 claims data, then the higher June 30 probability levels would be in proportion to the higher December 31 levels shown in Table 8.

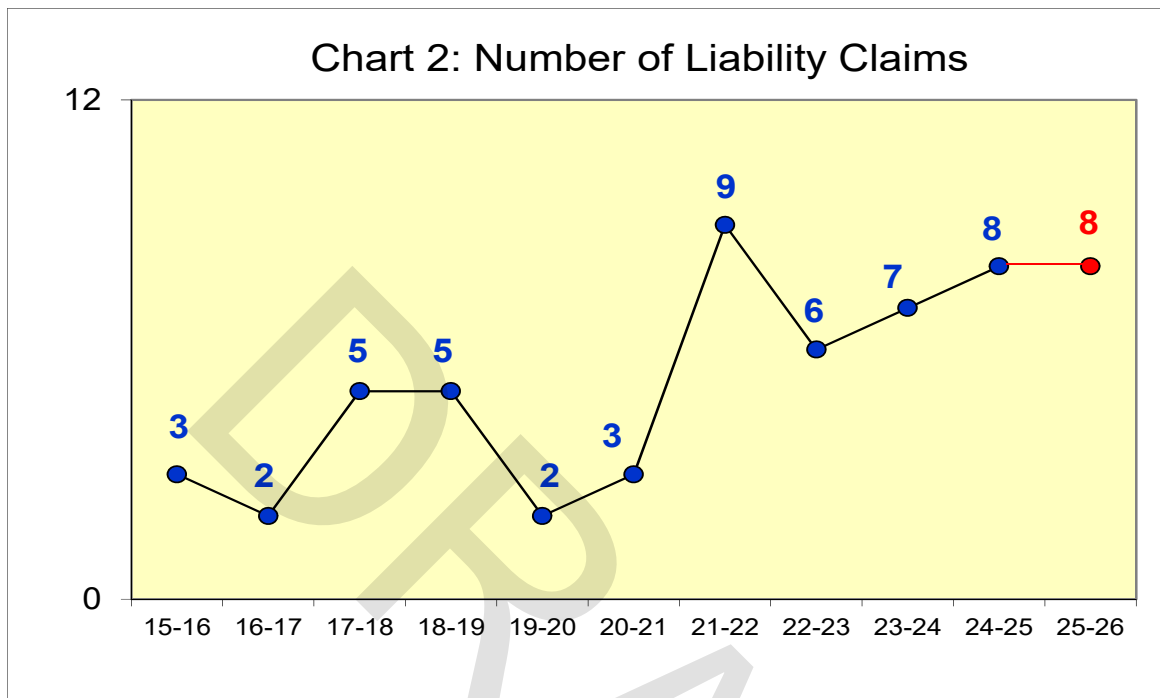
Chart 1 shows the projected ultimate losses in terms of paid losses, case reserves, and IBNR liabilities for program years 2015-16 through 2025-26.



There is **37¢** of projected IBNR liability for every **\$1.00** of projected case reserves.

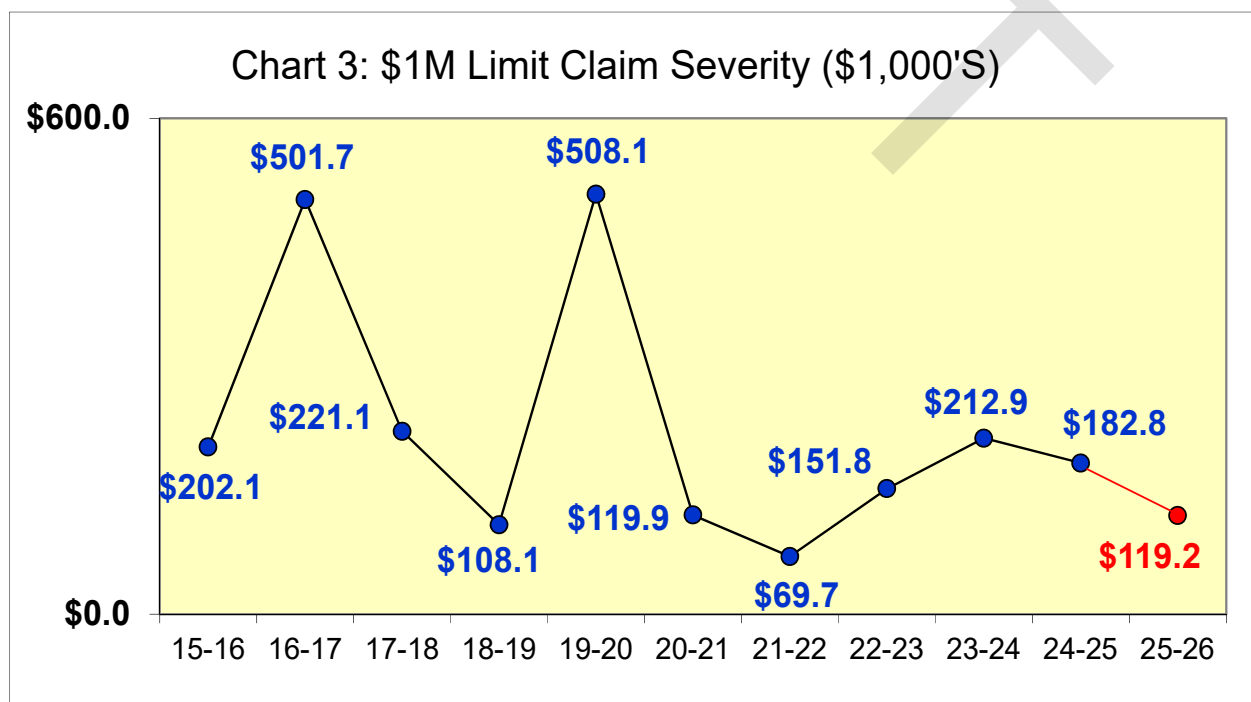
## Number of Liability Claims

Chart 2 shows that claim frequency has been increasing. The projection of **8** for 25-26 is based on the **3** that had been reported through 12/31/25.



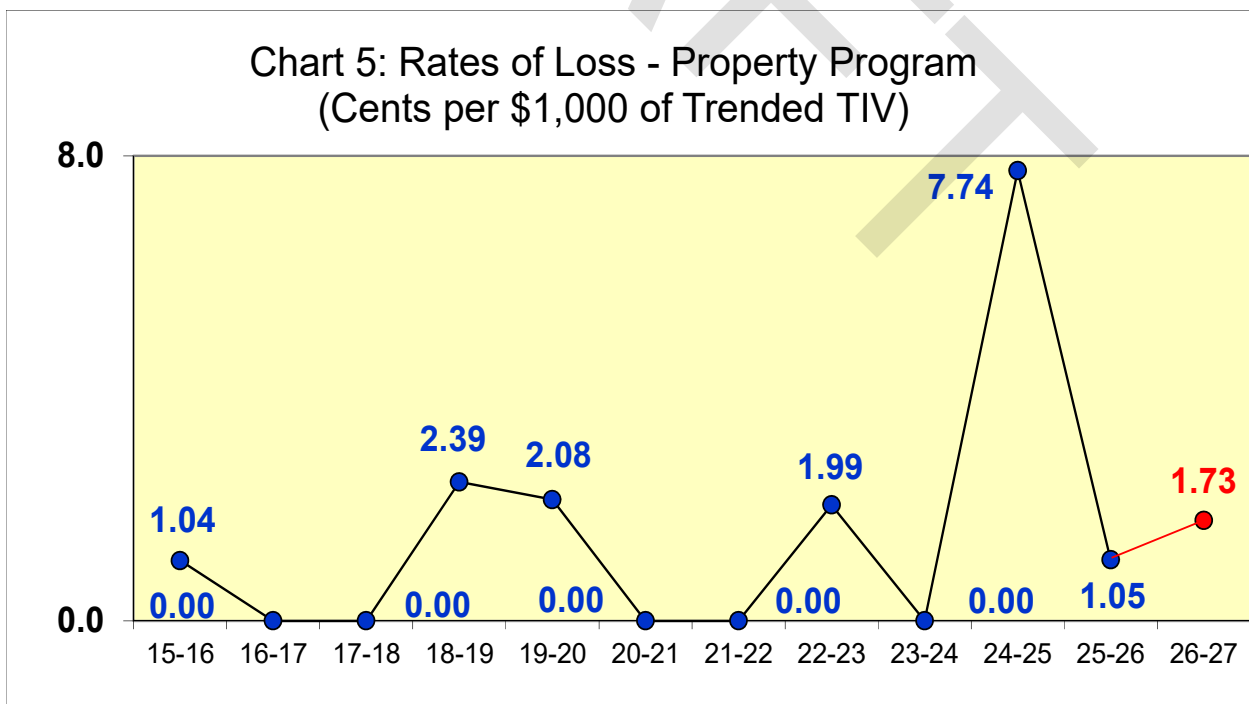
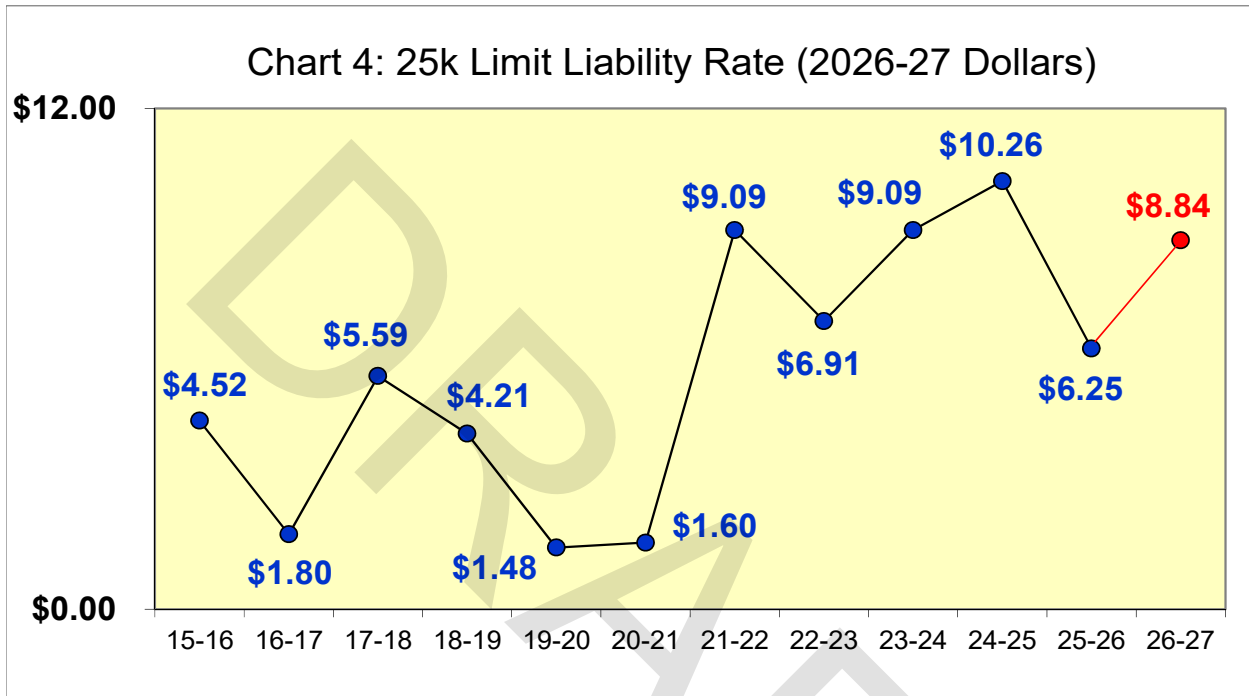
## Claim Severity – Liability Claims

Chart 3 displays claim severity (average claim size). Claims in this Chart are limited to \$1,000,000 per loss. NCR covers the portion of each loss that falls between \$25,000 and \$1,000,000. The projection of **\$119.2** for 25-26 is based on the 12/31/25 data.



## Past Rates of Loss

The following charts show how ACSIG's basic loss costs have changed over time. Chart 4 shows the past history in the liability program (liability loss per ADA) and Chart 5 shows the property loss rate (property loss per \$1,000 TIV). There was a huge jump in liability claim costs starting in 2021-22. This is a statewide trend but it is particularly obvious in the ACSIG claims data.



## Interest Rates

The discounted liabilities and rates in this report were calculated using a **3.0%** interest rate. Table 10 shows the adjustments to make to use a different interest rate:

**Table 10: Factors to Adjust for Alternative Interest Rates**

<b>Interest Rate</b>	<b>2.5%</b>	<b>3.0%</b>	<b>3.5%</b>	<b>3.81%</b>
<b>Liability Rates</b>	<b>+1.2%</b>	<b>+0.0%</b>	<b>-1.1%</b>	<b>-1.7%</b>
<b>Property Rates</b>	<b>+0.5%</b>	<b>+0.0%</b>	<b>-0.5%</b>	<b>-0.8%</b>
<b>Liabilities</b>	<b>+0.6%</b>	<b>+0.0%</b>	<b>-0.6%</b>	<b>-1.0%</b>

The timing and amounts of the projected future loss payments are some of the products of the actuarial analysis. Matching the projected future claims payments with maturing zero coupon US Treasury bonds (“strips”), as available on 3/31/26, produced an overall interest rate of **3.81%** for both the 6/30/26 liability and the projected 2026-27 rate of loss. Therefore, as of 3/31/25, **3.0%** was reasonable and conservative. That **3.81%** yield to maturity could have been “locked in” on that date.

# **Alameda County Schools Insurance Group**

## **An Actuarial Review of the Property & Liability Self-Insurance Program**

### **Technical Approach**

# Alameda County Schools Insurance Group

## An Actuarial Review of the Property & Liability Self-Insurance Program

### Technical Approach

This section describes the actuarial calculations.

#### **Combined Summary**

These exhibits provide an overall summary of our findings. They show the projected liabilities as of 12/31/25 and projected funding for the 2026-27 program year. These estimates represent the sum of the totals from the *Property Summary* and the *Liability Summary*.

All estimates are shown 1) on a nominal value basis, 2) discounted for investment income, and 3) discounted for investment income at 70%, 80%, and 90% probability levels. Part 3 breaks out the projected 6/30/26 liability by year between ACSIG and its members.

#### **Liability Summary**

These exhibits summarize our findings for the Liability Program only. Part 1 shows the projected liability for unpaid losses as of 6/30/26. Part 2 details the projected losses for 2026-27.

#### **Property Summary**

These exhibits summarize the statistics on the Property Program. The format is identical to that of the Liability Summary.

## Liability Exhibits

### **Exhibit 1**

Exhibit 1 shows the projection of the unpaid losses as of 6/30/26. The liability is calculated as the sum of the case reserves and an estimated incurred-but-not-reported (IBNR) liability.

### **Exhibit 2**

This exhibit shows the results (and the calculations) of the various actuarial projection methods and our estimates of what the total gross losses will be for each program year once all the claims are settled.

We used five different actuarial methods, to avoid placing too much reliance on any given set of judgments and assumptions. Each actuarial projection method involves a specific set of assumptions regarding the claims process. Each can yield spurious results when important underlying assumptions do not hold. Multiple methods serve to check each other.

We used five standard actuarial methods:

- 1) Reported loss projection method,
- 2) Paid loss projection method,
- 3) IBNR to case reserves ratio projection method,
- 4) Bornhuetter-Ferguson method using reported losses, and
- 5) Frequency times severity method.

For liability claims, the actual case reserves at any given time usually understate the ultimate cost of the corresponding claims. Although some claims will settle for less than their current case reserves, this effect is usually more than offset by larger increases in the case reserves for claims that have been underestimated. The result is that the estimated total cost of the claims incurred in a given year, when computed as the sum of the case reserves and paid claims, rises over time. This is known as *loss development*. In applying the *reported loss projection method* (Part 2), we have assumed that future loss development can be reasonably predicted by analyzing past loss development.

The *paid loss projection method* (Part 3) is similar. It has the advantage of not being based on the subjective judgments of claims administrators, as well as the disadvantage that the projections are more sensitive to random variations in experience.

The *IBNR to case reserves ratio method* (Part 4) estimates dollars of IBNR per dollar of case reserve, and often produces a reasonable result when the other methods fail to produce realistic outcomes.

The *Bornhuetter-Ferguson method using reported losses* (Part 5) uses assumptions about the underlying relationship between losses and Average Daily Attendance (ADA). They are based on the assumption that future loss payments or future loss reports can be estimated from this underlying relationship. For example, if we estimate that 46% of all losses for a given program year have been reported and that the loss rate is \$10 per ADA, then we would estimate the unreported losses as 54% times \$10 times the ADA for that year. This estimate of the unreported losses is then added to the losses that have been reported to produce an estimate of the total losses.

In the *frequency times severity method* (Part 9) we estimate an average claim size for each program year. The average claim amount, or *severity*, is multiplied by the projected ultimate number of claims (Exhibit 3) to produce an estimate of the total losses.

### **Exhibit 3**

We used two actuarial techniques to project the ultimate number of claims: a *reported claim count projection technique* (Part 2), analogous to the projection methods for losses, and a *Bornhuetter-Ferguson method using the reported claim counts* (Part 3), corresponding to the Bornhuetter-Ferguson method using reported losses. Part 1 shows our selection of the ultimate claim counts based on these two techniques.

### **Exhibit 4**

This exhibit documents our projection of the 2026-27 losses. First we estimated a loss rate for 2026-27. A loss rate is simply the expected ratio of ultimate losses to average daily attendance (ADA) for a given accident period. We estimated the loss rate on the basis of the past experience, adjusted for inflation and for the changes in ACSIG's retention over time. We then applied the selected rate to the projected ADA for 2026-27, after adjusting for inflation. This calculation is shown on Part 1.

### **Exhibit 5**

These exhibits show the discounted value calculations for unpaid losses as of 6/30/26, and for losses expected to be incurred during 2026-27. The calculations are based on the observed claims payment pattern and a **3.0%** interest rate.

## **Exhibit 6**

This exhibit contains historical statistics on ADA's and self-insured retentions.

### **Property Exhibits**

#### **Exhibit 1 - Part 1**

Part 1 shows the estimates of the liability for unpaid losses as of 6/30/26. As in the Liability exhibits, this is calculated as the sum of case basis reserves and estimated IBNR liability.

#### **Exhibit 1 - Part 2**

This exhibit documents our estimation of ultimate losses. Due to the short-tailed nature of property claims, we use only the Bornhuetter-Ferguson method to estimate ultimate losses.

#### **Exhibit 1 - Part 3**

This exhibit documents our projection of the 2026-27 losses. First we selected loss rate for 2026-27. A loss rate is simply the expected ratio of ultimate losses to TIV for a given program year. We estimated the loss rate on the basis of the past experience, adjusted for inflation and for the changes in ACSIG's retention. We then applied the selected rate to the projected TIV for 2026-27, after adjusting for inflation.

#### **Exhibit 1 - Part 4**

This exhibit contains historical information and lists the SIR and TIV for each program year.

### **Deductibles Exhibits**

#### **Exhibit 1**

This exhibit shows our estimate of member deductibles paid and reported as of 6/30/26.

#### **Exhibit 2**

This exhibit projects paid and reported deductibles to 6/30/26.

#### **Exhibit 3**

This exhibit shows the calculation of ultimate member deductibles. We used deductible claims data evaluated as of 12/31/25.

# **Alameda County Schools Insurance Group**

## **An Actuarial Review of the Property & Liability Self-Insurance Program**

### **Property & Liability Summary**

DRAFT

Alameda County Schools Insurance Group  
Property & Liability Programs

Estimated Unpaid Losses as of 12/31/25

	<u>Gross of Deductibles</u>	<u>Net of Deductibles</u>
(1) Estimated Unpaid Losses:	\$358,726	<b>\$280,874</b>
(2) Discounted Unpaid Losses: Assuming a 3.00% interest rate	\$344,800	\$269,970

Probability Level (3)	Gross Probability Factor (4)	Undiscounted		Discounted at 3.00% Interest	
		Gross of Deductibles (5)	Net of Deductibles (6)	Gross of Deductibles (7)	Net of Deductibles (8)
10%	0.81	\$290,568	\$227,508	\$279,288	\$218,676
20%	0.84	301,330	235,934	289,632	226,775
30%	0.87	312,091	244,360	299,976	234,874
40%	0.91	326,440	255,595	313,768	245,673
50%	0.95	340,790	266,830	327,560	256,472
60%	0.99	355,139	278,065	341,352	267,270
<b>Central Estimate</b>	<b>1.00</b>	<b>\$358,726</b>	<b>\$280,874</b>	<b>\$344,800</b>	<b>\$269,970</b>
70%	1.05	376,662	294,918	362,040	283,469
80%	1.13	405,360	317,388	389,624	305,066
90%	1.26	451,995	353,901	434,447	340,162
95%	1.39	498,629	390,415	479,271	375,258
98%	1.56	559,612	438,163	537,887	421,153

Notes:

- (1) Page 23 & Page 25, Column (6).
- (2) Discounted at 3.00%
- (3) Estimated Probability that funding will be adequate.
- (4) Estimated by BAC.
- (5) - (6) (1) x (4).
- (7) - (8) (2) x (4).

Alameda County Schools Insurance Group  
Property & Liability Programs

Projected Losses for the 2026-27 Program Year  
\$25,000 Property & \$25,000 Liability Retention

	<u>Gross of Deductibles</u>	<u>Net of Deductibles</u>
(1) Projected Ultimate Losses:	\$198,184	\$141,051
(2) Discounted Value of Losses: (as of 7/1/26, 3.00% interest)	\$186,204	\$132,525

Probability Level <u>(3)</u>	Gross Probability Factor <u>(4)</u>	<u>Undiscounted</u>		<u>Discounted at 3.00% Interest</u>	
		<u>Gross of Deductibles (5)</u>	<u>Net of Deductibles (6)</u>	<u>Gross of Deductibles (7)</u>	<u>Net of Deductibles (8)</u>
Central Estimate	1.00	\$198,184	\$141,051	\$186,204	\$132,525
70%	1.21	239,803	170,672	225,307	160,355
80%	1.44	285,385	203,113	268,134	190,836
90%	1.80	356,731	253,892	335,167	238,545

Notes:

- (1) Column 1: [ Page 28, Item (1) ] + [ Page 31, Item (1) ].  
Column 2: [ Page 28, Item (1), net ] + [ Page 31, Item (1), net ].
- (2) Column 1: [ Page 28, Item (2) ] + [ Page 31, Item (2) ].  
Column 2: Estimated by BAC.
- (3) Estimated Probability that funding will be adequate.
- (4) Estimated by BAC.
- (5) - (6) (1) x (4).
- (7) - (8) (2) x (4).

Alameda County Schools Insurance Group  
Property & Liability Programs

Projected Unpaid Losses  
by Member and Program

Program Year	Undiscounted			Discounted at 3.00% interest			Estimated Ultimate Losses		
	Claims Liabilities as of 6/30/26 (1)	Members' Portion (2)	Program's Portion (3)	Claims Liabilities as of 6/30/26 (4)	Members' Portion (5)	Program's Portion (6)	Estimated Gross Ultimate Losses (7)	Members' Portion (8)	Program's Portion (9)
2015-16	\$0	\$0	\$0	\$0	\$0	\$0	\$72,777	\$25,000	\$47,777
2016-17	0	0	0	0	0	0	25,600	5,600	20,000
2017-18	0	0	0	0	0	0	87,425	22,572	64,853
2018-19	0	0	0	0	0	0	97,301	35,000	62,301
2019-20	0	0	0	0	0	0	50,318	10,318	40,000
2020-21	0	0	0	0	0	0	28,646	8,646	20,000
2021-22	0	0	0	0	0	0	168,516	50,000	118,516
2022-23	12,766	8,094	4,671	12,284	7,789	4,495	155,000	40,034	114,966
2023-24	48,757	6,009	42,749	47,073	5,801	41,272	165,000	40,089	124,911
2024-25	145,004	27,812	117,192	139,874	26,828	113,046	289,917	71,777	218,139
2025-26	111,152	27,116	84,035	106,115	25,887	80,228	133,725	37,627	96,098
Total	\$317,679	\$69,031	\$248,648	\$305,346	\$66,305	\$239,041	\$1,274,224	\$346,663	\$927,561

Notes:

- (1) [ Page 27, Column (1) ] + [ Page 30, Column (1) ].
- (2) Page 63, Column (6).
- (3) (1) - (2).
- (4) [ Page 27, Column (2) ] + [ Page 30, Column (2) ].
- (5) Estimated by BAC.
- (6) (4) - (5).
- (7) Page 65, Column (1).
- (8) Page 63, Column (1).
- (9) (7) - (8).

Alameda County Schools Insurance Group  
Combined Property & Liability Programs

Projected Unpaid Losses as of 6/30/26  
Gross of Member Deductibles - Limited to the SIR

Program Year	Estimated Ultimate Losses (1)	Projected Paid Losses as of 6/30/26 (2)	Projected Case Reserves 6/30/26 (3)	Projected Reported Losses as of 6/30/26 (4)	Projected IBNR as of 6/30/26 (5)	Projected Unpaid Losses as of 6/30/26 (6)
2015-16	\$72,777	\$72,777	\$0	\$72,777	\$0	\$0
2016-17	25,600	25,600	0	25,600	0	0
2017-18	87,425	87,425	0	87,425	0	0
2018-19	97,301	97,301	0	97,301	0	0
2019-20	50,318	50,318	0	50,318	0	0
2020-21	28,646	28,646	0	28,646	0	0
2021-22	168,516	168,516	0	168,516	0	0
2022-23	155,000	142,234	11,423	153,657	1,343	12,766
2023-24	165,000	116,243	43,353	159,596	5,404	48,757
2024-25	289,917	144,913	128,485	273,397	16,519	145,004
2025-26	133,725	22,574	55,373	77,947	55,778	111,152
Total	\$1,274,224	\$956,545	\$238,634	\$1,195,179	\$79,045	\$317,679

Notes:  
(1) - (6) Sum of Page 33 + Page 56 entries.

Alameda County Schools Insurance Group  
Combined Property & Liability Programs

Estimated Unpaid Losses as of 12/31/25  
Gross of Member Deductibles - Limited to the SIR

Program Year	Estimated Ultimate Losses (1)	Paid Losses as of 12/31/25 (2)	Case Reserves 12/31/25 (3)	Reported Losses as of 12/31/25 (4)	Estimated IBNR as of 12/31/25 (5)	Estimated Unpaid Losses as of 12/31/25 (6)
2015-16	\$72,777	\$72,777	\$0	\$72,777	\$0	\$0
2016-17	25,600	25,600	0	25,600	0	0
2017-18	87,425	87,425	0	87,425	0	0
2018-19	97,301	97,301	0	97,301	0	0
2019-20	50,318	50,318	0	50,318	0	0
2020-21	28,646	28,646	0	28,646	0	0
2021-22	168,516	168,516	0	168,516	0	0
2022-23	155,000	137,278	15,000	152,278	2,722	17,722
2023-24	165,000	90,564	67,027	157,591	7,409	74,436
2024-25	289,917	87,566	177,357	264,923	24,994	202,351
2025-26	66,863	2,646	18,000	20,646	46,216	64,216
Total	\$1,207,361	\$848,635	\$277,383	\$1,126,019	\$81,342	\$358,726

Notes:  
(1) - (6) Sum of Page 35 + Page 58 entries.

Alameda County Schools Insurance Group  
Combined Property & Liability Programs

Projected Unpaid Losses as of 6/30/26  
Net of Member Deductibles - Limited to the SIR

Program Year	Estimated Ultimate Losses (1)	Projected Paid Losses as of 6/30/26 (2)	Projected Case Reserves 6/30/26 (3)	Projected Reported Losses as of 6/30/26 (4)	Projected IBNR as of 6/30/26 (5)	Projected Unpaid Losses as of 6/30/26 (6)
2015-16	\$47,777	\$47,777	\$0	\$47,777	\$0	\$0
2016-17	20,000	20,000	0	20,000	0	0
2017-18	64,853	64,853	0	64,853	0	0
2018-19	62,301	62,301	0	62,301	0	0
2019-20	40,000	40,000	0	40,000	0	0
2020-21	20,000	20,000	0	20,000	0	0
2021-22	118,516	118,516	0	118,516	0	0
2022-23	114,966	110,295	3,345	113,640	1,326	4,671
2023-24	124,911	82,162	37,406	119,568	5,343	42,749
2024-25	218,139	100,947	101,811	202,758	15,382	117,192
2025-26	96,098	12,063	38,495	50,557	45,541	84,035
Total	\$927,561	\$678,913	\$181,057	\$859,970	\$67,591	\$248,648

Notes:  
(1) - (6) Page 22 entries - Page 63 entries.

Alameda County Schools Insurance Group  
Combined Property & Liability Programs

Estimated Unpaid Losses as of 12/31/25  
Net of Member Deductibles - Limited to the SIR

Program Year	Estimated Ultimate Losses (1)	Paid Losses as of 12/31/25 (2)	Case Reserves 12/31/25 (3)	Reported Losses as of 12/31/25 (4)	Estimated IBNR as of 12/31/25 (5)	Estimated Unpaid Losses as of 12/31/25 (6)
2015-16	\$47,777	\$47,777	\$0	\$47,777	\$0	\$0
2016-17	20,000	20,000	0	20,000	0	0
2017-18	64,853	64,853	0	64,853	0	0
2018-19	62,301	62,301	0	62,301	0	0
2019-20	40,000	40,000	0	40,000	0	0
2020-21	20,000	20,000	0	20,000	0	0
2021-22	118,516	118,516	0	118,516	0	0
2022-23	114,966	107,278	5,000	112,278	2,688	7,688
2023-24	124,911	60,222	57,369	117,591	7,320	64,689
2024-25	218,139	57,692	137,605	195,296	22,843	160,448
2025-26	48,049	0	6,000	6,000	42,049	48,049
Total	\$879,512	\$598,638	\$205,973	\$804,611	\$74,901	\$280,874

Notes:  
(1) - (6) Page 23 entries - Page 66 entries.

**Alameda County Schools Insurance Group**

**An Actuarial Review of the  
Property & Liability Self-Insurance Program**

**Liability Summary**

DRAFT

Alameda County Schools Insurance Group  
Liability Program

Projected Unpaid Losses as of 06/30/26

Program Year	Undiscounted	Discounted	Estimated Gross Ultimate Losses (3)
	Claims Liabilities as of 6/30/26 (1)	(3.00% Interest) Claims Liabilities as of 6/30/26 (2)	
2015-16	\$0	\$0	\$61,096
2016-17	0	0	25,600
2017-18	0	0	87,425
2018-19	0	0	69,053
2019-20	0	0	25,318
2020-21	0	0	28,646
2021-22	0	0	168,516
2022-23	12,766	12,284	130,000
2023-24	48,757	47,073	165,000
2024-25	134,522	129,606	190,000
2025-26	105,268	100,361	120,000
Total	\$301,313	\$289,324	

Notes:

- (1) Page 33, Column (6).
- (2) Page 52, Column (3).
- (3) Page 36, Column (6).

Alameda County Schools Insurance Group  
Liability Program

Projected \$25K Limit Losses for the 2026-27 Program Year

	Gross of Member <u>Deductibles</u>	Net of Member <u>Deductibles</u>
(1) Projected Losses:	\$175,253	\$125,160
(2) Discounted Value of Projected Losses: (as of 7/1/26, 3.00% interest rate)	\$163,947	\$117,025

Notes:

- (1) Page 50, Column (3).  
Net Column: Page 50, Item (5).
- (2) Page 53, Column (3).  
Net Column: Page 53, Item (4) x [Page 50, Item (5)].

**Alameda County Schools Insurance Group**

**Actuarial Analysis of the  
Property & Liability Self-Insurance Program**

**Property Summary**

DRAFT

Alameda County Schools Insurance Group  
Property Program

Projected Unpaid Losses  
Individual Losses Limited to SIR

Program Year	Undiscounted Claims Liabilities as of 6/30/26 (1)	Discounted (3.00% Interest) Liabilities as of 6/30/26 (2)	Estimated Ultimate Losses (3)
2015-16	\$0	\$0	\$11,681
2016-17	0	0	0
2017-18	0	0	0
2018-19	0	0	28,248
2019-20	0	0	25,000
2020-21	0	0	0
2021-22	0	0	0
2022-23	0	0	25,000
2023-24	0	0	0
2024-25	10,482	10,268	99,917
2025-26	5,883	5,754	13,725
Total	\$16,366	\$16,022	

Notes:

- (1) Page 56, Column (6).
- (2) Assuming 3.00% interest.
- (3) Page 59, Column (6).

Alameda County Schools Insurance Group  
Property Program

Projected Losses for the 2026-27 Program Year

	<u>Gross of Member Deductibles</u>	<u>Net of Member Deductibles</u>
(1) Projected Losses:	\$22,931	\$15,891
(2) Discounted Value of Losses: (as of 7/1/26, 3.00% interest rate)	\$22,257	\$15,424

Notes:

- (1) Page 60, Item (7).  
Net Column: Page 60, Item (9).
- (2) Estimated by BAC.  
Net Column: Estimated by BAC.

**Alameda County Schools Insurance Group**

**An Actuarial Review of the  
Property & Liability Self-Insurance Program**

**Liability Exhibits**

DRAFT

Alameda County Schools Insurance Group  
Liability Program

Projected Unpaid Losses as of 6/30/26  
Gross of Member Deductibles - Limited to the SIR

Program Year	Estimated Ultimate Losses (1)	Projected Paid Losses as of 6/30/26 (2)	Projected Case Reserves 6/30/26 (3)	Projected Reported Losses as of 6/30/26 (4)	Projected IBNR as of 6/30/26 (5)	Projected Unpaid Losses as of 6/30/26 (6)
2015-16	\$61,096	\$61,096	\$0	\$61,096	\$0	\$0
2016-17	25,600	25,600	0	25,600	0	0
2017-18	87,425	87,425	0	87,425	0	0
2018-19	69,053	69,053	0	69,053	0	0
2019-20	25,318	25,318	0	25,318	0	0
2020-21	28,646	28,646	0	28,646	0	0
2021-22	168,516	168,516	0	168,516	0	0
2022-23	130,000	117,234	11,423	128,657	1,343	12,766
2023-24	165,000	116,243	43,353	159,596	5,404	48,757
2024-25	190,000	55,478	118,049	173,527	16,473	134,522
2025-26	120,000	14,732	54,337	69,068	50,932	105,268
Total	\$1,070,653	\$769,340	\$227,161	\$996,502	\$74,152	\$301,313

Notes:

- (1) Page 36, Column (6).
- (2) Page 34, Column (3).
- (3) (4) - (2).
- (4) Page 34, Column (6).
- (5) (1) - (4).
- (6) (3) + (5).

Alameda County Schools Insurance Group  
Liability Program

Projected Losses Paid and Reported between 1/1/26 and 6/30/26  
Individual Losses Limited to SIR

Program Year	Losses Paid as of 12/31/25 (1)	Projected Losses Paid 1/1/26 - 6/30/26 (2)	Projected Losses Paid as of 6/30/26 (3)	Losses Reported as of 12/31/25 (4)	Projected Losses Reported 1/1/26 - 6/30/26 (5)	Projected Losses Reported as of 6/30/26 (6)
2015-16	\$61,096	\$0	\$61,096	\$61,096	\$0	\$61,096
2016-17	25,600	0	25,600	25,600	0	25,600
2017-18	87,425	0	87,425	87,425	0	87,425
2018-19	69,053	0	69,053	69,053	0	69,053
2019-20	25,318	0	25,318	25,318	0	25,318
2020-21	28,646	0	28,646	28,646	0	28,646
2021-22	168,516	0	168,516	168,516	0	168,516
2022-23	112,278	4,957	117,234	127,278	1,380	128,657
2023-24	90,564	25,679	116,243	157,591	2,005	159,596
2024-25	5,660	49,819	55,478	165,100	8,427	173,527
2025-26	0	14,732	14,732	18,000	51,068	69,068
Total	\$674,155	\$95,186	\$769,340	\$933,622	\$62,880	\$996,502

Notes:

- (1) Page 38, Column (1).
- (2) Projected by BAC.
- (3) (1) + (2).
- (4) Page 37, Column (1).
- (5) Projected by BAC.
- (6) (4) + (5).

Alameda County Schools Insurance Group  
Liability Program

Estimated Unpaid Losses as of 12/31/25  
Gross of Member Deductibles - Limited to the SIR

Program Year	Estimated Ultimate Losses (1)	Paid Losses as of 12/31/25 (2)	Case Reserves 12/31/25 (3)	Reported Losses as of 12/31/25 (4)	Estimated IBNR as of 12/31/25 (5)	Estimated Unpaid Losses as of 12/31/25 (6)
2015-16	\$61,096	\$61,096	\$0	\$61,096	\$0	\$0
2016-17	25,600	25,600	0	25,600	0	0
2017-18	87,425	87,425	0	87,425	0	0
2018-19	69,053	69,053	0	69,053	0	0
2019-20	25,318	25,318	0	25,318	0	0
2020-21	28,646	28,646	0	28,646	0	0
2021-22	168,516	168,516	0	168,516	0	0
2022-23	130,000	112,278	15,000	127,278	2,722	17,722
2023-24	165,000	90,564	67,027	157,591	7,409	74,436
2024-25	190,000	5,660	159,440	165,100	24,900	184,340
2025-26	60,000	0	18,000	18,000	42,000	60,000
Total	\$1,010,653	\$674,155	\$259,467	\$933,622	\$77,032	\$336,499

Notes:

- (1) Page 33, Column (1). 50% of 2025-26 incurred through 12/31/25.
- (2) Page 38, Column (1).
- (3) (4) - (2).
- (4) Page 37, Column (1).
- (5) (1) - (4).
- (6) (3) + (5).

Alameda County Schools Insurance Group  
Liability Program

Estimated Ultimate Losses  
Individual Losses Limited to SIR

Program Year	Reported Projection (1)	Paid Projection (2)	IBNR to Case Reserves Ratio (3)	B-F Method Using Reported (4)	Frequency Times Severity (5)	Selected Ultimate Losses (6)
2015-16	\$61,096	\$61,096	\$61,096			\$61,096
2016-17	25,600	25,600	25,600			25,600
2017-18	87,425	87,425	87,425			87,425
2018-19	69,053	69,053	69,053			69,053
2019-20	25,318	25,682	25,318			25,318
2020-21	28,646	29,637	28,646			28,646
2021-22	168,516	179,235	168,516			168,516
2022-23	127,278	129,274	127,278	\$127,278	\$107,436	130,000
2023-24	160,264	144,076	160,741	160,197	127,631	165,000
2024-25	182,866	21,095	189,494	180,276	148,520	190,000
2025-26	54,505	0	60,804	126,568	151,248	120,000
Total	\$990,567	\$772,173	\$1,003,970			\$1,070,653
22/23-25/26	\$524,913	\$294,445	\$538,316	\$594,318	\$534,835	\$605,000

Notes:

- (1) Page 37, Column (3).
- (2) Page 38, Column (3).
- (3) Page 39, Column (6).
- (4) Page 40, Column (6).
- (5) Page 44, Column (5).
- (6) Selected on the basis of (1) - (5).

Alameda County Schools Insurance Group  
Liability Program

Reported Loss Projection Method  
Individual Losses Limited to SIR

Program Year	Cumulative Reported Losses as of 12/31/25 (1)	Reported Development Factor as of 12/31/25 (2)	Projected Ultimate Losses (3)
2015-16	\$61,096	1.000	\$61,096
2016-17	25,600	1.000	25,600
2017-18	87,425	1.000	87,425
2018-19	69,053	1.000	69,053
2019-20	25,318	1.000	25,318
2020-21	28,646	1.000	28,646
2021-22	168,516	1.000	168,516
2022-23	127,278	1.000	127,278
2023-24	157,591	1.017	160,264
2024-25	165,100	1.108	182,866
2025-26	18,000	3.028	54,505

Notes:

- (1) Provided by Keenan & Associates.
- (2) Estimated by BAC.
- (3) (1) x (2), rounded.

Alameda County Schools Insurance Group  
Liability Program

Paid Loss Projection Method  
Individual Losses Limited to SIR

Program Year	Cumulative Paid Losses as of 12/31/25 (1)	Paid Development Factor as of 12/31/25 (2)	Projected Ultimate Losses (3)
2015-16	\$61,096	1.000	\$61,096
2016-17	25,600	1.000	25,600
2017-18	87,425	1.000	87,425
2018-19	69,053	1.000	69,053
2019-20	25,318	1.014	25,682
2020-21	28,646	1.035	29,637
2021-22	168,516	1.064	179,235
2022-23	112,278	1.151	129,274
2023-24	90,564	1.591	144,076
2024-25	5,660	3.727	21,095
2025-26	0	20.603	0

Notes:

- (1) Provided by Keenan & Associates.
- (2) Estimated by BAC.
- (3) (1) x (2), rounded.

Alameda County Schools Insurance Group  
Liability Program

IBNR to Case Reserves Ratio Method  
Individual Losses Limited to SIR

Program Year	Reported Development Factor as of 12/31/25 (1)	Paid Development Factor as of 12/31/25 (2)	IBNR to Case Reserves Ratio (3)	Case Reserves as of 12/31/25 (4)	Estimated IBNR Losses as of 12/31/25 (5)	Estimated Ultimate Losses (6)
2015-16	1.000	1.000	0.000	\$0	\$0	\$61,096
2016-17	1.000	1.000	0.000	0	0	25,600
2017-18	1.000	1.000	0.000	0	0	87,425
2018-19	1.000	1.000	0.000	0	0	69,053
2019-20	1.000	1.014	0.000	0	0	25,318
2020-21	1.000	1.035	0.000	0	0	28,646
2021-22	1.000	1.064	0.000	0	0	168,516
2022-23	1.000	1.151	0.000	15,000	0	127,278
2023-24	1.017	1.591	0.047	67,027	3,150	160,741
2024-25	1.108	3.727	0.153	159,440	24,394	189,494
2025-26	3.028	20.603	2.378	18,000	42,804	60,804
Total				\$259,467	\$70,348	\$1,003,970

Notes:

- (1) Page 37, Column (2).
- (2) Page 38, Column (2).
- (3)  $[(1) - 1.000] \times (2) / [(2) - (1)]$ .
- (4) Page 37, Column (1) - Page 38, Column (1), rounded.
- (5) (3) x (4), rounded.
- (6) (5) + Page 37, Column (1).

Alameda County Schools Insurance Group  
Liability Program

Bornhuetter-Ferguson Method Using Reported Losses  
Individual Losses Limited to SIR

Program Year	<i>A Priori</i> Ultimate Losses (1)	Cumulative Reported Loss Development Factors (2)	Percentage of Losses Not Yet Reported (3)	Expected Unreported Losses (4)	Losses Reported as of 12/31/25 (5)	Estimated Ultimate Losses (6)
2022-23	\$158,855	1.000	0.0%	\$0	\$127,278	\$127,278
2023-24	153,302	1.017	1.7%	2,606	157,591	160,197
2024-25	156,451	1.108	9.7%	15,176	165,100	180,276
2025-26	162,042	3.028	67.0%	108,568	18,000	126,568

Notes:

- (1) Page 41, Column (5).
- (2) Page 37, Column (2).
- (3)  $100\% - [1.000 / (2)]$ .
- (4)  $(1) \times (3)$ .
- (5) Page 37, Column (1).
- (6)  $(4) + (5)$ .

Alameda County Schools Insurance Group  
Liability Program

*A Priori* Loss Rate for Bornhuetter-Ferguson Method  
Individual Losses Limited to SIR

Program Year	Selected Loss Rate (1)	Factor from 2026-27 Cost Levels (2)	Detrended SIR-Adjusted Loss Rate (3)	Average Daily Attendance (ADA) (4)	Expected Ultimate Losses (5)
2022-23	\$8.45	0.930	\$7.854	20,226	\$158,855
2023-24	8.45	0.947	7.997	19,170	153,302
2024-25	8.45	0.964	8.143	19,213	156,451
2025-26	8.45	0.982	8.292	19,542	162,042

Notes:

- (1) Page 42, Item (6).
- (2) Estimated using a 1.8% primary trend at the \$25k limit.
- (3) (1) x (2).
- (4) Page 54, Column (1).
- (5) (3) x (4).

Alameda County Schools Insurance Group  
Liability Program

A Priori Loss Rate for Bornhuetter-Ferguson Method  
Individual Losses Limited to SIR

Program Year	<i>A Priori</i> Ultimate Losses (1)	Factor to 2026-27 Cost Level (2)	Constant \$ <i>A Priori</i> Losses (3)	Average Daily Attendance (ADA) (4)	Indicated Loss Rate (5)
2015-16	\$61,096	1.252	\$76,506	16,939	\$4.52
2016-17	25,600	1.242	31,803	17,716	1.80
2017-18	87,425	1.177	102,931	18,416	5.59
2018-19	69,053	1.156	79,827	18,951	4.21
2019-20	25,499	1.135	28,946	19,397	1.49
2020-21	29,133	1.115	32,476	20,000	1.62
2021-22	173,710	1.095	190,196	20,297	9.37
2022-23	128,205	1.075	137,860	20,226	6.82
2023-24	157,591	1.056	166,417	19,170	8.68
2024-25	165,100	1.037	171,223	19,213	8.91
2025-26	47,521	1.018	48,396	19,542	2.48
Average					\$5.04
ex 20/21 & 25/26					\$5.71
			(6) Selected \$25K Retention 2026-27 Loss Rate:		\$8.45

Notes:

- (1) Page 43, Column (3).
- (2) Estimated using a 1.8% primary trend at the \$25k limit.
- (3) (1) x (2), rounded.
- (4) Page 54, Column (1).
- (5) (3) / (4).
- (6) Selected on the basis of (5).

Alameda County Schools Insurance Group  
Liability Program

*A Priori* Ultimate losses  
Individual Losses Limited to SIR

Program Year	Reported Loss Projection (1)	Paid Loss Projection (2)	<i>A Priori</i> Selection (3)
2015-16	\$61,096	\$61,096	\$61,096
2016-17	25,600	25,600	25,600
2017-18	87,425	87,425	87,425
2018-19	69,053	69,053	69,053
2019-20	25,318	25,682	25,499
2020-21	28,646	29,637	29,133
2021-22	168,516	179,235	173,710
2022-23	127,278	129,274	128,205
2023-24	160,264	144,076	157,591
2024-25	182,866	21,095	165,100
2025-26	54,505	0	47,521
Total	\$990,567	\$772,173	\$969,933

Notes:

- (1) Page 37, Column (3).
- (2) Page 38, Column (3).
- (3) Selected on the basis of (1) and (2).

Alameda County Schools Insurance Group  
Liability Program

Frequency Times Severity Method  
Individual Losses Limited to SIR

Program Year	Selected Claim Severity (1)	Factor to Remove Severity Trend (2)	De-Trended Severity (3)	Estimated Ultimate Claims (4)	Estimated Ultimate Losses (5)
2022-23	\$19,254	0.930	\$17,906	6	\$107,436
2023-24	19,254	0.947	18,233	7	127,631
2024-25	19,254	0.964	18,565	8	148,520
2025-26	19,254	0.982	18,906	8	151,248
Total				29	\$534,835

Notes:

- (1) Page 45, Item (5).
- (2) Estimated by BAC.
- (3) (1) x (2), rounded.
- (4) Page 46, Column (3).
- (5) (3) x (4).

Alameda County Schools Insurance Group  
Liability Program

Calculation of Expected Claim Severity  
Frequency Times Severity Method

Program Year	<i>A Priori</i> Ultimate Losses (1)	Severity Trend Factor to 2026-27 (2)	Estimated Ultimate Claim Counts (3)	Constant \$ Claim Severity (4)
2015-16	\$61,096	1.252	3	\$25,502
2016-17	25,600	1.242	2	15,902
2017-18	87,425	1.177	5	20,586
2018-19	69,053	1.156	5	15,965
2019-20	25,499	1.135	2	14,473
2020-21	29,133	1.115	3	10,825
2021-22	173,710	1.095	9	21,133
2022-23	128,205	1.075	6	22,977
2023-24	157,591	1.056	7	23,774
2024-25	165,100	1.037	8	21,403
2025-26	47,521	1.018	8	6,049
Average				\$18,054
15/16-24/25				\$19,254
			(5) Selected \$25K SIR 2026-27 Severity:	\$19,254

Notes:

- (1) Page 43, Column (3).
- (2) Estimated by BAC.
- (3) Page 46, Column (3).
- (4) [(1) x (2)] / (3).
- (5) Selected on the basis of (4).

Alameda County Schools Insurance Group  
Liability Program

Selected Claim Counts

Program Year	Reported Claim Count Projection (1)	Bornhuetter-Ferguson Method (2)	Selected Claim Count (3)
2015-16	3		3
2016-17	2		2
2017-18	5		5
2018-19	5		5
2019-20	2		2
2020-21	3		3
2021-22	9		9
2022-23	6		6
2023-24	7		7
2024-25	8		8
2025-26	10	8	8

Notes:

- (1) Page 47, Column (3).
- (2) Page 48, Column (6).
- (3) Selected on the basis of (1) and (2).

Alameda County Schools Insurance Group  
Liability Program

Projection of Ultimate Claim Counts  
Reported Claim Development Method

Program Year	Total Claims Reported 12/31/25 (1)	Development Factors as of 12/31/25 (2)	Projected Ultimate Claims (3)
2015-16	3	1.000	3
2016-17	2	1.000	2
2017-18	5	1.005	5
2018-19	5	1.008	5
2019-20	2	1.011	2
2020-21	3	1.014	3
2021-22	9	1.014	9
2022-23	6	1.014	6
2023-24	7	1.022	7
2024-25	8	0.963	8
2025-26	3	3.185	10
Total	53		60

Notes:

- (1) Provided by Keenan & Associates.
- (2) Estimated by BAC,
- (3) (1) x (2), rounded.

Alameda County Schools Insurance Group  
Liability Program

Projection of Ultimate Claim Counts  
Method 2: Exposure and Development Method

Program Year	A Priori Claim Count (1)	Claim Development Factor (2)	Percentage of Claims Unreported (3)	Estimated Unreported Claims (4)	Claims as of 12/31/25 (5)	Projected Ultimate Claims (6)
2025-26	7	3.185	68.6%	5	3	8

Notes:

- (1) Page 49, Item (6).
- (2) Page 47, Column (2).
- (3)  $100\% - [1.000 / (2)]$ .
- (4)  $(1) \times (3)$ .
- (5) Page 47, Column (1).
- (6)  $(4) + (5)$ .

Alameda County Schools Insurance Group  
Liability Program

Projection of Ultimate Claim Counts  
Bornhuetter-Ferguson Method  
Calculation of Expected 2025-26 Claim Counts

Program Year	Projected Ultimate Claim Counts (1)	Average Daily Attendance (ADA) (2)	Indicated Claim Frequency (3)
2015-16	3	16,939	1.8
2016-17	2	17,716	1.1
2017-18	5	18,416	2.7
2018-19	5	18,951	2.6
2019-20	2	19,397	1.0
2020-21	3	20,000	1.5
2021-22	9	20,297	4.4
2022-23	6	20,226	3.0
2023-24	7	19,170	3.7
2024-25	8	19,213	4.2
2025-26	10	19,542	5.1
Average			2.8
ex 20/21 & 25/26			2.7
(4) Selected Claim Frequency:			3.8
(5) 2025-26 ADA:		19,542	
(6) 2025-26 Expected Claim Count:			7

Notes:

- (1) Page 47, Column (3).
- (2) Page 54, Column (1).
- (3)  $(1) \times 10,000 / (2)$ .
- (4) Selected on the basis of (3).
- (5) Page 54, Column (1).
- (6)  $(4) \times (5) / 10,000$ .

Alameda County Schools Insurance Group  
Liability Program

Projected 2026-27 Ultimate Losses  
\$25,000 Limit

Program Year	2026-27 Level Loss Rate (1)	Projected Average Daily Attendance (ADA) (2)	Projected Ultimate Losses (3)
2026-27	\$8.84	19,825	\$175,253
	(4) \$5K Deductible Losses:		28.6%
	(5) Projected Losses after \$5K Deductible:		\$125,160
	(6) Implied Net Loss Rate:		\$6.31

Notes:

- (1) Page 51, Item (6).
- (2) Projected by BAC.
- (3) (1) x (2), rounded.
- (4) Estimated by BAC.
- (5) (3) x [1.000 - (4)], rounded.
- (6) (5) / (2), rounded.

Alameda County Schools Insurance Group  
Liability Program

Projected 2026-27 \$25k Loss Rate

Program Year	Estimated Ultimate Losses @ \$25K Retention (1)	Pure Premium Trend (2)	Trended Losses (3)	Average Daily Attendance (ADA) (4)	Indicated \$25K Limit Loss Rate (5)
2015-16	\$61,096	1.252	\$76,506	16,939	\$4.52
2016-17	25,600	1.242	31,803	17,716	1.80
2017-18	87,425	1.177	102,930	18,416	5.59
2018-19	69,053	1.156	79,827	18,951	4.21
2019-20	25,318	1.135	28,740	19,397	1.48
2020-21	28,646	1.115	31,932	20,000	1.60
2021-22	168,516	1.095	184,509	20,297	9.09
2022-23	130,000	1.075	139,790	20,226	6.91
2023-24	165,000	1.056	174,241	19,170	9.09
2024-25	190,000	1.037	197,047	19,213	10.26
2025-26	120,000	1.018	122,209	19,542	6.25
Average					\$5.53
ex 20/21 & 25/26					\$5.88
					(6) Selected 2026-27 Level Loss Rate - Limited to \$25,000 per Loss: \$8.84

Notes:

- (1) Page 36, Column (6), adjusted to \$25K retention.
- (2) Estimated using a 1.8% primary trend at the \$25k limit.
- (3) (1) x (2).
- (4) Page 54, Column (1).
- (5) (3) / (4).
- (6) Selected on the basis of (5).

Alameda County Schools Insurance Group  
Liability Program

Discounted Value of Unpaid Losses as of 6/30/26  
Assuming a 3.00% Interest Rate

Program Year	Projected Unpaid Losses (1)	Discount Factor (2)	Discounted Unpaid Losses (3)
2015-16	\$0	1.000	\$0
2016-17	0	1.000	0
2017-18	0	1.000	0
2018-19	0	1.000	0
2019-20	0	0.985	0
2020-21	0	0.977	0
2021-22	0	0.966	0
2022-23	12,766	0.962	12,284
2023-24	48,757	0.965	47,073
2024-25	134,522	0.963	129,606
2025-26	105,268	0.953	100,361
Total	\$301,313		\$289,324

(4) Indicated Discount Factor: 0.960

Notes:

- (1) Page 33, Column (6).
- (2) Estimated by BAC.
- (3) (1) x (2).
- (4) [ Sum of Column (3) ] / [ Sum of Column (1) ].

Alameda County Schools Insurance Group  
Liability Program

Discounted Value of 2026-27 Losses as of 7/1/26  
Assuming a 3.00% Interest rate

Program Year	Projected Loss Payments (1)	Discount Factor (2)	Discounted Value of Payments (3)
2026-27	\$28,976	0.985	\$28,551
2027-28	52,699	0.957	50,413
2028-29	50,941	0.929	47,312
2029-30	26,039	0.902	23,480
2030-31	8,460	0.875	7,406
2031-32	3,986	0.850	3,388
2032-33	2,924	0.825	2,413
2033-34	1,228	0.801	984
2034-35	0	0.778	0
2035-36	0	0.755	0
2036-37	0	0.733	0
<b>Total</b>	<b>\$175,253</b>		<b>\$163,947</b>

(4) Indicated Discount Factor: 0.935

Notes:

- (1) Based upon the observed payment pattern.
- (2) Based upon a 3.00% interest rate.
- (3) (1) x (2).
- (4) [ Sum of Column (3) ] / [ Sum of Column (1) ].

Alameda County Schools Insurance Group  
Liability Program

Program Information

Program Year	Average Daily Attendance (ADA) (1)	Self-Insured Retention (SIR) (2)	Deductible Level (3)
2015-16	16,939	\$25,000	\$5,000
2016-17	17,716	25,000	5,000
2017-18	18,416	25,000	5,000
2018-19	18,951	25,000	5,000
2019-20	19,397	25,000	5,000
2020-21	20,000	25,000	5,000
2021-22	20,297	25,000	5,000
2022-23	20,226	25,000	5,000
2023-24	19,170	25,000	5,000
2024-25	19,213	25,000	5,000
2025-26	19,542	25,000	5,000
2026-27	19,825	25,000	5,000

Notes:

(1) - (3) Provided by Keenan & Associates.

**Alameda County Schools Insurance Group**

**An Actuarial Review of the  
Property & Liability Self-Insurance Program**

**Property Exhibits**

DRAFT

Alameda County Schools Insurance Group  
Property Program

Projected Unpaid Losses as of 6/30/26  
Individual Losses Limited to SIR

Program Year	Estimated Ultimate Losses (1)	Projected Losses Paid as of 6/30/26 (2)	Projected Case Reserves as of 6/30/26 (3)	Projected Losses Reported as of 6/30/26 (4)	Projected IBNR as of 6/30/26 (5)	Projected Losses Unpaid as of 6/30/26 (6)
2015-16	\$11,681	\$11,681	\$0	\$11,681	\$0	\$0
2016-17	0	0	0	0	0	0
2017-18	0	0	0	0	0	0
2018-19	28,248	28,248	0	28,248	0	0
2019-20	25,000	25,000	0	25,000	0	0
2020-21	0	0	0	0	0	0
2021-22	0	0	0	0	0	0
2022-23	25,000	25,000	0	25,000	0	0
2023-24	0	0	0	0	0	0
2024-25	99,917	89,434	10,436	99,870	47	10,482
2025-26	13,725	7,842	1,037	8,879	4,846	5,883
Total	\$203,570	\$187,205	\$11,473	\$198,677	\$4,893	\$16,366

Notes:

- (1) Page 59, Column (6).
- (2) Page 57, Column (3).
- (3) (4) - (2).
- (4) Page 57, Column (6).
- (5) (1) - (4).
- (6) (3) + (5).

Alameda County Schools Insurance Group  
Property Program

Projected Losses Paid and Reported as of 6/30/26  
Individual Losses Limited to SIR

Program Year	Losses Paid as of 12/31/25 (1)	Projected Payments 1/1/26 - 6/30/26 (2)	Projected Losses Paid as of 6/30/26 (3)	Losses Reported as of 12/31/25 (4)	Projected Losses Reported 1/1/26 - 6/30/26 (5)	Projected Losses Reported as of 6/30/26 (6)
2015-16	\$11,681	\$0	\$11,681	\$11,681	\$0	\$11,681
2016-17	0	0	0	0	0	0
2017-18	0	0	0	0	0	0
2018-19	28,248	0	28,248	28,248	0	28,248
2019-20	25,000	0	25,000	25,000	0	25,000
2020-21	0	0	0	0	0	0
2021-22	0	0	0	0	0	0
2022-23	25,000	0	25,000	25,000	0	25,000
2023-24	0	0	0	0	0	0
2024-25	81,906	7,528	89,434	99,823	47	99,870
2025-26	2,646	5,196	7,842	2,646	6,233	8,879
Total	\$174,481	\$12,724	\$187,205	\$192,397	\$6,280	\$198,677

Notes:

- (1) Provided by Keenan & Associates.
- (2) Based upon the observed payment pattern.
- (3) (1) + (2).
- (4) Page 59, Column (5).
- (5) Based upon the observed reporting pattern.
- (6) (4) + (5).

Alameda County Schools Insurance Group  
Property Program

Estimated Unpaid Losses as of 12/31/25  
Individual Losses Limited to SIR

Program Year	Estimated Ultimate Losses (1)	Losses Paid as of 12/31/25 (2)	Case Reserves as of 12/31/25 (3)	Losses Reported as of 12/31/25 (4)	Estimated IBNR as of 12/31/25 (5)	Estimated Losses Unpaid as of 12/31/25 (6)
2015-16	\$11,681	\$11,681	\$0	\$11,681	\$0	\$0
2016-17	0	0	0	0	0	0
2017-18	0	0	0	0	0	0
2018-19	28,248	28,248	0	28,248	0	0
2019-20	25,000	25,000	0	25,000	0	0
2020-21	0	0	0	0	0	0
2021-22	0	0	0	0	0	0
2022-23	25,000	25,000	0	25,000	0	0
2023-24	0	0	0	0	0	0
2024-25	99,917	81,906	17,917	99,823	94	18,011
2025-26	6,863	2,646	0	2,646	4,216	4,216
Total	\$196,708	\$174,481	\$17,917	\$192,397	\$4,310	\$22,227

Notes:

- (1) Page 59, Column (6). 2025-26 adjusted for incomplete program year @ 12/31/25.
- (2) Provided by Keenan & Associates.
- (3) (4) - (2).
- (4) Provided by Keenan & Associates.
- (5) (1) - (4).
- (6) (1) - (2).

Alameda County Schools Insurance Group  
Property Program

Estimated Ultimate Losses - Gross of Member Deductibles  
Individual Losses Limited to SIR

Program Year	Total Insured Value (Trended) (\$000's) (1)	Expected Loss Rate per \$1,000 TIV (2)	Estimated Percentage of Losses Unreported (3)	Estimated Unreported Losses (4)	Reported Losses as of 12/31/25 (5)	Estimated Ultimate Losses (6)
2015-16	\$1,327,030	\$0.009	0.0%	\$0	\$11,681	\$11,681
2016-17	1,327,030	0.009	0.0%	0	0	0
2017-18	1,327,030	0.005	0.0%	0	0	0
2018-19	1,327,030	0.003	0.0%	0	28,248	28,248
2019-20	1,327,030	0.008	0.0%	0	25,000	25,000
2020-21	1,327,030	0.010	0.0%	0	0	0
2021-22	1,327,030	0.009	0.0%	0	0	0
2022-23	1,327,030	0.007	0.0%	0	25,000	25,000
2023-24	1,327,030	0.009	0.0%	0	0	0
2024-25	1,327,030	0.008	0.9%	94	99,823	99,917
2025-26	1,327,030	0.015	55.7%	11,079	2,646	13,725
<b>Total</b>	<b>\$14,597,330</b>			<b>\$11,173</b>	<b>\$192,397</b>	<b>\$203,570</b>

Notes:

- (1) Page 61, Column (2).
- (2) Estimated by BAC based on loss data.
- (3) Estimated by BAC.
- (4) (1) x (2) x (3).
- (5) Provided by Keenan & Associates.
- (6) (4) + (5).

Alameda County Schools Insurance Group  
Property Program

Projected Loss Rate and Losses for 2026-27  
Individual Losses Limited to SIR

Program Year	Estimated Ultimate Losses (1)	Trend Factor (2)	Trended Total Insured Value (\$000's) (3)	Indicated Loss Rate (4)
2012-13	0	1.233	1,327,030	\$0.000
2013-14	60,045	1.213	1,327,030	0.055
2014-15	0	1.194	1,327,030	0.000
2015-16	11,681	1.175	1,327,030	0.010
2016-17	0	1.158	1,327,030	0.000
2017-18	0	1.140	1,327,030	0.000
2018-19	28,248	1.123	1,327,030	0.024
2019-20	25,000	1.106	1,327,030	0.021
2020-21	0	1.090	1,327,030	0.000
2021-22	0	1.074	1,327,030	0.000
2022-23	25,000	1.059	1,327,030	0.020
2023-24	0	1.043	1,327,030	0.000
2024-25	99,917	1.029	1,327,030	0.077
2025-26	13,725	1.014	1,327,030	0.010
Average				\$0.016
		(5) Selected 2026-27 Loss Rate:		\$0.017
		(6) Projected 2026-27 TIV (\$000's):		\$1,327,030
		(7) Projected 2026-27 Gross Losses:		\$22,931
		(8) \$5K Deductible Ratio:		30.7%
		(9) Projected 2026-27 Net Losses:		\$15,891

Notes:

- (1) Page 59, Column (6).
- (2) Estimated by BAC.
- (3) Page 59, Column (1).
- (4) (1) / (3).
- (5) Selected on the basis of (4).
- (6) Estimated by BAC from program history.
- (7) (5) x (6), rounded.
- (8) Estimated by BAC.
- (9) (7) x [1.000 - (8)], rounded.

Alameda County Schools Insurance Group  
Property Program

Historical Summary

Program Year	Total Insured Value (\$000's) (1)	Total Insured Value (Trended) (\$000's) (2)	Self-Insured Retention (SIR) (3)	Member Deductible (4)
2015-16	\$543,377	\$1,327,030	\$25,000	\$5,000
2016-17	604,210	1,327,030	25,000	5,000
2017-18	613,864	1,327,030	25,000	5,000
2018-19	636,533	1,327,030	25,000	5,000
2019-20	720,546	1,327,030	25,000	5,000
2020-21	739,736	1,327,030	25,000	5,000
2021-22	796,994	1,327,030	25,000	5,000
2022-23	891,332	1,327,030	25,000	5,000
2023-24	948,712	1,327,030	25,000	5,000
2024-25	1,252,869	1,327,030	25,000	5,000
2025-26	1,283,459	1,327,030	25,000	5,000
2026-27	1,327,030	1,327,030	?	?

Notes:

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

**Alameda County Schools Insurance Group**

**An Actuarial Review of the  
Property & Liability Self-Insurance Program**

**Deductibles Exhibits**

DRAFT

Alameda County Schools Insurance Group  
Deductibles

Projected Unpaid Deductibles as of 6/30/26

Program Year	Estimated Ultimate Deductibles (1)	Projected Deductibles Paid as of 6/30/26 (2)	Projected Deductible Reserves as of 6/30/26 (3)	Projected Deductibles Reported as of 6/30/26 (4)	Projected Deductibles IBNR as of 6/30/26 (5)	Projected Deductibles Unpaid as of 6/30/26 (6)
2015-16	\$25,000	\$25,000	\$0	\$25,000	\$0	\$0
2016-17	5,600	5,600	0	5,600	0	0
2017-18	22,572	22,572	0	22,572	0	0
2018-19	35,000	35,000	0	35,000	0	0
2019-20	10,318	10,318	0	10,318	0	0
2020-21	8,646	8,646	0	8,646	0	0
2021-22	50,000	50,000	0	50,000	0	0
2022-23	40,034	31,940	8,078	40,017	17	8,094
2023-24	40,089	34,080	5,947	40,027	62	6,009
2024-25	71,777	43,966	26,674	70,640	1,137	27,812
2025-26	37,627	10,511	16,879	27,390	10,238	27,116
Total	\$346,663	\$277,632	\$57,577	\$335,209	\$11,453	\$69,031

Notes:

- (1) Page 65, Column (6).
- (2) Page 64, Column (3).
- (3) (4) - (2).
- (4) Page 64, Column (6).
- (5) (1) - (4).
- (6) (3) + (5).

Alameda County Schools Insurance Group  
Deductibles

Projected Deductibles Paid and Reported as of 6/30/26

Program Year	Deductibles Paid as of 12/31/24 (1)	Projected Payments 1/1/25 - 6/30/26 (2)	Projected Deductibles Paid as of 6/30/26 (3)	Deductibles Reported as of 12/31/24 (4)	Projected Reported 1/1/25 - 6/30/26 (5)	Projected Deductibles Reported as of 6/30/26 (6)
2015-16	\$25,000	\$0	\$25,000	\$25,000	\$0	\$25,000
2016-17	5,600	0	5,600	5,600	0	5,600
2017-18	22,572	0	22,572	22,572	0	22,572
2018-19	35,000	0	35,000	35,000	0	35,000
2019-20	10,318	0	10,318	10,318	0	10,318
2020-21	8,646	0	8,646	8,646	0	8,646
2021-22	50,000	0	50,000	50,000	0	50,000
2022-23	30,000	1,940	31,940	40,000	17	40,017
2023-24	30,342	3,739	34,080	40,000	27	40,027
2024-25	29,874	14,092	43,966	69,626	1,014	70,640
2025-26	2,646	7,865	10,511	14,646	12,743	27,390
Total	\$249,998	\$27,635	\$277,632	\$321,408	\$13,802	\$335,209

Notes:

- (1) Provided by Keenan & Associates.
- (2) Based upon the observed payment pattern.
- (3) (1) + (2).
- (4) Page 65, Column (5).
- (5) Based upon the assumed reporting pattern.
- (6) (4) + (5).

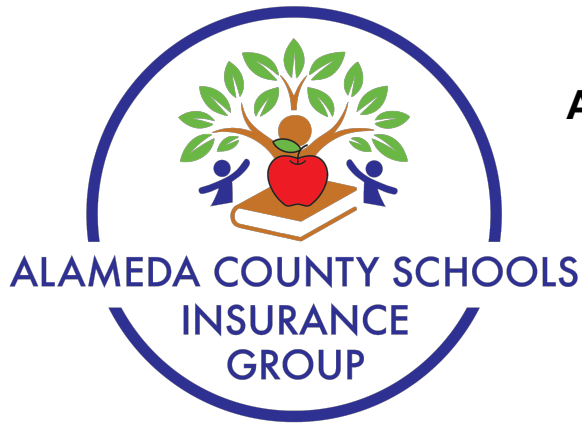
Alameda County Schools Insurance Group  
Deductibles

Estimated Ultimate Losses Limited to Member Deductibles

Program Year	Estimated Gross Ultimate Losses (1)	Expected Percentage of Losses Below Deductible (2)	Estimated Deductible Percentage Unreported (3)	Estimated Unreported Deductibles (4)	Reported Deductibles as of 12/31/24 (5)	Estimated Ultimate Losses Below Deductible (6)
2015-16	\$72,777	34.4%	0.0%	\$0	\$25,000	\$25,000
2016-17	25,600	34.4%	0.0%	0	5,600	5,600
2017-18	87,425	31.1%	0.0%	0	22,572	22,572
2018-19	97,301	28.6%	0.0%	0	35,000	35,000
2019-20	50,318	31.1%	0.0%	0	10,318	10,318
2020-21	28,646	29.5%	0.0%	0	8,646	8,646
2021-22	168,516	29.6%	0.0%	0	50,000	50,000
2022-23	155,000	29.6%	0.1%	34	40,000	40,034
2023-24	165,000	28.8%	0.2%	89	40,000	40,089
2024-25	289,917	27.9%	2.7%	2,151	69,626	71,777
2025-26	133,725	27.1%	63.4%	22,981	14,646	37,627
Total	\$1,274,224			\$25,255	\$321,408	\$346,663

Notes:

- (1) Page 36, Column (6) plus Page 59 ,Column (6).
- (2) Estimated by BAC.
- (3) Estimated by BAC.
- (4) (1) x (2) x (3).
- (5) Provided by Keenan & Associates.
- (6) (4) + (5).



## Alameda County Schools Insurance Group

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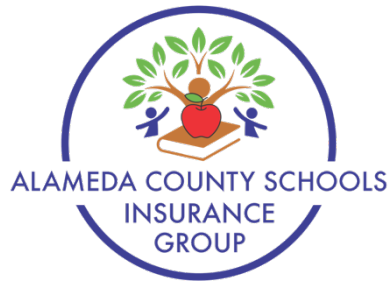
### Executive Summary

To: ACSIG Executive Committee  
From: Jackie Kim  
Date: May 14, 2026  
Subject: Property & Liability Incentive Program 2026-27

Alameda County Schools Insurance Group for was established not only to pool resources to purchase coverage for its members but also to provide risk management programs and specialized services. In keeping with those principles, it shall be the policy of the JPA to establish a safety incentive program for its member district.

The purpose of this program is to increase safety awareness, proactive risk management and decreased property and liability losses throughout all membership. Additionally, the program is intended to recognize and incentivize member districts that demonstrate a strong commitment to workplace safety, less prevention, and continuous improvement in risk management practices. The Executive Committee discussed this program at the Strategic Planning Meeting.

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



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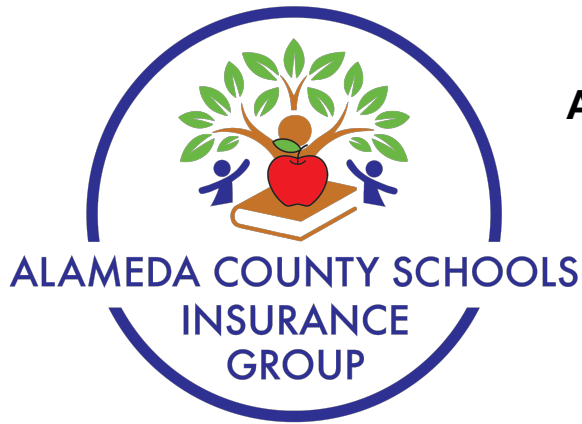
## **2026/27 SAFETY INCENTIVE PROGRAM POLICY**

Alameda County Schools Insurance Group for was established not only to pool resources to purchase coverage for its members but also to provide risk management programs and specialized services. In keeping with those principles, it shall be the policy of the JPA to establish a safety incentive program for its member district.

The purpose of this program is to increase safety awareness and decreased property and liability losses throughout all membership.

Effective July 1, 2026, each member meeting one of the criteria below will be eligible to receive an incentive up to a maximum of \$10,000 per program year for risk management related funds.

- Mandated Reporter: (\$2,500)
  - Have 90% of staff complete their Mandated Reporter training
- Arbiter Registration: (\$2,500)
  - Add/Expand Arbiter Registration services for at least one school site
- Quarterly Safety Committee or Risk Management Committee Engagement: (\$2,000)
  - Hold a safety committee or risk management committee meeting on a quarterly basis
- Property & Liability File Reviews: (\$1,000)
  - Schedule at least one P&L file review with PLCA claims team
- P&C Digest: (\$1,000)
  - Forward at least 10-monthly P&C digest emails to all district management and cc:JPA staff for credit
- Attend ACSIG Lunch & Learn: (\$1,000)
  - Send at least 2 staff members to ACSIG Lunch & Learn meetings



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## **Executive Summary**

To: ACSIG Executive Committee  
From: Jackie Kim  
Date: May 14, 2026  
Subj.: AB 218 PLCA Agreement -Amendment No. 1

ACSIG has been a member of Northern California ReLiEF (“NCR”) for Property and Liability coverage since July 2008. Due to AB218 legislation, previous victims of sexual abuse had a revival period to file a claim regardless of when the event occurred.

ACSIG contracts with Keenan to administer the claim (s) happened before July 2008. The current agreement (July 1, 2026-June 30, 2027) was approved last year. Amendment No. 1 reflects 3% fee increase as outlined in Exhibit B.

The Executive Committee will be asked to approve the proposed AB 218 PLCA Agreement – Amendment No. 1.

**AMENDMENT No 1 to  
AB 218/CCP340.1 PROPERTY AND CASUALTY CLAIMS ADMINISTRATION  
SERVICES AGREEMENT**

This Amendment modifies the **AB 218/CCP340.1 Property and Casualty Claims Administration Services Agreement** (“Agreement”) effective on **July 1, 2025** by and between **Alameda County Schools Insurance Group** (“Client”) and **Keenan & Associates** (“Keenan”).

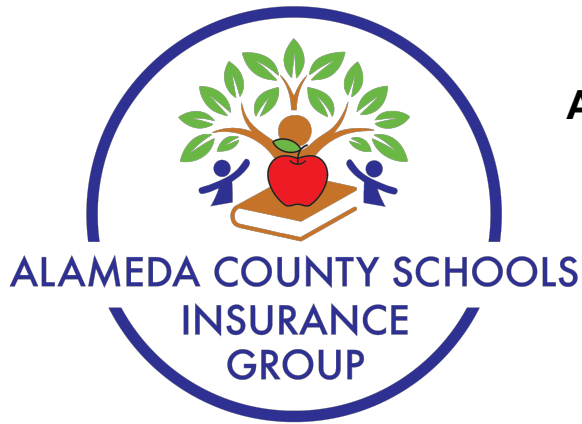
1. The effective date of this Amendment is **July 1, 2026**.
2. This Amendment amends **Exhibit B Compensation** of the Agreement for the period from **July 1, 2026** through **June 30, 2027** to read as outlined below. This Amendment supersedes any and all prior understanding between the Parties as to this matter.

For the period **July 1, 2026– June 30, 2027**:

V.P./A.V.P./Claims Manager -	\$ 114.00 per hour
Senior Claims Examiner -	\$ 108.00 per hour
Claims Examiner -	\$ 96.00 per hour
Expenses -	45% of hourly billings
Minimum per file charge	One hour

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

<u><b>Alameda County Schools Insurance Group</b></u>		<u><b>Keenan &amp; Associates</b></u>	
<u><b>Signature:</b></u>		<u><b>Signature:</b></u>	
<u><b>By:</b></u>	<b>Jackie Kim</b>	<u><b>By:</b></u>	<b>Eric J. Lucas, Esq.</b>
<u><b>Title:</b></u>	<b>Executive Director</b>	<u><b>Title:</b></u>	<b>Senior Vice President</b>
<u><b>Address:</b></u>	<b>PO BOX 2487 Dublin, CA 94568</b>	<u><b>Address:</b></u>	<b>2355 Crenshaw Blvd., Ste. 200 Torrance, CA 90501</b>
<u><b>Attention:</b></u>	<b>Jackie Kim</b>	<u><b>Attention:</b></u>	<b>Kyle McKibbin</b>
<u><b>Telephone:</b></u>		<u><b>Telephone:</b></u>	
<u><b>E-mail:</b></u>	<b>jkim@acsig.com</b>	<u><b>E-mail:</b></u>	<b>kmckibbin@keenan.com</b>



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

## Executive Summary

To: ACSIG Executive Committee  
From: Jackie Kim  
Date: May 14, 2026  
Subj.: PLCA Agreement Amendment No. 2

ACSIG has been a member of Northern California ReLiEF ("NCR") for Property and Liability coverage since July 2008. As an NCR member, ACSIG maintains a self-insured retention of \$25,000. Keenan & Associates administers Property and Liability claims for both NCR and ACSIG. This arrangement provides excellent claims service and promotes claims consistency.

ACSIG and Keenan & Associates agreements have had 3-year term with amendment of the 3% fee increase each year. ACSIG's most recent agreement for these services from July 1, 2024, through June 30, 2027 was approved. Enclosed is the amendment No. 2 with the 3% fee increase proposed for the period from July 1, 2026, through June 30, 2027 (third year of the 3-year term).

The Executive Committee will be asked to approve the proposed PLCA Agreement for execution.

**AMENDMENT No 2 to  
PROPERTY AND CASUALTY CLAIMS ADMINISTRATION  
SERVICES AGREEMENT**

This Amendment modifies the **Property and Casualty Claims Administration Services Agreement** (“Agreement”) effective on **July 1, 2024** by and between **Alameda County Schools Insurance Group** (“Client”) and **Keenan & Associates** (“Keenan”).

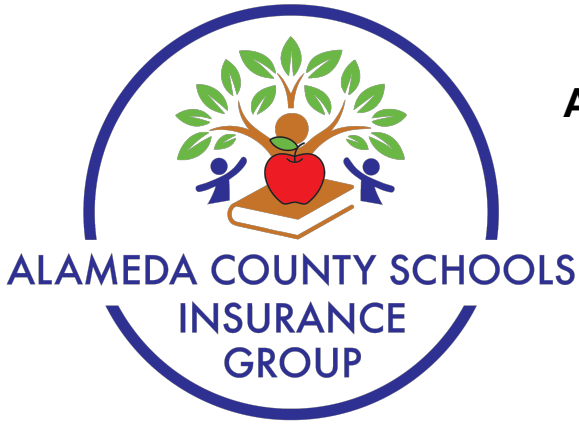
1. The effective date of this Amendment is **July 1, 2026**.
2. This Amendment amends **Exhibit B Compensation** of the Agreement for the period from **July 1, 2026** through **June 30, 2027** to read as outlined below. This Amendment supersedes any and all prior understanding between the Parties as to this matter.

For the period July 1, 2026– June 30, 2027:

V.P./A.V.P./Claims Manager -	\$ 114.00 per hour
Senior Claims Examiner -	\$ 108.00 per hour
Claims Examiner -	\$ 96.00 per hour
Expenses -	45% of hourly billings
Minimum per file charge	One hour

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

<u>Alameda County Schools Insurance Group</u>		<u>Keenan &amp; Associates</u>	
<u>Signature:</u>		<u>Signature:</u>	
<u>By:</u>	Jackie Kim	<u>By:</u>	Eric J. Lucas, Esq.
<u>Title:</u>	Executive Director	<u>Title:</u>	Senior Vice President
<u>Address:</u>	PO Box 2487 Dublin, CA 94568	<u>Address:</u>	2355 Crenshaw Blvd., Ste. 200 Torrance, CA 90501
<u>Attention:</u>	Jackie Kim	<u>Attention:</u>	Kyle McKibbin
<u>Telephone:</u>		<u>Telephone:</u>	
<u>E-mail:</u>	jkim@acsig.com	<u>E-mail:</u>	kmckibbin@keenan.com



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## Executive Summary

To: ACSIG Executive Committee  
From: Jackie Kim  
Date: May 14, 2026  
Subject: Rent a Safety Professional (RASP) Agreement

Enclosed are RASP agreement by Keenan & Associates. Keenan would provide the RASP program to work with the ACSIG to improve regulatory compliance, increase safety for employees, students, and campus visitors, and address property and liability loss exposures. The RASP program includes the following services on a requested basis:

- Employee Safety Training
- Forklift, Aerial Lift, Scissor Lift, Boom Lift Training
- Written Program and Regulatory Compliance
- Hazard Assessments/Onsite Consultation
- Indoor Air Quality/Industrial Hygiene Testing
- Certified Playground Safety Inspection ("CPSI")
- IMReady Services
- Other Loss Control Services as requested

It is a pay as you go agreement. ACSIG can use its reserve to set aside funds to support the RASP program for 2026-27.

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

## LOSS CONTROL SERVICES AGREEMENT

This **Loss Control Services Agreement** (“Agreement”) is made and entered into by and between **Alameda County Schools Insurance Group** (“Client”) and **Keenan & Associates** (“Keenan”), as of **June 30, 2026** (“Effective Date”). Client and Keenan may be referred to individually as “Party” and collectively as the “Parties.”

### RECITALS

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

### AGREEMENT

The Parties agree as follows:

1. **TERM**

The term of this Agreement is from the **Effective Date** through **July 1, 2027** (“Termination Date”).

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

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

recommendations, and suggestions provided by Keenan, and the manner by which any such action or implementation shall be undertaken.

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

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

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

4. **COMPENSATION**

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

5. **INSURANCE**

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

- (1) Workers' Compensation. Workers' Compensation Insurance in conformance with the laws of the State of California and applicable federal laws.
- (2) General Liability Insurance. General Liability Insurance with a Two Million Dollar (\$2,000,000) limit of liability for each occurrence and a Two Million Dollar (\$2,000,000) aggregate limit of liability.
- (3) Automobile Liability Insurance. Automobile Liability Insurance with a Two Million Dollar (\$2,000,000) limit of liability for each occurrence and a Two Million Dollar (\$2,000,000) aggregate limit of liability.
- (4) Professional Liability Insurance. Professional Liability Insurance with a Two Million Dollar (\$2,000,000) limit of liability for each claim and a Two Million Dollar (\$2,000,000) aggregate limit of liability.
- (5) Cyber Liability/Privacy Insurance. Cyber Liability Insurance with a Two Million Dollar (\$2,000,000) limit of liability for each claim and a Two Million Dollar (\$2,000,000) aggregate limit of liability.

6. **INDEMNIFICATION**

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

7. **LIMITATION OF LIABILITY**

Notwithstanding anything to the contrary in this Agreement, in no event shall either Party be liable for any punitive damages, fines, penalties, taxes or any indirect, incidental, or consequential damages incurred by the other Party, its officers, employees, agents, contractors or consultants whether or not foreseeable and whether or not based in contract or tort claims or otherwise,

arising out of or in connection with this Agreement even if advised of the possibility of such damage. Keenan's liability under this Agreement shall further be limited to, and shall not exceed, the amount of its available insurance coverage, but not exceeding the limits of coverage outlined in Section 5.

## 8. **DISPUTE RESOLUTION**

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

## 9. **TERMINATION**

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

B. In the event of termination pursuant to Section 9A above, Keenan shall be paid for the full value of all Services rendered through the date of termination.

10. **SOLICITATION OF EMPLOYEES**

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

11. **PROPRIETARY INTERESTS**

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

12. **MARKETING**

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

13. **OTHER RELATIONSHIPS**

A. Keenan or its affiliates may provide Client or others with other services or insurance coverage not provided in this Agreement and may receive compensation related to such other services which may include, without limitation, loss control services, joint powers administration, insurance brokerage services, securing reinsurance, claims administration, investigative services, financial processing, and other related services.

B. Keenan and/or its affiliate may provide services for other entities that also provide services to and/or contract with Client's insurance program (e.g., insurers and reinsurers and/or other coverage providers) and to the extent that such services are provided, Keenan will be separately compensated for those services.

C. The Services provided to Client are non-exclusive and Keenan reserves the right to provide the same or similar services to other clients who may be in the same industry, business, or service as Client.

14. **CONFIDENTIALITY**

A. As a result of their relationship under this Agreement each Party may gain access to confidential information concerning the other. For purposes of this Agreement, the term

“Confidential Information” includes, without limitation, i) any information or data about a Party’s business operations, clients, employees, marketing plans, method of operation, trade secrets, and financial performance; ii) information about Client’s employees, such as name, address, social security number, compensation, and medical history, and iii) any other information about a Party that is not available to the general public. Neither Party shall, without the written consent of the other release, disclose, or disseminate the other Party’s Confidential Information except as is necessary for the performance of the Services.

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

#### 15. **GENERAL**

- A. This Agreement, its recitals and all attached exhibits constitute the entire understanding of the Parties related to the subject matter of the Agreement, and supersede all prior and collateral statements, presentations, communications, reports, agreements, or understandings, if any, related to such matter(s).
- B. The obligations set forth in this Agreement other than Keenan’s obligation to perform the Services and Client’s responsibility to pay for the Services shall survive the expiration or termination of this Agreement. Nothing in this Section 15.B. shall, however, be interpreted as relieving Client of its obligation to pay for any Services rendered by Keenan prior to the termination date of this Agreement.
- C. This Agreement is made for the benefit of the Parties and is not intended to confer any third-party benefit or right. The enforcement of any remedy for a breach of this Agreement may only be pursued by the Parties to this Agreement.
- D. No modification or amendment to this Agreement shall be binding unless in writing and signed by authorized representatives from both Parties. Any waiver or delay by a Party in enforcing this Agreement shall not deprive that Party of the right to take appropriate action at a later time or due to another breach. This Agreement shall be interpreted as if written jointly by the Parties.
- E. Any provision determined by a court of competent jurisdiction to be partially or wholly invalid or unenforceable shall be severed from this Agreement and replaced by a valid and enforceable provision that most closely expresses the intention of the invalid or unenforceable provision. The severance of any such provision shall not affect the validity of the remaining provisions of this Agreement.

- F. Neither Party shall be liable or deemed to be in default for any delay or failure in performance under this Agreement resulting, directly or indirectly, from acts of God, civil or military authority, acts of public enemy, war, accidents, fires, explosions, earthquakes, floods, power outages, failure of computer systems, machinery or supplies, vandalism, strikes, or other work interruptions, or any similar or other cause that is beyond the reasonable control of either Party. Each Party shall make a good faith effort to perform under this Agreement in the event of any such circumstances and shall resume full performance of its contract duties once the cause of the delay has abated.
- G. All notices hereunder shall be in writing and shall be sent to the Parties at the addresses as set forth below, or to such other individual or address as a Party may later designate. Notices shall be sent via personal delivery, courier service, United States mail (postage pre-paid, return receipt requested), or express mail service. Notice shall be effective when delivered, or if refused, when delivery is attempted. Notices delivered during non-working hours shall be deemed to be effective as of the next business day.

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

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

A courtesy copy, not sufficient notice by itself, is hereby requested to the fax number and/or e-mail referenced below.

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

<b>Alameda County Schools Insurance Group</b>		<b><u>Keenan &amp; Associates</u></b>	
<b><u>Signature:</u></b>		<b><u>Signature:</u></b>	
<b><u>By:</u></b>	<b>Jackie Kim</b>	<b><u>By:</u></b>	<b>Tim Hall</b>
<b><u>Title:</u></b>	<b>Executive Director</b>	<b><u>Title:</u></b>	<b>Vice President</b>
<b><u>Address:</u></b>	<b>PO Box 2487 Dublin, CA 94568</b>	<b><u>Address:</u></b>	<b>2355 Crenshaw Blvd., Ste. 200 Torrance, CA 90501</b>
<b><u>E-mail:</u></b>	<b>jkim@acsig.com</b>	<b><u>E-mail:</u></b>	<b>gchacon@keenan.com</b>
<b><u>Phone:</u></b>		<b><u>Phone:</u></b>	<b>626-310-1967</b>
<b><u>Attention:</u></b>	<b>Jackie Kim</b>	<b><u>Attention:</u></b>	<b>Genie Chacon</b>

## EXHIBIT A

### Keenan's Services\*

Keenan will provide the Rent-A-Safety Professional ("RASP") Program to work with the Schools Insurance Group Northern Alliance ("SIGNAL II") to improve regulatory compliance, increase safety for employees, students, campus visitors, and address property and liability loss exposures. The RASP program will include the following services on a requested basis:

- Employee Safety Training
- Forklift, Aerial Lift, Scissor Lift, Boom Lift Training
- Written Program and Regulatory Compliance
- Hazard Assessments/Onsite Consultation
- Indoor Air Quality/Industrial Hygiene Testing
- Certified Playground Safety Inspection ("CPSI")
- IMReady Services
- Other Loss Control Services as requested

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

## EXHIBIT B

### FEE SUMMARY

Keenan’s fees to provide SIGNAL II with the **Rent-A-Safety-Professional (“RASP”)** program are outlined below:

Service	Fees
Employee Safety Training / Meetings	\$1,664 per day *Quote available for multiple sessions \$832 per virtual training
Forklift, Aerial Lift, Scissor Lift, Boom Lift Training	\$1,664 per day, per lift, up to 12-15 employees per day
Ergonomic Evaluations	\$1,664 per evaluation *Quote available for multiple evaluations \$832 per virtual evaluation
Virtual Ergonomic Evaluations	\$832 per evaluation
Written Program and Regulatory Compliance ( <b>Office time only</b> )	\$208 per hour
Hazard Assessments / Onsite Consultation	\$1,664 minimum *Quote available upon request
Indoor Air Quality/Industrial Hygiene Testing	\$1,664 + equipment fees + lab fees *Custom quote available based on scope of work
Certified Playground Safety Inspections	\$1,664 per site *Quote available for multiple sites
IMReady Services	A custom security service plan and quote can be provided upon request
Hazardous Materials Services	Quote upon request
Other Loss Control Services	Quote upon request

### Invoice Frequency:

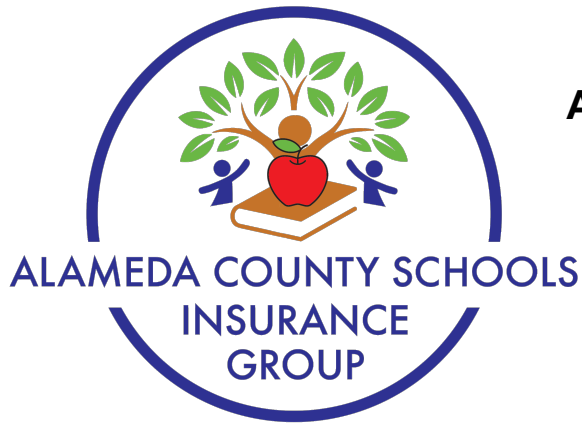
Invoices will be generated and sent on a quarterly basis as services are completed.

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

**Fee includes:**

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

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



## **Alameda County Schools Insurance Group**

**P.O. Box 2487**

**Dublin, CA 94568**

**Phone (925) 225-1030**

**Fax (925) 225-0653**

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

## **Executive Summary**

To: ACSIG Executive Committee  
From: Jackie Kim  
Date: May 14, 2026  
Subj.: ReLiEF Inspection Agreement Renewal

ACSIG has been a member of Northern California ReLiEF ("NCR") for Property and Liability coverage since July 2008. Members of NCR are required to complete regular safety inspections. ACSIG contracts with Keenan & Associates to perform inspections that satisfy NCR's requirements. ACSIG's previous agreement expires on June 30, 2026.

Enclosed is a proposed agreement for services through June 30, 2028. The proposed total rate is \$28,016, which represents a 3% increase over the previous agreement. ReLiEF Inspection and associated services would be performed for Alameda County Office of Education, Albany City USD, Dublin USD, Emery USD, and Piedmont USD.

The Executive Committee will be asked to approve the proposed ReLiEF Inspection Agreement for execution.

## LOSS CONTROL SERVICES AGREEMENT

This **Loss Control Services Agreement** (“Agreement”) is made and entered into by and between **Alameda County Schools Insurance Group** (“Client”) and **Keenan & Associates** (“Keenan”), as of **June 30, 2026** (“Effective Date”). Client and Keenan may be referred to individually as “Party” and collectively as the “Parties.”

### RECITALS

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

### AGREEMENT

The Parties agree as follows:

1. **TERM**

The term of this Agreement is from the **Effective Date** through **July 1, 2028** (“Termination Date”).

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

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

recommendations, and suggestions provided by Keenan, and the manner by which any such action or implementation shall be undertaken.

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

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

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

4. **COMPENSATION**

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

5. **INSURANCE**

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

- (1) Workers' Compensation. Workers' Compensation Insurance in conformance with the laws of the State of California and applicable federal laws.
- (2) General Liability Insurance. General Liability Insurance with a Two Million Dollar (\$2,000,000) limit of liability for each occurrence and a Two Million Dollar (\$2,000,000) aggregate limit of liability.
- (3) Automobile Liability Insurance. Automobile Liability Insurance with a Two Million Dollar (\$2,000,000) limit of liability for each occurrence and a Two Million Dollar (\$2,000,000) aggregate limit of liability.
- (4) Professional Liability Insurance. Professional Liability Insurance with a Two Million Dollar (\$2,000,000) limit of liability for each claim and a Two Million Dollar (\$2,000,000) aggregate limit of liability.
- (5) Cyber Liability/Privacy Insurance. Cyber Liability Insurance with a Two Million Dollar (\$2,000,000) limit of liability for each claim and a Two Million Dollar (\$2,000,000) aggregate limit of liability.

6. **INDEMNIFICATION**

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

7. **LIMITATION OF LIABILITY**

Notwithstanding anything to the contrary in this Agreement, in no event shall either Party be liable for any punitive damages, fines, penalties, taxes or any indirect, incidental, or consequential damages incurred by the other Party, its officers, employees, agents, contractors or consultants whether or not foreseeable and whether or not based in contract or tort claims or otherwise,

arising out of or in connection with this Agreement even if advised of the possibility of such damage. Keenan's liability under this Agreement shall further be limited to, and shall not exceed, the amount of its available insurance coverage, but not exceeding the limits of coverage outlined in Section 5.

## 8. **DISPUTE RESOLUTION**

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

## 9. **TERMINATION**

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

B. In the event of termination pursuant to Section 9A above, Keenan shall be paid for the full value of all Services rendered through the date of termination.

10. **SOLICITATION OF EMPLOYEES**

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

11. **PROPRIETARY INTERESTS**

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

12. **MARKETING**

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

13. **OTHER RELATIONSHIPS**

A. Keenan or its affiliates may provide Client or others with other services or insurance coverage not provided in this Agreement and may receive compensation related to such other services which may include, without limitation, loss control services, joint powers administration, insurance brokerage services, securing reinsurance, claims administration, investigative services, financial processing, and other related services.

B. Keenan and/or its affiliate may provide services for other entities that also provide services to and/or contract with Client's insurance program (e.g., insurers and reinsurers and/or other coverage providers) and to the extent that such services are provided, Keenan will be separately compensated for those services.

C. The Services provided to Client are non-exclusive and Keenan reserves the right to provide the same or similar services to other clients who may be in the same industry, business, or service as Client.

14. **CONFIDENTIALITY**

A. As a result of their relationship under this Agreement each Party may gain access to confidential information concerning the other. For purposes of this Agreement, the term

“Confidential Information” includes, without limitation, i) any information or data about a Party’s business operations, clients, employees, marketing plans, method of operation, trade secrets, and financial performance; ii) information about Client’s employees, such as name, address, social security number, compensation, and medical history, and iii) any other information about a Party that is not available to the general public. Neither Party shall, without the written consent of the other release, disclose, or disseminate the other Party’s Confidential Information except as is necessary for the performance of the Services.

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

#### 15. **GENERAL**

- A. This Agreement, its recitals and all attached exhibits constitute the entire understanding of the Parties related to the subject matter of the Agreement, and supersede all prior and collateral statements, presentations, communications, reports, agreements, or understandings, if any, related to such matter(s).
- B. The obligations set forth in this Agreement other than Keenan’s obligation to perform the Services and Client’s responsibility to pay for the Services shall survive the expiration or termination of this Agreement. Nothing in this Section 15.B. shall, however, be interpreted as relieving Client of its obligation to pay for any Services rendered by Keenan prior to the termination date of this Agreement.
- C. This Agreement is made for the benefit of the Parties and is not intended to confer any third-party benefit or right. The enforcement of any remedy for a breach of this Agreement may only be pursued by the Parties to this Agreement.
- D. No modification or amendment to this Agreement shall be binding unless in writing and signed by authorized representatives from both Parties. Any waiver or delay by a Party in enforcing this Agreement shall not deprive that Party of the right to take appropriate action at a later time or due to another breach. This Agreement shall be interpreted as if written jointly by the Parties.
- E. Any provision determined by a court of competent jurisdiction to be partially or wholly invalid or unenforceable shall be severed from this Agreement and replaced by a valid and enforceable provision that most closely expresses the intention of the invalid or unenforceable provision. The severance of any such provision shall not affect the validity of the remaining provisions of this Agreement.

- F. Neither Party shall be liable or deemed to be in default for any delay or failure in performance under this Agreement resulting, directly or indirectly, from acts of God, civil or military authority, acts of public enemy, war, accidents, fires, explosions, earthquakes, floods, power outages, failure of computer systems, machinery or supplies, vandalism, strikes, or other work interruptions, or any similar or other cause that is beyond the reasonable control of either Party. Each Party shall make a good faith effort to perform under this Agreement in the event of any such circumstances and shall resume full performance of its contract duties once the cause of the delay has abated.
- G. All notices hereunder shall be in writing and shall be sent to the Parties at the addresses as set forth below, or to such other individual or address as a Party may later designate. Notices shall be sent via personal delivery, courier service, United States mail (postage pre-paid, return receipt requested), or express mail service. Notice shall be effective when delivered, or if refused, when delivery is attempted. Notices delivered during non-working hours shall be deemed to be effective as of the next business day.

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

<b>Alameda County Schools Insurance Group</b>		<b><u>Keenan &amp; Associates</u></b>	
<b><u>Signature:</u></b>		<b><u>Signature:</u></b>	
<b><u>By:</u></b>	<b>Kimberly Dennis</b>	<b><u>By:</u></b>	<b>Eric Preston</b>
<b><u>Title:</u></b>	<b>Executive Director</b>	<b><u>Title:</u></b>	<b>Senior Vice President</b>
<b><u>Address:</u></b>	<b>PO Box 2487 Dublin, CA 94568</b>	<b><u>Address:</u></b>	<b>2355 Crenshaw Blvd., Ste. 200 Torrance, CA 90501</b>
<b><u>E-mail:</u></b>	<b>kdennis@acsig.com</b>	<b><u>E-mail:</u></b>	<b>gchacon@keenan.com</b>
<b><u>Phone:</u></b>		<b><u>Phone:</u></b>	<b>626-310-1967</b>
<b><u>Attention:</u></b>	<b>Kimberly Dennis</b>	<b><u>Attention:</u></b>	<b>Genie Chacon</b>

## EXHIBIT A

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

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

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

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

Recognition alone is not enough. Following the identification of a hazard, appropriate corrective action must be taken to control the hazard. Documentation of both the identification and the control of a hazard is a critical aspect of the overall program. Keenan & Associates is prepared to assist the Contra Costa and Solano Counties School District and Self Insurance Authority JPA by offering to provide a property and liability inspection and audit program that will help the JPA ensure that any necessary corrections have been made and documented.

#### **Inspection Services**

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

#### **Value**

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

#### **Report Format**

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

#### **Areas Inspected**

All school sites, District Offices, and Maintenance & Operations facilities will be visually inspected.

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

### **Playground Equipment**

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

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

### **Athletic Equipment**

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

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

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

## **Industrial Arts**

Inspect all shops with attention to:

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

## **Home Economics**

1. Inspect cooking and sewing rooms with attention to:
2. Machinery electrical wiring and connections
3. Floor and wall electrical outlets
4. Natural gas connections
5. Dryer venting
6. Accumulation of lint and other combustible debris
7. Cooking exhaust
8. Fire extinguishers

## **Public Assembly Areas**

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

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

## **Science Labs**

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

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

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

## **Follow-up Audit**

Northern California ReLiEF guidelines require a follow-up audit. After the inspection has been completed and the reports delivered, there will be a follow-up audit 90-120 days after the inspection. A consultant will visit the member Districts and meet with appropriate personnel to determine the

progress being made regarding the recommended high priority corrective actions noted in the inspection report.

### **Self-Inspection**

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

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

### **Limitations**

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

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

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

## EXHIBIT B

### FEE SUMMARY

Keenan will conduct the above-described ReLiEF Inspection and Follow Up Audit program for the following member Districts for two (2) years for a total fee of twenty-eight thousand sixteen dollars (\$28,016.00):

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

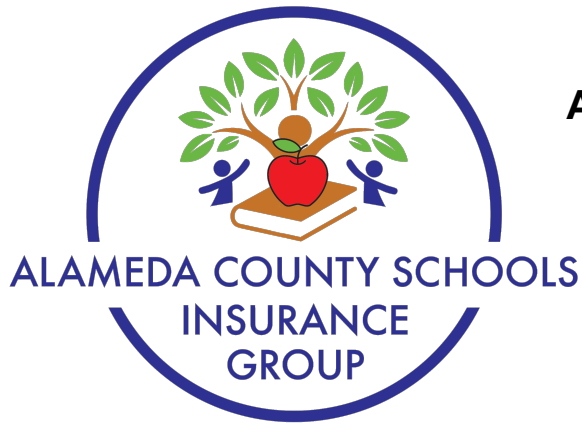
An annual fee of fourteen thousand and eight dollars (\$14,008.00) will be invoiced on January 1 for each year of the agreement, beginning January 1, 2027.

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

### Fee includes:

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

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



## **Alameda County Schools Insurance Group**

**P.O. Box 2487**

**Dublin, CA 94568**

**Phone (925) 225-1030**

**Fax (925) 225-0653**

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

## **Executive Summary**

To: ACSIG Executive Committee  
From: Jackie Kim  
Date: May 14, 2026  
Subject: Budget 2026-2027

The proposed ACSIG budget is included in this packet for review. The Executive Director developed this budget using year-to-date (FY 2025-2026) data and updated estimates for FY 2026-2027 rates and cost.

The budget contains a list of major contracts/service providers, assumptions and calculations, and a detailed budget for each major program. This budget incorporates the \$.23 WC rate reduction approved by the Executive Committee on February 12, 2026.

The Executive Director will present the budget with discussion by the committee. Additionally, the Executive Committee will be asked for a recommendation to the Full Board.

**Alameda County Schools Insurance Group (ACSIG)**  
**Consolidated**  
**2026/2027 Budget**

	Budget		Change in	Budget		2025/26	2024/25	2023/24	2022/2023	2021/2022	2020/2021						
	2026/2027	Allocations		Accruals	2026/2027							Budget	Actuals	Actuals	Actuals	Actuals	Actuals
<b>Audited - Beginning Net Position, as of 07/01/2025</b>				\$	65,595,247												
Beginning Cash	\$	65,595,247				\$	65,101,029	\$	60,343,726	\$	57,044,507	\$	52,472,150	\$	50,578,716	\$	44,710,877
<b>Operating Revenue:</b>																	
Premiums Paid by Members	\$	202,095,020	\$	--	\$	202,095,020	196,536,692	194,691,133	188,486,694	177,306,476	165,005,608	161,037,627					
Other Income		1,065,000		--		1,065,000	--	--	(129,940)	318	549,925	--					
<b>Total Operating Revenue</b>		<b>203,160,020</b>		--		<b>203,160,020</b>	<b>196,536,692</b>	<b>194,691,133</b>	<b>188,356,754</b>	<b>177,306,794</b>	<b>165,555,533</b>	<b>161,037,627</b>					
<b>Operating Expenditures:</b>																	
Classified Salaries		426,122		--		426,122	409,509	559,213	521,883	384,482	357,350	331,598					
Statutory Benefits		63,918		--		63,918	61,426	(729)	68,028	47,360	36,941	28,746					
Health & Welfare		71,750		--		71,750	70,750	79,354	56,875	48,750	47,125	65,039					
Employer Tax Expense		8,529		--		8,529	6,980	10,701	8,746	5,917	5,347	5,219					
Net Pension Expense		256,233		--		256,233	217,052	432,271	272,060	104,548	151,505	(202,608)					
Telephone & Internet		9,200		--		9,200	9,500	8,927	8,873	5,563	6,523	6,453					
Supplies Office		9,000		--		9,000	9,000	1,379	5,605	8,347	397	6,541					
Supplies - Other		12,000		--		12,000	12,000	7,006	9,253	5,003	3,803	1,467					
Eligibility Processing		350,000		--		350,000	280,000	236,132	235,791	226,419	219,791	210,615					
Brokerage Fees-ACSIG		365,000		--		365,000	350,000	326,391	325,556	312,447	303,141	290,054					
Brokerage Fees-Dental-MD		950,000		--		950,000	950,000	931,618	870,271	712,220	694,592	607,679					
Travel and Conferences		10,000		--		10,000	15,000	2,914	14,890	9,376	5,043	2,842					
Mileage		6,000		--		6,000	6,000	8,500	9,965	6,488	6,500	6,051					
Dues & Memberships		5,500		--		5,500	9,000	3,625	2,700	7,680	685	2,185					
Postage & Meter		4,400		--		4,400	7,000	1,907	2,808	2,059	2,458	6,230					
Insurance Expense-PIPS&NCR		32,917,610		--		32,917,610	29,075,616	27,271,324	26,947,045	24,232,011	23,847,452	24,013,869					
PIPS payroll adjustment		1,500,000		--		1,500,000	1,500,000	1,499,984	2,824,928	657,717	86,609	584,688					
Utility - Operating-Rent		42,500		--		42,500	42,000	30,841	37,862	37,046	44,400	41,919					
Contract Services - Actuarial		17,000		--		17,000	20,241	20,840	9,640	14,300	14,020	18,670					
Contract Services - Claims Audit		16,100		--		16,100	--	--	16,100	--	15,750	--					
Contract Services		11,000		--		11,000	25,585	--	--	--	--	--					
Audit Fees		20,500		--		20,500	20,000	15,400	15,125	14,850	14,575	14,300					
Other Services/Operating Expenses		29,575		--		29,575	10,000	15,148	14,566	5,376	5,764	3,236					
Capital Equipment/Depreciation		--		--		--	8,000	--	--	--	595	592					
Legal		5,000		--		5,000	5,000	--	15,586	--	--	--					
Accounting Services		20,000		--		20,000	20,000	17,484	16,974	16,480	16,000	15,500					
County Courier		2,000		--		2,000	1,900	1,726	1,639	1,513	4,163	--					
Shredding		1,560		--		1,560	1,500	1,670	1,062	1,242	227	651					
Copier & Scanner		10,400		--		10,400	10,000	9,283	9,433	9,759	7,558	12,465					
Claims Administration Services		109,000		--		109,000	115,000	88,123	126,355	104,469	118,870	139,411					
Self-Insurance Fee		810,000		--		810,000	500,000	440,544	331,991	558,425	281,372	388,794					
Claims Paid-WC		500,000		--		500,000	500,000	644,490	237,014	400,761	537,775	936,718					
Claims Paid-PL		150,000		--		150,000	110,000	136,700	54,217	151,492	25,205	10,263					
Physical Ability Testing		50,000		--		50,000	50,000	7,952	5,988	6,083	9,660	3,403					
Training		29,000		--		29,000	29,000	--	--	--	--	--					
First-Aid Program		5,000		--		5,000	5,000	4,560	13,159	2,307	3,749	1,208					
Risk Mgmt Prevention Program		331,500		--		331,500	260,000	292,500	227,500	74,708	97,500	27,610					
EAP		135,000		--		135,000	180,000	136,051	138,842	165,508	162,038	119,315					
Safety Inspection		23,000		--		23,000	22,000	13,600	--	--	12,819	12,819					
Bank Charge & WC Penalty Reimb		11,000		--		11,000	6,000	9,909	16,605	2,243	--	112					
Cobra Premiums		250,000		--		250,000	300,000	138,070	148,158	186,045	218,392	268,395					
Dental Insurance Premiums		155,473,633		--		155,473,633	153,148,550	151,133,633	146,756,528	138,206,038	131,487,423	123,344,909					
Vision Insurance Premiums		9,812,800		--		9,812,800	8,756,800	8,742,093	7,846,740	7,551,360	6,304,171	5,022,017					
Claim Development Expense		(202,205)		--		(202,205)	(385,000)	(756,007)	(1,272,369)	(1,158,832)	(2,989,709)	(992,480)					
Other Expenses		355,000		--		355,000	--	--	83,700	182,870	651,600	--					
<b>Total Operating Expenditures</b>		<b>204,983,625</b>		--		<b>204,983,625</b>	<b>196,750,408</b>	<b>192,525,125</b>	<b>187,037,692</b>	<b>173,310,430</b>	<b>162,823,679</b>	<b>155,356,495</b>					
<b>Net Increase/(Decrease) from Operations</b>		<b>(1,823,605)</b>		--		<b>(1,823,605)</b>	<b>(213,716)</b>	<b>2,166,008</b>	<b>1,319,062</b>	<b>3,996,364</b>	<b>2,731,854</b>	<b>5,681,132</b>					
<b>Non Operating Income/(Expense)</b>																	
Interest Income		757,072		--		757,072	707,934	1,805,609	906,453	885,440	526,679	498,283					
Change in FMV		--		--		--	--	1,013,962	540,060	(225,155)	(2,305,443)	(343,866)					
Realized Gain/(Loss)		--		--		--	--	(228,276)	533,646	(84,292)	940,339	32,290					
GASB 68		--		--		--	--	--	--	--	--	--					
<b>Total Non Operating Income/(Expense)</b>		<b>757,072</b>		--		<b>757,072</b>	<b>707,934</b>	<b>2,591,295</b>	<b>1,980,159</b>	<b>575,993</b>	<b>(838,425)</b>	<b>186,707</b>					
Ending Cash	\$	64,528,714		--													
<b>Net Increase/(Decrease) in Net Position</b>																	
	\$	--	\$	--	\$	(1,066,533)	494,218	4,757,303	3,299,221	4,572,357	1,893,429	5,867,839					
					\$	64,528,714	65,595,247	65,101,029	60,343,728	57,044,507	52,472,145	50,578,716					

**Alameda County Schools Insurance Group (ACSIG)  
Workers' Compensation  
2026/2027 Budget**

	Budget		Change in	Budget		2025/26	2024/25	2023/24	2022/2023	2021/2022	2020/2021
	2026/2027	Allocations		Accruals	2026/2027						
<b>Audited - Beginning Net Position, as of 07/01/2025</b>					\$ 39,844,119						
Beginning Cash and Investments	\$ 39,844,119					\$ 39,900,240	\$ 36,420,196	\$ 34,595,482	\$ 35,389,069	\$ 32,362,967	\$ 29,351,572
<b>Operating Revenue:</b>											
Premiums Paid by Members	\$ 30,183,745	\$ --	\$ --	\$ 30,183,745		28,024,876	28,615,294	28,057,017	22,060,954	23,053,472	25,917,135
Other Income	1,065,000	--	--	1,065,000		--	--	--	318	549,925	--
Total Operating Revenue	31,248,745	--	--	31,248,745		28,024,876	28,615,294	28,057,017	22,061,272	23,603,397	25,917,135
<b>Operating Expenditures:</b>											
Classified Salaries	95,595	--	--	95,595		91,868	136,799	126,600	87,930	82,294	77,693
Statutory Benefits	14,339	--	--	14,339		13,780	2,193	18,021	10,598	8,506	9,279
Health & Welfare	13,300	--	--	13,300		13,000	15,698	10,238	7,800	7,313	19,512
Employer Tax Expense	1,854	--	--	1,854		1,507	2,527	2,091	1,278	1,144	1,151
Net Pension Expense	67,004	--	--	67,004		56,440	108,891	74,319	27,410	45,451	(45,843)
Telephone & Internet	920	--	--	920		950	1,339	1,331	834	978	968
Supplies Office	900	--	--	900		900	207	841	1,252	60	981
Supplies - Other	1,200	--	--	1,200		1,200	1,051	1,388	750	571	220
Brokerage Fees -Dental-ACSIG	--	--	--	--		--	--	--	--	--	--
Brokerage Fees -Dental-MD	--	--	--	--		--	--	--	--	--	--
Travel and Conferences	1,000	--	--	1,000		1,500	437	2,233	1,406	756	426
Mileage	600	--	--	600		600	1,275	1,495	973	975	908
Dues & Memberships	550	--	--	550		900	544	405	1,152	103	328
Postage & Meter	150	--	--	150		280	95	140	103	123	311
Insurance Expense-PIPS	29,517,946	--	--	29,517,946		25,706,100	24,378,001	24,596,271	22,134,268	21,859,934	22,078,042
PIPS Contribution Adjustmnet	1,500,000	--	--	1,500,000		1,500,000	1,499,984	2,824,928	657,717	86,069	584,688
Utility - Rent	4,250	--	--	4,250		4,200	3,084	3,787	3,705	4,945	6,288
Contract Services - Actuarial	12,000	--	--	12,000		12,000	10,040	9,640	9,300	8,970	8,770
Contract Services - Claims Audit	16,100	--	--	16,100		--	--	16,100	--	15,750	--
Contract Services	--	--	--	--		2,483	--	--	--	--	--
Audit Fees	2,050	--	--	2,050		2,000	2,310	2,269	2,228	2,186	2,145
Other Services/Operating Expenses	2,958	--	--	2,958		1,000	2,272	2,185	806	865	485
Capital Equipment/Depreciation	--	--	--	--		800	--	--	--	--	--
Legal	500	--	--	500		500	--	2,338	--	--	--
Accounting Services	2,000	--	--	2,000		2,000	2,623	2,546	2,472	2,400	2,325
County Courier	200	--	--	200		200	259	246	227	624	--
Shredding	45	--	--	45		150	250	160	186	34	98
Copier & Scanner	300	--	--	300		400	464	472	488	378	623
Claims Administration Services	83,000	--	--	83,000		85,000	63,750	106,534	92,400	106,400	135,000
Self-Insurance Fee	810,000	--	--	810,000		500,000	440,544	331,991	558,425	281,372	388,794
Claims Paid-WC	500,000	--	--	500,000		500,000	644,490	237,014	400,761	537,775	936,718
Claims Paid-PL	--	--	--	--		--	--	--	--	--	--
Physical Abilities Testing	50,000	--	--	50,000		50,000	7,952	5,988	6,083	9,660	3,403
Training	10,000	--	--	10,000		10,000	--	--	--	--	--
First-Aid Program	5,000	--	--	5,000		5,000	4,560	13,159	2,307	3,749	1,208
Risk Management Prevention Program	331,500	--	--	331,500		260,000	292,500	227,500	74,708	97,500	27,610
EAP Program	135,000	--	--	135,000		180,000	136,051	138,842	165,508	162,038	119,315
Bank Charge & WC Penalty Reimb	1,000	--	--	1,000		1,000	--	10,248	--	--	--
Cobra Premiums	--	--	--	--		--	--	--	--	--	--
Dental Insurance Premiums	--	--	--	--		--	--	--	--	--	--
Vision Insurance Premiums	--	--	--	--		--	--	--	--	--	--
Claim Development Expense	(314,867)	--	--	(314,867)		(500,000)	(912,191)	(1,246,830)	(1,033,262)	(3,054,012)	(1,305,544)
PIPS Incentive Program	355,000	--	--	355,000		--	--	--	--	--	--
Total Operating Expenditures	33,221,394	--	--	33,221,394		28,505,758	26,847,998	27,524,490	23,219,813	20,274,911	23,055,902
<b>Net Increase/(Decrease) from Operations</b>	(1,972,649)	--	--	(1,972,649)		(480,882)	1,767,296	532,527	(1,158,541)	3,328,486	2,861,233
<b>Non Operating Income/(Expense)</b>											
Interest Income	454,243	--	--	454,243		424,761	1,121,163	483,737	597,952	402,626	363,284
Change in FMV	--	--	--	--		--	763,466	406,640	(169,531)	(1,413,042)	(235,208)
Realized Gain/(Loss)	--	--	--	--		--	(171,881)	401,810	(63,467)	708,031	22,087
GASB 68	--	--	--	--		--	--	--	--	--	--
Interfund Transfer	--	--	--	--		--	--	--	--	--	--
Total Non Operating Income/(Expense)	454,243	\$ --	\$ --	454,243		424,761	1,712,748	1,292,187	364,954	(302,385)	150,163
Ending Cash	\$ 38,325,713										
<b>Net Increase/(Decrease) in Net Position</b>				(1,518,406)		(56,121)	3,480,044	1,824,714	(793,587)	3,026,101	3,011,396
				\$ 38,325,713		\$ 39,844,119	\$ 39,900,240	\$ 36,420,196	\$ 34,595,482	\$ 35,389,068	\$ 32,362,968

**Alameda County Schools Insurance Group (ACSIG)**  
**Dental**  
**2026/2027 Budget**

	Budget		Change in	Budget	2025/26	2024/25	2023/24	2022/2023	2021/2022	2020/2021
	2026/2027	Allocations		Accruals						
<b>Audited - Beginning Net Position, as of 07/01/2025</b>				\$ 18,936,534						
Beginning Cash and Investments	\$ 18,936,534				\$ 18,575,400	\$ 18,233,975	\$ 18,290,587	\$ 13,307,986	\$ 14,373,978	\$ 11,924,643
<b>Operating Revenue:</b>										
Premiums Paid by Members	\$ 157,818,795	\$ --	\$ --	\$ 157,818,795	\$ 155,880,000	\$ 153,478,795	\$ 148,759,075	\$ 144,699,773	\$ 133,236,138	\$ 127,610,386
Rebate	--	--	--	--	--	--	(129,940)	--	--	--
Total Operating Revenue	157,818,795	--	--	157,818,795	155,880,000	153,478,795	148,629,135	144,699,773	133,236,138	127,610,386
<b>Operating Expenditures:</b>										
Classified Salaries	259,191	--	--	259,191	253,376	328,198	307,929	235,269	217,812	199,873
Statutory Benefits	38,879	--	--	38,879	38,006	(4,150)	37,626	29,178	22,427	13,471
Health & Welfare	47,625	--	--	47,625	48,300	52,418	39,163	35,100	34,288	32,519
Employer Tax Expense	5,272	--	--	5,272	4,412	6,424	5,209	3,738	3,396	3,259
Net Pension Expense	142,232	--	--	142,232	122,140	248,682	147,460	58,462	75,752	(124,689)
Telephone & Internet	6,900	--	--	6,900	7,125	6,249	6,211	3,894	4,566	4,517
Supplies Office	6,750	--	--	6,750	6,750	965	3,924	5,843	278	4,579
Supplies - Other	9,000	--	--	9,000	9,000	4,904	6,477	3,502	2,662	1,027
Eligibility Processing	350,000	--	--	350,000	280,000	236,132	235,791	226,419	219,791	210,615
Brokerage Fees-Dental-ACSIG	328,500	--	--	328,500	350,000	326,391	325,556	312,447	303,141	290,054
Brokerage Fees-Dental-MD	855,000	--	--	855,000	950,000	931,618	870,271	712,220	694,592	607,679
Travel and Conferences	7,500	--	--	7,500	11,250	2,040	10,423	6,563	3,530	1,989
Mileage	4,500	--	--	4,500	4,500	5,950	6,975	4,541	4,550	4,235
Dues & Memberships	4,125	--	--	4,125	6,750	2,538	1,890	5,376	480	1,530
Postage & Meter	3,950	--	--	3,950	6,300	1,717	2,528	1,853	2,212	5,608
Insurance Expense	--	--	--	--	--	--	--	--	--	--
Net, Operating-Rent	31,875	--	--	31,875	31,500	23,131	28,397	27,784	37,080	29,344
Contract Services - Actuarial	5,000	--	--	5,000	--	5,000	--	4,000	--	3,500
Contract Services - PL - Investigation	--	--	--	--	--	--	--	--	--	--
Contract Services	--	--	--	--	18,619	--	--	--	--	--
Audit Fees	15,375	--	--	15,375	15,000	10,780	10,588	10,395	10,203	10,010
Other Services/Operating Expenses	22,181	--	--	22,181	7,500	10,603	10,196	3,763	4,035	2,265
Capital Equipment/Depreciation	--	--	--	--	6,000	--	--	--	--	--
Legal	3,750	--	--	3,750	3,750	--	10,910	--	--	--
Accounting Services	15,000	--	--	15,000	15,000	12,239	11,882	11,536	11,200	10,850
County Courier	1,500	--	--	1,500	1,500	1,208	1,147	1,059	2,914	--
Shredding	1,245	--	--	1,245	1,125	1,169	746	869	159	456
Copier & Scanner	8,300	--	--	8,300	9,000	8,355	8,489	8,783	6,802	11,219
Claims Administration Services	--	--	--	--	--	--	--	--	--	--
Self-Insurance Fee	--	--	--	--	--	--	--	--	--	--
Claims Paid-WC	--	--	--	--	--	--	--	--	--	--
Claims Paid-PL	--	--	--	--	--	--	--	--	--	--
Physical Abilities Testing	--	--	--	--	--	--	--	--	--	--
Training	--	--	--	--	--	--	--	--	--	--
First-Aid Program	--	--	--	--	--	--	--	--	--	--
Food Service Training	--	--	--	--	--	--	--	--	--	--
Special Ed Training	--	--	--	--	--	--	--	--	--	--
Bank Charge	8,000	--	--	8,000	5,000	9,909	6,357	2,243	--	112
Cobra Premiums	250,000	--	--	250,000	300,000	138,070	148,158	186,045	218,392	268,395
Dental Insurance Premiums	155,473,633	--	--	155,473,633	153,148,550	151,133,633	146,756,528	138,206,038	131,487,423	123,344,909
Vision Insurance Premiums	--	--	--	--	--	--	--	--	--	--
Claim Development Expense	--	--	--	--	--	129,000	--	(388,000)	--	227,000
Prefund Deposit	--	--	--	--	--	--	73,500	100,000	465,500	--
Total Operating Expenditures	157,905,284	--	--	157,905,284	155,660,453	153,633,173	149,074,331	139,818,920	133,833,185	125,164,326
<b>Net Increase/(Decrease) from Operations</b>	(86,489)	--	--	(86,489)	219,547	(154,378)	(445,196)	4,880,853	(597,047)	2,446,060
<b>Non Operating Income/(Expense)</b>										
Interest Income	151,414	--	--	151,414	141,587	333,130	166,277	165,818	84,270	85,787
Change in FMV	--	--	--	--	--	209,938	111,818	(46,618)	(747,910)	(91,065)
Realized Gain/(Loss)	--	--	--	--	--	(47,265)	110,489	(17,452)	194,694	8,551
GASB 68	--	--	--	--	--	--	--	--	--	--
Interfund Transfer & YE Close Oper	--	--	--	--	--	--	--	--	--	--
Total Non Operating Income/(Expense)	151,414	\$ --	\$ --	151,414	141,587	495,803	388,584	101,748	(468,946)	3,273
Ending Cash	\$ 19,001,460									
<b>Net Increase/(Decrease) in Net Position</b>				64,926	361,134	341,425	(56,612)	4,982,601	(1,065,993)	2,449,333
				\$ 19,001,460	\$ 18,936,534	\$ 18,575,400	\$ 18,233,975	\$ 18,290,587	\$ 13,307,985	\$ 14,373,976

**Alameda County Schools Insurance Group (ACSIG)  
Vision  
2026/2027 Budget**

	Budget		Change in Accruals	Budget	2025/26 Budget	2024/25 Actuals	2023/24 Actuals	2022/2023 Actuals	2021/2022 Actuals	2020/2021 Actuals
	2026/2027	Allocations		2026/2027						
<b>Audited - Beginning Net Position, as of 07/01/2025</b>				\$ 5,146,513						
Beginning Cash and Investments	\$ 5,146,513				\$ 4,945,720	\$ 4,351,947	\$ 3,366,948	\$ 3,179,847	\$ 3,171,366	\$ 3,112,862
<b>Operating Revenue:</b>										
Premiums Paid by Members	\$ 10,228,824	\$ --	\$ --	\$ 10,228,824	8,960,300	9,172,824	8,786,419	7,989,687	6,640,269	5,158,675
Other Income	--	--	--	--	--	--	--	--	--	--
<b>Total Operating Revenue</b>	<b>10,228,824</b>	<b>--</b>	<b>--</b>	<b>10,228,824</b>	<b>8,960,300</b>	<b>9,172,824</b>	<b>8,786,419</b>	<b>7,989,687</b>	<b>6,640,269</b>	<b>5,158,675</b>
<b>Operating Expenditures:</b>										
Classified Salaries	37,900	--	--	37,900	27,604	51,634	48,108	34,636	32,198	30,370
Statutory Benefits	5,685	--	--	5,685	4,141	262	6,743	4,573	3,512	2,712
Health & Welfare	6,000	--	--	6,000	3,550	6,777	4,713	3,900	3,738	6,504
Employer Tax Expense	750	--	--	750	445	974	802	522	469	468
Net Pension Expense	24,181	--	--	24,181	17,968	40,510	26,249	9,939	15,150	(18,311)
Telephone & Internet	920	--	--	920	950	893	887	556	652	645
Supplies Office	900	--	--	900	900	138	561	835	40	654
Supplies - Other	1,200	--	--	1,200	1,200	701	925	500	380	147
Eligibility Processing	--	--	--	--	--	--	--	--	--	--
Brokerage Fees-Vision-ACSIG	36,500	--	--	36,500	--	--	--	--	--	--
Brokerage Fees-Vision-MD	95,000	--	--	95,000	--	--	--	--	--	--
Travel and Conferences	1,000	--	--	1,000	1,500	291	1,489	938	504	284
Mileage	600	--	--	600	600	850	996	649	650	605
Dues & Memberships	550	--	--	550	900	363	270	768	69	219
Postage & Meter	150	--	--	150	210	95	140	103	123	311
Insurance Expense	--	--	--	--	--	--	--	--	--	--
Utility - Operating-Rent	4,250	--	--	4,250	4,200	3,084	3,787	3,705	4,945	4,192
Contract Services - Actuarial	3,000	--	--	3,000	--	--	--	1,000	--	1,500
Contract Services - Claims	--	--	--	--	--	--	--	--	--	--
Contract Services	--	--	--	--	2,483	--	--	--	--	--
Audit Fees	2,050	--	--	2,050	2,000	1,540	1,513	1,485	1,458	1,430
Other Services/Operating Expenses	2,958	--	--	2,958	1,000	1,515	1,457	538	576	324
Capital Equipment/Depreciation	--	--	--	--	800	--	--	--	--	--
Legal	500	--	--	500	500	--	1,559	--	--	--
Accounting Services	2,000	--	--	2,000	2,000	1,748	1,697	1,648	1,600	1,550
County Courier	200	--	--	200	100	173	164	151	416	--
Shredding	225	--	--	225	150	167	107	124	23	65
Copier & Scanner	1,500	--	--	1,500	300	464	472	488	378	623
Claims Administration Services	--	--	--	--	--	--	--	--	--	--
Self-Insurance Fee	--	--	--	--	--	--	--	--	--	--
Claims Paid-WC	--	--	--	--	--	--	--	--	--	--
Claims Paid-PL	--	--	--	--	--	--	--	--	--	--
Physical Abilities Testing	--	--	--	--	--	--	--	--	--	--
Training	--	--	--	--	--	--	--	--	--	--
First-Aid Program	--	--	--	--	--	--	--	--	--	--
Food Service Training	--	--	--	--	--	--	--	--	--	--
Special Ed Training	--	--	--	--	--	--	--	--	--	--
Bank Charge	2,000	--	--	2,000	--	--	--	--	--	--
Cobra Premiums	--	--	--	--	--	--	--	--	--	--
Dental Insurance Premiums	--	--	--	--	--	--	--	--	--	--
Vision Insurance Premiums	9,812,800	--	--	9,812,800	8,756,800	8,742,093	7,846,740	7,551,360	6,304,171	5,022,017
Claim Development Expense	--	--	--	--	--	(57,000)	--	154,000	--	69,000
Prefund Deposit	--	--	--	--	--	--	10,200	82,870	186,100	--
<b>Total Operating Expenditures</b>	<b>10,042,819</b>	<b>--</b>	<b>--</b>	<b>10,042,819</b>	<b>8,830,300</b>	<b>8,797,272</b>	<b>7,959,579</b>	<b>7,855,288</b>	<b>6,557,152</b>	<b>5,125,309</b>
<b>Net Increase/(Decrease) from Operations</b>	<b>186,005</b>	<b>--</b>	<b>--</b>	<b>186,005</b>	<b>130,000</b>	<b>375,552</b>	<b>826,840</b>	<b>134,399</b>	<b>83,117</b>	<b>33,366</b>
<b>Non Operating Income/(Expense)</b>										
Interest Income	75,707	--	--	75,707	70,793	186,793	115,210	65,081	32,240	41,079
Change in FMV	--	--	--	--	--	40,558	21,602	(9,006)	(144,491)	(17,593)
Realized Gain/(Loss)	--	--	--	--	--	(9,130)	21,347	(3,373)	37,614	1,652
GASB 68	--	--	--	--	--	--	--	--	--	--
Interfund Transfer	--	--	--	--	--	--	--	--	--	--
<b>Total Non Operating Income/(Expense)</b>	<b>75,707</b>	<b>\$ --</b>	<b>\$ --</b>	<b>75,707</b>	<b>70,793</b>	<b>218,221</b>	<b>158,159</b>	<b>52,702</b>	<b>(74,637)</b>	<b>25,138</b>
<b>Ending Cash</b>	<b>\$ 5,408,225</b>									
<b>Net Increase/(Decrease) in Net Position</b>				261,712	200,793	593,773	984,999	187,101	8,480	58,504
				\$ 5,408,225	5,146,513	4,945,720	4,351,947	3,366,948	3,179,846	3,171,366

**Alameda County Schools Insurance Group (ACSIG)  
Property and Liability  
2026/2027 Budget**

	Budget		Change in	Budget		2025/26	2024/25	2023/24	2022/2023	2021/2022	2020/2021						
	2026/2027	Allocations		Accruals	2026/2027							Budget	Actuals	Actuals	Actuals	Actuals	Actuals
<b>Audited - Beginning Net Position, as of 07/01/2025</b>				\$	1,673,412												
Beginning Cash and Investments	\$	1,673,412				\$	1,685,000	\$	1,342,939	\$	796,819	\$	600,577	\$	675,143	\$	325,945
<b>Operating Revenue:</b>																	
Premiums Paid by Members	\$	3,863,656	\$	--	\$	--	\$	3,671,516	3,424,220	2,884,183	2,556,062	2,075,729	2,351,431				
Other Income	--	--	--	--	--	--	--	--	--	--	--	--	--				
Total Operating Revenue	3,863,656	--	--	3,863,656	3,671,516	3,424,220	2,884,183	2,556,062	2,075,729	2,351,431							
<b>Operating Expenditures:</b>																	
Classified Salaries	33,436	--	--	33,436	36,661	42,582	39,246	26,647	25,046	23,662							
Statutory Benefits	5,015	--	--	5,015	5,499	966	5,638	3,011	2,496	3,284							
Health & Welfare	4,825	--	--	4,825	5,900	4,461	2,761	1,950	1,786	6,504							
Employer Tax Expense	652	--	--	652	616	776	644	379	338	341							
Net Pension Expense	22,815	--	--	22,815	20,504	34,188	24,032	8,737	15,152	(13,765)							
Telephone & Internet	460	--	--	460	475	446	444	279	327	323							
Supplies Office	450	--	--	450	450	69	279	417	19	327							
Supplies - Other	600	--	--	600	600	350	463	251	190	73							
Eligibility Processing	--	--	--	--	--	--	--	--	--	--							
Brokerage Fees-Dental-ACSIG	--	--	--	--	--	--	--	--	--	--							
Brokerage Fees-Dental-MD	--	--	--	--	--	--	--	--	--	--							
Travel and Conferences	500	--	--	500	750	146	745	469	253	143							
Mileage	300	--	--	300	300	425	499	325	325	303							
Dues & Memberships	275	--	--	275	450	180	135	384	33	108							
Postage & Meter	150	--	--	150	210	--	--	--	--	--							
Insurance Expense-NCR	3,399,664	--	--	3,399,664	3,369,516	2,893,323	2,350,774	2,097,743	1,987,518	1,935,827							
Utility - Operating-Rent	2,125	--	--	2,125	2,100	1,542	1,891	1,852	2,470	2,095							
Contract Services - Actuarial	8,000	--	--	8,000	8,241	5,800	--	--	5,050	4,900							
Contract Services - Claims	--	--	--	--	--	--	--	--	--	--							
Contract Services	--	--	--	--	2,000	--	--	--	--	--							
Audit Fees	1,025	--	--	1,025	1,000	770	755	742	728	715							
Other Services/Operating Expenses	1,479	--	--	1,479	500	758	728	269	288	162							
Capital Equipment/Depreciation	--	--	--	--	400	--	--	--	--	--							
Legal	250	--	--	250	250	--	779	--	--	--							
Accounting Services	1,000	--	--	1,000	1,000	874	849	824	800	775							
County Courier	100	--	--	100	100	86	82	76	209	--							
Shredding	45	--	--	45	75	84	49	63	11	32							
Copier & Scanner	300	--	--	300	300	--	--	--	--	--							
Claims Administration Services	26,000	--	--	26,000	30,000	24,373	19,821	12,069	12,470	4,411							
Self-Insurance Fee	--	--	--	--	--	--	--	--	--	--							
Claims Paid - WC	--	--	--	--	--	--	--	--	--	--							
Claims Paid - PL	150,000	--	--	150,000	110,000	136,700	54,217	151,492	25,205	10,263							
Safety Inspection	23,000	--	--	23,000	22,000	13,600	--	--	12,819	12,819							
Training	19,000	--	--	19,000	19,000	--	--	--	--	--							
First-Aid Program	--	--	--	--	--	--	--	--	--	--							
Food Service Training	--	--	--	--	--	--	--	--	--	--							
Special Ed Training	--	--	--	--	--	--	--	--	--	--							
Bank Charge	--	--	--	--	--	--	--	--	--	--							
Cobra Premiums	--	--	--	--	--	--	--	--	--	--							
Dental Insurance Premiums	--	--	--	--	--	--	--	--	--	--							
Vision Insurance Premiums	--	--	--	--	--	--	--	--	--	--							
Claim Development Expense	112,662	--	--	112,662	115,000	84,184	(25,539)	108,430	64,303	17,064							
Others	--	--	--	--	--	--	--	--	--	--							
Total Operating Expenditures	3,814,129	--	--	3,814,129	3,753,897	3,246,683	2,479,292	2,416,409	2,157,836	2,010,366							
<b>Net Increase/(Decrease) from Operations</b>	49,527	--	--	49,527	(82,381)	177,537	404,891	139,653	(82,107)	341,065							
<b>Non Operating Income/(Expense)</b>																	
Interest Income	75,707	--	--	75,707	70,793	164,524	141,229	56,589	7,543	8,133							
Change in FMV	--	--	--	--	--	--	--	--	--	--							
Realized Gain/(Loss)	--	--	--	--	--	--	--	--	--	--							
GASB 68	--	--	--	--	--	--	--	--	--	--							
Interfund Transfer	--	--	--	--	--	--	--	--	--	--							
Total Non Operating Income/(Expense)	75,707	\$	--	\$	75,707	70,793	164,524	141,229	56,589	7,543	8,133						
Ending Cash	\$	1,798,647															
<b>Net Increase/(Decrease) in Net Position</b>				125,235	(11,588)	342,061	546,120	196,242	(74,564)	349,198							
				\$	1,798,647	\$	1,673,412	\$	1,685,000	\$	1,342,939	\$	796,819	\$	600,579	\$	675,143

Alameda County Schools Insurance Group (ACSIG)

Operations

2026/2027 Budget

	Cash Activity		Change in	Balance	2025/26	2024/25
	2026/2027	Allocations				
<b>Audited - Beginning Net Position, as of 07/01/2025</b>				\$ --		
Beginning Cash and Investments	\$ --				\$ --	\$ --
<b>Operating Revenue:</b>						
Offset to Rent - Sub Lease	\$ --	\$ --	\$ --	\$ --	\$ --	\$ --
Other Income	--	--	--	--	--	--
Total Operating Revenue	--	--	--	--	--	--
<b>Operating Expenditures:</b>						
Classified Salaries	--	--	--	--	--	--
Statutory Benefits	--	--	--	--	--	--
Health & Welfare	--	--	--	--	--	--
Employer Tax Expense	--	--	--	--	--	--
Telephone & Internet	--	--	--	--	--	--
Supplies Office	--	--	--	--	--	--
Supplies - Other	--	--	--	--	--	--
Eligibility Processing	--	--	--	--	--	--
Brokerage Fees-Dental-ACSIG	--	--	--	--	--	--
Brokerage Fees-Dental-MD	--	--	--	--	--	--
Travel and Conferences	--	--	--	--	--	--
Mileage	--	--	--	--	--	--
Dues & Memberships	--	--	--	--	--	--
Postage & Meter	--	--	--	--	--	--
Insurance Expense	--	--	--	--	--	--
Utility - Operating-Rent	--	--	--	--	--	--
Advertising	--	--	--	--	--	--
Contract Services - Actuarial	--	--	--	--	--	--
Contract Services -PL-Investigation	--	--	--	--	--	--
Contract Services-PL-Legal	--	--	--	--	--	--
Audit Fees	--	--	--	--	--	--
Other Services/Operating Expenses	--	--	--	--	--	--
Capital Equipment/Depreciation	--	--	--	--	--	--
Legal	--	--	--	--	--	--
Accounting Services	--	--	--	--	--	--
County Courier	--	--	--	--	--	--
Shredding	--	--	--	--	--	--
Copier & Scanner	--	--	--	--	--	--
Claims Administration Services	--	--	--	--	--	--
Self-Insurance Fee	--	--	--	--	--	--
Claims Paid-WC	--	--	--	--	--	--
Claims Paid-PL	--	--	--	--	--	--
Physical Abilities Testing	--	--	--	--	--	--
Training	--	--	--	--	--	--
First-Aid Program	--	--	--	--	--	--
Food Service Training	--	--	--	--	--	--
Special Ed Training	--	--	--	--	--	--
Bank Charge & WC Penalty Reimb	--	--	--	--	--	--
Cobra Premiums	--	--	--	--	--	--
Dental Insurance Premiums	--	--	--	--	--	--
Insurance - Vision	--	--	--	--	--	--
Claim Development Expense	--	--	--	--	--	--
Prior Year Adjustment	--	--	--	--	--	--
Total Operating Expenditures	--	--	--	--	--	--
<b>Net Increase/(Decrease)</b>						
<b>from Operations</b>	--	--	--	--	--	--
<b>Non Operating Income/(Expense)</b>						
Interest Income	--	--	--	--	--	--
Change in FMV	--	--	--	--	--	--
Realized Gain/(Loss)	--	--	--	--	--	--
Interfund Transfer & YE Close	--	--	--	--	--	--
Total Non Operating						
Income/(Expense)	--	\$ --	\$ --	--	--	--
Ending Cash	\$ --					
<b>Net Increase/(Decrease)</b>						
<b>in Net Position</b>				--	--	--
				\$ --	\$ --	\$ --

ACSIG Staff	Name	Classification	Salary	Health Coverage	Statutory Benefits	Employer Tax Expense	CalPers Liability
	Jackie Kim	Executive Director	\$ 287,235	\$ 23,500.00	\$ 43,085.20	\$ 5,496.47	\$ 87,893.82
	Fund Contribution %	50% From Dental Fund	\$ 143,617	\$ 11,750.00	\$ 21,542.60	\$ 2,748.24	\$ 43,946.91
		30% From WC	\$ 86,170	\$ 7,050.00	\$ 12,925.56	\$ 1,648.94	\$ 26,368.15
		10% From Vision	\$ 28,723	\$ 2,350.00	\$ 4,308.52	\$ 549.65	\$ 8,789.38
		10% From P&L	\$ 28,723	\$ 2,350.00	\$ 4,308.52	\$ 549.65	\$ 8,789.38
	Celina Flotte	Executive Assistant	\$ 94,246	\$ 23,500.00	\$ 14,136.96	\$ 2,053.48	\$ 28,839.40
	Fund Contribution %	80% From Dental Fund	\$ 75,397	\$ 18,800.00	\$ 11,309.57	\$ 1,642.79	\$ 23,071.52
		10% From WC	\$ 9,425	\$ 2,350.00	\$ 1,413.70	\$ 205.35	\$ 2,883.94
		5% From Vision	\$ 4,712	\$ 1,175.00	\$ 706.85	\$ 102.67	\$ 1,441.97
		5% From P&L	\$ 4,712	\$ 1,175.00	\$ 706.85	\$ 102.67	\$ 1,441.97
	Amy Perry	Claims Assistant	\$ 44,641	\$ 11,750.00	\$ 6,696.10	\$ 979.24	\$ 13,660.05
	Fund Contribution %	90% Dental (COBRA)	\$ 40,177	\$ 10,575.00	\$ 6,026.49	\$ 881.31	\$ 12,294.04
		10% From Vision	\$ 4,464	\$ 1,175.00	\$ 669.61	\$ 97.92	\$ 1,366.00
Retirees	Kimberly Dennis	Retiree	\$ -	\$ 13,000.00	\$ -	\$ -	\$ -
	Fund Contribution %	50% From Dental Fund		\$ 6,500.00			
		30% From WC		\$ 3,900.00			
		10% From Vision		\$ 1,300.00			
		10% From P&L		\$ 1,300.00			
	PERS Unfunded Liab.	Misc.					\$ -
	PERS Unfunded Liab.	Misc. PEPRA					\$ 125,840.00
	Payment % by Fund	50% From Dental Fund					\$ 62,920.00
		30% From WC					\$ 37,752.00
		10% From Vision					\$ 12,584.00
		10% From P&L					\$ 12,584.00

Fund / Type	Personnel Totals				
	Salary	Health Coverage	Statutory Benefits	Employer Tax Expense	CalPers Liability
Dental	\$ 259,191.08	\$ 47,625.00	\$ 38,878.66	\$ 5,272.33	\$ 142,232.47
WC	\$ 95,595.05	\$ 13,300.00	\$ 14,339.26	\$ 1,854.29	\$ 67,004.09
Vision	\$ 37,899.86	\$ 6,000.00	\$ 5,684.98	\$ 750.24	\$ 24,181.36
P&L	\$ 33,435.79	\$ 4,825.00	\$ 5,015.37	\$ 652.32	\$ 22,815.35

**Expense Categories**

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

Telephone & Internet	\$ 9,200.00		\$ 920	\$ 6,900	\$ 920	\$ 460
Supplies Office	\$ 9,000.00		\$ 900	\$ 6,750	\$ 900	\$ 450
Supplies - Other	\$ 12,000.00		\$ 1,200	\$ 9,000	\$ 1,200	\$ 600
Eligibility Processing	\$ 350,000.00	100% Dental	\$ -	\$ 350,000	\$ -	\$ -
Brokerage Fees-ACSIG	\$ 365,000.00	90% Dental	\$ -	\$ 328,500	\$ 36,500	\$ -
Brokerage Fees-MD	\$ 950,000.00	90% Dental	\$ -	\$ 855,000	\$ 95,000	\$ -
Travel and Conferences	\$ 10,000.00		\$ 1,000	\$ 7,500	\$ 1,000	\$ 500
Mileage	\$ 6,000.00		\$ 600	\$ 4,500	\$ 600	\$ 300
Dues & Memberships	\$ 5,500.00		\$ 550	\$ 4,125	\$ 550	\$ 275
Postage & Meter	\$ 5,000.00	3%, 83%, 15%, 3%	\$ 150	\$ 3,950	\$ 750	\$ 150
PIPS payroll adjustment	\$ 1,500,000.00	100% WC	\$ 1,500,000	\$ -	\$ -	\$ -
Utility - Operating-Rent	\$ 42,500.00		\$ 4,250	\$ 31,875	\$ 4,250	\$ 2,125
Self-Insurance Fee	\$ 810,000.00	100% WC	\$ 810,000	\$ -	\$ -	\$ -
Other Services/Operating Expenses	\$ 21,825.00		\$ 2,183	\$ 16,369	\$ 2,183	\$ 1,091
Contract Services - Vision Actuarial	\$ 3,000.00	100% Vision	\$ -	\$ -	\$ 3,000	\$ -
Contract Services - Dental Actuarial	\$ 5,000.00	100% Dental	\$ -	\$ 5,000	\$ -	\$ -
Contract Services - WC Actuarial	\$ 12,000.00	100% WC	\$ 12,000	\$ -	\$ -	\$ -
Contract Services - P&L Actuarial	\$ 8,000.00	100% P&L	\$ -	\$ -	\$ -	\$ 8,000
Contract Services - WC Claims Audit	\$ 16,100.00	100% WC	\$ 16,100	\$ -	\$ -	\$ -
Contract Services - PL - Investigation	\$ -	100% P&L	\$ -	\$ -	\$ -	\$ -
Contract Services - PL - Legal	\$ -	100% P&L	\$ -	\$ -	\$ -	\$ -
Contract Services - RASP	\$ 19,000.00	100% P&L	\$ -	\$ -	\$ -	\$ 19,000
Audit Fees	\$ 20,500.00		\$ 2,050	\$ 15,375	\$ 2,050	\$ 1,025
Repairs and Maintenance	\$ -		\$ -	\$ -	\$ -	\$ -
Training	\$ 10,000.00	100% WC	\$ 10,000	\$ -	\$ -	\$ -
Legal	\$ 5,000.00		\$ 500	\$ 3,750	\$ 500	\$ 250
Accounting Services	\$ 20,000.00		\$ 2,000	\$ 15,000	\$ 2,000	\$ 1,000
Courier Services	\$ 2,000.00		\$ 200	\$ 1,500	\$ 200	\$ 100
Shredding	\$ 1,500.00	3%, 83%, 15%, 3%	\$ 45	\$ 1,245	\$ 225	\$ 45
Copier & Scanner	\$ 10,000.00	3%, 83%, 15%, 3%	\$ 300	\$ 8,300	\$ 1,500	\$ 300
Claims Administration Services - PL	\$ 26,000.00	100% P&L	\$ -	\$ -	\$ -	\$ 26,000
Claims Administration Services - WC	\$ 83,000.00	100% WC	\$ 83,000	\$ -	\$ -	\$ -
Safety Inspections	\$ 23,000.00	100% P&L	\$ -	\$ -	\$ -	\$ 23,000
Physical Ability Testing	\$ 50,000.00	100% WC	\$ 50,000	\$ -	\$ -	\$ -
Shoe Program	\$ 331,500.00	100% WC	\$ 331,500	\$ -	\$ -	\$ -
EAP Program	\$ 135,000.00	100% WC	\$ 135,000	\$ -	\$ -	\$ -
First-Aid Program	\$ 5,000.00	100% WC	\$ 5,000	\$ -	\$ -	\$ -
Accreditation	\$ 7,750.00		\$ 775	\$ 5,813	\$ 775	\$ 388

Total Other Expenses	WC	Dental	Vision	PL
\$ 4,889,375.00	\$ 2,970,223	\$ 1,680,451	\$ 154,103	\$ 85,059

**Investment Income - Morgan Stanley**

Amount under Management	Estimated Returns	60%, 20%, 10%, 10%	WC	Dental	Vision	PL
\$ 30,282,873.00	\$ 757,071.83		\$ 454,243	\$ 151,414	\$ 75,707	\$ 75,707
Estimated Growth	2.50%					

**Misc. Assumptions**

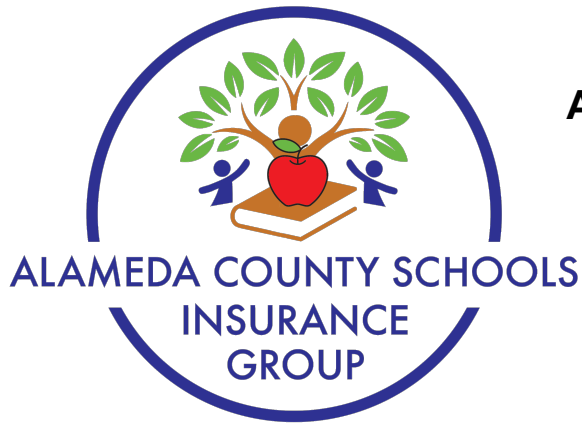
Public Agency Required Employer Contribution <https://www.calpers.ca.gov/page/employers/actuarial-resources/employer-contributions/public-agency-contributions>  
 CalPers Liability calculated at 30.6% <https://www.calpers.ca.gov/employers/policies-and-procedures/circular-letters/200-049-25>  
 Estimated COLA: 2.41%  
 WC self-insurance fee flat by DIR  
 Non-health benefits @ 15%  
 EAP enhancements

**Contracts / Service Providers**

**Fiscal Year**

Vendor	Services Type	23/24	24/25	25/26	26/27
ACOE - Poney Mail	Courier	\$ 2,800	\$ 3,200	\$ 2,000	\$ 2,000
Bay Actuarial	WC Actuary	\$ 10,000	\$ 12,000	\$ 12,000	\$ 12,000
Bay Actuarial	PL Actuary	\$ 7,500	\$ 8,500	\$ 7,000	\$ 8,000
Healthcare Actuaries	Dental Actuary	\$ -	\$ 5,000	\$ -	\$ 5,000
Healthcare Actuaries	Vision Actuary	\$ -	\$ 3,000	\$ -	\$ 3,000
Keenan	PL claims handling (PLCA)	\$ 20,000	\$ 22,000	\$ 25,000	\$ 26,000
Keenan	WC runoff claims handling	\$ 87,000	\$ 85,000	\$ 85,000	\$ 83,000
Keenan	RASP	\$ -	\$ -	\$ 19,000	\$ 19,000
Sharp	Copier	\$ 10,000	\$ 10,000	\$ 10,000	\$ 10,000
Keenan	SETECH	\$ 17,000	\$ 20,000	\$ 20,000	\$ 20,000
Shred-It	Secure Shredding	\$ 1,500	\$ 1,500	\$ 1,500	\$ 1,500
Pitney Bowes	Postage Machine	\$ 3,500	\$ 3,500	\$ 3,500	\$ 5,000
CMS	Phone	\$ 1,500	\$ 2,000	\$ 2,000	\$ 2,000
N/A	Website	\$ 1,000	\$ 1,500	\$ 1,500	\$ 5,000
Keenan	Loss Control - Safety Ins.	\$ 20,000	\$ 22,000	\$ 22,000	\$ 23,000
Newfront	WC Claims Audit	\$ 16,100	\$ -	\$ -	\$ 16,100
Christy White	Audit	\$ 23,000	\$ 23,275	\$ 20,000	\$ 20,500
AT&T Mobility	Cell Phone	\$ 4,500	\$ 5,000	\$ 2,500	\$ 1,800
Paychex	Payroll	\$ 2,400	\$ 3,200	\$ 3,200	\$ 3,200
Leone & Alberts	Legal	\$ 5,000	\$ 5,000	\$ 5,000	\$ 5,000
Alliant	Dental Underwriting	\$ 340,000	\$ 340,000	\$ 350,000	\$ 365,000
PBIA	Dental Processing	\$ 255,000	\$ 265,000	\$ 280,000	\$ 350,000
Ability USA	Post Offer Program	\$ 14,000	\$ 50,000	\$ 50,000	\$ 50,000
Trium Partners	Rent	\$ 40,296	\$ 42,856	\$ 42,000	\$ 42,500
All Safe Storage	Storage	\$ 3,200	\$ 3,500	\$ 3,500	\$ 3,500
Comcast	Internet	\$ 3,600	\$ 3,600	\$ 5,000	\$ 5,400
Avast	Subscription anti-virus	\$ 125	\$ 125	\$ 125	\$ 125
N/A	IT Support	\$ -	\$ 20,000	\$ 10,000	\$ 5,000
CAJAPA	Accreditation	\$ 7,500	\$ -	\$ -	\$ 7,750

Rent Calculation	July 2026 - October 2026	\$8,650	\$ 34,600
	November 2026 - June 2027	\$8,995	\$ 71,960
	Sublease (7/1/26-10/30/26)	-\$5,212	\$ (20,848)
	Sublease (11/1/26-6/30/27)	-\$5,423	\$ (43,384)
			\$ 42,328



## Alameda County Schools Insurance Group

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

## Executive Summary

To: ACSIG Executive Committee  
From: Jackie Kim  
Date: May 14, 2026  
Subject: Dispute Resolution Policy

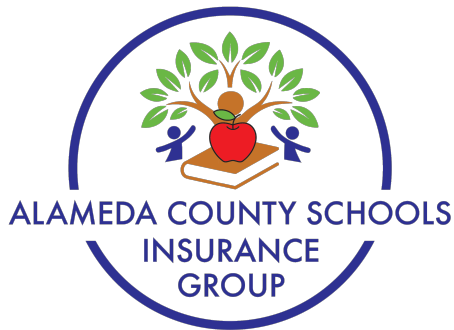
The California Association of Joint Powers Authorities (“CAJPA”) Accreditation Standards require that a JPA maintain a Dispute Resolution Policy.<sup>1</sup> That Policy should be regularly reviewed by the Executive Committee. ACSIG’s Dispute Resolution Policy is included in this packet. No changes are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

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

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<sup>1</sup> See

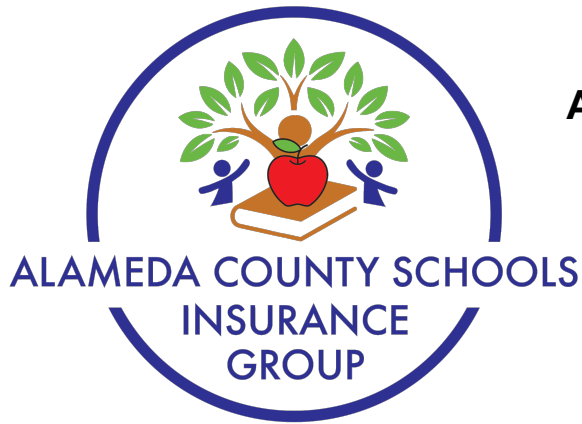
<https://cdn.ymaws.com/www.cajpa.org/resource/resmgr/files/accreditation/AccrediationStandards0101202.pdf>



## DISPUTE RESOLUTION POLICY

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

- a) **Request for Reconsideration.** The member will make a written request to the Authority for the appropriate Committee to reconsider their position, citing the arguments in favor of the member and any applicable case law that applies. The member can also, request a personal presentation to that Committee, if it so desires.
- b) **Board Appeal.** The Board responsible for the program or having jurisdiction over the decision in question will review the matter and reconsider the Authority's position. This Board appeal process is an opportunity for both sides to discuss and substantiate their positions based upon legal arguments and the most complete information available. If the member requesting reconsideration is represented on the Board having jurisdiction, that Board member shall be deemed to have a conflict and shall be excluded from any vote.
- c) **Executive Committee Appeal.** If the member is not satisfied with the outcome of the committee appeal, the matter will be brought to the Executive Committee for reconsideration upon request of the member. If the member requesting reconsideration is represented on the Executive Committee, that Executive Committee shall be deemed to have conflict and shall be excluded from any vote.
- d) **Arbitration.** If the member is not satisfied with the outcome of the Executive Committee appeal, the next step in the appeal is arbitration. The arbitration, whether binding or non-binding, is to be mutually agreed upon by the parties. The matter will be submitted to a mutually agreed arbitrator or panel of arbitrators for a determination. If Binding Arbitration is selected, then of course the decision of the arbitration is final. Both sides agree to abide by the decision of the arbitrator. The cost of arbitration will be shared equally by the involved member and the Authority.
- e) **Litigation.** If, after following the dispute resolution procedure paragraphs A – D, either party is not satisfied with the outcome of the non-binding arbitration process, either party may consider litigation as a possible remedy to the dispute.



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## Executive Summary

To: ACSIG Executive Committee  
From: Jackie Kim  
Date: May 14, 2026  
Subject: Underwriting Policy

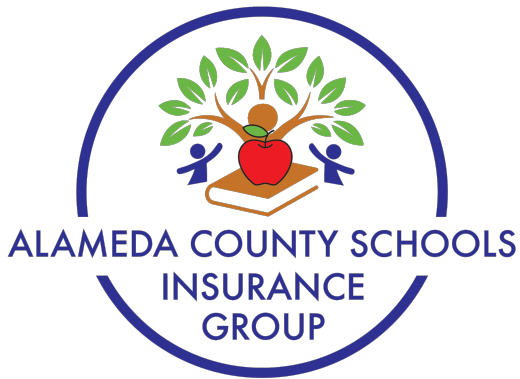
The California Association of Joint Powers Authorities (“CAJPA”) Accreditation Standards require that a JPA maintain a process for developing and monitoring its underwriting policies and processes.<sup>1</sup> That Policy should be regularly reviewed by the Executive Committee. ACSIG’s Underwriting Policy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

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

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<sup>1</sup> See

<https://cdn.ymaws.com/www.cajpa.org/resource/resmgr/files/accreditation/AccrediationStandards0101202.pdf>



## **UNDERWRITING POLICY**

### **OBJECTIVE**

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

### **UNDERWRITING FUNTION/ MISSION**

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

### **NEW MEMBERS**

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

## **Application Process**

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

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

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

## **Underwriting Guidelines**

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

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

## **RATE SETTING/ FUNDING REQUIREMENTS**

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

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

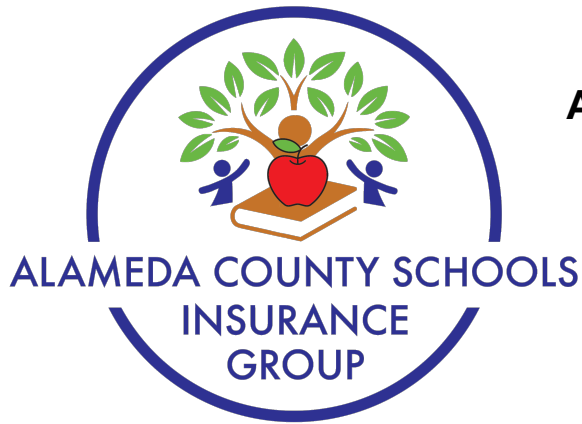
Although ACSIG's coverage programs are based upon risk sharing among its members, to encourage accountability for losses, premiums are adjusted after the application of an experience modification factor calculated by the actuary. In addition, the Liability program employs a retrospective premium formula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

### **DIVIDEND/ ASSESMENT**

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

### **PERIODIC REVIEW**

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



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## Executive Summary

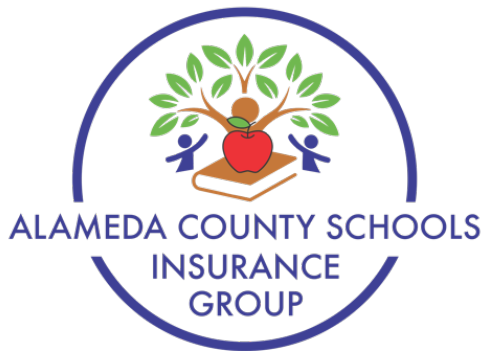
To: ACSIG Executive Committee  
From: Jackie Kim  
Date: May 14, 2026  
Subj.: Conflict of Interest Code

The California Association of Joint Powers Authorities (“CAJPA”) Accreditation Standards require that a JPA maintain a written conflict of interest policy that is reviewed annually by the Executive Committee.<sup>1</sup> The ACSIG Conflict of Interest Code is included in this packet and reflects proposed revisions.

The Executive Committee will be asked to review the proposed changes and provide a recommendation to the Full Board.

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



## **CONFLICT OF INTEREST CODE**

### **SECTION 1: AUTHORITY**

The Political Reform Act (Government Code Section 81000 et seq.) requires state and local government agencies, including Joint Powers Authorities (JPAs), to adopt Conflict of Interest Codes. The Fair Political Practices Commission (FPPC) standard code (2 CCR §18730) is incorporated by reference.

### **SECTION 2: JPA-SPECIFIC GOVERNANCE CONSIDERATIONS**

As a Joint Powers Authority providing risk pooling and insurance services to member public entities, ACSIG's decision-making includes insurance procurement, claims management, actuarial services, investment of pooled funds, and contractual relationships with third-party administrators, brokers, and carriers.

### **SECTION 3: DESIGNATED EMPLOYEES**

Designated positions must file Statements of Economic Interests (Form 700) based on assigned disclosure categories.

### **SECTION 4: FILING OFFICER**

The Executive Director (or designee) shall serve as Filing Officer. Statements shall be retained and made publicly available.

### **SECTION 5: CONSULTANTS**

Consultants (2 CCR §18701) must disclose financial interests unless a written determination limits disclosure.

### **SECTION 6: BIENNIAL REVIEW**

This code shall be reviewed every even-numbered year per Government Code §87306.5.

### **APPENDIX A: DESIGNATED POSITIONS**

Board Members: Categories 1,2,3,5

Administrator/Executive Director: 1,2,4,5

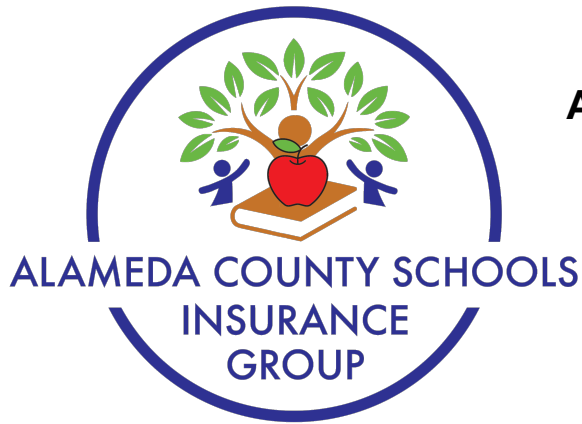
Consultants: Broadest applicable

### **APPENDIX B: DISCLOSURE CATEGORIES**

1. Vendors and suppliers to the JPA
2. Insurance and risk management service providers
3. Entities with claims against the JPA
4. Financial institutions
5. Investment entities
6. Commercial real property interests

**APPENDIX C: STATEMENT OF REASONS**

Positions are designated based on authority over contracts, claims, and pooled fund investments typical of JPAs.



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## Executive Summary

To: ACSIG Executive Committee  
From: Jackie Kim  
Date: May 14, 2026  
Subj.: Posting and Mailing Address

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

### **Mailing:**

Alameda County Schools Insurance Group  
PO Box 2487  
Dublin, CA 94568

### **Posting:**

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

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