



## Alameda County Schools Insurance Group (ACSIG)

5776 Stoneridge Mall Rd., Suite 130 Pleasanton, CA  
94588

### MINUTES Executive Committee

**Date:** Thursday, May 16, 2024  
**Time:** 9:30 AM  
**Location:** Video Meeting  
Join Zoom Meeting  
[https://us02web.zoom.us/j/7358807014?  
pwd=WW9PcGZvV2ZSY2hxWXI4WVJPTWVWUT09&omn=819996102  
38](https://us02web.zoom.us/j/7358807014?pwd=WW9PcGZvV2ZSY2hxWXI4WVJPTWVWUT09&omn=81999610238)

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

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

#### **II. Roll call**

##### **Executive Committee Members**

|                      |                     |                     |
|----------------------|---------------------|---------------------|
| Dr. Kevin Collins    | President           | San Leandro USD     |
| Danielle Krueger     | Vice President      | Alameda USD         |
| Jackie Kim           | Secretary           | Albany USD          |
| Leigh Ann Blessing   | Board Member        | ACOE                |
| Annette Heldman      | Board Member        | New Haven USD       |
| Ruth Alahydoain      | Board Member        | Piedmont USD        |
| Ahmad Sheikholeslami | Board Member        | Pleasanton USD      |
| Kimberly Dennis      | Executive Director  | ACSIG               |
| Celina Flotte        | Executive Assistant | ACSIG               |
| Ron Martin           | Guest               | Keenan & Associates |
| Tara Cooper-Salaiz   | Guest               | Keenan & Associates |
| Patrice Grant        | Guest               | Keenan & Associates |
| Hesam Fayaz          | Guest               | SETECH              |
| Mark Payne           | Guest               | Morgan Stanley      |

*Ruth Alahydoain joined the meeting at 9:32am*

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

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

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

Nays: None

Abstain: None

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

No public present to comment.

#### **Closed Session**

*Closed session began at 9:33am*

#### **A. Settlement Notification**

● Claim Numbers:

|            |                   |
|------------|-------------------|
| 5741<br>96 | Bentley           |
| 5870<br>22 | Janko             |
| 5907<br>12 | Barto             |
| 5936<br>57 | Byrd              |
| 5942<br>76 | Norton            |
| 6012<br>46 | Reardon           |
| 6091<br>99 | Jackson           |
| 6144<br>93 | Driouch<br>Walker |

#### **B. Settlement Authorization**

● Claims Numbers: None

#### **C. Personnel Matter - Executive Director**

#### **D. Executive Director Applicant Review**

### **Open Session**

*Open session began at 9:54am*

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

No public present to comment.

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

- It was moved by Dani Krueger and seconded by Annette Heldman to accept the resignation of Andrew Lathrop with administrative leave pay until August 2024.
- It was moved by Dani Krueger and seconded by Ruth Alahydoain to appoint the new Executive Director.  
Ayes: Collins, Krueger, Kim, Blessing, Heldman, Alahydoain, Sheikholeslami  
Nays: None  
Abstain: None

**VII. Approval of Minutes**

It was moved by Ruth Alahydoain and seconded by Annette Heldman to approve the meeting minutes from February 8, 2024, March 20, 2024 and May 3, 2024.

Ayes: Collins, Krueger, Kim, Blessing, Heldman, Alahydoain, Sheikholeslami  
Nays: None  
Abstain: None

**General**

**VIII. Executive Director Appointment**

Executive Committee discussed appointing a candidate for the Executive Director vacancy.

It was moved by Ruth Alahydoain and seconded by Dani Krueger to appoint Jackie Kim as the new Executive Director.

Ayes: Collins, Krueger, Blessing, Heldman, Alahydoain, Sheikholeslami  
Nays: None  
Abstain: Kim

**IX. Executive Committee Membership**

The Executive Committee has suggested recruiting Dublin USD, Eden ROP or Mission Valley ROP to the Executive Committee. Alameda USD has agreed to continue sitting on the committee.

**X. Third Quarter Investment Report**

Mark Payne from Morgan Stanley reviewed the 2023/24 third quarter investment report with the Executive Committee.

***Time Weighted Performance Summary (Net of fees) – March 31, 2024***

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

***Rolling Periods***

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

***Calendar Years***

***Fiscal Years***

|                     |        |             |        |
|---------------------|--------|-------------|--------|
| 2024 (YTD)          | 0.18%  | 2023-24 YTD | 3.52%  |
| 2023                | 4.69%  | 2022-23     | 0.09%  |
| 2022                | -4.11% | 2021-22     | -4.11% |
| 2021                | -1.13% | 2020-21     | -0.13% |
| 2020                | 3.92%  | 2019-20     | 4.83%  |
| 2019                | 3.69%  | 2018-19     | 1.31%  |
| 2018                | 1.01%  | 2017-18     | -0.42% |
| 2017                | 0.59%  | 2016-17     | -0.35% |
| 2016                | 0.99%  | 2015-16     | 2.13%  |
| 2015                | 0.87%  | 2014-15     | 1.09%  |
| 2014                | 1.01%  | 2013-14     | 1.32%  |
| 2013                | -0.03% | 2012-13     | 0.48%  |
| 2012                | 2.44%  | 2011-12     | 1.75%  |
| 2011                | 1.91%  |             |        |
| 2010 (partial year) | 0.29%  |             |        |

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

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

Nays: None

Abstain: None

## **XI. Investment Policy**

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

It was moved by Ruth Alahydoian and seconded by Jackie Kim to recommend approval of the Investment Policy as presented to the Full Board.

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

Nays: None  
Abstain: None

**XII. Third Quarter Financial Report**

Hesam Fayeze from SETECH presented the 2023/2024 third quarter financial report.

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

|                                                                     | Audited<br>As of<br>06/30/2023 | Activity<br>07/01/2023 -<br>03/31/2024 | As of<br>03/31/2024  |
|---------------------------------------------------------------------|--------------------------------|----------------------------------------|----------------------|
| <b>Assets:</b>                                                      |                                |                                        |                      |
| Current Assets                                                      |                                |                                        |                      |
| Workers Compensation                                                | \$ 17,399,635                  | (287,484)                              | \$ 17,112,151        |
| Dental                                                              | 9,486,832                      | (1,875,203)                            | 7,611,629            |
| Vision                                                              | 3,682,784                      | 282,357                                | 3,965,141            |
| Property and Liability                                              | 5,755,522                      | (669,600)                              | 5,085,922            |
| Operations                                                          | 263,297                        | 165,544                                | 428,841              |
| Cash and Cash Equivalents                                           | \$ 36,588,070                  | (2,384,386)                            | \$ 34,203,684        |
| Investments Morgan Stanley - current                                | --                             | 269,808                                | 269,808              |
| Accounts Receivable                                                 | 10,715,815                     | 2,667,178                              | 13,382,993           |
| Prepaid Expense                                                     | 8,465                          | 587,693                                | 596,158              |
| Interfund Receivable/(payable) (1)                                  | --                             | --                                     | --                   |
| Subtotal Current Assets                                             | 47,312,350                     | 1,140,293                              | 48,452,643           |
| Noncurrent Assets                                                   |                                |                                        |                      |
| Investments @ FMV - Morgan Stanley (3)                              | 26,625,917                     | 650,776                                | 27,276,694           |
| Capital - Equipment, net of depreciation                            | --                             | --                                     | --                   |
|                                                                     | 26,625,917                     | 650,776                                | 27,276,694           |
| <b>Total Assets</b>                                                 | <b>\$ 73,938,267</b>           | <b>\$ 1,791,070</b>                    | <b>\$ 75,729,337</b> |
| <b>Deferred Outflow of Resources:</b>                               |                                |                                        |                      |
| Deferred outflow of resources - pension                             | 555,879                        | --                                     | 555,879              |
| <b>Liabilities:</b>                                                 |                                |                                        |                      |
| Current Liabilities                                                 |                                |                                        |                      |
| Accounts Payable                                                    | \$ 3,738,789                   | \$ 32,029                              | \$ 3,770,818         |
| Prefunding deposits (2)                                             | 5,111,070                      | --                                     | 5,111,070            |
| Advance Contributions                                               | --                             | --                                     | --                   |
| Other Claim Liabilities - Castlepoint Reinsurance Insolvency        | 502,425                        | --                                     | 502,425              |
| Current Portion of claims and claim adjustment                      | 3,051,299                      | (4,235)                                | 3,047,064            |
| Subtotal Current Liabilities                                        | 12,403,583                     | 27,794                                 | 12,431,377           |
| Noncurrent Liabilities                                              |                                |                                        |                      |
| Unpaid claims and claim adjustment expenses less current            | 3,623,861                      | (1,232,391)                            | 2,391,470            |
| Unallocated Loss Adjustment Expense (ULAE)                          | 403,295                        | (110,568)                              | 292,727              |
| Subtotal Noncurrent Claim Liabilities                               | 4,027,156                      | (1,342,959)                            | 2,684,197            |
| Net Pension Liability (NPL)                                         | 816,289                        | 63,781                                 | 880,070              |
| <b>Total Liabilities</b>                                            | <b>\$ 17,247,028</b>           | <b>\$ (1,251,384)</b>                  | <b>\$ 15,995,644</b> |
| <b>Deferred Inflow of Resources:</b>                                |                                |                                        |                      |
| Deferred inflow of resources - pension                              | 202,611                        | --                                     | 202,611              |
| <b>Net Position:</b>                                                |                                |                                        |                      |
| Undesignated Net Position - Net Assets/(Deficit)                    | 57,044,507                     | 3,042,454                              | 60,086,961           |
| Designated - Capital Assets                                         | --                             | --                                     | --                   |
| <b>Total Net Position</b>                                           | <b>\$ 57,044,507</b>           | <b>\$ 3,042,454</b>                    | <b>\$ 60,086,961</b> |
| <b>Total Liabilities, Deferred Pension, and Ending Net Position</b> | <b>\$ 73,938,267</b>           | <b>\$ 1,791,070</b>                    | <b>\$ 75,729,337</b> |

**Footnote:**

- (1) Interfund transfers net to zero on consolidated financial statements. This is a 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.

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

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

Nays: None

Abstain: None

### **XIII. Budget 2024/2025**

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

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

|                                                           | Budget               |              |                      | 2023/24<br>Budget    | 2022/23<br>Actuals   | 2021/2022<br>Actuals | 2020/2021<br>Actuals | 2019/2020<br>Actuals | 2018/2019<br>Actuals | 2017/2018<br>Actuals  |
|-----------------------------------------------------------|----------------------|--------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|-----------------------|
|                                                           | 2024/2025            | Allocations  | Change in<br>Actuals |                      |                      |                      |                      |                      |                      |                       |
| <b>Audited - Beginning Net Position, as of 07/01/2024</b> |                      |              |                      |                      |                      |                      |                      |                      |                      |                       |
| Beginning Cash                                            | \$ 59,651,470        |              |                      | 57,006,212           | 52,477,479           | 50,583,454           | 44,715,022           | 32,390,067           | 21,774,574           | 34,318,790            |
| <b>Operating Revenue:</b>                                 |                      |              |                      |                      |                      |                      |                      |                      |                      |                       |
| Premiums Paid by Members                                  | \$ 196,036,124       | \$ --        | \$ --                | 189,153,110          | 177,306,794          | 165,555,533          | 161,037,627          | 143,824,407          | 158,713,739          | 164,546,182           |
| <b>Total Operating Revenue</b>                            | <b>196,036,124</b>   | <b>--</b>    | <b>--</b>            | <b>189,153,110</b>   | <b>177,306,794</b>   | <b>165,555,533</b>   | <b>161,037,627</b>   | <b>143,824,407</b>   | <b>158,713,739</b>   | <b>164,546,182</b>    |
| <b>Operating Expenditures:</b>                            |                      |              |                      |                      |                      |                      |                      |                      |                      |                       |
| Classified Salaries                                       | 477,404              | --           | --                   | 536,598              | 384,482              | 357,350              | 331,598              | 323,830              | 295,213              | 286,178               |
| Statutory Benefits                                        | 71,611               | --           | --                   | 91,725               | 47,360               | 36,941               | 28,746               | 36,288               | 22,941               | 31,954                |
| Health & Welfare                                          | 85,750               | --           | --                   | 66,500               | 48,750               | 47,125               | 65,039               | 47,741               | 42,912               | 47,510                |
| Employer Tax Expense                                      | 8,647                | --           | --                   | 7,439                | 5,917                | 5,347                | 5,219                | 5,048                | 4,550                | 4,443                 |
| Net Pension Expense                                       | 234,001              | --           | --                   | 278,325              | 104,548              | 151,505              | (202,608)            | 365,809              | 199,053              | (191,171)             |
| Telephone & Internet                                      | 10,600               | --           | --                   | 11,100               | 5,563                | 6,523                | 6,453                | 4,625                | 5,739                | 6,102                 |
| Supplies Office                                           | 9,000                | --           | --                   | 8,000                | 8,347                | 397                  | 6,541                | 3,593                | 2,148                | 1,885                 |
| Supplies - Other                                          | 12,000               | --           | --                   | 12,000               | 5,003                | 3,803                | 1,467                | 1,181                | 5,141                | 3,276                 |
| Eligibility Processing                                    | 265,000              | --           | --                   | 255,000              | 226,419              | 219,791              | 210,615              | 210,724              | 203,801              | 218,600               |
| Brokerage Fees-Dental-ACSIG                               | 340,000              | --           | --                   | 340,000              | 312,447              | 303,141              | 290,054              | 281,605              | 279,662              | 293,050               |
| Brokerage Fees-Dental-MD                                  | 800,000              | --           | --                   | 750,000              | 712,220              | 694,592              | 607,679              | 500,851              | 470,289              | 410,333               |
| Travel and Conferences                                    | 30,000               | --           | --                   | 29,100               | 9,376                | 5,043                | 2,842                | 13,770               | 10,118               | 10,458                |
| Mileage                                                   | 12,000               | --           | --                   | 11,850               | 6,488                | 6,500                | 6,051                | 7,255                | 7,119                | 6,756                 |
| Dues & Memberships                                        | 8,550                | --           | --                   | 8,550                | 7,680                | 685                  | 2,077                | 7,635                | 885                  | 1,635                 |
| Postage & Meter                                           | 7,000                | --           | --                   | 7,330                | 2,059                | 2,458                | 6,338                | 2,963                | 2,764                | 3,875                 |
| Insurance Expense-PPS&NCR                                 | 27,402,303           | --           | --                   | 26,947,045           | 24,232,011           | 23,847,452           | 24,013,869           | 22,199,152           | 21,043,123           | 21,028,823            |
| PPS payroll adjustment                                    | 1,000,000            | --           | --                   | 1,000,000            | 657,717              | 86,069               | 584,688              | 476,009              | (233,378)            | 749,186               |
| Utility - Operating-Rent                                  | 47,856               | --           | --                   | 50,740               | 37,046               | 49,440               | 41,919               | 38,074               | 31,366               | 36,395                |
| Advertising                                               | --                   | --           | --                   | --                   | --                   | --                   | --                   | --                   | 5,535                | --                    |
| Contract Services                                         | 43,325               | --           | --                   | 17,500               | 14,300               | 14,020               | --                   | 15,750               | 18,096               | 8,272                 |
| Contract Services - Actuarial                             | 17,000               | --           | --                   | 17,000               | --                   | 15,750               | 18,670               | 8,570                | --                   | --                    |
| Contract Services - Claims                                | 2,000                | --           | --                   | 2,000                | 15,000               | --                   | --                   | 12,150               | --                   | 15,570                |
| Audit Fees                                                | 23,275               | --           | --                   | 23,275               | 23,000               | 14,850               | 14,575               | 14,300               | 14,249               | 13,500                |
| Other Services/Operating Expenses                         | 10,000               | --           | --                   | 10,000               | 12,300               | 5,764                | 3,236                | 10,386               | 6,137                | 5,614                 |
| Capital Equipment/Depreciation                            | 20,000               | --           | --                   | 20,000               | 9,500                | --                   | 595                  | 592                  | 1,462                | --                    |
| Repairs & Maintenance                                     | 5,000                | --           | --                   | 5,000                | --                   | --                   | --                   | --                   | --                   | --                    |
| Legal                                                     | 5,000                | --           | --                   | 5,000                | 6,750                | --                   | --                   | --                   | 928                  | --                    |
| Accounting Services                                       | 20,000               | --           | --                   | 20,000               | 17,000               | 16,480               | 15,500               | 15,000               | 14,420               | 14,420                |
| County Courier                                            | 3,040                | --           | --                   | 3,040                | 2,800                | 1,513                | 4,163                | 5,604                | 3,872                | 3,567                 |
| Shredding                                                 | 1,500                | --           | --                   | 1,500                | 1,600                | 1,242                | 227                  | 619                  | 1,413                | 848                   |
| Copier & Scanner                                          | 10,000               | --           | --                   | 10,000               | 17,900               | 9,759                | 7,558                | 12,465               | 7,676                | 11,058                |
| Claims Administration Services                            | 117,000              | --           | --                   | 107,000              | 104,469              | 118,870              | 139,411              | 140,232              | 166,650              | 166,909               |
| Self-Insurance Fee                                        | 700,000              | --           | --                   | 650,000              | 558,425              | 281,372              | 388,794              | 432,095              | 337,468              | 297,811               |
| Claims Paid-WC                                            | 500,000              | --           | --                   | 500,000              | 400,761              | 537,775              | 936,718              | 725,255              | 1,022,116            | 1,001,753             |
| Claims Paid-PL                                            | 110,000              | --           | --                   | 110,000              | 103,000              | 25,205               | 10,263               | 82,411               | 57,219               | 53,650                |
| Physical Ability Testing                                  | 50,000               | --           | --                   | 50,000               | 6,083                | 9,660                | 3,403                | 4,165                | 6,031                | 26,449                |
| Training                                                  | 10,000               | --           | --                   | 10,000               | --                   | --                   | --                   | --                   | 6,031                | 12,445                |
| First-Aid Program                                         | 5,000                | --           | --                   | 5,000                | 35,000               | 2,307                | 1,208                | 8,384                | 26,579               | 28,559                |
| Risk Mgmt Prevention Program                              | 300,000              | --           | --                   | 300,000              | 250,000              | 74,708               | 27,610               | 85,115               | 15,989               | --                    |
| EAP                                                       | 250,000              | --           | --                   | 250,000              | 200,000              | 165,508              | 119,315              | 29,602               | --                   | --                    |
| Safety Inspection                                         | 22,000               | --           | --                   | 22,000               | 20,000               | --                   | 12,819               | 12,445               | 12,445               | --                    |
| Bank Charge & WC Penalty Reimb                            | 6,000                | --           | --                   | 6,000                | 2,243                | --                   | 112                  | 4,144                | 1,943                | 21,071                |
| Cobra Premiums                                            | 300,000              | --           | --                   | 300,000              | 186,045              | 218,392              | 268,395              | 225,931              | 224,938              | 246,832               |
| Dental Insurance Premiums                                 | 152,768,550          | --           | --                   | 152,768,550          | 146,190,000          | 138,206,038          | 131,487,423          | 123,344,909          | 106,421,564          | 122,360,987           |
| Vision Insurance Premiums                                 | 8,480,000            | --           | --                   | 8,480,000            | 8,000,000            | 7,551,360            | 6,504,171            | 5,022,017            | 3,676,970            | 4,234,168             |
| Claim Development Expense                                 | 80,252               | --           | --                   | 80,252               | (300,000)            | (1,158,832)          | (2,989,709)          | (992,480)            | (3,540,853)          | (2,823,823)           |
| Prior Year Adjustment                                     | --                   | --           | --                   | --                   | 182,870              | 651,600              | --                   | --                   | --                   | --                    |
| <b>Total Operating Expenditures</b>                       | <b>194,680,663</b>   | <b>--</b>    | <b>--</b>            | <b>187,146,852</b>   | <b>173,310,430</b>   | <b>162,823,679</b>   | <b>155,356,495</b>   | <b>132,926,773</b>   | <b>148,117,225</b>   | <b>158,531,903</b>    |
| <b>Net Increase/(Decrease) from Operations</b>            | <b>1,355,461</b>     | <b>--</b>    | <b>--</b>            | <b>2,006,258</b>     | <b>3,996,364</b>     | <b>2,731,854</b>     | <b>5,681,132</b>     | <b>10,897,634</b>    | <b>10,596,514</b>    | <b>6,014,279</b>      |
| <b>Non Operating Income/(Expense)</b>                     |                      |              |                      |                      |                      |                      |                      |                      |                      |                       |
| Interest Income                                           | 692,873              | --           | --                   | 639,000              | 885,440              | 526,681              | 640,000              | 734,153              | 681,271              | 499,738               |
| Change in FMV                                             | --                   | --           | --                   | --                   | (225,155)            | (2,305,443)          | --                   | 663,387              | 342,202              | (341,266)             |
| Realized Gain/(Loss)                                      | --                   | --           | --                   | --                   | (84,292)             | 940,339              | --                   | --                   | --                   | 644                   |
| GASB 68                                                   | --                   | --           | --                   | --                   | --                   | --                   | --                   | --                   | --                   | --                    |
| <b>Total Non Operating Income/(Expense)</b>               | <b>692,873</b>       | <b>--</b>    | <b>--</b>            | <b>639,000</b>       | <b>575,993</b>       | <b>(838,423)</b>     | <b>640,000</b>       | <b>1,397,540</b>     | <b>1,023,473</b>     | <b>159,116</b>        |
| <b>Ending Cash</b>                                        | <b>\$ 61,699,804</b> | <b>--</b>    | <b>--</b>            | <b>\$ 63,186,062</b> | <b>\$ 64,358,155</b> | <b>\$ 67,090,009</b> | <b>\$ 73,037,639</b> | <b>\$ 84,224,179</b> | <b>\$ 95,320,693</b> | <b>\$ 101,504,188</b> |
| <b>Net Increase/(Decrease) in Net Position</b>            | <b>\$ --</b>         | <b>\$ --</b> | <b>\$ 2,048,334</b>  | <b>2,645,258</b>     | <b>4,572,357</b>     | <b>1,893,431</b>     | <b>6,321,132</b>     | <b>12,295,174</b>    | <b>11,619,987</b>    | <b>6,173,395</b>      |

It was moved by Annette Heldman and seconded by Dani Krueger to recommend approval of the budget to the Full Board.

Ayes: Collins, Krueger, Kim, Blessing, Heldman, Alahydoain,  
Sheikholeslami  
Nays: None  
Abstain: None

#### **XIV. ACSIG Salaries & Benefits**

The Governor's 2023-2024 budget funded COLA at 8.22%.<sup>1</sup> ACSIG increased its 2023-2024 salary schedule by 4.07% on July 1, 2024, except for the Executive Assistant Schedule, which was raised by 10% to conclude a series of superseding adjustments dictated by a 21/22 classification study. The member's weighted average was 7.06% as calculated by the Alameda County Office of Education. Based on those numbers, ACSIG Staff recommends a 7.06% increase.

It was moved by Ahmad Sheikholeslami and seconded by Annette Heldman to recommend approval of the salary increase and all updated salary schedules to the Full Board.

Ayes: Collins, Krueger, Kim, Blessing, Heldman, Alahydoain,  
Sheikholeslami  
Nays: None  
Abstain: None

#### **XV. Meeting Calendar**

The Executive Committee reviewed the 2024/25 draft meeting calendar with recommendations to change meeting durations from 3 to 2 hour blocks.

It was moved by Dani Krueger and seconded by Leigh Ann Blessing to recommend approval of the meeting calendar to the Full Board.

Ayes: Collins, Krueger, Kim, Blessing, Heldman, Alahydoain,  
Sheikholeslami  
Nays: None  
Abstain: None

#### **XVI. ACSIG Holiday Calendar**

The Executive Director presented a proposed ACSIG 2024/25 calendar with one change to add the Friday after Thanksgiving as a holiday.

It was moved by Annette Heldman and seconded by Jackie Kim to recommend approval of the meeting calendar to the Full Board.

Ayes: Collins, Krueger, Kim, Blessing, Heldman, Alahydoain,  
Sheikholeslami  
Nays: None  
Abstain: None

#### **XVII. CAJPA Fall Conference 2024**

2024 CAJPA Fall Conference held September 10 -13, 2024 in South Lake Tahoe. This will be the last conference at this location, future conferences will be in Monterey, Ca.

## **Workers' Compensation**

### **XVIII. EAP Update**

The Executive Director reviewed the utilization of the EAP with the Executive Committee.

Uprise was able to provide support to Albany USD, with skilled clinicians on site and provided outstanding service.

### **XIX. Claims Trends - 5 year Point in Time**

The Executive Director updated the Committee regarding current claim trends by Job Classification, Age and Month. Claims have been higher due to medical costs increasing significantly.

### **XX. Workers' Compensation Claims Audit**

The Executive Director presented a 2024 Workers' Compensation Claims Audit of Keenan & Associates.

It was moved by Ruth Alahydoian and seconded by Dani Krueger to recommend approval of the workers compensation claims audit to the Full Board.

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

Nays: None

Abstain: None

## **Dental**

### **XXI. Dental Program & Rates 2024/2025**

The Executive Director presented the Dental Rate recommendations with the Executive Committee. The recommendation is to add 2 additional enhancements: increase to 3 cleaning and 3 exams and to add implant services covered under annual maximum and paid at same coverage level as prosthodontics.

It was moved by Ahmad Sheikholeslami and seconded by Annette Heldman to recommend approval of Dental Rates to the Full Board.

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

Nays: None

Abstain: None

### **XXII. Dental Network Expansion**

The Executive Director presented options for expanding the Dental Program's network partners. Customers are experiencing out-of-network utilization which has resulted in some negative customer experiences. To address these concerns it was recommended to approve a proposal from Ameritas to prevent members paying upfront costs to providers who are no longer in-network with Delta Dental. It was moved by Ruth Alahydoain and seconded by Danielle Krueger to recommend approval of the Dental Network expansion to the Full Board.

Ayes: Collins, Krueger, Kim, Blessing, Heldman, Alahydoain, Sheikholeslami  
Nays: None  
Abstain: None

## **Vision**

### **XXIII. Vision Program & Rates 2024/2025**

The Executive Director presented the Vision Rate recommendations with the Executive Committee. The recommendation is to add 2 additional enhancements: increase allowances to \$200 frame and \$200 ECL and to add polycarbonate lenses.

It was moved by Ruth Alahydoain and seconded by Annette Heldman to recommend approval of Vision Rates to the Full Board.

Ayes: Collins, Krueger, Kim, Blessing, Heldman, Alahydoain, Sheikholeslami  
Nays: None  
Abstain: None

## **Property & Liability**

### **XXIV. Property & Liability Rates 2024/2025**

The Executive Director presented the Property and Liability rates.

It was moved by Jackie Kim and seconded by Leigh Ann Blessing to recommend approval of the Property & Liability rates as presented to the Full Board.

Ayes: Collins, Krueger, Kim, Blessing, Heldman, Alahydoain, Sheikholeslami  
Nays: None  
Abstain: None

### **XXV. PLCA Agreement Renewal**

The Executive Director reviewed the amendment for Property and Casualty Claims Administration Services, there was a 3% increase from our previous agreement.

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

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

Sheikholeslami

Nays: None

Abstain: None

**XXVI. AB 218 PLCA Agreement Renewal**

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

It was moved by Annette Heldman and seconded by Leigh Ann Blessing to recommend approval of the AB 218 PLCA Amendment to the Full Board.

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

Sheikholeslami

Nays: None

Abstain: None

**XXVII. Loss Control - ReLief Inspection Agreement Renewal**

The Executive Director reviewed the renewal contract for school inspection services, there was a 3% increase from the previous agreement.

It was moved by Annette Heldman and seconded by Jackie Kim to recommend approval of the Loss Control Agreement Renewal to the Full Board.

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

Sheikholeslami

Nays: None

Abstain: None

**Administrative**

**XXVIII. Dispute Resolution Policy**

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

It was moved by Leigh Ann Blessing and seconded by Annette Heldman to recommend approval the Dispute Resolution policy as presented to the Full Board.

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

Sheikholeslami

Nays: None

Abstain: None

**XXIX. Underwriting Policy**

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

It was moved by Leigh Ann Blessing and seconded by Annette Heldman to recommend approval the Underwriting Policy as presented to the Full Board.

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

Nays: None

Abstain: None

**XXX. Conflict of Interest Code**

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

It was moved by Leigh Ann Blessing and seconded by Annette Heldman to recommend approval of the Conflict of Interest Code as presented to the Full Board.

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

Nays: None

Abstain: None

**XXXI. Authorization of Signatures**

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

It was moved by Leigh Ann Blessing and seconded by Annette Heldman to recommend approval the Authorization of Signatures as presented to the Full Board.

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

Nays: None

Abstain: None

**XXXII. Posting and Mailing Address**

The Executive Committee conducted the annual review of the Posting and Mailing Address for ACSIG and found no changes necessary.

It was moved by Leigh Ann Blessing and seconded by Annette Heldman to recommend approval the Posting and Mailing address to the Full Board.

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

Nays: None

Abstain: None

**XXXIII. Future Planning**

**XXXIV. This meeting was adjourned by Annette Heldman at 11:38AM**



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

May 16, 2024  
9:30 AM

Join Zoom Meeting

[https://us02web.zoom.us/j/7358807014?  
pwd=WW9PcGZvV2ZSY2hxWXI4WVJPTWVWUT09&omn=81999610238](https://us02web.zoom.us/j/7358807014?pwd=WW9PcGZvV2ZSY2hxWXI4WVJPTWVWUT09&omn=81999610238)

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

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

**Alameda County Office of Education**

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

**Albany Unified School District**

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

**New Haven Unified School District**

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

**Piedmont Unified School District**

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

**Pleasanton Unified School District**

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

**San Leandro Unified School District**

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