



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

MINUTES
Full Board

Date: Thursday, May 23, 2024
Time: 12:00PM
Location: Video Meeting
Join Zoom Meeting
[https://us02web.zoom.us/j/7358807014?
pwd=WW9PcGZvV2ZSY2hxWXI4WVJPTWVWUT09&omn=8199
9610238](https://us02web.zoom.us/j/7358807014?pwd=WW9PcGZvV2ZSY2hxWXI4WVJPTWVWUT09&omn=81999610238)

Meeting ID: 735 880 7014
Passcode: acsig24

I. Dr. Kevin Collins called the meeting to order at 12:02PM

II. Roll call

Board Members

Dr. Kevin Collins	President	San Leandro USD
Danielle Krueger	Vice President	Alameda USD
Jackie Kim	Secretary	Albany USD
Leigh Ann Blessing	Board Member	Alameda County Office of Education
Suzy Chan	Board Member	Castro Valley USD
Chris Hobbs	Board Member	Dublin USD
Dora Siu	Board Member	Emery USD
Bryan Wakefield	Board Member	Mission Valley ROP
Ruth Alahydoian	Board Member	Piedmont USD
Ahmad Sheikholeslami	Board Member	Pleasanton USD
Julie Duncan	Board Member	Tri-Valley ROP
Kimberly Dennis	Executive Director	ACSIG
Celina Flotte	Executive Assistant	ACSIG
Ron Martin	Guest	Keenan & Associates

Tara Cooper-Salaiz	Guest	Keenan & Associates
Patrice Grant	Guest	Keenan & Associates
Margot Bringas	Guest	Keenan & Associates
Michael Clark	Guest	Keenan & Associates

III. Acceptance of the Agenda

It was moved by Ruth Alahydoain and seconded by Julie Duncan to approve the agenda as presented.

Ayes: Collins, Krueger, Kim, Blessing, Chan, Hobbs, Siu, Wakefield, Alahydoain, Sheikholeslami, Duncan

Nays: None

Abstain: None

IV. Public Comment on Closed Session Agenda Items

No public present to comment.

Closed Session

Closed session began at 12:03pm

Open Session

Open session began at 12:03pm

V. Public Comment on Open Session Agenda Items

No public present to comment.

VI. Report of Action Taken in Closed Session

No action was taken in closed session.

Consent Calendar

VII. Items for consent

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

- **Executive Committee Minutes from February 8, 2024**
- **Executive Committee Minutes from March 20, 2024**
- **Executive Committee Minutes from May 3, 2024**
- **2nd Quarter Financials**
- **2nd Quarter Investment Report**
- **3rd Quarter Financials**
- **3rd Quarter Investment Report**
- **Investment Policy**

- **ACSIG Holiday Calendar**
- **DWK Agreement**
- **Actuarial Study - Ultimate Loss**
- **PLCA Agreement Renewal**
- **AP 218 PLCA Agreement Renewal**
- **Loss Control - ReLief Inspection Agreement**
- **Workers' Compensation Claims Audit**
- **Dispute Resolution Policy**
- **Underwriting Policy**
- **Conflict of Interest Code**
- **Authorization of Signatures**
- **Posting and Mailing Address**

It was moved by Ruth Alahydoain and seconded by Julie Duncan to approve the consent calendar as presented.

Ayes: Collins, Krueger, Kim, Blessing, Chan, Hobbs, Siu, Wakefield, Alahydoain, Sheikholeslami, Duncan

Nays: None

Abstain: None

General

VIII. Announcement of New Executive Director

The Board President announced the newly appointed Executive Director to the Board. Please welcome Jackie Kim as the new Executive Director for ACSIG.

IX. Executive Committee Membership

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

It was moved by Leigh Ann Blessing and seconded by Ruth Alahydoian to appoint Dublin USD, Mission Valley ROP and approve the continuance of Alameda USD to serve on the Executive Committee.

Ayes: Collins, Krueger, Kim, Blessing, Chan, Hobbs, Siu, Wakefield, Alahydoain, Sheikholeslami, Duncan

Nays: None

Abstain: None

X. Budget 2024/2025

The Executive Director reviewed the Budget with the Full Board.

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

	Budget			2023/24 Budget	2022/23 Actuals	2021/2022 Actuals	2020/2021 Actuals	2019/2020 Actuals	2018/2019 Actuals	2017/2018 Actuals
	2024/2025	Allocations	Change in Actuals							
Audited - Beginning Net Position, as of 07/01/2024	\$ 59,651,470									
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
Operating Revenue:										
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
Total Operating Revenue	196,036,124	--	--	189,153,110	177,306,794	165,555,533	161,037,627	143,824,407	158,713,739	164,546,182
Operating Expenditures:										
Classified Salaries	477,404	--	--	536,598	384,482	357,350	331,598	323,830	295,215	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	--	--	265,000	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	293,850
Brokerage Fees-Dental-MD	800,000	--	--	800,000	712,220	694,592	607,679	500,851	470,289	410,333
Towel and Goggles	30,000	--	--	30,000	29,100	9,376	5,043	2,842	13,770	10,458
Mileage	12,000	--	--	12,000	11,850	6,488	6,501	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	--	--	7,000	7,330	2,059	6,338	2,963	2,764	3,875
Insurance Expense-PIPS&NCR	27,402,303	--	--	27,402,303	26,947,045	24,232,011	23,847,452	24,013,869	22,199,152	21,028,823
PIPS payroll adjustment	1,000,000	--	--	1,000,000	657,717	86,069	584,688	476,909	(233,378)	749,186
Utility - Operating/Rent	47,856	--	--	47,856	50,740	37,046	49,440	41,919	31,366	36,395
Advertising	--	--	--	--	--	--	--	--	5,535	--
Contract Services	43,325	--	--	43,325	17,500	14,000	--	15,750	18,096	8,272
Contract Services - Actuarial	17,000	--	--	17,000	19,200	--	15,750	18,670	8,570	--
Contract Services - Claims	2,000	--	--	2,000	15,000	--	--	12,150	--	15,570
Audit Fees	23,275	--	--	23,275	23,000	14,850	14,575	14,249	13,750	13,500
Other Services/Operating Expenses	10,000	--	--	10,000	12,300	5,376	5,764	3,236	10,386	5,614
Capital Equipment/Depreciation	20,000	--	--	20,000	9,500	--	595	592	1,462	--
Repairs & Maintenance	5,000	--	--	5,000	5,000	--	--	--	--	--
Legal	5,000	--	--	5,000	6,750	--	--	--	928	--
Accounting Services	20,000	--	--	20,000	17,000	16,480	16,000	15,500	14,850	14,620
County Courier	3,040	--	--	3,040	2,800	1,513	4,163	32	5,604	3,872
Shedding	1,500	--	--	1,500	1,600	1,242	227	619	1,413	813
Copier & Scanner	10,000	--	--	10,000	17,900	9,759	7,558	12,465	7,676	11,058
Claims Administration Services	117,000	--	--	117,000	107,000	104,469	118,870	139,411	140,232	166,650
Self-Insurance Fee	700,000	--	--	700,000	650,000	558,425	281,272	388,794	432,095	357,468
Claims Paid-WC	500,000	--	--	500,000	1,000,000	400,761	537,775	936,718	725,255	1,022,116
Claims Paid-PL	110,000	--	--	110,000	100,000	151,492	25,205	10,263	82,411	57,219
Physical Ability Testing	30,000	--	--	30,000	20,000	6,083	9,660	3,403	4,365	6,031
Training	10,000	--	--	10,000	10,000	--	--	--	6,031	12,445
First-Aid Program	5,000	--	--	5,000	35,000	2,307	3,749	1,208	8,384	26,579
Risk Mgmt Prevention Program	300,000	--	--	300,000	250,000	74,708	97,500	27,610	85,115	15,989
EAP	250,000	--	--	250,000	200,000	165,508	162,038	119,315	29,602	--
Safety Inspection	22,000	--	--	22,000	20,000	--	12,819	12,819	12,445	12,445
Bank Charge & WC Penalty Reimb	6,000	--	--	6,000	6,000	2,243	--	112	4,144	1,943
Cobra Premiums	300,000	--	--	300,000	300,000	186,045	218,392	268,395	225,931	224,938
Dental Insurance Premiums	152,768,550	--	--	152,768,550	146,190,000	138,206,058	131,487,423	123,344,909	106,421,564	122,560,987
Vision Insurance Premiums	8,480,000	--	--	8,480,000	8,000,000	7,551,360	6,304,171	5,022,017	3,676,970	4,234,168
Claim Development Expense	80,252	--	--	80,252	(300,000)	(1,158,832)	(2,989,709)	(992,480)	(5,540,853)	(2,823,823)
Prior Year Adjustment	--	--	--	--	182,870	651,600	--	--	--	(357,335)
Total Operating Expenditures	194,680,663	--	--	194,680,663	187,146,852	173,310,430	162,823,679	155,356,495	132,926,773	148,117,225
Net Increase/(Decrease) from Operations	1,355,461	--	--	1,355,461	2,006,258	3,996,364	2,731,854	5,681,132	10,897,634	6,014,279
Non Operating Income/(Expense)										
Interest Income	692,873	--	--	692,873	639,000	885,440	526,681	640,000	734,153	681,271
Change in FMV	--	--	--	--	(225,155)	(2,305,443)	(2,305,443)	663,387	342,202	(341,266)
Realized Gain/(Loss)	--	--	--	--	(84,292)	940,339	--	--	--	644
GASB 68	--	--	--	--	--	--	--	--	--	--
Total Non Operating Income/(Expense)	692,873	--	--	692,873	639,000	575,993	(838,423)	640,000	1,397,540	150,116
Ending Cash	\$ 61,699,804	--	--							
Net Increase/(Decrease) in Net Position	\$ --	\$ --	\$ --	2,048,334	2,645,258	4,572,357	1,893,431	6,321,132	12,295,174	\$ 11,619,987

It was moved by Jackie Kim and seconded by Ruth Alahydoain to approve the budget as presented.

Ayes: Collins, Krueger, Kim, Blessing, Chan, Hobbs, Siu, Wakefield,
Alahydoain, Sheikholeslami
Nays: None
Abstain: Duncan

XI. ACSIG Salaries & Benefits

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

It was moved by Danielle Krueger and seconded by Jackie Kim to approve ACSIG salaries as presented.

Ayes: Collins, Krueger, Kim, Blessing, Chan, Hobbs, Siu, Wakefield,
Alahydoain, Sheikholeslami, Duncan

Nays: None

Abstain: None

XII. Meeting Calendar

The Board reviewed the draft 2024/25 meeting calendar.

DRAFT 2024/ 2025 Calendar

November 7, 2024	Executive Committee (via Zoom)	1:00pm– 3:00pm
November 14, 2024	Full Board (In-person at ACOE)	12:00pm – 2:00pm
February 13, 2025	Executive Committee (via Zoom)	9:30am – 11:30am
May 15, 2025	Executive Committee (via Zoom)	9:30am – 11:30am
May 22, 2025	Full Board (via Zoom)	1:00pm – 3:00pm

Workers' Compensation

XIII. Actuarial Study - Ex-Mods

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

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

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

Ayes: Collins, Krueger, Kim, Blessing, Chan, Hobbs, Siu, Wakefield, Alahydoain, Sheikholeslami, Duncan

Nays: None

Abstain: None

XIV. Workers' Compensation Rates 2024/2025

The Executive Director presented 2024/25 Workers Compensation rates.

2024/25 Workers' Compensation Rates

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

Average Ex Mod

1.00000

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

* includes apprentice program

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

It was moved by Chris Hobbs and seconded by Ruth Alahydoain to approve the Workers Compensation rates with the corrected rate sheet above (base rate of 2.26).

XV. EAP Update

Current participating members are Alameda County Office of Education, Alameda USD, Albany, Dublin, Fremont, Mission Valley ROP, New Haven, Piedmont, Pleasanton, San Leandro, San Lorenzo, Sunol Glen, and Tri-Valley ROP. Current utilization within the EAP program is 2.3%.

XVI. Claims Trends - 5 year Point in Time

The Risk Management Analyst reviewed the current claim trends by Job Classification, Age and Month with the Executive Committee.

Dental

XVII. Dental Program & Rates 2024/ 2025

The Executive Director presented the Dental Rate recommendations with the Full Board. There is a motion of approval 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 Danielle Krueger and seconded by Ruth Alahydoain to approve the Dental Rates with enhancements.

Ayes: Collins, Krueger, Kim, Blessing, Chan, Hobbs, Siu, Wakefield, Alahydoain, Sheikholeslami, Duncan

Nays: None

Abstain: None

XVIII. 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 Danielle Krueger and seconded by Ruth Alahydoain to recommend approval of the Dental Network expansion.

Ayes: Collins, Krueger, Kim, Blessing, Chan, Hobbs, Siu, Wakefield, Alahydoain, Sheikholeslami, Duncan

Nays: None

Abstain: None

Vision

XIX. Vision Program & Rates 2024/ 2025

The Executive Director presented the Vision Rate recommendations with the Full Board. 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 Julie Duncan to recommend approval of Vision Rates.

Ayes: Collins, Krueger, Kim, Blessing, Chan, Hobbs, Siu, Wakefield, Alahydoain, Sheikholeslami, Duncan

Nays: None

Abstain: None

Property & Liability

XX. Property & Liability Rates 2024/2025

The Executive Director presented the Property and Liability rates.
It was moved by Leigh Ann Blessing and seconded by Chris Hobbs to approve the Property & Liability rates.

Ayes: Collins, Krueger, Kim, Blessing, Chan, Hobbs, Siu, Wakefield, Alahydoain, Sheikholeslami, Duncan

Nays: None

Abstain: None

XXI. Future Planning

XXII. This meeting was adjourned by Dr. Kevin Collins at 1:24PM



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

May 23, 2024
12:00 PM

Join Zoom Meeting

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

Meeting ID: 735 880 7014 Passcode: acsig24

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

Alameda County Office of Education

313 W Winton Ave.

Hayward, CA 94544

Leigh Ann Blessing (510) 670-4187

Alameda Unified School District

2060 Challenger Drive #100

Alameda, CA 94501

Danielle Kruger (510) 337-7066

Albany Unified School District

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

Castro Valley Unified School District

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

Dublin Unified School District

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

Eden Area ROP

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

Emery Unified School District

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

Fremont Unified School District

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

Livermore Unified School District

685 East Jack London Blvd.
Livermore, CA 94501
Teresa Fiscus (925) 606-3253

Mission Valley ROP

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

Mountain House School District

3950 Mountain House Road
Byron, CA 94546
Gay Costa (209) 835-2283

New Haven Unified School District

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

Newark Unified School District

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

Piedmont Unified School District

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

Pleasanton Unified School District

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

San Leandro Unified School District

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

San Lorenzo Unified School District

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

Sunol Glen School District

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

Tri-Valley ROP

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