

Alameda County Schools Insurance Group

Full Board Meeting

May 26, 2022

12:00PM

Zoom Meeting



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

AGENDA
Full Board

Date: Thursday, May 26, 2022
Time: 12:00PM
Location: Video Meeting
Join Zoom Meeting
https://us02web.zoom.us/j/7358807014?pwd=OWtmZkdmZmVwT0hCZklsNXA4RURXUT09
Meeting ID: 735 880 7014
Passcode: acsig20

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

II. **Roll call**

Board Members

Annette Heldman	President	New Haven Unified School District
Susan Kinder	Vice President	Livermore Valley Joint USD
Dr. Candi Clark	Board Member	Alameda County Office of Education
Dani Krueger	Board Member	Alameda Unified School District
Jackie Kim	Board Member	Albany Unified School District
Suzy Chan	Board Member	Castro Valley USD
Chris Hobbs	Board Member	Dublin Unified School District
Anthony Oum	Board Member	Eden Area ROP
Dora Siu	Board Member	Emery Unified School District
Bruce Colby	Board Member	Fremont USD
Bryan Wakefield	Board Member	Mission Valley ROP
Gay Costa	Board Member	Mountain House Unified School District
Marie Dela Cruz	Board Member	Newark Unified School District
Ruth Alahydoian	Board Member	Piedmont Unified School District
Ahmad Sheikholeslami	Board Member	Pleasanton Unified School District
Dr. Kevin Collins	Board Member	San Leandro Unified School District
Dr. Roberto Perez Jr.	Board Member	San Lorenzo Unified School District
Molleen Barnes	Board Member	Sunol Glen Unified School District

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
Dave Kundert	Guest	Keenan & Associates
Michael Clark	Guest	Keenan & Associates
Heysam Fayaz	Guest	SETECH
Cary Allison	Guest	Morgan Stanley

III. Acceptance of the Agenda

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

IV. Public Comment on Open Session Agenda Items

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

Consent Calendar

Review Items listed on the consent agenda for any adjustments and adoptions.

- **Executive Committee Minutes from February 17, 2022**
- **SETECH Contract Renewal**
- **2nd Quarter Financials**
- **2nd Quarter Investment Report**
- **3rd Quarter Investment Report**
- **Informational Report for Fiscal Year End**
- **Actuarial Study – Ultimate Loss**
- **Claims Audit**
- **P & L Actuarial Study**
- **Loss Control Agreement**
- **PLCA Agreement Renewal**
- **Dispute Resolution Policy**
- **Underwriting Policy**
- **Investment Policy**
- **Conflict of Interest Code**
- **Authorization of Signatures**
- **Posting and Mailing Address**

General

V. **Executive Committee Membership**
Due to Annette Heldman, Susan Kinder and Jackie Kim's terms expiring and one vacancy, the Board will vote on the election of four representatives to the Executive Committee.
Recommendation: For action

VI. **Third Quarter Financials**
Laurena Grabert from SETECH will present the 2021/22 Third Quarter Financial statements with the Board.
Recommendation: For action

VII. **Budget 2022/2023**
The Executive Director will present the 2022/23 Budget with the Board.
Recommendation: For action

VIII. **ACSIG Salaries & Benefits**
The Executive Director will present a wage classification study for all ACSIG positions.
Recommendation: For action

IX. **Meeting Calendar**
The Full Board will review the 2022/23 calendar.
Recommendation: For action

Dental

XI. Dental Program & Rates 2022/2023
The Executive Director will present the 2022/23 Dental program augmentations & proposed rates.
Recommendation: For action

Vision

XII. Vision Program & Rates 2022/2023
The Executive Director will present the 2022/23 Vision program augmentations & proposed rates.
Recommendation: For action

Property & Liability

XIII. Property & Liability Rates 2022/2023
The Executive Director will present 2022/23 Property and Liability rates.
Recommendation: For action

Workers Compensation

XIV. Actuarial Study – Ex-Mods
The Executive Director will present the February 2022 Actuarial Study that determines the 2022/23 program year experience modification factor.
Recommendation: For action

XV. Workers Compensation Rates 2022/2023

The Executive Director will present 2022/23 Workers Compensation rates.
Recommendation: For action

XVI. EAP Update

The Executive Director will review the utilization of the EAP with the Board.
Recommendation: For discussion

XVII. COVID Claims Update

The Workers' Compensation Manager will review the COVID claims update with the Board.
Recommendation: For discussion

XVIII. Special Education Claims

The Risk Management Analyst will review the special education claims with Board.
Recommendation: For discussion

XIX. Work Force Age Report

The Risk Management Analyst will review the work force age report with the Board.
Recommendation: For discussion

XX. Post Offer-Pre Placement Program Results

The Executive Director will review the post offer-pre placement program results with the Board.
Recommendation: For discussion

XXI. Future Planning

XXII. Adjournment

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

November 4, 2021
12:00 PM

Join Zoom Meeting
https://us02web.zoom.us/j/7358807014?pwd=OWtmZkdmZmVwT0hCZklsNXA4RURXUT09
Meeting ID: 735 880 7014 Passcode: acsig20

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
Dr. Candi Clark (510) 670-4218

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
1275 61st Street
Emeryville, CA 94608
Dora Siu (510) 601-4902

Fremont Unified School District
4210 Technology Drive
Fremont, CA 94539
Bruce Colby (510) 659-2572

Livermore Unified School District
685 East Jack London Blvd.
Livermore, CA 94501
Susan Kinder (925) 606-3255

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
Marie Dela Cruz (510) 818-4115

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

Pleasanton Unified School District
4665 Bernal Ave
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
Roberto Perez Jr (510) 317-4641

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

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

Consent Calendar



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

MINUTES
Executive Committee

Date: Thursday, February 17, 2022
Time: 1:00PM
Location: Video Meeting
Join Zoom Meeting
https://us02web.zoom.us/j/7358807014?pwd=OWtmZkdmZmVwT0hCZklsNXA4RURXUT09
Meeting ID: 735 880 7014
Passcode: acsig20

I. **Annette Heldman called the meeting to order at 1:00PM**

II. **Roll call**

Executive Committee Members

Annette Heldman	President	New Haven USD
Jackie Kim	Board Member	Albany USD
Ruth Alahydoian	Board Member	Piedmont USD
Kevin Collins	Board Member	San Leandro USD
Madeline Gabel	Board Member	San Lorenzo USD
Kimberly Dennis	Executive Director	Alameda County Schools Insurance
Celina Flotte	Executive Assistant	Alameda County Schools Insurance
Ron Martin	Guest	Keenan & Associates
Patrice Grant	Guest	Keenan & Associates
Dave Kundert	Guest	Keenan & Associates
Michael Clark	Guest	Keenan & Associates
Cary Allison	Guest	Morgan Stanley
Laurena Grabert	Guest	SETECH

III. Acceptance of the Agenda

It was moved by Kevin Collins and seconded by Jackie Kim to approve the agenda as presented.
Ayes: Heldman, Kim, Alahydoian, Collins, Gabel
Nays: None
Abstain: None

IV. Public Comment on Closed Session Agenda Items

No public present to comment.

Closed Session

Closed session began at 1:02pm

A. Settlement Authorization

- Claim Numbers: None

B. Settlement Notification

- Claim Numbers:

410577	Cvecko	547095	Ghadimi
479740	Ghadimi	560113	Baksh
499039	Holt	565247	Davila
515369	Holt	580189	Arroyo
516584	Barrett-Tafoya	585989	Kirby
546016	Holt	593657	Byrd

Open Session

Open session began at 1:12pm

V. Public Comment on Open Session Agenda Items

No public present to comment

VI. Report of Action Taken in Closed Session

There was no action taken in closed session

VII. Approval of Minutes

It was moved by Kevin Collins and seconded by Madeline Gabel to approve the meeting minutes from the October 28, 2021 Executive Committee Meeting and November 4, 2021 Full Board Meeting.
Ayes: Heldman, Kim, Alahydoian, Collins, Gabel
Nays: None
Abstain: None

General

VIII. Second Quarter Financial Report

Laurena Grabert from SETECH presented the 2021/2022 Second Quarter Financial Report.

Alameda County Schools Insurance Group (ACSIG)
Treasurer's Report- Statement of Net Position
Consolidated
As of 06/30/2021 and 12/31/2021

	Audited As of 06/30/2021	Activity 07/01/2021 - 12/31/2021	As of 12/31/2021
Assets:			
Current Assets			
Workers Compensation	$ 26,528,298	(6,373,449)	$ 20,154,850
Dental	7,267,399	2,010,865	9,278,264
Vision	2,743,178	(85,263)	2,657,915
Property and Liability	2,425,090	(1,015,716)	1,409,374
Operations	247,859	(23,958)	223,901
Cash and Cash Equivalents	$ 39,211,824	(5,487,521)	$ 33,724,304
Investments Morgan Stanley - current	111,295	754,931	866,226
Accounts Receivable	8,185,017	4,747,463	12,932,480
Prepaid Expense	8,785	961,903	970,688
Interfund Receivable/(payable) (1)	- -	- -	- -
Subtotal Current Assets	47,516,921	976,777	48,493,698
Noncurrent Assets			
Investments @ FMV - Morgan Stanley (3)	22,474,368	(891,208)	21,583,160
Capital - Equipment, net of depreciation	595	(595)	- -
	22,474,963	(891,803)	21,583,160
Total Assets	**$ 69,991,884**	**$ 84,974**	**$ 70,076,858**
Deferred Outflow of Resources:			
Deferred outflow of resources - pension	375,108	- -	375,108
Liabilities:			
Current Liabilities			
Accounts Payable	$ 3,020,547	$ 165,239	$ 3,185,786
Prefunding deposits (2)	4,276,600	- -	4,276,600
Advance Contributions	- -	- -	- -
Other Claim Liabilities - Castlepoint Reinsurance Insolvency	510,869	- -	510,869
Current Portion of claims and claim adjustment	3,570,825	(821)	3,570,004
Subtotal Current Liabilities	11,378,841	164,418	11,543,259
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	6,919,552	(431,874)	6,487,678
Unallocated Loss Adjustment Expense (ULAE)	728,177	- -	728,177
Subtotal Noncurrent Claim Liabilities	7,647,729	(431,874)	7,215,855
Net Pension Liability (NPL)	755,022	48,964	803,986
Total Liabilities	**$ 19,781,592**	**$ (218,492)**	**$ 19,563,100**
Deferred Inflow of Resources:			
Deferred inflow of resources - pension	6,684	- -	6,684
Net Position:			
Undesignated Net Position - Net Assets/(Deficit)	50,578,121	304,061	50,882,182
Designated - Capital Assets	595	(595)	- -
Total Net Position	**$ 50,578,716**	**$ 303,466**	**$ 50,882,182**
Total Liabilities, Deferred Pension, and Ending Net Position	**$ 69,991,884**	**$ 84,974**	**$ 70,076,858**

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.

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Alameda County Schools Insurance Group (ACSIG)
Workers' Compensation
Statement of Revenues, Expenditures and Changes in Net Fund Assets
As of 12/31/2021 and For The Six Months Then Ended

	2020/2021		2021/2022			
	Budget	Actuals	Budget	Activity 07/01/2020 - 12/31/2021	Variance	Percentage of Budget
Operating Revenue:						
Premiums Paid by Members	$ 25,917,135	$ 25,917,134	$ 23,053,472	$ 11,526,736	$ 11,526,736	50.00 %
Return of Premiums	-	-	-	-	-	-
Other Income	-	-	-	-	-	-
Total Operating Revenue	25,917,135	25,917,134	23,053,472	11,526,736	11,526,736	50.00
Operating Expenditures:						
Classified Salaries	70,140	77,693	76,787	34,991	41,796	45.57
Statutory Benefits	24,985	9,279	15,750	2,784	12,966	17.68
Health & Welfare	15,800	19,512	15,800	3,413	12,387	21.60
Employer Tax Expense	1,121	1,151	1,121	518	603	46.21
Net Pension Expense	20,431	(45,843)	87,405	29,378	58,027	33.61
Telephone & Internet	793	968	745	299	446	40.13
Supplies Office	500	981	500	33	467	6.60
Supplies - Other	400	220	850	226	624	26.59
Eligibility Processing	-	-	-	-	-	-
Brokerage Fees-Dental-ACSIG	-	-	-	-	-	-
Brokerage Fees-Dental-MEI	-	-	-	-	-	-
Travel and Conferences	2,200	426	2,350	295	2,055	12.55
Mileage	850	908	1,200	450	750	37.50
Dues & Memberships	1,200	328	1,200	58	1,142	4.83
Postage & Meter	350	311	340	37	303	10.88
Insurance Expense-PIPS	23,006,149	22,078,042	21,929,305	10,929,967	10,999,338	49.84
Insurance Expense-PY Adj	1,000,000	584,688	500,000	-	500,000	-
Utility - Operating Rent	4,843	6,288	5,848	2,318	3,530	39.64
Advertising	200	-	-	-	-	-
Contract Services - Actuarial	10,000	8,770	15,000	-	15,000	-
Contract Services -Claim Audit	20,000	-	-	-	-	-
Contract Services	3,125	-	5,000	-	5,000	-
Audit Fees	1,500	2,145	1,448	-	1,448	-
Other Services/Operating Expense	1,935	485	400	564	(164)	141.00
Capital Equipment/Depreciation	400	-	500	-	500	-
Repairs & Maintenance	350	-	500	-	500	-
Legal	1,000	-	500	-	500	-
Accounting Services	1,550	2,325	1,550	1,200	350	77.42
County Courier	420	-	620	624	(4)	100.65
Shredding	108	98	250	17	233	6.80
Copier & Scanner	800	623	800	173	627	21.63
Claims Admin/Consult Services	135,000	133,000	106,400	-	106,400	-
Self-Insurance Fee	431,959	388,794	553,082	281,372	271,710	50.87
Claims Paid-WC	1,250,000	936,718	1,200,000	331,457	868,543	27.62
Claims Paid-PL	-	-	-	-	-	-
Physical Abilities Testing	50,000	3,403	20,000	4,140	15,860	20.70
Training	-	-	10,000	-	10,000	-
First Aid Program	50,000	1,208	35,000	-	35,000	-
Food Service/Sp Ed Training	-	-	-	-	-	-
Risk Mgmt Prevention Prog	100,000	27,610	250,000	97,500	152,500	39.00
EAP Program	100,000	119,315	200,000	117,003	82,997	58.50
Safety Inspections	-	-	-	-	-	-
Bank Charge & WC Penalty Reimb	-	-	1,000	-	1,000	-
Cobra Premiums	-	-	-	-	-	-
Dental Insurance Premiums	-	-	-	-	-	-
Vision Insurance Premiums	-	-	-	-	-	-
Claim Development Expense	1,000,000	(1,305,344)	(1,000,000)	(431,203)	(568,797)	43.12
ACA Fees	-	-	-	-	-	-
Total Operating Expenditures	27,307,909	23,055,902	24,041,250	11,407,614	12,633,636	47.45 %
Net Increase/(Decrease) from Operations	(1,390,774)	2,861,232	(987,778)	119,122	(1,106,900)	(12.06) %
Non Operating Income/(Expense)						
Interest Income	400,000	365,284	500,000	174,002	325,998	34.80
Net Increase/(Decrease) in Fair Value	-	(235,208)	-	(873,247)	873,247	-
Realized Gain/(Loss) on Investments	-	22,087	-	643,201	(643,201)	-
Cumulative effect of GASB 68	-	-	-	-	-	-
Interfund Transfer, Other Income	-	-	-	-	-	-
Total Non Operating Income/(Expense)	400,000	150,163	500,000	(56,044)	556,044	(11.21) %
Net Increase/(Decrease) in Net Position	(990,774)	3,011,395	(487,778)	63,078	(550,856)	(12.93) %
Beginning Balance Prior Year End	29,351,572	29,351,572	32,362,967	32,362,967	-	100.00 %
Ending Balance, as of 12/31/2021	**$ 28,360,798**	**$ 32,362,967**	**$ 31,875,189**	**$ 32,426,045**	**$ (550,856)**	

Associates License No. 0451271 SETECH - Page 2B *Client Confidential Use*

It was moved by Kevin Collins and seconded by Jackie Kim to approve the second quarter financial report.
Ayes: Heldman, Kim, Alahydoian, Collins, Gabel
Nays: None
Abstain: None

IX. Second Quarter Investment Report

Cary Allison presented the 2021/22 Second Quarter Investment Report.

Time Weighted Performance Summary (Net of fees) – December 31, 2021

Total Ending Value	**$22,554,842.03**		
Rolling Periods			
Quarter to Date	-0.26%		
Year to Date	-1.13%		
Last 12 Months	-1.13%		
Last 3 Years	2.13%		
Last 5 Years	1.60%		
Last 10 Years	1.33%		
Since 7/12/10 Inception (annualized %)	1.34%		
Calendar Years		*Fiscal Years*	
2021 YTD	-1.13%	2021-22 YTD	-0.56%
2020	3.92%	2020-21	-0.17%
2019	3.69%	2019-20	4.74%
2018	1.01%	2018-19	1.31%
2017	0.59%	2017-18	-0.42%
2016	0.99%	2016-17	-0.35%
2015	0.87%	2015-16	2.13%
2014	1.01%	2014-15	1.09%
2013	-0.03%	2013-14	1.32%
2012	2.44%	2012-13	0.48%
2011	1.91%	2011-12	1.75%
2010 (partial year)	0.29%		

It was moved by Kevin Collins and seconded by Madeline Gabel to approve the second quarter investment report.
Ayes: Heldman, Kim, Alahydoian, Collins, Gabel
Nays: None
Abstain: None

X. Information Report for the Fiscal Year End

Laurena Grabert from SETECH presented the Financial Management Information Report Ended June 30, 2021. The following numbers reflect each member's portion of the unfunded liability.

Alameda County Schools Insurance Group
Workers' Compensation
Allocation Net Position - Assets/(Deficit) by Member
As of 06/30/2021

Members	Sub-Total From Page 14	Program Years 2020/2021 Pro Rata Share %	Net Assets	Pro Rata Share %	Net Assets	Pro Rata Share %	Net Assets	Pro Rata Share %	Net Assets	Total
Alameda COE	$ 547,538	1.54 %	$ 38,519	-- %	$ --	-- %	$ --	-- %	$ --	$ 586,057
Alameda	2,026,016	8.39	209,851	--	--	--	--	--	--	2,235,867
Albany	904,159	3.07	76,787	--	--	--	--	--	--	980,946
Castro Valley	1,636,310	4.92	123,059	--	--	--	--	--	--	1,759,369
Dublin	1,776,142	5.61	140,318	--	--	--	--	--	--	1,916,460
Eden ROP	(27,417)	0.33	8,254	--	--	--	--	--	--	(19,163)
Emery	88,036	0.70	17,508	--	--	--	--	--	--	105,544
Fremont	8,678,299	23.36	584,281	--	--	--	--	--	--	9,262,580
Livermore	2,802,320	9.55	238,865	--	--	--	--	--	--	3,041,185
Mission ROP	72,698	0.51	12,756	--	--	--	--	--	--	85,454
Mt. House	3,783	0.02	500	--	--	--	--	--	--	4,283
Newark	1,257,926	4.82	120,558	--	--	--	--	--	--	1,378,484
New Haven	1,971,366	6.98	174,584	--	--	--	--	--	--	2,145,950
Piedmont	461,388	1.74	43,521	--	--	--	--	--	--	504,909
Pleasanton	3,057,316	12.41	310,400	--	--	--	--	--	--	3,367,716
San Leandro	2,441,135	8.08	202,097	--	--	--	--	--	--	2,643,232
San Lorenzo	2,034,251	7.63	190,842	--	--	--	--	--	--	2,225,093
Sunol Glen	38,620	0.17	4,252	--	--	--	--	--	--	42,872
Tri Valley ROP	91,876	0.17	4,253	--	--	--	--	--	--	96,129
Pleasanton Apprentice	--	--	--	--	--	--	--	--	--	--
Totals	$ 29,861,762	100.00 %	$ 2,501,205	-- %	$ --	-- %	$ --	-- %	$ --	$ 32,362,967

XI. Preliminary Property & Liability Rates 2022/23

The Executive Director reviewed 2022/2023 preliminary property and liability rates with the committee. The rates have been estimated using the latest NCR and SAFER rate estimates. We have included the adjusted property valuations and ADA estimates.
It was moved by Kevin Collins and seconded by Jackie Kim to approve the PL rates.
Ayes: Heldman, Kim, Alahydoian, Collins, Gabel
Nays: None
Abstain: None

XII. Budget 2022/23

The Executive Director reviewed the 2022/23 Budget. The budget was developed using year-to-date 2021/22 data and preliminary estimates for 2022/23 rates and costs. Because all rates are not firm at this time, estimates were used for this report.
It was moved by Kevin Collins and seconded by Madeline Gabel to approve the budget.
Ayes: Heldman, Kim, Alahydoian, Collins, Gabel
Nays: None

Abstain: None

XIII. Strategic Planning Update

The Executive Director discussed the past strategic planning initiatives and future planning for ACSIG with the committee.

Workers Compensation

XIV. Actuarial Study – Ex Mods

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

Recommendation: For action

MEMBER	NEW EX-MOD 12/31/21	OLD EX-MOD 12/31/20
ACOE	0.750	0.750
ALAMEDA	1.250	1.250
ALBANY	1.250	1.250
CASTRO VALLEY	1.030	0.920
DUBLIN	0.750	0.765
EDEN ROP	0.750	0.750
EMERY	0.750	0.788
FREMONT	1.007	0.996
LIVERMORE	0.966	1.042
MISSION ROP	0.915	1.250
MT. HOUSE	0.750	0.750
NEW HAVEN	0.750	0.750
NEWARK	1.025	1.119
PIEDMONT	0.750	0.750
PLEASANTON	1.112	1.169
SAN LEANDRO	1.204	1.178
SAN LORENZO	1.065	0.922
SUNOL GLEN	0.750	0.750
TRI VALLEY ROP	1.051	1.167
	1.000	
CORRELATION COEFFICIENT:		0.882

It was moved by Kevin Collins and seconded by Ruth Alahydoian to approve the Ex-Mods as presented.

Ayes: Heldman, Kim, Alahydoian, Collins, Gabel

Nays: None

Abstain: None

XV. 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 $6.1M on December 31, 2020. Based on this report, the claims development has improved by $2,079,000 with an additional $653,314 in payments.

It was moved by Kevin Collins and seconded by Madeline Gabel to approve the Ultimate Loss Actuarial Study as presented.

Ayes: Heldman, Kim, Alahydoian, Collins, Gabel

Nays: None

Abstain: None

XVI. Preliminary Workers' Compensation Rates 2022/23

The Executive Director reviewed 2022/23 preliminary worker's compensation rates with the base rate of 2.26. The workers compensation program continues to maintain a positive fund balance, therefore the committee recommends that the base rate be lowered by .25 to 2.01.

2022/23
Workers' Compensation Rates

	2019/2020 Actual Payroll	2020/2021 Actual Payroll	Base Rate	Ex Mod	Rate per $100 Payroll	2022/2023 PREMIUM
ACOE	$23,013,025	$24,204,831	2.26	0.7500	1.70	$410,272
ALAMEDA	$73,235,466	$77,453,833	2.26	1.2500	2.83	$2,188,071
ALBANY	$28,970,283	$28,685,620	2.26	1.2500	2.83	$810,369
CASTRO VALLEY	$68,569,271	$69,839,350	2.26	1.0300	2.33	$1,625,720
DUBLIN	$86,662,231	$95,706,292	2.26	0.7650	1.73	$1,654,666
EDEN ROP	$4,674,800	$4,823,674	2.26	0.7500	1.70	$81,761
EMERY	$6,153,910	$6,416,558	2.26	0.7500	1.70	$108,761
FREMONT	$270,385,548	$263,695,056	2.26	1.0070	2.28	$6,001,225
LIVERMORE	$98,354,797	$102,013,460	2.26	0.9660	2.18	$2,227,117
MISSION ROP	$4,654,797	$4,608,998	2.26	0.9150	2.07	$95,309
MT. HOUSE	$204,965	$218,004	2.26	0.7500	1.70	$3,695
NEWARK	$40,846,774	$40,749,658	2.26	1.0250	2.32	$943,966
NEW HAVEN	$84,015,046	$84,525,644	2.26	0.7500	1.70	$1,432,710
PIEDMONT	$25,066,747	$27,024,006	2.26	0.7500	1.70	$458,057
PLEASANTON *	$113,900,632	$112,084,790	2.26	1.1120	2.51	$2,816,825
SAN LEANDRO	$71,450,786	$72,628,288	2.26	1.2040	2.72	$1,976,245
SAN LORENZO	$78,379,049	$77,805,758	2.26	1.0650	2.41	$1,872,707
SUNOL GLEN	$2,449,817	$2,269,057	2.26	0.7500	1.70	$38,461
TRI VALLEY ROP	$2,457,806	$2,480,366	2.26	1.0510	2.38	$58,915
TOTAL PREMIUMS	1,083,445,750	1,097,233,243				$24,804,851
Average Ex Mod						

Payrolls based upon 2020/21 Unaudited Actuals Reports provided by ACOE
*includes apprentice program

It was moved by Kevin Collins and seconded by Ruth Alahydoian to approve the motion of buying down the WC base rate by $.25.

Ayes: Heldman, Kim, Alahydoian, Collins, Gabel

Nays: None
Abstain: None

XVII. Newfront Claims Audit Contract

The Executive Director presented the new claims audit contract to the committee.
It was moved by Kevin Collins and seconded by Jackie Kim to approve the contract.
Ayes: Heldman, Kim, Alahydoian, Collins, Gabel
Nays: None
Abstain: None

XVIII. Future Planning

XIX. This meeting was adjourned by Annette Heldman at 2:08PM

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

EXECUTIVE SUMMARY

TO: ACSIG Board

FROM: Kimberly Dennis

DATE: May 26, 2022

SUBJECT: SETECH Contract

In an effort to improve the financial reporting for ACSIG, we contracted with SETECH in 2009/2010. Our experience has been very positive and, hopefully, each of you feel more informed about the financial operations of the organization. Our existing contract expires on June 30, 2022.

The Board will be asked to approve the 3-year service contract with SETECH.

SETECH SERVICES AGREEMENT

This Agreement ("Agreement") is made and entered into by and between **Alameda County Schools Insurance Group** ("Client") and **Service Enhancement Technologies** ("SETECH"), a division of **Keenan & Associates** ("Keenan"), as of **July 1, 2022** ("Effective Date"). Client and Keenan are also referred to individually as a "party" and collectively as the "parties."

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

1. TERM

The term of this Agreement is from **July 1, 2022** through **June 30, 2025** ("Term") unless extended or terminated earlier as provided herein.

2. KEENAN RESPONSIBILITIES AND SCOPE OF SERVICES

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

(1) Financial Management Information Report(s)	Exhibit A-1	☐
(2) Accounting and Consulting Services	Exhibit A-2	☒
(3) Management's Discussion & Analysis (MD&A)	Exhibit A-3	☐

B. Keenan shall perform its obligations hereunder as an independent contractor and, except as specifically set forth in this Agreement, shall not be an employee, officer, agent or fiduciary of Client. Keenan shall be responsible for, and pay all of, its operating and personnel expenses.

C. Keenan's services are limited to the specific obligations described herein and Keenan is authorized to act on behalf of Client only as expressly stated in this Agreement.

D. Keenan will work with the independent certified public accountant hired by Client to answer audit questions as they relate to the data utilized in preparing the financial statements.

E. Keenan agrees to comply with all applicable state and federal Laws and any other special rules that the Client informs Keenan about in writing.

3. CLIENT'S DUTIES AND RESPONSIBILITIES

A. Client is responsible for final approval of the financial report(s) prepared and presented by Keenan (Official Report), by its Board of Directors and/or Advisory Committee in accordance with Client's Agreement and Bylaws.

B. Client shall provide Keenan with all applicable information in a timely manner so that Keenan can fulfill its obligations under this Agreement. Client certifies that all information provided to Keenan shall be complete, accurate and timely and that Keenan may rely upon such information without further investigation or review. Client understands and agrees that such information has not been audited by Keenan and Client shall remain liable for its accuracy.

C. To the extent Keenan requires the assistance of Client's staff or any third parties who are assisting, advising or representing Client to fulfill its obligations hereunder, Client shall have its staff and these third parties assist Keenan.

D. Client agrees to hire an independent financial auditor to prepare an annual independent financial audit of the Official Report.

E. Client may provide a copy of the Official Report to the independent auditors and regulatory authorities, if the following conditions are met:

(1) Client will present only the Official Report;
(2) Client will present only a complete version of the Official Report;
(3) Client will advise any and all recipients of the Official Report that Keenan will make available a staff member to respond to any questions regarding the contents of the Official Report;
(4) Client will advise any and all recipients of the Official Report that the Official Report is not a substitute for their own due diligence, and that the recipients should not place any undue reliance on the Official Report or the data for purposes other than for which it was created. The Official Report is not a financial audit.

F. Client will provide to Keenan, through its actuary, treasurer, accountant, or County Office of Education, any and all necessary information for Keenan to prepare the financial report. Client understands and agrees that such information and data has not been audited by Keenan and Client will remain liable for its accuracy.

G. Client understands that Keenan is not providing any legal or tax services or advice and agrees to seek the counsel of its own attorney on all legal issues or matters and consult with its own tax experts on all tax issues and matters relating to the Services.

4. COMPENSATION

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

5. **INSURANCE**

A. Keenan shall procure and maintain, to the extent available on reasonable terms, the following minimum insurance coverages during the Term and shall provide certificates of insurance to Client upon Client's request:

(1) Workers' Compensation. Workers' Compensation Insurance in conformance with the laws of the State of California and applicable federal laws.

(2) Bodily Injury, Death and Property Damage Liability Insurance. General Liability Insurance (including motor vehicle operation) with a Two Million Dollar ($2,000,000) limit of liability for each occurrence and a Two Million Dollar ($2,000,000) aggregate limit of liability.

(3) Professional Liability Insurance. Professional Liability Insurance with a Two Million Dollar ($2,000,000) limit of liability for each occurrence and a Two Million Dollar ($2,000,000) aggregate limit of liability.

(4) Fidelity Insurance. Keenan shall maintain Fidelity Insurance covering the services under this Agreement with a limit of liability of Two Million Dollars ($2,000,000) for any one claim.

(5) Cyber Liability/Privacy Insurance. Cyber Liability Insurance with a Two Million Dollar ($2,000,000) limit of liability for each occurrence and a Two Million Dollar ($2,000,000) aggregate limit of liability.

6. **INDEMNIFICATION**

A. 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, demands, actions, liabilities or costs (including, without limitation, reasonable attorneys' fees and expenses) arising from such breach.

B. If either party (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 from a person or entity that is not a party to this Agreement (collectively, a "Third-Party Demand") relating to its obligations under this Agreement and such Third-Party Demand is not a direct result of the negligence or willful misconduct of such party, then the other party shall indemnify and hold harmless the party receiving the Third-Party Demand, its officers, agents and employees against all claims, demands, actions, liabilities or costs (including, without limitation, reasonable attorneys' fees and expenses) incurred in resolving such Third-Party Demand.

C. The party receiving the Third-Party Demand ("Indemnified Party") shall notify the other party ("Indemnifying Party") promptly in writing of any such Third-Party Demand and reasonably cooperate with the Indemnifying Party in connection with responding to the Third-Party Demand. The failure to notify the Indemnifying Party of the Third-Party Demand shall not relieve the Indemnifying Party of any liability it may have to the Indemnified Party except to the extent such liability was caused by the Indemnified Party's failure to notify the Indemnifying Party of the 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. Either party may terminate this Agreement upon the occurrence of any of the following events:

(1) Upon 60 days written notice by either party;

(2) The breach of this Agreement by either party if the alleged breach is not cured within 30 days of receiving notice of the breach from the non-breaching party;

(3) The dissolution or insolvency of either party;

(4) The filing of a bankruptcy petition by or against either party (if the petition is not dismissed within 60 days in the case of an involuntary bankruptcy petition); or

(5) If either party reasonably interprets the application of any applicable law, rule, regulation, or court or administrative decision to prohibit the continuation of this Agreement or cause a penalty to either party if the Agreement is continued.

B. If Client requests that Keenan continue to provide services under this Agreement after its expiration, Keenan may agree to provide services and the Agreement shall be extended on a month-to-month basis until terminated by either party. In such case, compensation shall be paid to Keenan on a monthly basis, under the then current rates.

10. 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. MARKETING

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

12. CONFIDENTIALITY

The parties have certain oral and/or written information that is confidential, (hereinafter referred to as "Confidential Information"), which they may furnish to one another in the development or furnishing of services in this Agreement. It is imperative that all such information remains confidential unless otherwise specifically agreed by the disclosing Party or to the extent permitted by law. Confidential Information shall include information provided by Keenan to Client, including but not limited to, specific claim information, policy and procedures for the handling of claims, trade secrets, reports and all information relating

to the essence, operational policies and procedures of Keenan's services. Each Party is and shall remain the owner of the records it furnishes to the other.

This obligation shall survive any termination or the natural expiration of this Agreement and shall not apply to any Confidential Information which (a) is generally available to the public other than through breach of this clause (b) in the party's possession prior to receiving it (c) lawfully disclosed to the recipient by a third party not having a confidentiality obligation to the other party; and (d) was independently developed by the recipient without use of the Confidential Information.

Client acknowledges and agrees that due to the unique nature of the Keenan Information, there can be no adequate remedy at law for any breach of its obligations hereunder, which breach may result in irreparable harm to Keenan, and therefore, upon any such breach or any threat thereof, Keenan shall be entitled to appropriate equitable relief, including injunctive relief, without the requirement of posting a bond, in addition to whatever remedies it might have at law.

13. CONFLICTS OF INTEREST

Keenan agrees that it shall comply with the laws of the State of California regarding conflicts of interests and shall disclose conflicts of interest that may exist. Keenan further agrees to comply with Client's conflicts of interest code to the extent such code has been presented to Keenan and a determination has been made by Client's filing officer that such code applies to designated employees of Keenan.

14. OWNERSHIP OF RECORDS

A. Records of services provided under this Agreement shall be the property of Client. However, Keenan shall be entitled to keep a copy of such files and documents as may be necessary to demonstrate its performance under this Agreement.

B. In the event of the expiration or termination of this Agreement, Keenan shall, upon Client request, return all files to Client except as may otherwise be agreed to, in writing, between Keenan and Client.

15. OTHER RELATIONSHIPS

A. Client understands that Keenan or its affiliates may provide Client with other services or insurance coverage not provided in this Agreement and receive compensation related to such other services including, without limitation, loss control services, joint powers administration, insurance brokerage services, obtaining other reinsurance coverage for Client, claims administration, investigative services, financial processing and other related services.

B. Client also understands that Keenan or its affiliates may provide services for other entities and that Keenan may be separately compensated for those additional services.

16. **GENERAL**

A. This Agreement and its recitals and related exhibits and amendments (incorporated into this Agreement by this reference) contains the entire understanding between the parties related to the subject matter covered by this Agreement and supersedes all prior and collateral statements, presentations, communications, reports, agreements or understandings, if any, related to such subject matters.

B. All terms of this Agreement (other than Keenan's obligation to perform services and Client's obligation to pay for such services) shall survive the expiration or termination of this Agreement.

C. If any person or entity attempts to pursue any claim or remedy based upon or arising in any way out of this agreement, to the extent such claim or remedy is permitted, then such person or entity shall be bound by the terms of this Agreement.

D. No modifications or amendments to this Agreement shall be binding unless in writing and signed by authorized representatives from both parties. Any waiver or delay by a party in enforcing this Agreement shall not deprive that party of the right to take appropriate action at a later time or due to another breach. This Agreement shall be interpreted as if written jointly by the parties.

E. Any provision determined by a court of competent jurisdiction to be partially or wholly invalid or unenforceable shall be severed from this Agreement and replaced by a provision that is valid and enforceable and that comes closest to legally expressing the intention of such invalid or unenforceable provision and such severance shall not affect the validity of the remaining provisions of this Agreement.

F. Neither party shall be liable or deemed to be in default for any delay or failure in performance under this Agreement resulting, directly or indirectly, from acts of God, civil or military authority, acts of public enemy, war, accidents, fires, explosions, earthquakes, floods, power outages, failure of computer systems, machinery or supplies, vandalism, strikes, or other work interruptions or any similar or other cause beyond the reasonable control of either party. However, both parties shall make good faith efforts to perform under this Agreement in the event of any such circumstances.

G. All payments and invoices are due and payable upon presentation by Keenan. In the event Client fails to pay any invoice in accordance with the terms stated in Exhibit B, Keenan shall be entitled to receive interest on such outstanding invoice from the date of presentation at the rate of (a) 1½ percent per month or (b) the maximum interest rate permitted by applicable law, whichever is lower.

H. All notices hereunder shall be in writing and shall be deemed to have been duly given (1) upon confirmed delivery in person, by fax or email, or (2) on the second business day after sending by registered or certified mail, postage prepaid and properly addressed to the party. Notices shall be sent to the parties at the address, fax number or email address indicated in the signature section below unless written notice of a different address or fax number is previously given. If a notice given to Keenan relates to a legal matter or dispute, a copy should be sent to Keenan's Legal Department at Keenan's main office located at 2355 Crenshaw Blvd., Ste. 200, Torrance, CA 90501.

This Agreement may be executed in counterparts and by fax signatures. 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.

Alameda County Schools Insurance Group			**Keenan & Associates**	
Signature:			**Signature:**	
By:	**Kimberly Dennis**		**By:**	**David Seres**
Title:	**Executive Director**		**Title:**	**Chief Operating Officer**
Address:	**5776 Stoneridge Mall Rd., Suite 130**		**Address:**	**2355 Crenshaw Blvd., Ste. 200**
	Pleasanton, CA 94588			**Torrance, CA 90501**
Telephone:	**925-225-1030**		**Telephone:**	**310-212-0363**
Email:	**kdennis@acsig.com**		**Email:**	**Torrance-Setech@Keenan.com**
Attention:	**Kimberly Dennis**		**Attention:**	**David Seres**

Exhibit A-2
Accounting and Consulting Services

1. Keenan shall provide the following accounting and consulting services:

A. Maintain an accounting system with appropriate internal controls and proper segregation of duties which will include the following:
   (1) Receive deposits and transfers from the members on behalf of the Client into an operating checking account set up for the Client
   (2) Make payments on behalf of the Client for its obligations based upon approval/review by the Client
   (3) Maintain and reconcile operating checking for the approval of the Client.
   (4) Monitor and control cash flow for approval of the Client
   (5) Prepare a Payment Order of expenditures for approval at each meeting as necessary

B. Prepare, at a minimum, quarterly financial reports, which will present the financial position and compare actual results versus the adopted budget.

C. Prepare and file 1099-Misc and form 1096 "Annual Summary and Transmittal of US Information Returns" as required by the Department of the Treasury

D. Coordinate, accumulate and prepare the annual budget

E. Prepare calculations for return of net position or member assessments, upon request

F. Prepare and file the Special Districts Financial Transaction Report and the Special Districts Compensation Report with the California State Controller, Division of Accounting and Reporting Office annually, if requested

G. Prepare and file the Special Districts Compensation Report with the California State Controller, Division of Accounting and Reporting Office annually, if requested

H. Prepare and file the Government Units Survey (Form GUS-1) from U.S. Census Bureau, if requested

Exhibit B
Compensation

1. In consideration for the services rendered under this Agreement, Client agrees to pay Keenan the fees outlined in the table below:

Program Year	Fee
2022/2023	$ 16,480
2023/2024	$ 16,974
2024/2025	$ 17,484

2. All invoices are due and payable within sixty (60) days of presentation.

3. In the event the Client has a change in membership within the JPA, the fees may be adjusted accordingly.

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

EXECUTIVE SUMMARY

TO: ACSIG Executive Committee

FROM: Kimberly Dennis

DATE: May 26, 2022

SUBJECT: 2021/2022 Second Quarter Financials

Enclosed are the 2021/2022 Second Quarter financial statements for review. ACSIG is progressing in alignment with its budget. The majority of the funds are experiencing an improvement in their financial positions. This will allow the Executive Committee and Board to explore program changes in the future.

A representative from SETECH will review the financial statements with the Executive Committee. The Executive Committee reviewed this report in detail. The Board will be asked to approve this report.

ALAMEDA COUNTY SCHOOLS INSURANCE GROUP

TREASURER'S REPORT

AS OF DECEMBER 31, 2021 AND FOR THE SIX MONTHS THEN ENDED

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

President



SETECH (Service Enhancement Technologies)

Client Confidential Use Only

SETECH
A Keenan Solution

Innovative Solutions. Enduring Principles.

License No. 0451271

For the Executive Committee Meeting of February 17, 2022

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 06/30/2021 and 12/31/2021

	Audited As of 06/30/2021	Activity 07/01/2021 - 12/31/2021	As of 12/31/2021
Assets:			
Current Assets			
Workers Compensation	$ 26,528,298	(6,373,449)	$ 20,154,850
Dental	7,267,399	2,010,865	9,278,264
Vision	2,743,178	(85,263)	2,657,915
Property and Liability	2,425,090	(1,015,716)	1,409,374
Operations	247,859	(23,958)	223,901
Cash and Cash Equivalents	$ 39,211,824	(5,487,521)	$ 33,724,304
Investments Morgan Stanley - current	111,295	754,931	866,226
Accounts Receivable	8,185,017	4,747,463	12,932,480
Prepaid Expense	8,785	961,903	970,688
Interfund Receivable/(payable) (1)	- -	- -	- -
Subtotal Current Assets	47,516,921	976,777	48,493,698
Noncurrent Assets			
Investments @ FMV - Morgan Stanley (3)	22,474,368	(891,208)	21,583,160
Capital - Equipment, net of depreciation	595	(595)	- -
	22,474,963	(891,803)	21,583,160
Total Assets	**$ 69,991,884**	**$ 84,974**	**$ 70,076,858**
Deferred Outflow of Resources:			
Deferred outflow of resources - pension	375,108	- -	375,108
Liabilities:			
Current Liabilities			
Accounts Payable	$ 3,020,547	$ 165,239	$ 3,185,786
Prefunding deposits (2)	4,276,600	- -	4,276,600
Advance Contributions	- -	- -	- -
Other Claim Liabilities - Castlepoint Reinsurance Insolvency	510,869	- -	510,869
Current Portion of claims and claim adjustment	3,570,825	(821)	3,570,004
Subtotal Current Liabilities	11,378,841	164,418	11,543,259
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	6,919,552	(431,874)	6,487,678
Unallocated Loss Adjustment Expense (ULAE)	728,177	- -	728,177
Subtotal Noncurrent Claim Liabilities	7,647,729	(431,874)	7,215,855
Net Pension Liability (NPL)	755,022	48,964	803,986
Total Liabilities	$ 19,781,592	$ (218,492)	$ 19,563,100
Deferred Inflow of Resources:			
Deferred inflow of resources - pension	6,684	- -	6,684
Net Position:			
Undesignated Net Position - Net Assets/(Deficit)	50,578,121	304,061	50,882,182
Designated - Capital Assets	595	(595)	- -
Total Net Position	$ 50,578,716	$ 303,466	$ 50,882,182
Total Liabilities, Deferred Pension, and Ending Net Position	**$ 69,991,884**	**$ 84,974**	**$ 70,076,858**

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.

Alameda County Schools Insurance Group (ACSIG)
Consolidated
Statement of Revenues, Expenditures and Changes in Net Position
As of 12/31/2021 and For The Six Months Then Ended

	2020/2021		2021/2022			
	Budget	Actuals	Budget	Activity 07/01/2020 - 12/31/2021	Variance	Percentage of Budget
Operating Revenue:						
Premiums Paid by Members	$ 197,768,036	$ 161,037,626	$ 154,947,536	$ 76,725,514	$ 78,222,022	49.52 %
Return of Premiums	- -	- -	- -	- -	- -	- -
Other Income	- -	- -	- -	- -	- -	- -
Total Operating Revenue	197,768,036	161,037,626	154,947,536	76,725,514	78,222,022	49.52
Operating Expenditures:						
Classified Salaries	278,593	331,598	338,031	152,295	185,736	45.05
Statutory Benefits	88,316	28,746	51,738	12,856	38,881	24.85
Health & Welfare	51,190	65,039	56,750	22,750	34,000	40.09
Employer Tax Expense	4,769	5,219	5,510	2,408	3,101	43.71
Net Pension Expense	74,804	(202,608)	416,154	97,928	318,226	23.53
Telephone & Internet	7,926	6,453	7,450	1,993	5,457	26.75
Supplies Office	3,000	6,541	5,000	217	4,783	4.35
Supplies - Other	4,000	1,467	8,500	1,504	6,996	17.69
Eligibility Processing	250,000	210,615	235,620	108,397	127,223	46.01
Brokerage Fees-Dental-ACSIG	325,000	290,054	293,760	149,455	144,305	50.88
Brokerage Fees-Dental-MD	500,000	607,679	520,000	162,710	357,290	31.29
Travel and Conferences	22,000	2,842	22,925	1,965	20,960	8.57
Mileage	8,500	6,051	12,000	3,000	9,000	25.00
Dues & Memberships	12,000	2,185	11,400	385	11,015	3.38
Postage & Meter	8,000	6,230	3,910	748	3,162	19.13
Insurance Expense-PIPS&NCR	24,818,844	24,013,869	23,900,848	11,942,611	11,958,237	49.97
Insurance Expense-PY Adj	1,000,000	584,688	500,000	- -	500,000	- -
Utility - Operating-Rent	48,432	41,919	48,476	15,455	33,021	31.88
Advertising	2,000	- -	- -	- -	- -	- -
Contract Services - Actuarial	32,414	18,670	20,000	- -	20,000	- -
Contract Services -Claim Audit	20,000	- -	- -	- -	- -	- -
Contract Services	3,125	- -	5,000	- -	5,000	- -
Audit Fees	15,000	14,300	14,475	- -	14,475	- -
Other Services/Operating Expenses	27,248	3,236	11,400	3,760	7,640	32.98
Capital Equipment/Depreciation	4,000	592	9,500	595	8,905	6.26
Repairs & Maintenance	3,500	- -	5,000	- -	5,000	- -
Legal	10,000	- -	6,500	- -	6,500	- -
Accounting Services	15,500	15,500	15,500	8,000	7,500	51.61
County Courier	4,200	- -	4,400	4,163	237	94.61
Shredding	1,080	651	1,600	113	1,487	7.08
Copier & Scanner	16,700	12,465	17,900	3,459	14,441	19.33
Claims Administration Services	155,000	139,411	143,219	4,278	138,941	2.99
Self-Insurance Fee	431,959	388,794	553,082	281,372	271,710	50.87
Claims Paid-WC	1,250,000	936,718	1,200,000	331,457	868,543	27.62
Claims Paid-PL	100,000	10,263	100,000	21,100	78,900	21.10
Physical Abilities Testing	50,000	3,403	20,000	4,140	15,860	20.70
Training	- -	- -	10,000	- -	10,000	- -
First-Aid Program	50,000	1,208	35,000	- -	35,000	- -
Food Service Training	- -	- -	- -	- -	- -	- -
Risk Mgmt Prev Program	100,000	27,610	250,000	97,500	152,500	39.00
EAP Program	100,000	119,315	200,000	117,003	82,997	58.50
Safety Inspections	12,446	12,819	18,819	12,972	5,847	68.93
Bank Charge & WC Penalty Reimb	25,000	112	6,000	- -	6,000	- -
Cobra Premiums	270,000	268,395	250,000	124,982	125,018	49.99
Dental Insurance Premiums	163,000,000	123,344,909	123,100,000	59,712,221	63,387,779	48.51
Vision Insurance Premiums	4,375,000	5,022,017	4,520,000	3,358,448	1,161,552	74.30
Claim Development Expense	1,000,000	(992,480)	(1,000,000)	(432,694)	(567,306)	43.27
ACA Fees	- -	- -	- -	- -	- -	- -
Total Operating Expenditures	198,579,546	155,356,494	155,955,466	76,329,547	79,625,919	48.94 %
Net Increase/(Decrease) from Operations	(811,510)	5,681,132	(1,007,930)	395,967	(1,403,897)	(39.29) %
Non Operating Income/(Expense)						
Interest Income	574,500	498,283	650,500	243,818	406,682	37.48
Net Increase/(Decrease) in Fair Value	- -	(343,866)	- -	(1,276,657)	1,276,657	- -
Realized Gain/(Loss) on Investments	- -	32,290	- -	940,338	(940,338)	- -
Cumulative effect of GASB 68	- -	- -	- -	- -	- -	- -
Interfund Trans, Other Inc/Exp	- -	- -	- -	- -	- -	- -
Total Non Operating Income/(Expense)	574,500	186,707	650,500	(92,501)	743,001	(14.22) %
Net Increase/(Decrease) in Net Position	$ (237,010)	$ 5,867,839	(357,430)	$ 303,466	$ (660,896)	(84.90) %
Beginning Balance Prior Year End	$ 44,710,878	$ 44,710,878	50,578,716	$ 50,578,716	$ 595	100.00 %
Ending Balance, as of 12/31/2021	**$ 44,473,868**	**$ 50,578,716**	**$ 50,221,286**	**$ 50,882,182**	**$ (660,301)**	

Alameda County Schools Insurance Group (ACSIG)
Treasurer's Report- Statement of Net Assets
Workers' Compensation
As of 06/30/2021 and 12/31/2021

	Audited As of 06/30/2021	Activity 07/01/2021 - 12/31/2021	As of 12/31/2021
Assets:			
Current Assets			
Funds with County - WC - #44906	$ 21,607,919	(5,870,798)	$ 15,737,121
Funds in Transit - #44906 to Morgan Stanley Investments	- -	- -	- -
Funds with County - Retention Fund #44904	18,630	46	18,676
Union Bank Claims - #0129	1,136,433	(500,516)	635,917
Union Bank Claims Trust Account - #0600	357,777	(8,332)	349,445
Local Agency Investment Funds (L.A.I.F.)	3,393,711	4,839	3,398,550
Money Market - Morgan Stanley	13,828	1,312	15,141
Cash and Cash Equivalents	$ 26,528,298	(6,373,449)	$ 20,154,850
Investments Morgan Stanley - current	111,295	754,931	866,226
Accounts Receivable	115,636	6,175,779	6,291,415
Prepaid Expense	- -	- -	- -
Interfund Receivable/(payable)	(580,336)	(62,689)	(643,025)
Subtotal Current Assets	26,174,893	494,573	26,669,466
Noncurrent Assets			
Investments Morgan Stanley	15,333,156	(848,561)	14,484,595
Capital - Equipment, net of depreciation	- -	- -	- -
	15,333,156	(848,561)	14,484,595
Total Assets	**$ 41,508,049**	**$ (353,988)**	**$ 41,154,061**
Deferred Outflow of Resources:			
Deferred outflow of resources - pension	93,118	- -	93,118
Liabilities:			
Current Liabilities			
Accounts Payable	$ 3,552	$ (552)	$ 3,000
Prefunding deposits	- -	- -	- -
Advance Contributions	- -	- -	- -
Other Claim Liabilities - Castlepoint Reinsurance Insolvency	510,869	- -	510,869
Current Portion of claims and claim adjustment	978,476	- -	978,476
Subtotal Current Liabilities	1,492,897	(552)	1,492,345
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	6,874,266	(431,203)	6,443,063
Unallocated Loss Adjustment Expense (ULAE)	681,952	- -	681,952
Subtotal Noncurrent Claim Liabilities	7,556,218	(431,203)	7,125,015
Net Pension Liability (NPL)	187,426	14,689	202,115
Total Liabilities	$ 9,236,541	$ (417,066)	$ 8,819,475
Deferred Inflow of Resources:			
Deferred inflow of resources - pension	1,659	- -	1,659
Net Position:			
Undesignated Net Position - Net Assets/(Deficit)	32,362,967	63,078	32,426,045
Designated - Capital Assets	- -	- -	- -
Total Net Position	$ 32,362,967	$ 63,078	$ 32,426,045
Total Liabilities, Deferred Pension, and Ending Net Position	**$ 41,508,049**	**$ (353,988)**	**$ 41,154,061**

Alameda County Schools Insurance Group (ACSIG)
Workers' Compensation
Statement of Revenues, Expenditures and Changes in Net Fund Assets
As of 12/31/2021 and For The Six Months Then Ended

	2020/2021		2021/2022			
	Budget	Actuals	Budget	Activity 07/01/2020 - 12/31/2021	Variance	Percentage of Budget
Operating Revenue:						
Premiums Paid by Members	$ 25,917,135	$ 25,917,134	$ 23,053,472	$ 11,526,736	$ 11,526,736	50.00 %
Return of Premiums	- -	- -	- -	- -	- -	- -
Other Income	- -	- -	- -	- -	- -	- -
Total Operating Revenue	25,917,135	25,917,134	23,053,472	11,526,736	11,526,736	50.00
Operating Expenditures:						
Classified Salaries	70,140	77,693	76,787	34,991	41,796	45.57
Statutory Benefits	24,985	9,279	15,750	2,784	12,966	17.68
Health & Welfare	15,800	19,512	15,800	3,413	12,387	21.60
Employer Tax Expense	1,121	1,151	1,121	518	603	46.21
Net Pension Expense	20,431	(45,843)	87,405	29,378	58,027	33.61
Telephone & Internet	793	968	745	299	446	40.13
Supplies Office	300	981	500	33	467	6.60
Supplies - Other	400	220	850	226	624	26.59
Eligibility Processing	- -	- -	- -	- -	- -	- -
Brokerage Fees-Dental-ACSIG	- -	- -	- -	- -	- -	- -
Brokerage Fees-Dental-MD	- -	- -	- -	- -	- -	- -
Travel and Conferences	2,200	426	2,350	295	2,055	12.55
Mileage	850	908	1,200	450	750	37.50
Dues & Memberships	1,200	328	1,200	58	1,142	4.83
Postage & Meter	350	311	340	37	303	10.88
Insurance Expense-PIPS	23,006,149	22,078,042	21,929,305	10,929,967	10,999,338	49.84
Insurance Expense-PY Adj	1,000,000	584,688	500,000	- -	500,000	- -
Utility - Operating-Rent	4,843	6,288	5,848	2,318	3,530	39.64
Advertising	200	- -	- -	- -	- -	- -
Contract Services - Actuarial	10,000	8,770	15,000	- -	15,000	- -
Contract Services -Claim Audit	20,000	- -	- -	- -	- -	- -
Contract Services	3,125	- -	5,000	- -	5,000	- -
Audit Fees	1,500	2,145	1,448	- -	1,448	- -
Other Services/Operating Expense	1,935	485	400	564	(164)	141.00
Capital Equipment/Depreciation	400	- -	500	- -	500	- -
Repairs & Maintenance	350	- -	500	- -	500	- -
Legal	1,000	- -	500	- -	500	- -
Accounting Services	1,550	2,325	1,550	1,200	350	77.42
County Courier	420	- -	620	624	(4)	100.65
Shredding	108	98	250	17	233	6.80
Copier & Scanner	800	623	800	173	627	21.63
Claims Admin/Consult Services	135,000	135,000	106,400	- -	106,400	- -
Self-Insurance Fee	431,959	388,794	553,082	281,372	271,710	50.87
Claims Paid-WC	1,250,000	936,718	1,200,000	331,457	868,543	27.62
Claims Paid-PL	- -	- -	- -	- -	- -	- -
Physical Abilities Testing	50,000	3,403	20,000	4,140	15,860	20.70
Training	- -	- -	10,000	- -	10,000	- -
First-Aid Program	50,000	1,208	35,000	- -	35,000	- -
Food Service/Sp Ed Training	- -	- -	- -	- -	- -	- -
Risk Mgmt Prevention Prog	100,000	27,610	250,000	97,500	152,500	39.00
EAP Program	100,000	119,315	200,000	117,003	82,997	58.50
Safety Inspections	- -	- -	- -	- -	- -	- -
Bank Charge & WC Penalty Reimb	- -	- -	1,000	- -	1,000	- -
Cobra Premiums	- -	- -	- -	- -	- -	- -
Dental Insurance Premiums	- -	- -	- -	- -	- -	- -
Vision Insurance Premiums	- -	- -	- -	- -	- -	- -
Claim Development Expense	1,000,000	(1,305,544)	(1,000,000)	(431,203)	(568,797)	43.12
ACA Fees	- -	- -	- -	- -	- -	- -
Total Operating Expenditures	27,307,909	23,055,902	24,041,250	11,407,614	12,633,636	47.45 %
Net Increase/(Decrease) from Operations	(1,390,774)	2,861,232	(987,778)	119,122	(1,106,900)	(12.06) %
Non Operating Income/(Expense)						
Interest Income	400,000	363,284	500,000	174,002	325,998	34.80
Net Increase/(Decrease) in Fair Value	- -	(235,208)	- -	(873,247)	873,247	- -
Realized Gain/(Loss) on Investments	- -	22,087	- -	643,201	(643,201)	- -
Cumulative effect of GASB 68	- -	- -	- -	- -	- -	- -
Interfund Transfer, Other Income	- -	- -	- -	- -	- -	- -
Total Non Operating Income/(Expense)	400,000	150,163	500,000	(56,044)	556,044	(11.21) %
Net Increase/(Decrease) in Net Position	(990,774)	3,011,395	(487,778)	63,078	(550,856)	(12.93) %
Beginning Balance Prior Year End	29,351,572	29,351,572	32,362,967	32,362,967	- -	100.00 %
Ending Balance, as of 12/31/2021	**$ 28,360,798**	**$ 32,362,967**	**$ 31,875,189**	**$ 32,426,045**	**$ (550,856)**	

Alameda County Schools Insurance Group (ACSIG)
Treasurer's Report- Statement of Net Assets
Dental
As of 06/30/2021 and 12/31/2021

	Audited As of 06/30/2021	Activity 07/01/2021 - 12/31/2021	As of 12/31/2021
Assets:			
Current Assets			
Cash with County ACSIG #44901	$ 1,562,645	682,401	$ 2,245,046
Union Bank - Eligibility #9938	5,636,119	934,291	6,570,410
Union Bank - Expense #2064	32,850	377,685	410,535
Union Bank - Cobra Trust #0273	35,785	16,488	52,273
Union Bank - zero balance accounts	- -	- -	- -
Cash and Cash Equivalents	$ 7,267,399	2,010,865	$ 9,278,264
Investments Morgan Stanley - current	- -	- -	- -
Accounts Receivable	7,718,909	(1,940,074)	5,778,835
Prepaid Expense	- -	- -	- -
Interfund Receivable/(payable)	2,310,725	93,744	2,404,469
Subtotal Current Assets	17,297,033	164,535	17,461,568
Noncurrent Assets			
Investments - Morgan Stanley	5,984,959	(35,742)	5,949,217
Capital - Equipment, net of depreciation	- -	- -	- -
	5,984,959	(35,742)	5,949,217
Total Assets	**$ 23,281,992**	**$ 128,793**	**$ 23,410,785**
Deferred Outflow of Resources:			
Deferred outflow of resources - pension	217,944	- -	217,944
Liabilities:			
Current Liabilities			
Accounts Payable	$ 2,569,776	$ (35,622)	$ 2,534,154
Prefunding deposits	3,967,615	- -	3,967,615
Advance Contributions	- -	- -	- -
Other Claim Liabilities	- -	- -	- -
Current Portion of claims and claim adjustment	2,146,000	- -	2,146,000
Subtotal Current Liabilities	8,683,391	(35,622)	8,647,769
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	- -	- -	- -
Subtotal Noncurrent Claim Liabilities	- -	- -	- -
Net Pension Liability (NPL)	438,684	24,482	463,166
Total Liabilities	$ 9,122,075	$ (11,140)	$ 9,110,935
Deferred Inflow of Resources:			
Deferred inflow of resources - pension	3,884	- -	3,884
Net Position:			
Undesignated Net Position - Net Assets/(Deficit)	14,373,977	139,933	14,513,910
Designated - Capital Assets	- -	- -	- -
Total Net Position	$ 14,373,977	$ 139,933	$ 14,513,910
Total Liabilities, Deferred Pension, and Ending Net Position	**$ 23,281,992**	**$ 128,793**	**$ 23,410,785**

Alameda County Schools Insurance Group (ACSIG)
Dental
Statement of Revenues, Expenditures and Changes in Net Fund Assets
As of 12/31/2021 and For The Six Months Then Ended

	2020/2021		2021/2022			
	Budget	Actuals	Budget	Activity 07/01/2020 - 12/31/2021	Variance	Percentage of Budget
Operating Revenue:						
Premiums Paid by Members	$ 165,000,000	$ 127,610,386	$ 125,000,000	$ 60,633,856	$ 64,366,144	48.51 %
Return of Premiums/Rebate	- -	- -	- -	- -	- -	- -
Other Income	- -	- -	- -	- -	- -	- -
Total Operating Revenue	165,000,000	127,610,386	125,000,000	60,633,856	64,366,144	48.51
Operating Expenditures:						
Classified Salaries	159,454	199,873	207,687	92,883	114,805	44.72
Statutory Benefits	47,272	13,471	28,489	8,069	20,420	28.32
Health & Welfare	25,350	32,519	35,100	16,738	18,362	47.69
Employer Tax Expense	2,849	3,259	3,590	1,525	2,065	42.48
Net Pension Expense	41,293	(124,689)	267,787	48,964	218,823	18.28
Telephone & Internet	5,944	4,517	5,588	1,395	4,193	24.97
Supplies Office	2,250	4,579	3,750	152	3,598	4.05
Supplies - Other	3,000	1,027	6,375	1,053	5,322	16.52
Eligibility Processing	250,000	210,615	235,620	108,397	127,223	46.01
Brokerage Fees-Dental-ACSIG	325,000	290,054	293,760	149,455	144,305	50.88
Brokerage Fees-Dental-MD	500,000	607,679	520,000	162,710	357,290	31.29
Travel and Conferences	16,500	1,989	17,625	1,376	16,249	7.81
Mileage	6,375	4,235	9,000	2,100	6,900	23.33
Dues & Memberships	9,000	1,530	9,000	270	8,730	3.00
Postage & Meter	7,200	5,608	3,060	674	2,386	22.02
Insurance Expense	- -	- -	- -	- -	- -	- -
Insurance Expense - PY Adj	- -	- -	- -	- -	- -	- -
Net, Operating-Rent	36,324	29,344	33,857	10,819	23,038	31.95
Advertising	1,500	- -	- -	- -	- -	- -
Contract Services - Actuarial	14,512	3,500	- -	- -	- -	- -
Contract Services -Claim Audit	- -	- -	- -	- -	- -	- -
Contracted Services	- -	- -	- -	- -	- -	- -
Audit Fees	11,250	10,010	10,856	- -	10,856	- -
Other Services/Operating Expense	23,438	2,265	10,000	2,632	7,368	26.32
Capital Equipment/Depreciation	3,000	- -	7,500	- -	7,500	- -
Repairs & Maintenance	2,625	- -	3,750	- -	3,750	- -
Legal	7,500	- -	5,000	- -	5,000	- -
Accounting Services	11,625	10,850	11,625	5,600	6,025	48.17
County Courier	3,150	- -	3,150	2,914	236	92.51
Shredding	810	456	1,125	79	1,046	7.02
Copier & Scanner	15,000	11,219	16,200	3,113	13,087	19.22
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	25,000	112	5,000	- -	5,000	- -
Cobra Premiums	270,000	268,395	250,000	124,982	125,018	49.99
Dental Insurance Premiums	163,000,000	123,344,909	123,100,000	59,712,221	63,387,779	48.51
Vision Insurance Premiums	- -	- -	- -	- -	- -	- -
Claim Development Expense	- -	227,000	- -	- -	- -	- -
ACA Fees	- -	- -	- -	- -	- -	- -
Total Operating Expenditures	164,827,221	125,164,325	125,104,494	60,458,121	64,646,373	48.33 %
Net Increase/(Decrease) from Operations	172,779	2,446,061	(104,494)	175,735	(280,229)	(168.18) %
Non Operating Income/(Expense)						
Interest Income	125,000	85,787	100,000	53,264	46,736	53.26
Net Increase/(Decrease) in Fair Value	- -	(91,065)	- -	(338,093)	338,093	- -
Realized Gain/(Loss) on Investments	- -	8,551	- -	249,027	(249,027)	- -
Cumulative effect of GASB 68	- -	- -	- -	- -	- -	- -
I Transfer, YE Close, Rebate	- -	- -	- -	- -	- -	- -
Total Non Operating Income/(Expense)	125,000	3,273	100,000	(35,802)	135,802	(35.80) %
Net Increase/(Decrease) in Net Position	297,779	2,449,335	(4,494)	139,933	(144,427)	(3,113.69) %
Beginning Balance Prior Year End	11,924,643	11,924,643	14,373,978	14,373,978	- -	100.00 %
Ending Balance, as of 12/31/2021	**$ 12,222,422**	**$ 14,373,977**	**$ 14,369,484**	**$ 14,513,910**	**$ (144,427)**	

Alameda County Schools Insurance Group (ACSIG)
Treasurer's Report- Statement of Net Assets
Vision
As of 06/30/2021 and 12/31/2021

	Audited As of 06/30/2021	Activity 07/01/2021 - 12/31/2021	As of 12/31/2021
Assets:			
Current Assets			
Cash with County #44902	$ 2,743,178	(85,263)	$ 2,657,915
Funds in Transit - #44902 to Morgan Stanley Investments	- -	- -	- -
Cash and Cash Equivalents	2,743,178	(85,263)	2,657,915
Investments Morgan Stanley - current	- -	- -	- -
Accounts Receivable	345,328	361,238	706,566
Prepaid Expense	- -	- -	- -
Interfund Receivable/(payable)	76,145	(26,239)	49,906
Subtotal Current Assets	3,164,651	249,736	3,414,387
Noncurrent Assets			
Investments - Morgan Stanley	1,156,253	(6,905)	1,149,348
Capital - Equipment, net of depreciation	- -	- -	- -
	1,156,253	(6,905)	1,149,348
Total Assets	**$ 4,320,904**	**$ 242,831**	**$ 4,563,735**
Deferred Outflow of Resources:			
Deferred outflow of resources - pension	34,976	- -	34,976
Liabilities:			
Current Liabilities			
Accounts Payable	$ 413,507	$ 211,493	$ 625,000
Prefunding deposits	308,985	- -	308,985
Advance Contributions	- -	- -	- -
Other Claim Liabilities	- -	- -	- -
Current Portion of claims and claim adjustment	391,000	- -	391,000
Subtotal Current Liabilities	1,113,492	211,493	1,324,985
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	- -	- -	- -
Subtotal Noncurrent Claim Liabilities	- -	- -	- -
Net Pension Liability (NPL)	70,400	4,896	75,296
Total Liabilities	$ 1,183,892	$ 216,389	$ 1,400,281
Deferred Inflow of Resources:			
Deferred inflow of resources - pension	623	- -	623
Net Position:			
Undesignated Net Position - Net Assets/(Deficit)	3,171,365	26,442	3,197,807
Designated - Capital Assets	- -	- -	- -
Total Net Position	$ 3,171,365	$ 26,442	$ 3,197,807
Total Liabilities, Deferred Pension, and Ending Net Position	**$ 4,320,904**	**$ 242,831**	**$ 4,563,735**

Alameda County Schools Insurance Group (ACSIG)
Vision
Statement of Revenues, Expenditures and Changes in Net Fund Assets
As of 12/31/2021 and For The Six Months Then Ended

	2020/2021		2021/2022			
	Budget	Actuals	Budget	Activity 07/01/2020 - 12/31/2021	Variance	Percentage of Budget
Operating Revenue:						
Premiums Paid by Members	$ 4,500,000	$ 5,158,675	$ 4,600,000	$ 3,417,890	$ 1,182,110	74.30 %
Retrun of Premiums	- -	- -	- -	- -	- -	- -
Other Income	- -	- -	- -	- -	- -	- -
Total Operating Revenue	4,500,000	5,158,675	4,600,000	3,417,890	1,182,110	74.30
Operating Expenditures:						
Classified Salaries	27,859	30,370	30,326	13,850	16,476	45.67
Statutory Benefits	8,132	2,712	4,246	1,225	3,021	28.85
Health & Welfare	4,890	6,504	3,900	1,788	2,112	45.85
Employer Tax Expense	477	468	477	214	263	44.87
Net Pension Expense	6,629	(18,311)	34,520	9,792	24,728	28.37
Telephone & Internet	793	645	745	199	546	26.71
Supplies Office	300	654	500	22	478	4.40
Supplies - Other	400	147	850	150	700	17.65
Eligibility Processing	- -	- -	- -	- -	- -	- -
Brokerage Fees-Dental-ACSIG	- -	- -	- -	- -	- -	- -
Brokerage Fees-Dental-MD	- -	- -	- -	- -	- -	- -
Travel and Conferences	2,200	284	2,350	197	2,153	8.38
Mileage	850	605	1,200	300	900	25.00
Dues & Memberships	1,200	219	1,200	39	1,161	3.25
Postage & Meter	450	311	340	37	303	10.88
Insurance Expense	- -	- -	- -	- -	- -	- -
Insurance Expense - PY Adj	- -	- -	- -	- -	- -	- -
Utility - Operating-Rent	4,843	4,192	5,848	1,546	4,302	26.44
Advertising	200	- -	- -	- -	- -	- -
Contract Services - Actuarial	1,935	1,500	- -	- -	- -	- -
Contract Services -Claim Audit	- -	- -	- -	- -	- -	- -
Contract Services	- -	- -	- -	- -	- -	- -
Audit Fees	1,500	1,430	1,448	- -	1,448	- -
Other Services/Operating Expense	625	324	1,000	376	624	37.60
Capital Equipment/Depreciation	400	- -	1,000	- -	1,000	- -
Repairs & Maintenance	350	- -	500	- -	500	- -
Legal	1,000	- -	1,000	- -	1,000	- -
Accounting Services	1,550	1,550	1,550	800	750	51.61
County Courier	420	- -	420	416	4	99.05
Shredding	108	65	150	11	139	7.33
Copier & Scanner	800	623	800	173	627	21.63
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	4,375,000	5,022,017	4,520,000	3,358,448	1,161,552	74.30
Claim Development Expense	- -	69,000	- -	- -	- -	- -
ACA Fees	- -	- -	- -	- -	- -	- -
Total Operating Expenditures	4,442,911	5,125,309	4,614,369	3,389,583	1,224,785	73.46 %
Net Increase/(Decrease) from Operations	57,089	33,366	(14,369)	28,307	(42,675)	(197.00) %
Non Operating Income/(Expense)						
Interest Income	40,000	41,079	50,000	15,342	34,658	30.68
Net Increase/(Decrease) in Fair Value	- -	(17,593)	- -	(65,317)	65,317	- -
Realized Gain/(Loss) on Investments	- -	1,652	- -	48,110	(48,110)	- -
Cumulative effect of GASB 68	- -	- -	- -	- -	- -	- -
Interfund Transfer	- -	- -	- -	- -	- -	- -
Total Non Operating Income/(Expense)	40,000	25,138	50,000	(1,865)	51,865	(3.73) %
Net Increase/(Decrease) in Net Position	97,089	58,504	35,631	26,442	9,190	74.21 %
Beginning Balance Prior Year End	3,112,862	3,112,862	3,171,366	3,171,366	- -	100.00 %
Ending Balance, as of 12/31/2021	**$ 3,209,951**	**$ 3,171,365**	**$ 3,206,997**	**$ 3,197,807**	**$ 9,190**	

Alameda County Schools Insurance Group (ACSIG)
Treasurer's Report- Statement of Net Assets
Property and Liability
As of 06/30/2021 and 12/31/2021

	Audited As of 06/30/2021	Activity 07/01/2021 - 12/31/2021	As of 12/31/2021
Assets:			
Current Assets			
Cash with County - #44903	$ 2,064,396	(800,951)	$ 1,263,445
Funds in Transit - #44903 to Morgan Stanley Investments	- -	- -	- -
Union Bank - Checking #0311	341,766	(203,383)	138,383
Union Bank - Claims Trust #1186	18,928	(11,382)	7,546
Cash and Cash Equivalents	$ 2,425,090	(1,015,716)	$ 1,409,374
Investments Morgan Stanley - current	- -	- -	- -
Accounts Receivable	5,144	150,520	155,664
Prepaid Expense	- -	961,903	961,903
Interfund Receivable/(payable)	(1,577,730)	(19,234)	(1,596,964)
Subtotal Current Assets	852,504	77,473	929,977
Noncurrent Assets			
Investments - Morgan Stanley	- -	- -	- -
Capital - Equipment, net of depreciation	- -	- -	- -
	- -	- -	- -
Total Assets	**$ 852,504**	**$ 77,473**	**$ 929,977**
Deferred Outflow of Resources:			
Deferred outflow of resources - pension	29,070	- -	29,070
Liabilities:			
Current Liabilities			
Accounts Payable	$ 541	$ (541)	$ - -
Prefunding deposits	- -	- -	- -
Advance Contributions	- -	- -	- -
Other Claim Liabilities	- -	- -	- -
Current Portion of claims and claim adjustment	55,349	(821)	54,528
Subtotal Current Liabilities	55,890	(1,362)	54,528
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	45,286	(671)	44,615
Unallocated Loss Adjustment Expense (ULAE)	46,225	- -	46,225
Subtotal Noncurrent Claim Liabilities	91,511	(671)	90,840
Net Pension Liability (NPL)	58,512	4,897	63,409
Total Liabilities	$ 205,913	$ 2,864	$ 208,777
Deferred Inflow of Resources:			
Deferred inflow of resources - pension	518	- -	518
Net Position:			
Undesignated Net Position - Net Assets/(Deficit)	675,143	74,609	749,752
Designated - Capital Assets	- -	- -	- -
Total Net Position	$ 675,143	$ 74,609	$ 749,752
Total Liabilities, Deferred Pension, and Ending Net Position	**$ 852,504**	**$ 77,473**	**$ 929,977**

Alameda County Schools Insurance Group (ACSIG)
Property and Liability
Statement of Revenues, Expenditures and Changes in Net Fund Assets
As of 12/31/2021 and For The Six Months Then Ended

	2020/2021		2021/2022			
	Budget	Actuals	Budget	Activity 07/01/2020 - 12/31/2021	Variance	Percentage of Budget
Operating Revenue:						
Premiums Paid by Members	$ 2,350,901	$ 2,351,431	$ 2,294,064	$ 1,147,032	$ 1,147,032	50.00 %
Return of Premiums	- -	- -	- -	- -	- -	- -
Other Income	- -	- -	- -	- -	- -	- -
Total Operating Revenue	2,350,901	2,351,431	2,294,064	1,147,032	1,147,032	50.00
Operating Expenditures:						
Classified Salaries	21,140	23,662	23,230	10,571	12,660	45.50
Statutory Benefits	7,927	3,284	3,252	778	2,474	23.93
Health & Welfare	5,150	6,504	1,950	811	1,139	41.59
Employer Tax Expense	322	341	322	151	171	46.96
Net Pension Expense	6,451	(13,765)	26,443	9,794	16,649	37.04
Telephone & Internet	396	323	373	100	272	26.86
Supplies Office	150	327	250	10	240	4.15
Supplies - Other	200	73	425	75	350	17.61
Eligibility Processing	- -	- -	- -	- -	- -	- -
Brokerage Fees-Dental-ACSIG	- -	- -	- -	- -	- -	- -
Brokerage Fees-Dental-MD	- -	- -	- -	- -	- -	- -
Travel and Conferences	1,100	143	600	97	503	16.21
Mileage	425	303	600	150	450	25.00
Dues & Memberships	600	108	- -	18	(18)	- -
Postage & Meter	- -	- -	170	- -	170	- -
Insurance Expense-NCR	1,812,695	1,935,827	1,971,543	1,012,644	958,899	51.36
Insurance Expense-PY Adj	- -	- -	- -	- -	- -	- -
Utility - Operating-Rent	2,422	2,095	2,924	772	2,152	26.41
Advertising	100	- -	- -	- -	- -	- -
Contract Services - Actuarial	5,967	4,900	5,000	- -	5,000	- -
Contract Services -Claim Audit	- -	- -	- -	- -	- -	- -
Contract Services	- -	- -	- -	- -	- -	- -
Audit Fees	750	715	724	- -	724	- -
Other Services/Operating Expenses	1,250	162	- -	188	(188)	- -
Capital Equipment/Depreciation	200	- -	500	- -	500	- -
Repairs & Maintenance	175	- -	250	- -	250	- -
Legal	500	- -	- -	- -	- -	- -
Accounting Services	775	775	775	400	375	51.61
County Courier	210	- -	210	209	1	99.48
Shredding	54	32	75	6	69	8.45
Copier & Scanner	100	- -	100	- -	100	- -
Claims Administration Services	20,000	4,411	36,819	4,278	32,541	11.62
Self-Insurance Fee	- -	- -	- -	- -	- -	- -
Claims Paid-WC	- -	- -	- -	- -	- -	- -
Claims Paid-PL	100,000	10,263	100,000	21,100	78,900	21.10
Physical Abilities Testing	- -	- -	- -	- -	- -	- -
Training	- -	- -	- -	- -	- -	- -
First-Aid Program	- -	- -	- -	- -	- -	- -
Food Service Training	- -	- -	- -	- -	- -	- -
Special Ed Training	- -	- -	- -	- -	- -	- -
Incentives	- -	- -	- -	- -	- -	- -
Safety Inspections	12,446	12,819	18,819	12,972	5,847	68.93
Bank Charge & WC Penalty Reimb	- -	- -	- -	- -	- -	- -
Cobra Premiums	- -	- -	- -	- -	- -	- -
Dental Insurance Premiums	- -	- -	- -	- -	- -	- -
Vision Insurance Premiums	- -	- -	- -	- -	- -	- -
Claim Development Expense	- -	17,064	- -	(1,491)	1,491	- -
ACA Fees	- -	- -	- -	- -	- -	- -
Total Operating Expenditures	2,001,505	2,010,366	2,195,353	1,073,633	1,121,720	48.90 %
Net Increase/(Decrease) from Operations	349,396	341,065	98,711	73,399	25,312	74.36 %
Non Operating Income/(Expense)						
Interest Income	9,500	8,133	500	1,210	(710)	242.00
Net Increase/(Decrease) in Fair Value	- -	- -	- -	- -	- -	- -
Realized Gain/(Loss) on Investments	- -	- -	- -	- -	- -	- -
Cumulative effect of GASB 68	- -	- -	- -	- -	- -	- -
Interfund Transfer, Other Income	- -	- -	- -	- -	- -	- -
Total Non Operating Income/(Expense)	9,500	8,133	500	1,210	(710)	242.00 %
Net Increase/(Decrease) in Net Position	358,896	349,198	99,211	74,609	24,602	75.20 %
Beginning Balance Prior Year End	325,945	325,945	675,143	675,143	- -	100.00 %
Ending Balance, as of 12/31/2021	**$ 684,841**	**$ 675,143**	**$ 774,354**	**$ 749,752**	**$ 24,602**	

Alameda County Schools Insurance Group (ACSIG)
Treasurer's Report- Statement of Net Assets
Operations
As of 06/30/2021 and 12/31/2021

	Audited As of 06/30/2021	Activity 07/01/2021 - 12/31/2021	As of 12/31/2021
Assets:			
Current Assets			
Union Bank - Payroll #0176	$ 32,225	22,550	$ 54,775
Union Bank Checking Account #1521	215,634	(46,508)	169,126
Cash and Cash Equivalents	$ 247,859	(23,958)	$ 223,901
Investments Morgan Stanley - current	- -	- -	- -
Accounts Receivable	- -	- -	- -
Prepaid Expense	8,785	- -	8,785
Interfund Receivable/(payable)	(228,804)	14,418	(214,386)
Subtotal Current Assets	27,840	(9,540)	18,300
Noncurrent Assets			
Investments - Morgan Stanley	- -	- -	- -
Capital - Equipment, net of depreciation	595	(595)	- -
	595	(595)	- -
Total Assets	**$ 28,435**	**$ (10,135)**	**$ 18,300**
Deferred Outflow of Resources:			
Deferred outflow of resources - pension	- -	- -	- -
Liabilities:			
Current Liabilities			
Accounts Payable	$ 33,171	$ (9,539)	$ 23,632
Prefunding deposits	- -	- -	- -
Advance Contributions	- -	- -	- -
Other Claim Liabilities	- -	- -	- -
Current Portion of claims and claim adjustment	- -	- -	- -
Subtotal Current Liabilities	33,171	(9,539)	23,632
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	- -	- -	- -
Subtotal Noncurrent Claim Liabilities	- -	- -	- -
Net Pension Liability (NPL)	- -	- -	- -
Total Liabilities	$ 33,171	$ (9,539)	$ 23,632
Deferred Inflow of Resources:			
Deferred inflow of resources - pension	- -	- -	- -
Net Position:			
Undesignated Net Position - Net Assets/(Deficit)	(5,331)	(1)	(5,332)
Designated - Capital Assets	595	(595)	- -
Total Net Position	$ (4,736)	$ (596)	$ (5,332)
Total Liabilities, Deferred Pension, and Ending Net Position	**$ 28,435**	**$ (10,135)**	**$ 18,300**

Alameda County Schools Insurance Group (ACSIG)
Operations
Statement of Revenues, Expenditures and Changes in Net Fund Assets
As of 12/31/2021 and For The Six Months Then Ended

	2020/2021		2021/2022			
	Budget	Actuals	Budget	Activity 07/01/2020 - 12/31/2021	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 Expense	--	--	--	--	--	--
Capital Equipment/Depreciation	--	592	--	595	(595)	--
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	--	592	--	595	(595)	-- %
Net Increase/(Decrease) from Operations	--	(592)	--	(595)	595	-- %
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	--	(592)	--	(595)	595	-- %
Beginning Balance Prior Year End	(4,144)	(4,144)	(4,736)	(4,736)	--	100.00 %
Ending Balance, as of 12/31/2021	**$ (4,144)**	**$ (4,736)**	**$ (4,736)**	**$ (5,331)**	**$ 595**	

Alameda County Schools Insurance Group (ACSIG)
Schedule of Claim Liabilities for Workers' Compensation
As of 12/31/2021

	Self-Insured Program Years												
	1978/1979	1984/1985	1985/1986	1986/1987	1987/1988	1988/1989	1989/1990	1990/1991	1991/1992	1992/1993	1993/1994	1994/1995	Totals to Page 7A
Paid Claims	$ 916,273	$ 1,828,533	$ 2,855,260	$ 2,818,438	$ 2,875,715	$ 4,020,932	$ 2,940,000	$ 5,561,332	$ 5,166,999	$ 4,282,745	$ 3,724,602	$ 4,797,901	$ 41,788,730
Reserves	- -	- -	7,617	24,455	21,667	- -	- -	49,808	- -	- -	14,770	135,223	253,540
Incurred Claims	916,273	1,828,533	2,862,877	2,842,893	2,897,382	4,020,932	2,940,000	5,611,140	5,166,999	4,282,745	3,739,372	4,933,124	42,042,270
Incurred But Not Reported (IBNR)	- -	- -	17,123	137,107	22,618	39,068	12,000	48,860	113,001	12,255	60,628	56,876	519,536
Non- Discounted Estimated Ultimate Incurred (1)	916,273	1,828,533	2,880,000	2,980,000	2,920,000	4,060,000	2,952,000	5,660,000	5,280,000	4,295,000	3,800,000	4,990,000	42,561,806
Anticipated Investment Income (Discount) (2)	- -	- -	(717)	(5,655)	(1,816)	(1,836)	(564)	(4,539)	(5,085)	(576)	(3,845)	(10,758)	(35,391)
Discounted Estimated Ultimate (1-2)	916,273	1,828,533	2,879,283	2,974,345	2,918,184	4,058,164	2,951,436	5,655,461	5,274,915	4,294,424	3,796,155	4,979,242	42,526,415
Paid Claims	(916,273)	(1,828,533)	(2,855,260)	(2,818,438)	(2,875,715)	(4,020,932)	(2,940,000)	(5,561,332)	(5,166,999)	(4,282,745)	(3,724,602)	(4,797,901)	(41,788,730)
Remaining Estimated Unpaid Claim Liabilities	$ - -	$ - -	$ 24,023	$ 155,907	$ 42,469	$ 37,232	$ 11,436	$ 94,129	$ 107,916	$ 11,679	$ 71,553	$ 181,341	$ 737,685

(1) Per Bay Actuarial Consultants actuarial study dated February 2021.

(2) Discounted at 2%, 06/30/2012, 1.5%, 2014, 2015, 2016, 2017, 2018 1.75%, 2019-2020 1.50%, 2020-2021 .75%.

Historical Discounted Estimated Ultimate Incurred:													
As of 06/30/2013	10	954,963	1,828,378	2,917,252	3,003,200	2,674,593	4,009,091	2,922,237	5,789,363	5,200,522	4,331,119	3,639,169	5,209,906	42,479,803
As of 06/30/2014	9	959,089	1,828,378	2,943,554	2,948,967	2,906,382	4,010,866	2,993,154	5,793,307	5,156,348	4,321,092	3,728,346	5,145,562	42,735,045
As of 06/30/2015	8	959,745	1,828,378	2,944,649	2,957,392	2,916,153	4,077,607	2,993,338	5,759,425	5,259,555	4,304,405	3,847,149	5,130,367	42,978,163
As of 06/30/2016	7	919,585	1,828,378	2,935,792	2,958,911	2,907,220	4,065,869	2,966,210	5,750,806	5,315,636	4,278,349	3,855,186	5,114,027	42,895,969
As of 06/30/2017	6	947,318	1,828,378	2,876,895	2,952,342	2,907,650	4,084,897	2,985,063	5,734,186	5,316,245	4,408,281	3,947,076	5,151,520	43,139,851
As of 06/30/2018	5	947,015	1,828,378	2,876,710	2,988,624	2,945,002	4,094,286	2,994,624	5,743,707	5,315,284	4,422,773	3,926,130	5,110,111	43,192,644
As of 06/30/2019	4	916,273	1,828,533	2,887,520	3,031,167	2,934,013	4,038,122	2,940,000	5,678,821	5,314,160	4,358,612	4,009,428	5,051,755	42,988,404
As of 06/30/2020	3	916,273	1,828,533	2,887,952	2,996,520	2,916,419	4,056,820	2,958,440	5,698,048	5,288,270	4,370,463	3,958,606	4,958,067	42,834,411
As of 06/30/2021	2	916,273	1,828,533	2,879,283	2,974,319	2,918,168	4,058,164	2,951,436	5,655,461	5,274,915	4,294,424	3,796,118	4,979,092	42,526,186
As of 09/30/2021	1	916,273	1,828,533	2,879,283	2,974,345	2,918,184	4,058,164	2,951,436	5,655,461	5,274,915	4,294,424	3,796,155	4,979,242	42,526,415
Increase/Decrease		- -	- -	- -	26	16	- -	- -	- -	- -	- -	37	150	229

Alameda County Schools Insurance Group (ACSIG)
Schedule of Claim Liabilities for Workers' Compensation
As of 12/31/2021

	Totals From Page 7	Self-Insured Program Years							Totals To Page 7B
		1995/1996	1996/1997	1997/1998	1998/1999	1999/2000	2000/2001	2001/2002	
Paid Claims	$ 41,788,730	$ 5,401,675	$ 7,248,912	$ 6,830,966	$ 9,338,894	$ 7,614,304	$ 10,833,164	$ 11,935,924	$ 100,992,569
Reserves	253,540	112,729	39,075	116,631	580,317	177,812	228,165	274,908	1,783,177
Incurred Claims	42,042,270	5,514,404	7,287,987	6,947,597	9,919,211	7,792,116	11,061,329	12,210,832	102,775,746
Incurred But Not Reported (IBNR)	519,536	85,596	252,013	312,403	410,789	117,884	488,671	319,168	2,506,060
Non- Discounted Estimated Ultimate Incurred (1)	42,561,806	5,600,000	7,540,000	7,260,000	10,330,000	7,910,000	11,550,000	12,530,000	105,281,806
Anticipated Investment Income (Discount) (2)	(35,391)	(11,701)	(17,465)	(25,313)	(56,493)	(16,559)	(41,576)	(35,050)	(239,548)
Discounted Estimated Ultimate (1-2)	42,526,415	5,588,299	7,522,535	7,234,687	10,273,507	7,893,441	11,508,424	12,494,950	105,042,258
Paid Claims	(41,788,730)	(5,401,675)	(7,248,912)	(6,830,966)	(9,338,894)	(7,614,304)	(10,833,164)	(11,935,924)	(100,992,569)
Remaining Estimated Unpaid Claim Liabilities	$ 737,685	$ 186,624	$ 273,623	$ 403,721	$ 934,613	$ 279,137	$ 675,260	$ 559,026	$ 4,049,689

(1) Per Bay Actuarial Consultants actuarial study dated February 2021.

(2) Discounted at 2%, 06/30/2012, 1.5%, 2014, 2015, 2016, 2017, 2018 1.75%, 2019-2020 1.50%, 2020-2021 .75%.

Historical Discounted Estimated Ultimate Incurred:										
As of 06/30/2013	10	42,479,803	5,833,514	7,743,609	7,798,325	11,018,070	9,598,230	12,098,931	13,618,383	110,188,865
As of 06/30/2014	9	42,735,045	5,738,160	7,577,599	7,714,653	11,132,297	8,733,944	11,771,811	13,128,192	108,531,701
As of 06/30/2015	8	42,978,163	5,752,631	7,584,812	7,808,635	10,993,497	8,806,657	11,818,771	13,083,683	108,826,849
As of 06/30/2016	7	42,895,969	5,607,306	7,562,358	7,660,593	11,011,641	8,642,537	11,753,128	12,959,861	108,093,393
As of 06/30/2017	6	43,139,851	5,583,200	7,705,812	7,670,526	10,717,018	8,299,131	11,947,119	13,121,523	108,184,180
As of 06/30/2018	5	43,192,644	5,757,037	7,747,776	7,706,207	10,642,853	8,365,742	11,833,334	12,979,529	108,225,122
As of 06/30/2019	4	42,988,404	5,664,384	7,601,234	7,424,100	10,662,982	8,032,099	11,618,299	13,001,162	106,992,664
As of 06/30/2020	3	42,834,411	5,634,661	7,480,498	7,198,242	10,419,193	7,937,956	11,512,128	12,486,864	105,503,953
As of 06/30/2021	2	42,526,186	5,588,222	7,517,698	7,234,673	10,272,484	7,884,610	11,507,738	12,494,816	105,026,427
As of 09/30/2021	1	42,526,415	5,588,299	7,522,535	7,234,687	10,273,507	7,893,441	11,508,424	12,494,950	105,042,258
Increase/Decrease		229	77	4,837	14	1,023	8,831	686	134	15,831

Alameda County Schools Insurance Group (ACSIG)
Schedule of Claim Liabilities for Workers' Compensation
As of 12/31/2021

	Totals From Page 7A	Self-Insured Program Years 2002/2003	2003/2004	2004/2005	2005/2006	2006/2007	2007/2008	2008/2009	As of 12/31/2021 Totals	Activity: As of 06/30/2021 Totals	Activity: 07/01/2021 - 12/31/2021
Paid Claims	$ 100,992,569	$ 10,343,647	$ 6,048,523	$ 5,733,672	$ 8,825,262	$ 8,693,614	$ 9,041,814	$ 8,974,608	$ 158,653,709	$ 158,195,127	$ 458,582
Reserves	1,783,177	186,870	56,137	344,227	349,709	189,673	72,025	147,833	3,129,651	3,770,595	(640,944)
Incurred Claims	102,775,746	10,530,517	6,104,660	6,077,899	9,174,971	8,883,287	9,113,839	9,122,441	161,783,360	161,965,722	(182,362)
Incurred But Not Reported (IBNR)	2,506,060	379,483	335,340	252,101	515,029	236,713	56,161	477,559	4,758,446	4,576,084	182,362
Non- Discounted Estimated Ultimate Incurred (1)	105,281,806	10,910,000	6,440,000	6,330,000	9,690,000	9,120,000	9,170,000	9,600,000	166,541,806	166,541,806	- -
Anticipated Investment Income (Discount) (2)	(239,548)	(34,548)	(24,272)	(37,569)	(54,478)	(27,289)	(8,204)	(40,650)	(466,558)	(493,937)	27,379
Discounted Estimated Ultimate (1-2)	105,042,258	10,875,452	6,415,728	6,292,431	9,635,522	9,092,711	9,161,796	9,559,350	166,075,248	166,047,869	27,379
Paid Claims	(100,992,569)	(10,343,647)	(6,048,523)	(5,733,672)	(8,825,262)	(8,693,614)	(9,041,814)	(8,974,608)	(158,653,709)	(158,195,127)	(458,582)
Remaining Estimated Unpaid Claim Liabilities	$ 4,049,689	$ 531,805	$ 367,205	$ 558,759	$ 810,260	$ 399,097	$ 119,982	$ 584,742	$ 7,421,539	$ 7,852,742	$ (431,203)
Estimated Current Portion /Short-Term Liability (1)									(978,476)		
Estimated Non-Current portion of Claim Liabilities									$ 6,443,063		

(1) Per Bay Actuarial Consultants actuarial study dated February 2021.

(2) Discounted at 2%, 06/30/2012, 1.5%, 2014, 2015, 2016, 2017, 2018 1.75%, 2019-2020 1.50%, 2020-2021 .75%.

Historical Discounted Estimated Ultimate Incurred:

As of 06/30/2013	10	110,188,865	10,710,077	7,136,860	6,043,782	8,435,497	9,522,890	10,141,142	10,501,500	172,680,613
As of 06/30/2014	9	108,531,701	10,454,102	6,798,117	6,067,506	10,203,448	9,772,238	10,362,281	10,585,137	172,774,530
As of 06/30/2015	8	108,826,849	10,457,705	6,920,842	6,214,866	10,347,509	9,539,023	9,859,233	10,469,961	172,635,988
As of 06/30/2016	7	108,093,393	10,531,877	6,860,336	6,223,567	10,366,713	9,216,061	9,639,692	10,101,017	171,032,656
As of 06/30/2017	6	108,184,180	10,716,918	6,817,755	5,896,649	10,214,975	9,198,996	9,520,490	9,943,375	170,493,338
As of 06/30/2018	5	108,225,122	10,697,201	6,689,784	6,028,771	10,128,423	9,250,450	9,475,767	9,593,861	170,089,379
As of 06/30/2019	4	106,992,664	10,865,794	6,590,938	6,129,435	9,825,431	9,213,395	9,194,958	9,526,850	168,339,465
As of 06/30/2020	3	105,503,953	10,632,710	6,438,165	6,018,634	9,707,983	9,117,968	9,129,259	9,527,330	166,119,058
As of 06/30/2021	2	105,026,427	10,875,378	6,415,468	6,291,921	9,629,398	9,091,729	9,158,853	9,558,695	166,047,869
As of 09/30/2021	1	105,042,258	10,875,452	6,415,728	6,292,431	9,635,522	9,092,711	9,161,796	9,559,350	166,075,248
Increase/Decrease		15,831	74	260	510	6,124	982	2,943	655	27,379

Claim Development Expense	
Claim Liabilities	$ (431,203)
ULAE	- -
Castlepoint	
Reinsurance	
Insolvency	0
	$ (431,203)

Alameda County Schools Insurance Group (ACSIG)
Schedule of Claim Liabilities for Property Liability
As of 12/31/2021

	Self-Insured Program Years											Activity	
	10 2012/2013	9 2013/2014	8 2014/2015	7 2015/2016	6 2016/2017	5 2017/2018	4 2018/2019	3 2019/2020	2 2020/2021	1 2021/2022	As of 12/31/2021	As of 06/30/2021	07/01/2021 - 12/31/2021
Paid Claims	$ 125,045	$ 20,000	$ 18,078	$ 72,777	$ 20,000	$ 44,853	$ 62,301	$ 40,000	$ 0	$ 9,667	$ 412,722	$ 401,223	$ 11,499
Reserves	0	- -	(0)	0	- -	(0)	(0)	10,318	50,000	25,333	85,651	37,149	48,502
Incurred Claims	125,045	20,000	18,078	72,777	20,000	44,853	62,301	50,318	50,000	35,000	498,373	438,372	60,001
Incurred But Not Reported (IBNR)	- -	- -	- -	(0)	- -	0	0	4,812	3,843	5,000	13,655	63,654	(49,999)
Non- Discounted Estimated Ultimate Incurred (1)	125,045	20,000	18,078	72,777	20,000	44,853	62,301	55,130	(3 53,843	(3 40,000	512,027	502,027	10,000
Anticipated Investment Income (Discount) (2)	- -	- -	- -	- -	- -	0	- -	(24)	(84)	(54)	(162)	(170)	8
Discounted Estimated Ultimate (1-2)	125,045	20,000	18,078	72,777	20,000	44,853	62,301	55,106	53,759	39,946	511,865	501,857	10,008
Paid Claims	(125,045)	(20,000)	(18,078)	(72,777)	(20,000)	(44,853)	(62,301)	(40,000)	(0)	(9,667)	(412,722)	(401,223)	(11,499)
Remaining Estimated Unpaid Claim Liabilities	$ - -	$ - -	$ - -	$ - -	$ - -	$ - -	$ - -	$ 15,106	$ 53,759	$ 30,279	$ 99,143	$ 100,634	$ (1,491)
										Estimated Current Portion /Short-Term Liability (1), paid claims factor of .65	(54,529)		
										Estimated Non-Current portion of Claim Liabilities :stimated Non-Current portion of Claim Liabilities	$ 44,614		

(1) Per Bay Actuarial Consultants actuarial study dated February 2021. PL study done once every two years. Next report 2023.
(2) Discounted at 1.0% 06/30/2020, .2% at 06/30/2021.
(3) Not adjusted for negative IBNR, based upon Actuarial report, maybe adjusted at year end if incurred has not been reduced.

Historical Estimated Ultimate Incurred:												
As of 06/30/2013	10	108,539	- -	- -	- -	- -	- -	- -	- -	- -	- -	108,549
As of 06/30/2014	9	148,539	111,900	- -	- -	- -	- -	- -	- -	- -	- -	260,448
As of 06/30/2015	8	126,562	20,863	32,843	- -	- -	- -	- -	- -	- -	- -	180,276
As of 06/30/2016	7	126,562	20,863	7,843	25,000	- -	- -	- -	- -	- -	- -	180,275
As of 06/30/2017	6	125,045	20,000	18,078	51,345	54,069	- -	- -	- -	- -	- -	268,543
As of 06/30/2018	5	125,045	20,000	18,078	72,777	40,968	63,000	- -	- -	- -	- -	339,873
As of 06/30/2019	4	125,045	20,000	18,078	72,777	20,000	94,492	99,010	- -	- -	- -	449,406
As of 06/30/2020	3	125,045	20,000	18,078	52,777	20,000	64,491	79,010	70,000	- -	- -	579,085
As of 06/30/2021	2	125,045	20,000	18,078	72,777	20,000	44,853	62,301	85,130	53,843	- -	631,710
As of 06/30/2022	1	125,045	20,000	18,078	72,777	20,000	44,853	62,301	55,130	53,843	40,000	512,028
Increase/Decrease		- -	- -	- -	- -	- -	- -	- -	(30,000)	- -	40,000	10,000

Claim Development Expense	
Claim Liabilities and ULAE Increase	$ (1,491)

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

EXECUTIVE SUMMARY

TO: ACSIG Board

FROM: Kimberly Dennis

DATE: May 26, 2022

SUBJECT: 2021/2022 Second Quarter Investment Report

Enclosed is ACSIG's 2021/2022 second quarter investment report. ACSIG's portfolio is benefiting from current market conditions with an increase in value this quarter. The Committee will discuss moving additional cash into the portfolio.

Cary Allison from Morgan Stanley Wealth Management will be in attendance to address this item and outline the current investment strategy. The Executive Committee reviewed this report in detail. The Board will be asked to approve this report.

Cary M. Allison, CIMA®
Executive Director
Institutional Consulting Director
U.S. Government Entity Specialist

1478 Stone Point Dr
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Roseville, CA, 95661

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fax 916 797 7750
toll free 888 335 6370

cary.allison@morganstanley.com

January 6, 2022

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 California government code sections 53600 and 53601 as well as your investment policy statement.

Time Weighted Performance Summary (Net of fees) – December 31, 2021

Total Ending Value	**$22,554,842.03**
Rolling Periods	
Quarter to Date	-0.26%
Year to Date	-1.13%
Last 12 Months	-1.13%
Last 3 Years	2.13%
Last 5 Years	1.60%
Last 10 Years	1.33%
Since 7/12/10 Inception (annualized %)	1.34%

Calendar Years		*Fiscal Years*	
2021 YTD	-1.13%	2021-22 YTD	-0.56%
2020	3.92%	2020-21	-0.17%
2019	3.69%	2019-20	4.74%
2018	1.01%	2018-19	1.31%
2017	0.59%	2017-18	-0.42%
2016	0.99%	2016-17	-0.35%
2015	0.87%	2015-16	2.13%
2014	1.01%	2014-15	1.09%
2013	-0.03%	2013-14	1.32%
2012	2.44%	2012-13	0.48%
2011	1.91%	2011-12	1.75%
2010 (partial year)	0.29%		

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,

Cary M. Allison, CIMA®
Executive Director
Institutional Consulting Director
U.S. Government Entity Specialist
www.morganstanley.com
cary.allison@morganstanley.com

The information and data contained in this report are from sources considered reliable, but their accuracy and completeness is 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.

Fixed Income Report

Prepared on January 06, 2022 for:

Alameda County Schools Insurance Group

UD - ACSIG ACSIG
PO BOX 2487
DUBLIN CA 94568-0710

THE ALLISON GROUP

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Executive Director
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Your Branch:
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ROSEVILLE, CA 95661

TABLE OF CONTENTS

Account(s) Included In This Report w/ Performance Since Inception	3
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Time Weighted Performance Summary	5
Time Weighted Performance By Period	6
Disclosures	7

Please review the disclosures and definitions throughout this Document.
Various sub-sections of this Document may not contain information on all accounts/positions covered in this Document.

ACCOUNT(S) INCLUDED IN THIS REPORT BY CUSTODIAL RELATIONSHIP

Morgan Stanley

ACSIG Consolidated — **Reporting Currency: USD**

MORGAN STANLEY WEALTH MANAGEMENT

Account Name	Account Type/ Manager Name	Advisory/ Brokerage	Account Number	Date Opened	Date Closed	Performance (%) Inception - 12/31/21
Alameda County Schools Ins Group	AAA	Advisory	171-XXX349	04/27/10	05/18/21	-

EXTERNALLY HELD‡

Account Name	Account Type	Account Number/ Custodian	Last Updated	Exclusions	Performance (%) Inception - 12/31/21
UD - ACSIG ACSIG	REG	171-XXX340 *COMERICA BANK*	12/31/21	P	-1.09

Investment, insurance and annuity products offered through Morgan Stanley Smith Barney LLC are: NOT FDIC INSURED | MAY LOSE VALUE | NOT BANK GUARANTEED | NOT A BANK DEPOSIT | NOT INSURED BY ANY FEDERAL GOVERNMENT AGENCY. All content within this Document applies to the accounts listed above or a subset thereof, unless otherwise indicated. Closed Accounts listed above are included for historical performance. The investment returns shown on this page are time-weighted measurements which exclude the effect of the timing and amount of your contributions and withdrawals. AA=Asset Allocation, P=Performance, POS=Positions & Balances, TW=Total Wealth, Q=Morgan Stanley Impact Quotient

‡Includes manually added and/or external accounts, assets and/or liabilities, as applicable, not held at Morgan Stanley Wealth Management. Please see Disclosures for more information.

INVESTMENT SUMMARY

Morgan Stanley

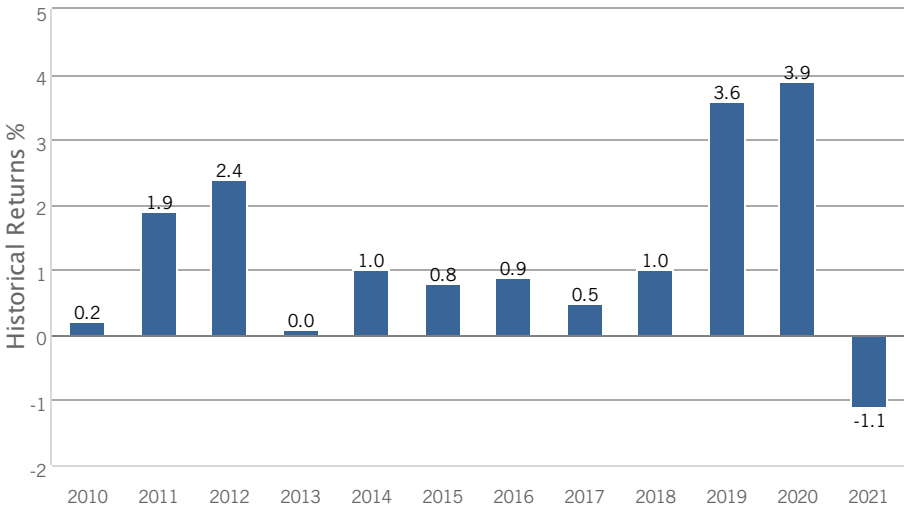
ACSIG Consolidated

As of December 31, 2021 | Reporting Currency: USD

TWR % (NET OF FEES)‡

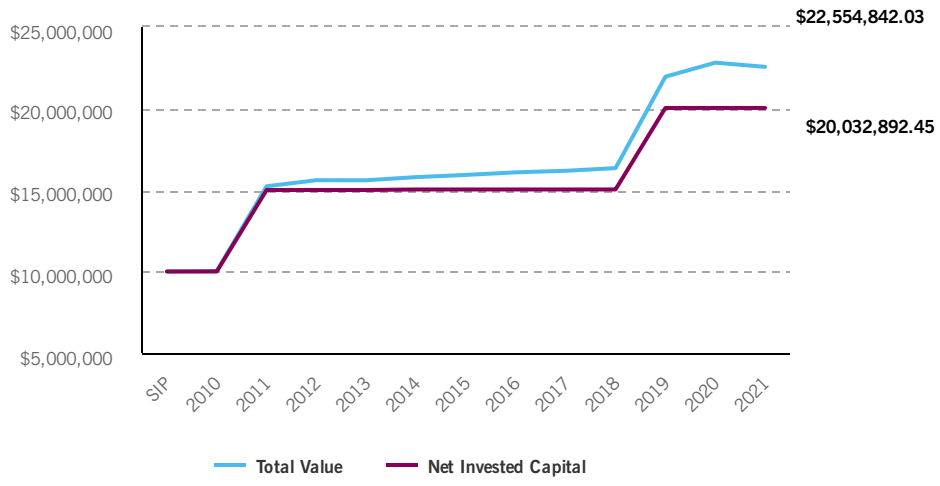
	Quarter to Date ($) 09/30/21-12/31/21	Custom Period ($) 06/30/20-12/31/21	Performance Inception ($) 07/12/10-12/31/21
Beginning Total Value	**22,614,079**	**22,746,412**	**9,999,850**
Net Contributions/Withdrawals	0	3	10,033,042
Investment Earnings	-59,237	-191,573	2,521,950
Ending Total Value	**22,554,842**	**22,554,842**	**22,554,842**
TIME WEIGHTED RATE OF RETURN (%) (Annualized for periods over 12 months)			
Return % (Net of Fees)	-0.26	-0.56	1.34
FTSE Treasury Bill 3 Month	0.01	0.07	0.54
BC Gov 1-3 Yr	-0.58	-0.30	1.15
BC Gov/Cr 1-5 yr	-0.72	-0.18	1.91

DOLLAR-WEIGHTED PERIOD RETURN % (NET OF FEES)‡

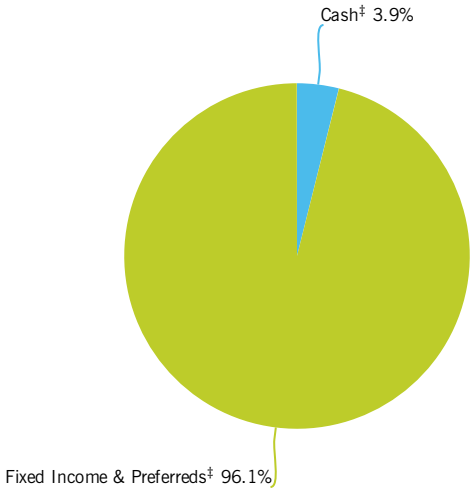


Does not include Performance Ineligible Assets.

TOTAL VALUE VS. NET INVESTED CAPITAL‡



ASSET ALLOCATION



Does not include Performance Ineligible Assets.

The investment returns shown on this page are dollar-weighted measurements which are affected by the timing and amount of your contributions and withdrawals. The investment returns shown on this page are time-weighted measurements which exclude the effect of the timing and amount of your contributions and withdrawals. ‡Includes manually added and/or external accounts, assets and/or liabilities, as applicable, not held at Morgan Stanley Wealth Management. Please see Disclosures for more information.

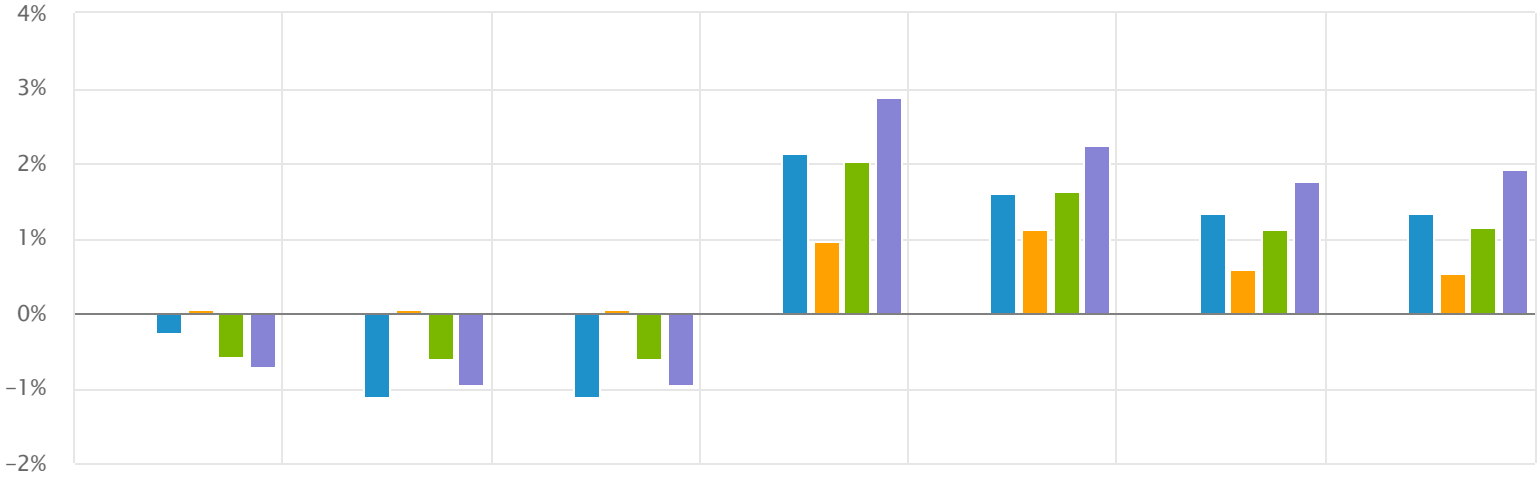
TIME WEIGHTED PERFORMANCE SUMMARY

Morgan Stanley

ACSIG Consolidated

As of December 31, 2021 | Reporting Currency: USD

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



	Quarter to Date 09/30/21 - 12/31/21	Year to Date 12/31/20 - 12/31/21	Last 12 Months 12/31/20 - 12/31/21	Last 3 Years 12/31/18 - 12/31/21	Last 5 Years 12/31/16 - 12/31/21	Last 10 Years 12/31/11 - 12/31/21	Performance Inception 07/12/10 - 12/31/21
Beginning Total Value ($)	22,614,078.68	22,811,869.36	22,811,869.36	16,342,539.30	16,082,980.87	15,229,289.11	9,999,850.00
Net Contributions/Withdrawals ($)	0.00	0.00	0.00	5,000,016.70	5,000,016.70	5,032,892.45	10,033,042.45
Investment Earnings ($)	-59,236.65	-257,027.33	-257,027.33	1,212,286.03	1,471,844.46	2,292,660.47	2,521,949.58
Ending Total Value ($)	22,554,842.03	22,554,842.03	22,554,842.03	22,554,842.03	22,554,842.03	22,554,842.03	22,554,842.03
Return % (Net of Fees)	-0.26	-1.13	-1.13	2.13	1.60	1.33	1.34
FTSE Treasury Bill 3 Month (%)	0.01	0.05	0.05	0.96	1.11	0.60	0.54
BC Gov 1-3 Yr (%)	-0.58	-0.60	-0.60	2.03	1.62	1.11	1.15
BC Gov/Cr 1-5 yr (%)	-0.72	-0.97	-0.97	2.88	2.25	1.77	1.91

The investment returns shown on this page are time-weighted measurements which exclude the effect of the timing and amount of your contributions and withdrawals.
‡Includes manually added and/or external accounts, assets and/or liabilities, as applicable, not held at Morgan Stanley Wealth Management. Please see Disclosures for more information.

TIME WEIGHTED PERFORMANCE BY PERIOD

Morgan Stanley

ACSIG Consolidated

As of December 31, 2021 | Reporting Currency: USD

RETURN % (NET OF FEES) VS. BENCHMARKS‡

					Period Returns%			
Period	Beginning Total Value ($)	Net Contributions/ Withdrawals ($)	Investment Earnings ($)	Ending Total Value ($)	Portfolio (Net Of Fees)	FTSE Treasury Bill 3 Month	BC Gov 1-3 Yr	BC Gov/Cr 1-5 yr
2021	22,811,869.36	0.00	-257,027.33	22,554,842.03	-1.13	0.05	-0.60	-0.97
2020	21,950,284.82	9.71	861,574.83	22,811,869.36	3.92	0.58	3.14	4.71
2019	16,342,539.30	5,000,006.99	607,738.52	21,950,284.82	3.69	2.25	3.59	5.01
2018	16,178,410.09	0.00	164,129.22	16,342,539.30	1.01	1.86	1.58	1.38
2017	16,082,980.87	0.00	95,429.22	16,178,410.09	0.59	0.84	0.45	1.27
2016	15,926,083.41	0.00	156,897.47	16,082,980.87	0.99	0.27	0.87	1.56
2015	15,789,357.87	0.00	136,725.54	15,926,083.41	0.87	0.03	0.57	0.97
2014	15,597,806.94	32,875.75	158,675.18	15,789,357.87	1.01	0.03	0.64	1.42
2013	15,600,964.10	0.00	-3,157.16	15,597,806.94	-0.03	0.05	0.37	0.28
2012	15,229,289.11	0.00	371,674.99	15,600,964.10	2.44	0.07	0.51	2.24
2011	10,028,996.97	5,000,000.00	200,292.14	15,229,289.11	1.91	0.08	1.56	3.14
2010 Performance Inception: 07/12/2010	9,999,850.00	150.00	28,996.97	10,028,996.97	0.29	0.07	0.53	1.03

The investment returns shown on this page are time-weighted measurements which exclude the effect of the timing and amount of your contributions and withdrawals.
‡Includes manually added and/or external accounts, assets and/or liabilities, as applicable, not held at Morgan Stanley Wealth Management. Please see Disclosures for more information.

DISCLOSURES

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

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

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

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

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

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

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

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

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

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

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

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

Morgan Stanley & Co.: Morgan Stanley & Co. LLC ("Morgan Stanley & Co.") is an affiliate of Morgan Stanley Smith Barney LLC ("Morgan Stanley Wealth Management") and both are subsidiaries of Morgan Stanley, the financial holding company. Morgan Stanley & Co. values shown on your Morgan Stanley Wealth Management statement may differ from the values shown in your official Morgan Stanley & Co. statement due to, among other things, different reporting methods, delays, market conditions and interruptions. The information shown is approximate and subject to updating, correction and

other changes. Information being reported by Morgan Stanley Wealth Management on assets held by other custodians, which are related to Income, Performance, Tax Lots, Total Cost, Target Asset Allocation, Asset Classification and Gain/Loss may differ from that information provided by the custodian. In performance calculations, the inception date will align with the first date on which Morgan Stanley Wealth Management received account information from the custodian. If there are discrepancies between your official Morgan Stanley & Co. account statement and your Morgan Stanley Wealth Management supplemental client report, rely on the official Morgan Stanley & Co. account statement.

External Accounts:"External" generally refers to accounts, assets, and/or liabilities that you hold with other financial institutions and/or which may be custodied outside of Morgan Stanley (whose subsidiaries include Morgan Stanley Smith Barney LLC and Morgan Stanley & Co.) ("External Accounts"). External Accounts are not under administration or management at Morgan Stanley and are not reflected in your Morgan Stanley account statements. Information related to External Accounts is provided solely as a service to you and your Financial Advisor/Private Wealth Advisor. The information reference is based upon information provided by external sources which we believe to be reliable. However, we do not independently verify this information. As such, we do not warrant or guarantee that such information is accurate or timely, and any such information may be incomplete or condensed.
Information related to Income, Performance, Tax Lots, Total Cost, Target Asset Allocation, Asset Classification, Risk Analysis and Gain/Loss may differ from the information provided by your custodian. External information presented herein is subject to, and does not supersede, the confirmations and account statements provided by your custodian. Values shown in an account statement from your custodian may differ from the values shown here due to, among other things, different reporting methods, delays, market conditions and interruptions. If there are discrepancies between your custodian's official account statement and this material, rely on the custodian's official account statement. We are not obligated to notify you or your Financial Advisor/Private Wealth Advisor if information changes. In performance calculations, the inception date referenced will reflect the first date on which Morgan Stanley received account information from the custodian. If information on an External Account cannot be reported, it will be noted.
Assets not custodied with Morgan Stanley are not covered by SIPC protection at Morgan Stanley or by additional protection under Morgan Stanley's excess insurance coverage plans. However, these assets may be subject to SIPC coverage at the entity at which they are custodied.

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

Manually Added assets:"Manually Added" generally refers to accounts, assets, and/or liabilities, as applicable, that you hold with other financial institutions and/or which may be custodied outside of Morgan Stanley (whose subsidiaries include Morgan Stanley Smith Barney LLC and Morgan Stanley & Co.) ("Manually Added External Accounts"). The Manually Added External Accounts referenced are generally not held with Morgan Stanley and are not under administration or management at Morgan Stanley. Information about such Manually Added External Accounts is manually inputted, updated and maintained solely by you and/or your Financial Advisor/Private Wealth Advisor. Morgan Stanley may include information about these Manually Added External Accounts solely as a service to you and your Financial Advisor/Private Wealth Advisor. We do not independently verify any information related to your Manually Added External Accounts. As such, we do not warrant or guarantee that such information is accurate or timely, and any such information may be incomplete or condensed.Valuations and other information about these assets may be provided by you and/or your Financial Advisor/Private Wealth Advisor and are generally based upon estimates. The information is used for position, asset allocation, and product allocation reporting purposes but is not, however, reflected in your Morgan Stanley account statements. Income values, including Estimated Annual Income and Projected Income, are not calculated for Manually Added External Accounts. Risk Analysis is not calculated for Manually Added External Accounts. The information being reported by Morgan Stanley on Manually Added External Accounts related to Performance, Tax Lots, Total Cost, Target Asset Allocation, Asset Classification and Gain/Loss may differ from the information provided to you by the custodian of those assets. If there are discrepancies between your custodian's official account statement and this material, rely on the custodian's official account statement. The inception date referenced in this view will reflect the date on which information about the Manually Added External Accounts was input by you and/or your Financial Advisor/Private Wealth Advisor. If information on a Manually Added asset cannot be reported, it will be noted.
Assets not custodied with Morgan Stanley are not covered by SIPC protection at Morgan Stanley or by additional protection under Morgan Stanley's excess insurance coverage plans. However, these assets may be subject to SIPC coverage at the entity at which they are custodied.

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

Market values used for performance calculation do not include Performance Ineligible Assets and thus may differ from asset allocation market values. Common examples of Performance Ineligible Assets include life insurance and annuities as well as Manually Added and External accounts, assets and liabilities.
Unless otherwise indicated, performance is an aggregated composite calculation of the entire portfolio and may include brokerage and investment advisory accounts as well as assets for different accounts

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

For Morgan Stanley Smith Barney LLC accounts, performance information may cover the full history of the account(s) or just the performance of an account(s) since the inception of the current program(s). Performance results on individual accounts will vary and may differ from the composite returns. Your Financial Advisor can provide you with individual account portfolio composition and performance information. For investment advisory accounts, please see the Morgan Stanley Smith Barney LLC Form ADV Part 2 or applicable disclosure brochure and any applicable brokerage commission and/or fee schedule for a full disclosure of fees and expenses. Your Financial Advisor will provide those documents to you upon request. 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.

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

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GENERAL DEFINITIONS

Dollar-Weighted Return (Internal Rate of Return): A return calculation that measures the actual performance of a portfolio over the reporting period. Since dollar weighted returns include the impact of client contributions and withdrawals, they should not be compared to market indices or used to evaluate the performance of a manager, but can be used to evaluate progress toward investment goals.

Investment Earnings: A combination of the income received and total portfolio value increase or decrease, excluding net contributions and withdrawals, over the reporting period.

Net Contributions/Withdrawals: The net value of cash and securities contributed to or withdrawn from the account(s) during the reporting period. Net contributions and withdrawals may include advisory fees for advisory accounts.

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

Performance ineligible assets: Performance returns are not calculated for certain assets because accurate valuations and transactions for these assets are not processed or maintained by Morgan Stanley Smith Barney LLC. Common examples include life insurance and annuities as well as Manually Added and External accounts, assets and liabilities.

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

BC Gov 1-3 Yr: The Barclays 1-3 Year Government Bond Index is composed of government bonds with maturities between one and three years.

BC Gov/Cr 1-5 yr: The Government/Credit Index includes securities in the Government and Credit Indices. The Government Index includes treasuries (i.e., public obligations of the U.S. Treasury that have remaining maturities of more than one year) and agencies (i.e., publicly issued debt of U.S. Government agencies, quasi-federal corporations, and corporate or foreign debt guaranteed by the U.S. Government). The Credit Index includes publicly issued U.S. corporate and foreign debentures and secured notes that meet specified maturity, liquidity, and quality requirements. This index is the 1-5 Yr component of the U.S. Government/Credit index.

FTSE Treasury Bill 3 Month: Equal dollar amounts of three-month Treasury bills are purchased at the beginning of each of three consecutive months. As each bill matures, all proceeds are rolled over or reinvested in a new three-month bill. The income used to calculate the monthly return is derived by subtracting the original amount invested from the maturity value. The yield curve average is the basis for calculating the return on the index. The index is rebalanced monthly by market capitalization. The 90-Day Treasury Bill is a short-term obligation issued by the United States government. T-bills are purchased at a discount to the full face value, and the investor receives the full value when they mature. The difference of discount is the interest earned. T-bills are issued in denominations of $10,000 auction and $1,000 increments thereafter.

Alameda County Schools Insurance Group
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Dublin, CA 94568
Phone (925) 225-1030
Fax (925) 225-0653
www.acsig.com

EXECUTIVE SUMMARY

TO: ACSIG Board

FROM: Kimberly Dennis

DATE: May 26, 2022

SUBJECT: 2021/2022 Third Quarter Investment Report

Enclosed is ACSIG's 2021/2022 third quarter investment report. ACSIG's portfolio experienced both gains and losses this quarter.

Cary Allison from Morgan Stanley Wealth Management will be in attendance to address this item and outline the current investment strategy. The Board will be asked to approve this report.

Cary M. Allison, CIMA®
Executive Director
Institutional Consulting Director
U.S. Government Entity Specialist

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cary.allison@morganstanley.com

April 6, 2022

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 California government code sections 53600 and 53601 as well as your investment policy statement.

Time Weighted Performance Summary (Net of fees) – March 31, 2022

Total Ending Value	**$26,882,534.37**

Rolling Periods

Quarter to Date	-2.80%
Year to Date	-2.80%
Last 12 Months	-3.35%
Last 3 Years	0.80%
Last 5 Years	0.96%
Last 10 Years	0.95%
Since 7/12/10 Inception (annualized %)	1.07%

Calendar Years		*Fiscal Years*	
2022 YTD	-2.80%		
2021	-1.13%	2021-22 YTD	-0.56%
2020	3.92%	2020-21	-0.17%
2019	3.69%	2019-20	4.74%
2018	1.01%	2018-19	1.31%
2017	0.59%	2017-18	-0.42%
2016	0.99%	2016-17	-0.35%
2015	0.87%	2015-16	2.13%
2014	1.01%	2014-15	1.09%
2013	-0.03%	2013-14	1.32%
2012	2.44%	2012-13	0.48%
2011	1.91%	2011-12	1.75%
2010 (partial year)	0.29%		

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,

Cary M. Allison, CIMA®
Executive Director
Institutional Consulting Director
U.S. Government Entity Specialist
www.morganstanley.com
cary.allison@morganstanley.com

The information and data contained in this report are from sources considered reliable, but their accuracy and completeness is 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.

Fixed Income Report

Prepared on April 06, 2022 for:

Alameda County Schools Insurance Group

UD - ACSIG ACSIG
PO BOX 2487
DUBLIN CA 94568-0710

THE ALLISON GROUP

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ROSEVILLE, CA 95661

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Please review the disclosures and definitions throughout this Document.
Various sub-sections of this Document may not contain information on all accounts/positions covered in this Document.

ACCOUNT(S) INCLUDED IN THIS REPORT BY CUSTODIAL RELATIONSHIP

Morgan Stanley

ACSIG Consolidated | **Reporting Currency: USD**

MORGAN STANLEY WEALTH MANAGEMENT

Account Name	Account Number	Account Type/ Manager Name	Date Opened/ Date Closed	Performance (%) Inception - 03/31/22
Alameda County Schools Ins Group	171-XXX349	AAA	04/27/10 05/18/21	-

EXTERNALLY HELD‡

Account Name	Account Number/ Custodian	Account Type	Exclusions	Last Updated	Performance (%) Inception - 03/31/22
UD - ACSIG ACSIG	171-XXX340 *COMERICA BANK*	REG	P	03/31/22	-3.06

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‡Includes manually added and/or external accounts, assets and/or liabilities, as applicable, not held at Morgan Stanley Wealth Management. Please see Disclosures for more information.

INVESTMENT SUMMARY

Morgan Stanley

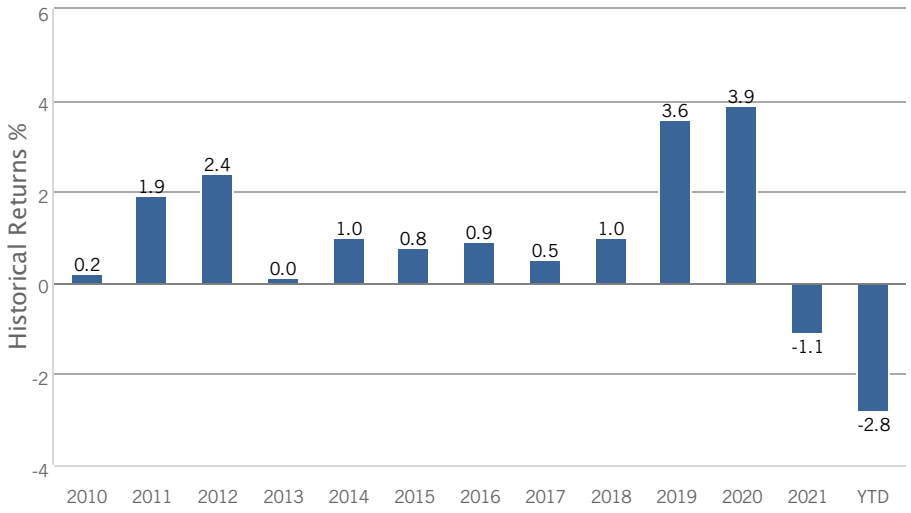
ACSIG Consolidated

As of March 31, 2022 | Reporting Currency: USD

TWR % (NET OF FEES)‡

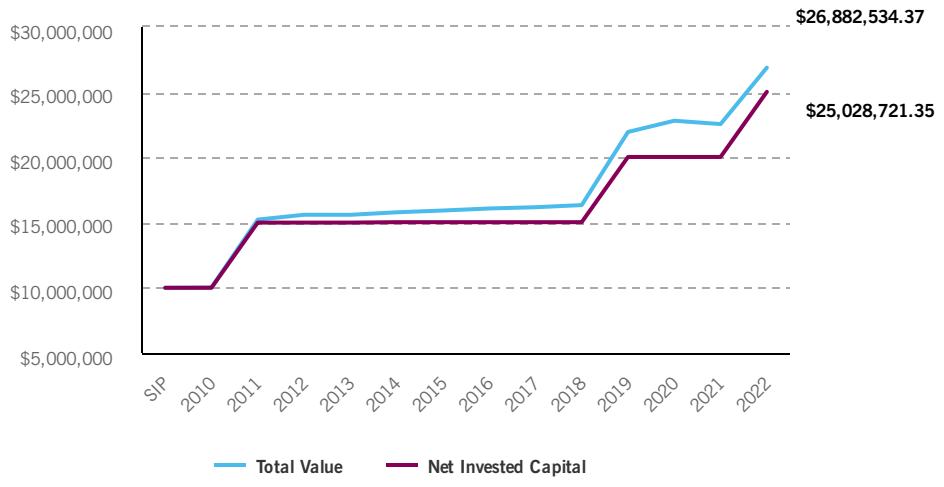
	Quarter to Date ($) 12/31/21-03/31/22	Custom Period ($) 06/30/21-03/31/22	Performance Inception ($) 07/12/10-03/31/22
Beginning Total Value	**22,554,842**	**22,708,245**	**9,999,850**
Net Contributions/Withdrawals	4,995,829	4,995,829	15,028,871
Investment Earnings	-668,137	-821,540	1,853,813
Ending Total Value	**26,882,534**	**26,882,534**	**26,882,534**
TIME WEIGHTED RATE OF RETURN (%) (Annualized for periods over 12 months)			
Return % (Net of Fees)	-2.80	-3.46	1.07
FTSE Treasury Bill 3 Month	0.03	0.05	0.53
BC Gov 1-3 Yr	-2.50	-3.00	0.90
BC Gov/Cr 1-5 yr	-3.45	-4.10	1.56

DOLLAR-WEIGHTED PERIOD RETURN % (NET OF FEES)‡

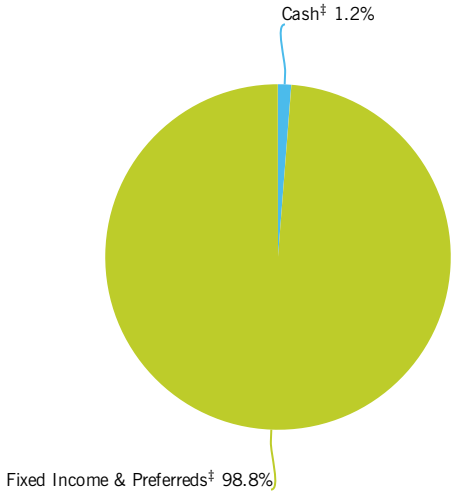


Does not include Performance Ineligible Assets.

TOTAL VALUE VS. NET INVESTED CAPITAL‡



ASSET ALLOCATION



Does not include Performance Ineligible Assets.

The investment returns shown on this page are dollar-weighted measurements which are affected by the timing and amount of your contributions and withdrawals. The investment returns shown on this page are time-weighted measurements which exclude the effect of the timing and amount of your contributions and withdrawals. ‡Includes manually added and/or external accounts, assets and/or liabilities, as applicable, not held at Morgan Stanley Wealth Management. Please see Disclosures for more information.

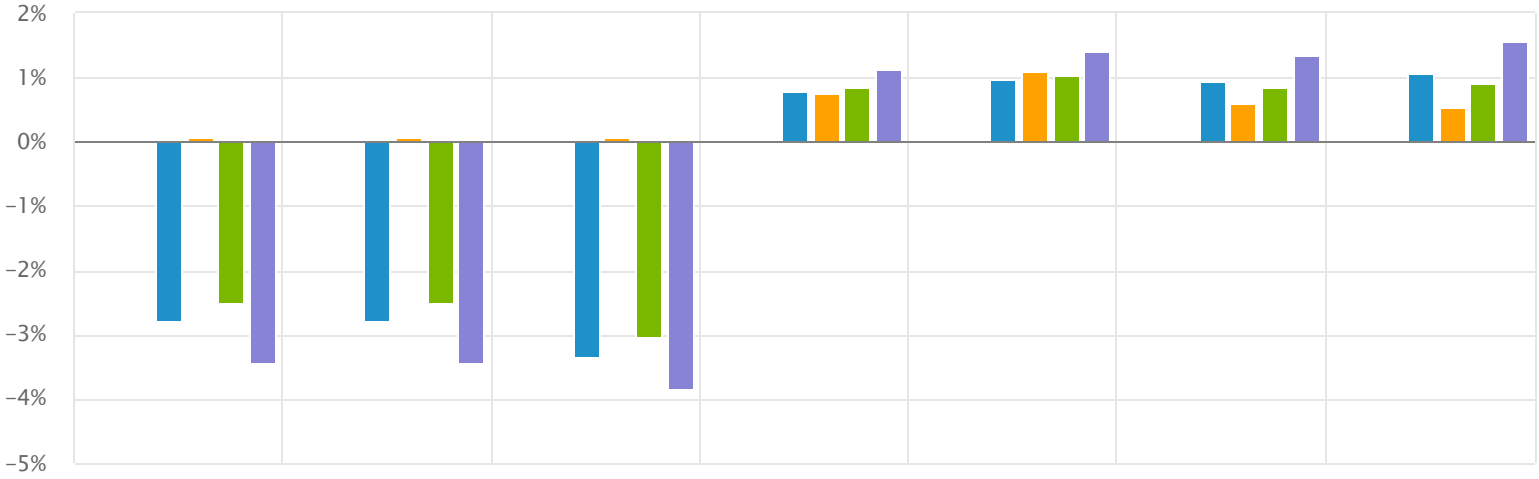
TIME WEIGHTED PERFORMANCE SUMMARY

Morgan Stanley

ACSIG Consolidated

As of March 31, 2022 | Reporting Currency: USD

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



	Quarter to Date 12/31/21 - 03/31/22	Year to Date 12/31/21 - 03/31/22	Last 12 Months 03/31/21 - 03/31/22	Last 3 Years 03/31/19 - 03/31/22	Last 5 Years 03/31/17 - 03/31/22	Last 10 Years 03/31/12 - 03/31/22	Performance Inception 07/12/10 - 03/31/22
Beginning Total Value ($)	22,554,842.03	22,554,842.03	22,683,322.79	16,523,348.91	16,137,758.08	15,363,956.06	9,999,850.00
Net Contributions/Withdrawals ($)	4,995,828.90	4,995,828.90	4,995,828.90	9,995,845.60	9,995,845.60	10,028,721.35	15,028,871.35
Investment Earnings ($)	-668,136.56	-668,136.56	-796,617.32	363,339.86	748,930.69	1,489,856.96	1,853,813.02
Ending Total Value ($)	26,882,534.37	26,882,534.37	26,882,534.37	26,882,534.37	26,882,534.37	26,882,534.37	26,882,534.37
Return % (Net of Fees)	-2.80	-2.80	-3.35	0.80	0.96	0.95	1.07
FTSE Treasury Bill 3 Month (%)	0.03	0.03	0.06	0.76	1.10	0.60	0.53
BC Gov 1-3 Yr (%)	-2.50	-2.50	-3.03	0.84	1.05	0.85	0.90
BC Gov/Cr 1-5 yr (%)	-3.45	-3.45	-3.84	1.14	1.42	1.36	1.56

The investment returns shown on this page are time-weighted measurements which exclude the effect of the timing and amount of your contributions and withdrawals.
‡Includes manually added and/or external accounts, assets and/or liabilities, as applicable, not held at Morgan Stanley Wealth Management. Please see Disclosures for more information.

TIME WEIGHTED PERFORMANCE BY PERIOD

Morgan Stanley

ACSIG Consolidated

As of March 31, 2022 | Reporting Currency: USD

RETURN % (NET OF FEES) VS. BENCHMARKS‡

Period	Beginning Total Value ($)	Net Contributions/ Withdrawals ($)	Investment Earnings ($)	Ending Total Value ($)	Period Returns% Portfolio (Net Of Fees)	FTSE Treasury Bill 3 Month	BC Gov 1-3 Yr	BC Gov/Cr 1-5 yr
2022 (YTD)	22,554,842.03	4,995,828.90	-668,136.56	26,882,534.37	-2.80	0.03	-2.50	-3.45
2021	22,811,869.36	0.00	-257,027.33	22,554,842.03	-1.13	0.05	-0.60	-0.97
2020	21,950,284.82	9.71	861,574.83	22,811,869.36	3.92	0.58	3.14	4.71
2019	16,342,539.30	5,000,006.99	607,738.52	21,950,284.82	3.69	2.25	3.59	5.01
2018	16,178,410.09	0.00	164,129.22	16,342,539.30	1.01	1.86	1.58	1.38
2017	16,082,980.87	0.00	95,429.22	16,178,410.09	0.59	0.84	0.45	1.27
2016	15,926,083.41	0.00	156,897.47	16,082,980.87	0.99	0.27	0.87	1.56
2015	15,789,357.87	0.00	136,725.54	15,926,083.41	0.87	0.03	0.57	0.97
2014	15,597,806.94	32,875.75	158,675.18	15,789,357.87	1.01	0.03	0.64	1.42
2013	15,600,964.10	0.00	-3,157.16	15,597,806.94	-0.03	0.05	0.37	0.28
2012	15,229,289.11	0.00	371,674.99	15,600,964.10	2.44	0.07	0.51	2.24
2011	10,028,996.97	5,000,000.00	200,292.14	15,229,289.11	1.91	0.08	1.56	3.14
2010 Performance Inception: 07/12/2010	9,999,850.00	150.00	28,996.97	10,028,996.97	0.29	0.07	0.53	1.03

The investment returns shown on this page are time-weighted measurements which exclude the effect of the timing and amount of your contributions and withdrawals.
‡Includes manually added and/or external accounts, assets and/or liabilities, as applicable, not held at Morgan Stanley Wealth Management. Please see Disclosures for more information.

DISCLOSURES

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

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

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

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

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

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

Morgan Stanley & Co.: Morgan Stanley & Co. LLC ("Morgan Stanley & Co.") is an affiliate of Morgan Stanley Smith Barney LLC ("Morgan Stanley Wealth Management") and both are subsidiaries of Morgan Stanley, the financial holding company. Morgan Stanley & Co. values shown on your Morgan Stanley Wealth Management statement may differ from the values shown in your official Morgan Stanley & Co. statement due to, among other things, different reporting methods, delays, market conditions and interruptions. The information shown is approximate and subject to updating, correction and

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External Accounts:"External" generally refers to accounts, assets, and/or liabilities that you hold with other financial institutions and/or which may be custodied outside of Morgan Stanley (whose subsidiaries include Morgan Stanley Smith Barney LLC and Morgan Stanley & Co.) ("External Accounts"). External Accounts are not under administration or management at Morgan Stanley and are not reflected in your Morgan Stanley account statements. Information related to External Accounts is provided solely as a service to you and your Financial Advisor/Private Wealth Advisor. The information reference is based upon information provided by external sources which we believe to be reliable. However, we do not independently verify this information. As such, we do not warrant or guarantee that such information is accurate or timely, and any such information may be incomplete or condensed.
Information related to Income, Performance, Tax Lots, Total Cost, Target Asset Allocation, Asset Classification, Risk Analysis and Gain/Loss may differ from the information provided by your custodian. External information presented herein is subject to, and does not supersede, the confirmations and account statements provided by your custodian. Values shown in an account statement from your custodian may differ from the values shown here due to, among other things, different reporting methods, delays, market conditions and interruptions. If there are discrepancies between your custodian's official account statement and this material, rely on the custodian's official account statement. We are not obligated to notify you or your Financial Advisor/Private Wealth Advisor if information changes. In performance calculations, the inception date referenced will reflect the first date on which Morgan Stanley received account information from the custodian. If information on an External Account cannot be reported, it will be noted.
Assets not custodied with Morgan Stanley are not covered by SIPC protection at Morgan Stanley or by additional protection under Morgan Stanley's excess insurance coverage plans. However, these assets may be subject to SIPC coverage at the entity at which they are custodied.

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

Manually Added assets:"Manually Added" generally refers to accounts, assets, and/or liabilities, as applicable, that you hold with other financial institutions and/or which may be custodied outside of Morgan Stanley (whose subsidiaries include Morgan Stanley Smith Barney LLC and Morgan Stanley & Co.) ("Manually Added External Accounts"). The Manually Added External Accounts referenced are generally not held with Morgan Stanley and are not under administration or management at Morgan Stanley. Information about such Manually Added External Accounts is manually inputted, updated and maintained solely by you and/or your Financial Advisor/Private Wealth Advisor. Morgan Stanley may include information about these Manually Added External Accounts solely as a service to you and your Financial Advisor/Private Wealth Advisor. We do not independently verify any information related to your Manually Added External Accounts. As such, we do not warrant or guarantee that such information is accurate or timely, and any such information may be incomplete or condensed.Valuations and other information about these assets may be provided by you and/or your Financial Advisor/Private Wealth Advisor and are generally based upon estimates. The information is used for position, asset allocation, and product allocation reporting purposes but is not, however, reflected in your Morgan Stanley account statements. Income values, including Estimated Annual Income and Projected Income, are not calculated for Manually Added External Accounts. Risk Analysis is not calculated for Manually Added External Accounts. The information being reported by Morgan Stanley on Manually Added External Accounts related to Performance, Tax Lots, Total Cost, Target Asset Allocation, Asset Classification and Gain/Loss may differ from the information provided to you by the custodian of those assets. If there are discrepancies between your custodian's official account statement and this material, rely on the custodian's official account statement. The inception date referenced in this view will reflect the date on which information about the Manually Added External Accounts was input by you and/or your Financial Advisor/Private Wealth Advisor. If information on a Manually Added asset cannot be reported, it will be noted.
Assets not custodied with Morgan Stanley are not covered by SIPC protection at Morgan Stanley or by additional protection under Morgan Stanley's excess insurance coverage plans. However, these assets may be subject to SIPC coverage at the entity at which they are custodied.

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

Market values used for performance calculation do not include Performance Ineligible Assets and thus may differ from asset allocation market values. Common examples of Performance Ineligible Assets include life insurance and annuities as well as Manually Added and External accounts, assets and liabilities.
Unless otherwise indicated, performance is an aggregated composite calculation of the entire portfolio and may include brokerage and investment advisory accounts as well as assets for different accounts

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

For Morgan Stanley Smith Barney LLC accounts, performance information may cover the full history of the account(s) or just the performance of an account(s) since the inception of the current program(s). Performance results on individual accounts will vary and may differ from the composite returns. Your Financial Advisor can provide you with individual account portfolio composition and performance information. For investment advisory accounts, please see the Morgan Stanley Smith Barney LLC Form ADV Part 2 or applicable disclosure brochure and any applicable brokerage commission and/or fee schedule for a full disclosure of fees and expenses. Your Financial Advisor will provide those documents to you upon request. 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.

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

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GENERAL DEFINITIONS

Dollar-Weighted Return (Internal Rate of Return): A return calculation that measures the actual performance of a portfolio over the reporting period. Since dollar weighted returns include the impact of client contributions and withdrawals, they should not be compared to market indices or used to evaluate the performance of a manager, but can be used to evaluate progress toward investment goals.

Investment Earnings: A combination of the income received and total portfolio value increase or decrease, excluding net contributions and withdrawals, over the reporting period.

Net Contributions/Withdrawals: The net value of cash and securities contributed to or withdrawn from the account(s) during the reporting period. Net contributions and withdrawals may include advisory fees for advisory accounts.

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

Performance ineligible assets: Performance returns are not calculated for certain assets because accurate valuations and transactions for these assets are not processed or maintained by Morgan Stanley Smith Barney LLC. Common examples include life insurance and annuities as well as Manually Added and External accounts, assets and liabilities.

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

BC Gov 1-3 Yr: The Barclays 1-3 Year Government Bond Index is composed of government bonds with maturities between one and three years.

FTSE Treasury Bill 3 Month: Equal dollar amounts of three-month Treasury bills are purchased at the beginning of each of three consecutive months. As each bill matures, all proceeds are rolled over or reinvested in a new three-month bill. The income used to calculate the monthly return is derived by subtracting the original amount invested from the maturity value. The yield curve average is the basis for calculating the return on the index. The index is rebalanced monthly by market capitalization. The 90-Day Treasury Bill is a short-term obligation issued by the United States government. T-bills are purchased at a discount to the full face value, and the investor receives the full value when they mature. The difference of discount is the interest earned. T-bills are issued in denominations of $10,000 auction and $1,000 increments thereafter.

BC Gov/Cr 1-5 yr: The Government/Credit Index includes securities in the Government and Credit Indices. The Government Index includes treasuries (i.e., public obligations of the U.S. Treasury that have remaining maturities of more than one year) and agencies (i.e., publicly issued debt of U.S. Government agencies, quasi-federal corporations, and corporate or foreign debt guaranteed by the U.S. Government). The Credit Index includes publicly issued U.S. corporate and foreign debentures and secured notes that meet specified maturity, liquidity, and quality requirements. This index is the 1-5 Yr component of the U.S. Government/Credit index.

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

EXECUTIVE SUMMARY

TO: ACSIG Board

FROM: Kimberly Dennis

DATE: May 26, 2022

SUBJECT: Workers' Compensation Program Surplus by Member

The ACSIG Board has spent considerable time identifying and quantifying the deficit within the Workers' Compensation program. While years of underfunding led to an overall deficit, through aggressive claims handling and funding, the program now shows a small surplus. Even though the program is currently in a surplus, there were years when that wasn't the case. It is important remind all members of the unfunded liability and each member's portion of that liability.

This information was reviewed in detail by the Executive Committee in February. The Board will be asked to approve this report.

ALAMEDA COUNTY SCHOOLS INSURANCE GROUP

WORKERS' COMPENSATION PROGRAM

A FINANCIAL MANAGEMENT INFORMATION REPORT FOR THE FISCAL YEARS ENDED JUNE 30, 2020 AND JUNE 30, 2021

Executive Committee Meeting on February 17, 2022



Prepared by:

SETECH
A Keenan Solution

Innovative Solutions. Enduring Principles.

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Alameda County Schools Insurance Group
Workers Compensation
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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,

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FINANCIAL STATEMENTS

Alameda County Schools Insurance Group
Workers' Compensation
Statement of Net Position
As of 06/30/20120 and 06/30/2021

	Audited Balance 06/30/2020	Activity 7/1/2020 Through 06/30/2021	Audited Balance 06/30/2021
ASSETS:			
Current Assets			
Cash and Cash Equivalents	$ 23,150,875	$ 3,377,423	$ 26,528,298
Investments - maturing within one year	2,936,365	(2,825,070)	111,295
Accounts Receivable	1,839,954	(1,724,318)	115,636
Prepaid Expense	- -	- -	- -
Interfund Receivable, net	(432,737)	(147,599)	(580,336)
Total Current Assets	27,494,457	(1,319,564)	26,174,893
Non Current Assets			
Capital Assets, net of depreciation	- -	- -	- -
Investments - maturing over one year	12,375,847	2,957,309	15,333,156
Total Non Current Assets	12,375,847	2,957,309	15,333,156
Total Assets	39,870,304	1,637,745	41,508,049
Deferred Outflow of Resources			
Deferred outflow of resources - pension	36,455	56,663	93,118
LIABILITIES:			
Current Liabilities			
Accounts Payable and Due to Members			
Accounts Payable	- -	3,552	3,552
Deferred revenue	- -	- -	- -
Subtotal	- -	3,552	3,552
Subtotal	- -	3,552	3,552
Other Claim Liabilities - Castlepoint Reinsurance Insolvency	671,995	(161,126)	510,869
Current Portion of Discounted Claim Liabilities	1,296,000	(317,524)	978,476
Subtotal Current Liabilities	1,967,995	(475,098)	1,492,897
Noncurrent Liabilities			
Discounted Claim Liabilities	7,521,592	(647,326)	6,874,266
Unallocated Loss Adjustment Expense (ULAE)	861,520	(179,568)	681,952
Subtotal Noncurrent Liabilities	8,383,112	(826,894)	7,556,218
Net Pension Liability (NPL)	182,314	5,112	187,426
Total Liabilities	10,533,421	(1,296,880)	9,236,541
Deferred Inflow of Resources			
Deferred inflow of resources - pension	21,766	(20,107)	1,659
NET POSITION			
Undesignated	29,351,572	3,011,395	32,362,967
Designated - Capital Assets	- -	- -	- -
Total Net Position	29,351,572	3,011,395	32,362,967
Total Liabilities, Deferred Pension, and Net Position	$ 39,870,304	$ 1,637,745	$ 41,508,049

Alameda County Schools Insurance Group
Workers' Compensation

Statement of Revenues, Expenditures
And Changes In Net Position

Adopted Budget Versus Actual

For The Fiscal Years Ended 06/30/2020 and 06/30/2021

	2019/2020				2020/2021			
	Adopted Budget	Audited Actuals	Variance $	Variance %	Adopted Budget	Audited Actuals	Variance $	Variance %
REVENUES:								
Operating Revenues								
Member Contributions	$ 27,959,469	$ 27,017,696	$ (941,773)	96.63%	$ 25,917,135	$ 25,917,134	$ (1)	100.00%
Other	- -	7,093	7,093	- -	- -	- -	- -	- -
Total Operating Revenues	27,959,469	27,024,789	(934,680)	96.66%	25,917,135	25,917,134	(1)	100.00%
EXPENDITURES:								
Operating Expenses								
Administrative:	768,061	683,541	84,520	89.00%	1,051,760	761,998	289,762	72.45%
Insurance Premiums	23,583,087	20,501,321	3,081,766	86.93%	23,006,149	22,078,042	928,107	95.97%
Insurance Premiums-Prior Year Audit	2,000,000	476,909	1,523,091	23.85%	1,000,000	584,688	415,312	58.47%
Subtotal	26,351,148	21,661,771	4,689,377	82.20%	25,057,909	23,424,728	1,633,181	93.48%
Claims Paid	1,750,000	725,255	1,024,745	41.44%	1,250,000	936,718	313,282	74.94%
Change in Claim Liabilities	(2,000,000)	(2,912,471)	912,471	145.62%	1,000,000	(1,125,976)	2,125,976	-112.60%
Change in ULAE	- -	(344,516)	344,516	- -	- -	(179,568)	179,568	- -
Total Other Insurance	(250,000)	(2,531,732)	1,937,216	- -	2,250,000	(368,826)	2,439,258	- -
Total Operating Expenses	26,101,148	19,130,039	6,626,593	73.29%	27,307,909	23,055,902	4,072,439	84.43%
Operating Income/(Loss) from Operations	1,858,321	7,894,750	(7,561,273)	- -	(1,390,774)	2,861,232	(4,072,440)	- -
Non Operating Revenues/(Expense)								
Non Operating Revenues/(Expense)								
Investment Income	250,000	574,538	324,538	229.82%	400,000	363,284	(36,716)	90.82%
Net Increase/(Decrease) in the fair value of investments	- -	469,365	469,365		- -	(235,208)	(235,208)	
Realized Gain/(Loss)	- -	441	441		- -	22,087	22,087	
Cumulative effect of GASB 68 - pension	- -	- -	- -		- -	- -	- -	
Total Non Operating Revenues/(Expense)	250,000	1,044,344	794,344	417.74%	400,000	150,163	(249,837)	37.54%
Change in Net Position	2,108,321	8,939,094			(990,774)	3,011,395		
Beginning Net Position	20,412,478	20,412,478			29,351,572	29,351,572		
Ending Net Position	$ 22,520,799	$ 29,351,572			$ 28,360,798	$ 32,362,967		

Alameda County Schools Insurance Group
Workers' Compensation

Calculation of Net Position - By Program Year

As of 06/30/2021

	Program Years								Totals Forward to Page 4
	Prior to 07/01/1992	1992/1993	1993/1994	1994/1995	1995/1996	1996/1997	1997/1998	1998/1999	
Cash Balance, Including Current Period Investment Income Allocation	$ (18,624,597)	$ 619,449	$ 1,541,203	$ 551,607	$ 397,834	$ (2,227,768)	$ (1,705,077)	$ (4,314,692)	$ (23,762,041)
Accounts Receivable	- -	- -	- -	- -	- -	- -	- -	- -	- -
Accounts Payable	- -	- -	- -	- -	- -	- -	- -	- -	- -
Discounted Claim Liabilities	(474,214)	(11,679)	(72,244)	(183,882)	(187,850)	(349,400)	(403,936)	(951,544)	(2,634,749)
Unallocated Loss Adjustment Expense (ULAE)	(41,182)	(1,014)	(6,274)	(15,969)	(16,313)	(30,343)	(35,079)	(82,634)	(228,808)
Net Position	$ (19,139,993)	$ 606,756	$ 1,462,685	$ 351,756	$ 193,671	$ (2,607,511)	$ (2,144,092)	$ (5,348,870)	$ (26,625,598)
As of 06/30/2020									
Net Position	$ (19,205,991)	$ 516,536	$ 1,273,543	$ 364,867	$ 129,182	$ (2,570,918)	$ (2,109,555)	$ (5,516,632)	$ (27,118,968)
Increase/(Decrease) Net Position	$ 65,998	$ 90,220	$ 189,142	$ (13,111)	$ 64,489	$ (36,593)	$ (34,537)	$ 167,762	$ 493,370

Alameda County Schools Insurance Group
Workers' Compensation

Calculation of Net Position - By Program Year

As of 06/30/2021

	Totals From Page 3	Program Years						Totals Forward to Page 5
		1999/2000	2000/2001	2001/2002	2002/2003	2003/2004	2004/2005	
Cash Balance, Including Current Period Investment Income Allocation	$ (23,762,041)	$ (781,267)	$ (5,115,938)	$ (1,448,265)	$ (1,639,299)	$ 7,325,920	$ 7,224,811	$ (18,196,079)
Accounts Receivable	- -	- -	- -	- -	- -	- -	- -	- -
Accounts Payable	- -	- -	- -	- -	- -	- -	- -	- -
Discounted Claim Liabilities	(2,634,749)	(428,011)	(686,385)	(561,162)	(532,955)	(371,139)	(566,355)	(5,780,756)
Unallocated Loss Adjustment Expense (ULAE)	(228,808)	(37,170)	(59,607)	(48,733)	(46,283)	(32,231)	(49,184)	(502,016)
Net Position	$ (26,625,598)	$ (1,246,448)	$ (5,861,930)	$ (2,058,160)	$ (2,218,537)	$ 6,922,550	$ 6,609,272	$ (24,478,851)
As of 06/30/2020								
Net Position	$ (27,118,968)	$ (1,317,389)	$ (5,868,308)	$ (2,064,337)	$ (1,962,620)	$ 6,860,016	$ 6,853,477	$ (24,618,129)
Increase/(Decrease) Net Position	$ 493,370	$ 70,941	$ 6,378	$ 6,177	$ (255,917)	$ 62,534	$ (244,205)	$ 139,278

Alameda County Schools Insurance Group
Workers' Compensation

Calculation of Net Position - By Program Year

As of 06/30/2021

	Totals From Page 4	Program Years							Totals Forward to Page 6
		2005/2006	2006/2007	2007/2008	2008/2009	2009/2010	2010/2011	2011/2012	
Cash Balance, Including Current Period Investment Income Allocation	$ (18,196,079)	$ 3,514,596	$ (1,261,990)	$ 4,492,018	$ 5,083,009	$ 734,816	$ 2,771,418	$ 4,759,278	$ 1,897,066
Accounts Receivable	- -	- -	- -	- -	- -	- -	- -	- -	- -
Accounts Payable	- -	- -	- -	- -	- -	- -	- -	- -	- -
Discounted Claim Liabilities	(5,780,756)	(901,339)	(413,469)	(163,018)	(594,160)	- -	- -	- -	(7,852,742)
Unallocated Loss Adjustment Expense (ULAE)	(502,016)	(78,275)	(35,907)	(14,157)	(51,597)	- -	- -	- -	(681,952)
Net Position	$ (24,478,851)	$ 2,534,982	$ (1,711,366)	$ 4,314,843	$ 4,437,252	$ 734,816	$ 2,771,418	$ 4,759,278	$ (6,637,628)
As of 06/30/2020									
Net Position	$ (24,618,129)	$ 2,414,569	$ (1,751,599)	$ 4,273,494	$ 4,433,154	$ 732,113	$ 2,761,207	$ 4,741,754	$ (7,013,437)
Increase/(Decrease) Net Position	$ 139,278	$ 120,413	$ 40,233	$ 41,349	$ 4,098	$ 2,703	$ 10,211	$ 17,524	$ 375,809

Alameda County Schools Insurance Group
Workers' Compensation

Calculation of Net Position - By Program Year

As of 06/30/2021

	Totals From Page 5	Program Years								Totals Forward to Page 7
		2012/2013	2013/2014	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	2019/2020	
Cash Balance, Including Current Period Investment Income Allocation	$ 1,897,066	$ 2,339,516	$ 1,180,414	$ 2,270,885	$ 3,607,055	$ 9,040,056	$ 5,672,854	$ 6,410,643	$ 5,977,967	$ 38,396,456
Accounts Receivable	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Accounts Payable	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Discounted Claim Liabilities	(7,852,742)	- -	- -	- -	- -	- -	- -	- -	- -	(7,852,742)
Unallocated Loss Adjustment Expense (ULAE)	(681,952)	- -	- -	- -	- -	- -	- -	- -	- -	(681,952)
Net Position	$ (6,637,628)	$ 2,339,516	$ 1,180,414	$ 2,270,885	$ 3,607,055	$ 9,040,056	$ 5,672,854	$ 6,410,643	$ 5,977,967	$ 29,861,762
As of 06/30/2020										
Net Position	$ (7,013,437)	$ 2,330,897	$ 1,176,074	$ 2,262,521	$ 3,593,781	$ 9,006,780	$ 5,651,966	$ 6,387,037	$ 5,955,953	$ 29,351,572
Increase/(Decrease) Net Position	$ 375,809	$ 8,619	$ 4,340	$ 8,364	$ 13,274	$ 33,276	$ 20,888	$ 23,606	$ 22,014	$ 510,190

Alameda County Schools Insurance Group
Workers' Compensation

Calculation of Net Position - By Program Year

As of 06/30/2021

	Totals From Page 7	Program Years 2020/2021								Totals
Cash Balance, Including Current Period Investment Income Allocation	$ 38,396,456	$ 2,389,121	$ --	$ --	$ --	$ --	$ --	$ --	$ --	$ 40,785,577
Accounts Receivable	--	115,636	--	--	--	--	--	--	--	115,636
Accounts Payable	--	(3,552)	--	--	--	--	--	--	--	(3,552)
Discounted Claim Liabilities	(7,852,742)	--	--	--	--	--	--	--	--	(7,852,742)
Unallocated Loss Adjustment Expense (ULAE)	(681,952)	--	--	--	--	--	--	--	--	(681,952)
Net Position	$ 29,861,762	$ 2,501,205	$ --	$ --	$ --	$ --	$ --	$ --	$ --	$ 32,362,967
As of 06/30/2020										
Net Position	$ 29,351,572	$ --	$ --	$ --	$ --	$ --	$ --	$ --	$ --	$ 29,351,572
Increase/(Decrease) Net Position	$ 510,190	$ 2,501,205	$ --	$ --	$ --	$ --	$ --	$ --	$ --	$ 3,011,395

Alameda County Schools Insurance Group
Workers' Compensation
Allocation Net Position - Assets/(Deficit) by Member
As of 06/30/2021

Members	Program Years: Prior to 07/01/1992 Pro Rata Share %	Prior to 07/01/1992 Net (Deficit)	1992/1993 Pro Rata Share %	1992/1993 Net Assets	1993/1994 Pro Rata Share %	1993/1994 Net Assets	1994/1995 Pro Rata Share %	1994/1995 Net Assets	1995/1996 Pro Rata Share %	1995/1996 Net Assets	Sub-Total To Page 9
Alameda COE	2.44 %	$ (467,016)	2.44 %	$ 14,805	2.44 %	$ 35,690	2.44 %	$ 8,583	2.44 %	$ 4,726	(403,212)
Alameda	7.86	(1,504,403)	7.86	47,691	7.86	114,967	7.86	27,648	7.86	15,223	(1,298,874)
Albany	2.47	(472,758)	2.47	14,987	2.47	36,128	2.47	8,688	2.47	4,784	(408,171)
Castro Valley	5.80	(1,110,120)	5.80	35,192	5.80	84,836	5.80	20,402	5.80	11,233	(958,457)
Dublin	3.29	(629,706)	3.29	19,962	3.29	48,122	3.29	11,573	3.29	6,372	(543,677)
Eden ROP	0.74	(141,636)	0.74	4,490	0.74	10,824	0.74	2,603	0.74	1,433	(122,286)
Emery	0.95	(181,830)	0.95	5,764	0.95	13,896	0.95	3,342	0.95	1,840	(156,988)
Fremont	22.63	(4,331,380)	22.63	137,309	22.63	331,006	22.63	79,602	22.63	43,828	(3,739,635)
Livermore	7.84	(1,500,575)	7.84	47,570	7.84	114,675	7.84	27,578	7.84	15,184	(1,295,568)
Mission ROP	0.67	(128,238)	0.67	4,065	0.67	9,800	0.67	2,357	0.67	1,298	(110,718)
Mt. House	0.05	(9,570)	0.05	303	0.05	731	0.05	176	0.05	97	(8,263)
Newark	5.72	(1,094,808)	5.72	34,706	5.72	83,666	5.72	20,120	5.72	11,078	(945,238)
New Haven	11.10	(2,124,539)	11.10	67,350	11.10	162,358	11.10	39,045	11.10	21,497	(1,834,289)
Piedmont	2.29	(438,306)	2.29	13,895	2.29	33,495	2.29	8,055	2.29	4,435	(378,426)
Pleasanton	9.22	(1,764,707)	9.22	55,943	9.22	134,860	9.22	32,432	9.22	17,856	(1,523,616)
San Leandro	5.39	(1,031,646)	5.39	32,704	5.39	78,839	5.39	18,960	5.39	10,439	(890,704)
San Lorenzo	10.96	(2,097,743)	10.96	66,500	10.96	160,310	10.96	38,552	10.96	21,226	(1,811,155)
Sunol Glen	0.19	(36,366)	0.19	1,153	0.19	2,779	0.19	668	0.19	368	(31,398)
Tri Valley ROP	0.39	(74,646)	0.39	2,367	0.39	5,703	0.39	1,372	0.39	754	(64,450)
Pleasanton Apprentic	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Totals	100.00 %	$ (19,139,993)	100.00 %	$ 606,756	100.00 %	$ 1,462,685	100.00 %	$ 351,756	100.00 %	$ 193,671	$ (16,525,125)

Note: Pro Rata shares prior to 06/30/1997 based upon a three year average.

Alameda County Schools Insurance Group

Workers' Compensation

Allocation Net Position - Assets/(Deficit) by Member

As of 06/30/2021

Members	Sub-Total From Page 8	Program Years 1996/1997 Pro Rata Share %	1996/1997 Net (Deficit)	1997/1998 Pro Rata Share %	1997/1998 Net (Deficit)	1998/1999 Pro Rata Share %	1998/1999 Net (Deficit)	1999/2000 Pro Rata Share %	1999/2000 Net (Deficit)	Sub-Total To Page 10
Alameda COE	$ (403,212)	2.44 %	$ (63,623)	2.57 %	$ (55,103)	2.48 %	$ (132,652)	2.42 %	$ (30,164)	(684,754)
Alameda	(1,298,874)	7.86	(204,950)	7.10	(152,231)	7.42	(396,886)	7.69	(95,852)	(2,148,793)
Albany	(408,171)	2.47	(64,406)	2.55	(54,674)	2.51	(134,257)	2.47	(30,787)	(692,295)
Castro Valley	(958,457)	5.80	(151,236)	6.78	(145,369)	6.18	(330,560)	5.61	(69,926)	(1,655,548)
Dublin	(543,677)	3.29	(85,787)	3.60	(77,187)	3.34	(178,652)	3.15	(39,263)	(924,566)
Eden ROP	(122,286)	0.74	(19,296)	0.83	(17,796)	0.75	(40,117)	0.69	(8,600)	(208,095)
Emery	(156,988)	0.95	(24,771)	0.95	(20,369)	0.93	(49,744)	0.90	(11,218)	(263,090)
Fremont	(3,739,635)	22.63	(590,080)	22.92	(491,426)	22.59	(1,208,310)	22.20	(276,711)	(6,306,162)
Livermore	(1,295,568)	7.84	(204,429)	7.96	(170,670)	8.09	(432,724)	8.29	(103,331)	(2,206,722)
Mission ROP	(110,718)	0.67	(17,470)	0.61	(13,079)	0.64	(34,233)	0.68	(8,476)	(183,976)
Mt. House	(8,263)	0.05	(1,304)	0.05	(1,072)	0.05	(2,674)	0.04	(499)	(13,812)
Newark	(945,238)	5.72	(149,150)	6.79	(145,584)	6.20	(331,630)	5.56	(69,303)	(1,640,905)
New Haven	(1,834,289)	11.10	(289,434)	12.14	(260,293)	11.54	(617,260)	10.96	(136,611)	(3,137,887)
Piedmont	(378,426)	2.29	(59,712)	2.38	(51,029)	2.33	(124,629)	2.28	(28,419)	(642,215)
Pleasanton	(1,523,616)	9.22	(240,413)	8.17	(175,172)	8.93	(477,654)	9.60	(119,659)	(2,536,514)
San Leandro	(890,704)	5.39	(140,545)	5.66	(121,356)	5.44	(290,979)	5.22	(65,065)	(1,508,649)
San Lorenzo	(1,811,155)	10.96	(285,783)	8.48	(181,819)	10.00	(534,887)	11.57	(144,214)	(2,957,858)
Sunol Glen	(31,398)	0.19	(4,954)	0.18	(3,859)	0.20	(10,698)	0.21	(2,618)	(53,527)
Tri Valley ROP	(64,450)	0.39	(10,168)	0.28	(6,004)	0.38	(20,324)	0.46	(5,732)	(106,678)
Pleasanton Apprentice	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Totals	$ (16,525,125)	100.00 %	$ (2,607,511)	100.00 %	$ (2,144,092)	100.00 %	$ (5,348,870)	100.00 %	$ (1,246,448)	$ (27,872,046)

Alameda County Schools Insurance Group
Workers' Compensation
Allocation Net Position - Assets/(Deficit) by Member
As of 06/30/2021

Members	Sub-Total From Page 9	Program Years 2000/2001 Pro Rata Share %	2000/2001 Net (Deficit)	2001/2002 Pro Rata Share %	2001/2002 Net (Deficit)	2002/2003 Pro Rata Share %	2002/2003 Net (Deficit)	2003/2004 Pro Rata Share %	2003/2004 Net Assets	Sub-Total To Page 11
Alameda COE	$ (684,754)	2.36 %	$ (138,342)	2.06 %	$ (42,398)	2.20 %	$ (48,808)	2.39 %	$ 165,449	(748,853)
Alameda	(2,148,793)	8.49	(497,678)	8.10	(166,711)	7.61	(168,831)	7.60	526,114	(2,455,899)
Albany	(692,295)	2.42	(141,859)	2.42	(49,807)	2.59	(57,460)	2.16	149,527	(791,894)
Castro Valley	(1,655,548)	5.31	(311,268)	5.61	(115,463)	6.20	(137,549)	6.19	428,506	(1,791,322)
Dublin	(924,566)	3.21	(188,168)	3.33	(68,537)	3.34	(74,099)	3.42	236,751	(1,018,619)
Eden ROP	(208,095)	0.73	(42,792)	0.58	(11,937)	0.42	(9,318)	0.42	29,075	(243,067)
Emery	(263,090)	0.99	(58,033)	0.76	(15,642)	0.80	(17,748)	0.65	44,997	(309,516)
Fremont	(6,306,162)	22.78	(1,335,348)	23.35	(480,580)	23.32	(517,363)	24.91	1,724,407	(6,915,046)
Livermore	(2,206,722)	7.40	(433,783)	7.64	(157,243)	8.25	(183,029)	8.13	562,803	(2,417,974)
Mission ROP	(183,976)	0.70	(41,034)	0.64	(13,172)	0.57	(12,646)	0.52	35,997	(214,831)
Mt. House	(13,812)	0.05	(2,931)	0.05	(1,029)	0.05	(1,109)	0.05	3,461	(15,420)
Newark	(1,640,905)	5.16	(302,476)	5.23	(107,642)	5.16	(114,477)	5.01	346,820	(1,818,680)
New Haven	(3,137,887)	10.53	(617,261)	10.74	(221,046)	10.49	(232,725)	10.37	717,868	(3,491,051)
Piedmont	(642,215)	2.25	(131,893)	2.24	(46,103)	2.19	(48,586)	2.19	151,604	(717,193)
Pleasanton	(2,536,514)	9.60	(562,745)	10.37	(213,431)	10.78	(239,158)	10.11	699,870	(2,851,978)
San Leandro	(1,508,649)	5.36	(314,199)	5.72	(117,727)	5.83	(129,341)	6.16	426,429	(1,643,487)
San Lorenzo	(2,957,858)	12.08	(708,121)	10.54	(216,930)	9.54	(211,648)	9.08	628,568	(3,465,989)
Sunol Glen	(53,527)	0.19	(11,138)	0.19	(3,911)	0.18	(3,993)	0.18	12,461	(60,108)
Tri Valley ROP	(106,678)	0.39	(22,861)	0.43	(8,851)	0.48	(10,649)	0.46	31,843	(117,196)
Pleasanton Apprentice	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Totals	$ (27,872,046)	100.00 %	$ (5,861,930)	100.00 %	$ (2,058,160)	100.00 %	$ (2,218,537)	100.00 %	$ 6,922,550	$ (31,088,123)

Alameda County Schools Insurance Group
Workers' Compensation
Allocation Net Position - Assets/(Deficit) by Member
As of 06/30/2021

Members	Sub-Total From Page 10	Program Years 2004/2005 Pro Rata Share %	2004/2005 Net Assets	2005/2006 Pro Rata Share %	2005/2006 Net Assets	2006/2007 Pro Rata Share %	2006/2007 Net (Deficit)	2007/2008 Pro Rata Share %	2007/2008 Net Assets	Sub-Total To Page 12
Alameda COE	$ (748,853)	2.51 %	$ 165,893	2.74 %	$ 69,459	2.26 %	$ (38,677)	2.62 %	$ 113,049	(439,129)
Alameda	(2,455,899)	7.02	463,971	7.74	196,208	7.48	(128,010)	7.16	308,943	(1,614,787)
Albany	(791,894)	2.21	146,065	2.18	55,263	2.57	(43,982)	2.66	114,775	(519,773)
Castro Valley	(1,791,322)	6.18	408,453	4.59	116,356	5.47	(93,612)	5.70	245,946	(1,114,179)
Dublin	(1,018,619)	3.46	228,681	2.79	70,726	3.45	(59,042)	3.78	163,101	(615,153)
Eden ROP	(243,067)	0.36	23,793	0.38	9,633	0.37	(6,332)	0.38	16,396	(199,577)
Emery	(309,516)	0.66	43,621	0.77	19,519	0.86	(14,718)	0.84	36,245	(224,849)
Fremont	(6,915,046)	25.85	1,708,497	27.25	690,783	26.97	(461,555)	27.11	1,169,754	(3,807,567)
Livermore	(2,417,974)	7.81	516,184	6.89	174,660	7.04	(120,480)	7.27	313,689	(1,533,921)
Mission ROP	(214,831)	0.55	36,351	0.63	15,970	0.70	(11,980)	0.65	28,046	(146,444)
Mt. House	(15,420)	0.05	3,305	0.05	1,267	0.04	(685)	0.04	1,726	(9,807)
Newark	(1,818,680)	4.78	315,923	4.97	125,989	5.22	(89,333)	4.93	212,722	(1,253,379)
New Haven	(3,491,051)	11.24	742,882	11.58	293,551	10.66	(182,432)	10.32	445,292	(2,191,758)
Piedmont	(717,193)	2.15	142,099	2.13	53,995	1.95	(33,372)	2.04	88,023	(466,448)
Pleasanton	(2,851,978)	9.78	646,387	8.97	227,388	8.74	(149,573)	9.03	389,630	(1,738,146)
San Leandro	(1,643,487)	5.54	366,154	5.87	148,803	5.86	(100,286)	5.56	239,905	(988,911)
San Lorenzo	(3,465,989)	9.27	612,680	9.78	247,921	9.65	(165,147)	9.30	401,280	(2,369,255)
Sunol Glen	(60,108)	0.20	13,219	0.17	4,309	0.18	(3,080)	0.17	7,335	(38,325)
Tri Valley ROP	(117,196)	0.38	25,114	0.52	13,182	0.53	(9,070)	0.44	18,986	(68,984)
Pleasanton Apprentice	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Totals	$ (31,088,123)	100.00 %	$ 6,609,272	100.00 %	$ 2,534,982	100.00 %	$ (1,711,366)	100.00 %	$ 4,314,843	$ (19,340,392)

Alameda County Schools Insurance Group

Workers' Compensation

Allocation Net Position - Assets/(Deficit) by Member

As of 06/30/2021

Members	Sub-Total From Page 11	Program Years								Sub-Total To Page 13
		2008/2009		2009/2010		2010/2011		2011/2012		
		Pro Rata Share %	Net Assets	Pro Rata Share %	Net Assets	Pro Rata Share %	Net Assets	Pro Rata Share %	Net Assets	
Alameda COE	$ (439,129)	2.46 %	$ 109,156	2.58 %	$ 18,958	2.53 %	$ 70,117	2.11 %	$ 100,421	$ (140,477)
Alameda	(1,614,787)	7.18	318,595	6.59	48,424	6.37	176,539	6.51	309,829	(761,400)
Albany	(519,773)	2.65	117,587	2.71	19,914	2.71	75,105	2.19	104,228	(202,939)
Castro Valley	(1,114,179)	5.64	250,261	5.88	43,207	6.06	167,948	5.21	247,958	(404,805)
Dublin	(615,153)	3.76	166,841	3.97	29,172	4.46	123,605	3.51	167,051	(128,484)
Eden ROP	(199,577)	0.38	16,862	0.37	2,719	0.37	10,254	0.36	17,133	(152,609)
Emery	(224,849)	0.82	36,385	0.88	6,466	0.86	23,834	0.72	34,267	(123,897)
Fremont	(3,807,567)	27.20	1,206,933	26.87	197,445	26.96	747,174	28.96	1,378,287	(277,728)
Livermore	(1,533,921)	7.20	319,482	6.64	48,792	6.99	193,722	7.76	369,320	(602,605)
Mission ROP	(146,444)	0.64	28,398	0.72	5,291	0.63	17,460	0.45	21,417	(73,878)
Mt. House	(9,807)	0.04	1,775	0.04	294	0.03	831	0.03	1,428	(5,479)
Newark	(1,253,379)	4.95	219,644	4.99	36,667	5.49	152,151	5.29	251,766	(593,151)
New Haven	(2,191,758)	10.26	455,262	10.31	75,760	9.41	260,790	9.83	467,837	(932,109)
Piedmont	(466,448)	2.04	90,520	1.96	14,402	2.09	57,923	1.98	94,234	(209,369)
Pleasanton	(1,738,146)	9.15	406,009	9.36	68,779	9.38	259,959	9.69	461,174	(542,225)
San Leandro	(988,911)	5.58	247,599	5.99	44,015	5.73	158,802	6.44	306,498	(231,997)
San Lorenzo	(2,369,255)	9.41	417,545	9.49	69,734	9.34	258,850	8.42	400,731	(1,222,395)
Sunol Glen	(38,325)	0.18	7,987	0.17	1,249	0.16	4,434	0.14	6,663	(17,992)
Tri Valley ROP	(68,984)	0.46	20,411	0.48	3,528	0.43	11,920	0.40	19,036	(14,089)
Pleasanton Apprentice	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Totals	$ (19,340,392)	100.00 %	$ 4,437,252	100.00 %	$ 734,816	100.00 %	$ 2,771,418	100.00 %	$ 4,759,278	$ (6,637,628)

Alameda County Schools Insurance Group

Workers' Compensation

Allocation Net Position - Assets/(Deficit) by Member

As of 06/30/2021

Members	Sub-Total From Page 12	Program Years 2012/2013 Pro Rata Share %	2012/2013 Net Assets	2013/2014 Pro Rata Share %	2013/2014 Net Assets	2014/2015 Pro Rata Share %	2014/2015 Net Assets	2015/2016 Pro Rata Share %	2015/2016 Net Assets	Sub-Total To Page 14
Alameda COE	$ (140,477)	2.00 %	$ 46,790	2.29 %	$ 27,031	2.28 %	$ 51,776	2.18 %	$ 78,634	$ 63,754
Alameda	(761,400)	5.85	136,862	6.71	79,206	6.80	154,420	7.26	261,872	(129,040)
Albany	(202,939)	2.41	56,382	2.76	32,579	2.78	63,131	2.65	95,587	44,740
Castro Valley	(404,805)	5.31	124,228	4.72	55,716	4.77	108,321	5.21	187,928	71,388
Dublin	(128,484)	3.65	85,392	3.85	45,446	4.68	106,277	5.03	181,435	290,066
Eden ROP	(152,609)	0.37	8,656	0.28	3,305	0.36	8,175	0.38	13,707	(118,766)
Emery	(123,897)	0.67	15,675	0.80	9,443	0.54	12,263	0.54	19,478	(67,038)
Fremont	(277,728)	28.86	675,184	29.82	351,999	28.74	652,652	26.46	954,427	2,356,534
Livermore	(602,605)	9.10	212,896	9.31	109,897	9.50	215,734	9.91	357,459	293,381
Mission ROP	(73,878)	0.39	9,124	0.39	4,604	0.40	9,084	0.39	14,068	(36,998)
Mt. House	(5,479)	0.03	702	0.04	472	0.03	681	0.03	1,082	(2,542)
Newark	(593,151)	4.36	102,003	4.46	52,646	5.80	131,711	5.76	207,766	(99,025)
New Haven	(932,109)	9.28	217,107	8.18	96,558	7.06	160,324	8.17	294,696	(163,424)
Piedmont	(209,369)	1.91	44,685	1.90	22,428	1.95	44,282	1.86	67,091	(30,883)
Pleasanton	(542,225)	9.71	227,167	9.50	112,139	8.42	191,209	8.00	288,564	276,854
San Leandro	(231,997)	6.13	143,412	5.15	60,791	6.23	141,476	6.84	246,723	360,405
San Lorenzo	(1,222,395)	9.42	220,382	9.22	108,834	9.10	206,651	8.81	317,782	(368,746)
Sunol Glen	(17,992)	0.13	3,041	0.13	1,535	0.13	2,952	0.14	5,050	(5,414)
Tri Valley ROP	(14,089)	0.42	9,828	0.49	5,785	0.43	9,766	0.38	13,706	24,996
Pleasanton Apprentice	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Totals	$ (6,637,628)	100.00 %	$ 2,339,516	100.00 %	$ 1,180,414	100.00 %	$ 2,270,885	100.00 %	$ 3,607,055	$ 2,760,242

Alameda County Schools Insurance Group

Workers' Compensation

Allocation Net Position - Assets/(Deficit) by Member

As of 06/30/2021

Members	Sub-Total From Page 13	Program Years: 2016/2017 Pro Rata Share %	2016/2017 Net Assets	2017/2018 Pro Rata Share %	2017/2018 Net Assets	2018/2019 Pro Rata Share %	2018/2019 Net Assets	2019/2020 Pro Rata Share %	2019/2020 Net Assets	Sub-Total To Page 15
Alameda COE	$ 63,754	2.03 %	$ 183,513	1.93 %	$ 109,486	1.54 %	$ 98,724	1.54 %	$ 92,061	$ 547,538
Alameda	(129,040)	7.07	639,132	8.40	476,520	8.39	537,853	8.39	501,551	2,026,016
Albany	44,740	3.53	319,114	2.82	159,974	3.07	196,807	3.07	183,524	904,159
Castro Valley	71,388	6.27	566,812	6.85	388,590	4.92	315,404	4.92	294,116	1,636,310
Dublin	290,066	5.45	492,683	5.26	298,392	5.61	359,637	5.61	335,364	1,776,142
Eden ROP	(118,766)	0.37	33,448	0.30	17,019	0.33	21,155	0.33	19,727	(27,417)
Emery	(67,038)	0.48	43,392	0.44	24,961	0.70	44,875	0.70	41,846	88,036
Fremont	2,356,534	23.56	2,129,837	22.88	1,297,949	23.36	1,497,526	23.36	1,396,453	8,678,299
Livermore	293,381	9.10	822,645	8.87	503,182	9.55	612,216	9.55	570,896	2,802,320
Mission ROP	(36,998)	0.32	28,928	0.31	17,586	0.51	32,694	0.51	30,488	72,698
Mt. House	(2,542)	0.03	2,712	0.02	1,135	0.02	1,282	0.02	1,196	3,783
Newark	(99,025)	5.60	506,243	4.47	253,577	4.82	308,993	4.82	288,138	1,257,926
New Haven	(163,424)	8.32	752,133	9.13	517,932	6.98	447,463	6.98	417,262	1,971,366
Piedmont	(30,883)	1.90	171,761	1.85	104,948	1.74	111,545	1.74	104,017	461,388
Pleasanton	276,854	7.77	702,412	9.53	540,623	12.41	795,561	12.41	741,866	3,057,316
San Leandro	360,405	7.57	684,332	6.97	395,398	8.08	517,980	8.08	483,020	2,441,135
San Lorenzo	(368,746)	10.12	914,854	9.57	542,892	7.63	489,132	7.63	456,119	2,034,251
Sunol Glen	(5,414)	0.16	14,464	0.15	8,509	0.17	10,898	0.17	10,163	38,620
Tri Valley ROP	24,996	0.35	31,641	0.25	14,181	0.17	10,898	0.17	10,160	91,876
Pleasanton Apprentice	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Totals	$ 2,760,242	100.00 %	$ 9,040,056	100.00 %	$ 5,672,854	100.00 %	$ 6,410,643	100.00 %	$ 5,977,967	$ 29,861,762

Alameda County Schools Insurance Group
Workers' Compensation
Allocation Net Position - Assets/(Deficit) by Member
As of 06/30/2021

Members	Sub-Total From Page 14	Program Years 2020/2021 Pro Rata Share %	Net Assets	Pro Rata Share %	Net Assets	Pro Rata Share %	Net Assets	Pro Rata Share %	Net Assets	Total
Alameda COE	$ 547,538	1.54 %	$ 38,519	- - %	$ - -	- - %	$ - -	- - %	$ - -	$ 586,057
Alameda	2,026,016	8.39	209,851	- -	- -	- -	- -	- -	- -	2,235,867
Albany	904,159	3.07	76,787	- -	- -	- -	- -	- -	- -	980,946
Castro Valley	1,636,310	4.92	123,059	- -	- -	- -	- -	- -	- -	1,759,369
Dublin	1,776,142	5.61	140,318	- -	- -	- -	- -	- -	- -	1,916,460
Eden ROP	(27,417)	0.33	8,254	- -	- -	- -	- -	- -	- -	(19,163)
Emery	88,036	0.70	17,508	- -	- -	- -	- -	- -	- -	105,544
Fremont	8,678,299	23.36	584,281	- -	- -	- -	- -	- -	- -	9,262,580
Livermore	2,802,320	9.55	238,865	- -	- -	- -	- -	- -	- -	3,041,185
Mission ROP	72,698	0.51	12,756	- -	- -	- -	- -	- -	- -	85,454
Mt. House	3,783	0.02	500	- -	- -	- -	- -	- -	- -	4,283
Newark	1,257,926	4.82	120,558	- -	- -	- -	- -	- -	- -	1,378,484
New Haven	1,971,366	6.98	174,584	- -	- -	- -	- -	- -	- -	2,145,950
Piedmont	461,388	1.74	43,521	- -	- -	- -	- -	- -	- -	504,909
Pleasanton	3,057,316	12.41	310,400	- -	- -	- -	- -	- -	- -	3,367,716
San Leandro	2,441,135	8.08	202,097	- -	- -	- -	- -	- -	- -	2,643,232
San Lorenzo	2,034,251	7.63	190,842	- -	- -	- -	- -	- -	- -	2,225,093
Sunol Glen	38,620	0.17	4,252	- -	- -	- -	- -	- -	- -	42,872
Tri Valley ROP	91,876	0.17	4,253	- -	- -	- -	- -	- -	- -	96,129
Pleasanton Apprentice	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Totals	$ 29,861,762	100.00 %	$ 2,501,205	- - %	$ - -	- - %	$ - -	- - %	$ - -	$ 32,362,967

OTHER FINANCIAL INFORMATION

Alameda County Schools Insurance Group (ACSIG)
Schedule of Claim Liabilities for Workers' Compensation
As of 06/30/2021

	Self-Insured Program Years												
	1978/1979	1984/1985	1985/1986	1986/1987	1987/1988	1988/1989	1989/1990	1990/1991	1991/1992	1992/1993	1993/1994	1994/1995	Totals to Page 17
Paid Claims	$ 916,273	$ 1,828,533	$ 2,855,260	$ 2,817,697	$ 2,875,312	$ 4,020,932	$ 2,940,000	$ 5,561,332	$ 5,166,999	$ 4,282,745	$ 3,723,874	$ 4,795,210	$ 41,784,167
Reserves	- -	- -	7,617	28,483	31,070	- -	- -	49,808	- -	- -	11,133	135,414	263,525
Incurred Claims	916,273	1,828,533	2,862,877	2,846,180	2,906,382	4,020,932	2,940,000	5,611,140	5,166,999	4,282,745	3,735,007	4,930,624	42,047,692
Incurred But Not Reported (IBNR)	- -	- -	17,123	133,820	13,618	39,068	12,000	48,860	113,001	12,255	64,993	59,376	514,114
Non- Discounted Estimated Ultimate Incurred (1)	916,273	1,828,533	2,880,000	2,980,000	2,920,000	4,060,000	2,952,000	5,660,000	5,280,000	4,295,000	3,800,000	4,990,000	42,561,806
Anticipated Investment Income (Discount) (2)	- -	- -	(717)	(5,681)	(1,832)	(1,836)	(564)	(4,539)	(5,085)	(576)	(3,882)	(10,908)	(35,620)
Discounted Estimated Ultimate (1-2)	916,273	1,828,533	2,879,283	2,974,319	2,918,168	4,058,164	2,951,436	5,655,461	5,274,915	4,294,424	3,796,118	4,979,092	42,526,186
Paid Claims	(916,273)	(1,828,533)	(2,855,260)	(2,817,697)	(2,875,312)	(4,020,932)	(2,940,000)	(5,561,332)	(5,166,999)	(4,282,745)	(3,723,874)	(4,795,210)	(41,784,167)
Remaining Estimated Unpaid Claim Liabilities	$ - -	$ - -	$ 24,023	$ 156,622	$ 42,856	$ 37,232	$ 11,436	$ 94,129	$ 107,916	$ 11,679	$ 72,244	$ 183,882	$ 742,019

(1) Per Bay Actuarial Consultants actuarial study dated February 2021.

(2) Discounted at 2%, 06/30/2012, 1.5%, 2014, 2015, 2016, 2017, 2018 1.75%, 2019-2020 1.50%, 2020-2021 .75%.

Historical Discounted Estimated Ultimate Incurred:													
As of 06/30/2012	865,386	1,891,056	2,829,735	2,939,513	2,664,915	3,978,682	2,914,559	5,840,572	5,219,982	4,364,052	3,687,860	5,166,611	42,362,933
As of 06/30/2013	954,963	1,828,378	2,917,252	3,003,200	2,674,593	4,009,091	2,922,237	5,789,363	5,200,522	4,331,119	3,639,169	5,209,906	42,479,802
As of 06/30/2014	959,089	1,828,378	2,943,554	2,948,967	2,906,382	4,010,866	2,993,154	5,793,307	5,156,348	4,321,092	3,728,346	5,145,562	42,735,045
As of 06/30/2015	959,745	1,828,378	2,944,649	2,957,392	2,916,153	4,077,607	2,993,338	5,759,425	5,259,555	4,304,405	3,847,149	5,130,367	42,978,163
As of 06/30/2016	919,585	1,828,378	2,935,792	2,958,911	2,907,220	4,065,869	2,966,210	5,750,806	5,315,636	4,278,349	3,855,186	5,114,027	42,895,969
As of 06/30/2017	947,318	1,828,378	2,876,895	2,952,342	2,907,650	4,084,897	2,985,063	5,734,186	5,316,245	4,408,281	3,947,076	5,151,520	43,139,851
As of 06/30/2018	947,015	1,828,378	2,876,710	2,988,624	2,945,002	4,094,286	2,994,624	5,743,707	5,315,284	4,422,773	3,926,130	5,110,111	43,192,644
As of 06/30/2019	916,273	1,828,533	2,887,520	3,031,167	2,934,013	4,038,122	2,940,000	5,678,821	5,314,160	4,358,612	4,009,428	5,051,755	42,988,404
As of 06/30/2020	916,273	1,828,533	2,887,952	2,996,520	2,916,419	4,056,820	2,958,440	5,698,048	5,288,270	4,370,463	3,958,606	4,958,067	42,834,411
As of 06/30/2021	916,273	1,828,533	2,879,283	2,974,319	2,918,168	4,058,164	2,951,436	5,655,461	5,274,915	4,294,424	3,796,118	4,979,092	42,526,186
Increase/Decrease	- -	- -	(8,669)	(22,201)	1,749	1,344	(7,004)	(42,587)	(13,355)	(76,039)	(162,488)	21,025	(308,225)

Alameda County Schools Insurance Group (ACSIG)
Schedule of Claim Liabilities for Workers' Compensation
As of 06/30/2021

	Totals From Page 16	Self-Insured Program Years							Totals To Page 18
		1995/1996	1996/1997	1997/1998	1998/1999	1999/2000	2000/2001	2001/2002	
Paid Claims	$ 41,784,167	$ 5,400,372	$ 7,168,298	$ 6,830,737	$ 9,320,940	$ 7,456,599	$ 10,821,353	$ 11,933,654	$ 100,716,120
Reserves	263,525	101,849	217,521	308,932	598,225	270,280	255,976	265,230	2,281,538
Incurred Claims	42,047,692	5,502,221	7,385,819	7,139,669	9,919,165	7,726,879	11,077,329	12,198,884	102,997,658
Incurred But Not Reported (IBNR)	514,114	97,779	154,181	120,331	410,835	183,121	472,671	331,116	2,284,148
Non- Discounted Estimated Ultimate Incurred (1)	42,561,806	5,600,000	7,540,000	7,260,000	10,330,000	7,910,000	11,550,000	12,530,000	105,281,806
Anticipated Investment Income (Discount) (2)	(35,620)	(11,778)	(22,302)	(25,327)	(57,516)	(25,390)	(42,262)	(35,184)	(255,379)
Discounted Estimated Ultimate (1-2)	42,526,186	5,588,222	7,517,698	7,234,673	10,272,484	7,884,610	11,507,738	12,494,816	105,026,427
Paid Claims	(41,784,167)	(5,400,372)	(7,168,298)	(6,830,737)	(9,320,940)	(7,456,599)	(10,821,353)	(11,933,654)	(100,716,120)
Remaining Estimated Unpaid Claim Liabilities	$ 742,019	$ 187,850	$ 349,400	$ 403,936	$ 951,544	$ 428,011	$ 686,385	$ 561,162	$ 4,310,307
Historical Discounted Estimated Ultimate Incurred:									
As of 06/30/2012	42,362,933	5,641,456	7,470,783	7,427,596	11,162,085	8,724,801	11,904,345	13,678,790	108,372,789
As of 06/30/2013	42,479,802	5,833,514	7,743,609	7,798,325	11,018,070	9,598,230	12,098,931	13,618,383	110,188,864
As of 06/30/2014	42,735,045	5,738,160	7,577,599	7,714,653	11,132,297	8,733,944	11,771,811	13,128,192	108,531,701
As of 06/30/2015	42,978,163	5,752,631	7,584,812	7,808,635	10,993,497	8,806,657	11,818,771	13,083,683	108,826,849
As of 06/30/2016	42,895,969	5,607,306	7,562,358	7,660,593	11,011,641	8,642,537	11,753,128	12,959,861	108,093,393
As of 06/30/2017	43,139,851	5,583,200	7,705,812	7,670,526	10,717,018	8,299,131	11,947,119	13,121,523	108,184,180
As of 06/30/2018	43,192,644	5,757,037	7,747,776	7,706,207	10,642,853	8,365,742	11,833,334	12,979,529	108,225,122
As of 06/30/2019	42,988,404	5,664,384	7,601,234	7,424,100	10,662,982	8,032,099	11,618,299	13,001,162	106,992,664
As of 06/30/2020	42,834,411	5,634,661	7,480,498	7,198,242	10,419,193	7,937,956	11,512,128	12,486,864	105,503,953
As of 06/30/2021	42,526,186	5,588,222	7,517,698	7,234,673	10,272,484	7,884,610	11,507,738	12,494,816	105,026,427
Increase/Decrease	(308,225)	(46,439)	37,200	36,431	(146,709)	(53,346)	(4,390)	7,952	(477,526)

(1) Per Bay Actuarial Consultants actuarial study dated February 2021.
(2) Discounted at 2%, 06/30/2012, 1.5%, 2014, 2015, 2016, 2017, 2018 1.75%, 2019-2020 1.50%, 2020-2021 .75%.

Alameda County Schools Insurance Group (ACSIG)
Schedule of Claim Liabilities for Workers' Compensation
As of 06/30/2021

	Totals From Page 17	Self-Insured Program Years 2002/2003	2003/2004	2004/2005	2005/2006	2006/2007	2007/2008	2008/2009	As of 06/30/2021 Totals	Activity As of 06/30/2020 Totals	Activity 07/01/2020 - 06/30/2021
Paid Claims	$ 100,716,120	$ 10,342,423	$ 6,044,329	$ 5,725,566	$ 8,728,059	$ 8,678,260	$ 8,995,835	$ 8,964,535	$ 158,195,127	$ 157,258,410	$ 936,717
Reserves	2,281,538	188,094	60,331	352,333	418,706	187,626	101,284	180,683	3,770,595	5,006,712	(1,236,117)
Incurred Claims	102,997,658	10,530,517	6,104,660	6,077,899	9,146,765	8,865,886	9,097,119	9,145,218	161,965,722	162,265,122	(299,400)
Incurred But Not Reported (IBNR)	2,284,148	379,483	335,340	252,101	543,235	254,114	72,881	454,782	4,576,084	4,897,684	(321,600)
Non- Discounted Estimated Ultimate Incurred (1)	105,281,806	10,910,000	6,440,000	6,330,000	9,690,000	9,120,000	9,170,000	9,600,000	166,541,806	167,162,806	(621,000)
Anticipated Investment Income (Discount) (2)	(255,379)	(34,622)	(24,532)	(38,079)	(60,602)	(28,271)	(11,147)	(41,305)	(493,937)	(1,086,804)	592,867
Discounted Estimated Ultimate (1-2)	105,026,427	10,875,378	6,415,468	6,291,921	9,629,398	9,091,729	9,158,853	9,558,695	166,047,869	166,076,002	(28,133)
Paid Claims	(100,716,120)	(10,342,423)	(6,044,329)	(5,725,566)	(8,728,059)	(8,678,260)	(8,995,835)	(8,964,535)	(158,195,127)	(157,258,410)	(936,717)
Remaining Estimated Unpaid Claim Liabilities	$ 4,310,307	$ 532,955	$ 371,139	$ 566,355	$ 901,339	$ 413,469	$ 163,018	$ 594,160	$ 7,852,742	$ 8,817,592	$ (964,850)
								Estimated Current Portion /Short-Term Liability (1)	(978,476)		
								Estimated Non-Current portion of Claim Liabilities	$ 6,874,266		

(1) Per Bay Actuarial Consultants actuarial study dated February 2021.

(2) Discounted at 2%, 06/30/2012, 1.5%, 2014, 2015, 2016, 2017, 2018 1.75%, 2019-2020 1.50%, 2020-2021 .75%.

Historical Discounted Estimated Ultimate Incurred:									
As of 06/30/2012	108,372,789	11,103,705	7,180,516	6,779,730	9,113,232	10,061,847	10,833,352	11,378,258	174,823,429
As of 06/30/2013	110,188,864	10,710,077	7,136,860	6,043,782	8,435,497	9,522,890	10,141,142	10,501,500	172,680,612
As of 06/30/2014	108,531,701	10,454,102	6,798,117	6,067,506	10,203,448	9,772,238	10,362,281	10,585,137	172,774,530
As of 06/30/2015	108,826,849	10,457,705	6,920,842	6,214,866	10,347,509	9,539,023	9,859,233	10,469,961	172,635,988
As of 06/30/2016	108,093,393	10,531,877	6,860,336	6,223,567	10,366,713	9,216,061	9,639,692	10,101,017	171,032,656
As of 06/30/2017	108,184,180	10,716,918	6,817,755	5,896,649	10,214,975	9,198,996	9,520,490	9,943,375	170,493,338
As of 06/30/2018	108,225,122	10,697,201	6,689,784	6,028,771	10,128,423	9,250,450	9,475,767	9,593,861	170,089,379
As of 06/30/2019	106,992,664	10,865,794	6,590,938	6,129,435	9,825,431	9,213,395	9,194,958	9,526,850	168,339,465
As of 06/30/2020	105,503,953	10,632,710	6,438,165	6,018,634	9,707,983	9,117,968	9,129,259	9,527,330	166,119,058
As of 06/30/2021	105,026,427	10,875,378	6,415,468	6,291,921	9,629,398	9,091,729	9,158,853	9,558,695	166,047,869
Increase/Decrease	(477,526)	242,668	(22,697)	273,287	(78,585)	(26,239)	29,594	31,365	(28,133)

2,291,596

Alameda County Schools Insurance Group
Workers' Compensation
Investment Income Allocation By Program Year
For The Fiscal Year Ended 06/30/2021

	Program Years										Totals Forward to Page 20
	Prior to 7/1/1992	1992/1993	1993/1994	1994/1995	1995/1996	1996/1997	1997/1998	1998/1999	1999/2000	2000/2001	
Beginning Cash Balance	$ 17,085,506										$ 17,085,506
Operating Revenues:											
Contributions	N/A	4,551,288	4,798,760	5,124,660	5,472,693	5,030,753	5,176,921	5,643,688	6,629,228	6,629,228	49,057,219
Other	N/A	22,275	24,239	31,298	40,413	260,258	285,341	237,002	308,147	308,147	1,517,120
Subtotal	- -	4,573,563	4,822,999	5,155,958	5,513,106	5,291,011	5,462,262	5,880,690	6,937,375	6,937,375	50,574,339
Operating Expenses:											
Salaries and Benefits	N/A	(226,598)	(246,291)	(227,420)	(234,243)	(233,373)	(255,153)	(246,251)	(279,403)	(279,403)	(2,228,135)
Supplies	N/A	(3,793)	(9,686)	(9,359)	(9,733)	(9,088)	(9,674)	(6,574)	(6,929)	(6,929)	(71,765)
Depreciation &* Cap Outlay	N/A	(5,343)	(5,599)	(6,388)	(7,288)	(3,239)	(3,773)	(9,608)	(13,975)	(13,975)	(69,188)
Services and Other	N/A	(287,597)	(435,419)	(401,397)	(413,439)	(356,711)	(369,039)	(305,576)	(427,305)	(427,305)	(3,423,788)
Insurance	N/A	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Subtotal	- -	(523,331)	(696,995)	(644,564)	(664,703)	(602,411)	(637,639)	(568,009)	(727,612)	(727,612)	(5,792,876)
Net Contributions Available for Pool Operations	- -	4,050,232	4,126,004	4,511,394	4,848,403	4,688,600	4,824,623	5,312,681	6,209,763	6,209,763	44,781,463
Investment Income/(Expense) Allocated From Prior Periods	$ (6,719,074)	$ 840,832	$ 1,125,704	$ 823,490	$ 937,175	$ 245,320	$ 293,188	$ (309,802)	$ 453,048	$ (507,859)	(2,817,978)
Subtotal	10,366,432	4,891,064	5,251,708	5,334,884	5,785,578	4,933,920	5,117,811	5,002,879	6,662,811	5,701,904	59,048,991
Accounts Receivable	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Accounts Payable	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Trust Timing Difference	59,873	8,848	7,693	9,906	11,156	14,809	14,111	19,256	15,404	22,355	183,411
Cumulative Claims Paid	(28,982,338)	(4,282,745)	(3,723,874)	(4,795,210)	(5,400,372)	(7,168,298)	(6,830,737)	(9,320,940)	(7,456,599)	(10,821,353)	(88,782,466)
Cash Balance Prior to Current Year Investment Income Allocation	$ (18,556,033)	$ 617,167	$ 1,535,527	$ 549,580	$ 396,362	$ (2,219,569)	$ (1,698,815)	$ (4,298,805)	$ (778,384)	$ (5,097,094)	$ (29,550,064)
Percentage Based on Cash Balance	-45.66%	1.52%	3.78%	1.35%	0.98%	-5.46%	-4.17%	-10.58%	-1.92%	-12.55%	-72.71%
Investment Income Earned, net change in FMV on Investments	$ (68,564)	$ 2,282	$ 5,676	$ 2,027	$ 1,472	$ (8,199)	$ (6,262)	$ (15,887)	$ (2,883)	$ (18,844)	$ (109,182)
Cash Balance, Including Current Cash Balance, Including Current Year Investment Income Allocation	$ (18,624,597)	$ 619,449	$ 1,541,203	$ 551,607	$ 397,834	$ (2,227,768)	$ (1,705,077)	$ (4,314,692)	$ (781,267)	$ (5,115,938)	$ (29,659,246)
Cumulative Investment Income/ (Expense) Allocated	$ (6,787,638)	$ 843,114	$ 1,131,380	$ 825,517	$ 938,647	$ 237,121	$ 286,926	$ (325,689)	$ 450,165	$ (526,703)	$ (2,927,160)

Alameda County Schools Insurance Group
Workers' Compensation
Investment Income Allocation By Program Year
For The Fiscal Year Ended 06/30/2021

	Totals Forward Page 19	Program Years								Totals Forward to Page 21
		2001/2002	2002/2003	2003/2004	2004/2005	2005/2006	2006/2007	2007/2008	2008/2009	
Beginning Cash Balance	$ 17,085,506									$ 17,085,506
Operating Revenues:										
Contributions	49,057,219	10,572,276	8,953,336	12,649,046	12,281,869	11,716,171	10,781,648	16,270,929	16,223,575	148,506,069
Other	1,517,120	- -	452,491	478,978	493,347	469,436	351,917	115,583	201,412	4,080,284
Subtotal	50,574,339	10,572,276	9,405,827	13,128,024	12,775,216	12,185,607	11,133,565	16,386,512	16,424,987	152,586,353
Operating Expenses:										
Salaries and Benefits	(2,228,135)	(287,785)	(409,512)	(331,821)	(341,776)	(482,981)	(478,846)	- -	- -	(4,560,856)
Supplies	(71,765)	(7,137)	(10,135)	(14,068)	(14,490)	(9,360)	(44,028)	(1,282)	(4,729)	(176,994)
Depreciation &* Cap Outlay	(69,188)	(14,394)	(13,423)	(12,292)	(12,661)	(7,089)	(6,003)	(7,882)	(7,916)	(150,848)
Services and Other	(3,423,788)	(440,124)	(774,043)	(912,896)	(940,283)	(482,716)	(625,064)	(776,530)	(1,084,843)	(9,460,287)
Insurance	- -	- -	- -	(623,937)	(642,655)	(491,417)	(2,970,761)	(3,310,804)	(2,187,413)	(10,226,987)
Subtotal	(3,492,976)	(749,440)	(1,207,113)	(1,895,014)	(1,951,865)	(1,473,563)	(4,124,702)	(4,096,498)	(3,284,901)	(24,575,972)
Net Contributions Available for Pool Operations	41,288,487	9,822,836	8,198,714	11,233,010	10,823,351	10,712,044	7,008,863	12,290,014	13,140,086	128,010,381
Investment Income/(Expense) Allocated From Prior Periods	(2,817,978)	$ 643,231	$ 489,081	$ 2,097,783	$ 2,088,605	$ 1,499,636	$ 394,134	$ 1,162,722	$ 870,229	6,427,443
Subtotal	55,556,015	10,466,067	8,687,795	13,330,793	12,911,956	12,211,680	7,402,997	13,452,736	14,010,315	151,523,330
Accounts Receivable	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Accounts Payable	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Trust Timing Difference	183,411	24,653	21,366	12,487	11,828	18,031	17,928	18,584	18,518	326,806
Cumulative Claims Paid	(88,782,466)	(11,933,654)	(10,342,423)	(6,044,329)	(5,725,566)	(8,728,059)	(8,678,260)	(8,995,835)	(8,964,535)	(158,195,127)
Cash Balance Prior to Current Year Investment Income Allocation	$ (29,550,064)	$ (1,442,934)	$ (1,633,262)	$ 7,298,951	$ 7,198,218	$ 3,501,652	$ (1,257,335)	$ 4,475,485	$ 5,064,298	$ (6,344,991)
Percentage Based on Cash Balance	-72.71%	-3.55%	-4.02%	17.96%	17.71%	8.62%	-3.10%	11.01%	12.46%	-15.62%
Investment Income Earned, net change in FMV on Investments	$ (109,182)	$ (5,331)	$ (6,037)	$ 26,969	$ 26,593	$ 12,944	$ (4,655)	$ 16,533	$ 18,711	$ (23,455)
Cash Balance, Including Current Cash Balance, Including Current Year Investment Income Allocation	$ (29,659,246)	$ (1,448,265)	$ (1,639,299)	$ 7,325,920	$ 7,224,811	$ 3,514,596	$ (1,261,990)	$ 4,492,018	$ 5,083,009	$ (6,368,446)
Cumulative Investment Income/ (Expense) Allocated	$ (2,927,160)	$ 637,900	$ 483,044	$ 2,124,752	$ 2,115,198	$ 1,512,580	$ 389,479	$ 1,179,255	$ 888,940	$ 6,403,988

Alameda County Schools Insurance Group
Workers' Compensation
Investment Income Allocation By Program Year
For The Fiscal Year Ended 06/30/2021

	Totals Forward Page 20	Program Years									Totals Forward to Page 22
		2009/2010	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016	2016/2017	2017/2018	
Beginning Cash Balance	$ 17,085,506										$ 17,085,506
Operating Revenues:											
Contributions	148,506,069	17,732,079	18,355,131	19,814,161	19,135,522	19,607,187	20,019,868	24,592,229	28,264,266	26,712,774	342,739,286
Other	4,080,284	13,094	- -	- -	- -	- -	2,450,000	5,798	247	- -	6,549,423
Subtotal	152,586,353	17,745,173	18,355,131	19,814,161	19,135,522	19,607,187	22,469,868	24,598,027	28,264,513	26,712,774	349,288,709
Operating Expenses:											
Salaries and Benefits	(4,560,856)	- -	- -	- -	- -	- -	- -	- -	- -	- -	(4,560,856)
Supplies	(176,994)	(6,037)	(1,246)	(1,682)	(1,933)	- -	- -	- -	- -	- -	(187,892)
Depreciation &* Cap Outlay	(150,848)	(10,925)	- -	- -	- -	- -	- -	- -	- -	- -	(161,773)
Services and Other	(9,460,287)	(772,920)	(602,382)	(537,827)	(486,726)	(453,830)	(427,285)	(704,051)	(574,917)	(1,510,995)	(15,531,220)
Insurance	(10,226,987)	(16,302,424)	(15,273,424)	(14,963,471)	(16,512,219)	(18,073,558)	(19,975,089)	(20,534,560)	(19,149,066)	(19,857,950)	(170,868,748)
Subtotal	(19,838,122)	(17,092,306)	(15,877,052)	(15,502,980)	(17,000,878)	(18,527,388)	(20,402,374)	(21,238,611)	(19,723,983)	(21,368,945)	(191,310,489)
Net Contributions Available for Pool Operations	108,172,259	652,867	2,478,079	4,311,181	2,134,644	1,079,799	2,067,494	3,359,416	8,540,530	5,343,829	157,978,220
Investment Income/(Expense) Allocated From Prior Periods	6,427,443	$ 79,246	$ 283,128	$ 430,573	$ 196,253	$ 96,275	$ 195,027	$ 234,365	$ 466,250	$ 308,137	8,716,697
Subtotal	131,685,208	732,113	2,761,207	4,741,754	2,330,897	1,176,074	2,262,521	3,593,781	9,006,780	5,651,966	183,780,423
Accounts Receivable	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Accounts Payable	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
Trust Timing Difference	326,806	- -	- -	- -	- -	- -	- -	- -	- -	- -	326,806
Cumulative Claims Paid	(158,195,127)	- -	- -	- -	- -	- -	- -	- -	- -	- -	(158,195,127)
Cash Balance Prior to Current Year Investment Income Allocation	$ (6,344,991)	$ 732,113	$ 2,761,207	$ 4,741,754	$ 2,330,897	$ 1,176,074	$ 2,262,521	$ 3,593,781	$ 9,006,780	$ 5,651,966	$ 25,912,102
Percentage Based on Cash Balance	-15.62%	1.80%	6.80%	11.67%	5.74%	2.89%	5.57%	8.84%	22.16%	13.91%	63.76%
Investment Income Earned, net change in FMV on Investments	$ (23,455)	$ 2,703	$ 10,211	$ 17,524	$ 8,619	$ 4,340	$ 8,364	$ 13,274	$ 33,276	$ 20,888	$ 95,744
Cash Balance, Including Current											
Cash Balance, Including Current Year Investment Income Allocation	$ (6,368,446)	$ 734,816	$ 2,771,418	$ 4,759,278	$ 2,339,516	$ 1,180,414	$ 2,270,885	$ 3,607,055	$ 9,040,056	$ 5,672,854	$ 26,007,846
Net Assets/(Deficit):											
Cumulative Investment Income/ (Expense) Allocated	$ 6,403,988	$ 81,949	$ 293,339	$ 448,097	$ 204,872	$ 100,615	$ 203,391	$ 247,639	$ 499,526	$ 329,025	$ 8,812,441

Alameda County Schools Insurance Group
Workers' Compensation
Investment Income Allocation By Program Year
For The Fiscal Year Ended 06/30/2021

	Totals Forward Page 21	Program Years									Total
		2018/2019	2019/2020	2020/2021							
Beginning Cash Balance	$ 17,085,506										$ 17,085,506
Operating Revenues:											
Contributions	342,739,286	26,942,763	27,017,696	25,917,134	- -	- -	- -	- -	- -	- -	422,616,879
Other	6,549,423	- -	7,093	- -	- -	- -	- -	- -	- -	- -	6,556,516
Subtotal	349,288,709	26,942,763	27,024,789	25,917,134	- -	- -	- -	- -	- -	- -	429,173,395
Operating Expenses:											
Salaries and Benefits	(4,560,856)	(151,811)	(161,577)	(61,792)	- -	- -	- -	- -	- -	- -	(4,936,036)
Supplies	(187,892)	(1,093)	(1,410)	(1,201)	- -	- -	- -	- -	- -	- -	(191,596)
Depreciation &* Cap Outlay	(161,773)	- -	- -	- -	- -	- -	- -	- -	- -	- -	(161,773)
Services and Other	(15,531,220)	(550,790)	(520,554)	(1,283,693)	- -	- -	- -	- -	- -	- -	(17,886,257)
Insurance	(170,868,748)	(20,156,637)	(20,501,321)	(22,078,042)	- -	- -	- -	- -	- -	- -	(233,604,748)
Subtotal	(186,561,741)	(20,860,331)	(21,184,862)	(23,424,728)	- -	- -	- -	- -	- -	- -	(256,780,410)
Net Contributions Available for Pool Operations	157,978,220	6,082,432	5,839,927	2,492,406	- -	- -	- -	- -	- -	- -	172,392,985
Investment Income/(Expense) Allocated From Prior Periods	8,716,697	$ 304,605	$ 116,026	$ - -	$ - -	$ - -	$ - -	$ - -	$ - -	$ - -	9,137,328
Subtotal	183,780,423	6,387,037	5,955,953	2,492,406	- -	- -	- -	- -	- -	- -	198,615,819
Accounts Receivable	- -	- -	- -	(115,636)	- -	- -	- -	- -	- -	- -	(115,636)
Accounts Payable	- -	- -	- -	3,552	- -	- -	- -	- -	- -	- -	3,552
Trust Timing Difference	326,806	- -	- -	- -	- -	- -	- -	- -	- -	- -	326,806
Cumulative Claims Paid	(158,195,127)	- -	- -	- -	- -	- -	- -	- -	- -	- -	(158,195,127)
Cash Balance Prior to Current Year Investment Income Allocation	$ 25,912,102	$ 6,387,037	$ 5,955,953	$ 2,380,322	$ - -	$ - -	$ - -	$ - -	$ - -	$ - -	$ 40,635,414
Percentage Based on Cash Balance	63.76%	15.72%	14.66%	5.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Investment Income Earned, net change in FMV on Investments	$ 95,744	$ 23,606	$ 22,014	$ 8,799	$ - -	$ - -	$ - -	$ - -	$ - -	$ - -	$ 150,163
Cash Balance, Including Current											
Cash Balance, Including Current Year Investment Income Allocation	$ 26,007,846	$ 6,410,643	$ 5,977,967	$ 2,389,121	$ - -	$ - -	$ - -	$ - -	$ - -	$ - -	$ 40,785,577
Net Assets/(Deficit):										AP and AR	112,084
										Claim Liabilities Current	(978,476)
										Claim Liabilities Net of Current	(6,874,266)
										ULAE	(681,952)
										Net Assets/(Deficit)	$ 32,362,967
Cumulative Investment Income/(Expense) Allocated	$ 8,812,441	$ 328,211	$ 138,040	$ 8,799	$ - -	$ - -	$ - -	$ - -	$ - -	$ - -	$ 9,287,491

Alameda County Schools Insurance Group
Workers' Compensation
Member Contributions and Calculation of Pro Rata Share Percentage
For The Program Year Ended 06/30/2020

Members	2018/2019 Actual Payroll	Base Rate	Ex Mod	Deposit Rate Per $100/ Payroll	Net Member Contribution	Pro Rata Share %
Alameda COE	$ 21,927,785	2.52	0.7500	$ 1.89	$ 414,435	1.54 %
Alameda USD	71,889,088	2.52	1.2500	3.15	2,264,506	8.39
Albany USD	29,020,550	2.52	1.1330	2.86	828,583	3.07
Castro Valley USD	66,796,628	2.52	0.7890	1.99	1,328,104	4.92
Dublin USD	80,071,839	2.52	0.7500	1.89	1,513,358	5.61
Eden ROP	4,680,262	2.52	0.7500	1.89	88,457	0.33
Emery USD	6,250,379	2.52	1.2040	3.03	189,641	0.70
Fremont USD	274,150,988	2.52	0.9130	2.30	6,307,556	23.36
Livermore USD	96,850,089	2.52	1.0560	2.66	2,577,297	9.55
Mission ROP	4,695,419	2.52	1.1550	2.91	136,665	0.51
Mt. House SD	215,538	2.52	0.7501	1.89	4,074	0.02
Newark USD	41,293,776	2.52	1.2500	3.15	1,300,754	4.82
New Haven USD	84,804,804	2.52	0.8820	2.22	1,884,905	6.98
Piedmont USD	24,797,106	2.52	0.7500	1.89	468,665	1.74
Pleasanton USD	111,086,999	2.52	1.1960	3.01	3,348,073	12.41
San Leandro USD	69,210,267	2.52	1.2500	3.15	2,180,123	8.08
San Lorenzo USD	79,182,774	2.52	1.0330	2.60	2,061,254	7.63
Sunol Glen SD	2,360,507	2.52	0.7500	1.89	44,614	0.17
Tri Valley ROP	2,192,813	2.52	0.8510	2.15	47,025	0.17
Pleasanton Apprentice (1)	- -	- -	- -	- -	- -	- -
Totals	$ 1,071,477,611				$ 26,988,089	100.00 %

(1) Included in Pleasanton totals.

Alameda County Schools Insurance Group
Workers' Compensation
Member Contributions and Calculation of Pro Rata Share Percentage
For The Program Year Ended 06/30/2021

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Pleasanton Apprentice (1)	--	--	--	--	--	--
Totals	$ 1,071,477,611				$ 26,988,089	100.00 %

(1) Included in Pleasanton totals.

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

EXECUTIVE SUMMARY

TO: ACSIG Board

FROM: Kimberly Dennis

DATE: May 26, 2022

SUBJECT: 2021/2022 Actuarial Report for Workers' Compensation Ultimate Loss

There are many things that the actuary looks at when determining the ultimate loss calculation. Essentially, the prior years' information regarding ultimate claim value, payout patterns, pending litigation changes and other known or anticipated changes within the market are considered when determining estimate, ultimate loss numbers. This estimation is then applied as a per $100/payroll calculation to current reserves.

The assumptions used in this report are:

- 1.5% Discount
- Funding at Expected

These assumptions are unchanged from the previous study.

In an effort to get the most accurate information reflected upon on financial statements and for discussions on the Workers' Compensation deficit, Bay Actuarial has provided a new actuarial study using actual claims data through December 31, 2021. Based upon this report, the claims development has improved by $2,079.000 with an additional $653,314 in payments.

This report was reviewed in detail with the Executive Committee.

Alameda County Schools Self Insurance Group

An Actuarial Review of the Workers' Compensation Program

DRAFT

BAY ACTUARIAL CONSULTANTS
Moraga, California
February 10, 2022

Bay Actuarial Consultants

February 10, 2022

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

Dear Ms. Dennis:

This report documents our actuarial review of the Alameda County Schools Insurance Group's workers' compensation program. We appreciate the opportunity to serve the Group.

Please call me at (925) 377-5269 if you have any questions.

Respectfully,

BAY ACTUARIAL CONSULTANTS

Jack Joyce, FCAS, MAAA
Principal

DRAFT

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Tel 925.377.5269 · Fax 925.377.5270 · www.bayactuarial.com

Alameda County Schools Insurance Group

An Actuarial Review of the Workers' Compensation Program

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Alameda County Schools Insurance Group

An Actuarial Review of the Workers' Compensation Program

Introduction

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Alameda County Schools Insurance Group

An Actuarial Review of the Workers' Compensation Program

Introduction

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Background & Purpose

The Alameda County Schools Insurance Group ("ACSIG") self-insured its workers' compensation claims until 6/30/09. ACSIG joined the *Protected Insurance Program for Schools* ("*PIPS*") on 7/1/09 and has not been directly self-insuring new claims.

ACSIG has asked Bay Actuarial Consultants to provide an actuarial report on its workers' compensation program. This report covers the following topics:

1) **Unpaid Losses.** It includes an estimate of the unpaid self-insured losses as of 12/31/21 and a projection of the 6/30/22 liability.
2) **Benchmark 2022-23 Rates.** It includes a projection the losses expected to be incurred during 2022-23 and expresses it as a rate of loss per $100 of payroll.
3) **Discounting.** The estimated liability and the projected 2022-23 rates of loss are discounted to present value. Discounting recognizes that there is often a substantial length of time between the occurrence of a loss and the final settlement of that loss.
4) **Quantification of Variability.** It includes an analysis of items (1) and (2) in terms of "probability levels."

Conditions & Limitations

This report is for ACSIG's internal use. ACSIG may provide a copy to its financial auditors. Bay Actuarial does not authorize any other use. In particular, those considering providing ACSIG with workers' compensation coverage must perform their own actuarial analysis and may not rely upon this report.

Keenan & Associates ("K&A") and ACSIG provided the loss and payroll data.

The term "losses" refers to all costs that can be tied to a specific claim. These include loss payments, attorney's fees, and other expenses linked to a specific claim. The actuarial projections in this report are estimates. Uncertainty is unavoidable because many of the events that will determine future claims costs have not yet taken place. These events include, but are not limited to, future legislation or ballot initiatives that may change statutory benefit levels or the workers' compensation laws, changes in the rate of inflation, and the outcomes of future administrative proceedings and litigation. Our projections are based upon ACSIG's historical experience. We did not anticipate any extraordinary changes in the various factors that might affect the future cost of claims. We used methods that should produce reasonable results given current information. There is no guarantee, express or implied, that losses will develop as projected in this report.

The term "limited losses" means that any claims that exceeded the stated SIR have been limited in this analysis exactly to the stated amount of the SIR. The data that the TPA provided does not indicate whether or not the excess insurer has actually paid the full amount of every claim that has exceeded the SIR. We assume, of necessity, that they have reimbursed, and will continue to reimburse, the full amount of each claim that exceeds the SIR. In addition, the data was provided on a per-claim basis and not on a per-occurrence basis. Therefore it was necessary to assume that each claim will be treated as a single occurrence in applying the SIR. The SIR normally applies to each occurrence and not to each claim. This is a very mildly conservative assumption because multi-claimant losses are extremely rare.

Structure of the Report

The rest of this report comprises ten sections: the *Management Summary*, the *Technical Approach* section, the *Summary Exhibits*, the *ULAE Exhibits*, the *Fiscal Year End Exhibits*, the *Limited Loss Exhibits*, the *Gross Loss Exhibits*, the *Future Loss Exhibits*, the *Discounting Exhibits,* and the *Claims Data*.

The *Management Summary* gives an overview of the results. The *Technical Approach* section explains and discusses the assumptions and details. The *Exhibits* document the calculations.

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Alameda County Schools Insurance Group

An Actuarial Review of the Workers' Compensation Program

Management Summary

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Alameda County Schools Insurance Group

An Actuarial Review of the Workers' Compensation Program

Management Summary

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Unpaid Self-Insured Losses @ 12/31/21

The self-insurance program terminated on 6/30/09. We estimate that ACSIG's remaining liability for unpaid self-insured losses was **$6,102,791** on 12/31/21. The discounted liability is about **10.2%** lower, assuming a **1.5%** interest rate. These unpaid losses have been limited to the self-insured retention ("SIR") that was in place at the time of the loss. Table I shows actuarial "central estimates" and some higher "probability levels."

Table I: Estimated Liability at 12/31/21 (excluding ULAE)

Probability Level	Undiscounted	Discounted @ 1.5%
10%	$3,966,814	$3,566,166
20%	4,455,037	4,005,079
30%	4,821,205	4,334,263
40%	5,248,400	4,718,312
50%	5,675,595	5,102,360
Central Estimate	**$6,102,791**	**$5,486,409**
60%	6,163,819	5,541,273
70%	6,713,070	6,035,050
80%	7,506,433	6,748,283
90%	8,788,019	7,900,429

ACSIG also has a liability for future claims handling costs ("unallocated loss adjustment expense," or "ULAE"). We estimate that this ULAE liability was **$566,564** on 12/31/21 and project it will drop to about **$536,438** by 6/30/22. These ULAE liability estimates fall by about **10.2%** when discounted at **1.5%** interest.

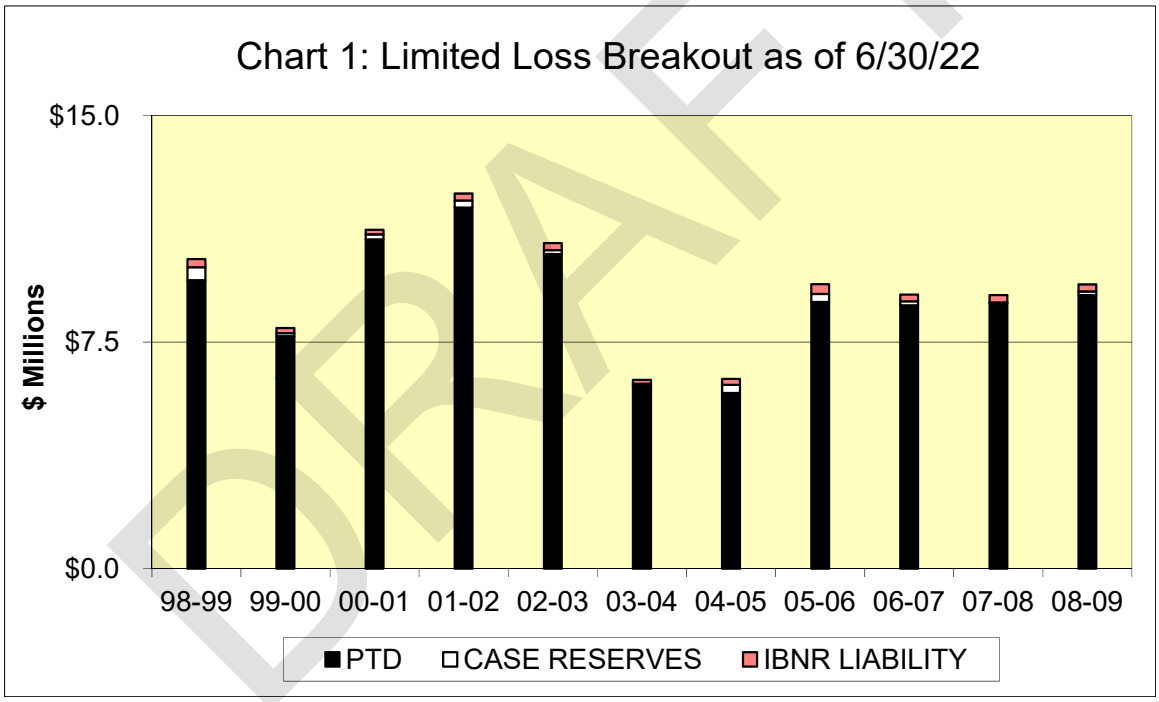
Projected 6/30/22 Liability

Table II shows that the liability is projected to drop by about **$359,482**, to **$5,743,309**, as claims are paid during the first six months of 2022.

Table II: Projected Liability at 6/30/22 (excluding ULAE)

Probability Level	Undiscounted	Discounted @ 1.5%
Central Estimate	$5,743,309	$5,161,571

The following chart breaks down the losses from the self-insured 1998-99 through 2008-09 program years into their components: losses paid, case loss reserves, and the incurred-but-not-reported ("IBNR") liability. There is roughly **$0.92** of IBNR liability for every **$1.00** in case reserves for known self-insured claims.



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The term "Limited" in the title of the chart means that these data represent only the losses retained by ACSIG after the excess insurance pays its portion of any large "excess" losses. Excess losses are losses that exceed ACSIG's self-insured retention ("SIR"). ACSIG's SIR was $250,000 per loss when self-insurance ended on 6/30/09. These estimates are based on the assumption that the excess insurer will make good on its contractual obligations and fully pay the portion of any loss that exceeds the stated SIR.

Short-Term Liability

The short-term liability is the portion of the 6/30/22 liability that will be discharged during 2022-23. We estimate the short-term liability at **$629,125**. The rest of the **$5,743,309** 6/30/22 liability is long-term. Actual claims expenditures during calendar year 2021 were **$653,314**. Projected self-insured expenditures for the first six months of 2022 are **$359,482**.

Reconciling the 12/31/20 Liability

Table III reconciles last year's central estimate of the 12/31/20 liability with the new central estimate as of 12/31/21.

Table III: Reconcile 12/31/20 & 12/31/21 Liabilities	
Estimated 12/31/20 Liability	**$8,835,105**
Payments in 2021	-653,314
Change in Estimates	-2,079,000
Estimated 12/31/21 Liability	**$6,102,791**

Projected 2022-23 Losses & Rates of Loss

Table IV shows ACSIG's projected losses for 2022-23 at various self-insured retentions: $250,000, $500,000, $1,000,000, and unlimited. This is management information only since ACSIG currently participates in the PIPS Program.

Table IV: Projected 2022-23 Losses				
Probability Level	$250K SIR	$500K SIR	$1M SIR	Unlimited SIR
Central Estimate	**$15,586,367**	**$17,733,024**	**$18,657,257**	**$19,291,717**
70%	17,392,321	19,882,611	20,966,480	21,783,968
80%	18,777,409	21,553,958	22,773,967	23,763,153
90%	20,815,215	24,020,466	25,445,287	26,697,546

The projected losses in Table IV are converted into discounted rates of loss by dividing by the projected 22-23 payroll and multiplying by a present value factor. The projected payroll for 2022-23 is **$1,159,422,364**. The present value factors at **1.5%** interest range between **0.910** for unlimited losses and **0.927** at the $250K SIR. Table V shows projected rates of loss.

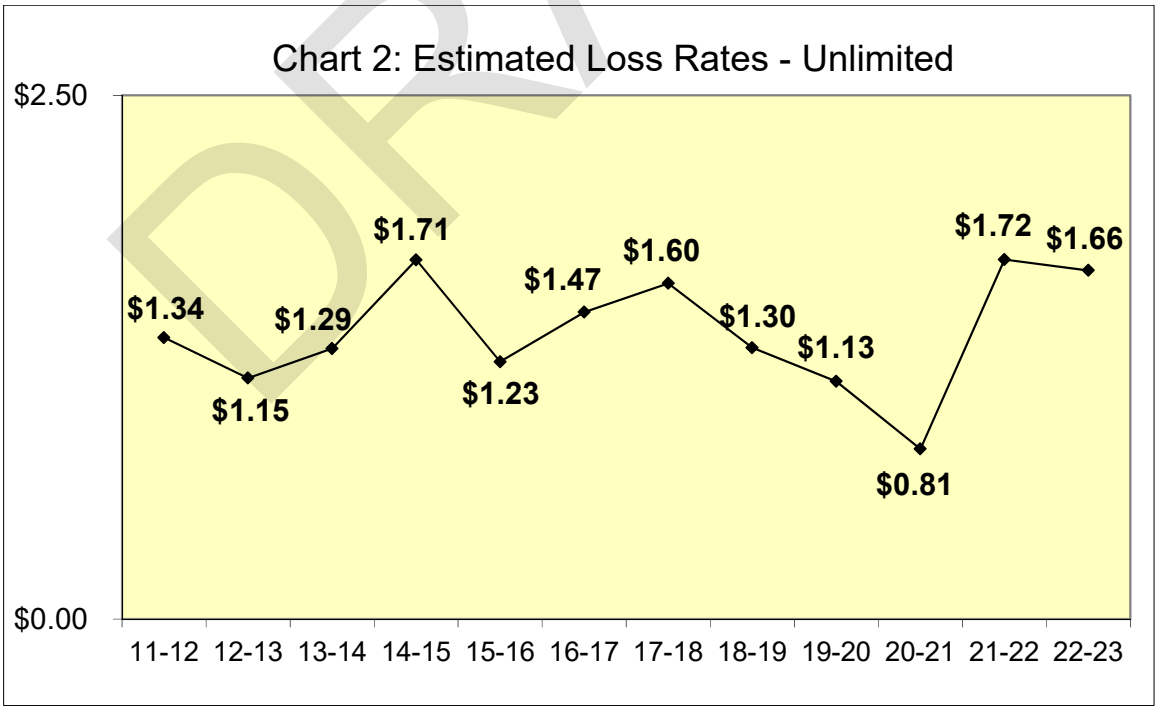
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Table V: Projected 2022-23 Discounted Rates of Loss (1.5% Interest Rate)				
Probability Level	$250K SIR	$500K SIR	$1,000K SIR	Unlimited SIR
Central Estimate	**$1.25**	**$1.40**	**$1.47**	**$1.51**
70%	1.39	1.57	1.65	**$1.71**
80%	1.50	1.71	1.79	1.87
90%	1.66	1.90	2.00	2.10

Both Tables IV and V show, in addition to the "actuarial central estimates," additional rows showing rates at higher probability levels. These higher probabilities amounts are more likely to turn out to have been adequate. For example, we estimate that there is a 70% probability that the actual 2022-23 unlimited loss rate will be less than **$1.71**. Last year our corresponding projection for 2021-22 (if discounted at **1.5%** interest) was **$1.63**, so this benchmark rate level increased by 4.9% during 2021.

ACSIG's Past Rates of Loss

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

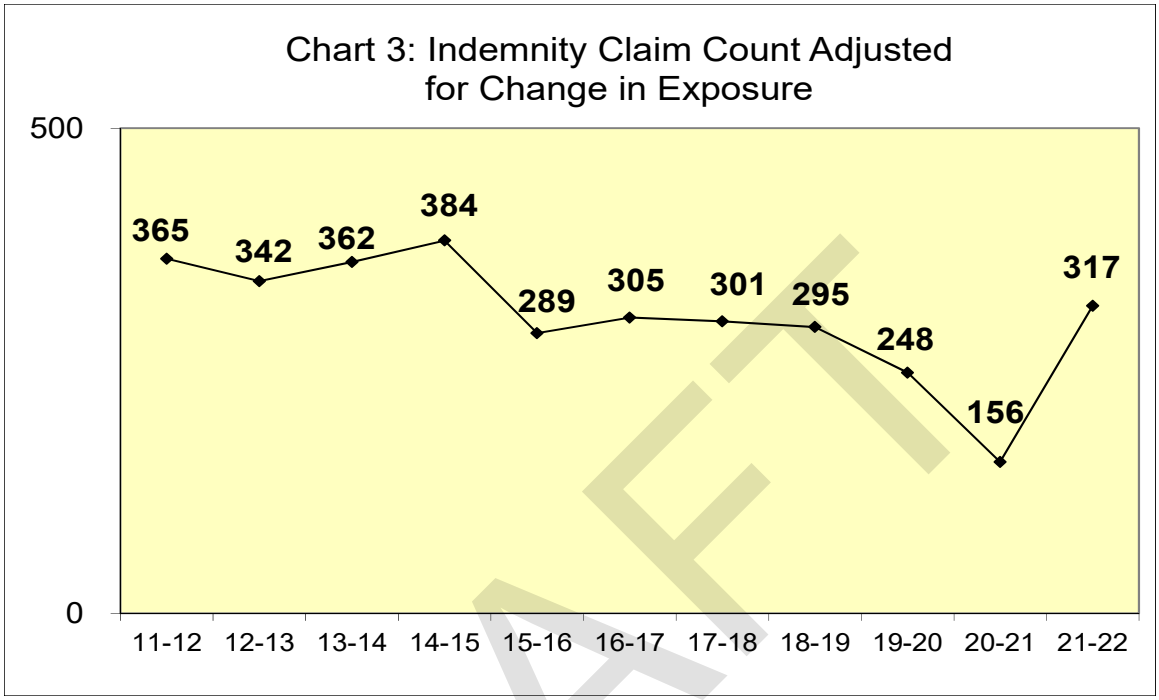


The *undiscounted* rate of **$1.66** for 2022-23 corresponds to the *discounted* unlimited central estimate of **$1.51** in Table V. COVID 19 caused the unusual drop to **$0.81** in 2020-21. There were far fewer claims than usual.

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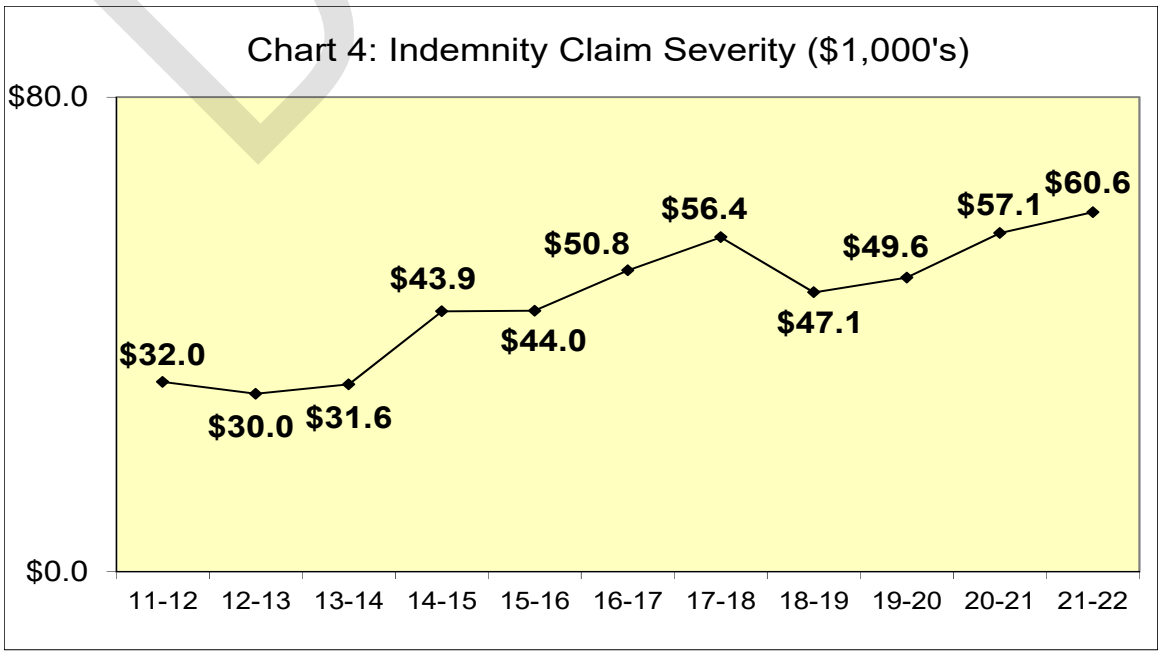
Indemnity Claim Frequency

We track the number of Indemnity claims, adjusting for changes in exposure to loss. The pandemic effect is evident in 20-21.



Average Indemnity Claim Amount ("Severity")

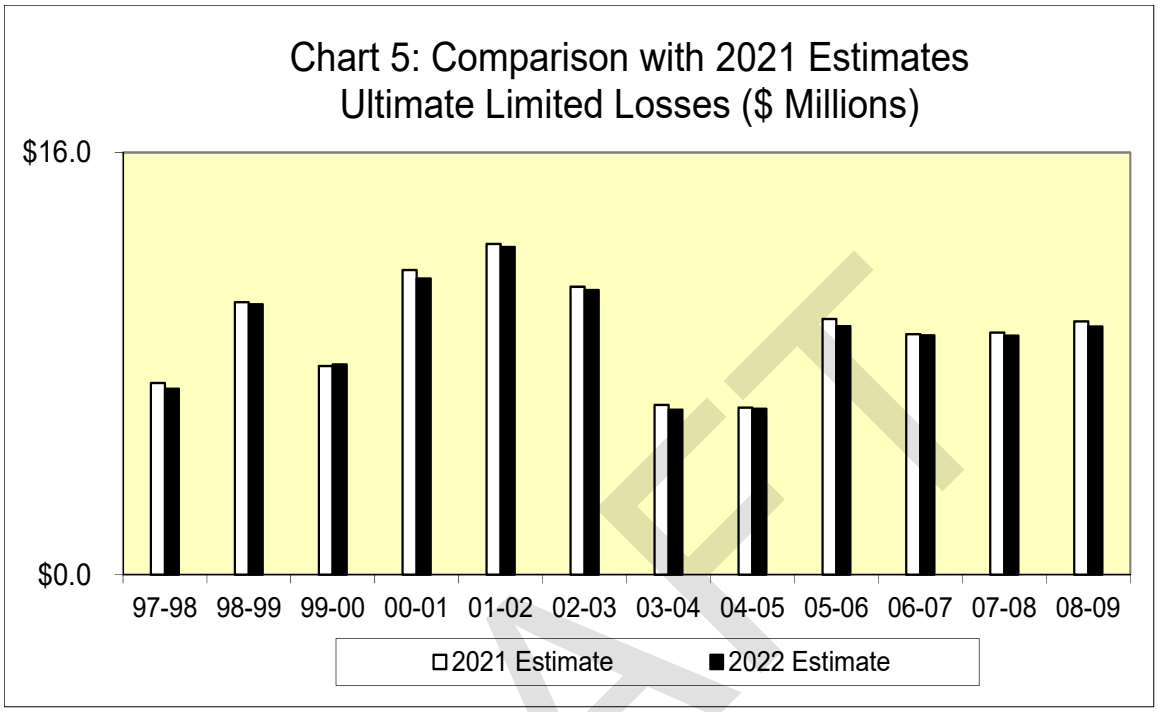
Severity is the average indemnity claim amount at ultimate settlement value. Severity is calculated by dividing the estimated total loss by the number of indemnity claims. The pandemic affected the number of claims, not the average amount.



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Comparison with Earlier Estimates

Chart 5 compares the new estimates of the ultimate limited with those from the 2021 report. The total change was **-$2,079,000**.



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Lifetime Medical Claim Exposure

Workers' compensation provides lifetime treatment for covered injuries. The claims examiners set a reserve of $0.00 and "close" a claim file if here have been no expenditures over the past twelve months and they don't foresee any future expenses. However, some of these closed claims do eventually re-open and generate additional medical expenses. The examiners have given a "future medical" designation to **405** closed claim files that they believe have the potential to reopen. **391** of these have paid less than the SIR and represent an ACSIG exposure should they reopen.

We estimate of the probability that a "future medical" designated claim will eventually reopen on the basis of the age of the claimant. Younger claimants have many years ahead of them to reopen their claims so their reopening probabilities are much higher. The ages of the potential reopeners range from 39 to 97 and the average reopen probability across all ages is estimated at 16.4%. These probabilities are based upon an updated analysis of a large database as of 6/30/21. The updated analysis was more rigorous and extensive and produced

higher estimates of these probabilities. Last year we estimated the overall reopen probability at 6.9%.

Interest Rates

The liabilities and rates in Tables I, II and V are discounted at 1.5% interest. Table VI provides adjustment factors that convert those discounted rates and liabilities to their equivalents if a different interest rate is used. These are multiplicative factors, applicable to rates and liabilities discounted at 1.5% interest, so all the factors in the 1.5% interest column equal 1.000.

Table VI: Interest Rate Adjustment Factors						
Interest Rate	**0.0%**	**1.5%**	**1.73%**	**1.75%**	**1.83%**	**2.0%**
UNL Rate	**1.099**	**1.000**	**0.987**	**0.986**	**0.981**	**0.973**
1M Rate	**1.095**	**1.000**	**0.987**	**0.986**	**0.981**	**0.972**
500K Rate	**1.089**	**1.000**	**0.987**	**0.986**	**0.981**	**0.973**
250K Rate	**1.079**	**1.000**	**0.989**	**0.988**	**0.985**	**0.976**
6/30/22 Liability	**1.114**	**1.000**	**0.986**	**0.984**	**0.979**	**0.968**

Given currently available market interest rates the Authority could fund the projected 6/30/22 liability and the projected 2022-23 losses by investing in US Treasuries and earn yields to maturity of about **1.83% and 1.73%** respectively. Therefore **1.5%** appeared to be a very reasonable interest rate for this report.

Favorable Development Continues

The total of the self-insured losses reported as of 12/31/21 (page 28, Column (4)) is **$527,888** lower than that same total was last year at 12/31/20. Loss development is the change in the “case incurred” losses, which exclude the IBNR component. The case incurred losses for a program year are the amount paid to date plus the remaining case reserves. This drop is unusual because case incurred totals like the one shown on page 28 normally increase from year to year.

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Alameda County Schools Insurance Group

An Actuarial Review of the Workers' Compensation Program

Technical Approach

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An Actuarial Review of the Workers' Compensation Program

Technical Approach

This section describes the actuarial calculations. This report is based on claims data evaluated as of 12/31/21.

Exhibits

Summary Exhibits

These exhibits summarize the analysis and conclusions. Summary Exhibit 1 shows the estimated liability for unpaid losses as of 12/31/21. Summary Exhibit 2 shows projected loss funding rates for 2022-23. Summary Exhibit 3 shows the projected unpaid losses by program year from the self-insurance program on both discounted and non-discounted bases, as of 6/30/22.

ULAE Exhibits

These exhibits show the projected ULAE liability as of 6/30/22.

Fiscal Year End Exhibits

These exhibits show the estimated unpaid losses as of 12/31/21 and the projection to 6/30/22.

Limited Loss Exhibits

These exhibits show the estimation of the limited ultimate losses for each program year. We start with the gross (unlimited) loss estimates and adjust them to a limited basis to reflect the effect of excess insurance. We assume that excess insurance has in the past and will continue in the future to pay all losses that exceed the stated SIR.

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Gross Loss Exhibits

These exhibits show the various actuarial projection methods and summarize the results for each program year, on a gross (unlimited loss) basis.

We used five different actuarial methods:

1) Reported loss projection method;
2) Paid loss projection method;
3) IBNR to Case Reserves Ratio method;
4) Bornhuetter-Ferguson method using reported losses; and
5) Frequency times Severity method.

Gross Loss Exhibit 1 summarizes the results of these methods.

Future Loss Exhibit

This exhibit shows the projection of the loss rate for 2022-23.

Discounting Exhibits

These exhibits show the discounting of the remaining unpaid losses and the projected future loss rate. They also include the Program Information Exhibit.

Claims Data

These exhibits show the gross development triangles for reported losses, paid losses, and number of claims reported. The latest data (lowest diagonal) is evaluated as of 12/31/21.

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Alameda County Schools Insurance Group
Workers' Compensation Program

Actuarial Analysis of the
Workers' Compensation Program

Summary Exhibits

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Alameda County Schools Insurance Group
Workers' Compensation Program

Estimated Unpaid Losses as of 12/31/21

Self-Insured Losses Limited to Stated SIR

(1) Estimated Unpaid Losses: $6,102,791

(2) Discounted Value of Unpaid Losses: $5,486,409
(Assuming 1.50% Interest Rate)

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Probability Levels

Probability Level (3)	Probability Factor (4)	Undiscounted Liability (5)	Discounted at 1.50% Interest (6)
10%	0.65	$3,966,814	$3,566,166
20%	0.73	4,455,037	4,005,079
30%	0.79	4,821,205	4,334,263
40%	0.86	5,248,400	4,718,312
50%	0.93	5,675,595	5,102,360
Central Estimate	**1.00**	**$6,102,791**	**$5,486,409**
60%	1.01	6,163,819	5,541,273
70%	1.10	6,713,070	6,035,050
80%	1.23	7,506,433	6,748,283
90%	1.44	8,788,019	7,900,429

Notes:
(1) Page 28, Column (6).
(2) (1), discounted at 1.50% interest.
(3) Estimated probability that funding will be adequate.
(4) Estimated by BAC.
(5) (1) x (4).
(6) (2) x (4).

Alameda County Schools Insurance Group
Workers' Compensation Program

Projected Unlimited Rate for 2022-23

	Loss Rate
(1) Discounted Loss Rate: (as of July 1, 2022, 1.50% interest rate)	$1.51

Probability Levels

Probability Level (2)	Probability Factor (3)	Discounted * Rate (4)
0.30	0.83	$1.26
0.40	0.90	1.36
0.50	0.97	1.47
Central Estimate	**1.00**	**$1.51**
0.60	1.05	1.59
0.70	1.13	1.71
0.80	1.23	1.86
0.90	1.38	2.09

* Multiply by 1.099 to obtain undiscounted rates.

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Notes:

(1) [Page 52, Item (12)] x [Page 55, Item (4)].
(2) Estimated probability that funding will be adequate.
(3) Estimated by BAC.
(4) (1) x (3).

Alameda County Schools Insurance Group
Workers' Compensation Program

6/30/22 Summary
Self-Insured Losses Limited to Stated SIR

Program Year	Undiscounted Value: Claims Liabilities as of 6/30/22 (1)	Discounted (1.50% Interest) Claims Liabilities as of 6/30/22 (2)	Estimated Ultimate Losses (3)
1985-86	$13,344	$13,070	$2,870,000
1986-87	71,643	69,784	2,980,000
1987-88	25,685	24,937	2,910,000
1988-89	3,216	3,106	4,025,000
1989-90	2,959	2,836	2,952,000
1990-91	63,830	60,694	5,630,000
1991-92	21,915	20,725	5,191,000
1992-93	24,415	22,978	4,309,000
1993-94	35,036	32,730	3,761,000
1994-95	186,941	172,924	4,990,000
1995-96	175,177	160,278	5,580,000
1996-97	96,733	87,742	7,350,000
1997-98	197,159	178,154	7,040,000
1998-99	799,271	721,800	10,250,000
1999-00	327,830	296,627	7,970,000
2000-01	368,906	333,481	11,220,000
2001-02	493,800	444,061	12,420,000
2002-03	406,520	363,820	10,780,000
2003-04	193,077	172,108	6,250,000
2004-05	519,163	461,379	6,280,000
2005-06	651,503	577,608	9,420,000
2006-07	376,765	333,186	9,070,000
2007-08	298,828	263,990	9,060,000
2008-09	389,593	343,553	9,410,000
Total	$5,743,309	$5,161,571	$161,718,000

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Notes:
(1) Page 54, Column (1).
(2) Page 54, Column (3).
(3) Page 30, Column (6).

Alameda County Schools Insurance Group
Workers' Compensation Program

Actuarial Analysis of the
Workers' Compensation Program

Unallocated Loss Adjustment Expenses

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Alameda County Schools Insurance Group
Workers' Compensation Program

Estimated ULAE Ratio

(1) Selected Ratio of ULAE to Loss: 13.0%

	Case Reserves	True IBNR Liability	Total
(2) Ratio of Unpaid ULAE to Unpaid Loss:	6.5%	13.0%	
(3) Unpaid Loss as of 6/30/22 ($1,000's):	$8,252,891	$0	$8,252,891
(4) Unpaid ULAE as of 6/30/22 ($1,000's):	$536,438	$0	$536,438
(5) Ratio for Different Evaluation Dates:			6.5%

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Notes:

(1) Estimated by BAC.
(2) Case Reserves: 50% x (1); IBNR Liability: 100% x (1).
(3) Gross Liability as of 06/30/22.
(Self-Insured years only.)
100% of IBNR was treated as future development on case reserves.
(4) (2) x (3).
(5) [Sum of (4)] / [Sum of (3)].

Alameda County Schools Insurance Group
Workers' Compensation Program

Projected Unpaid Losses as of 6/30/22

Unlimited Losses

Program Year	Estimated Ultimate Losses (1)	Projected Losses Paid as of 6/30/22 (2)	Projected Case Reserves 6/30/22 (3)	Projected Reported Losses as of 6/30/22 (4)	Projected IBNR as of 6/30/22 (5)	Projected Unpaid Losses as of 6/30/22 (6)
1985-86	$2,870,000	$2,856,656	$9,778	$2,866,435	$3,565	$13,344
1986-87	2,980,000	2,908,357	53,672	2,962,028	17,972	71,643
1987-88	2,910,000	2,884,315	17,440	2,901,755	8,245	25,685
1988-89	4,025,000	4,021,784	378	4,022,162	2,838	3,216
1989-90	2,952,000	2,949,041	88	2,949,129	2,871	2,959
1990-91	5,630,000	5,566,170	45,797	5,611,968	18,032	63,830
1991-92	5,191,000	5,169,085	1,100	5,170,185	20,815	21,915
1992-93	4,309,000	4,284,585	1,923	4,286,508	22,492	24,415
1993-94	3,761,000	3,725,964	16,653	3,742,618	18,382	35,036
1994-95	4,990,000	4,803,059	134,808	4,937,867	52,133	186,941
1995-96	5,580,000	5,404,823	111,539	5,516,362	63,638	175,177
1996-97	7,350,000	7,253,267	38,026	7,291,293	58,707	96,733
1997-98	7,040,000	6,842,841	109,202	6,952,043	87,957	197,159
1998-99	10,250,000	9,450,729	534,233	9,984,961	265,039	799,271
1999-00	7,970,000	7,642,170	157,105	7,799,276	170,724	327,830
2000-01	11,220,000	10,851,094	216,599	11,067,693	152,307	368,906
2001-02	12,730,000	12,134,115	260,857	12,394,972	335,028	595,885
2002-03	10,870,000	10,378,354	170,576	10,548,930	321,070	491,646
2003-04	6,250,000	6,056,923	66,165	6,123,088	126,912	193,077
2004-05	6,280,000	5,760,837	322,351	6,083,188	196,812	519,163
2005-06	9,420,000	8,768,497	327,346	9,095,843	324,157	651,503
2006-07	13,700,000	11,231,731	2,061,283	13,293,014	406,986	2,468,269
2007-08	10,130,000	9,700,733	56,426	9,757,160	372,840	429,267
2008-09	9,880,000	9,389,977	229,296	9,619,274	260,726	490,023
Total	$168,288,000	$160,035,109	$4,942,641	$164,977,750	$3,310,250	$8,252,891

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Notes:
(1) Page 37, Column (6).
(2) Page 23, Column (3).
(3) (4) - (2).
(4) Page 23, Column (6).
(5) (1) - (4).
(6) (1) - (2).

Alameda County Schools Insurance Group
Workers' Compensation Program

Unlimited Losses

Program Year	Losses Paid as of 12/31/21 (1)	Projected Losses Paid 1/1/22 - 6/30/22 (2)	Projected Losses Paid as of 6/30/22 (3)	Losses Reported as of 12/31/21 (4)	Projected Losses Reported 1/1/22 - 6/30/22 (5)	Projected Losses Reported as of 6/30/22 (6)
1985-86	$2,855,252	$1,404	$2,856,656	$2,862,869	$3,566	$2,866,435
1986-87	2,881,347	27,010	2,908,357	2,956,264	5,765	2,962,028
1987-88	2,875,240	9,075	2,884,315	2,896,908	4,848	2,901,755
1988-89	4,021,407	378	4,021,784	4,021,407	756	4,022,162
1989-90	2,948,835	205	2,949,041	2,948,835	293	2,949,129
1990-91	5,561,332	4,839	5,566,170	5,611,140	828	5,611,968
1991-92	5,166,999	2,086	5,169,085	5,166,999	3,186	5,170,185
1992-93	4,282,745	1,841	4,284,585	4,282,745	3,764	4,286,508
1993-94	3,724,602	1,362	3,725,964	3,739,372	3,246	3,742,618
1994-95	4,797,901	5,158	4,803,059	4,933,124	4,743	4,937,867
1995-96	5,401,675	3,148	5,404,823	5,514,404	1,958	5,516,362
1996-97	7,248,912	4,355	7,253,267	7,287,987	3,306	7,291,293
1997-98	6,830,966	11,875	6,842,841	6,947,597	4,446	6,952,043
1998-99	9,392,494	58,235	9,450,729	9,972,811	12,151	9,984,961
1999-00	7,614,304	27,866	7,642,170	7,792,116	7,160	7,799,276
2000-01	10,832,833	18,261	10,851,094	11,060,998	6,695	11,067,693
2001-02	12,110,436	23,680	12,134,115	12,385,343	9,629	12,394,972
2002-03	10,354,757	23,597	10,378,354	10,541,627	7,303	10,548,930
2003-04	6,048,524	8,399	6,056,923	6,104,660	18,427	6,123,088
2004-05	5,733,672	27,165	5,760,837	6,077,899	5,288	6,083,188
2005-06	8,737,912	30,585	8,768,497	9,087,621	8,222	9,095,843
2006-07	11,111,341	120,390	11,231,731	13,288,181	4,833	13,293,014
2007-08	9,676,407	24,326	9,700,733	9,748,433	8,727	9,757,160
2008-09	9,361,743	28,234	9,389,977	9,582,224	37,049	9,619,274
Total	$159,571,637	$463,472	$160,035,109	$164,811,564	$166,186	$164,977,750

Notes:
(1) Page 24, Column (2).
(2) Projected by BAC.
(3) (1) + (2).
(4) Page 24, Column (4).
(5) Projected by BAC.
(6) (4) + (5).

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Alameda County Schools Insurance Group
Workers' Compensation Program

Estimated Unpaid Losses as of 12/31/21

Unlimited Losses

Program Year	Estimated Ultimate Losses (1)	Losses Paid as of 12/31/21 (2)	Case Reserves 12/31/21 (3)	Reported Losses as of 12/31/21 (4)	Estimated IBNR as of 12/31/21 (5)	Estimated Unpaid Losses as of 12/31/21 (6)
1985-86	$2,870,000	$2,855,252	$7,617	$2,862,869	$7,131	$14,748
1986-87	2,980,000	2,881,347	74,917	2,956,264	23,736	98,653
1987-88	2,910,000	2,875,240	21,667	2,896,908	13,092	34,760
1988-89	4,025,000	4,021,407	0	4,021,407	3,593	3,593
1989-90	2,952,000	2,948,835	0	2,948,835	3,165	3,165
1990-91	5,630,000	5,561,332	49,808	5,611,140	18,860	68,668
1991-92	5,191,000	5,166,999	0	5,166,999	24,001	24,001
1992-93	4,309,000	4,282,745	0	4,282,745	26,255	26,255
1993-94	3,761,000	3,724,602	14,770	3,739,372	21,628	36,398
1994-95	4,990,000	4,797,901	135,223	4,933,124	56,876	192,099
1995-96	5,580,000	5,401,675	112,729	5,514,404	65,596	178,325
1996-97	7,350,000	7,248,912	39,075	7,287,987	62,013	101,088
1997-98	7,040,000	6,830,966	116,631	6,947,597	92,403	209,034
1998-99	10,250,000	9,392,494	580,317	9,972,811	277,189	857,506
1999-00	7,970,000	7,614,304	177,812	7,792,116	177,884	355,696
2000-01	11,220,000	10,832,833	228,165	11,060,998	159,002	387,167
2001-02	12,730,000	12,110,436	274,908	12,385,343	344,657	619,565
2002-03	10,870,000	10,354,757	186,870	10,541,627	328,373	515,243
2003-04	6,250,000	6,048,524	56,137	6,104,660	145,340	201,476
2004-05	6,280,000	5,733,672	344,227	6,077,899	202,101	546,328
2005-06	9,420,000	8,737,912	349,709	9,087,621	332,379	682,088
2006-07	13,700,000	11,111,341	2,176,839	13,288,181	411,819	2,588,659
2007-08	10,130,000	9,676,407	72,025	9,748,433	381,567	453,593
2008-09	9,880,000	9,361,743	220,481	9,582,224	297,776	518,257
Total	$168,288,000	$159,571,637	$5,239,927	$164,811,564	$3,476,436	$8,716,363

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Notes:
(1) Page 37, Column (6).
(2) Page 39, Column (1).
(3) (4) - (2).
(4) Page 38, Column (1).
(5) (1) - (4).
(6) (1) - (2).

Alameda County Schools Insurance Group
Workers' Compensation Program

Actuarial Analysis of the
Workers' Compensation Program

Fiscal Year End Exhibits

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Alameda County Schools Insurance Group
Workers' Compensation Program

Projected Unpaid Losses as of 6/30/22

Self-Insured Losses Limited to Stated SIR

Program Year	Estimated Ultimate Losses (1)	Projected Limited Losses Paid as of 6/30/22 (2)	Projected Limited Case Reserves 6/30/22 (3)	Projected Limited Reported Losses as of 6/30/22 (4)	Projected Limited IBNR as of 6/30/22 (5)	Projected Limited Unpaid Losses as of 6/30/22 (6)
1985-86	$2,870,000	$2,856,656	$9,778	$2,866,435	$3,565	$13,344
1986-87	2,980,000	2,908,357	53,672	2,962,028	17,972	71,643
1987-88	2,910,000	2,884,315	17,440	2,901,755	8,245	25,685
1988-89	4,025,000	4,021,784	378	4,022,162	2,838	3,216
1989-90	2,952,000	2,949,041	88	2,949,129	2,871	2,959
1990-91	5,630,000	5,566,170	45,797	5,611,968	18,032	63,830
1991-92	5,191,000	5,169,085	1,100	5,170,185	20,815	21,915
1992-93	4,309,000	4,284,585	1,923	4,286,508	22,492	24,415
1993-94	3,761,000	3,725,964	16,653	3,742,618	18,382	35,036
1994-95	4,990,000	4,803,059	134,444	4,937,503	52,497	186,941
1995-96	5,580,000	5,404,823	110,157	5,514,980	65,020	175,177
1996-97	7,350,000	7,253,267	35,255	7,288,522	61,478	96,733
1997-98	7,040,000	6,842,841	105,539	6,948,380	91,620	197,159
1998-99	10,250,000	9,450,729	524,392	9,975,121	274,879	799,271
1999-00	7,970,000	7,642,170	151,953	7,794,124	175,876	327,830
2000-01	11,220,000	10,851,094	216,599	11,067,693	152,307	368,906
2001-02	12,420,000	11,926,200	260,856	12,187,056	232,944	493,800
2002-03	10,780,000	10,373,480	170,576	10,544,056	235,944	406,520
2003-04	6,250,000	6,056,923	66,165	6,123,088	126,912	193,077
2004-05	6,280,000	5,760,837	322,351	6,083,188	196,812	519,163
2005-06	9,420,000	8,768,497	327,346	9,095,843	324,157	651,503
2006-07	9,070,000	8,693,235	160,178	8,853,413	216,587	376,765
2007-08	9,060,000	8,761,172	56,426	8,817,598	242,402	298,828
2008-09	9,410,000	9,020,407	156,648	9,177,054	232,946	389,593
Total	$161,718,000	$155,974,691	$2,945,714	$158,920,405	$2,797,595	$5,743,309

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Notes:

(1) Page 30, Column (6).
(2) Page 27, Column (3).
(3) (4) - (2).
(4) Page 27, Column (6).
(5) (1) - (4).
(6) (1) - (2).

Alameda County Schools Insurance Group
Workers' Compensation Program

Projected Paid and Reported Losses between 1/1/22 and 6/30/22
Self-Insured Losses Limited to Stated SIR

Program Year	Losses Paid as of 12/31/21 (1)	Projected Losses Paid 1/1/22 - 6/30/22 (2)	Projected Losses Paid as of 6/30/22 (3)	Losses Reported as of 12/31/21 (4)	Projected Losses Reported 1/1/22 - 6/30/22 (5)	Projected Losses Reported as of 6/30/22 (6)
1985-86	$2,855,252	$1,404	$2,856,656	$2,862,869	$3,566	$2,866,435
1986-87	2,881,347	27,010	2,908,357	2,956,264	5,765	2,962,028
1987-88	2,875,240	9,075	2,884,315	2,896,908	4,848	2,901,755
1988-89	4,021,407	378	4,021,784	4,021,407	756	4,022,162
1989-90	2,948,835	205	2,949,041	2,948,835	293	2,949,129
1990-91	5,561,332	4,839	5,566,170	5,611,140	828	5,611,968
1991-92	5,166,999	2,086	5,169,085	5,166,999	3,186	5,170,185
1992-93	4,282,745	1,841	4,284,585	4,282,745	3,764	4,286,508
1993-94	3,724,602	1,362	3,725,964	3,739,372	3,246	3,742,618
1994-95	4,797,901	5,158	4,803,059	4,933,124	4,379	4,937,503
1995-96	5,401,675	3,148	5,404,823	5,514,404	575	5,514,980
1996-97	7,248,912	4,355	7,253,267	7,287,987	535	7,288,522
1997-98	6,830,966	11,875	6,842,841	6,947,597	783	6,948,380
1998-99	9,392,494	58,235	9,450,729	9,972,811	2,310	9,975,121
1999-00	7,614,304	27,866	7,642,170	7,792,116	2,008	7,794,124
2000-01	10,832,833	18,261	10,851,094	11,060,998	6,695	11,067,693
2001-02	11,906,577	19,623	11,926,200	12,181,485	5,572	12,187,056
2002-03	10,353,969	19,511	10,373,480	10,540,839	3,217	10,544,056
2003-04	6,048,524	8,399	6,056,923	6,104,660	18,427	6,123,088
2004-05	5,733,672	27,165	5,760,837	6,077,899	5,288	6,083,188
2005-06	8,737,912	30,585	8,768,497	9,087,621	8,222	9,095,843
2006-07	8,667,408	25,828	8,693,235	8,849,924	3,489	8,853,413
2007-08	8,738,132	23,040	8,761,172	8,810,157	7,441	8,817,598
2008-09	8,992,172	28,234	9,020,407	9,140,005	37,049	9,177,054
Total	$155,615,209	$359,482	$155,974,691	$158,788,164	$132,241	$158,920,405

Notes:
(1) Page 32, Column (1).
(2) Projected by BAC.
(3) (1) + (2).
(4) Page 31, Column (1).
(5) Projected by BAC.
(6) (4) + (5).

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Alameda County Schools Insurance Group
Workers' Compensation Program

Estimated Unpaid Losses as of 12/31/21

Self-Insured Losses Limited to Stated SIR

Program Year	Estimated Ultimate Losses (1)	Limited Losses Paid as of 12/31/21 (2)	Limited Case Reserves 12/31/21 (3)	Limited Reported Losses as of 12/31/21 (4)	Limited IBNR as of 12/31/21 (5)	Limited Unpaid Losses as of 12/31/21 (6)
1985-86	$2,870,000	$2,855,252	$7,617	$2,862,869	$7,131	$14,748
1986-87	2,980,000	2,881,347	74,917	2,956,264	23,736	98,653
1987-88	2,910,000	2,875,240	21,667	2,896,908	13,092	34,760
1988-89	4,025,000	4,021,407	0	4,021,407	3,593	3,593
1989-90	2,952,000	2,948,835	0	2,948,835	3,165	3,165
1990-91	5,630,000	5,561,332	49,808	5,611,140	18,860	68,668
1991-92	5,191,000	5,166,999	0	5,166,999	24,001	24,001
1992-93	4,309,000	4,282,745	0	4,282,745	26,255	26,255
1993-94	3,761,000	3,724,602	14,770	3,739,372	21,628	36,398
1994-95	4,990,000	4,797,901	135,223	4,933,124	56,876	192,099
1995-96	5,580,000	5,401,675	112,729	5,514,404	65,596	178,325
1996-97	7,350,000	7,248,912	39,075	7,287,987	62,013	101,088
1997-98	7,040,000	6,830,966	116,631	6,947,597	92,403	209,034
1998-99	10,250,000	9,392,494	580,317	9,972,811	277,189	857,506
1999-00	7,970,000	7,614,304	177,812	7,792,116	177,884	355,696
2000-01	11,220,000	10,832,833	228,165	11,060,998	159,002	387,167
2001-02	12,420,000	11,906,577	274,908	12,181,485	238,515	513,423
2002-03	10,780,000	10,353,969	186,870	10,540,839	239,161	426,031
2003-04	6,250,000	6,048,524	56,137	6,104,660	145,340	201,476
2004-05	6,280,000	5,733,672	344,227	6,077,899	202,101	546,328
2005-06	9,420,000	8,737,912	349,709	9,087,621	332,379	682,088
2006-07	9,070,000	8,667,408	182,516	8,849,924	220,076	402,592
2007-08	9,060,000	8,738,132	72,025	8,810,157	249,843	321,868
2008-09	9,410,000	8,992,172	147,833	9,140,005	269,995	417,828
Total	$161,718,000	$155,615,209	$3,172,955	$158,788,164	$2,929,836	$6,102,791

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Notes:
(1) Page 30, Column (6).
(2) Page 32, Column (1).
(3) (4) - (2).
(4) Page 31, Column (1).
(5) (1) - (4).
(6) (1) - (2).

Alameda County Schools Insurance Group
Workers' Compensation Program

Actuarial Analysis of the
Workers' Compensation Program

Limited Losses

DRAFT

Alameda County Schools Insurance Group
Workers' Compensation Program

Selected Ultimate Losses

Self-Insured Losses Limited to Stated SIR

Program Year	Limited Reported Loss Development (1)	Lim Paid Loss Development (2)	Limited IBNR to Case Ratio (3)	B-F Method Using Limited Reported (4)	B-F Method Using Limited Paid (5)	Selected Ultimate Limited Losses (6)
1985-86	$2,862,869	$2,863,163	$2,862,869	$2,862,869	$2,863,546	$2,870,000
1986-87	2,957,414	2,899,034	2,961,358	2,956,264	2,898,890	2,980,000
1987-88	2,901,252	2,912,357	2,899,790	2,899,818	2,913,070	2,910,000
1988-89	4,031,823	4,087,341	4,021,407	4,033,482	4,085,807	4,025,000
1989-90	2,958,217	3,004,527	2,948,835	2,957,691	3,004,923	2,952,000
1990-91	5,630,716	5,683,957	5,620,703	5,628,030	5,685,192	5,630,000
1991-92	5,191,570	5,305,507	5,166,999	5,192,954	5,301,965	5,191,000
1992-93	4,311,346	4,416,834	4,282,745	4,312,908	4,412,015	4,309,000
1993-94	3,775,145	3,850,966	3,745,369	3,773,221	3,848,715	3,761,000
1994-95	4,989,866	4,970,243	4,999,113	4,988,014	4,972,551	4,990,000
1995-96	5,581,907	5,603,068	5,571,557	5,580,819	5,600,919	5,580,000
1996-97	7,387,991	7,545,677	7,308,501	7,389,970	7,533,008	7,350,000
1997-98	7,053,231	7,148,078	7,007,079	7,052,168	7,137,709	7,040,000
1998-99	10,139,250	9,900,613	10,245,560	10,135,082	9,909,732	10,250,000
1999-00	7,888,970	8,028,451	7,847,593	7,885,881	8,020,619	7,970,000
2000-01	11,211,293	11,493,856	11,130,360	11,203,813	11,470,006	11,220,000
2001-02	12,355,230	12,705,300	12,260,658	12,356,126	12,692,463	12,420,000
2002-03	10,695,401	11,131,745	10,589,612	10,690,071	11,100,131	10,780,000
2003-04	6,225,133	6,626,963	6,120,659	6,223,410	6,592,274	6,250,000
2004-05	6,204,604	6,348,869	6,169,808	6,202,633	6,338,634	6,280,000
2005-06	9,287,142	9,778,544	9,176,097	9,284,043	9,729,376	9,420,000
2006-07	8,918,361	9,189,920	8,878,397	8,949,457	9,376,578	9,070,000
2007-08	8,883,839	9,358,917	8,820,457	8,883,498	9,343,196	9,060,000
2008-09	9,245,663	9,722,480	9,166,467	9,238,011	9,660,398	9,410,000
Total	$160,688,233	$164,576,410	$159,801,991	$160,680,231	$164,491,716	$161,718,000

Notes:
(1) Page 31, Column (3).
(2) Page 31, Column (3).
(3) Page 33, Column (6).
(4) Page 34, Column (6).
(5) Page 35, Column (6).
(6) Selected on the basis of (1) - (5).

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Alameda County Schools Insurance Group
Workers' Compensation Program

Reported Loss Development
Self-Insured Losses Limited to Stated SIR

Program Year	Cumulative Reported Losses as of 12/31/21 (1)	Reported Development Factor as of 12/31/21 (2)	Projected Ultimate Losses (3)
1985-86	$2,862,869	1.000	$2,862,869
1986-87	2,956,264	1.000	2,957,414
1987-88	2,896,908	1.001	2,901,252
1988-89	4,021,407	1.003	4,031,823
1989-90	2,948,835	1.003	2,958,217
1990-91	5,611,140	1.003	5,630,716
1991-92	5,166,999	1.005	5,191,570
1992-93	4,282,745	1.007	4,311,346
1993-94	3,739,372	1.010	3,775,145
1994-95	4,933,124	1.012	4,989,866
1995-96	5,514,404	1.012	5,581,907
1996-97	7,287,987	1.014	7,387,991
1997-98	6,947,597	1.015	7,053,231
1998-99	9,972,811	1.017	10,139,250
1999-00	7,792,116	1.012	7,888,970
2000-01	11,060,998	1.014	11,211,293
2001-02	12,181,485	1.014	12,355,230
2002-03	10,540,839	1.015	10,695,401
2003-04	6,104,660	1.020	6,225,133
2004-05	6,077,899	1.021	6,204,604
2005-06	9,087,621	1.022	9,287,142
2006-07	8,849,924	1.008	8,918,361
2007-08	8,810,157	1.008	8,883,839
2008-09	9,140,005	1.012	9,245,663
Total	$158,788,164		$160,688,233

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Notes:
(1) Provided by Keenan & Associates.
(2) Page 38, Column (2), tempered for SIR.
(3) (1) x (2), rounded.

Alameda County Schools Insurance Group
Workers' Compensation Program

Paid Loss Development
Self-Insured Losses Limited to Stated SIR

Program Year	Cumulative Paid Losses as of 12/31/21 (1)	Paid Development Factor as of 12/31/21 (2)	Projected Ultimate Losses (3)
1985-86	$2,855,252	1.003	$2,863,163
1986-87	2,881,347	1.006	2,899,034
1987-88	2,875,240	1.013	2,912,357
1988-89	4,021,407	1.016	4,087,341
1989-90	2,948,835	1.019	3,004,527
1990-91	5,561,332	1.022	5,683,957
1991-92	5,166,999	1.027	5,305,507
1992-93	4,282,745	1.031	4,416,834
1993-94	3,724,602	1.034	3,850,966
1994-95	4,797,901	1.036	4,970,243
1995-96	5,401,675	1.037	5,603,068
1996-97	7,248,912	1.041	7,545,677
1997-98	6,830,966	1.046	7,148,078
1998-99	9,392,494	1.054	9,900,613
1999-00	7,614,304	1.054	8,028,451
2000-01	10,832,833	1.061	11,493,856
2001-02	11,906,577	1.067	12,705,300
2002-03	10,353,969	1.075	11,131,745
2003-04	6,048,524	1.096	6,626,963
2004-05	5,733,672	1.107	6,348,869
2005-06	8,737,912	1.119	9,778,544
2006-07	8,667,408	1.060	9,189,920
2007-08	8,738,132	1.071	9,358,917
2008-09	8,992,172	1.081	9,722,480
Total	$155,615,209		$164,576,410

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Notes:
(1) Provided by Keenan & Associates.
(2) Page 39, Column (2), tempered for SIR.
(3) (1) x (2), rounded.

Alameda County Schools Insurance Group
Workers' Compensation Program

IBNR to Case Reserves Ratio Method

Self-Insured Losses Limited to Stated SIR

Program Year	Cumulative Reported Loss Development Factors (1)	Cumulative Paid Loss Development Factors (2)	IBNR to Case Reserves Ratio (3)	Limited Case Reserves (4)	Estimated IBNR as of 12/31/21 (5)	Estimated Ultimate Losses (6)
1985-86	1.000	1.003	0.000	$7,617	$0	$2,862,869
1986-87	1.000	1.006	0.068	74,917	5,094	2,961,358
1987-88	1.001	1.013	0.133	21,667	2,882	2,899,790
1988-89	1.003	1.016	0.191	0	0	4,021,407
1989-90	1.003	1.019	0.206	0	0	2,948,835
1990-91	1.003	1.022	0.192	49,808	9,563	5,620,703
1991-92	1.005	1.027	0.221	0	0	5,166,999
1992-93	1.007	1.031	0.280	0	0	4,282,745
1993-94	1.010	1.034	0.406	14,770	5,997	3,745,369
1994-95	1.012	1.036	0.488	135,223	65,989	4,999,113
1995-96	1.012	1.037	0.507	112,729	57,153	5,571,557
1996-97	1.014	1.041	0.525	39,075	20,514	7,308,501
1997-98	1.015	1.046	0.510	116,631	59,482	7,007,079
1998-99	1.017	1.054	0.470	580,317	272,749	10,245,560
1999-00	1.012	1.054	0.312	177,812	55,477	7,847,593
2000-01	1.014	1.061	0.304	228,165	69,362	11,130,360
2001-02	1.014	1.067	0.288	274,908	79,173	12,260,658
2002-03	1.015	1.075	0.261	186,870	48,773	10,589,612
2003-04	1.020	1.096	0.285	56,137	15,999	6,120,659
2004-05	1.021	1.107	0.267	344,227	91,909	6,169,808
2005-06	1.022	1.119	0.253	349,709	88,476	9,176,097
2006-07	1.008	1.060	0.156	182,516	28,473	8,878,397
2007-08	1.008	1.071	0.143	72,025	10,300	8,820,457
2008-09	1.012	1.081	0.179	147,833	26,462	9,166,467
Total				$3,172,955	$1,013,827	$159,801,991

(1) Page 31, Column (2).
(2) Page 32, Column (2).
(3) [(1) - 1.000] x (2)/ [(2) - (1)].
(4) [Page 31, Column (1)] - [Page 32, Column (1)].
(5) (3) x (4), rounded.
(6) (5) + Page 31, Column (1).

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Alameda County Schools Insurance Group
Workers' Compensation Program

Bornhuetter-Ferguson Using Reported Losses

Self-Insured Losses Limited to Stated SIR

Program Year	*A Priori* Ultimate Limited Losses (1)	Cumulative Reported Loss Development Factors (2)	Percentage of Losses Not Yet Reported (3)	Expected Unreported Losses (4)	Losses Reported as of 12/31/21 (5)	Estimated Ultimate Losses (6)
1985-86	$2,764,652	1.000	0.0%	$0	$2,862,869	$2,862,869
1986-87	2,923,779	1.000	0.0%	0	2,956,264	2,956,264
1987-88	2,910,000	1.001	0.1%	2,910	2,896,908	2,899,818
1988-89	4,025,000	1.003	0.3%	12,075	4,021,407	4,033,482
1989-90	2,952,000	1.003	0.3%	8,856	2,948,835	2,957,691
1990-91	5,630,000	1.003	0.3%	16,890	5,611,140	5,628,030
1991-92	5,191,000	1.005	0.5%	25,955	5,166,999	5,192,954
1992-93	4,309,000	1.007	0.7%	30,163	4,282,745	4,312,908
1993-94	3,761,000	1.010	0.9%	33,849	3,739,372	3,773,221
1994-95	4,990,000	1.012	1.1%	54,890	4,933,124	4,988,014
1995-96	5,534,567	1.012	1.2%	66,415	5,514,404	5,580,819
1996-97	7,284,520	1.014	1.4%	101,983	7,287,987	7,389,970
1997-98	6,971,430	1.015	1.5%	104,571	6,947,597	7,052,168
1998-99	10,141,931	1.017	1.6%	162,271	9,972,811	10,135,082
1999-00	7,813,755	1.012	1.2%	93,765	7,792,116	7,885,881
2000-01	10,985,749	1.014	1.3%	142,815	11,060,998	11,203,813
2001-02	12,474,380	1.014	1.4%	174,641	12,181,485	12,356,126
2002-03	10,659,454	1.015	1.4%	149,232	10,540,839	10,690,071
2003-04	6,250,000	1.020	1.9%	118,750	6,104,660	6,223,410
2004-05	6,236,717	1.021	2.0%	124,734	6,077,899	6,202,633
2005-06	9,353,436	1.022	2.1%	196,422	9,087,621	9,284,043
2006-07	12,441,577	1.008	0.8%	99,533	8,849,924	8,949,457
2007-08	9,167,630	1.008	0.8%	73,341	8,810,157	8,883,498
2008-09	8,909,677	1.012	1.1%	98,006	9,140,005	9,238,011
Total	$163,681,255			$1,892,067	$158,788,164	$160,680,231

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Notes:
(1) Page 37, Column (6), adjusted for SIR.
(2) Page 31, Column (2).
(3) 100% - [1.000 / (2)].
(4) (1) x (3).
(5) Page 31, Column (1).
(6) (4) + (5).

Alameda County Schools Insurance Group
Workers' Compensation Program

Bornhuetter-Ferguson Using Paid Losses

Self-Insured Losses Limited to Stated SIR

Program Year	*A Priori* Ultimate Limited Losses (1)	Cumulative Paid Loss Development Factors (2)	Percentage of Losses Not Yet Paid (3)	Expected Unpaid Losses (4)	Limited Losses Paid as of 12/31/21 (5)	Estimated Ultimate Limited Losses (6)
1985-86	$2,764,652	1.003	0.3%	$8,294	$2,855,252	$2,863,546
1986-87	2,923,779	1.006	0.6%	17,543	2,881,347	2,898,890
1987-88	2,910,000	1.013	1.3%	37,830	2,875,240	2,913,070
1988-89	4,025,000	1.016	1.6%	64,400	4,021,407	4,085,807
1989-90	2,952,000	1.019	1.9%	56,088	2,948,835	3,004,923
1990-91	5,630,000	1.022	2.2%	123,860	5,561,332	5,685,192
1991-92	5,191,000	1.027	2.6%	134,966	5,166,999	5,301,965
1992-93	4,309,000	1.031	3.0%	129,270	4,282,745	4,412,015
1993-94	3,761,000	1.034	3.3%	124,113	3,724,602	3,848,715
1994-95	4,990,000	1.036	3.5%	174,650	4,797,901	4,972,551
1995-96	5,534,567	1.037	3.6%	199,244	5,401,675	5,600,919
1996-97	7,284,520	1.041	3.9%	284,096	7,248,912	7,533,008
1997-98	6,971,430	1.046	4.4%	306,743	6,830,966	7,137,709
1998-99	10,141,931	1.054	5.1%	517,238	9,392,494	9,909,732
1999-00	7,813,755	1.054	5.2%	406,315	7,614,304	8,020,619
2000-01	10,985,749	1.061	5.8%	637,173	10,832,833	11,470,006
2001-02	12,474,380	1.067	6.3%	785,886	11,906,577	12,692,463
2002-03	10,659,454	1.075	7.0%	746,162	10,353,969	11,100,131
2003-04	6,250,000	1.096	8.7%	543,750	6,048,524	6,592,274
2004-05	6,236,717	1.107	9.7%	604,962	5,733,672	6,338,634
2005-06	9,353,436	1.119	10.6%	991,464	8,737,912	9,729,376
2006-07	12,441,577	1.060	5.7%	709,170	8,667,408	9,376,578
2007-08	9,167,630	1.071	6.6%	605,064	8,738,132	9,343,196
2008-09	8,909,677	1.081	7.5%	668,226	8,992,172	9,660,398
Total	$163,681,255			$8,876,507	$155,615,209	$164,491,716

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Notes:
(1) Page 34, Column (1).
(2) Page 32, Column (2).
(3) 100% - [1.000 / (2)].
(4) (1) x (3).
(5) Page 32, Column (1).
(6) (4) + (5).

Alameda County Schools Insurance Group
Workers' Compensation Program

Actuarial Analysis of the
Workers' Compensation Program

Gross Loss Exhibits

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Alameda County Schools Insurance Group
Workers' Compensation Program

Selected Ultimate Losses - Unlimited

Program Year	Reported Projection (1)	Paid Projection (2)	IBNR to Case Reserves Ratio (3)	B-F Method Using Reported (4)	Frequency Times Severity (5)	Selected Ultimate Losses (6)
1985-86	$2,862,869	$2,870,946	$2,862,869			$2,870,000
1986-87	2,957,741	2,906,336	2,960,909			2,980,000
1987-88	2,901,252	2,912,357	2,899,790			2,910,000
1988-89	4,031,823	4,087,341	4,021,407			4,025,000
1989-90	2,958,217	3,004,527	2,948,835			2,952,000
1990-91	5,630,716	5,683,957	5,620,703			5,630,000
1991-92	5,191,570	5,305,507	5,166,999			5,191,000
1992-93	4,311,346	4,416,834	4,282,745			4,309,000
1993-94	3,775,145	3,850,966	3,745,369			3,761,000
1994-95	4,989,866	4,970,243	4,999,113			4,990,000
1995-96	5,581,907	5,603,068	5,571,557			5,580,000
1996-97	7,387,991	7,545,677	7,308,501			7,350,000
1997-98	7,053,231	7,148,078	7,007,079			7,040,000
1998-99	10,139,250	9,900,613	10,245,560			10,250,000
1999-00	7,933,748	8,107,487	7,865,908			7,970,000
2000-01	11,274,781	11,612,687	11,150,667			11,220,000
2001-02	12,629,763	13,059,964	12,485,135			12,730,000
2002-03	10,749,662	11,255,433	10,601,239			10,870,000
2003-04	6,225,133	6,626,963	6,120,659			6,250,000
2004-05	6,204,604	6,348,869	6,169,808			6,280,000
2005-06	9,287,142	9,778,544	9,176,097			9,420,000
2006-07	13,579,734	12,587,915	13,775,793			13,700,000
2007-08	9,962,108	11,139,449	9,762,478			10,130,000
2008-09	9,850,391	10,924,016	9,634,037			9,880,000
2009-10	10,592,496	11,729,086	10,265,465			10,600,000
2010-11	10,848,250	11,287,448	10,730,871	$10,848,366	$13,085,289	10,930,000
2011-12	10,398,366	11,757,912	9,720,794	10,435,978	12,375,865	10,580,000
2012-13	8,952,549	10,041,227	8,350,689	9,134,362	11,659,499	9,120,000
2013-14	10,286,043	11,265,318	9,509,130	10,452,330	12,979,010	10,380,000
2014-15	15,703,528	15,585,090	15,812,913	15,141,248	14,492,974	15,570,000
2015-16	11,920,319	11,433,409	12,474,290	12,087,874	11,456,699	11,980,000
2016-17	14,954,287	15,077,869	14,815,328	14,654,069	12,732,675	14,880,000
2017-18	16,767,495	16,407,763	17,122,901	16,207,761	13,466,897	16,630,000
2018-19	13,612,611	14,232,551	13,128,111	14,273,125	14,146,890	13,880,000
2019-20	12,092,805	10,977,813	12,863,367	13,014,768	12,493,500	12,290,000
2020-21	9,443,462	6,916,622	10,884,862	9,044,922	8,255,635	8,910,000
2021-22	22,424,177	19,252,883	22,955,783	19,102,020	17,622,951	19,200,000
Total	$335,466,378	$337,612,768	$335,017,761			$333,238,000
10/11-21/22	$157,403,892	$154,235,905	$158,369,039	$154,396,823	$154,767,884	$154,350,000

Notes:
(1) Page 38, Column (3).
(2) Page 39, Column (3).
(3) Page 40, Column (6).
(4) Page 41, Column (6).
(5) Page 45, Column (4).
(6) Selected on the basis of (1) - (5).

Alameda County Schools Insurance Group
Workers' Compensation Program

Reported Loss Development - Unlimited

Program Year	Cumulative Reported Losses as of 12/31/21 (1)	Reported Development Factor as of 12/31/21 (2)	Projected Ultimate Losses (3)
1985-86	$2,862,869	1.000	$2,862,869
1986-87	2,956,264	1.000	2,957,741
1987-88	2,896,908	1.001	2,901,252
1988-89	4,021,407	1.003	4,031,823
1989-90	2,948,835	1.003	2,958,217
1990-91	5,611,140	1.003	5,630,716
1991-92	5,166,999	1.005	5,191,570
1992-93	4,282,745	1.007	4,311,346
1993-94	3,739,372	1.010	3,775,145
1994-95	4,933,124	1.012	4,989,866
1995-96	5,514,404	1.012	5,581,907
1996-97	7,287,987	1.014	7,387,991
1997-98	6,947,597	1.015	7,053,231
1998-99	9,972,811	1.017	10,139,250
1999-00	7,792,116	1.018	7,933,748
2000-01	11,060,998	1.019	11,274,781
2001-02	12,385,343	1.020	12,629,763
2002-03	10,541,627	1.020	10,749,662
2003-04	6,104,660	1.020	6,225,133
2004-05	6,077,899	1.021	6,204,604
2005-06	9,087,621	1.022	9,287,142
2006-07	13,288,181	1.022	13,579,734
2007-08	9,748,433	1.022	9,962,108
2008-09	9,582,224	1.028	9,850,391
2009-10	10,160,110	1.043	10,592,496
2010-11	10,395,471	1.044	10,848,250
2011-12	9,622,645	1.081	10,398,366
2012-13	8,147,149	1.099	8,952,549
2013-14	8,963,244	1.148	10,286,043
2014-15	13,197,626	1.190	15,703,528
2015-16	9,556,720	1.247	11,920,319
2016-17	11,435,114	1.308	14,954,287
2017-18	12,303,649	1.363	16,767,495
2018-19	9,397,885	1.448	13,612,611
2019-20	7,348,177	1.646	12,092,805
2020-21	4,480,593	2.108	9,443,462
2021-22	4,662,929	4.809	22,424,177

Notes:
(1) Provided by Keenan & Associates.
(2) Page 61.
(3) (1) x (2), rounded.

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Alameda County Schools Insurance Group
Workers' Compensation Program

Paid Loss Projection - Unlimited

Program Year	Cumulative Paid Losses as of 12/31/21 (1)	Paid Development Factor as of 12/31/21 (2)	Projected Ultimate Losses (3)
1985-86	$2,855,252	1.005	$2,870,946
1986-87	2,881,347	1.009	2,906,336
1987-88	2,875,240	1.013	2,912,357
1988-89	4,021,407	1.016	4,087,341
1989-90	2,948,835	1.019	3,004,527
1990-91	5,561,332	1.022	5,683,957
1991-92	5,166,999	1.027	5,305,507
1992-93	4,282,745	1.031	4,416,834
1993-94	3,724,602	1.034	3,850,966
1994-95	4,797,901	1.036	4,970,243
1995-96	5,401,675	1.037	5,603,068
1996-97	7,248,912	1.041	7,545,677
1997-98	6,830,966	1.046	7,148,078
1998-99	9,392,494	1.054	9,900,613
1999-00	7,614,304	1.065	8,107,487
2000-01	10,832,833	1.072	11,612,687
2001-02	12,110,436	1.078	13,059,964
2002-03	10,354,757	1.087	11,255,433
2003-04	6,048,524	1.096	6,626,963
2004-05	5,733,672	1.107	6,348,869
2005-06	8,737,912	1.119	9,778,544
2006-07	11,111,341	1.133	12,587,915
2007-08	9,676,407	1.151	11,139,449
2008-09	9,361,743	1.167	10,924,016
2009-10	9,852,954	1.190	11,729,086
2010-11	9,360,286	1.206	11,287,448
2011-12	9,464,085	1.242	11,757,912
2012-13	7,858,848	1.278	10,041,227
2013-14	8,447,284	1.334	11,265,318
2014-15	11,168,698	1.395	15,585,090
2015-16	7,804,425	1.465	11,433,409
2016-17	9,542,497	1.580	15,077,869
2017-18	9,487,020	1.729	16,407,763
2018-19	7,033,991	2.023	14,232,551
2019-20	4,253,234	2.581	10,977,813
2020-21	1,708,183	4.049	6,916,622
2021-22	697,428	27.606	19,252,883

Notes:
(1) Provided by Keenan & Associates.
(2) Page 62.
(3) (1) x (2), rounded.

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Alameda County Schools Insurance Group
Workers' Compensation Program

IBNR to Case Reserves Ratio Method
Unlimited Losses

Program Year	Reported Development Factor as of 12/31/21 (1)	Paid Development Factor as of 12/31/21 (2)	IBNR to Case Reserves Ratio (3)	Case Reserves as of 12/31/21 (4)	Estimated IBNR as of 12/31/21 (5)	Estimated Ultimate Losses (6)
1985-86	1.000	1.005	0.000	$7,617	$0	$2,862,869
1986-87	1.000	1.009	0.062	74,917	4,645	2,960,909
1987-88	1.001	1.013	0.133	21,667	2,882	2,899,790
1988-89	1.003	1.016	0.191	0	0	4,021,407
1989-90	1.003	1.019	0.206	0	0	2,948,835
1990-91	1.003	1.022	0.192	49,808	9,563	5,620,703
1991-92	1.005	1.027	0.221	0	0	5,166,999
1992-93	1.007	1.031	0.280	0	0	4,282,745
1993-94	1.010	1.034	0.406	14,770	5,997	3,745,369
1994-95	1.012	1.036	0.488	135,223	65,989	4,999,113
1995-96	1.012	1.037	0.507	112,729	57,153	5,571,557
1996-97	1.014	1.041	0.525	39,075	20,514	7,308,501
1997-98	1.015	1.046	0.510	116,631	59,482	7,007,079
1998-99	1.017	1.054	0.470	580,317	272,749	10,245,560
1999-00	1.018	1.065	0.415	177,812	73,792	7,865,908
2000-01	1.019	1.072	0.393	228,165	89,669	11,150,667
2001-02	1.020	1.078	0.363	274,908	99,792	12,485,135
2002-03	1.020	1.087	0.319	186,870	59,612	10,601,239
2003-04	1.020	1.096	0.285	56,137	15,999	6,120,659
2004-05	1.021	1.107	0.267	344,227	91,909	6,169,808
2005-06	1.022	1.119	0.253	349,709	88,476	9,176,097
2006-07	1.022	1.133	0.224	2,176,839	487,612	13,775,793
2007-08	1.022	1.151	0.195	72,025	14,045	9,762,478
2008-09	1.028	1.167	0.235	220,481	51,813	9,634,037
2009-10	1.043	1.190	0.343	307,156	105,355	10,265,465
2010-11	1.044	1.206	0.324	1,035,186	335,400	10,730,871
2011-12	1.081	1.242	0.619	158,560	98,149	9,720,794
2012-13	1.099	1.278	0.706	288,301	203,540	8,350,689
2013-14	1.148	1.334	1.058	515,960	545,886	9,509,130
2014-15	1.190	1.395	1.289	2,028,927	2,615,287	15,812,913
2015-16	1.247	1.465	1.665	1,752,294	2,917,570	12,474,290
2016-17	1.308	1.580	1.786	1,892,617	3,380,214	14,815,328
2017-18	1.363	1.729	1.711	2,816,629	4,819,252	17,122,901
2018-19	1.448	2.023	1.578	2,363,895	3,730,226	13,128,111
2019-20	1.646	2.581	1.782	3,094,944	5,515,190	12,863,367
2020-21	2.108	4.049	2.310	2,772,411	6,404,269	10,884,862
2021-22	4.809	27.606	4.613	3,965,501	18,292,854	22,955,783

(1) Page 38, Column (2).
(2) Page 39, Column (2).
(3) [(1) - 1.000] x (2)/ [(2) - (1)].
(4) Page 38, Column (1) - Page 39, Column (1).
(5) (3) x (4), rounded.
(6) (5) + Page 38, Column (1).

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Alameda County Schools Insurance Group
Workers' Compensation Program

Bornhuetter-Ferguson Using Reported Losses
Unlimited Losses

Program Year	*A Priori* Ultimate Losses (1)	Cumulative Reported Loss Development Factors (2)	Percentage of Losses Not Yet Reported (3)	Expected Unreported Losses (4)	Losses Reported as of 12/31/21 (5)	Estimated Ultimate Losses (6)
2010-11	$10,783,226	1.044	4.2%	$452,895	$10,395,471	$10,848,366
2011-12	10,844,444	1.081	7.5%	813,333	9,622,645	10,435,978
2012-13	10,969,038	1.099	9.0%	987,213	8,147,149	9,134,362
2013-14	11,543,304	1.148	12.9%	1,489,086	8,963,244	10,452,330
2014-15	12,147,636	1.190	16.0%	1,943,622	13,197,626	15,141,248
2015-16	12,783,606	1.247	19.8%	2,531,154	9,556,720	12,087,874
2016-17	13,697,680	1.308	23.5%	3,218,955	11,435,114	14,654,069
2017-18	14,677,113	1.363	26.6%	3,904,112	12,303,649	16,207,761
2018-19	15,726,580	1.448	31.0%	4,875,240	9,397,885	14,273,125
2019-20	14,455,589	1.646	39.2%	5,666,591	7,348,177	13,014,768
2020-21	8,677,432	2.108	52.6%	4,564,329	4,480,593	9,044,922
2021-22	18,231,176	4.809	79.2%	14,439,091	4,662,929	19,102,020

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Notes:
(1) Page 42, Column (4).
(2) Page 38, Column (2).
(3) 100% - [1.000 / (2)].
(4) (1) x (3).
(5) Page 38, Column (1).
(6) (4) + (5).

Alameda County Schools Insurance Group
Workers' Compensation Program

A Priori Losses for Bornhuetter-Ferguson
Unlimited Losses

Program Year	*A Priori* Loss Rate (1)	Factor to Remove Trend (2)	Exposure Index (3)	*A Priori* Ultimate Losses (4)
2010-11	$18,231,176	0.640	0.924	$10,783,226
2011-12	18,231,176	0.657	0.906	10,844,444
2012-13	18,231,176	0.678	0.888	10,969,038
2013-14	18,231,176	0.699	0.906	11,543,304
2014-15	18,231,176	0.721	0.924	12,147,636
2015-16	18,231,176	0.744	0.942	12,783,606
2016-17	18,231,176	0.782	0.961	13,697,680
2017-18	18,231,176	0.821	0.980	14,677,113
2018-19	18,231,176	0.863	1.000	15,726,580
2019-20	15,952,279	0.906	1.000	14,455,589
2020-21	9,115,588	0.952	1.000	8,677,432
2021-22	18,231,176	1.000	1.000	18,231,176

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Notes:
(1) Page 43, Item (5).
(2) Estimated by BAC.
(3) Page 43, Column (3).
(4) (1) x (2) x (3).

Alameda County Schools Insurance Group
Workers' Compensation Program

A Priori Loss Rate for Bornhuetter-Ferguson Method
Unlimited Losses

Program Year	*A Priori* Ultimate Losses (1)	Estimated Pure Premium Trend (2)	Exposure Index (3)	Constant Dollar, Constant Exposure Losses (4)
2010-11	$11,052,002	1.562	0.924	$18,685,594
2011-12	11,030,804	1.523	0.906	18,544,477
2012-13	9,455,925	1.476	0.888	15,716,295
2013-14	10,738,971	1.430	0.906	16,960,834
2014-15	15,649,017	1.387	0.924	23,486,051
2015-16	11,696,401	1.344	0.942	16,680,673
2016-17	15,010,251	1.279	0.961	19,978,167
2017-18	16,608,958	1.218	0.980	20,630,817
2018-19	13,871,252	1.159	1.000	16,080,371
2019-20	11,658,681	1.104	1.000	12,865,787
2020-21	8,578,450	1.050	1.000	9,011,608
2021-22	21,953,683	1.000	1.000	21,953,683
Average				$17,549,530
10/11-18/19				$18,529,253
			(5) Selected A Priori 2021-22 Loss Level:	$18,231,176

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Notes:
(1) Page 44, Column (3).
(2) Estimated by BAC.
(3) Page 50, Column (2).
(4) (1) x (2) / (3).
(5) Selected on the basis of (4).

Alameda County Schools Insurance Group
Workers' Compensation Program

A Priori Ultimate losses - Unlimited

Program Year	Reported Loss Projection (1)	Paid Loss Projection (2)	*A Priori* Selection (3)
1985-86	$2,862,869	$2,870,946	$2,866,897
1986-87	2,957,741	2,906,336	2,956,264
1987-88	2,901,252	2,912,357	2,906,773
1988-89	4,031,823	4,087,341	4,059,392
1989-90	2,958,217	3,004,527	2,981,192
1990-91	5,630,716	5,683,957	5,657,093
1991-92	5,191,570	5,305,507	5,247,920
1992-93	4,311,346	4,416,834	4,363,453
1993-94	3,775,145	3,850,966	3,812,604
1994-95	4,989,866	4,970,243	4,980,172
1995-96	5,581,907	5,603,068	5,592,358
1996-97	7,387,991	7,545,677	7,465,790
1997-98	7,053,231	7,148,078	7,099,936
1998-99	10,139,250	9,900,613	10,022,087
1999-00	7,933,748	8,107,487	8,018,674
2000-01	11,274,781	11,612,687	11,439,480
2001-02	12,629,763	13,059,964	12,838,849
2002-03	10,749,662	11,255,433	10,994,475
2003-04	6,225,133	6,626,963	6,418,839
2004-05	6,204,604	6,348,869	6,273,806
2005-06	9,287,142	9,778,544	9,521,696
2006-07	13,579,734	12,587,915	13,288,181
2007-08	9,962,108	11,139,449	10,515,759
2008-09	9,850,391	10,924,016	10,353,233
2009-10	10,592,496	11,729,086	11,123,161
2010-11	10,848,250	11,287,448	11,052,002
2011-12	10,398,366	11,757,912	11,030,804
2012-13	8,952,549	10,041,227	9,455,925
2013-14	10,286,043	11,265,318	10,738,971
2014-15	15,703,528	15,585,090	15,649,017
2015-16	11,920,319	11,433,409	11,696,401
2016-17	14,954,287	15,077,869	15,010,251
2017-18	16,767,495	16,407,763	16,608,958
2018-19	13,612,611	14,232,551	13,871,252
2019-20	12,092,805	10,977,813	11,658,681
2020-21	9,443,462	6,916,622	8,578,450
2021-22	22,424,177	19,252,883	21,953,683
Total	$335,466,378	$337,612,768	$338,102,479

Notes:
(1) Page 38, Column (3).
(2) Page 39, Column (3).
(3) Selected on the basis of (1) and (2).

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Alameda County Schools Insurance Group
Workers' Compensation Program

Frequency Times Severity Method
Unlimited Losses

Program Year	Selected Indemnity Claim Severity (1)	Factor to Remove Trend (2)	Selected Ultimate Indemnity Claims (3)	Estimated Ultimate Losses (4)
2010-11	$58,400	0.624	359	$13,085,289
2011-12	58,400	0.640	331	12,375,865
2012-13	58,400	0.657	304	11,659,499
2013-14	58,400	0.678	328	12,979,010
2014-15	58,400	0.699	355	14,492,974
2015-16	58,400	0.721	272	11,456,699
2016-17	58,400	0.744	293	12,732,675
2017-18	58,400	0.782	295	13,466,897
2018-19	58,400	0.821	295	14,146,890
2019-20	58,400	0.863	248	12,493,500
2020-21	58,400	0.906	156	8,255,635
2021-22	58,400	0.952	317	17,622,951

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Notes:
(1) Page 46, Item (5).
(2) Estimated by BAC.
(3) Page 47, Column (3).
(4) (1) x (2) x (3).

Alameda County Schools Insurance Group
Workers' Compensation Program

Calculation of Expected Indemnity Claim Severity
Frequency Times Severity Method
Unlimited Losses

Program Year	*A Priori* Ultimate Losses (1)	Estimated Severity Trend (2)	Selected Indemnity Claim Count (3)	Trended Indemnity Claim Severity (4)
2011-12	$11,030,804	1.562	331	$52,053
2012-13	9,455,925	1.523	304	47,363
2013-14	10,738,971	1.476	328	48,321
2014-15	15,649,017	1.430	355	63,058
2015-16	11,696,401	1.387	272	59,622
2016-17	15,010,251	1.344	293	68,846
2017-18	16,608,958	1.279	295	72,026
2018-19	13,871,252	1.218	295	57,262
2019-20	11,658,681	1.159	248	54,498
2020-21	8,578,450	1.104	156	60,684
2021-22	21,953,683	1.050	317	72,751
Average				$59,680
11/12-20/21				$58,373
			(5) Selected Severity:	$58,400

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Notes:
(1) Page 44, Column (3).
(2) Estimated by BAC.
(3) Page 47, Column (3).
(4) (1) x (2) / (3).
(5) Selected on the basis of (4).

Alameda County Schools Insurance Group
Workers' Compensation Program

Selected # of Indemnity Claims

Program Year	Reported Indemnity Claim Count Projection (1)	Bornhuetter-Ferguson Method (2)	Selected Indemnity Claim Count (3)
1985-86	325		325
1986-87	314		314
1987-88	320		320
1988-89	397		397
1989-90	350		350
1990-91	396		396
1991-92	424		424
1992-93	397		397
1993-94	408		408
1994-95	405		405
1995-96	417		417
1996-97	382		382
1997-98	304		304
1998-99	324		324
1999-00	322		322
2000-01	322		322
2001-02	318		318
2002-03	326		326
2003-04	255		255
2004-05	214		214
2005-06	250		250
2006-07	280		280
2007-08	318		318
2008-09	331		331
2009-10	339		339
2010-11	359		359
2011-12	331		331
2012-13	304		304
2013-14	328		328
2014-15	355		355
2015-16	272		272
2016-17	293		293
2017-18	295		295
2018-19	295		295
2019-20	248		248
2020-21	156		156
2021-22	352	317	317

Notes:
(1) Page 48, Column (3).
(2) Page 49, Column (6).
(3) Selected on the basis of (1) and (2).

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Alameda County Schools Insurance Group
Workers' Compensation Program

Projection of Ultimate # of Indemnity Claims
Projection of Reported Claims

Program Year	Total Indemnity Claims Reported 12/31/21 (1)	Development Factors as of 12/31/21 (2)	Projected Ultimate Indemnity Claims (3)
1996-97	382	1.000	382
1997-98	304	1.000	304
1998-99	324	1.000	324
1999-00	322	1.000	322
2000-01	322	1.000	322
2001-02	318	1.000	318
2002-03	326	1.000	326
2003-04	255	1.000	255
2004-05	214	1.000	214
2005-06	250	1.000	250
2006-07	280	1.000	280
2007-08	318	1.000	318
2008-09	331	1.001	331
2009-10	339	1.001	339
2010-11	358	1.002	359
2011-12	330	1.003	331
2012-13	303	1.004	304
2013-14	326	1.005	328
2014-15	352	1.009	355
2015-16	269	1.012	272
2016-17	288	1.017	293
2017-18	288	1.026	295
2018-19	285	1.034	295
2019-20	235	1.054	248
2020-21	141	1.107	156
2021-22	114	3.090	352

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Notes:
(1) Provided by Keenan & Associates.
(2) Page 63.
(3) (1) x (2), rounded.

Alameda County Schools Insurance Group
Workers' Compensation Program

Projection of Ultimate # of Indemnity Claims
Bornhuetter-Ferguson Method

Program Year	A Priori Claim Count (1)	Claim Development Factor (2)	Estimated Percentage of Claims Unreported (3)	Estimated Unreported Claims (4)	Reported Claims as of 12/31/21 (5)	Projected Ultimate Claims (6)
2021-22	300	3.090	67.6%	203	114	317

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Notes:
(1) Page 50, Item (6).
(2) Page 48, Column (2).
(3) 100% - [1.000 / (2)].
(4) (1) x (3).
(5) Page 48, Column (1).
(6) (4) + (5).

Alameda County Schools Insurance Group
Workers' Compensation Program

Calculation of Expected # of Indemnity Claims
A Priori Claim Count

Program Year	Projected Ultimate Indemnity Claims (1)	Exposure Index (2)	Indicated Indemnity Claim Frequency (3)
2010-11	359	0.924	389
2011-12	331	0.906	365
2012-13	304	0.888	342
2013-14	328	0.906	362
2014-15	355	0.924	384
2015-16	272	0.942	289
2016-17	293	0.961	305
2017-18	295	0.980	301
2018-19	295	1.000	295
2019-20	248	1.000	248
2020-21	156	1.000	156
2021-22	352	1.000	352
Average			316
16/17-18/19			300
	(4) Selected Claim Frequency:		300
	(5) 2021-22 Exposure Index:		1.000
	(6) 2021-22 A Priori Claim Count:		300

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Notes:
(1) Page 48, Column (3).
(2) Estimated by BAC.
(3) (1) / (2).
(4) Selected on the basis of (3).
(5) (2).
(6) (4) x (5).

Alameda County Schools Insurance Group
Workers' Compensation Program

Actuarial Analysis of the
Workers' Compensation Program

Future Loss Exhibits

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Alameda County Schools Insurance Group
Workers' Compensation Program

Projected 2022-23 Loss Rate

Unlimited Losses

Program Year	Estimated Ultimate Losses (1)	Pure Premium Trend (2)	Exposure Indexed to 2022-23 (3)	Trended Loss @ 2022-23 Exposure Level (4)
2009-10	$10,600,000	1.683	0.942	$18,933,192
2010-11	10,930,000	1.641	0.924	19,412,416
2011-12	10,580,000	1.600	0.906	18,684,718
2012-13	9,120,000	1.550	0.888	15,923,350
2013-14	10,380,000	1.503	0.906	17,221,674
2014-15	15,570,000	1.457	0.924	24,547,372
2015-16	11,980,000	1.412	0.942	17,947,816
2016-17	14,880,000	1.344	0.961	20,804,826
2017-18	16,630,000	1.279	0.980	21,700,001
2018-19	13,880,000	1.218	1.000	16,902,982
2019-20	12,290,000	1.159	1.000	14,247,291
2020-21	8,910,000	1.104	1.000	9,832,516
2021-22	19,200,000	1.050	1.000	20,169,480
Average				$18,179,049
09/10-18/19				$19,207,835

(5) Selected 2022-23 Level Losses: $18,971,618

Program Year	Maximum Claim (6)	LDF (7)	Sev trend (8)	Trended Developed (9)
2014-15	$1,262,967	1.190	1.457	$2,188,816
2015-16	552,929	1.247	1.412	973,650
2016-17	674,509	1.308	1.344	1,185,423
2017-18	504,240	1.363	1.279	879,102
2018-19	315,749	1.448	1.218	556,963

(10) Factor for Unlimited Retention: 1.017

(11) Unlimited 2022-23 Level Losses: **$19,291,717**

(12) Unlimited 2022-23 Level Rate: **$1.66**

Notes:

(1) Page 37, Column (6).
(2) Estimated by BAC.
(3) Estimated by BAC.
(4) (1) x (2) / (3).
(5) Selected on the basis of (4).
(6) Provided by Keenan & Associates.
(7) Page 38, Column (2).
(8) Estimated by BAC.
(9) (6) x (7) x (8).
(10) Estimated by BAC.
(11) (5) x (10).
(12) (6) / 2022-23 payroll.

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Alameda County Schools Insurance Group
Workers' Compensation Program

Actuarial Analysis of the
Workers' Compensation Program

Discounting Exhibits

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Alameda County Schools Insurance Group
Workers' Compensation Program

Discounted Value of Unpaid Losses as of 6/30/22
Assuming a 1.50% Interest Rate

Self-Insured Losses Limited to Stated SIR

Program Year	Projected Unpaid Losses (1)	Discount Factor (2)	Discounted Unpaid Losses (3)
1985-86	$13,344	0.980	$13,070
1986-87	71,643	0.974	69,784
1987-88	25,685	0.971	24,937
1988-89	3,216	0.966	3,106
1989-90	2,959	0.959	2,836
1990-91	63,830	0.951	60,694
1991-92	21,915	0.946	20,725
1992-93	24,415	0.941	22,978
1993-94	35,036	0.934	32,730
1994-95	186,941	0.925	172,924
1995-96	175,177	0.915	160,278
1996-97	96,733	0.907	87,742
1997-98	197,159	0.904	178,154
1998-99	799,271	0.903	721,800
1999-00	327,830	0.905	296,627
2000-01	368,906	0.904	333,481
2001-02	493,800	0.899	444,061
2002-03	406,520	0.895	363,820
2003-04	193,077	0.891	172,108
2004-05	519,163	0.889	461,379
2005-06	651,503	0.887	577,608
2006-07	376,765	0.884	333,186
2007-08	298,828	0.883	263,990
2008-09	389,593	0.882	343,553
Total	$5,743,309		$5,161,571

(4) Indicated Discount Factor: 0.899

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Notes:
(1) Page 26, Column (6).
(2) Based upon a 1.50% interest rate.
(3) (1) x (2).
(4) [Sum of Column (3)] / [Sum of Column (1)].

Alameda County Schools Insurance Group
Workers' Compensation Program

Discounted Value of 2021-22 Losses as of 7/1/22
Assuming a 1.50% Interest rate

Unlimited Losses

Program Year	Projected Loss Payments (1)	Discount Factor (2)	Discounted Value of Payments (3)
2022-23	$2,340,720	0.993	$2,323,360
2023-24	3,371,254	0.978	3,296,798
2024-25	2,268,408	0.963	2,185,527
2025-26	1,702,795	0.949	1,616,334
2026-27	1,349,837	0.935	1,262,362
2027-28	1,179,026	0.921	1,086,326
2028-29	803,426	0.908	729,317
2029-30	727,208	0.894	650,374
2030-31	614,500	0.881	541,453
2031-32	466,015	0.868	404,550
2032-33	421,002	0.855	360,073
2033-34	380,336	0.843	320,486
2034-35	343,599	0.830	285,250
2035-36	310,410	0.818	253,889
2036-37	280,427	0.806	225,976
2037-38	253,340	0.794	201,131
2038-39	228,869	0.782	179,018
2039-40	206,762	0.771	159,337
2040-41	186,791	0.759	141,819
2041-42	168,748	0.748	126,227
2042-43	152,449	0.737	112,349
2043-44	137,723	0.726	99,997
44-45 & later	1,077,975	0.657	708,289
Total	$18,971,618		$17,270,242
	(4) Indicated Discount Factor:		0.910

Notes:
(1) Based upon the observed payment pattern.
(2) Based upon a 1.50% interest rate.
(3) (1) x (2).
(4) [Sum of Column (3)] / [Sum of Column (1)].

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Alameda County Schools Insurance Group
Workers' Compensation Program

Discounted Value of 2021-22 Losses as of 7/1/22
Assuming a 1.50% Interest rate

$1,000,000 SIR

Program Year	Projected Loss Payments (1)	Discount Factor (2)	Discounted Value of Payments (3)
2022-23	$2,267,954	0.993	$2,251,133
2023-24	3,270,724	0.978	3,198,489
2024-25	2,207,862	0.963	2,127,193
2025-26	1,653,847	0.949	1,569,872
2026-27	1,310,669	0.935	1,225,733
2027-28	1,174,342	0.921	1,082,010
2028-29	806,776	0.908	732,359
2029-30	727,519	0.894	650,653
2030-31	613,634	0.881	540,689
2031-32	467,365	0.868	405,723
2032-33	419,865	0.855	359,100
2033-34	377,309	0.843	317,935
2034-35	338,221	0.830	280,786
2035-36	302,999	0.818	247,828
2036-37	271,304	0.806	218,624
2037-38	242,814	0.794	192,775
2038-39	217,230	0.782	169,914
2039-40	194,274	0.771	149,713
2040-41	173,691	0.759	131,873
2041-42	155,246	0.748	116,127
2042-43	138,724	0.737	102,235
2043-44	123,932	0.726	89,984
44-45 & later	891,385	0.657	585,821
Total	$18,347,686		$16,746,569

(4) Indicated Discount Factor: 0.913

Notes:
(1) Based upon the observed payment pattern.
(2) Based upon a 1.50% interest rate.
(3) (1) x (2).
(4) [Sum of Column (3)] / [Sum of Column (1)].

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Alameda County Schools Insurance Group
Workers' Compensation Program

Discounted Value of 2021-22 Losses as of 7/1/22
Assuming a 1.50% Interest rate

$500,000 SIR

Program Year	Projected Loss Payments (1)	Discount Factor (2)	Discounted Value of Payments (3)
2022-23	$2,189,748	0.993	$2,173,507
2023-24	3,100,922	0.978	3,032,437
2024-25	2,111,898	0.963	2,034,734
2025-26	1,586,849	0.949	1,506,276
2026-27	1,257,861	0.935	1,176,347
2027-28	1,126,167	0.921	1,037,623
2028-29	775,178	0.908	703,675
2029-30	714,402	0.894	638,922
2030-31	601,737	0.881	530,207
2031-32	578,931	0.868	502,573
2032-33	642,359	0.855	549,394
2033-34	348,591	0.843	293,736
2034-35	306,681	0.830	254,602
2035-36	269,486	0.818	220,417
2036-37	236,565	0.806	190,631
2037-38	207,492	0.794	164,732
2038-39	181,865	0.782	142,252
2039-40	159,308	0.771	122,767
2040-41	139,476	0.759	105,896
2041-42	122,058	0.748	91,302
2042-43	106,771	0.737	78,686
2043-44	93,362	0.726	67,788
44-45 & later	581,081	0.657	381,992
Total	$17,438,788		$16,000,496

(4) Indicated Discount Factor: 0.918

Notes:
(1) Based upon the observed payment pattern.
(2) Based upon a 1.50% interest rate.
(3) (1) x (2).
(4) [Sum of Column (3)] / [Sum of Column (1)].

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Alameda County Schools Insurance Group
Workers' Compensation Program

Discounted Value of 2021-22 Losses as of 7/1/22
Assuming a 1.50% Interest rate

$250,000 SIR

Program Year	Projected Loss Payments (1)	Discount Factor (2)	Discounted Value of Payments (3)
2022-23	$2,023,007	0.993	$2,008,003
2023-24	2,835,414	0.978	2,772,793
2024-25	1,927,523	0.963	1,857,097
2025-26	1,786,438	0.949	1,695,730
2026-27	1,291,868	0.935	1,208,150
2027-28	1,104,325	0.921	1,017,498
2028-29	639,265	0.908	580,299
2029-30	559,822	0.894	500,674
2030-31	423,003	0.881	372,719
2031-32	316,288	0.868	274,571
2032-33	630,711	0.855	539,433
2033-34	248,179	0.843	209,125
2034-35	214,472	0.830	178,051
2035-36	185,284	0.818	151,546
2036-37	160,036	0.806	128,962
2037-38	138,213	0.794	109,730
2038-39	119,359	0.782	93,361
2039-40	103,074	0.771	79,431
2040-41	89,009	0.759	67,579
2041-42	76,863	0.748	57,495
2042-43	66,371	0.737	48,913
2043-44	57,308	0.726	41,610
44-45 & later	331,919	0.658	218,250
Total	$15,327,750		$14,211,020
	(4) Indicated Discount Factor:		0.927

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Notes:
(1) Based upon the observed payment pattern.
(2) Based upon a 1.50% interest rate.
(3) (1) x (2).
(4) [Sum of Column (3)] / [Sum of Column (1)].

Alameda County Schools Insurance Group
Workers' Compensation Program

Program Information

Program Year	SIR (1)	Payroll ($00's) (2)	Total Exposure Indexed to 2021-22 (3)	Potential Future Medical Reopenings Under SIR (4)
1985-86	$250,000	$0	0.610	5
1986-87	500,000	0	0.622	6
1987-88	10,000,000	0	0.634	0
1988-89	10,000,000	0	0.647	3
1989-90	10,000,000	0	0.660	1
1990-91	10,000,000	0	0.673	4
1991-92	10,000,000	0	0.686	6
1992-93	10,000,000	0	0.700	5
1993-94	10,000,000	0	0.714	3
1994-95	10,000,000	0	0.728	7
1995-96	2,000,000	0	0.743	7
1996-97	2,000,000	0	0.758	11
1997-98	2,000,000	0	0.773	11
1998-99	2,000,000	5,217,298	0.788	20
1999-00	1,000,000	5,809,776	0.804	14
2000-01	1,000,000	6,457,665	0.820	26
2001-02	1,000,000	6,791,261	0.837	28
2002-03	1,000,000	6,878,794	0.853	27
2003-04	10,000,000	6,804,882	0.871	28
2004-05	3,000,000	7,298,747	0.888	18
2005-06	3,000,000	7,967,892	0.906	30
2006-07	250,000	7,924,497	0.924	39
2007-08	250,000	8,373,523	0.942	55
2008-09	250,000	8,379,779	0.961	37
2009-10	PIPS	7,983,289	0.942	
2010-11	PIPS	7,698,192	0.924	
2011-12	PIPS	7,873,713	0.906	
2012-13	PIPS	7,928,199	0.888	
2013-14	PIPS	8,039,488	0.906	
2014-15	PIPS	9,079,586	0.924	
2015-16	PIPS	9,753,745	0.942	
2016-17	PIPS	10,155,693	0.961	
2017-18	PIPS	10,376,783	0.980	
2018-19	PIPS	10,714,776	1.000	
2019-20	PIPS	10,834,451	1.000	
2020-21	PIPS	10,972,332	1.000	
2021-22	PIPS	11,188,992	1.000	
2022-23	?	11,594,224	1.000	

Notes:
(1) Provided by Keenan & Associates.
(2) Provided by Keenan & Associates.
(3) Estimated by BAC.
(4) Provided by Keenan & Associates. 1985-86 includes older years.

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Alameda County Schools Insurance Group
Workers' Compensation Program

Actuarial Analysis of the
Workers' Compensation Program

Claims Data Exhibits

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Alameda County Schools Insurance Group
Workers' Compensation Program

Cumulative Reported Losses - Unlimited ($000's)

Program	Months of Development														
	6	18	30	42	54	66	78	90	102	114	126	138	150	162	174
1992															4,559
1993														3,939	3,946
1994													3,584	3,526	3,600
1995												4,458	4,440	4,626	4,932
1996											4,767	4,863	5,152	5,311	5,536
1997										5,711	5,884	6,435	6,728	6,877	6,719
1998									5,742	5,923	6,548	6,420	6,465	7,402	7,185
1999								7,696	8,065	9,823	9,884	10,287	10,497	10,818	10,672
2000							6,224	6,409	7,200	7,162	7,465	8,278	8,284	8,446	8,480
2001						7,909	8,710	11,125	10,953	13,502	13,997	13,873	11,154	11,281	11,384
2002					7,525	8,186	10,233	11,254	11,695	11,853	11,938	14,419	14,614	14,435	14,444
2003				6,070	7,110	9,059	8,593	8,775	8,504	10,093	10,236	9,873	10,052	10,009	10,245
2004			3,527	4,604	5,652	5,700	6,236	6,346	6,147	6,297	6,174	6,335	6,350	6,382	6,334
2005		2,278	3,069	4,738	5,249	5,021	5,794	5,518	5,457	5,419	5,470	5,651	5,629	5,659	5,799
2006	647	2,754	6,344	6,936	6,441	7,085	6,960	7,811	9,259	9,219	9,463	9,400	9,486	9,303	9,275
2007	1,014	5,880	7,487	8,423	9,310	8,770	9,098	11,194	12,933	13,014	13,401	14,483	13,285	13,220	13,235
2008	2,355	7,633	8,644	9,340	8,524	8,755	9,056	9,421	9,999	10,293	10,382	10,251	10,038	9,732	9,748
2009	2,843	7,418	7,830	8,612	8,778	9,120	9,190	9,347	10,045	9,975	9,666	9,591	9,560	9,582	
2010	1,627	5,942	7,779	9,403	9,807	10,367	10,540	10,414	10,282	10,351	10,137	10,048	10,160		
2011	3,232	6,935	8,678	9,125	9,352	9,851	9,948	9,947	9,782	9,663	9,837	10,395			
2012	2,238	6,594	7,919	8,706	9,348	9,537	10,196	9,736	9,601	9,557	9,623				
2013	1,615	5,128	6,306	7,455	8,114	8,262	8,165	8,017	8,145	8,147					
2014	1,674	5,369	6,920	7,968	8,733	8,665	8,991	8,803	8,963						
2015	1,954	8,202	9,976	11,009	11,727	12,364	12,440	13,198							
2016	2,080	6,587	8,186	8,518	8,905	9,210	9,557								
2017	2,539	9,110	9,832	10,333	11,336	11,435									
2018	4,244	9,796	12,391	12,308	12,304										
2019	2,864	7,520	8,962	9,398											
2020	3,541	6,657	7,348												
2021	1,821	4,481													
2022	4,663														

	6 - 18	18 - 30	30 - 42	42 - 54	54 - 66	66 - 78	78 - 90	90 - 102	102 - 114	114 - 126	126 - 138	138 - 150	150 - 162	162 - 174	174 - Ult.
ALL YR VOL	2.921	1.230	1.105	1.053	1.040	1.042	1.049	1.037	1.045	1.015	1.037	0.981	1.010	1.004	
4 YR VOL	2.282	1.165	1.030	1.050	1.024	1.017	0.999	1.000	0.998	0.993	1.007	0.970	0.987	1.004	
EX HI LO	3.113	1.224	1.117	1.062	1.033	1.041	1.039	1.031	1.035	1.014	1.028	1.001	1.008	1.006	
REFERENCE	2.839	1.259	1.099	1.052	1.037	1.024	1.011	1.012	1.009	1.007	1.009	1.005	1.001	1.000	1.022
SELECT	2.282	1.281	1.136	1.063	1.042	1.048	1.048	1.037	1.044	1.017	1.036	1.001	1.014	1.006	1.022
CUMULATIVE	4.809	2.108	1.646	1.448	1.363	1.308	1.247	1.190	1.148	1.099	1.081	1.044	1.043	1.028	1.022

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Alameda County Schools Insurance Group
Workers' Compensation Program

Cumulative Paid Losses - Unlimited ($000's)

Program	Months of Development														
	6	18	30	42	54	66	78	90	102	114	126	138	150	162	174
1992															4,457
1993														3,925	3,938
1994													3,491	3,500	3,513
1995												4,472	4,502	4,555	4,603
1996											4,758	4,886	4,932	4,980	5,015
1997										5,579	5,671	5,836	5,930	6,152	6,318
1998									5,495	5,632	5,881	5,946	6,017	6,340	6,387
1999								7,206	7,505	7,816	8,053	8,200	8,559	8,650	8,755
2000							5,899	6,067	6,310	6,466	6,544	6,724	6,808	6,905	6,962
2001						7,245	7,872	8,443	9,060	9,523	9,888	10,176	10,269	10,551	10,581
2002					6,922	7,442	8,167	8,716	9,134	9,439	9,632	11,042	11,173	11,464	11,551
2003				5,218	6,109	6,836	7,033	7,265	7,573	8,479	9,325	9,430	9,644	9,802	9,834
2004			3,009	3,693	4,254	4,720	4,959	5,271	5,496	5,644	5,731	5,755	5,791	5,831	5,948
2005		1,826	2,408	2,993	3,685	3,962	4,368	4,513	4,755	4,890	4,974	5,374	5,405	5,482	5,534
2006	209	1,697	2,912	3,826	4,642	5,006	5,904	6,525	6,893	7,999	8,358	8,537	8,585	8,630	8,691
2007	254	2,003	3,945	5,021	6,004	6,564	7,436	7,704	8,444	8,877	9,284	9,623	9,785	10,010	10,837
2008	244	2,909	5,028	6,166	6,851	7,496	7,807	8,108	8,593	8,811	8,884	8,981	9,079	9,626	9,676
2009	463	3,335	4,881	6,133	7,477	7,838	8,177	8,513	8,809	8,975	9,218	9,236	9,335	9,362	
2010	439	3,070	4,873	6,411	7,061	7,563	8,376	8,615	9,120	9,434	9,610	9,773	9,853		
2011	607	3,403	5,458	6,424	7,115	7,686	8,353	8,668	8,757	9,188	9,253	9,360			
2012	531	3,826	5,019	5,994	7,566	8,086	8,625	9,147	9,367	9,380	9,464				
2013	831	2,414	3,752	5,254	6,225	7,086	7,414	7,628	7,792	7,859					
2014	367	2,680	4,123	5,543	6,544	7,308	7,651	8,131	8,447						
2015	593	3,626	6,115	7,692	8,783	9,765	10,525	11,169							
2016	413	3,094	4,534	5,619	6,707	7,346	7,804								
2017	482	3,953	6,079	7,519	8,391	9,542									
2018	750	4,162	6,440	8,335	9,487										
2019	458	3,208	4,988	7,034											
2020	706	2,804	4,253												
2021	307	1,708													
2022	697														

	6 - 18	18 - 30	30 - 42	42 - 54	54 - 66	66 - 78	78 - 90	90 - 102	102 - 114	114 - 126	126 - 138	138 - 150	150 - 162	162 - 174	174 - Ult.
ALL YR VOL	6.259	1.558	1.273	1.164	1.095	1.076	1.050	1.046	1.043	1.029	1.031	1.013	1.021	1.015	
4 YR VOL	5.351	1.540	1.293	1.144	1.116	1.060	1.054	1.024	1.024	1.015	1.010	1.012	1.023	1.029	
EX HI LO	6.732	1.559	1.273	1.168	1.095	1.075	1.047	1.045	1.038	1.025	1.024	1.011	1.019	1.009	
REFERENCE	3.616	1.678	1.286	1.172	1.122	1.085	1.061	1.050	1.038	1.037	1.029	1.020	1.020	1.017	1.151
SELECT	6.818	1.569	1.276	1.170	1.095	1.079	1.050	1.046	1.044	1.028	1.030	1.013	1.020	1.014	1.151
CUMULATIVE	27.606	4.049	2.581	2.023	1.729	1.580	1.465	1.395	1.334	1.278	1.242	1.206	1.190	1.167	1.151

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Alameda County Schools Insurance Group
Workers' Compensation Program

Cumulative # of Indemnity Losses Reported

Program	Months of Development														
	6	18	30	42	54	66	78	90	102	114	126	138	150	162	174
1992															423
1993														397	397
1994													406	406	408
1995												403	403	404	405
1996											416	416	416	416	416
1997										377	377	379	380	380	381
1998									302	302	303	303	304	304	304
1999								317	320	323	324	324	324	324	324
2000							306	308	315	316	321	321	321	321	321
2001						290	293	312	314	316	317	318	319	319	319
2002					282	284	307	309	313	314	316	318	318	318	318
2003				283	286	316	322	324	326	326	326	326	326	326	326
2004			215	220	244	249	253	253	255	255	255	255	255	255	254
2005		160	166	196	201	212	213	213	213	213	213	213	213	214	215
2006	74	187	238	247	248	249	248	249	250	250	250	250	250	250	250
2007	85	257	274	280	279	278	280	280	280	280	280	280	279	280	280
2008	95	303	314	316	316	316	316	317	317	318	318	318	318	318	318
2009	123	309	321	322	327	326	329	329	329	330	330	331	331	331	
2010	97	310	326	336	338	336	336	337	338	338	338	338	339		
2011	116	330	351	353	355	356	357	359	360	358	358	358			
2012	135	314	325	328	328	328	330	331	330	330	330				
2013	98	278	294	301	302	302	304	303	303	303					
2014	106	298	314	321	324	327	326	326	326						
2015	113	326	339	345	349	352	352	352							
2016	93	243	258	265	266	269	269								
2017	86	264	280	284	287	288									
2018	106	266	281	287	288										
2019	99	272	282	285											
2020	124	226	235												
2021	42	141													
2022	114														

	6 - 18	18 - 30	30 - 42	42 - 54	54 - 66	66 - 78	78 - 90	90 - 102	102 - 114	114 - 126	126 - 138	138 - 150	150 - 162	162 - 174	174 - Ult.
ALL YR VOL	2.716	1.059	1.024	1.012	1.012	1.009	1.006	1.005	1.001	1.002	1.001	1.001	1.001	1.001	
4 YR VOL	2.439	1.049	1.018	1.008	1.008	1.001	1.000	1.000	0.998	1.000	1.001	1.000	1.001	1.001	
EX HI LO	2.792	1.050	1.019	1.008	1.008	1.006	1.003	1.004	1.001	1.001	1.001	1.001	1.000	1.001	
SELECT	2.792	1.050	1.019	1.008	1.008	1.006	1.003	1.004	1.001	1.001	1.001	1.001	1.000	1.001	1.000
CUMULATIVE	3.090	1.107	1.054	1.034	1.026	1.017	1.012	1.009	1.005	1.004	1.003	1.002	1.001	1.001	1.000

DRAFT

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EXECUTIVE SUMMARY

TO: ACSIG Board

FROM: Kimberly Dennis

DATE: May 26, 2022

SUBJECT: ABD/Wells Fargo/USI/Newfront Workers' Compensation Claims Audit

In Spring 2022, ACSIG contracted with ABD (formerly Wells Fargo & USI) to complete an independent claims audit of the ACSIG Workers' Compensation claim operation. The same team that was utilized in the 2009, 2012, 2014, 2016, 2018 and 2020 Claims audits was used to provide consistency in review.

The overall score given to the Keenan & Associate Pleasanton claims team was 88%. ABD changed their scoring system to be a percentage rather than a number between 1 -5. The total score given was slightly lower than the score of 90 received in 2020. The reduction is attributable to 3 specific claims. Much work is being done with Keenan and ACSIG management to address the deficiencies identified. Additionally, we have asked Keenan & Associates to provide clarification on some of the findings and have enclosed that document for their review.

The Executive Director will review this report in detail at the Board meeting and representatives from Keenan & Associates will be available for questions. The Board will be asked to receive and file this report.

WORKERS' COMPENSATION CLAIMS AUDIT

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

Report Date: April 26, 2022
Audit Dates: March 28 – April 18, 2022

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

Jennet Horder, CLCS, WC SIP, WCCA
Claims & Contract Specialist
Property & Casualty – Commercial Lines

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SUMMARY OF AUDIT CONSIDERATIONS

Pursuant to the service agreement between Alameda County Schools Insurance Group (ACSIG) and ABD Insurance and Financial Services, Inc., dba: Newfront Insurance Services, LLC executed on February 22, 2022 and effective March 1, 2022, Newfront conducted an audit of workers' compensation claims administered by Keenan & Associates for ACSIG. The audit was completed based on information as made available by Keenan & Associates.

Auditors were provided access to Keenan & Associates claims systems, loss data valued as of January 31, 2022 in excel format, Policies & Procedures – Table of Contents only, 08) PIPS Program, 17-19 Run Off Agreement, 19-21 Amendment 1 Run Off, Pleasanton Org Chart, and a summary of inventory and tenure of claims team.

The actual review of claims documentation was completed remotely with access to documentation via the claims system. The review reflects work completed after the audit previously conducted in 2020. No work prior to May 8, 2020 was considered in this review to avoid any duplication of findings unless an issue was found to be pertinent and outstanding during the period of review.

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

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

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

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

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

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

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

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

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

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

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

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

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

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AUDIT RESULTS

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

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

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

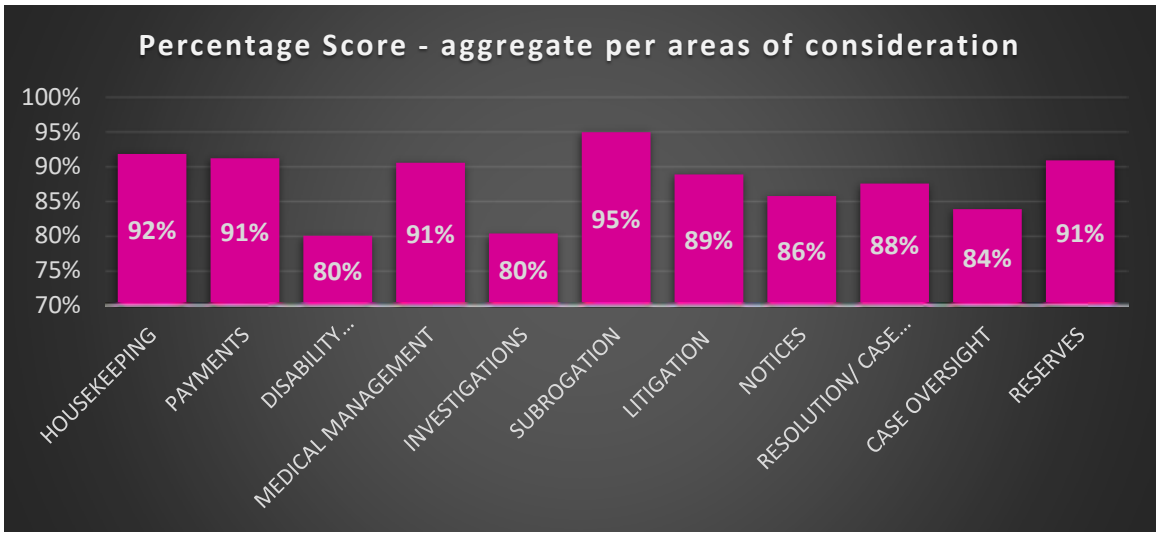
After review of all 70 claims and the applicable considerations for review the scoring was as follows:

Total Points Available for all Claims: 2580
Total Points Scored for all Claims: 2270
Percentage Score: 88%

Each area of consideration scored as follows:

DESCRIPTION	# of claims eligible for review	Points Available	Points Scored
HOUSEKEEPING	70	350	321.5
PAYMENTS	65	325	296.5
DISABILITY MANAGEMENT	36	180	144
MEDICAL MANAGEMENT	52	260	235.5
INVESTIGATIONS	31	155	124.5
SUBROGATION	16	80	76
LITIGATION MANAGEMENT	18	90	80
NOTICES	47	235	201.5
RESOLUTION/ CLOSURE	45	255	197
CASE OVERSIGHT	70	350	293.5
RESERVES	66	330	300

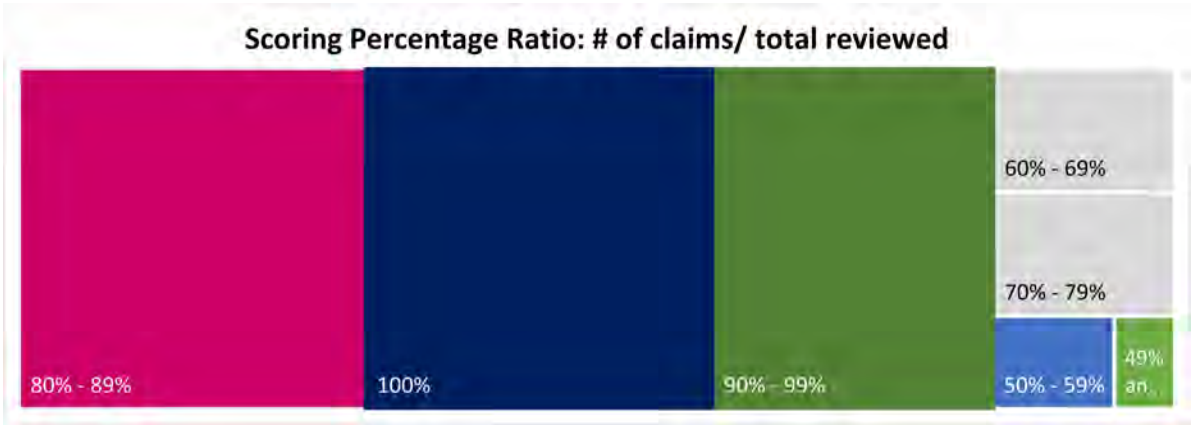
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Average percentage score = 88%

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

Percentage Score Range	# of Claims
49% and under	1
50%-59%	2
60%-69%	4
70%-79%	4
80%-89%	21
90-99%	17
100%	21



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AUDIT COMMENTS BY AREAS OF CONSIDERATION

HOUSEKEEPING:

Percentage Score: 92%
Number of claims eligible for consideration: 70

49 of 70 (70%) claims scored a 5 out of 5. According to the Office of Self-Insured Plans (OSIP) regulation 15400 a claim file needs to have the 5020, 5021, and subsequent relevant medical reports, all applicable WCAB orders and reports, DWC letters, etc. It also requires that files or portions of files maintained in electronic form shall be easily retrievable. Keenan & Associates keeps files generally well documented. The auditors worked on the premise that all files should be able to stand on its own for documentation purposes.

The auditors found that Keenan maintained coding in the system up to date and accurate with few exceptions. Claims with recognized need to reopen were opened timely.

Audit Findings:

1. Missing DWC-1s with no confirmed documentation that the employer sent out to the employee and no follow up mailing to employee in the absence of that response.
2. Missing a couple of 5020 forms.
3. Missing a few wage statements.
4. A couple of files did not have an application of adjudication found in file.
5. A couple of files had incorrect dates of injury and/ or multiple dates of injuries without clarification.
6. A couple of codes in claims tab did not match i.e., claim type = minor permanent disability and permanent disability percentage is entered as 29%.

We recommend documentation be sought to confirm that the employer has sent out the DWC-1 form and in the absence of it send a request to complete the DWC-1 directly to the employee.

PAYMENTS:

Percentage Score: 91%
Number of claims eligible for consideration: 65

44 of 65 (68%) claims scored a 5 of 5. As such the auditors found payments including benefits, expenses, vendor services, and miscellaneous invoices were paid timely and pursuant to bill review reductions with some exceptions. Up to 5 randomly chosen medical bills were reviewed and the auditors found medical bills

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were paid timely. E-bills are required to be paid within 15 days and non-ebill issued invoices are required to be paid no later than 60 days. Most bills regardless of whether received via ebill or regular billing were paid within 15 days if not generally less than 15 days. We did not discover any unidentified duplicate payments. We did find a few claims where overpayments were made for temporary disability benefits that could have been prevented with better communication and coordination with the Districts. As of 1/1/2020, regulation 8CCR 10555 requires all credits to be asserted via formal written petition. Examiners can no longer automatically take credit against permanent disability for temporary total disability overpayments. Only two files were found to have penalties required to be paid.

Audit findings:

1. Total overpayments found totaled $788.47. Overpayments for possible inaccurate rate calculations are not included in this number.
2. Total penalties paid $3106.
3. A couple of claims had late disability payment reimbursements for salary continuation.
4. One claim had disability stopped for 104 weeks paid. Only 98 weeks were paid out and additionally temporary disability likely due. Same claim advanced more than 85% of permanent disability advances despite having legal representation.
5. Confirmation of payments due for summer months were not clearly documented on one case and/or ongoing payments beyond summer months.
6. One claim had several bills incorrectly paid from it. It was identified on 2/16/2022. Could not locate reversal of one invoice.

We continue to recommend that the 104 weeks end date be indicated consistently in every plan of action of claims where temporary total disability is being paid.

DISABILITY MANAGEMENT:

Percentage Score: 80%

Number of claims eligible for consideration: 36

14 of 36 (38%) claims scored a 5 of 5. The disability management review encompassed return to work coordination efforts; timely assessments and pursuit for accuracy on permanent disability ratings and payments ensuring apportionment is applied when appropriate; and identifying how much and when temporary total disability should be paid, disputed, and coordinated with Ed Code.

Wage statement ticker calculations were evidenced in almost all files and were calculated with consideration for the outcome of what was most accurate for the

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employee based on the labor code i.e., 52 weeks and/or earnings capacity although the auditors noted a few files where clarification was needed to determine the accuracy of that rates. We did note some calculations used wage information on the 5020 as being the weighted evidence of a most accurate reflection of earnings despite the wage statements not supporting that information. We appreciated finding wage statements in the files with a few exceptions.

Audit findings:

1. Wage statements missing from file creating the need to use prima facie evidence of earnings from 5020. All files had at least 1 request for a wage statement and most files did have them. Nice effort to pursue.
2. 5020 wage information used for rate calculations and payments even if wage statement did not support information on the 5020.
3. Earnings anomalies found in wage statement not always clarified.
4. Verification of actual earnings and disability missing on a couple of cases.
5. Very good work in communication for return-to-work efforts found in many cases.

We recommend seeking more clarification on wage information both on wage statements where there is a contradiction on whether the employee has income for 10, 11, or 12 months as well as anomalies and differences between wages listed on the 5020 vs. wage statements.

MEDICAL MANAGEMENT:

Percentage Score: 91%
Number of claims eligible for consideration: 52

Several files reviewed were companion files where medical control was handled under the master files. A few files were future medical care where although the employee was eligible for medical treatment no treatment was sought during the period of review. Of the 52, 35 (67%) claims scored a 5 of 5. There is a good grasp of the medical facilities and appropriate doctors to use for each case and as a result there was not a lot of identified need to push doctors to report but for a few exceptions. Medical information appeared to be assessed timely and accurately with some exceptions. In conjunction with the nurse case managers, we identified many claims that had excellent communication on the medical.

Audit findings:

1. Appropriately issued no show closing notices sent timely to assist with case resolution/ mitigation.
2. A couple of late provision of cover letters and medical records relative to medical legal evaluations.

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3. One claim had two treaters for pain management for 3 months even with Nurse Case manager on file.
4. One covid case failed to request PCR test or noted care/ custody/ control of rapid test and/ or correction of treater on "lab" conducted statement in medical.
5. Two late RFA approvals.
6. One missed strike out period for Panel QME process.
7. One claim had a medical legal report that was not completed – either scanned incorrectly or never received. No request documented to obtain full report.
8. Two PIPS companion files were missing documents that should have been obtained by master files.
9. One case was missing a review of distribution of medical care between different injury dates.

No recommendations are specific to this area. Recommendations for addressing the findings that cannot be considered a trend can be found in the Oversight section of this report. We believe that the supervisor and manager had noted in their reviews for some of the findings above to be addressed. If responses were conducted, we believe some of the items above would have been prevented.

INVESTIGATIONS:

Percentage Score: 80%

Number of claims eligible for consideration: 31

16 of 31 (52%) claims scored a 5 of 5. In this area the auditors review for investigations including AOE/COE (compensability) issues to sequelae claims and any appropriate investigation needs. Subrogation investigation efforts are not considered in this portion of the review and is covered under subject header Subrogation. Review of investigation documents such as ISO reports, medical legal reports, investigations, and deposition reports are expected to be documented and addressed for the purposes of creating investigation plan of actions as well as determinations on case issues.

Audit findings:

1. A couple of medical release forms had limitations issued by the employee. Did not see effort to explain to employee the need for other medical records relative to the investigation and/or apportionment.
2. Investigation on contact tracing and follow up questions for templated questions for COVID19 cases needed to complete details on investigation.
3. One claim had excellent work on investigation process including social media check to rule in/out activities outside of work.

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4. One claim required additional review of findings on report which could have identified a new date of injury being caused by an older date of injury.
5. Compensability issue on one case involved the need to identify date of receipt of application of adjudication. Multiple individuals reviewed file and were unable to determine receipt of file. Labor code 5402 presumption of compensability may be available to applicant attorney requiring acceptance of case.
6. The auditors noted substantial improvement in completing employer sided investigations but for a couple of cases where additional witness statements were needed.
7. On one case the examiner wrote an excellent letter to physician to address causation at the initial visit.

We recommend ongoing efforts to secure consistency in obtaining detailed employer sided investigations and/or documentation of such so they are reflected in the file illustrating why decisions were made on the case. We also recommend that examiners consistently review in detail all received information to ensure evidence is assessed and applied appropriately on cases.

SUBROGATION:

Percentage Score: 95%
Number of claims eligible for consideration: 16

15 of 16 (94%) claims scored a 5 of 5. These auditors were very appreciative to see that subrogation was ruled in/out in detail on most every claim and that it was applicable. Credit was given even for claims with no real opportunity for subrogation if the rule in/out process was thoroughly thought out. Keenan excelled in this area with just a couple of claims where some additional attention could have been helpful.

Audit findings:

1. Templated rule out language found in a few Supervisor Review notes.
2. Examiners do not consistently rule out subrogation in plan of actions or diary review notes. Credit was given if the supervisor or manager did so in their notes or if the rule out language was found in the client review status reports.
3. One claim did need to be reviewed/ investigated to rule in/ out.

Since we did find issues/ delays with responding to Supervisor and Manager recommendations *we recommend that examiners be required to document their own rule in/out reasoning for subrogation detailed and customized to the claim.*

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LITIGATION MANAGEMENT:

Percentage Score: 89%
Number of claims eligible for consideration: 18

10 of 18 (56%) claims scored a 5 of 5. The focus of the review is to determine how Keenan manages the litigation process not the defense attorneys. We do not reduce points for the issues based on the defense attorneys. For example, if a defense attorney fails to respond timely to an inquiry by an examiner/ supervisor/ manager, the review determines how the examiner/ supervisor/ manager dealt with the lack of response. When we last audited Keenan in 2020, additional attention was required due to issues that included non-responsive attorneys. In wrap up, we were informed that changes were being made to the panel list of attorneys with the hopes of improving those concerns. We did see improvement in this area. We continued to note that the claims managers oversight on the legal was impactful to insure legal movement on cases. We hope this continues to be the oversight structure for litigated cases. We did not find any deferral of work to defense attorneys and did find the examiners were engaged in the process.

Audit findings:

1. Good efforts to obtain legal budgets and to obtain responses from attorney with only a couple of exceptions.
2. Compensable issue case had confusing communication with Defense attorney who was also on older date of injury case for the same injured worker.
3. Late or no response to settlement assessment issued by defense attorney.
4. Late referral to defense attorney.
5. Late service of medical file creating penalty and sanctions.

We believe that there was substantial improvement in the litigation management of files since the last audit. There were a few concerns as noted but these concerns were not recognized as trends. *We continue to recommend at least an annual review of the attorney panel list be made to identify issues of responsiveness and effectiveness of attorneys on panel.*

NOTICES:

Percentage Score: 86%
Number of claims eligible for consideration: 47

24 of 47 (51%) claims scored a 5 of 5. A review of all obligatory and industry practice notices for timeliness, appropriateness, and accuracy (not pursuant to PAR audit criteria) were reviewed. The auditors generally found that the notices were sent timely and accurately. We found consistent efforts in issuing the 9785 notices to doctors including all new doctors and we noted that all but one claim had the statutory notices sent timely. Several files were clearly managed very well in this area with a few exceptions.

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Audit Findings:

1. Several minor errors on the accuracy of the information sent in the obligatory notices which included wrong dates, wrong rates, and/or incorrect amounts paid. This can cause confusion to injured workers.
2. Some late or missing notices mostly associated with initial benefits corresponding with salary continuation eligible injured workers.
3. Excellent timing with most permanent disability notices being sent at 3-month intervals.

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

CASE OVERSIGHT:

Percentage Score: 84%
Number of claims eligible for consideration: 70

29 of 70 (41%) of claims scored 5 of 5. This area reviews not just the oversight by the managers and supervisors, but also by the examiner work done by claims assistants and nurse case managers. It considers their frequency and development of a plan of action; whether they followed that plan of action; and communication effectiveness with supervisors and managers. We found that the overall oversight of the manager, Patrice Grant and Supervisor, Sabrina Harris were mostly timely and had excellent detailed reviews with appropriate requests for activities on claim files. We did not find in this audit the same responsiveness to these recommendations as we had in 2019. We did see good communication between examiner and Claims Assistants on many files with some exceptions.

Audit findings:

1. Lack of documented response on Supervisor and/or Manager recommendations for issues such as: concerns on wage statement calculations, medical reviews, etc.
2. Gaps in plan of actions.
3. Couple of claims had late initial examiner review and a couple had late examiner transfer reviews.
4. A few late diaries.

We continue to recommend that communication continue to be improved and a process be created to ensure that recommendations made by the manager and supervisor which are not addressed timely be addressed sooner versus later.

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RESOLUTION/ CLOSURE:

Percentage Score: 88%
Number of claims eligible for consideration: 45

27 of 45 (60%) claims scored 5 of 5. We found several great work ups on settlements and quick turn around on closures and believe Keenan was effective in resolving and closing cases. In most cases an immediate assessment and identification of the opportunity to close or settle a case was made with initial offers going out very quickly. Several claims were closed during the period of review – specifically, the claims targeted for review were based on the loss data received valued as of January 31, 2022. At that time 13 of the 70 claims target for review were closed. As of April 15, 2022 a total of 19 of the 70 claims were closed. Some of the closures were just a result of timing and some could have been closed prior to the audit period.

Audit findings:

1. One case was closed without disposition of Application of Adjudication.
2. A few claims showed late review of evidence/ medical legal reports which could lead to settlement opportunity.
3. Late requests for contributions delayed closure on a couple of files.

The score is reflective of a few files where the gap in time for review of documents was substantial enough to reduce the score to the 1 or 2.5 value. A total of 5 claims were scored in the 1-2.5 range based on that factor.

Like our findings for the Investigations section of this report *we recommend a detailed review of all evidence received in the files to review for opportunities to pursue settlement and/or case closure.*

RESERVES:

Percentage Score: 91%
Number of claims eligible for consideration: 66

40 of 66 (61%) claims scored 5 of 5. From the loss data received by Keenan and valued as of 1/31/2022, the total value of the claims reviewed was at $6,998,153.23. By the time of our review, those same claims had a total value of $6,415,582.27. We recommend additional reserve assessments for a net increase of another $347,694.89 of the claims reviewed for a total loss value of $6,763,277.16 or a 5.4% increase. We did find some noted negative reserves, but all had been identified by the supervisor. The supervisor was noted to request completion of the 3-year OSIP review for future medical files even if the injured worker was made permanent and stationary in less than a three-year timeframe. We were able to confirm in our wrap up discussion that the supervisor uses that verbiage to ensure the examiners are

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doing the OSIP required review of reserves which includes a 3-year average usage assessment. The administrator can also use less than a three-year period to extrapolate reserve estimates and/or can estimate likely usage based on future medical care recommendations when three years is not available. We did not find any corresponding concerns regarding these requests and are concluding the examiners are aware of the intent.

Audit findings:

1. Negative reserves noted on a few files.
2. Late reserve changes being 30 days or more after receipt of data that necessitated an increase/ decrease.
3. Some reserves needed to be strengthened to reflect current exposure of case.

We did not get the sense that reserves that were low was a result of lack of ability to assess the exposure but rather an issue of timely getting the reserves in the system. *We recommend that review of reserves be made in conjunction with plan of actions.*

Claim Audit #	Noted Recommended Increase
1	$ (150.11)
4	$ 27,500.00
10	$ 40,000.00
12	$ 4,000.00
15	$ 25,000.00
17	$ 40,000.00
18	$ 700.00
20	$ 5,000.00
21	$ 16,000.00
23	$ (20,000.00)
29	$ 140,000.00
31	$ 50,000.00
32	$ (30,000.00)
57	$ 49,645.00

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SUMMARY OF RECOMMENDATIONS:

1. Confirm that the employer has sent out the DWC-1 form and in the absence of it send a request to complete the DWC-1 directly to the employee.
2. Indicate 104 weeks end date or "number of weeks left" in every plan of action of claims where temporary total disability is being paid.
3. Obtain clarification on wage information both on wage statements where there is a contradiction on whether the employee has income for 10, 11, or 12 months as well as anomalies and differences between information listed on the 5020 vs. wage statements.
4. Seek consistency in obtaining detailed employer sided investigations and/or documentation of such so they are reflected in the file illustrating why decisions were made on the case.
5. Seek consistency in reviewing in detail all received information to ensure evidence is assessed and applied appropriately on cases.
6. Include examiner documentation on their own rule in/out reasoning for subrogation and ensure it is detailed and customized to the claim.
7. Conduct an annual review of the attorney panel list be made to identify issues of responsiveness and effectiveness of attorneys on panel.
8. Proof notices prior to sending to injured workers to minimize/avoid errors that can cause confusion. Ongoing training on notices due dates should continue.
9. Continue to improve communication and execute process creating checks and balance for recommendations made by the manager and supervisor which are not addressed timely and should be addressed sooner versus later.
10. Review in detail all evidence received in the files to review for opportunities to pursue settlement and/or case closure.
11. Review reserves in conjunction with plan of actions.

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ADDITIONAL COMMENTS

These auditors had the opportunity to review claims administered by Keenan in 2020. Some of the recommendations we made at that time have been repeated as recommendations resulting from this audit. However, many have been nuanced to allow for some additional tweaking in Keenan's efforts or repeated just to reiterate an ongoing need. However, it is noted that many of the recommendations we made in 2020 appeared to have been addressed at least in part including:

1. Not to use an arbitrary 6 months for permanent disability delay notices. In this audit we found most were using 3 months or if later there was a clear reasoning.
2. More coordination with the District Ed Code. In this audit we did not find that as an issue at all. The couple of overpayments that were found were not due to a lack of that communication but rather a missed email. We noted the templated email sent to the districts to assist with this coordination.
3. Strengthen the employer sided investigation. We did see improvement, but the recommendation is now nuanced to ensure consistency in this area.
4. Conduct an annual review of the attorney panel. We don't have information that indicates this is completed and we did find an improvement with the changes indicated by Keenan made after the last audit. We continue to recommend it to ensure the attorneys meet the standard of care.
5. The one area where we would like to stress an ongoing need for attention is the Manager/ Supervisor recommendations follow-through. We again stress in this audit that we found the Manager and Supervisor review as detailed, thorough and if their recommendations were promptly responded to --- the impact would be positive. Although in 2020 we did find improvement from the previous years in this interaction, we found that in this audit there was still many missed opportunities for the execution of this that could have assisted with case mitigation.

Disclaimer: This audit and its findings are reflective of the 70 claims reviewed based on the experience of the auditors and the data as made available by Keenan & Associates. It was conducted as a general comprehensive review of the claims which are subject to rules and regulations. The audit does not include the same criteria or detail as state audits and should not be considered a pre-audit for any state conducted audits.

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APPENDIX A

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DASHBOARD OF LIST OF AUDIT CLAIMS REVIEWED:

SAMPLING BREAKDOWN				
EXAMINER/TYPE OF CLAIM	Closed	Open	Re-Open	Grand Total
Cinde Hagelberg	3	11	1	15
INDEMNITY	3	10	1	14
INDEMNITY - FM		1		1
Heather Doyle	1	3	1	5
MEDICAL ONLY	1	3	1	5
Jhandel Cabrera	2	2		4
MEDICAL ONLY	2	2		4
Kirsten Fisher	3	12	1	16
INDEMNITY	1	11	1	13
INDEMNITY - FM	2	1		3
Nina Drake	2	9	3	14
INDEMNITY	2	9	1	12
INDEMNITY - FM			2	2
Omolara DaSilva	2	12	2	16
INDEMNITY	1	10	2	13
INDEMNITY - FM	1	1		2
MEDICAL ONLY		1		1
Grand Total	13	49	8	70

TYPE OF CLAIMS	
FUTURE MEDICAL - 8	
Closed	3
Open	3
Re-Open	2
MEDICAL ONLY - 10	
Closed	3
Open	6
Re-Open	1
INDEMNITY - 52	
Closed	7
Open	40
Re-Open	5
Grand Total	70

ADDITIONAL SAMPLING INFORMATION		
LITIGATED	31	44%
CUMULATIVE TRAUMA	4	6%
DENIED	7	10%
CLAIMS PAID OVER SIR	10	14%

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FISCAL YEAR (BY INJURY DATE)	# OF CLAIMS
1986	1
1997	1
2009	2
2010	1
2011	2
2012	2
2013	2
2014	2
2015	5
2016	1
2017	6
2018	6
2019	7
2020	14
2021	18
Grand Total	70

PERCENTAGE GROUPED YEARS	%
2015-2021	81%
PRE-2015	19%

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APPENDIX B

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Individual claims comments on Housekeeping:

Claim Audit Number	Housekeeping Comments
1	Missing wage statement and DWC1 - noting examiner did ask for DWC1 2x and wage statement 1x.
3	Could not find any actual medical bills on file. Could only find one request to employer for DWC1. No request made to employee despite no response from employer.
4	DWC form does not have item 14 completed. Could not locate wage statement or proof of earnings in file. Noted emails with links but could not find actual proof of earnings.
5	Date of injury is showing 1/10/2022. According to information provided by employee last day worked was 1/12/2022. No notice to employee to advise.
6	DWC1 not in file. Noted as requested from employer, however no documentation as to whether employer did provide or not. Need to rule that out.
7	Line 14 of DWC1 not completed although signed.
8	Employee appears to have completed a 5020 form - unable to read scanned version.
12	Examiner made great effort to address date of injury. Unfortunately, could not locate completed amended DWC1 with Employer section completed.
13	Could not locate DWC1 or efforts to obtain DWC1.
14	No DWC1 - 1 effort to seek from employer. No effort to pursue from employee. However, could not find response from District advising whether it was sent to employee. Wage statement requested. No lost time case. No response to request for wage statement.
15	5020 and wage statement was requested but not received. Could only find 1 request. Could not locate request for 5020.
16	System shows monthly pay rate is $10,976 however, gross monthly on wage statement does not match. That amount matches the annual retirement contribution. Could not find actual application - only letter advising of what and how claim was being filed and WCAB notice of application. No 5020 found in file.
18	Employer date of knowledge in system says 6/21/2021. Supervisor review on 8/18/2021 says employer date of knowledge 7/12/2021. DWC1 shows DWC1 was provided to injured worker 6/1/2021.
21	Documents on file consist of only the notice of application, QME report and 1 legal correspondence. No other documents available. The actual application is not in file. Evidence of CT injury not in file despite noted acceptance letter in correspondence.
24	This is a companion to CT claim with 86% of contribution from this case. Documents in file are not complete. Even as a companion file --- file should contain documents to support events of case as well as payments on reserves. Application/ DWC1 not found in file. 5020 not found in file. Wage statement not found in file.

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25	Notice of application was noted to have been received by Keenan (not actual application just WCAB notice) back in April 2019. Case not set up until 6/2/2020
28	NCCI code on claim tab says minor perm but entry for PD % says 29%.
29	Excess reporting appears due as reserves should be placed to cover current exposure. System currently shows case as NCCI Code TEMP Injury TEMP/ Total / Temp Partial -- vs. Minor PD
34	Initial report to pips made 6/20/2021 based on pro-rate reserves for companion file --- reserves did not reflect pro-rata until 5/2021 - case set up 12/30/2020. Case set up late. Evidence of possible CT available in DFR and in subsequent medicals.
40	Employee's statement obtained from Regency and the DWC-1 has DOI listed as 8/20/2021. Supervisor has mentioned this to be reviewed and updated in reviews. Need to change the DOI of injury in system and on the DWC notices
41	Keenan first notice on 10/6/2021 but reserves not entered into system until 10/26/2021. 5020/5021 in file. Not able to find DWC-1 and no request notice sent.
42	12/28/2021-DWC-1 received from Applicant's counsel. I do not see where it was sent to District. No wage statement in file.
55	Not sure why this claim is Open. QME report received on 9/9/2021 for the master file 553001 finds CT period through 9/28/2020. Defense counsel recommended setting up a DOI CT-9/28/2020, but issued a denial, based on Dr. Mahawar's report is not substantial evidence of a cumulative trauma injury, further clarification is needed to determine causation.

Individual claims comments on Payments:

Claim Audit Number	Payments Comments
1	Several bills paid under this claim for services conducted after discharge date of 1/12. Per notes this belongs to another claim. Most payments were reversed. However, could not locate reversal for service date 2/16/2022 charges of $150.11.
3	Unable to confirm payments. $317.43 found for disability payments as examiner used 10-month calculation vs. 12 months despite wage statement showing payroll issued 12 months and no documentation to explain reasoning to continue to use 10 months.
4	Could not find actual earnings from 2nd job only emails. Also noting that employee advised that this job was for summer months. Could not determine if there were noted earnings beyond summer months or proof of earnings capacity past summer months. Payments for 2nd job continued from 7/20/2021-12/29/2021. Possible overpayment on direct and salary continuation from earnings from district. Wage

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	statement shows earnings in July which was included in wage statement ticker calculation and was included in the 43.3 weeks.
8	IF TD/SC is due - required to be issued no later than 3/22/2022. Although noting uncertain if it is due.
9	Overpayment of $176.66 due to missed email from employer which was timely and should have avoided an overpayment and need for school to issue reimbursement.
11	Overpayment issued for 2/23-3/10/2021. Notice of release to regular hours 2/23/2021 received on 2/23/2021. However, request for confirmation of RTW made 3/11/2021 although check issued on 3/10/2021. Inquiry should have been prior to check issuance as report received prior to 3/10/2021. One day off. Was TD/SC and obtained reimbursement from District. Wage loss shows calculation as $820.85 AWW - $656.70 Weakly Earnings = $164.15 x 2/3 = $109.43. Minimum $194.91 = still applicable for disability rate.
14	Date of injury missing from 9/28/21 service date billing. Appears related but report attached does not provide DOI either. Does reference claim number on notes?
15	Payments made timely. Unable to confirm if disability was paid at correct rate.
17	Could not locate denial or payment of PQME billing received 1/18/2022. Date of injury on billing from QME is for 2/11/2021. could not find injury with that date in IVOS system. Also note that injury code M25.562 is for left knee and not right and indicated on QME invoice. Payments made direct to employee for TTD due to summer months through to 7/20/20 --- Wage statement shows no earnings in July in 2019 and reduced earnings in June. See no proof of required TTD. Noted difficulty in ascertaining from District return to modified duty with several efforts made and delay sent as a result. However, could not find evidence of wage earnings for July. Overpayment made on TTD of $27.84. Efforts to reach out to District were made but response was not located.
18	No contributions were requested from master file. Examiner advised case was denied and nothing paid. Reviewed master file payment page noting payments for physician visits during delay period and investigation costs. Master case remains open.
20	Noted by examiner that 104 weeks was paid to employee prior to switch to PDA. Payment dates shown as 8/24/2018-9/18/2019 (55w5d or 390 days),2/18/2021-12/11/2021 (45w3d or 296 days) total paid 98 weeks. Case is litigated estimated PD value is $27695. 85% = $23,540.75. PD advanced to date = $24,235.71.
21	Employee was deemed permanent and stationary. Does not appear from other case that she returned to work. Master file shows a shift to

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	permanent disability advances, but PD is indicated as separately identified for this case. Is PDA due as a separate claim?
23	Good work with going over medical mileage payments.
25	Payment for TTD and or advances not made. TD delay not sent until 4/2022. AOE/COE determined by AME per SR review 10/2021. No review of payments from 2004 case to determine what should be on this case.
29	Deferrals were indicated for contribution. Last contribution received 8/19/2021. No further contribution requests.
32	Mileage request 4/15-6/10/2021 - $17 overpayment not identified by examiner. Caught by supervisor but after payment was already made. Contribution overage. Caught by supervisor. Determined to place on hold due to settlement effort.
34	Could not locate explanation of paper transaction -$2024.95 and -$576.89.
41	SC not issued timely. TTD as of 10/5/2021. Check issued on 10/27/2021 for pay period 10/5/2021 through 10/27/2021.
42	$467.78 paid to Republic document Service but I do not see the medical records.
43	Kaiser bill for 13.00 for DOS 8/30/2021 paid on 4/1/2022. Should have not been sent to bill review as services fees were $16.85-more than amount billed. No real cost savings here.
44	$2K paid for penalties and sanction
53	Great work up by manager with AWW/TD and Petition for Recon
56	QME report received on 8/5/2020. PD payments not issued until 9/2/2020. Penalty of $1160 paid.
61	no dates for TD OP
62	Full PD check issued on 7/17/2020 for $11,092.50. Voided on 4/13/2021-Stale dated. Re-issued on 4/13/2021 and voided again on 11/30/2021. Employee still entitled to PD???
70	Only life pension through 12/6/2021

Individual claims comments on Disability Management:

Claim Audit Number	Disability Management Comments
1	Examiner attempted to get wage statement 1x. Noted opportunity to request with 1st three-point contact where employer advised the employee is an 11-month employee. Disability appears to have been calculated based on 12-month. Difference is minimal. Would have liked to have seen one more effort to obtain wage statement.

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3	Wage statement received 2/8/2022 not calculated until 3/11/2022. Noted wage statement shows 12 months of payments albeit July and August showing significantly lower payments but also noting June payment significantly higher - cannot find notes or documentation clarifying payroll anomalies. Should 12 months be used or 10 months when there is payroll noted for all 12 months. Supervisor noted disagreement with ticker with no response. Overpayment is likely in the absence of proper documentation on why using only 10 months.
4	Very good return to work effort and coordination of Ed Code with employer. Wage Statement Ticker shows total Gross pay includes July 2021 (date of injury was 7/13/2021) divided by 43.3 despite 10 months showing from 9/1-6/30. Incorrect rate calculation. Employer advised that the employee does have summer months earnings. No rate change indicated.
7	Although no loss time, wage ticker calculation shows removal of 10/29/2021 pay vs. 10/29/2020. DOI was 10/29/2021 with full pay to employee. Gross pay for 10/29/2020 = $5970.60 vs. 10/29/2021 Gross pay = $6308.80 - creating incorrect Disability rate.
8	Claim accepted 3/9/2022. Correspondence regarding COVID supplement pay not sent until 3/24/2022. Had TD/SC been due 14 days would have been 3/22/2022. Also noting that EE had a positive PCR test but could not locate actual indication of quarantine - noting per EE quarantine was 1/3-1/12 which was CDC 10 days guideline. Is TTD due? Or does this only qualify for sick pay? As no medical indication of actual symptoms.
9	Large disparity between wage statement earnings (19.5k) and 5020 stated earnings (32k). No clarification sought from employer. Wage statement would be stronger evidence of salary. Examiner chose to use 5020 without questioning employer. Would recommend securing clarification from employer should IDL end and payments go direct to employee. Good communication with District on modified work - despite the unfortunate missed email showing RTW 2/28/2022 which caused an overpayment. Other than that, the efforts to secure modified work were timely and well communicated which allowed the timely dispute of disability in March 2022 when the District could have provided modified work.
10	Wage statement ticker provides appropriate calculations. Noted calculation shows 12 months of payments with July being significantly lower than other months. Not noted whether summer month would be paid or stopped. No points removed just noting this will require a review as District also states they only pay the employee 11 months on wage statement.

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11	Rate for Lost Wages indicated as $109.43 --- does not indicate interval of payments. 2nd paragraph of WL/ SC payment still looks like template without being filled out.
12	Noting: Wage statement requested 2x and never received. No points reduced. Employee has not actually lost time so no payments due. Recommend efforts to provide wages statements on all indemnity cases.
13	Noted medical release sent again 3/10/2022. Nice to pursue given diagnosis!
15	Could not locate documentation for calculating temporary disability rate. Per system $1600 was used. Per application of adjudication employee pay rate was $34.12/hour - EDD shows EDD rate is $687.00. Not sure where rate is coming from. Based on information on file may be overpayment, but unknown. 5020 not in file, wage statement not in file. No verification or prima facie evidence of pay rate. Could not locate wage statement ticker.
16	Wage Statement Ticker uses figure $10,976.06 which exactly matches the retirement contribution. Ticker refers to 5020; cannot locate. Disability rate calculation should be based on annual wages which does not show a monthly rate of $10,976.06. Summer month income has no documented explanation. Based on wage statement EE is a max earner. Calculations do not impact TTD, may impact partial rate.
17	Examiner made several efforts to confirm modified work. In the absence of response issued TTD payments. Determination to pay TTD not supported by information on case i.e., wage statement shows no income in July.
20	Nice work getting explanation of wage information. Evaluation of 104 weeks appears based on weeks paid on payment tab.
25	Wage statement requested 1x. Could not see any other effort to obtain wage statement or determine need for payment of TTD or PDA. EE did retire and it is possible there is a dispute for disability owed. However, if not working and PD is indicated albeit being disputed as to amount PDA appears due for undisputed amounts or estimated amounts vs. delay of full amount. Voucher notice not provided.
29	CT worksheet shows this case is Master for PIPs 13 7/1/2015-8/8/2015. No indication of where permanent disability advances (if due i.e., is EE working) will be paid from. No letter of PD advisement if being held due to ongoing employment. Could not locate update on employment status.
36	No rate change notice issued when wage statement calculated. Retro difference for pay period 10/7/2021 through 11/3/2021 in the amount of $702.74 due.

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38	Supervisor directed employee twice to confirm AWW and TD benefits. SC payment and DWC notice not issued until 3/14/2022. Should have been issued in November of 2021. 5020 documents annual salary at $99066. Wage statement received 0n 11/9/2021 has gross earnings at $72,120.51.
41	Examiner initial contact with district on 10/6/2021-modified work not available. SC notice not issued until 10/27/2021
42	No follow up by examiner to verify the employee's work status as Temporary Disability was checked on the application by applicant's counsel. Was there any lost time from the accident? When did employee return to work? Modified or Full work? No wage statement in file.
57	There is a mention in diary review 11/4/2021 that EE retired but no date provided. Need to confirm with District.
58	TTD paid for 104 weeks. Reviewed notes from 5/8/2020-forward. Only one contact made to district on 10/5/2020 to verify work status. District advised employee no longer employed since 5/30/2019. TTD/Med status notes state "EE is a sub and will need a full duty release". No 30-day contact made with employee while collecting TTD from 5/8/2020 up until notice of rep received on 11/2/2020.
59	Claim re-opened 5/25/2020. No employer contact until 11/5/2021. Employee's last day worked on 6/14/2019 and resigned.
63	PD rating 10% or $8772.50. Only $7456.63 has been paid to the employee. Penalty will be due if Employee should litigate
66	No direct employer contact to verify EE work duties and employment status. Also, Dr. Abeles placed employee off work from 10/14/2021 through 10/28/2021. No contact with District

Individual comments on Medical Management:

Claim Audit Number	Medical Management Comments
3	Nice quick turnaround to send employee no show closing notice.
4	Cover letter, forms, and medical records sent to QME on 3/25/2022 for a 4/5/2022. Patrice requested this be done in 2/2022 and medical package created by CA for examiner in February. Examiner received cover from applicant attorney on 3/22/2022. Two pain management doctors treated employee despite notice of change of physician in 11/8/2021. Examiner/ Nurse did not address until 2/18/2022. Carpal Tunnel diagnosis discussed but not addressed other than to advise not a recognized body part. Elbow was included although not pled on the application and/or 2nd DWC1 form.

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5	Doctor advises that testing was third party or lab conducted. This appears to be inaccurate. Would have liked to have seen PCR completed in accordance with LC 3212.88 which indicates PCR or a test that has the same or higher sensitivity. Unknown if ruled in that Rapid test meets this standard. Also, no indication of care, custody and control of rapid test taken at home.
6	Noting Company Nurse report shows body part Lower Back Area (Trunk) - not sure if they don't have mid back/ thoracic spine however, complaint is clearly for mid/ thoracic spine. No points reduced. Just noting.
7	Psyche RFA received 11/9/2021 - date approved shows 11/30/2021.
8	No medical. No request to have EE conduct telehealth appointment. Etc. Could not locate noted UCSF? Predecine --- PCR test location appears to be in Hayward - is it associated with UCSF as indicated in client status report?
9	Appeared doctors had evolved ICD10 codes/ body parts diagnosis. Complaint was initially shoulder - doctor's suspected trapezius and neck but specialist was able to secure diagnosis. Noting the treater did inquire as to previous injury and the only admitted one was from a year ago per employee at work but resolved after 3-4 months. ISO research shows employee had a 2014 injury which did involve the neck and wrist (which were the two body parts mentioned in earlier doctor visits). No effort was made to further secure a medical release to determine if shoulder was ever involved and/ or to ensure for future medical evaluations that those records be evaluated should the neck and wrist be readdressed.
10	Late approval of PT RFA from 1/14/2022 visit initially received 1/18/22 again on 1/26/22 not approved until 1/28/22. Could not find medical release pursuit given diagnosis of severe osteoarthritis.
12	QME was very non-committal with diagnosis but QME was appropriate route for AOE/COE inquiry. Did not see anything regarding period of CT being asked of PQME. There is a narrative describing the concerns of short-term employment but no actual inquiry for the PQME to address it. Options including nurse case manager to address ongoing issues including ergo efforts etc. were not considered.
13	Would like to have seen inquiry to treater now that the injury is nearing 1 year post DOI on anticipated permanent and stationary. PR4 sent 5/10/2021. No new inquiry.
14	No effort to obtain administrative discharge due to lack of treatment.
15	Missed time frame for strike out on PQME.
16	No real treatment since 7/2021. PQME is pending 3/2022. Does care belong on this case? Prior to PQME saw no push to move case to P&S

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	with new treater. PR4 sent to new treater as automatic template along with 9785.
17	QME received 1/18/2022 --- report does not appear to be complete particularly regarding permanent disability. Supervisor also notes this on 1/24/2022 notepad. No effort to obtain complete report.
19	RFA for psyche referral received 6/30/2021 - approved 7/9/2021.
21	No medicals found on file except for QME. No copies from PIPS program file.
23	Did not see document sent to injured worker prior to appointment. Cover letter email to QME 4/26/2021 for a 4/26/2021 appointment. Records not sent to QME until 4/19/2021 (prior to appointment) but no verification of receipt. Created need for supplemental report. Additional cost to claim. Good discussions with employee to assist with QME even if employee ultimately competed form incorrectly.
25	Claim accepted but continued everything on older case. After receipt of AME - review of what belonged on this case vs. other case should have occurred. Did see 9785 for treater. Request for updated medical not until 3/15/2022. Treatment authorization notice issued 4/27/2021.
27	Timely supplemental request of QME.
30	Efforts to produce diagnostics for QME were made, when likely unavailable attempted to get QME to address N&F. Appropriately using UR for current medications.
32	Late RFA 7/7/2020 for MRI - And on 8/12/2020 - did not see this go through UR - late so required to conduct. MRI was for Thoracic spine examiner notes this is to be used for assisting with treatment to the neck only. Good effort to keep employee in line with stipulation for neck only and pushing doctor to do the same.
40	No documentation by examiner in writing to Kaiser to verify work related or non-industrial.
41	Notes state EE declared MMI on 12/15/2021. No report or bill in file to support MMI status. Nurse's note of 12/9/2021 states employee "no showed" on 12/3/2021 appointment. No call to Concentra to confirm MMI status.
61	MMI 10/6/2021 and settlement based on this report.
62	EE declared MMI 7/19/2017. Medical report is now stale
69	Monthly medication treatment which is all going through UR. Pain management reports with labs tests in file to support re-fills.

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Individual claims comments on Investigations:

Claim Audit Number	Investigation Management Comments
1	Medical Release signed by employee noted as not having had a previous injury to the same body part. ISO showed previous injury due to a fall. Although specific body part not noted on ISO, would have liked to have seen a quick notation of review of other claims which was with Keenan to ensure the body part injured on this injury was not mentioned on previous claim.
4	Noted ISO shows 2018 injury and Nurse discovered on contact per employee admission of injury a few years ago. Uncertain as to body parts injured but examiner reviewed ISO and noted injury for 1997 and 2010. No further pursuit of information. Unknown if medical release was sent or returned. Diagnosis should prompt pursuit of past records. Additional exploration of concurrent employment for any contribution/ apportionment rule in/ out would be appropriate.
5	Employee likely met evidentiary burden of proof of injury due to exposure at school However, noting 3212.88 - this turned out not to be a presumptive case. The labor code addresses outbreaks based on employees or closures. It was not documented whether the closure was due to a school superintendent closure - also noting that the employee indicated 3 positive tests in class, but district indicated only 2. Employee was detailed, however, on timeline and outside exposures and it appears it was confirmed that the student who she did help was positive.
8	Would have liked to have seen more detailed questions to fill in timeline for excel sheet including: the employee is married. No questions regarding where the husband works and/ or exposure from husband's activities. Kids tested positive on 1/1 and another on 1/2. According to CDC individuals are considered contagious 2 days prior to a positive test and/or symptoms placing contagious data 12/30 for the kid that test positive on 1/1 - Employee started having symptoms on 12/30? Did the employee bring this to the students or vice versa? No indication that the student showed signs/ symptoms prior to indication of testing positive on 1/1. However, employee would have been contagious on 12/28 with noted symptoms on 12/30.
11	Nice work on investigation with statement etc. Social media check to assist with rule in/out activities outside of work would have been appropriate.
12	Noted examiner inquired with employee about previous employment. No effort to obtain job application to verify. No consideration made to discuss duties prior to short term employment at District. Treater did

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	indicate that the few weeks could cause the injury. But the doctor only had that information and minimal to nothing on any possible ongoing exposure. Also, could not find any discussion with the employee regarding the need to obtain release that provides access to medical prior to 10/7/2020 as per employee's limitation on the release. Employee mentioned numbness in legs to PTP who did in fact address the possibility of AOE/COE. Examiner notes EE did not claim; however, verbal notice was provided to examiner via the doctor's report. Do not see that examiner ruled out an amendment to the DWC1 to add the foot. Nor was the foot addressed or at least ruled out as being accepted in the acceptance notice.
16	Causation as described by 4/19/2021 (QME report copied from other claim of claimants with DOI in 2018) notes that the "current cervical spine and left shoulder conditions" was caused by the 3/5/2018 and that the 3/5/2018 aggravated the right shoulder. Do not see this being addressed on this case. Should the CT be denied based on this medical report? Should care be transferred to the 2018 claim. Another evaluation was set for 3/10/2022.
21	This is a CT filed after the employee retired. Retirement is found in claims tab as 2/28/2020 (there is no other verification available). Unable to determine when application filed and for what. Notepad mentions QME which provides medical evidence of CT. But no review on AOE/COE completed other than some notice of 29 years of employment. Assuming that is the reasoning for accepting? Notepad 5/12/2020 indicates instruction to CA to send delay notice with decision date 6/11/2012. No indication what this is about or why. Initial review 6/8/2020 indicates a decision date of 9/8/2020 -- 90 days from 6/11/2020.
25	Confusing information regarding receipt of Application of Adjudication. Per EAMS this claim was filed by Applicant Attorney on 6/27/2018. Per DA ICA this was received by Keenan on 4/10/2019. Notice of new application had been received 2/2020. No investigation conducted or documented as conducted on this file. Employee did retire prior to filing, but see no effort to push via inquiry to treater and/or surgeon as to a CT. Case may be considered presumed compensable as denial not sent until 6/4/2020. Also, no verification of employment during period of CT with employer - not discussed in case until 4/26/2021 strategy call. Per CT Worksheet EE retired 9/3/2018. Why was CT through till 1/15/2018? Was there time off etc.
28	EE retired 5/2020. AA pursued N&F 9/2020. Case stipulated 7/12/2019. deposition not sought until after PQME took place with high permanent disability. No employer sided investigation to

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	determine if neck was mentioned during employment. Review of medical for neck involvement not documented.
36	ISO on 3/14/2022 shows MVA on 2/5/2022. No follow up noted by examiner.
40	File needs to be worked up further to support claim denial. Employee is alleging DOI 8/20/2021. No statements obtained from the following witnesses based on the report from Regency: Speech therapist that was walking with the employee when the alleged incident occurred, also statements from teachers and Band Teacher to confirm incident. Employee's DWC-1 states the student's drum broke from the impact on employee's back-Is this correct?
42	First notice by application on 12/21/2021. Initial contact to District on 12/28/2021 and again on 12/29/2021 to obtain information regarding the incident of 10/5/2021. No response from District. 1/25/2022-Examiner reviewed the ISO check which documented where the injury occurred. Examiner was to request additional information from insured. I do not know if requested on 1/25/2022? No further follow by examiner to district until 2/3/2022, when advised that the employee was driving into work from home.
50	Good work by examiner writing physician to address causation.
57	PQME (chiro) report 6/8/2021-EE not MMI and unable to work. Bilateral CTS mentioned. 11/2/2021-Examiner POA includes request authorization to refer to defense for deposition of EE to address bilateral CTS. Not yet addressed
66	Employee last sought medical treatment on 10/3/2014. Employee called on 9/22/2020 to resume treatment. No communication with District.

Individual claims comments for Subrogation:

Claim Audit Number	Subrogation Management Comments
4	Good rule out language.
5	Although not scored. Noting --- subrogation rule out language not detailed, thorough or relative to case.
15	Good rule out language.
42	Needs to be investigated to rule out

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Individual claims comments for Litigation Management:

Claim Audit Number	Litigation Management Comments
20	Good effort to elicit response from DA and to get budget.
23	AA has indicated he plans to dispute. Not scored as it is possible the examiner could come up with a settlement assessment to offer, but if AA does not accept offer - will likely need to assign legal for possible QME deposition.
25	Communication with DA confusing. DA was on older 2004 case. There was a change in DA. Did not see timely evaluation from that DA. Settlement assessment sent to examiner on 4/2021 by DA but do not see effort to request authority to pursue.
28	Late referral to attorney. Objection of PQME on stipulated case; no N&F petition; no negotiations on AME - all done prior to 9/2020. Defense counsel not assigned till 12/16/2020 after very high permanent disability report issued. Neck was added with amended application 10/22/2020.
30	Good follow up with DA to get QME requested items completed. Initial request 7/22/2020, follow up 8/27/2020 DA responded 8/27/2022. Delay in response for MSA between 12/2021-2/2022.
31	There is communication but fully developed POA strategy to resolve case is needed.
32	Good communication with defense attorney.
44	Examiner provided settlement recommendations to Defense counsel on 7/29/2021 with referral. 8/18/2022-email exchange with examiner and defense counsel to serve medical file to A/A. Not done Penalty and Sanction filed. Keenan paid $2K. Initial file review from Defense counsel dated 9/9/2021 states will engage applicant's counsel in settlement discussion. Opportunity at trial on 11/29/2021 but I do not see settlement was discussed.
52	Defense counsel needs to get this claim resolved
58	5/24/2020-Initial Defense summary was to subpoena records and schedule EE's depo. EE was not represented. EE retained counsel on 11/2/2020-No employee depo scheduled.

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Individual claims comments for Notices Management:

Claim Audit Number	Notices Management Comments
3	Payment start letter sent 3/13/2022 was to reflect change in rate. Sent Late. No reference to revision or end date despite letter issued after employee was released to return to work. No Ending TD notice sent.
4	9785 notices sent to new doctors! Rate is not indicated on benefits change notice of 3/9/2022. Rate on notice date 1/12/2022 for temporary partial disability paid for lost wages from 2nd job has wrong weekly rate. 10/26/2021 TD/ SC payment start notice sent late. Start date 10/11/2021 should have been issued with check no later than 10/24/2021. Amount indicated as $1098.30 with weekly compensation rate noted as $680.51. Notes the 3 days wait period but more than 14 days already indicated i.e., 10/11-10/24 = 14 days 10/11-10/26 = 16 days.
5	Delay notice indicated 45 days which is good as a presumption was still undetermined. Case was accepted prior to the 2/27/22 decision date so no extension due as the case is not presumptive.
6	Closing notice sent 1/10/2022 for self d/c on 11/9 however, 11/9/2021 visit received 11/10/2021 showing ongoing care.
7	Great verbiage on denial for withdrawn claim.
8	No delay of TD/SC sent. Due on 3/22/2022
9	Believe a review on wages would show a change in rate which would create a need for a DWC notice regarding rate change notice.
11	Ending TPD/SC late as TPD end payment was not stopped timely. Sent 3/17 due 3/10. Case was accepted on 1/15/2021 prior to investigation report receipt 2/1/2021. Benefit rate change letter indicates rate is $109.43 but does not indicate interval i.e., "weekly" rate.
15	6/16/2021: Summer pay benefits letters sent together. One says the injured worker has 0$ earnings and the DWCNotice indicates that they will be receiving TTD directly payable at the rate of $1066.67 based on earnings of $1600/ week. 7/28/2021 letter stated, "Benefits were aid to you as temporary total disability, period(s) paid were from 6/10/2021-7/19/2021." PD start letter states PD will be paid until $2830 has been paid less applicant attorney fees. Seems to be a disagreement on how to apply apportionment between supervisor and examiner. Employee was paid directly at the same rate 6/10-7/18/2021.
16	Based on QME report indicating causation for neck and shoulder related to 2018 claim --- Denial notice should have been sent.
17	Last TTD check sent 8/5/2020 - DWC end notice not sent until 8/19/2020. PD delay notice also sent on 8/19/2020. 6-month delay

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	notice for PD sent on 1/19/2022 despite knowledge of pending receipt of PQME report. PD denial notice sent 2/3/2022 reference PQME report saying she is discharged. Report is not complete.
20	TD end notice issued 12/22/2021 advises of 104 weeks paid giving dates 8/24/2018-12/11/2021 which = 172 weeks.
21	Issue with delay vs. acceptance at the beginning of the case.
23	QME appointment notice letter to employee sent on 4/19/2021 showing date of exam 4/20/2021. Appointment was 4/26/2021 --- late notice to employee.
25	Denial sent but appears late. Initial documents not sent until 9/7/2020 for a case set up in 6/2020. TD delay notice indicates - "I need to obtain the following information to make a determination ". No information provided. PD delay and TD delay sent late. Receipt of report and acceptance of claim should have triggered these notices.
27	MMI report received 3/17/2020 - PD advice letter sent 4/6/2020. Delay of TD rate change sent but no denial or change.
36	No rate change notice issued when wage statement calculated. Retro difference for pay period 10/7/2021 through 11/3/2021 in the amount of $702.74 due. Need to send amended DWC notices.
38	Employee returned to work on 11/8/2021. Notices and voucher not issued until 3/14/2022.
40	Denial notice had listed two different examiners in the second to last paragraph of the denial notice which employee brought to examiners attention. No amended notice issued. Also, date of injury listed 9/2/2021 when DWC-1 and employee statement to Regency states 8/20/2021. No amended DWC notices.
41	First SC notice late by 10 days. 11/5/2021 note states employee declared MMI on 12/15/2021 (no medical evidence to support MMI status). PD denial notice issued on 1/5/2022.
47	9785 letter to change of treater issued timely!
57	QME did not find EE MMI and unable to work. No objection letter to QME noted in file.
59	Ortho QME 10/9/2021. Report received on 11/12/2021. PD advice letter issued on 3/17/2022.
61	8/4/2021 SC/TD END (Correspondence section) notice does not provide RTW date/MMI date and 104 cap language. OP of $1172.57 but no pay period provided.
62	7/17/2020-Two notices issued for PD. PD start and then PD end-Can be confusing for employee.

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Individual claims comments for Resolution/Closure:

Claim Audit Number	Disposition Management Comments
17	Case closed without disposition of Application.
18	Would have liked to have seen effort to confirm no contribution prior to closure.
19	90-day review of supervisor on 10/3/2021 indicated if no QME by 11/2021 then move to close denied file. Case denied 9/17/2021. File not closed until 3/17/2022 with no documentation of employee objection.
22	Good job working with injured worker and pursuing C&R as well as persistently sending C&R documents to injured worker.
23	Late diary 4/11/2022 should have been to address settlement review. AA is disputing but settlement assessment considering QME findings should be completed.
24	Would like to have seen effort to confirm final contribution prior to closure of file. No closing check list in file.
25	AME report received 10/2021. Settlement review not made until 3/14/2022. Although case requires additional discovery, settlement review late.
27	MMI supplemental report received 3/17/2020 declaring MMI 2/11/2020. No effort to pursue settlement until 5/17/2021. Order approved C&R received 9/20/2021. Contribution requested 10/22/2021. No additional follow up documented till 3/3/2022.
28	Case settled via C&R 11/2021 - award and AA paid 11/2021 - DA paid 12/2021. Case not closed until 1/2022. Noted recovery not requested until after closure and on 3/2022. Good review of need to compromise and release case and including outstanding other case.
29	MSA obtained but review did not note that MSA failed to address surgery. Addressed by DA 7/20/2021 received MSA 3/30/2021. 2/22/2022 Da requests another MSA. Could not see this addressed on 4/1/2022 POA. No effort to review and/or get gatekeeper settlement authority.
30	MSA appears to be slow. Signed releases forwarded by DA 12/1/2021. Follow up 2/11/2022. Rush request 2/24/2022.
31	No efforts to file DOR. Issue holding up settlement is EE believes TTD is owed. However, that can be argued at the board.
32	Decision was made to not submit to CMS for approval of MSA prior to movement to settlement. Case is C&Ring for $225k. Could not locate reasoning. Could not find break down of how much would be coming from this specific case.

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35	Consistent effort to attempt to settle case via C&R. Injured worker refuses to close out future medical care. MSA need acknowledged.
41	There is no documentation in file to support employee being discharged from care or declared MMI on 12/15/2021.
44	Examiner outlined her recommendations to defense counsel on 7/29/2021. 12/6/2021-Defense to follow up with applicant's counsel on case settlement.
46	Great settlement work up by examiner to obtain STIP. The employee backed out and retained counsel.
47	Great settlement work up by examiner to obtain C&R. The employee backed out and retained counsel.
52	Examiner has worked up file and provided settlement authority to Defense counsel who needs to get these claims settled ASAP.
53	Great settlement work up on this file by all
54	Settlement offered on 8/10/2020. EE accepted on 9/23/2020. Settlement documents sent to EE on 10/22/2020
56	Where are we with case settlement? DOR needed?
58	Defense counsel sent settlement analysis on 3/25/2022 to examiner.
61	Good settlement work without QME
62	5/12/2020-5th STIP notice to EE with no response. 11/4/2020-closing notice issued. File closed on 11/23/2020. File re-opened on 12/20/2020. 3/14/2022-contact letter sent to employee.
63	Settlement letter sent to EE on 5/5/2020 and 12/8/2020
64	Attempts to close out FM by C&R on 1/3/2020 and 3/16/2021
68	Great settlement work up by claims manager in getting this one shut down!
69	Manager sent email to applicant's counsel on FM settlement on 3/9/2022 and 4/7/2022-

Individual claims comments for Oversight:

Claim Audit Number	Oversight Management Comments
1	Excellent work to call employee and discuss closure.
3	Supervisor provided recommendations including advising review of wage statement ticker. Did not see response to that review.
4	PQME appointment date on client review status says 4/4/2022. Communication with nurse and examiner relatively good but noted both missed fact that two pain management doctors were treating the employee and took 3 months to address. Also, noted nurse indicated she did not know file was litigated and examiner did not know the

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	employee had 2 pain management treaters. Appeared each were not reading the file or each other's notes for a short period of time.
5	Supervisor initial review 2/24/2022 appears templated and not relevant to case at hand.
8	No Diary set to follow up with employer on receipt of confirmation of COVID sick pay.
9	Supervisor 90-day review dated 3/25/22 indicates Wage statement still needed. Wage statement was received 3/15/2022. Would be good for SR to review why examiner decided to use 5020 wage information. 30-day review gap from examiner between 12/8/2021 - 3/14/2022.
11	Supervisor gap in review 4/22/2021-8/30/2021 - 2/3/2022.
12	Gap in supervisor review 1/7/2021-6/18/2021. No additional review after 10/22/2021. Case can use additional supervisory recommendations. Gap in POA from 8/18/2021-12/21/2021. Late diary 4/7/2022 for examiner.
13	Frequency of review of file was within standards - however, missed opportunity to review reserves to avoid negative reserves.
14	Gap in review for examiner 5/25/21 (also noted by SR review on 8/23/2021) Supervisor reviewed 6/18/2021 as well, but review and plan of action not completed until 10/25/2021. POA not oriented to case resolution. Next plan of action did not occur until 3/10/2022 noting last medical care was scheduled 11/30/2021 which injured worked failed to attend. Gap of review prevented earlier action. Supervisor review on 3/25/2022 noted need to call injured worker prior to closure. One day late diary 4/11/2022 pending still as of 4/12/2022.
15	Gap in examiner formal POA between 9/2/2021 and 3/11/2022. GAP in Supervisor review between 1/11/2021-6/28/2021, 11/27/2021-3/25/2022.
16	No documentation of review of causation from 4/2021 QME report transferred from other file. Noting review of MMI only. Gap in review for examiner between 10/4/2021 and 3/21/2022. 30-day reviews not conducted between 5/1/2021 and 7/16/2021 and again between 7/16/2021 and 10/4/2021, and again from 10/4/2021 - 3/21/2022. Gap in supervisor review 10/41/2021-04/04/2022, 4/27/2021-09/23/2021,
17	Plan of action dated 4/13/2021 contradicts previous notes regarding medical status as previous notes indicated MMI 11/2020. Examiner fails to address Supervisor questions/ concerns on QME report and response to supervisor question on TD payment. Indicated Ed Code Requirement, but no reference to the Ed Code and or supporting evidence of need for payment. Gap in examiner file review between 7/7/2021 and case closure on 3/16/2022 --- there was activity but no

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	plan of action or indicated file review. Gap in Supervisor review between 4/16/2021 and 11/1/2021.
18	Good work on CT worksheet. Did not see POA to check with master file examiner on request for contribution.
19	No response to supervisor 90-day diary review. No examiner and or supervisor review between 11/5/2021 and 3/15/22. No formal POA in file from examiner.
20	Good communication between examiner and CA on TTD/ SC. Unfortunately, calculations appear to be off for number of weeks. Late manager review diary 3/25/2022. Time gap between receipt of DA settlement recommendations in 11/2020 and submission to gatekeeper 1/26/2021. Found on companion file delay was between 12/19-12/30/2020 due to examiner being out. Gatekeeper approval was 1/29/2021. No real impact on case as employee initially agreed and then decided to get more training.
21	Initial review by examiner not completed. Claim set up 5/4/2020 - no examiner review until 6/8/2020. Gap in examiner review 6/2020-11/16/2020. Supervisor did review 8/7/2020 but nothing from examiner. Some confusion on communication between examine and CA regarding initial benefits notice i.e., delay 6/2020. Did not see response from examiner to supervisor on questioning of PD delay notice.
23	POA 4/12/2020 to 12/11/2020. GAP in POA 10/11/2021-3/3/2022.
24	No notes in file after 9/27/2021 from either examiner and/or supervisor. Last supervisor review 9/23/2021. Injured worker passed away with knowledge in 2/2022.
25	Examiner initial review late. Case file set up 6/3/2020. Supervisor and manager did review 6/2020 and 8/2020. Could not find POA from examiner until 12/30/2020. Initial letters not sent until 9/2020. POA set by management on 8/26/2020. POAs 7/27/2021 by examiner = 1 sentence, supervisor review 9/27/2021 = 1 sentence. Not detailed reviews/ POAs. Case was denied but litigated. Joint claim not completed until 2022. POA gap 7/27/2021 - 2/8/2022. AME report received 10/19/2021 but POA of 2/8/2022 says to Review AME.
26	Examiner did review case regularly and at 90-day intervals. Supervisor did review case at 180-day intervals. Examiner did not respond to supervisor requests (3x) to apply OSIP required reserve evaluation.
27	Gap in examiner POA 4/3/2020 - 5/17/2021. 4/3/2020 POA was to move toward getting gatekeeper authority on settlement. SR reviews did occur in between and noted need for settlement pursuit. No responses received. Assistant instruction to complete C&R docs and forward to DA for walkthrough. System shows completed 5/25/2021. DA advises on 7/28/2021 that walkthrough requests/ docs not received. Appears not completed.

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28	Gap in Examiner POA 4/6/2020-9/27/2020. Late recovery from CT case on claim. Not certain examiner had much control on that, but CT was Keenan claim. There appeared to be some confusion with the PQME panel process occurring with an attorney without representation on this case until after PQME was struck.
29	POA gap 7/6/2020 to 11/24/2020. Manager did reach out to DA on 9/1/2020 on settlement status. POA gap 11/4/2021 - 4/1/2022.
30	Late Diaries 11/6/2019, 3/14/2022, and 4/5/2022.
31	Gap in POA 9/27/2021-3/12/2022.
32	Good, detailed review by supervisor, although noting a few diary review notes appear to be templated. Examiner does appear to respond to supervisor recommendations with a couple latent.
34	Late review by examiner of companion file. SR review 1/19/2021 provides detail of claim. Initial review made 2/82021. Claim created 12/30/2020. File activity gap 8/6/2021-12/16/2021.
36	Last supervisor review dated 11/22/2021.
38	Great work up by Supervisor but examiner failed to follow supervisor's direction timely. Examiner late in confirming wages with employer, sending out TD payment and DWC notice. No documentation noted by examiner confirming wage discrepancy with employer.
40	Examiner late diary 3/3/2022. Examiner did not follow through timely with Supervisor recommendations from 10/12/2021, 10/29/2021 and 11/4/2021. DOI is still not updated on system. Employee provided over 553 pages of medical reports from Kaiser on 10/20/2021 and no documentation that examiner has done a thorough review of the timeline of events up to alleged DOI and after. I skimmed through some of the records and noted the following: constant back pain since July of 2021. Hobbies: Peloton and Yoga. Prior MVA. 8/23/2021- Employee did not answer questions related to domestic violence.
41	Examiner File Review not completed until 11/23/2021. Both Supervisor reviews (11/2/201 and 1/4/2022) directed examiner to address overdue diaries. Supervisor review on 1/4/2022 directed examiner to follow up with PTP for 12/15/2021. No documentation in file by examiner that this was completed. However, PD denial issued, and file closed.
42	Late examiner diary 3/28/2022. Examiner received email from District on 2/15/2022 confirming their conversation that this incident is not work related. 2/16/2022-Supervisor directed examiner to contact District to verify timeline for the accident and the employee work hours, work status (did employee lose time from work? working full duties?). Supervisor also mentioned in reviews to examiner to address overdue diaries. No wage statement in file and no further follow up with District noted.

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43	Good claims work up by examiner.
44	Late Examiner Diary 3/30/2022. Last Supervisor Review was on 8/23/2021.
47	Examiner late diary 4/4/2022 noted.
48	3/16/2022-Late examiner diary noted. 2/4/2021-Supervisor recommended denial. 3/1/2021-Supervisor inquired why no denial. Denial notice issued on 3/9/2021
53	Good work up by Examiner/Supervisor and Manager.
54	4/17/2020 Supervisor recommend $10K to settle out FM. Examiner first settlement offer on 8/10/2020.
55	QME report received on 9/9/2021. Supervisor initial review on 10/28/2021 and again on 11/5/2021-directed examiner to address reserves. Initial reserves not set until 11/21/2021.
57	Gap in Examiner diary review 11/4/2021 to 3/11/2022. File was to be referred to defense counsel to depose QME on TTD status. Companion file reviewed #589693-claim delayed. No denial or acceptance noted. File was also to be referred to defense counsel. Companion file also needs to be updated.
58	Late Diaries: 3/11/2022 - Examiner and 4/1/2022 - Manager Review.
60	Late diaries-2/28/2022-Reinsurance review. 4/1/2022-Manager review.
62	Late diary 3/31/2022-Examiner. Manager reviewed file on 12/30/2020 to re-open file due to stale dated check. Instructed Examiner to call EE and ER. No employer contact noted. Note states will contact employee but no phone contact attempts documented. Supervisor reviewed file on 3/22/2022 directing examiner to contact ER to confirm work status and current address. Assign Regency if ER not able to assist in EE contact.
63	Examiner did not follow supervisor directions or answer supervisor questions for supervisor diaries 5/12/2020, 8/11/2020 and 11/13/2020.
64	3-year medical usage calculations noted in file!
66	3/29/2022 diary not closed despite actual review by examiner. 6/28/2021 and 3/10/2022-Supervisor instructed examiner to verify employment status with district. I do not see any direct communication with District by examiner.
67	Last Supervisor Review on 11/11/2021. Examiner reviewed file on 3/2/2022. Just need to get the lien resolved or dismissed.
69	Examiner last review was on 9/6/2021. Supervisor & Manager managing file.

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Individual claims comments for Reserves:

Claim Audit Number	**Reserves Management Comments**
4	Expense reserves $198.19 need to increase. Medical and TTD likely needs additional review.
9	Reserves were low despite ongoing TTD - should have been anticipated and increased prior to payment need.
10	Employee has severe osteoarthritis with ongoing pain and has meniscus tear. Employer unable to provide modified duty starting 3/24/2022. Reserves need to be increased. Information is new and within 30 days. No points reduction.
12	No indication from either treater and/or PQME that employee is discharged from care. Employee continues with complaints. Likely some treatment to get her to MMI. Expenses at $1,038.22 needs increase.
13	Negative case reserves in 2/2022.
15	EDD lien filed for period of TTD post PTP P&S status. EE did retire - however, possible that AA will dispute and pursue ongoing TTD based on retirement due to injury. 43 weeks of temporary disability paid. Ongoing exposure. Although new treater continues to reference previous P&S. QME pending. temporary disability reserves for probability of dispute would be appropriate on file. Additional reserves appropriate to add for pending QME and anticipated lifetime future medical award.
17	Case not fully resolved with outstanding application and possible exposure unknown due to lack of receipt of full QME report. Reserves are required for this case for case resolution.
18	Expect contribution request from master file.
20	Reserves for allocated do not appear to reflect ongoing legal expense needs. Some exposure understood to be part of other date of injury. Recommending slight reserve increase to cover ongoing legal requirements. Negative reserves noted in file.
21	Need to establish reserves based on exposure for this injury. Only $750 is indicated however, there is a separate permanent disability finding for this case. Do not see that medical exposure is all due to specific injury. No reserves for Voucher - no indication employee has or will return to work.
23	Supervisor 3/7/2022 requesting 3-year average on non MMI case? Treatment is in acute state and should not be reviewed via 3-year average as a future medical care case would be or a P&S case would be. Receipt of P&S report 3/11/2022 --- there hasn't been much medical care, but reserves should be based on described medical given.

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24	Supervisor requested 4x to reduce TD to paid to date 9/23/2021, 5/19/2021 12/26/2020 and 6/16/2020
25	Reserves not timely placed on file. PIPS companion file not set up timely. Reserves include TTD but no confirmation on EDD and/or retirement date or review of TTD exposure post 7/20/20 surgery. Assessment not thorough.
26	Reserves were not calculated after P&S 7/30/2018 or at any point up to closure of case despite 3 requests from supervisor.
27	Reserves not reduced timely as slow case closure.
28	PD recoveries not received until 3/15/22. Case settled 11/2021.
29	MSA and PD received over 30 days ago and have come in significantly higher than original medical reports. Reserves should be increased to cover PD exposure but also with consideration of possible settlement - as it appears that will be requested. If no settlement, then evaluation of medical reserves needs to be assessed by usage and recommendations with probability. Reserves would require Excess reporting.
30	Negative reserves noted 10/23/2020. Otherwise, good review of reserves layered by examiner, supervisor, and manager review.
31	EE continues to use medical. Does not appear likely to settle out medical. Has LE 29 - Used about $2756 annually since P&S with no additional medical services since 12/8/2021. Not yet P&S but increase in reserves appropriate due to usage. Outstanding medical currently $6,533.09. Probability of usage should be applied.
32	Late on contributions. Not made current until 6/30/2021 - with issues on amount. Negative reserves identified by supervisor on 10/18/2021. Reserve evaluation as of 10/24/2021 not within OSIP requirements. LE = 14.5- and 3-year average = $9076. Unable to assess 3-years due to system lines limits (despite changing preferences to 5000 lines) Extrapolated medical payments between 3/2020-10/2021. 1.5-year usage (including contribution errors) = approximately $3600/ year with LE total reserves should be in range of $44581.97 which appears to correspond with MSA. Reserves are set higher than OSIP requirements. However, appears case is moving toward settlement. If no settlement reserves could be reviewed for possible reduction.
34	Claim opened 12/23/2020. No reserves on file until 2/8/2021.
38	TD not reserved until 3/11/2022. Examiner was aware with employee initial contact that he lost time from work back.
41	Initial reserves not input till 10/26/2021. Medical reserves increased on 12/13/2021 for $11,600 but no documentation to support the need.
57	Supervisor mentioned reserves need to be addressed. QME chiro found EE TTD as of 5/27/2021 but PTP states EE can work modified duties as of 9/10/2021.

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ACSIG
EXECUTIVE COMMITTEE MEETING

Newfront Insurance Services, LLC

Keenan & Associates

Presented by: Patrice D. Grant
May 19, 2022

TPA Services
A Keenan Solution

Keenan & Associates

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Dublin, CA 94568
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925.225.1280 fax
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May 10, 2022

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

Dear Ms. Dennis:

I have evaluated the audit report and findings dated April 26, 2022, from Newfront Insurance Services, LLC. We received a score of 88%, which is a slight decrease in the overall score from last audit. In 2020 we scored 90% overall, which was referenced as a Very Good Score. The following is a discussion of findings and any appropriate corrective action plans:

HOUSEKEEPING

Audit Finding: We received a score of 92%. The auditors found our files were generally well documented. The auditors also found that are coding in the system is up to date and accurate with few exceptions.

Action Taken: We will be reviewing all the files to determine if the items were received from the employer and/or requested by the examiner. If not, a follow-up will be made to District to ensure that the file has all the required claim information. Our protocol is to request any missing information from the employer at the time of the claim set up and follow up if there is no response, demonstrating our due diligence in obtaining the information. There were some issues with missing data, and we have implemented a supervisory diary, so there is more oversight in that regard, and we have noted improvement in this area. We held training before the audit on responding to Applications, identifying the correct date of injury, and the examiners following up on missing documentation; we anticipate improvement in this area.

PAYMENT COMPLIANCE

Audit Finding: We received a score of 91%. The auditors noted that we are paying benefits, vendor services, and invoices timely. A couple of overpayments were found due to communication and coordination with the Districts.

Action Taken: We conducted training with the Districts on 01/28/2021 to go over Wage Statement and Recordkeeping. We will have training with the Claim Examiners to go over

communications with the Districts to ensure we are coordinating effectively to avoid causing any overpayments. The claim examiners have been instructed to manage and monitor the 104-week maximum TTD to avoid both overpayment and underpayments.

DISABILITY MANAGEMENT

Audit Finding: We received a score of 80%. Improvement is still warranted in this area. The primary issue found was the assessment of wage statements. This is a training opportunity. However, the auditors did note that we were doing a very good job in managing return to work efforts.

Action Taken: The Claims Examiners attended a Claims Training Workshop with the DWC Audit Unit on April 8, 2022, wherein evaluating wage statements were discussed. We will also address improving documentation of our assessment of wages and providing a rationale for establishing the Average Weekly Earnings to ensure the correct benefit rate. The Claims Examiners have also been advised that they need to be proactive in seeking clarification from the Districts when there is a contradiction in the wage statement provided and the wages reported on the Employers Report of Injury (5020).

MEDICAL MANAGEMENT

Audit Finding: We received a score of 91%: The auditors noted that we have a good grasp of the medical facilities and use the appropriate doctors. Medical information is addressed timely and accurately. There was effective communication in conjunction with the nurse case managers. Some issues were noted with companion files wherein information is not being served from the master file.

Action Taken: We have a process in place of filing and serving file documentation from the Master and Companion file; we have files on a 90-day diary cycle to address. Claims Examiners will be instructed to timely serve documentation. The auditors did note that communications between the Claims Examiners handling both files need to improve and will be addressed with Claims Examiners. There were timeliness issues for RFA approval and the QME process, which will be addressed with the claims examiners.

INVESTIGATION MANAGEMENT

Audit Finding: We received a score of 80%. The auditors noted there was a substantial improvement in completing employer-sided investigations. Some issues were noted with AOE/COE investigations and Applications being filed.

Action Taken: We identified before the audit that improvement was warranted in conducting and completing compensability determinations. We have implemented weekly triage meetings to go over delayed claims to ensure timely decisions, verify investigations are completed, provide directions to the Claims Examiners, and document files with our rationale for accepting or denying a claim. Claims examiners have also had training addressing how to respond to Applications.

SUBROGATION MANAGEMENT

Audit Finding: We received a score of 95%. Auditors noted we excelled in this area. The auditors liked how we ruled in/our subrogation in almost every claim.

Action Taken: None Warranted

LITIGATION MANAGEMENT

Audit Finding: We obtained a score of 89%. The auditors noted a substantial improvement in litigation management since the last audit. The auditors noted claims management oversight was impactful in moving cases to resolution.

Action Taken: None Warranted

NOTICE MANAGEMENT

Audit Finding: We received a score of 86%. The auditor found that notices were timely and accurate. They also noted excellent timing of permanent disability notices, which we are now sending at three months versus six months.

Action Taken: We have implemented a supervisor/manager review of specific benefit notices to ensure that we are communicating information accurately. We will also be reviewing benefit notices to ensure that payment information is correct. We are currently working on updating our Benefit notices to have this information auto-populated.

OVERSIGHT

Audit Finding: We received a score of 84%. The auditors found that the overall oversight by the manager and supervisor was timely and had excellent detailed reviews with appropriate requests for activities on the claims. However, there were some issues with responsiveness by the Claims Examiners.

Action Taken: We noted some responsiveness issues from the claims examiners before the audit. We are closing monitoring this by requesting status reports, conducting check-ins to provide updates, and giving due dates.

RESOLUTION/CLOSURE

Audit Finding: We received a score of 88%. We effectively managed settlements with quick turnaround, excellent notation, and settlement assessment that were well thought out and thoroughly assessed for settlement type. This area was impacted by a few files that scored low.

Action Taken: This area was impacted by diary management. The Claims Examiners have been running behind on diary review. We have a plan for the examiners to get current in the next 60 days. We will also address issues found individually with each claims examiner.

RESERVES

Audit Finding: We received a score of 91%. The auditor did not get the sense that low reserves resulted from a lack of ability to assess the exposure but rather an issue of timely getting the reserves in the system.

Action Taken: The Claims Examiners are to review reserves in conjunction with action plans. We will reinforce with the claims examiners that they need to evaluate reserves at diary review and when there is a significant file fact change to ensure reserve adequacy.

OTHER ACTION ITEMS

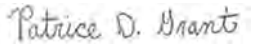
On April 28, 2022, a team meeting was held to discuss the audit findings. Claims Examiners will be given their results to review and correct any deficiencies found at audit.

Training has been conducted in the following areas since the audit:

- Benefit Notice
- Claim Documentation
- Investigation
- Response to Applications and CT Claims

We appreciate the opportunity to respond. If you have any questions or comments, don't hesitate to contact me.

Sincerely,



Patrice D. Grant
Claims Manager
Workers' Compensation

cc: Tara Schilling
Tracy Gold
Carmella Harrison

Alameda County Schools Insurance Group
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Dublin, CA 94568
Phone (925) 225-1030
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EXECUTIVE SUMMARY

TO: ACSIG Board

FROM: Kimberly Dennis

DATE: May 26, 2022

SUBJECT: Property/Liability Actuarial Study

Enclosed please find the draft of the 2021/2022 Actuarial study of the ACSIG property/liability program. This report was completed by Jack Joyce of Bay Actuarial.

Due to adverse claims experience and claims for an additional two years, the reserve for incurred losses for the P/L program needs to be increased. This is the fifth annual actuarial report ACSIG has commissioned for the P/L program. As a condition of accreditation, actuarial studies must be completed on a bi-annual basis.

This report was reviewed in detail with the Executive Committee.

Alameda County Schools Self Insurance Group

An Actuarial Review of the Property and Liability Program

DRAFT

BAY ACTUARIAL CONSULTANTS
Moraga, California
April 8, 2022

Bay Actuarial Consultants

April 8, 2022

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

Dear Ms. Dennis:

This report documents our actuarial review of the Alameda County Schools Insurance Group's property and liability program. We appreciate the opportunity to serve the Authority.

Please call me at (925) 377-5269 if you have any questions.

Respectfully,

BAY ACTUARIAL CONSULTANTS

Jack Joyce, FCAS, MAAA
Principal

DRAFT

346 Rheem Blvd., Suite 204, Moraga, California 94556
Tel 925.377.5269 · Fax 925.377.5270 · www.bayactuarial.com

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

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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 12/31/21. This report covers the following topics:

1) **Projected 2022-23 Losses:** A projection of the losses expected to be incurred during 2022-23, 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 12/31/21 and a projection of the 6/30/22 liability. We also estimate various "probability levels" of the 12/31/21 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.

DRAFT

We assumed that ACSIG will continue to purchase “excess” coverage attaching at $25,000 per loss in 2022-23.

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 2022-23. 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.

DRAFT

Alameda County Schools Insurance Group

An Actuarial Review of the
Property & Liability Self-Insurance Program

Management Summary

DRAFT

Alameda County Schools Insurance Group

An Actuarial Review of the Property & Liability Self-Insurance Program

Management Summary

DRAFT

Projected 2022-23 Losses – Net of Deductibles

We project that ACSIG will incur "*net*" losses of **$89,382** from claims that will occur during 2022-23 assuming a retention of $25,000 per loss. This projection is 4.3% higher than last year's corresponding projection for 2021-22. "*Net*" losses do not include the amounts that will be paid directly by the members through their deductibles of $5,000 per loss. About 31% of the losses fall under these deductibles. Table 1 breaks out this projection between liability and property.

Table 1: Projected 2022-23 Losses
$25K Retention - Net of $5,000 Deductible

Probability Level	Liability Losses	Property Losses	Total Losses
Central Estimate	$60,840	$28,542	**$89,382**
70%	73,983	34,708	**$108,690**
80%	89,657	42,061	131,718
90%	114,718	53,818	168,535

$89,382 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 **$108,690** in Table 1.

These projections are converted into *rates of loss* by dividing by the projected exposure. The projected exposure is **20,297** of Average Daily Attendance ("ADA") in the liability program and **$868.724 million** of Total Insured Value ("TIV") in the property program. Projected 2022-23 ADA equals 2021-22 ADA. We projected 2022-23 TIV by increasing the 2021-22 TIV by a flat 9.0%.

The projected rates of loss are discounted by multiplying by "present value factors." At **1.5%** interest the present value factors are **0.970** and **0.985** for liability and property.

Tables 2 and 3 show discounted and undiscounted rates of loss for the liability and property programs.

Table 2: Projected 2022-23 Liability Funding Rates
Dollars per ADA, Net of $5,000 Deductible, $25,000 MRL

Probability Level	Undiscounted	Discounted @ 1.5% Interest
Central Estimate	$3.00	$2.91
70%	3.65	**$3.54**
80%	4.42	4.28
90%	5.65	5.48

Table 3: Projected 2022-23 Property Funding Rates
Cents per $1,000 TIV, Net of $5,000 Deductible, $25,000 MRL

Probability Level	Undiscounted	Discounted @ 1.5% Interest
Central Estimate	3.29¢	3.24¢
70%	4.00	**3.94¢**
80%	4.84	4.77
90%	6.20	6.10

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 2022-23 Liability Funding Rates
Dollars per ADA, $50,000 Retention, $5,000 Deductible

Probability Level	Undiscounted	Discounted @ 1.5%
Central Estimate	$5.79	$5.61
70%	7.06	**$6.84**
80%	8.65	8.39
90%	11.22	10.89

Table 5: Projected 2022-23 Property Funding Rates
Cents per $1,000 TIV, $50,000 Retention, $5,000 Deductible

Probability Level	Undiscounted	Discounted @ 1.5%
Central Estimate	5.42¢	5.34¢
70%	6.61	**6.51¢**
80%	8.10	7.98
90%	10.51	10.35

DRAFT

Table 6: Projected 2022-23 Liability Funding Rates
Dollars per ADA, $100,000 Retention, $5,000 Deductible

Probability Level	Undiscounted	Discounted @ 1.5%
Central Estimate	$10.00	$9.70
70%	12.22	**$11.85**
80%	15.41	14.95
90%	20.66	20.04

Table 7: Projected 2022-23 Property Funding Rates
Cents per $1,000 TIV, $100,000 Retention, $5,000 Deductible

Probability Level	Undiscounted	Discounted @ 1.5%
Central Estimate	7.92¢	7.80¢
70%	9.68	**9.53¢**
80%	12.20	12.02
90%	16.36	16.11

Estimated Liability at 12/31/21

We estimate that ACSIG's liability was **$99,748** on 12/31/21, net of future deductible recoveries. Discounting at **1.5%** interest reduces this by about 2.0%. Table 8 shows the central estimates and some higher probability levels.

Table 8: Estimated Liability for Unpaid Losses as of 12/31/21

	Undiscounted		Discounted @ 1.5%	
Probability Level	**Gross of Deductibles**	**Net of Deductibles**	**Gross of Deductibles**	**Net of Deductibles**
Central Estimate	**$112,376**	**$99,748**	**$110,120**	**$97,746**
70%	122,490	108,725	120,031	106,543
80%	139,346	123,687	136,549	121,205
90%	168,564	149,622	165,181	146,619

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Projected June 30, 2021 Liability

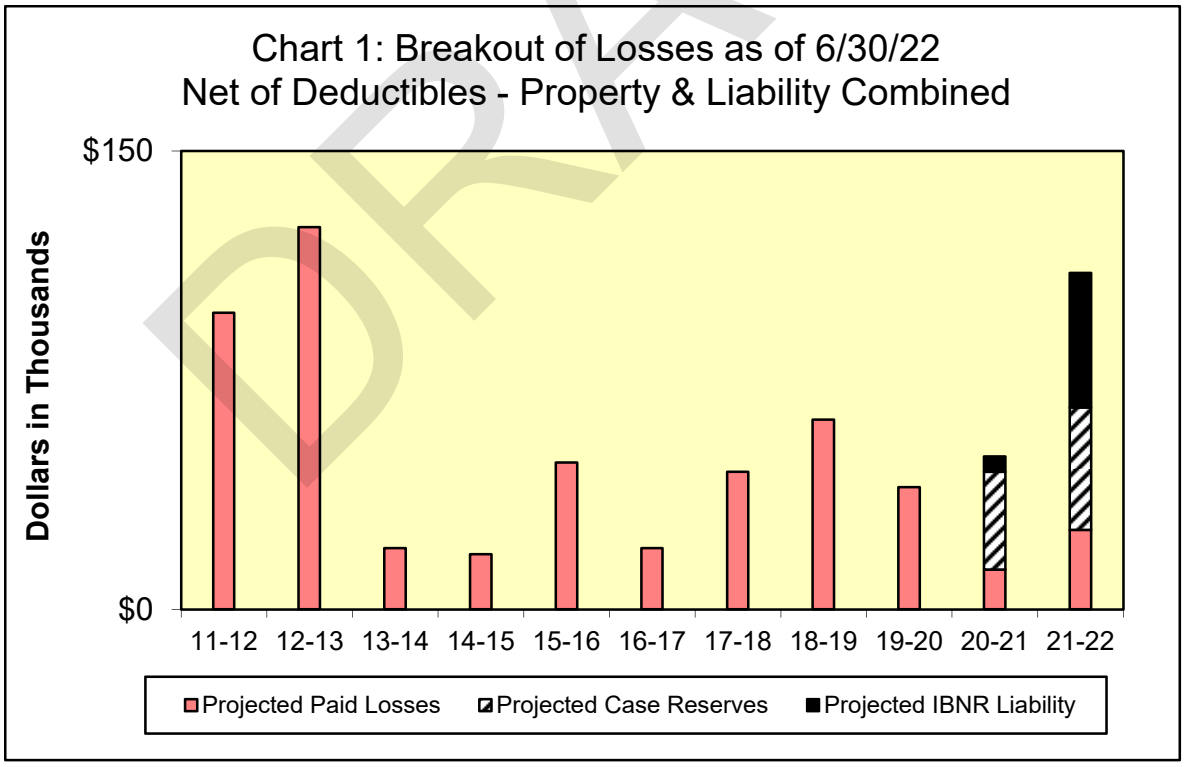
We project that ACSIG's liability will be **$88,765** on 6/30/22, net of future deductible recoveries. Table 9 shows the projected central estimates.

Table 9: Projected Liability for Unpaid Losses as of 6/30/22

	Undiscounted		Discounted @ 1.5%	
Probability Level	**Gross of Deductibles**	**Net of Deductibles**	**Gross of Deductibles**	**Net of Deductibles**
Central Estimate	$140,961	**$120,583**	$138,132	**$118,163**

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 2011-12 through 2021-22.

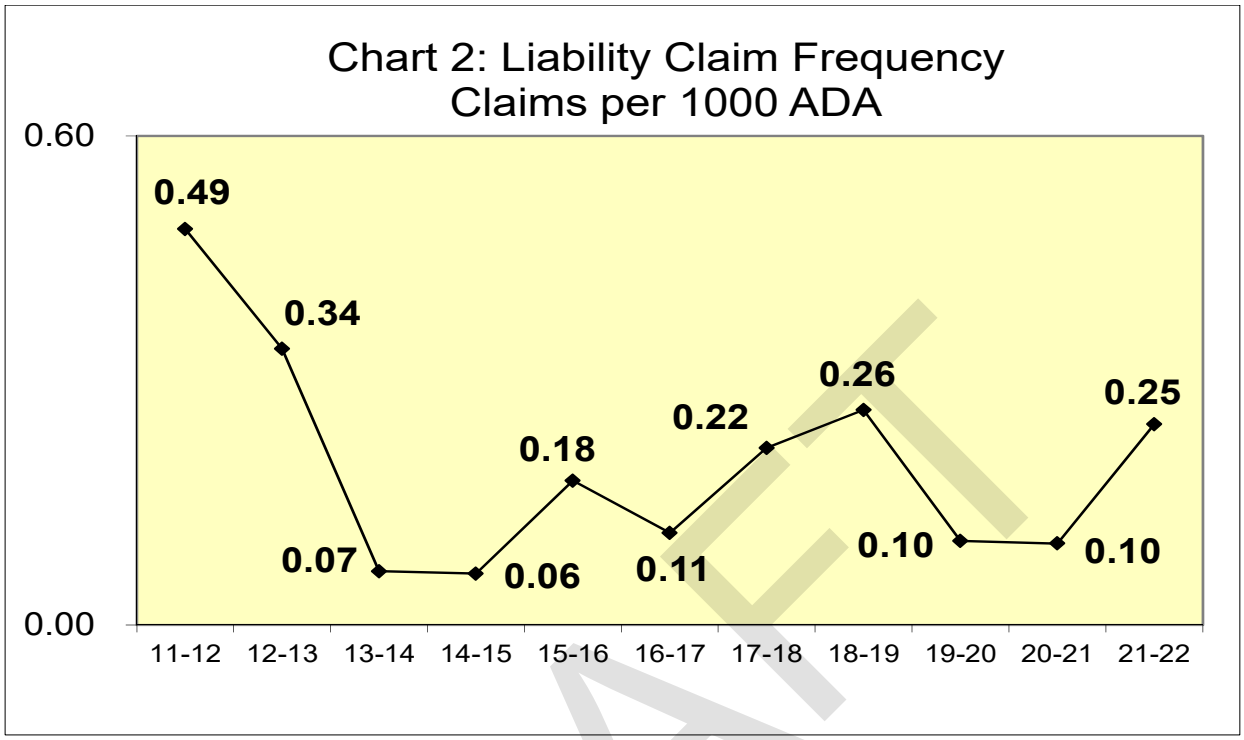


There is **68¢** of projected IBNR liability for every $1.00 of projected case reserves.

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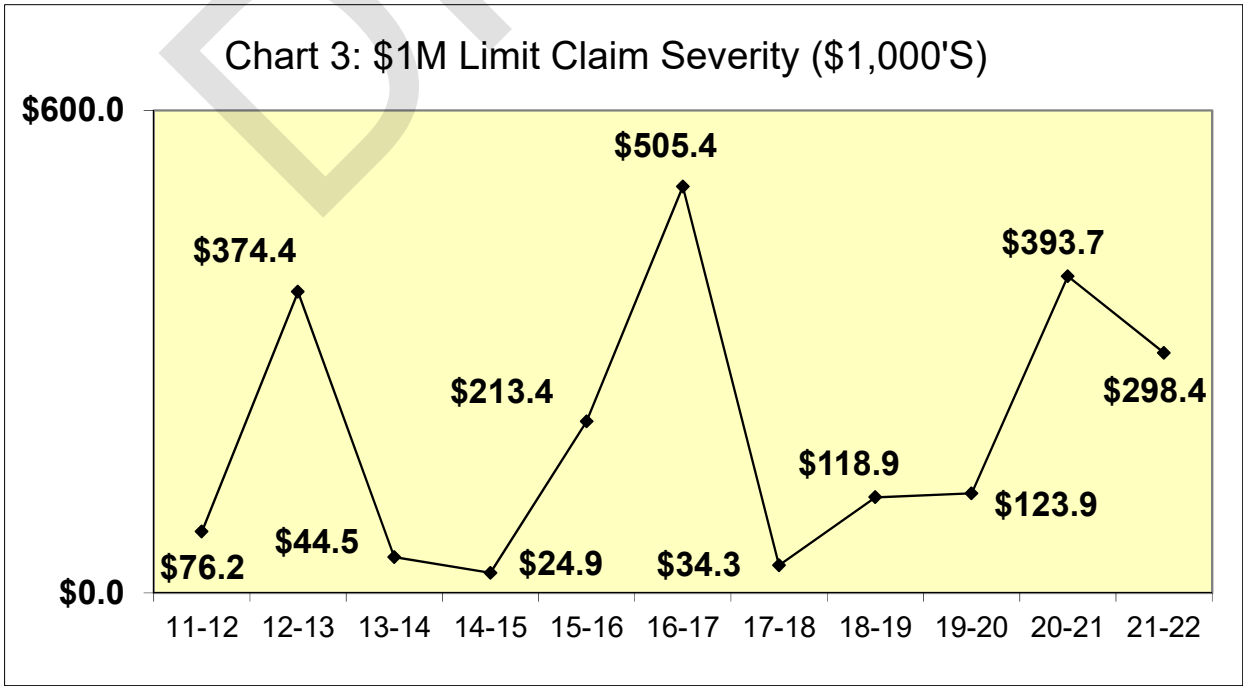
Claim Frequency – Liability Claims

Chart 2 shows claim frequency.



Claim Severity – Liability Claims

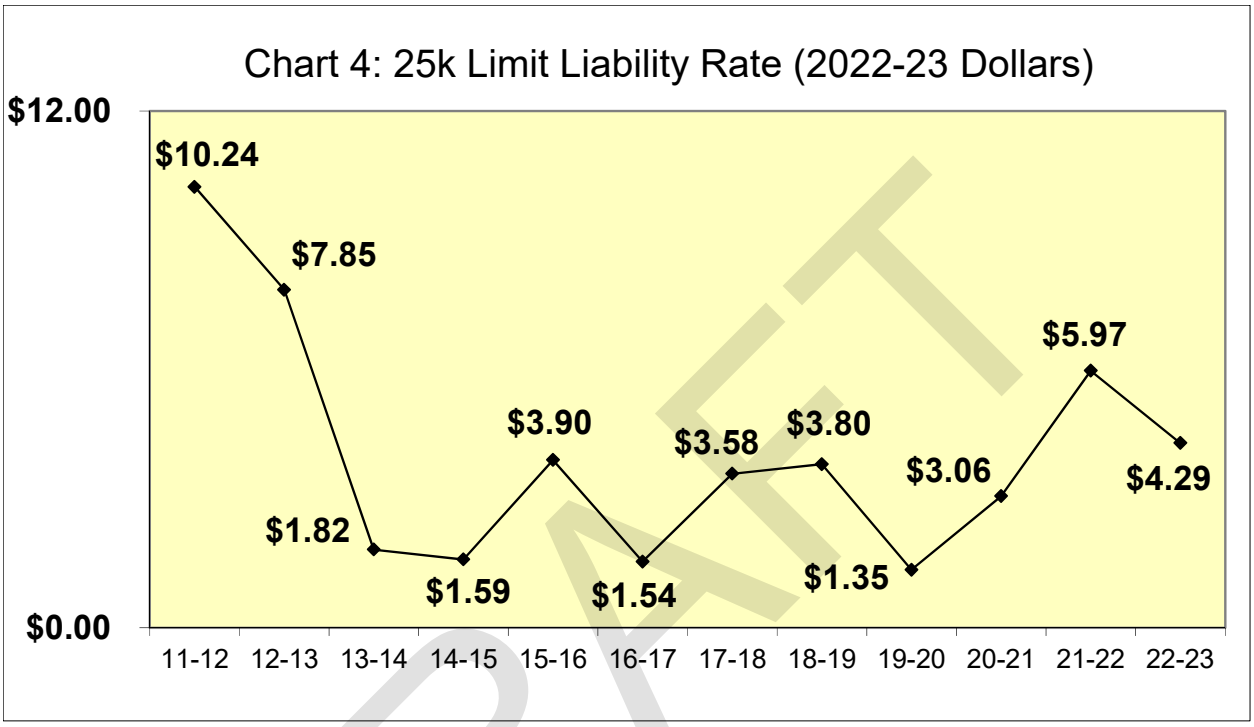
Chart 3 displays claim severity (average claim size). Claims in this Chart are limited to $1,000,000 per loss. NCR covers the portion of each loss that falls between $25,000 and $1,000,000.

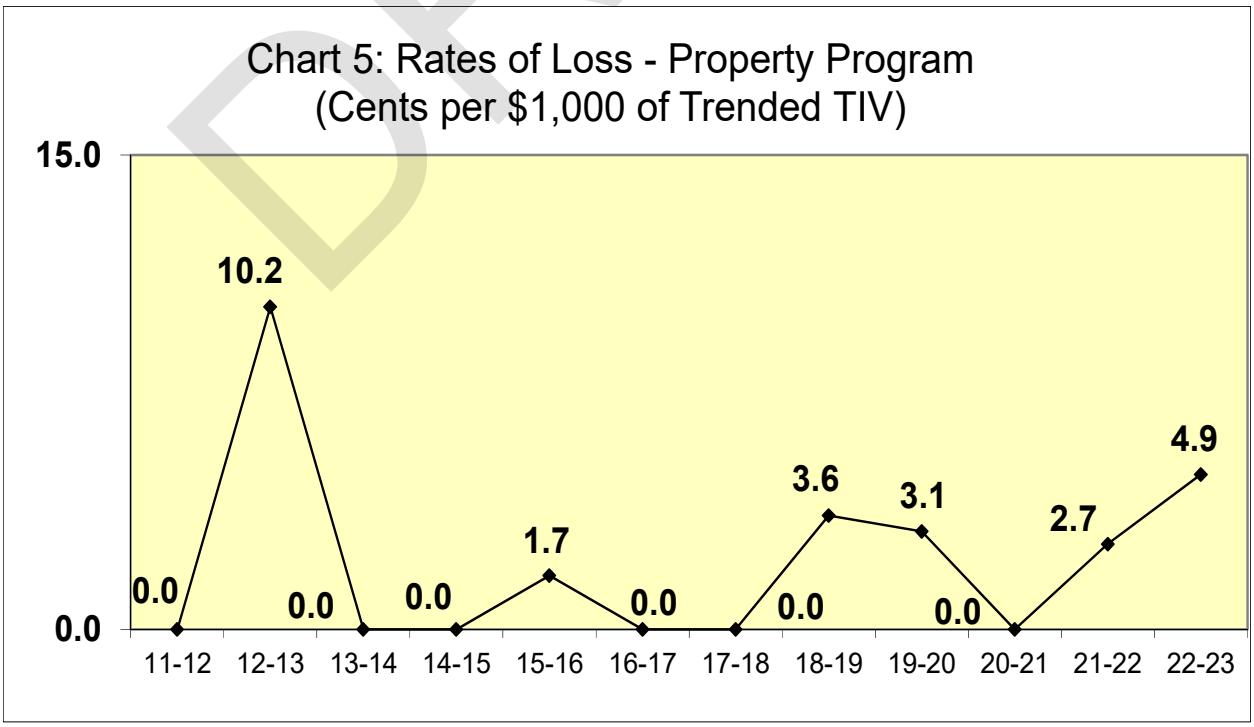


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Past Rates of Loss

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).





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Interest Rates

The discounted liabilities and rates in this report were calculated using a **1.5%** interest rate. Table 10 shows the adjustments to make to use a different interest rate:

Table 10: Factors to Adjust for Alternative Interest Rates

Interest Rate	1.5%	1.82%	2.0%	2.13%
Liability Rates	+0.0%	-0.6%	-1.0%	-1.2%
Property Rates	+0.0%	-0.3%	-0.5%	-0.6%
Liabilities	+0.0%	-0.4%	-0.7%	-0.8%

Given currently available market interest rates the Authority could fund the projected 6/30/22 liability by investing in US Treasuries and earn a yield to maturity of about **1.82%**.

Funding the projected 2022-23 losses with US Treasuries could yield **2.13%**. The **1.5%** rate used in this report is therefore relatively conservative.

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Alameda County Schools Insurance Group

An Actuarial Review of the
Property & Liability Self-Insurance Program

Technical Approach

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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 12/31/21 and projected funding for the 2022-23 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 6/30/22 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 6/30/22. Part 2 details the projected losses for 2022-23.

Property Summary

These exhibits summarize the statistics on the Property Program. The format is identical to that of the Liability Summary.

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Liability Exhibits

Exhibit 1

Exhibit 1 shows the projection of the unpaid losses as of June 30, 2021. 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.

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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 2022-23 losses. First we estimated a loss rate for 2022-23. 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 2022-23, 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 6/30/22, and for losses expected to be incurred during 2022-23. The calculations are based on the observed claims payment pattern and a **1.5%** interest rate.

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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 6/30/22. 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 2022-23 losses. First we selected loss rate for 2022-23. 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 2022-23, 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 6/30/22.

Exhibit 2

This exhibit projects paid and reported deductibles to 6/30/22.

Exhibit 3

This exhibit shows the calculation of ultimate member deductibles. We used deductible claims data evaluated as of 12/31/21.

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Alameda County Schools Insurance Group

An Actuarial Review of the
Property & Liability Self-Insurance Program

Property & Liability Summary

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Alameda County Schools Insurance Group
Property & Liability Programs

Estimated Unpaid Losses as of 12/31/21

	Gross of Deductibles	Net of Deductibles
(1) Estimated Unpaid Losses:	$112,376	$99,748
(2) Discounted Unpaid Losses: Assuming a 1.50% interest rate	$110,120	$97,746

		Undiscounted		Discounted	
Probability Level (3)	Gross Probability Factor (4)	Gross of Deductibles (5)	Net of Deductibles (6)	Gross of Deductibles (7)	Net of Deductibles (8)
Central Estimate	1.00	$112,376	$99,748	$110,120	$97,746
70%	1.09	122,490	108,725	120,031	106,543
80%	1.24	139,346	123,687	136,549	121,205
90%	1.50	168,564	149,622	165,181	146,619

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Notes:
- (1) Page 23 & Page 25, Column (6).
- (2) Discounted at 1.50%
- (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 2022-23 Program Year
$25,000 Property & $25,000 Liability Retention

	Gross of Deductibles	Net of Deductibles
(1) Projected Ultimate Losses:	$129,641	$89,382
(2) Discounted Value of Losses: (as of 7/1/22, 1.50% interest)	$126,384	$87,136

		Undiscounted		Discounted Value	
Probability Level (3)	Gross Probability Factor (4)	Gross of Deductibles (5)	Net of Deductibles (6)	Gross of Deductibles (7)	Net of Deductibles (8)
Central Estimate	1.00	$129,641	$89,382	$126,384	$87,136
70%	1.22	158,162	109,046	154,188	106,306
80%	1.47	190,572	131,392	185,784	128,090
90%	1.89	245,021	168,932	238,866	164,687

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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: Claims Liabilities as of 6/30/22 (1)	Undiscounted: Members' Portion (2)	Undiscounted: Program's Portion (3)	Discounted at 1.50% interest: Claims Liabilities as of 6/30/22 (4)	Discounted at 1.50% interest: Members' Portion (5)	Discounted at 1.50% interest: Program's Portion (6)	Estimated Ultimate Losses: Estimated Gross Ultimate Losses (7)	Estimated Ultimate Losses: Members' Portion (8)	Estimated Ultimate Losses: Program's Portion (9)
2011-12	$0	$0	$0	$0	$0	$0	$130,315	$33,772	$96,543
2012-13	0	0	0	0	0	0	163,489	38,444	125,045
2013-14	0	0	0	0	0	0	25,000	5,000	20,000
2014-15	0	0	0	0	0	0	23,078	5,000	18,078
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	62,425	17,572	44,853
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	40,476	3,424	37,052	39,763	3,364	36,399	60,151	10,556	49,595
2021-22	100,485	16,954	83,532	98,369	16,596	81,773	143,692	34,052	109,640
Total	$140,961	$20,378	$120,583	$138,132	$19,960	$118,172	$854,146	$220,314	$633,832

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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 6/30/22
Gross of Member Deductibles - Limited to the SIR

Program Year	Estimated Ultimate Losses (1)	Projected Paid Losses as of 6/30/22 (2)	Projected Case Reserves 6/30/22 (3)	Projected Reported Losses as of 6/30/22 (4)	Projected IBNR as of 6/30/22 (5)	Projected Unpaid Losses as of 6/30/22 (6)
2011-12	$130,315	$130,315	$0	$130,315	$0	$0
2012-13	163,489	163,489	0	163,489	0	0
2013-14	25,000	25,000	0	25,000	0	0
2014-15	23,078	23,078	0	23,078	0	0
2015-16	72,777	72,777	0	72,777	0	0
2016-17	25,600	25,600	0	25,600	0	0
2017-18	62,425	62,425	0	62,425	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	60,151	19,675	35,190	54,865	5,286	40,476
2021-22	143,692	43,207	45,744	88,951	54,741	100,485
Total	$854,146	$713,184	$80,934	$794,119	$60,027	$140,961

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Notes:
(1) - (6) Sum of Page 33 + Page 56 entries.

Alameda County Schools Insurance Group
Combined Property & Liability Programs

Estimated Unpaid Losses as of 12/31/21
Gross of Member Deductibles - Limited to the SIR

Program Year	Estimated Ultimate Losses (1)	Paid Losses as of 12/31/21 (2)	Case Reserves 12/31/21 (3)	Reported Losses as of 12/31/21 (4)	Estimated IBNR as of 12/31/21 (5)	Estimated Unpaid Losses as of 12/31/21 (6)
2011-12	$130,315	$130,315	$0	$130,315	$0	$0
2012-13	163,489	163,489	0	163,489	0	0
2013-14	25,000	25,000	0	25,000	0	0
2014-15	23,078	23,078	0	23,078	0	0
2015-16	72,777	72,777	0	72,777	0	0
2016-17	25,600	25,600	0	25,600	0	0
2017-18	62,425	62,425	0	62,425	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	60,151	5,044	44,956	50,000	10,151	55,107
2021-22	71,846	14,577	20,423	35,000	36,846	57,269
Total	$782,300	$669,924	$65,379	$735,303	$46,997	$112,376

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Notes:
(1) - (6) Sum of Page 35 + Page 58 entries.

Alameda County Schools Insurance Group
Combined Property & Liability Programs

Projected Unpaid Losses as of 6/30/22
Net of Member Deductibles - Limited to the SIR

Program Year	Estimated Ultimate Losses (1)	Paid Losses as of 12/31/21 (2)	Case Reserves 12/31/21 (3)	Reported Losses as of 12/31/21 (4)	Estimated IBNR as of 12/31/21 (5)	Estimated Unpaid Losses as of 12/31/21 (6)
2011-12	$96,543	$96,543	$0	$96,543	$0	$0
2012-13	125,045	125,045	0	125,045	0	0
2013-14	20,000	20,000	0	20,000	0	0
2014-15	18,078	18,078	0	18,078	0	0
2015-16	47,777	47,777	0	47,777	0	0
2016-17	20,000	20,000	0	20,000	0	0
2017-18	44,853	44,853	0	44,853	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	49,595	12,543	32,039	44,582	5,013	37,052
2021-22	109,640	26,108	39,677	65,785	43,855	83,532
Total	$633,832	$513,249	$71,715	$584,964	$48,868	$120,583

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Notes:
(1) - (6) Page 22 entries - Page 63 entries.

Alameda County Schools Insurance Group
Combined Property & Liability Programs

Estimated Unpaid Losses as of 12/31/21
Net of Member Deductibles - Limited to the SIR

Program Year	Estimated Ultimate Losses (1)	Paid Losses as of 12/31/21 (2)	Case Reserves 12/31/21 (3)	Reported Losses as of 12/31/21 (4)	Estimated IBNR as of 12/31/21 (5)	Estimated Unpaid Losses as of 12/31/21 (6)
2011-12	$96,543	$96,543	$0	$96,543	$0	$0
2012-13	125,045	125,045	0	125,045	0	0
2013-14	20,000	20,000	0	20,000	0	0
2014-15	18,078	18,078	0	18,078	0	0
2015-16	47,777	47,777	0	47,777	0	0
2016-17	20,000	20,000	0	20,000	0	0
2017-18	44,853	44,853	0	44,853	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	49,595	0	40,000	40,000	9,595	49,595
2021-22	54,820	4,667	20,333	25,000	29,820	50,153
Total	$579,012	$479,264	$60,333	$539,597	$39,415	$99,748

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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

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Alameda County Schools Insurance Group
Liability Program

Projected Unpaid Losses as of 06/30/22

Program Year	Undiscounted Claims Liabilities as of 6/30/22 (1)	Discounted (1.50% Interest) Claims Liabilities as of 6/30/22 (2)	Estimated Gross Ultimate Losses (3)
2011-12	$0	$0	$130,315
2012-13	0	0	103,444
2013-14	0	0	25,000
2014-15	0	0	23,078
2015-16	0	0	61,096
2016-17	0	0	25,600
2017-18	0	0	62,425
2018-19	0	0	69,053
2019-20	0	0	25,318
2020-21	40,388	39,676	60,000
2021-22	87,904	85,927	120,000
Total	$128,293	$125,603	$705,329

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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 2022-23 Program Year

		Gross of Member Deductibles	Net of Member Deductibles
(1)	Projected Losses:	$87,074	$60,840
(2)	Discounted Value of Projected Losses: (as of 7/1/22, 1.50% interest rate)	$84,452	$59,015

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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

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Alameda County Schools Insurance Group
Property Program

Projected Unpaid Losses
Individual Losses Limited to SIR

Program Year	Undiscounted Claims Liabilities as of 6/30/22 (1)	Discounted (1.50% Interest) Liabilities as of 6/30/22 (2)	Estimated Ultimate Losses (3)
2011-12	$0	$0	$0
2012-13	0	0	60,045
2013-14	0	0	0
2014-15	0	0	0
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	88	87	151
2021-22	12,581	12,442	23,692
Total	$12,669	$12,529	$148,817

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Notes:
(1) Page 56, Column (6).
(2) Assuming 1.50% interest.
(3) Page 59, Column (6).

Alameda County Schools Insurance Group
Property Program

Projected Losses for the 2022-23 Program Year

	Gross of Member Deductibles	Net of Member Deductibles
(1) Projected Losses:	$42,567	$28,542
(2) Discounted Value of Losses: (as of 7/1/22, 1.50% interest rate)	$41,932	$28,116

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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

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Alameda County Schools Insurance Group
Liability Program

Projected Unpaid Losses as of 6/30/22
Gross of Member Deductibles - Limited to the SIR

Program Year	Estimated Ultimate Losses (1)	Projected Paid Losses as of 6/30/22 (2)	Projected Case Reserves 6/30/22 (3)	Projected Reported Losses as of 6/30/22 (4)	Projected IBNR as of 6/30/22 (5)	Projected Unpaid Losses as of 6/30/22 (6)
2011-12	$130,315	$130,315	$0	$130,315	$0	$0
2012-13	103,444	103,444	0	103,444	0	0
2013-14	25,000	25,000	0	25,000	0	0
2014-15	23,078	23,078	0	23,078	0	0
2015-16	61,096	61,096	0	61,096	0	0
2016-17	25,600	25,600	0	25,600	0	0
2017-18	62,425	62,425	0	62,425	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	60,000	19,612	35,177	54,788	5,212	40,388
2021-22	120,000	32,096	43,527	75,623	44,377	87,904
Total	$705,329	$577,036	$78,704	$655,740	$49,589	$128,293

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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 1/1/22 and 6/30/22
Individual Losses Limited to SIR

Program Year	Losses Paid as of 12/31/21 (1)	Projected Losses Paid 1/1/22 - 6/30/22 (2)	Projected Losses Paid as of 6/30/22 (3)	Losses Reported as of 12/31/21 (4)	Projected Losses Reported 1/1/22 - 6/30/22 (5)	Projected Losses Reported as of 6/30/22 (6)
2011-12	$130,315	$0	$130,315	$130,315	$0	$130,315
2012-13	103,444	0	103,444	103,444	0	103,444
2013-14	25,000	0	25,000	25,000	0	25,000
2014-15	23,078	0	23,078	23,078	0	23,078
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	62,425	0	62,425	62,425	0	62,425
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	5,044	14,568	19,612	50,000	4,788	54,788
2021-22	14,577	17,518	32,096	35,000	40,623	75,623
Total	$544,950	$32,086	$577,036	$610,329	$45,411	$655,740

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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 12/31/21
Gross of Member Deductibles - Limited to the SIR

Program Year	Estimated Ultimate Losses (1)	Paid Losses as of 12/31/21 (2)	Case Reserves 12/31/21 (3)	Reported Losses as of 12/31/21 (4)	Estimated IBNR as of 12/31/21 (5)	Estimated Unpaid Losses as of 12/31/21 (6)
2011-12	$130,315	$130,315	$0	$130,315	$0	$0
2012-13	103,444	103,444	0	103,444	0	0
2013-14	25,000	25,000	0	25,000	0	0
2014-15	23,078	23,078	0	23,078	0	0
2015-16	61,096	61,096	0	61,096	0	0
2016-17	25,600	25,600	0	25,600	0	0
2017-18	62,425	62,425	0	62,425	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	60,000	5,044	44,956	50,000	10,000	54,956
2021-22	60,000	14,577	20,423	35,000	25,000	45,423
Total	$645,329	$544,950	$65,379	$610,329	$35,000	$100,379

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Notes:
(1) Page 33, Column (1). 50% of 2021-22 incurred through 12/31/21.
(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)
2011-12	$130,315	$130,315	$130,315			$130,315
2012-13	103,444	103,444	103,444			103,444
2013-14	25,000	25,000	25,000			25,000
2014-15	23,078	23,078	23,078			23,078
2015-16	61,096	61,572	61,096			61,096
2016-17	25,605	25,999	25,600			25,600
2017-18	62,439	64,474	62,425			62,425
2018-19	69,131	78,344	69,053	$69,132	$98,845	69,053
2019-20	25,538	37,600	25,318	26,052	40,006	25,318
2020-21	56,517	13,947	59,890	59,777	40,480	60,000
2021-22	111,585	188,144	94,348	94,733	102,135	120,000
Total	$693,748	$751,917	$679,567			$705,329
18/19-21/22	$262,771	$318,035	$248,609	$249,694	$281,466	$274,371

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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 12/31/21 (1)	Reported Development Factor as of 12/31/21 (2)	Projected Ultimate Losses (3)
2011-12	$130,315	1.000	$130,315
2012-13	103,444	1.000	103,444
2013-14	25,000	1.000	25,000
2014-15	23,078	1.000	23,078
2015-16	61,096	1.000	61,096
2016-17	25,600	1.000	25,605
2017-18	62,425	1.000	62,439
2018-19	69,053	1.001	69,131
2019-20	25,318	1.009	25,538
2020-21	50,000	1.130	56,517
2021-22	35,000	3.188	111,585
Total	$610,329		$693,748

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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 12/31/21 (1)	Paid Development Factor as of 12/31/21 (2)	Projected Ultimate Losses (3)
2011-12	$130,315	1.000	$130,315
2012-13	103,444	1.000	103,444
2013-14	25,000	1.000	25,000
2014-15	23,078	1.000	23,078
2015-16	61,096	1.008	61,572
2016-17	25,600	1.016	25,999
2017-18	62,425	1.033	64,474
2018-19	69,053	1.135	78,344
2019-20	25,318	1.485	37,600
2020-21	5,044	2.765	13,947
2021-22	14,577	12.907	188,144
Total	$544,950		$751,917

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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 12/31/21 (1)	Paid Development Factor as of 12/31/21 (2)	IBNR to Case Reserves Ratio (3)	Case Reserves as of 12/31/21 (4)	Estimated IBNR Losses as of 12/31/21 (5)	Estimated Ultimate Losses (6)
2011-12	1.000	1.000	0.000	$0	$0	$130,315
2012-13	1.000	1.000	0.000	0	0	103,444
2013-14	1.000	1.000	0.000	0	0	25,000
2014-15	1.000	1.000	0.000	0	0	23,078
2015-16	1.000	1.008	0.000	0	0	61,096
2016-17	1.000	1.016	0.013	0	0	25,600
2017-18	1.000	1.033	0.007	0	0	62,425
2018-19	1.001	1.135	0.010	0	0	69,053
2019-20	1.009	1.485	0.027	0	0	25,318
2020-21	1.130	2.765	0.220	44,956	9,890	59,890
2021-22	3.188	12.907	2.906	20,423	59,348	94,348
Total				$65,379	$69,238	$679,567

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Notes:
(1) Page 37, Column (2).
(2) Page 38, Column (2).
(3) [(1) - 1.000] x (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	*A Priori* Ultimate Losses (1)	Cumulative Reported Loss Development Factors (2)	Percentage of Losses Not Yet Reported (3)	Expected Unreported Losses (4)	Losses Reported as of 12/31/21 (5)	Estimated Ultimate Losses (6)
2018-19	$78,685	1.001	0.1%	$79	$69,053	$69,132
2019-20	81,506	1.009	0.9%	734	25,318	26,052
2020-21	85,020	1.130	11.5%	9,777	50,000	59,777
2021-22	87,074	3.188	68.6%	59,733	35,000	94,733

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Notes:
(1) Page 41, Column (5).
(2) Page 37, Column (2).
(3) 100% - [1.000 / (2)].
(4) (1) x (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 2022-23 Cost Levels (2)	Detrended SIR-Adjusted Loss Rate (3)	Average Daily Attendance (ADA) (4)	Expected Ultimate Losses (5)
2018-19	$4.33	0.959	$4.152	18,951	$78,685
2019-20	4.33	0.970	4.202	19,397	81,506
2020-21	4.33	0.982	4.251	20,000	85,020
2021-22	4.33	0.991	4.290	20,297	87,074

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Notes:
(1) Page 42, Item (6).
(2) Estimated using a 0.9% 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	*A Priori* Ultimate Losses (1)	Factor to 2022-23 Cost Level (2)	Constant $ *A Priori* Losses (3)	Average Daily Attendance (ADA) (4)	Indicated Loss Rate (5)
2011-12	$130,315	1.132	$147,558	14,415	$10.24
2012-13	103,444	1.119	115,760	14,754	7.85
2013-14	25,000	1.106	27,649	15,183	1.82
2014-15	23,078	1.093	25,225	15,884	1.59
2015-16	61,333	1.080	66,255	16,939	3.91
2016-17	25,801	1.068	27,545	17,716	1.56
2017-18	63,440	1.055	66,937	18,416	3.64
2018-19	73,450	1.043	76,592	18,951	4.04
2019-20	30,417	1.031	31,347	19,397	1.62
2020-21	50,000	1.019	50,926	20,000	2.55
2021-22	126,750	1.009	127,918	20,297	6.30
Average					$4.10
11/12-18/19					$4.33
			(6) Selected $25K Retention 2022-23 Loss Rate:		$4.33

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Notes:
(1) Page 43, Column (3).
(2) Estimated using a 0.9% 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)	*A Priori* Selection (3)
2011-12	$130,315	$130,315	$130,315
2012-13	103,444	103,444	103,444
2013-14	25,000	25,000	25,000
2014-15	23,078	23,078	23,078
2015-16	61,096	61,572	61,333
2016-17	25,605	25,999	25,801
2017-18	62,439	64,474	63,440
2018-19	69,131	78,344	73,450
2019-20	25,538	37,600	30,417
2020-21	56,517	13,947	50,000
2021-22	111,585	188,144	126,750
Total	$693,748	$751,917	$713,028

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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)
2018-19	$20,615	0.959	$19,769	5	$98,845
2019-20	20,615	0.970	20,003	2	40,006
2020-21	20,615	0.982	20,240	2	40,480
2021-22	20,615	0.991	20,427	5	102,135
Total				14	$281,466

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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	*A Priori* Ultimate Losses (1)	Severity Trend Factor to 2022-23 (2)	Estimated Ultimate Claim Counts (3)	Constant $ Claim Severity (4)
2011-12	$130,315	1.132	7	$21,080
2012-13	103,444	1.119	5	23,152
2013-14	25,000	1.106	1	27,649
2014-15	23,078	1.093	1	25,225
2015-16	61,333	1.080	3	22,085
2016-17	25,801	1.068	2	13,773
2017-18	63,440	1.055	4	16,734
2018-19	73,450	1.043	5	15,318
2019-20	30,417	1.031	2	15,673
2020-21	50,000	1.019	2	25,463
2021-22	126,750	1.009	5	25,584
Average				$21,067
11/12-20/21				$20,615
		(5) Selected $25K SIR 2022-23 Severity:		$20,615

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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)
2011-12	7		7
2012-13	5		5
2013-14	1		1
2014-15	1		1
2015-16	3		3
2016-17	2		2
2017-18	4		4
2018-19	5		5
2019-20	2		2
2020-21	2		2
2021-22	5	5	5
Total	37		37

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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 12/31/21 (1)	Development Factors as of 12/31/21 (2)	Projected Ultimate Claims (3)
2011-12	7	1.000	7
2012-13	5	1.000	5
2013-14	1	1.000	1
2014-15	1	1.000	1
2015-16	3	1.000	3
2016-17	2	1.000	2
2017-18	4	1.001	4
2018-19	5	1.002	5
2019-20	2	0.998	2
2020-21	2	1.019	2
2021-22	2	2.720	5
Total	34		37

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Notes:
(1) Provided by Keenan & Associates.
(2) Estumated 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 12/31/21 (5)	Projected Ultimate Claims (6)
2021-22	4	2.720	63.2%	3	2	5

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Notes:
(1) Page 49, Item (6).
(2) Page 47, Column (2).
(3) 100% - [1.000 / (2)].
(4) (1) x (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 2021-22 Claim Counts

Program Year	Projected Ultimate Claim Counts (1)	Average Daily Attendance (ADA) (2)	Indicated Claim Frequency (3)
2011-12	7	14,415	4.9
2012-13	5	14,754	3.4
2013-14	1	15,183	0.7
2014-15	1	15,884	0.6
2015-16	3	16,939	1.8
2016-17	2	17,716	1.1
2017-18	4	18,416	2.2
2018-19	5	18,951	2.6
2019-20	2	19,397	1.0
2020-21	2	20,000	1.0
2021-22	5	20,297	2.5
Average			2.0
11/12-18/19			2.2
		(4) Selected Claim Frequency:	2.2
		(5) 2021-22 ADA:	20,297
		(6) 2021-22 Expected Claim Count:	4

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Notes:
(1) Page 47, Column (3).
(2) Page 54, Column (1).
(3) (1) x 10,000 / (2).
(4) Selected on the basis of (3).
(5) Page 54, Column (1).
(6) (4) x (5) / 10,000.

Alameda County Schools Insurance Group
Liability Program

Projected 2022-23 Ultimate Losses
$25,000 Limit

Program Year	2022-23 Level Loss Rate (1)	Projected Average Daily Attendance (ADA) (2)	Projected Ultimate Losses (3)
2022-23	$4.29	20,297	$87,074
		(4) $5K Deductible Losses:	30.1%
		(5) Projected Losses after $5K Deductible:	$60,840
		(6) Implied Net Loss Rate:	$3.00

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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 2022-23 $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)
2011-12	$130,315	1.132	$147,558	14,415	$10.24
2012-13	103,444	1.119	115,760	14,754	7.85
2013-14	25,000	1.106	27,649	15,183	1.82
2014-15	23,078	1.093	25,225	15,884	1.59
2015-16	61,096	1.080	65,999	16,939	3.90
2016-17	25,600	1.068	27,331	17,716	1.54
2017-18	62,425	1.055	65,865	18,416	3.58
2018-19	69,053	1.043	72,007	18,951	3.80
2019-20	25,318	1.031	26,092	19,397	1.35
2020-21	60,000	1.019	61,111	20,000	3.06
2021-22	120,000	1.009	121,106	20,297	5.97
Average					$4.06
11/12-18/19					$4.29
	(6) Selected 2022-23 Level Loss Rate - Limited to $25,000 per Loss:				$4.29

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Notes:
(1) Page 36, Column (6), adjusted to $25K retention.
(2) Estimated using a 0.9% 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 6/30/22
Assuming a 1.50% Interest Rate

Program Year	Projected Unpaid Losses (1)	Discount Factor (2)	Discounted Unpaid Losses (3)
2011-12	$0	1.000	$0
2012-13	0	1.000	0
2013-14	0	1.000	0
2014-15	0	1.000	0
2015-16	0	0.993	0
2016-17	0	0.988	0
2017-18	0	0.983	0
2018-19	0	0.985	0
2019-20	0	0.985	0
2020-21	40,388	0.982	39,676
2021-22	87,904	0.978	85,927
Total	$128,293		$125,603

(4) Indicated Discount Factor: 0.979

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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 2022-23 Losses as of 7/1/22
Assuming a 1.50% Interest rate

Program Year	Projected Loss Payments (1)	Discount Factor (2)	Discounted Value of Payments (3)
2022-23	$20,095	0.993	$19,946
2023-24	26,129	0.978	25,552
2024-25	22,010	0.963	21,206
2025-26	12,407	0.949	11,777
2026-27	4,391	0.935	4,106
2027-28	1,042	0.921	960
2028-29	668	0.908	607
2029-30	333	0.894	298
2030-31	0	0.881	0
2031-32	0	0.868	0
2032-33	0	0.855	0
Total	$87,074		$84,452

(4) Indicated Discount Factor: 0.970

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Notes:
(1) Based upon the observed payment pattern.
(2) Based upon a 1.50% 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)
2011-12	14,415	$25,000	$5,000
2012-13	14,754	25,000	5,000
2013-14	15,183	25,000	5,000
2014-15	15,884	25,000	5,000
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	20,297	?	?

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Notes:
(1) - (3) Provided by Keenan & Associates.
2022-23 projected by BAC.

Alameda County Schools Insurance Group

An Actuarial Review of the Property & Liability Self-Insurance Program

Property Exhibits

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Alameda County Schools Insurance Group
Property Program

Projected Unpaid Losses as of 6/30/22
Individual Losses Limited to SIR

Program Year	Estimated Ultimate Losses (1)	Projected Losses Paid as of 6/30/22 (2)	Projected Case Reserves as of 6/30/22 (3)	Projected Losses Reported as of 6/30/22 (4)	Projected IBNR as of 6/30/22 (5)	Projected Losses Unpaid as of 6/30/22 (6)
2011-12	$0	$0	$0	$0	$0	$0
2012-13	60,045	60,045	0	60,045	0	0
2013-14	0	0	0	0	0	0
2014-15	0	0	0	0	0	0
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	151	63	13	76	75	88
2021-22	23,692	11,111	2,217	13,328	10,364	12,581
Total	$148,817	$136,148	$2,230	$138,378	$10,438	$12,669

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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 6/30/22
Individual Losses Limited to SIR

Program Year	Losses Paid as of 12/31/21 (1)	Projected Payments 1/1/22 - 6/30/22 (2)	Projected Losses Paid as of 6/30/22 (3)	Losses Reported as of 12/31/21 (4)	Projected Losses Reported 1/1/22 - 6/30/22 (5)	Projected Losses Reported as of 6/30/22 (6)
2011-12	$0	$0	$0	$0	$0	$0
2012-13	60,045	0	60,045	60,045	0	60,045
2013-14	0	0	0	0	0	0
2014-15	0	0	0	0	0	0
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	63	63	0	76	76
2021-22	0	11,111	11,111	0	13,328	13,328
Total	$124,974	$11,174	$136,148	$124,974	$13,405	$138,378

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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 12/31/21
Individual Losses Limited to SIR

Program Year	Estimated Ultimate Losses (1)	Losses Paid as of 12/31/21 (2)	Case Reserves as of 12/31/21 (3)	Losses Reported as of 12/31/21 (4)	Estimated IBNR as of 12/31/21 (5)	Estimated Losses Unpaid as of 12/31/21 (6)
2011-12	$0	$0	$0	$0	$0	$0
2012-13	60,045	60,045	0	60,045	0	0
2013-14	0	0	0	0	0	0
2014-15	0	0	0	0	0	0
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	151	0	0	0	151	151
2021-22	11,846	0	0	0	11,846	11,846
Total	$136,971	$124,974	$0	$124,974	$11,997	$11,997

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Notes:
(1) Page 59, Column (6). 2021-22 adjusted for incomplete program year @ 12/31/21.
(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 12/31/21 (5)	Estimated Ultimate Losses (6)
2011-12	$616,971	$0.000	0.0%	$0	$0	$0
2012-13	631,480	0.000	0.0%	0	60,045	60,045
2013-14	649,842	0.048	0.0%	0	0	0
2014-15	679,845	0.032	0.0%	0	0	0
2015-16	724,999	0.024	0.0%	0	11,681	11,681
2016-17	758,256	0.022	0.0%	0	0	0
2017-18	788,216	0.018	0.0%	0	0	0
2018-19	811,114	0.015	0.0%	0	28,248	28,248
2019-20	830,203	0.018	0.0%	0	25,000	25,000
2020-21	856,012	0.020	0.9%	151	0	151
2021-22	868,724	0.049	55.7%	23,692	0	23,692
Total	$8,215,662			$23,843	$124,974	$148,817

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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 2022-23
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)
2008-09	72,507	1.101	$578,964	$0.138
2009-10	9,690	1.093	597,197	0.018
2010-11	25,000	1.086	612,134	0.044
2011-12	0	1.078	616,971	0.000
2012-13	60,045	1.071	631,480	0.102
2013-14	0	1.064	649,842	0.000
2014-15	0	1.056	679,845	0.000
2015-16	11,681	1.049	724,999	0.017
2016-17	0	1.042	758,256	0.000
2017-18	0	1.035	788,216	0.000
2018-19	28,248	1.028	811,114	0.036
2019-20	25,000	1.021	830,203	0.031
2020-21	151	1.014	856,012	0.000
2021-22	23,692	1.007	868,724	0.027
Average				$0.030
			(5) Selected 2022-23 Loss Rate:	$0.049
			(6) Projected 2022-23 TIV ($000's):	$868,724
			(7) Projected 2022-23 Gross Losses:	$42,567
			(8) $5K Deductible Ratio:	32.9%
			(9) Projected 2022-23 Net Losses:	$28,542

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.

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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)
2011-12	$350,784	$616,971	$25,000	$5,000
2012-13	361,534	631,480	25,000	5,000
2013-14	392,314	649,842	25,000	5,000
2014-15	502,027	679,845	25,000	5,000
2015-16	543,377	724,999	25,000	5,000
2016-17	604,210	758,256	25,000	5,000
2017-18	613,864	788,216	25,000	5,000
2018-19	636,533	811,114	25,000	5,000
2019-20	720,546	830,203	25,000	5,000
2020-21	739,736	856,012	25,000	5,000
2021-22	796,994	868,724	25,000	5,000
2022-23	868,724	868,724	?	?

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Notes:
(1) , (3), (4) Provided by Keenan & Associates.
2022-23 projected by BAC.
(2) 2021-22 is set equal to projected 2022-23 value.
Older years are in proportion to annual ADA.

Alameda County Schools Insurance Group

An Actuarial Review of the Property & Liability Self-Insurance Program

Deductibles Exhibits

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Alameda County Schools Insurance Group
Deductibles

Estimated Unpaid Deductibles as of 6/30/22

Program Year	Estimated Ultimate Deductibles (1)	Projected Deductibles Paid as of 6/30/22 (2)	Projected Deductible Reserves as of 6/30/22 (3)	Projected Deductibles Reported as of 6/30/22 (4)	Projected Deductibles IBNR as of 6/30/22 (5)	Projected Deductibles Unpaid as of 6/30/22 (6)
2011-12	$33,772	$33,772	$0	$33,772	$0	$0
2012-13	38,444	38,444	0	38,444	0	0
2013-14	5,000	5,000	0	5,000	0	0
2014-15	5,000	5,000	0	5,000	0	0
2015-16	25,000	25,000	0	25,000	0	0
2016-17	5,600	5,600	0	5,600	0	0
2017-18	17,572	17,572	0	17,572	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	10,556	7,132	3,151	10,283	273	3,424
2021-22	34,052	17,098	6,068	23,166	10,886	16,954
Total	$220,314	$199,936	$9,219	$209,154	$11,159	$20,378

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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 June 30, 2022

Program Year	Deductibles Paid as of 12/31/20 (1)	Projected Payments 1/1/21 - 6/30/22 (2)	Projected Deductibles Paid as of 6/30/22 (3)	Deductibles Reported as of 12/31/20 (4)	Projected Reported 1/1/21 - 6/30/22 (5)	Projected Deductibles Reported as of 6/30/22 (6)
2011-12	$33,772	$0	$33,772	$33,772	$0	$33,772
2012-13	38,444	0	38,444	38,444	0	38,444
2013-14	5,000	0	5,000	5,000	0	5,000
2014-15	5,000	0	5,000	5,000	0	5,000
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	17,572	0	17,572	17,572	0	17,572
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	5,044	2,088	7,132	10,000	283	10,283
2021-22	9,910	7,188	17,098	10,000	13,166	23,166
Total	$190,660	$9,276	$199,936	$195,706	$13,449	$209,154

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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 12/31/20 (5)	Estimated Ultimate Losses Below Deductible (6)
2011-12	$130,315	25.9%	0.0%	$0	$33,772	$33,772
2012-13	163,489	25.9%	0.0%	0	38,444	38,444
2013-14	25,000	24.6%	0.0%	0	5,000	5,000
2014-15	23,078	24.2%	0.0%	0	5,000	5,000
2015-16	72,777	24.0%	0.0%	0	25,000	25,000
2016-17	25,600	25.9%	0.0%	0	5,600	5,600
2017-18	62,425	25.6%	0.0%	0	17,572	17,572
2018-19	97,301	25.9%	0.0%	0	35,000	35,000
2019-20	50,318	27.6%	0.0%	0	10,318	10,318
2020-21	60,151	27.0%	3.4%	556	10,000	10,556
2021-22	143,692	26.2%	63.8%	24,052	10,000	34,052
Total	$854,146			$24,608	$195,706	$220,314

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

EXECUTIVE SUMMARY

TO: ACSIG Board

FROM: Kimberly Dennis

DATE: May 26, 2022

SUBJECT: Proposal for Safety Inspection Contract

Beginning in July 2008, ACSIG joined Northern California ReLiEF (NCR) for Property/Liability coverage. Keenan & Associates is the administrator contracted by NCR. One of the requirements of membership in NCR is the regular completion of safety inspections.

Enclosed is an amendment to the current contract that extends the terms through June 30, 2025 with a 3% proposed fee increase. The Board will be asked to approve this contract.

LOSS CONTROL SERVICES AGREEMENT

This **Loss Control Services Agreement** ("Agreement") is made and entered into by and between **Alameda County Schools Insurance Group ("ACSIG")** ("Client") and **Keenan & Associates** ("Keenan"), as of **July 1, 2022** ("Effective Date").

RECITALS

A. Client maintains a liability insurance program ("Insurer") to protect itself against claims and losses arising out of its day-to-day operations;

B. Keenan is a specialty insurance services provider with expertise in providing insurance and loss control related services to California school districts, municipalities, health care providers and their related entities.

C. Client desires Keenan to perform certain loss control services as a complement to its Insurance program; and

D. Keenan desires to provide such loss control services, subject to the terms and conditions described in this Agreement.

AGREEMENT

The parties agree as follows:

1. **TERM**
   The term of this Agreement is from the **Effective Date** through **June 30, 2024** ("Termination Date").

2. **KEENAN'S RESPONSIBILITIES AND SCOPE OF SERVICES**
   A. Client elects and Keenan shall provide the loss control services ("Services") described in Exhibit A, attached hereto and incorporated herein, during the term of this Agreement.

   B. The Services are intended to (i) promote safety awareness, (ii) assist in the identification of conditions which may pose a risk of bodily injury and/or property damage, and (iii) offer recommendations and/or suggestions to help mitigate Client's risk of loss. Keenan does not represent that the Services will identify every potential risk or hazard inherent in Client's business activities or existing on Client's premises. We are confident that Keenan's loss control services will help Client to promote a safer environment, but Keenan does not represent, guaranty or promise that the Services will eliminate all risk of injury or property damage, or result in improved loss experience.

C. In providing the Services, Keenan shall act in an advisory and consultative capacity. Client shall retain the right to determine whether to act on or implement the information, recommendations, and suggestions provided by Keenan, and the manner by which any such action or implementation shall be undertaken.

D. The relationship of Keenan and Client shall be that of an independent contractor and Keenan shall at all times remain responsible for its own operational and personnel expenses. Under no circumstance shall any employee of one party look to the other party for any payment or the provision of any benefit, including without exception, workers' compensation coverage. Except as may be expressly set forth in or contemplated by this Agreement, neither party shall have the right to act on behalf of the other, or to bind the other to any contract or other obligation.

E. Keenan shall not provide any legal, tax, or accounting service, advice, or opinion, and the Services shall not be interpreted as representing any such service, advice or opinion. Client shall consult its own attorney on all legal issues, and its own tax and accounting experts on all tax, accounting, and financial matters relating to its operations, including without limitation, the establishment and/or operation of the Plans.

F. In providing its Services, Keenan shall comply with all applicable state and federal laws and regulations, and obtain and maintain all necessary licenses, registrations, and/or permits necessary for the performance of its duties under this Agreement.

G. Keenan reserves the right to engage independent contractors and/or subcontractors to assist it in performing the Services. The use of such individuals shall not relieve either party of any of its duties under this Agreement.

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

A. Client shall retain all authority and responsibility for the implementation of any suggestions or recommendation made by Keenan as part of the Services.

B. Client shall provide Keenan with timely access to such information and individuals, including its outside advisors and consultants, as may be necessary for Keenan to perform the Services. Keenan shall not be responsible for any delay in its performance that results from the failure of Client, or any person acting on behalf of Client, to make available any information or individual in a timely manner.

C. All information provided to Keenan by Client, in anticipation of or in relation to the Services to be provided by Keenan, shall be complete and accurate, and Keenan may rely upon such information.

D. Keenan's Loss Control services are not intended to substitute for ongoing inspection and maintenance of Client's facilities. It shall remain Client's responsibility to perform and/or secure standard inspection, maintenance and repair services for its facilities and equipment,

including without limitation, any service typically performed by a licensed or certified service professional (e.g., HVAC contractor, electrician, plumber, elevator service personnel, etc.).

4. **COMPENSATION**

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

5. **INSURANCE**

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

(1) Workers' Compensation. Workers' Compensation Insurance in conformance with the laws of the State of California and applicable federal laws.

(2) Bodily Injury, Death and Property Damage Liability Insurance. General Liability Insurance (including motor vehicle operation) with a Two Million Dollar ($2,000,000) limit of liability for each occurrence and a Two Million Dollar ($2,000,000) aggregate limit of liability.

(3) Professional Liability Insurance. Professional Liability Insurance with a Two Million Dollar ($2,000,000) limit of liability for each occurrence and a Two Million Dollar ($2,000,000) aggregate limit of liability.

(4) Cyber Liability/Privacy Insurance. Cyber Liability Insurance with a Two Million Dollar ($2,000,000) limit of liability for each occurrence and a Two Million Dollar ($2,000,000) aggregate limit of liability.

6. **INDEMNIFICATION**

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

7. **LIMITATION OF LIABILITY**

Notwithstanding anything to the contrary in this Agreement, in no event shall either party be liable for any punitive damages, fines, penalties, taxes or any indirect, incidental, or consequential damages incurred by the other party, its officers, employees, agents, contractors or consultants whether or not foreseeable and whether or not based in contract or tort claims or otherwise,

arising out of or in connection with this Agreement even if advised of the possibility of such damage. Keenan's liability under this Agreement shall further be limited to, and shall not exceed, the amount of its available insurance coverage, but not exceeding the limits of coverage outlined in Section 5.

8. **DISPUTE RESOLUTION**

A. In the event of any dispute arising out of or relating to this Agreement, such dispute shall be resolved by submission to binding arbitration before Judicial Arbitration & Mediation Services ("JAMS") or ADR Services, at the claimant's choice, in Los Angeles County, California, before a retired judge or justice. If the parties are unable to agree on a retired judge or justice, the selected arbitration service (JAMS or ADR Services) will select the arbitrator.

B. In any such arbitration, the parties shall be entitled to take discovery in accordance with the provisions of the California Code of Civil Procedure, but either party may request that the arbitrator limit the amount or scope of such discovery, and in determining whether to do so, the arbitrator shall balance the need for the discovery against the parties' mutual desire to resolve disputes expeditiously and inexpensively.

C. The prevailing party in any action, arbitration, or proceeding arising out of or to enforce any provision of this Agreement will be awarded reasonable attorneys' fees and costs incurred in that action, arbitration, or proceeding, or in the enforcement of any judgment or award rendered.

9. **TERMINATION**

A. This Agreement may be terminated upon the occurrence of any of the following events:

i. By either party upon the dissolution or insolvency of either party;

ii. By either party following the filing of a bankruptcy petition by or against either party (if the petition is not dismissed within sixty (60) days in the case of an involuntary bankruptcy petition);

iii. If the application of any law, rule, regulation, or court or administrative decision prohibits the continuation of this Agreement or would cause a penalty to either party if the Agreement is continued, and if the Agreement cannot be amended to conform to such law, rule, regulation, or court or administrative decision in a manner that would preserve the original intent of the parties with respect to their rights and duties under this Agreement; or

iv. By the non-breaching party if a breach of this Agreement is not cured within sixty (60) days following receipt of written notice of the breach from the non-breaching party; and

v. Upon sixty (60) days prior written notice to the other party of its intent not to renew this Agreement.

B. In the event of termination pursuant to Section 9A above, Keenan shall be paid for the full value of all Services rendered through the date of termination.

10. **SOLICITATION OF EMPLOYEES**

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

11. **PROPRIETARY INTERESTS**

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

12. **MARKETING**

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

13. **OTHER RELATIONSHIPS**

A. Keenan or its affiliates may provide Client or others with other services or insurance coverage not provided in this Agreement and may receive compensation related to such other services which may include, without limitation, loss control services, joint powers administration, insurance brokerage services, securing reinsurance, claims administration, investigative services, financial processing and other related services.

B. Keenan and/or its affiliate may provide services for other entities that also provide services to and/or contract with Client's insurance program (e.g., insurers and reinsurers and/or other coverage providers) and to the extent that such services are provided, Keenan will be separately compensated for those services.

C. The Services provided to Client are non-exclusive and Keenan reserves the right to provide the same or similar services to other clients who may be in the same industry, business, or service as Client.

14. **CONFIDENTIALITY**

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

B. In the event that either party becomes the subject of a subpoena or court order compelling the disclosure of the other party's Confidential information, that party shall immediately notify the other so that the party whose Confidential Information is being sought can take such action as may be necessary to prevent or limit the release of its Confidential Information.

C. Neither party shall be deemed to be in breach of this Section 14 if it has notified the other before it releases the Confidential Information pursuant to a subpoena or court order, and the party whose Confidential Information was requested fails to provide, before the deadline for disclosure, a copy of court order quashing the subpoena or otherwise limiting the original demand for the Confidential Information.

15. **GENERAL**

A. This Agreement, its recitals and all attached exhibits constitute the entire understanding of the parties related to the subject matter of the Agreement, and supersede all prior and collateral statements, presentations, communications, reports, agreements or understandings, if any, related to such matter(s).

B. The obligations set forth in this Agreement other than Keenan's obligation to perform the Services and Client's responsibility to pay for the Services shall survive the expiration or termination of this Agreement. Nothing in this Section 15.B. shall, however, be interpreted as relieving Client of its obligation to pay for any Services rendered by Keenan prior to the termination date of this Agreement.

C. This Agreement is made for the benefit of the parties and is not intended to confer any third party benefit or right. The enforcement of any remedy for a breach of this Agreement may only be pursued by the parties to this Agreement.

D. No modification or amendment to this Agreement shall be binding unless in writing and signed by authorized representatives from both parties. Any waiver or delay by a party in enforcing this Agreement shall not deprive that party of the right to take appropriate action at a later time or due to another breach. This Agreement shall be interpreted as if written jointly by the parties.

E. Any provision determined by a court of competent jurisdiction to be partially or wholly invalid or unenforceable shall be severed from this Agreement and replaced by a valid and enforceable provision that most closely expresses the intention of the invalid or unenforceable provision. The severance of any such provision shall not affect the validity of the remaining provisions of this Agreement.

F. Neither party shall be liable or deemed to be in default for any delay or failure in performance under this Agreement resulting, directly or indirectly, from acts of God, civil or military authority, acts of public enemy, war, accidents, fires, explosions, earthquakes, floods, power outages, failure of computer systems, machinery or supplies, vandalism, strikes, or other work interruptions, or any similar or other cause that is beyond the reasonable control of either party. Each party shall make a good faith effort to perform under this Agreement in the event of any such circumstances, and shall resume full performance of its contract duties once the cause of the delay has abated.

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

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

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

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.

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

EXHIBIT A

Keenan's Services*

Property and Liability Inspection and Audit Program

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

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

Inspection Services

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

Value

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

Report Format

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

Areas Inspected

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

Playground Equipment

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

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

Athletic Equipment

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

Facilities Housing Playground & Athletic Equipment

Fields:	Check for conditions of walkways, exposed roots, gopher holes, potholes, broken glass or other debris.
Outside Courts:	Check all surface conditions with attention to potholes, large cracks, raised surfaces and worn areas.
Athletic Fields:	Check for field conditions as noted under the field section. Check the condition of bleachers (seats, walkways side and back rails), player benches, field fencing and backstops.
Swimming Pools:	Check for clearly visible lifesaving equipment, emergency telephone numbers, pool rules and pool depth markings. Check the conditions 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

Inspect cooking and sewing rooms with attention to:

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

Public Assembly Areas

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

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

Science Labs

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

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

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

Follow-up Audit

Northern California ReLiEF guidelines require a follow-up audit. After the inspection has been completed and the reports delivered, there will be a follow-up audit 90-120 days after the inspection.

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 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 $26,407.00:

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

An annual fee of $13,203.50 will be invoiced on January 1 for each year of the agreement, beginning January 1, 2023.

During the term of the agreement, if sites are opened or closed, the fee will be adjusted accordingly.

Fee includes:

- Professional time
- Preparation and scheduling
- Travel Time
- Follow up analytical reports
- 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.

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Phone (925) 225-1030
Fax (925) 225-0653
www.acsig.com

EXECUTIVE SUMMARY

TO: ACSIG Board

FROM: Kimberly Dennis

DATE: May 26, 2022

SUBJECT: Proposal for Claims Administration

Beginning in July 2008, ACSIG joined Northern California ReLiEF (NCR) for Property/Liability coverage. Keenan & Associates is the administrator contracted by NCR. In an effort to keep consistency, ACSIG also utilizes Keenan & Associates for claims administration from $1 to our SIR of $25,000. Keenan & Associates provide expertise in claims handling and negotiations.

The contract for the Claims Administration services with Keenan & Associates expires 6/30/2022. Enclosed is a proposed extension of terms for 1-year with 3% fee increase proposed. The Board will be asked to approve this contract.

AMENDMENT No 1 to
PROPERTY AND CASUALTY CLAIMS ADMINISTRATION SERVICES AGREEMENT

This Amendment modifies the **Property and Casualty Claims Administration Services Agreement** ("Agreement") effective on **July 1, 2021** by and between **Alameda County Schools Insurance Group** ("Client") and **Keenan & Associates** ("Keenan").

1. The effective date of this Amendment is **July 1, 2022**.

2. This Amendment amends **Exhibit B Compensation** of the Agreement for the period from **July 1, 2022** through **June 30, 2023** 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, 2022– June 30, 2023**:

V.P./A.V.P./Claims Manager -	$ 101.35 per hour
Senior Claims Examiner -	$ 95.61 per hour
Claims Examiner -	$ 84.69 per hour
Expenses -	44% 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.

Alameda County Schools Insurance Group			**Keenan & Associates**	
Signature:			**Signature:**	
By:	**Kimberly Dennis**		**By:**	**Eric J. Lucas, Esq.**
Title:	**Executive Director**		**Title:**	**Vice President**
Address:	**PO BOX 2487** **Dublin, CA 94568**		**Address:**	**2355 Crenshaw Blvd., Ste. 200** **Torrance, CA 90501**
Attention:	**Kimberly Dennis**		**Attention:**	**Ron Martin**
Telephone:			**Telephone:**	**(510) 986-6761 x8150**
E-mail:	**kdennis@acsig.com**		**E-mail:**	**rmartin@keenan.com**

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EXECUTIVE SUMMARY

TO: ACSIG Board

FROM: Kimberly Dennis

DATE: May 26, 2022

SUBJECT: Dispute Resolution Policy

CAJPA has recently introduced the need for a Dispute Resolution Policy. Many organizations have the practice of how disputes are resolved but not a formal policy. There are no changes proposed to policy.

This policy was reviewed by the Executive Committee who is recommending approval.



DISPUTE RESOLUTION

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

a) Request for Reconsideration. The member will make a written request to the Authority for the appropriate Committee to reconsider their position, citing the arguments in favor of the member and any applicable case law that applies. The member can also, re quest 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 Board

FROM: Kimberly Dennis

DATE: May 26, 2022

SUBJECT: Underwriting Policy

CAJPA requires all members seeking accreditation to review their underwriting policy with their Board. This is an annual requirement. There are no changes proposed to the policy.

This policy was reviewed by the Executive Committee who is recommending approval.

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 Function/Mission

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

New Members

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

Application Process

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

a. Underwriting data for the current year, including payroll, audited financial statements, budget and other financial data requested;
b. Payrolls for the previous five years;

c. Loss history for the previous five years;
d. Any recent claim or actuarial studies completed for the coverage programs for which the applicant applies.

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

Underwriting Guidelines

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

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

Rate Setting/Funding Requirements

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

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

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

Dividend/Assessment

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

Periodic Review

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

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EXECUTIVE SUMMARY

TO: ACSIG Board

FROM: Kimberly Dennis

DATE: May 26, 2022

SUBJECT: Investment Policy

In order to stay in compliance with CAJPA accreditation standards, the written investment policy must be reviewed annually by the Executive Committee. No changes are proposed to this policy.

This policy was reviewed by the Executive Committee who is recommending approval.

ALAMEDA COUNTY SCHOOLS INSURANCE GROUP

POLICY AND PROCEDURES MANUAL

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.

2.0 SCOPE

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

2.1 Funds

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

3.0 PRUDENCE

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

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

4.0 OBJECTIVE

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

4.1 Liquidity

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

4.2 Safety

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

4.3 Return on Investment

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

5.0 DELEGATION OF AUTHORITY

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

Procedures should include reference to: safekeeping, PSA repurchase agreements, wire transfer agreements, collateral/depository agreements and banking service contracts. Such

procedures shall include explicit delegation of authority to persons responsible for investment transactions, except as provided under the terms of this

policy, and the procedures established by the Executive Committee. The Executive Committee shall be responsible for all transactions undertaken and shall establish a system of control to regulate the activities of subordinate officials.

6.0 ETHICS AND CONFLICTS OF INTEREST

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

7.0 AUTHORIZED FINANCIAL DEALERS AND INSTITUTIONS

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

8.0 AUTHORIZED & SUITABLE INVESTMENTS

Deposit up to a maximum of 30% of the portfolio, b.) Repurchase Agreements, c.) Reverse Repurchase Agreement, d.) Corporate Obligations up to a maximum of 30% of the portfolio, e.) Money Market Accounts, f.) Local Agency Investment Fund, g.) County Treasurer. Securities eligible for investment shall be rated "A" or better at the time of

purchase. *If an investment is subsequently downgraded below "A" the Executive Director shall notify the Executive Committee upon learning of the downgrade. After review, the Executive Director shall make a recommendation to the

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

9.0 COLLATERALIZATION

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

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

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

10.0 SAFEKEEPING AND CUSTODY

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

11.0 DIVERSIFICATION

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

12.0 MAXIMUM MATURITIES

To the extent possible, the Authority will attempt to match its investments with anticipated cash flow requirements. In accordance with Government Code Section 53601, the Board of

Directors authorizes investments in U.S. Treasuries or Agencies of up to 20% of the investment portfolio in maturities over 5 years but not over 7 years. Any investment with a maturity over 5 years must be approved by two members of the Executive Committee.

13.0 INTERNAL CONTROL

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

14.0 PERFORMANCE STANDARDS

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

14.1 Market Yield (Benchmark)

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

15.0 REPORTING

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

16.0 INVESTMENT POLICY ADOPTION

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

Alameda County Schools Insurance Group
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Dublin, CA 94568
Phone (925) 225-1030
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www.acsig.com

EXECUTIVE SUMMARY

TO: ACSIG Board

FROM: Kimberly Dennis

DATE: May 26, 2022

SUBJECT: Conflict of Interest

In order to stay in compliance with CAJPA accreditation standards, the written conflict of interest policy must be reviewed annually by the Executive Committee. No changes are proposed to this policy.

The policy was reviewed by the Executive Committee who is recommending approval.



Alameda County Schools Insurance Group

CONFLICT OF INTEREST CODE

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

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

APPENDIX A

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

DISCLOSURE CATEGORIES

1. Investments and business positions in business entities, and sources of income, of the type to contract with the agency to supply materials, commodities, supplies, books, machinery, vehicles or equipment utilized by the agency.

2. Investments and business positions in business entities, and sources of income, which are contractors, or subcontractors, engaged in the performance of work or services of the type utilized by the agency, including but not limited to, insurance companies, carriers, holding companies, underwriters, agents or accounting firms.

3. Investments and business positions in business entities, and sources of income, which have filed claims, or have claims pending against the agency.

4. Investments and business positions in business entities, and sources of income, from banks or savings and loans.

5. Investments and business positions in, and income from, entities in which the Authority is empowered to invest its funds.

6. Interests in commercial real property (or interests in real property used for commercial leasing purposes).

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

WRITTEN EXPLANATION OF REASONS FOR DESIGNATIONS AND DISCLOSURE RESPONSIBILITIES

DESIGNATIONS

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

DISCLOSURE RESPONSIBILITIES

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

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

EXECUTIVE SUMMARY

TO: ACSIG Board

FROM: Kimberly Dennis

DATE: May 26, 2022

SUBJECT: Authorization of Signatures

In order to stay in compliance with CAJPA accreditation standards, the ACSIG Executive Committee must designate those authorized to sign documents on behalf of the JPA. Currently, the Executive Director and Board President are designated as authorized signers. No changes are proposed to this procedure.

The procedure was reviewed by the Executive Committee who is recommending approval.



Authorization of Signatures
May 13, 2021

The authorized signers on behalf of ACSIG are Kimberly Dennis, Executive Director and Annette Heldman, Board President.

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EXECUTIVE SUMMARY

TO: ACSIG Board

FROM: Kimberly Dennis

DATE: May 26, 2022

SUBJECT: Posting and Mailing Address

As a matter of administration and in order to stay in compliance with CAJPA accreditation standards, the official ACSIG mailing and posting address must be reviewed and approved annually. We are proposing changing the posting and mailing address to the PO Box for security reasons. The mailing and posting address for the JPA are:

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

Posting:
Alameda County Office of Education
313 W. Winton Ave
Hayward, CA 94544

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

EXECUTIVE SUMMARY

TO: ACSIG Board

FROM: Kimberly Dennis

DATE: May 26, 2022

SUBJECT: 2022/2023 Executive Committee

The Alameda County Schools Insurance Group (ACSIG) has a seven member Executive Committee that works directly with the Executive Director to manage the operations of ACSIG. The Committee members serve a 2-year term and the expiration of term is on a cycle so that 3 seats are up in one year and the remaining 4 seats expire the subsequent year.

This year we have 3 seats up for renewal and 1 seat vacant. Current membership expiring include Annette Heldman, Susan Kinder and Jackie Kim. Incumbent members have agreed to serve another term. One additional member will be sought.

The Board will vote to appoint 4 members to the Executive Committee.

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EXECUTIVE SUMMARY

TO: ACSIG Board

FROM: Kimberly Dennis

DATE: May 26, 2022

SUBJECT: 2021/2022 Third Quarter Financials

Enclosed are the 2021/2022 Third Quarter financial statements for review. ACSIG is progressing in alignment with its budget. The majority of the funds are experiencing an improvement in their financial positions. This will allow the Executive Committee and Board to explore program changes in the future.

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

ALAMEDA COUNTY SCHOOLS INSURANCE GROUP

TREASURER'S REPORT

AS OF MARCH 31, 2022 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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License No. 0451271

For the Executive Committee Meeting of May 19, 2022

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 06/30/2021 and 03/31/2022

	Audited As of 06/30/2021	Activity 07/01/2021 - 03/31/2022	As of 03/31/2022
Assets:			
Current Assets			
Workers Compensation	$ 26,528,298	(7,781,195)	$ 18,747,103
Dental	7,267,399	(1,097,016)	6,170,383
Vision	2,743,178	87,830	2,831,008
Property and Liability	2,425,090	(838,260)	1,586,830
Operations	247,859	(24,055)	223,804
Cash and Cash Equivalents	$ 39,211,824	(9,652,696)	$ 29,559,128
Investments Morgan Stanley - current	111,295	219,590	330,885
Accounts Receivable	8,185,017	2,799,637	10,984,654
Prepaid Expense	8,785	2,318,489	2,327,274
Interfund Receivable/(payable) (1)	- -	- -	- -
Subtotal Current Assets	47,516,921	(4,314,980)	43,201,941
Noncurrent Assets			
Investments @ FMV - Morgan Stanley (3)	22,474,368	3,956,320	26,430,688
Capital - Equipment, net of depreciation	595	(595)	- -
	22,474,963	3,955,725	26,430,688
Total Assets	**$ 69,991,884**	**$ (359,255)**	**$ 69,632,629**
Deferred Outflow of Resources:			
Deferred outflow of resources - pension	375,108	- -	375,108
Liabilities:			
Current Liabilities			
Accounts Payable	$ 3,020,547	$ 165,239	$ 3,185,786
Prefunding deposits (2)	4,276,600	- -	4,276,600
Advance Contributions	- -	- -	- -
Other Claim Liabilities - Castlepoint Reinsurance Insolvency	510,869	(52,952)	457,917
Current Portion of claims and claim adjustment	3,570,825	(326,710)	3,244,115
Subtotal Current Liabilities	11,378,841	(214,423)	11,164,418
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	6,919,552	(2,360,497)	4,559,055
Unallocated Loss Adjustment Expense (ULAE)	728,177	(199,694)	528,483
Subtotal Noncurrent Claim Liabilities	7,647,729	(2,560,191)	5,087,538
Net Pension Liability (NPL)	755,022	73,504	828,526
Total Liabilities	$ 19,781,592	$ (2,701,110)	$ 17,080,482
Deferred Inflow of Resources:			
Deferred inflow of resources - pension	6,684	- -	6,684
Net Position:			
Undesignated Net Position - Net Assets/(Deficit)	50,578,121	2,342,450	52,920,571
Designated - Capital Assets	595	(595)	- -
Total Net Position	$ 50,578,716	$ 2,341,855	$ 52,920,571
Total Liabilities, Deferred Pension, and Ending Net Position	**$ 69,991,884**	**$ (359,255)**	**$ 69,632,629**

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.

Alameda County Schools Insurance Group (ACSIG)
Consolidated
Statement of Revenues, Expenditures and Changes in Net Position
As of 03/31/2022 and For The Nine Months Then Ended

	2020/2021		2021/2022			
	Budget	Actuals	Budget	Activity 07/01/2021 - 03/31/2022	Variance	Percentage of Budget
Operating Revenue:						
Premiums Paid by Members	$ 197,768,036	$ 161,037,626	$ 154,947,536	$ 123,074,331	$ 31,873,205	79.43 %
Return of Premiums	- -	- -	- -	- -	- -	- -
Other Income	- -	- -	- -	- -	- -	- -
Total Operating Revenue	197,768,036	161,037,626	154,947,536	123,074,331	31,873,205	79.43
Operating Expenditures:						
Classified Salaries	278,593	331,598	338,031	228,997	109,034	67.74
Statutory Benefits	88,316	28,746	51,738	26,992	24,746	52.17
Health & Welfare	51,190	65,039	56,750	36,563	20,187	64.43
Employer Tax Expense	4,769	5,219	5,510	3,423	2,087	62.13
Net Pension Expense	74,804	(202,608)	416,154	147,008	269,146	35.33
Telephone & Internet	7,926	6,453	7,450	5,067	2,383	68.01
Supplies Office	3,000	6,541	5,000	217	4,783	4.35
Supplies - Other	4,000	1,467	8,500	3,128	5,372	36.80
Eligibility Processing	250,000	210,615	235,620	164,091	71,529	69.64
Brokerage Fees-Dental-ACSIG	325,000	290,054	293,760	200,668	93,092	68.31
Brokerage Fees-Dental-MD	500,000	607,679	520,000	334,294	185,706	64.29
Travel and Conferences	22,000	2,842	22,925	2,365	20,560	10.32
Mileage	8,500	6,051	12,000	4,500	7,500	37.50
Dues & Memberships	12,000	2,185	11,400	385	11,015	3.38
Postage & Meter	8,000	6,230	3,910	1,844	2,066	47.17
Insurance Expense-PIPS&NCR	24,818,844	24,013,869	23,900,848	17,885,642	6,015,206	74.83
Insurance Expense-PY Adj	1,000,000	584,688	500,000	86,069	413,931	17.21
Utility - Operating-Rent	48,432	41,919	48,476	31,059	17,418	64.07
Advertising	2,000	- -	- -	- -	- -	- -
Contract Services - Actuarial	32,414	18,670	20,000	8,970	11,030	44.85
Contract Services -Claim Audit	20,000	- -	- -	- -	- -	- -
Contract Services	3,125	- -	5,000	- -	5,000	- -
Audit Fees	15,000	14,300	14,475	- -	14,475	- -
Other Services/Operating Expenses	27,248	3,236	11,400	4,924	6,476	43.19
Capital Equipment/Depreciation	4,000	592	9,500	595	8,905	6.26
Repairs & Maintenance	3,500	- -	5,000	- -	5,000	- -
Legal	10,000	- -	6,500	- -	6,500	- -
Accounting Services	15,500	15,500	15,500	12,000	3,500	77.42
County Courier	4,200	- -	4,400	4,163	237	94.61
Shredding	1,080	651	1,600	227	1,373	14.17
Copier & Scanner	16,700	12,465	17,900	5,603	12,297	31.30
Claims Administration Services	155,000	139,411	143,219	110,210	33,009	76.95
Self-Insurance Fee	431,959	388,794	553,082	281,372	271,710	50.87
Claims Paid-WC	1,250,000	936,718	1,200,000	485,649	714,351	40.47
Claims Paid-PL	100,000	10,263	100,000	22,676	77,324	22.68
Physical Abilities Testing	50,000	3,403	20,000	5,520	14,480	27.60
Training	- -	- -	10,000	- -	10,000	- -
First-Aid Prog&Responder Fees	50,000	1,208	35,000	2,100	32,900	6.00
Food Service Training	- -	- -	- -	- -	- -	- -
Risk Mgmt Prev Program	100,000	27,610	250,000	97,500	152,500	39.00
EAP Program	100,000	119,315	200,000	158,242	41,758	79.12
Safety Inspections	12,446	12,819	18,819	12,819	6,000	68.12
Bank Charge & WC Penalty Reimb	25,000	112	6,000	- -	6,000	- -
Cobra Premiums	270,000	268,395	250,000	124,982	125,018	49.99
Dental Insurance Premiums	163,000,000	123,344,909	123,100,000	97,467,056	25,632,944	79.18
Vision Insurance Premiums	4,375,000	5,022,017	4,520,000	5,003,696	(483,696)	110.70
Claim Development Expense	1,000,000	(992,480)	(1,000,000)	(2,939,852)	1,939,852	293.99
ACA Fees	- -	- -	- -	- -	- -	- -
Total Operating Expenditures	198,579,546	155,356,494	155,955,466	120,030,764	35,924,703	76.96 %
Net Increase/(Decrease) from Operations	(811,510)	5,681,132	(1,007,930)	3,043,567	(4,051,498)	(301.96) %
Non Operating Income/(Expense)						
Interest Income	574,500	498,283	650,500	366,349	284,153	56.32
Net Increase/(Decrease) in Fair Value	- -	(343,866)	- -	(2,008,400)	2,008,400	- -
Realized Gain/(Loss) on Investments	- -	32,290	- -	940,339	(940,339)	- -
Cumulative effect of GASB 68	- -	- -	- -	- -	- -	- -
Interfund Trans, Other Inc/Exp	- -	- -	- -	- -	- -	- -
Total Non Operating Income/(Expense)	574,500	186,707	650,500	(701,712)	1,352,214	(107.87) %
Net Increase/(Decrease) in Net Position	$ (237,010)	$ 5,867,839	(357,430)	$ 2,341,855	$ (2,699,284)	(655.19) %
Beginning Balance Prior Year End	$ 44,710,878	$ 44,710,878	50,578,716	$ 50,578,716	$ 595	100.00 %
Ending Balance, as of 03/31/2022	**$ 44,473,868**	**$ 50,578,716**	**$ 50,221,286**	**$ 52,920,571**	**$ (2,698,689)**	

Alameda County Schools Insurance Group (ACSIG)
Treasurer's Report- Statement of Net Assets
Workers' Compensation
As of 06/30/2021 and 03/31/2022

	Audited As of 06/30/2021	Activity 07/01/2021 - 03/31/2022	As of 03/31/2022
Assets:			
Current Assets			
Funds with County - WC - #44906	$ 21,607,919	(7,033,389)	$ 14,574,530
Funds in Transit - #44906 to Morgan Stanley Investments	- -	- -	- -
Funds with County - Retention Fund #44904	18,630	108	18,738
Union Bank Claims - #0129	1,136,433	(746,656)	389,777
Union Bank Claims Trust Account - #0600	357,777	5,774	363,551
Local Agency Investment Funds (L.A.I.F.)	3,393,711	6,796	3,400,507
Money Market - Morgan Stanley	13,828	(13,828)	0
Cash and Cash Equivalents	$ 26,528,298	(7,781,195)	$ 18,747,103
Investments Morgan Stanley - current	111,295	219,590	330,885
Accounts Receivable	115,636	717,116	832,752
Prepaid Expense	- -	1,821,661	1,821,661
Interfund Receivable/(payable)	(580,336)	(96,179)	(676,515)
Subtotal Current Assets	26,174,893	(5,119,007)	21,055,886
Noncurrent Assets			
Investments Morgan Stanley	15,333,156	4,486,174	19,819,330
Capital - Equipment, net of depreciation	- -	- -	- -
	15,333,156	4,486,174	19,819,330
Total Assets	**$ 41,508,049**	**$ (632,833)**	**$ 40,875,216**
Deferred Outflow of Resources:			
Deferred outflow of resources - pension	93,118	- -	93,118
Liabilities:			
Current Liabilities			
Accounts Payable	$ 3,552	$ (552)	$ 3,000
Prefunding deposits	- -	- -	- -
Advance Contributions	- -	- -	- -
Other Claim Liabilities - Castlepoint Reinsurance Insolvency	510,869	(52,952)	457,917
Current Portion of claims and claim adjustment	978,476	(349,351)	629,125
Subtotal Current Liabilities	1,492,897	(402,855)	1,090,042
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	6,874,266	(2,379,022)	4,495,244
Unallocated Loss Adjustment Expense (ULAE)	681,952	(199,694)	482,258
Subtotal Noncurrent Claim Liabilities	7,556,218	(2,578,716)	4,977,502
Net Pension Liability (NPL)	187,426	22,051	209,477
Total Liabilities	$ 9,236,541	$ (2,959,520)	$ 6,277,021
Deferred Inflow of Resources:			
Deferred inflow of resources - pension	1,659	- -	1,659
Net Position:			
Undesignated Net Position - Net Assets/(Deficit)	32,362,967	2,326,687	34,689,654
Designated - Capital Assets	- -	- -	- -
Total Net Position	$ 32,362,967	$ 2,326,687	$ 34,689,654
Total Liabilities, Deferred Pension, and Ending Net Position	**$ 41,508,049**	**$ (632,833)**	**$ 40,875,216**

Alameda County Schools Insurance Group (ACSIG)
Workers' Compensation
Statement of Revenues, Expenditures and Changes in Net Fund Assets
As of 03/31/2022 and For The Nine Months Then Ended

	2020/2021		2021/2022			
	Budget	Actuals	Budget	Activity 07/01/2021 - 03/31/2022	Variance	Percentage of Budget
Operating Revenue:						
Premiums Paid by Members	$ 25,917,135	$ 25,917,134	$ 23,053,472	$ 17,290,104	$ 5,763,368	75.00 %
Return of Premiums	- -	- -	- -	- -	- -	- -
Other Income	- -	- -	- -	- -	- -	- -
Total Operating Revenue	25,917,135	25,917,134	23,053,472	17,290,104	5,763,368	75.00
Operating Expenditures:						
Classified Salaries	70,140	77,693	76,787	52,654	24,134	68.57
Statutory Benefits	24,985	9,279	15,750	5,878	9,872	37.32
Health & Welfare	15,800	19,512	15,800	5,851	9,949	37.03
Employer Tax Expense	1,121	1,151	1,121	720	401	64.22
Net Pension Expense	20,431	(45,843)	87,405	44,102	43,303	50.46
Telephone & Internet	793	968	745	760	(15)	102.01
Supplies Office	300	981	500	33	467	6.60
Supplies - Other	400	220	850	469	381	55.18
Eligibility Processing	- -	- -	- -	- -	- -	- -
Brokerage Fees-Dental-ACSIG	- -	- -	- -	- -	- -	- -
Brokerage Fees-Dental-MD	- -	- -	- -	- -	- -	- -
Travel and Conferences	2,200	426	2,350	355	1,995	15.11
Mileage	850	908	1,200	675	525	56.25
Dues & Memberships	1,200	328	1,200	58	1,142	4.83
Postage & Meter	350	311	340	92	248	27.06
Insurance Expense-PIPS	23,006,149	22,078,042	21,929,305	16,394,951	5,534,354	74.76
Insurance Expense-PY Adj	1,000,000	584,688	500,000	86,069	413,931	17.21
Utility - Operating-Rent	4,843	6,288	5,848	3,106	2,742	53.11
Advertising	200	- -	- -	- -	- -	- -
Contract Services - Actuarial	10,000	8,770	15,000	8,970	6,030	59.80
Contract Services -Claim Audit	20,000	- -	- -	- -	- -	- -
Contract Services	3,125	- -	5,000	- -	5,000	- -
Audit Fees	1,500	2,145	1,448	- -	1,448	- -
Other Services/Operating Expense	1,935	485	400	739	(339)	184.75
Capital Equipment/Depreciation	400	- -	500	- -	500	- -
Repairs & Maintenance	350	- -	500	- -	500	- -
Legal	1,000	- -	500	- -	500	- -
Accounting Services	1,550	2,325	1,550	1,800	(250)	116.13
County Courier	420	- -	620	624	(4)	100.65
Shredding	108	98	250	34	216	13.60
Copier & Scanner	800	623	800	280	520	35.00
Claims Admin/Consult Services	135,000	135,000	106,400	106,400	- -	100.00
Self-Insurance Fee	431,959	388,794	553,082	281,372	271,710	50.87
Claims Paid-WC	1,250,000	936,718	1,200,000	485,649	714,351	40.47
Claims Paid-PL	- -	- -	- -	- -	- -	- -
Physical Abilities Testing	50,000	3,403	20,000	5,520	14,480	27.60
Training	- -	- -	10,000	- -	10,000	- -
First-Aid Prog&Responder fees	50,000	1,208	35,000	2,100	32,900	6.00
Food Service/Sp Ed Training	- -	- -	- -	- -	- -	- -
Risk Mgmt Prevention Prog	100,000	27,610	250,000	97,500	152,500	39.00
EAP Program	100,000	119,315	200,000	158,242	41,758	79.12
Safety Inspections	- -	- -	- -	- -	- -	- -
Misc Fees & WC Penalty Reimb	- -	- -	1,000	- -	1,000	- -
Cobra Premiums	- -	- -	- -	- -	- -	- -
Dental Insurance Premiums	- -	- -	- -	- -	- -	- -
Vision Insurance Premiums	- -	- -	- -	- -	- -	- -
Claim Development Expense	1,000,000	(1,305,544)	(1,000,000)	(2,981,019)	1,981,019	298.10
ACA Fees	- -	- -	- -	- -	- -	- -
Total Operating Expenditures	27,307,909	23,055,902	24,041,250	14,763,984	9,277,267	61.41 %
Net Increase/(Decrease) from Operations	(1,390,774)	2,861,232	(987,778)	2,526,120	(3,513,899)	(255.74) %
Non Operating Income/(Expense)						
Interest Income	400,000	363,284	500,000	281,917	218,083	56.38
Net Increase/(Decrease) in Fair Value	- -	(235,208)	- -	(1,189,382)	1,189,382	- -
Realized Gain/(Loss) on Investments	- -	22,087	- -	708,031	(708,031)	- -
Cumulative effect of GASB 68	- -	- -	- -	- -	- -	- -
Interfund Transfer, Other Income	- -	- -	- -	- -	- -	- -
Total Non Operating Income/(Expense)	400,000	150,163	500,000	(199,434)	699,434	(39.89) %
Net Increase/(Decrease) in Net Position	(990,774)	3,011,395	(487,778)	2,326,686	(2,814,465)	(477.00) %
Beginning Balance Prior Year End	29,351,572	29,351,572	32,362,967	32,362,967	- -	100.00 %
Ending Balance, as of 03/31/2022	**$ 28,360,798**	**$ 32,362,967**	**$ 31,875,189**	**$ 34,689,654**	**$ (2,814,465)**	

Alameda County Schools Insurance Group (ACSIG)
Treasurer's Report- Statement of Net Assets
Dental
As of 06/30/2021 and 03/31/2022

	Audited As of 06/30/2021	Activity 07/01/2021 - 03/31/2022	As of 03/31/2022
Assets:			
Current Assets			
Cash with County ACSIG #44901	$ 1,562,645	842,158	$ 2,404,803
Union Bank - Eligibility #9938	5,636,119	(2,054,861)	3,581,258
Union Bank - Expense #2064	32,850	99,199	132,049
Union Bank - Cobra Trust #0273	35,785	16,488	52,273
Union Bank - zero balance accounts	- -	- -	- -
Cash and Cash Equivalents	$ 7,267,399	(1,097,016)	$ 6,170,383
Investments Morgan Stanley - current	- -	- -	- -
Accounts Receivable	7,718,909	1,320,704	9,039,613
Prepaid Expense	- -	- -	- -
Interfund Receivable/(payable)	2,310,725	152,794	2,463,519
Subtotal Current Assets	17,297,033	376,482	17,673,515
Noncurrent Assets			
Investments - Morgan Stanley	5,984,959	(444,064)	5,540,895
Capital - Equipment, net of depreciation	- -	- -	- -
	5,984,959	(444,064)	5,540,895
Total Assets	**$ 23,281,992**	**$ (67,582)**	**$ 23,214,410**
Deferred Outflow of Resources:			
Deferred outflow of resources - pension	217,944	- -	217,944
Liabilities:			
Current Liabilities			
Accounts Payable	$ 2,569,776	$ (35,622)	$ 2,534,154
Prefunding deposits	3,967,615	- -	3,967,615
Advance Contributions	- -	- -	- -
Other Claim Liabilities	- -	- -	- -
Current Portion of claims and claim adjustment	2,146,000	- -	2,146,000
Subtotal Current Liabilities	8,683,391	(35,622)	8,647,769
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	- -	- -	- -
Subtotal Noncurrent Claim Liabilities	- -	- -	- -
Net Pension Liability (NPL)	438,684	36,752	475,436
Total Liabilities	$ 9,122,075	$ 1,130	$ 9,123,205
Deferred Inflow of Resources:			
Deferred inflow of resources - pension	3,884	- -	3,884
Net Position:			
Undesignated Net Position - Net Assets/(Deficit)	14,373,977	(68,712)	14,305,265
Designated - Capital Assets	- -	- -	- -
Total Net Position	$ 14,373,977	$ (68,712)	$ 14,305,265
Total Liabilities, Deferred Pension, and Ending Net Position	**$ 23,281,992**	**$ (67,582)**	**$ 23,214,410**

Alameda County Schools Insurance Group (ACSIG)
Dental
Statement of Revenues, Expenditures and Changes in Net Fund Assets
As of 03/31/2022 and For The Nine Months Then Ended

	2020/2021		2021/2022			
	Budget	Actuals	Budget	Activity 07/01/2021 - 03/31/2022	Variance	Percentage of Budget
Operating Revenue:						
Premiums Paid by Members	$ 165,000,000	$ 127,610,386	$ 125,000,000	$ 98,971,422	$ 26,028,578	79.18 %
Return of Premiums/Rebate	- -	- -	- -	- -	- -	- -
Other Income	- -	- -	- -	- -	- -	- -
Total Operating Revenue	165,000,000	127,610,386	125,000,000	98,971,422	26,028,578	79.18
Operating Expenditures:						
Classified Salaries	159,454	199,873	207,687	139,601	68,086	67.22
Statutory Benefits	47,272	13,471	28,489	16,898	11,591	59.31
Health & Welfare	25,350	32,519	35,100	26,326	8,774	75.00
Employer Tax Expense	2,849	3,259	3,590	2,192	1,398	61.07
Net Pension Expense	41,293	(124,689)	267,787	73,504	194,283	27.45
Telephone & Internet	5,944	4,517	5,588	3,547	2,041	63.48
Supplies Office	2,250	4,579	3,750	152	3,598	4.05
Supplies - Other	3,000	1,027	6,375	2,189	4,186	34.34
Eligibility Processing	250,000	210,615	235,620	164,091	71,529	69.64
Brokerage Fees-Dental-ACSIG	325,000	290,054	293,760	200,668	93,092	68.31
Brokerage Fees-Dental-MD	500,000	607,679	520,000	334,294	185,706	64.29
Travel and Conferences	16,500	1,989	17,625	1,656	15,969	9.40
Mileage	6,375	4,235	9,000	3,150	5,850	35.00
Dues & Memberships	9,000	1,530	9,000	270	8,730	3.00
Postage & Meter	7,200	5,608	3,060	1,660	1,400	54.26
Insurance Expense	- -	- -	- -	- -	- -	- -
Insurance Expense - PY Adj	- -	- -	- -	- -	- -	- -
Net, Operating-Rent	36,324	29,344	33,857	23,294	10,563	68.80
Advertising	1,500	- -	- -	- -	- -	- -
Contract Services - Actuarial	14,512	3,500	- -	- -	- -	- -
Contract Services -Claim Audit	- -	- -	- -	- -	- -	- -
Contracted Services	- -	- -	- -	- -	- -	- -
Audit Fees	11,250	10,010	10,856	- -	10,856	- -
Other Services/Operating Expense	23,438	2,265	10,000	3,447	6,553	34.47
Capital Equipment/Depreciation	3,000	- -	7,500	- -	7,500	- -
Repairs & Maintenance	2,625	- -	3,750	- -	3,750	- -
Legal	7,500	- -	5,000	- -	5,000	- -
Accounting Services	11,625	10,850	11,625	8,400	3,225	72.26
County Courier	3,150	- -	3,150	2,914	236	92.51
Shredding	810	456	1,125	159	966	14.13
Copier & Scanner	15,000	11,219	16,200	5,043	11,157	31.13
Claims Administration Services	- -	- -	- -	- -	- -	- -
Self-Insurance Fee	- -	- -	- -	- -	- -	- -
Claims Paid-WC	- -	- -	- -	- -	- -	- -
Claims Paid-PL	- -	- -	- -	- -	- -	- -
Physical Abilities Testing	- -	- -	- -	- -	- -	- -
Training	- -	- -	- -	- -	- -	- -
First-Aid Program	- -	- -	- -	- -	- -	- -
Food Service Training	- -	- -	- -	- -	- -	- -
Special Ed Training	- -	- -	- -	- -	- -	- -
Incentives	- -	- -	- -	- -	- -	- -
Safety Inspections	- -	- -	- -	- -	- -	- -
Bank Charge	25,000	112	5,000	- -	5,000	- -
Cobra Premiums	270,000	268,395	250,000	124,982	125,018	49.99
Dental Insurance Premiums	163,000,000	123,344,909	123,100,000	97,467,056	25,632,944	79.18
Vision Insurance Premiums	- -	- -	- -	- -	- -	- -
Claim Development Expense	- -	227,000	- -	- -	- -	- -
ACA Fees	- -	- -	- -	- -	- -	- -
Total Operating Expenditures	164,827,221	125,164,325	125,104,494	98,605,494	26,499,000	78.82 %
Net Increase/(Decrease) from Operations	172,779	2,446,061	(104,494)	365,928	(470,422)	(350.19) %
Non Operating Income/(Expense)						
Interest Income	125,000	85,787	100,000	57,074	42,926	57.07
Net Increase/(Decrease) in Fair Value	- -	(91,065)	- -	(686,408)	686,408	- -
Realized Gain/(Loss) on Investments	- -	8,551	- -	194,694	(194,694)	- -
Cumulative effect of GASB 68	- -	- -	- -	- -	- -	- -
I Transfer, YE Close, Rebate	- -	- -	- -	- -	- -	- -
Total Non Operating Income/(Expense)	125,000	3,273	100,000	(434,640)	534,640	(434.64) %
Net Increase/(Decrease) in Net Position	297,779	2,449,335	(4,494)	(68,712)	64,218	1,528.94 %
Beginning Balance Prior Year End	11,924,643	11,924,643	14,373,978	14,373,978	- -	100.00 %
Ending Balance, as of 03/31/2022	**$ 12,222,422**	**$ 14,373,977**	**$ 14,369,484**	**$ 14,305,265**	**$ 64,218**	

Alameda County Schools Insurance Group (ACSIG)
Treasurer's Report- Statement of Net Assets
Vision
As of 06/30/2021 and 03/31/2022

	Audited As of 06/30/2021	Activity 07/01/2021 - 03/31/2022	As of 03/31/2022
Assets:			
Current Assets			
Cash with County #44902	$ 2,743,178	87,830	$ 2,831,008
Funds in Transit - #44902 to Morgan Stanley Investments	- -	- -	- -
Cash and Cash Equivalents	2,743,178	87,830	2,831,008
Investments Morgan Stanley - current	- -	- -	- -
Accounts Receivable	345,328	226,018	571,346
Prepaid Expense	- -	- -	- -
Interfund Receivable/(payable)	76,145	(41,137)	35,008
Subtotal Current Assets	3,164,651	272,711	3,437,362
Noncurrent Assets			
Investments - Morgan Stanley	1,156,253	(85,790)	1,070,463
Capital - Equipment, net of depreciation	- -	- -	- -
	1,156,253	(85,790)	1,070,463
Total Assets	**$ 4,320,904**	**$ 186,921**	**$ 4,507,825**
Deferred Outflow of Resources:			
Deferred outflow of resources - pension	34,976	- -	34,976
Liabilities:			
Current Liabilities			
Accounts Payable	$ 413,507	$ 211,493	$ 625,000
Prefunding deposits	308,985	- -	308,985
Advance Contributions	- -	- -	- -
Other Claim Liabilities	- -	- -	- -
Current Portion of claims and claim adjustment	391,000	- -	391,000
Subtotal Current Liabilities	1,113,492	211,493	1,324,985
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	- -	- -	- -
Subtotal Noncurrent Claim Liabilities	- -	- -	- -
Net Pension Liability (NPL)	70,400	7,350	77,750
Total Liabilities	$ 1,183,892	$ 218,843	$ 1,402,735
Deferred Inflow of Resources:			
Deferred inflow of resources - pension	623	- -	623
Net Position:			
Undesignated Net Position - Net Assets/(Deficit)	3,171,365	(31,922)	3,139,443
Designated - Capital Assets	- -	- -	- -
Total Net Position	$ 3,171,365	$ (31,922)	$ 3,139,443
Total Liabilities, Deferred Pension, and Ending Net Position	**$ 4,320,904**	**$ 186,921**	**$ 4,507,825**

Alameda County Schools Insurance Group (ACSIG)
Vision
Statement of Revenues, Expenditures and Changes in Net Fund Assets
As of 03/31/2022 and For The Nine Months Then Ended

	2020/2021		2021/2022			
	Budget	Actuals	Budget	Activity 07/01/2021 - 03/31/2022	Variance	Percentage of Budget
Operating Revenue:						
Premiums Paid by Members	$ 4,500,000	$ 5,158,675	$ 4,600,000	$ 5,092,257	$ (492,257)	110.70 %
Retrun of Premiums	- -	- -	- -	- -	- -	- -
Other Income	- -	- -	- -	- -	- -	- -
Total Operating Revenue	4,500,000	5,158,675	4,600,000	5,092,257	(492,257)	110.70
Operating Expenditures:						
Classified Salaries	27,859	30,370	30,326	20,831	9,495	68.69
Statutory Benefits	8,132	2,712	4,246	2,551	1,695	60.08
Health & Welfare	4,890	6,504	3,900	2,926	974	75.03
Employer Tax Expense	477	468	477	302	175	63.33
Net Pension Expense	6,629	(18,311)	34,520	14,700	19,820	42.58
Telephone & Internet	793	645	745	507	238	68.05
Supplies Office	300	654	500	22	478	4.40
Supplies - Other	400	147	850	313	537	36.82
Eligibility Processing	- -	- -	- -	- -	- -	- -
Brokerage Fees-Dental-ACSIG	- -	- -	- -	- -	- -	- -
Brokerage Fees-Dental-MD	- -	- -	- -	- -	- -	- -
Travel and Conferences	2,200	284	2,350	237	2,113	10.09
Mileage	850	605	1,200	450	750	37.50
Dues & Memberships	1,200	219	1,200	39	1,161	3.25
Postage & Meter	450	311	340	92	248	27.06
Insurance Expense	- -	- -	- -	- -	- -	- -
Insurance Expense - PY Adj	- -	- -	- -	- -	- -	- -
Utility - Operating-Rent	4,843	4,192	5,848	3,106	2,742	53.12
Advertising	200	- -	- -	- -	- -	- -
Contract Services - Actuarial	1,935	1,500	- -	- -	- -	- -
Contract Services -Claim Audit	- -	- -	- -	- -	- -	- -
Contract Services	- -	- -	- -	- -	- -	- -
Audit Fees	1,500	1,430	1,448	- -	1,448	- -
Other Services/Operating Expense	625	324	1,000	492	508	49.20
Capital Equipment/Depreciation	400	- -	1,000	- -	1,000	- -
Repairs & Maintenance	350	- -	500	- -	500	- -
Legal	1,000	- -	1,000	- -	1,000	- -
Accounting Services	1,550	1,550	1,550	1,200	350	77.42
County Courier	420	- -	420	416	4	99.05
Shredding	108	65	150	23	127	15.33
Copier & Scanner	800	623	800	280	520	35.00
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	4,375,000	5,022,017	4,520,000	5,003,696	(483,696)	110.70
Claim Development Expense	- -	69,000	- -	- -	- -	- -
ACA Fees	- -	- -	- -	- -	- -	- -
Total Operating Expenditures	4,442,911	5,125,309	4,614,369	5,052,183	(437,815)	109.49 %
Net Increase/(Decrease) from Operations	57,089	33,366	(14,369)	40,074	(54,442)	(278.90) %
Non Operating Income/(Expense)						
Interest Income	40,000	41,079	50,000	22,999	27,001	46.00
Net Increase/(Decrease) in Fair Value	- -	(17,593)	- -	(132,610)	132,610	- -
Realized Gain/(Loss) on Investments	- -	1,652	- -	37,614	(37,614)	- -
Cumulative effect of GASB 68	- -	- -	- -	- -	- -	- -
Interfund Transfer	- -	- -	- -	- -	- -	- -
Total Non Operating Income/(Expense)	40,000	25,138	50,000	(71,997)	121,997	(143.99) %
Net Increase/(Decrease) in Net Position	97,089	58,504	35,631	(31,923)	67,555	(89.59) %
Beginning Balance Prior Year End	3,112,862	3,112,862	3,171,366	3,171,366	- -	100.00 %
Ending Balance, as of 03/31/2022	**$ 3,209,951**	**$ 3,171,365**	**$ 3,206,997**	**$ 3,139,443**	**$ 67,555**	

Alameda County Schools Insurance Group (ACSIG)
Treasurer's Report- Statement of Net Assets
Property and Liability
As of 06/30/2021 and 03/31/2022

	Audited As of 06/30/2021	Activity 07/01/2021 - 03/31/2022	As of 03/31/2022
Assets:			
Current Assets			
Cash with County - #44903	$ 2,064,396	(614,913)	$ 1,449,483
Funds in Transit - #44903 to Morgan Stanley Investments	- -	- -	- -
Union Bank - Checking #0311	341,766	(221,506)	120,260
Union Bank - Claims Trust #1186	18,928	(1,841)	17,087
Cash and Cash Equivalents	$ 2,425,090	(838,260)	$ 1,586,830
Investments Morgan Stanley - current	- -	- -	- -
Accounts Receivable	5,144	535,799	540,943
Prepaid Expense	- -	496,828	496,828
Interfund Receivable/(payable)	(1,577,730)	(29,994)	(1,607,724)
Subtotal Current Assets	852,504	164,373	1,016,877
Noncurrent Assets			
Investments - Morgan Stanley	- -	- -	- -
Capital - Equipment, net of depreciation	- -	- -	- -
	- -	- -	- -
Total Assets	**$ 852,504**	**$ 164,373**	**$ 1,016,877**
Deferred Outflow of Resources:			
Deferred outflow of resources - pension	29,070	- -	29,070
Liabilities:			
Current Liabilities			
Accounts Payable	$ 541	$ (541)	$ - -
Prefunding deposits	- -	- -	- -
Advance Contributions	- -	- -	- -
Other Claim Liabilities	- -	- -	- -
Current Portion of claims and claim adjustment	55,349	22,641	77,990
Subtotal Current Liabilities	55,890	22,100	77,990
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	45,286	18,525	63,811
Unallocated Loss Adjustment Expense (ULAE)	46,225	- -	46,225
Subtotal Noncurrent Claim Liabilities	91,511	18,525	110,036
Net Pension Liability (NPL)	58,512	7,351	65,863
Total Liabilities	$ 205,913	$ 47,976	$ 253,889
Deferred Inflow of Resources:			
Deferred inflow of resources - pension	518	- -	518
Net Position:			
Undesignated Net Position - Net Assets/(Deficit)	675,143	116,397	791,540
Designated - Capital Assets	- -	- -	- -
Total Net Position	$ 675,143	$ 116,397	$ 791,540
Total Liabilities, Deferred Pension, and Ending Net Position	**$ 852,504**	**$ 164,373**	**$ 1,016,877**

Alameda County Schools Insurance Group (ACSIG)
Property and Liability
Statement of Revenues, Expenditures and Changes in Net Fund Assets
As of 03/31/2022 and For The Nine Months Then Ended

	2020/2021		2021/2022			
	Budget	Actuals	Budget	Activity 07/01/2021 - 03/31/2022	Variance	Percentage of Budget
Operating Revenue:						
Premiums Paid by Members	$ 2,350,901	$ 2,351,431	$ 2,294,064	$ 1,720,548	$ 573,516	75.00 %
Return of Premiums	- -	- -	- -	- -	- -	- -
Other Income	- -	- -	- -	- -	- -	- -
Total Operating Revenue	2,350,901	2,351,431	2,294,064	1,720,548	573,516	75.00
Operating Expenditures:						
Classified Salaries	21,140	23,662	23,230	15,911	7,319	68.49
Statutory Benefits	7,927	3,284	3,252	1,665	1,587	51.20
Health & Welfare	5,150	6,504	1,950	1,460	490	74.87
Employer Tax Expense	322	341	322	209	113	64.85
Net Pension Expense	6,451	(13,765)	26,443	14,702	11,741	55.60
Telephone & Internet	396	323	373	253	120	67.85
Supplies Office	150	327	250	10	240	4.15
Supplies - Other	200	73	425	157	268	36.85
Eligibility Processing	- -	- -	- -	- -	- -	- -
Brokerage Fees-Dental-ACSIG	- -	- -	- -	- -	- -	- -
Brokerage Fees-Dental-MD	- -	- -	- -	- -	- -	- -
Travel and Conferences	1,100	143	600	117	483	19.54
Mileage	425	303	600	225	375	37.50
Dues & Memberships	600	108	- -	18	(18)	- -
Postage & Meter	- -	- -	170	- -	170	- -
Insurance Expense-NCR	1,812,695	1,935,827	1,971,543	1,490,691	480,852	75.61
Insurance Expense-PY Adj	- -	- -	- -	- -	- -	- -
Utility - Operating-Rent	2,422	2,095	2,924	1,553	1,371	53.11
Advertising	100	- -	- -	- -	- -	- -
Contract Services - Actuarial	5,967	4,900	5,000	- -	5,000	- -
Contract Services -Claim Audit	- -	- -	- -	- -	- -	- -
Contract Services	- -	- -	- -	- -	- -	- -
Audit Fees	750	715	724	- -	724	- -
Other Services/Operating Expenses	1,250	162	- -	246	(246)	- -
Capital Equipment/Depreciation	200	- -	500	- -	500	- -
Repairs & Maintenance	175	- -	250	- -	250	- -
Legal	500	- -	- -	- -	- -	- -
Accounting Services	775	775	775	600	175	77.42
County Courier	210	- -	210	209	1	99.48
Shredding	54	32	75	11	64	14.23
Copier & Scanner	100	- -	100	- -	100	- -
Claims Administration Services	20,000	4,411	36,819	3,810	33,009	10.35
Self-Insurance Fee	- -	- -	- -	- -	- -	- -
Claims Paid-WC	- -	- -	- -	- -	- -	- -
Claims Paid-PL	100,000	10,263	100,000	22,676	77,324	22.68
Physical Abilities Testing	- -	- -	- -	- -	- -	- -
Training	- -	- -	- -	- -	- -	- -
First-Aid Program	- -	- -	- -	- -	- -	- -
Food Service Training	- -	- -	- -	- -	- -	- -
Special Ed Training	- -	- -	- -	- -	- -	- -
Incentives	- -	- -	- -	- -	- -	- -
Safety Inspections	12,446	12,819	18,819	12,819	6,000	68.12
Bank Charge & WC Penalty Reimb	- -	- -	- -	- -	- -	- -
Cobra Premiums	- -	- -	- -	- -	- -	- -
Dental Insurance Premiums	- -	- -	- -	- -	- -	- -
Vision Insurance Premiums	- -	- -	- -	- -	- -	- -
Claim Development Expense	- -	17,064	- -	41,167	(41,167)	- -
ACA Fees	- -	- -	- -	- -	- -	- -
Total Operating Expenditures	2,001,505	2,010,366	2,195,353	1,608,508	586,845	73.27 %
Net Increase/(Decrease) from Operations	349,396	341,065	98,711	112,040	(13,329)	113.50 %
Non Operating Income/(Expense)						
Interest Income	9,500	8,133	500	4,357	(3,857)	871.40
Net Increase/(Decrease) in Fair Value	- -	- -	- -	- -	- -	- -
Realized Gain/(Loss) on Investments	- -	- -	- -	- -	- -	- -
Cumulative effect of GASB 68	- -	- -	- -	- -	- -	- -
Interfund Transfer, Other Income	- -	- -	- -	- -	- -	- -
Total Non Operating Income/(Expense)	9,500	8,133	500	4,357	(3,857)	871.40 %
Net Increase/(Decrease) in Net Position	358,896	349,198	99,211	116,397	(17,186)	117.32 %
Beginning Balance Prior Year End	325,945	325,945	675,143	675,143	- -	100.00 %
Ending Balance, as of 03/31/2022	**$ 684,841**	**$ 675,143**	**$ 774,354**	**$ 791,540**	**$ (17,186)**	

Alameda County Schools Insurance Group (ACSIG)
Treasurer's Report- Statement of Net Assets
Operations
As of 06/30/2021 and 03/31/2022

	Audited As of 06/30/2021	Activity 07/01/2021 - 03/31/2022	As of 03/31/2022
Assets:			
Current Assets			
Union Bank - Payroll #0176	$ 32,225	53,168	$ 85,393
Union Bank Checking Account #1521	215,634	(77,223)	138,411
Cash and Cash Equivalents	$ 247,859	(24,055)	$ 223,804
Investments Morgan Stanley - current	- -	- -	- -
Accounts Receivable	- -	- -	- -
Prepaid Expense	8,785	- -	8,785
Interfund Receivable/(payable)	(228,804)	14,516	(214,288)
Subtotal Current Assets	27,840	(9,539)	18,301
Noncurrent Assets			
Investments - Morgan Stanley	- -	- -	- -
Capital - Equipment, net of depreciation	595	(595)	- -
	595	(595)	- -
Total Assets	**$ 28,435**	**$ (10,134)**	**$ 18,301**
Deferred Outflow of Resources:			
Deferred outflow of resources - pension	- -	- -	- -
Liabilities:			
Current Liabilities			
Accounts Payable	$ 33,171	$ (9,539)	$ 23,632
Prefunding deposits	- -	- -	- -
Advance Contributions	- -	- -	- -
Other Claim Liabilities	- -	- -	- -
Current Portion of claims and claim adjustment	- -	- -	- -
Subtotal Current Liabilities	33,171	(9,539)	23,632
Noncurrent Liabilities			
Unpaid claims and claim adjustment expenses less current	- -	- -	- -
Subtotal Noncurrent Claim Liabilities	- -	- -	- -
Net Pension Liability (NPL)	- -	- -	- -
Total Liabilities	$ 33,171	$ (9,539)	$ 23,632
Deferred Inflow of Resources:			
Deferred inflow of resources - pension	- -	- -	- -
Net Position:			
Undesignated Net Position - Net Assets/(Deficit)	(5,331)	- -	(5,331)
Designated - Capital Assets	595	(595)	- -
Total Net Position	$ (4,736)	$ (595)	$ (5,331)
Total Liabilities, Deferred Pension, and Ending Net Position	**$ 28,435**	**$ (10,134)**	**$ 18,301**

Alameda County Schools Insurance Group (ACSIG)
Operations
Statement of Revenues, Expenditures and Changes in Net Fund Assets
As of 03/31/2022 and For The Nine Months Then Ended

	2020/2021		2021/2022			
	Budget	Actuals	Budget	Activity 07/01/2021 - 03/31/2022	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 Expense	- -	- -	- -	- -	- -	- -
Capital Equipment/Depreciation	- -	592	- -	595	(595)	- -
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	- -	592	- -	595	(595)	- - %
Net Increase/(Decrease) from Operations	- -	(592)	- -	(595)	595	- - %
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	- -	(592)	- -	(595)	595	- - %
Beginning Balance Prior Year End	(4,144)	(4,144)	(4,736)	(4,736)	- -	100.00 %
Ending Balance, as of 03/31/2022	**$ (4,144)**	**$ (4,736)**	**$ (4,736)**	**$ (5,331)**	**$ 595**	

Alameda County Schools Insurance Group (ACSIG)
Schedule of Claim Liabilities for Workers' Compensation
As of 03/31/2022

	Self-Insured Program Years												
	1978/1979	1984/1985	1985/1986	1986/1987	1987/1988	1988/1989	1989/1990	1990/1991	1991/1992	1992/1993	1993/1994	1994/1995	Totals to Page 7A
Paid Claims	$ 916,273	$ 1,828,533	$ 2,855,260	$ 2,821,801	$ 2,875,776	$ 4,020,932	$ 2,940,000	$ 5,561,332	$ 5,166,999	$ 4,282,745	$ 3,724,898	$ 4,798,816	$ 41,793,365
Reserves	- -	- -	7,617	21,092	21,606	- -	- -	4,566	- -	- -	14,474	134,308	203,663
Incurred Claims	916,273	1,828,533	2,862,877	2,842,893	2,897,382	4,020,932	2,940,000	5,565,898	5,166,999	4,282,745	3,739,372	4,933,124	41,997,028
Incurred But Not Reported (IBNR)	- -	- -	7,123	137,107	12,618	4,068	12,000	64,102	24,001	26,255	21,628	56,876	365,778
Non- Discounted Estimated Ultimate Incurred (1)	916,273	1,828,533	2,870,000	2,980,000	2,910,000	4,025,000	2,952,000	5,630,000	5,191,000	4,309,000	3,761,000	4,990,000	42,362,806
Anticipated Investment Income (Discount) (2)	- -	- -	(295)	(4,113)	(992)	(138)	(492)	(3,365)	(1,296)	(1,549)	(2,383)	(14,339)	(28,962)
Discounted Estimated Ultimate (1-2)	916,273	1,828,533	2,869,705	2,975,887	2,909,008	4,024,862	2,951,508	5,626,635	5,189,704	4,307,451	3,758,617	4,975,661	42,333,844
Paid Claims	(916,273)	(1,828,533)	(2,855,260)	(2,821,801)	(2,875,776)	(4,020,932)	(2,940,000)	(5,561,332)	(5,166,999)	(4,282,745)	(3,724,898)	(4,798,816)	(41,793,365)
Remaining Estimated Unpaid Claim Liabilities	$ - -	$ - -	$ 14,445	$ 154,086	$ 33,232	$ 3,930	$ 11,508	$ 65,303	$ 22,705	$ 24,706	$ 33,719	$ 176,845	$ 540,479

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

(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%.

Historical Discounted Estimated Ultimate Incurred:													
As of 06/30/2013	10	954,963	1,828,378	2,917,252	3,003,200	2,674,593	4,009,091	2,922,237	5,789,363	5,200,522	4,331,119	3,639,169	5,209,906	42,479,803
As of 06/30/2014	9	959,089	1,828,378	2,943,554	2,948,967	2,906,382	4,010,866	2,993,154	5,793,307	5,156,348	4,321,092	3,728,346	5,145,562	42,735,045
As of 06/30/2015	8	959,745	1,828,378	2,944,649	2,957,392	2,916,153	4,077,607	2,993,338	5,759,425	5,259,555	4,304,405	3,847,149	5,130,367	42,978,163
As of 06/30/2016	7	919,585	1,828,378	2,935,792	2,958,911	2,907,220	4,065,869	2,966,210	5,750,806	5,315,636	4,278,349	3,855,186	5,114,027	42,895,969
As of 06/30/2017	6	947,318	1,828,378	2,876,895	2,952,342	2,907,650	4,084,897	2,985,063	5,734,186	5,316,245	4,408,281	3,947,076	5,151,520	43,139,851
As of 06/30/2018	5	947,015	1,828,378	2,876,710	2,988,624	2,945,002	4,094,286	2,994,624	5,743,707	5,315,284	4,422,773	3,926,130	5,110,111	43,192,644
As of 06/30/2019	4	916,273	1,828,533	2,887,520	3,031,167	2,934,013	4,038,122	2,940,000	5,678,821	5,314,160	4,358,612	4,009,428	5,051,755	42,988,404
As of 06/30/2020	3	916,273	1,828,533	2,887,952	2,996,520	2,916,419	4,056,820	2,958,440	5,698,048	5,288,270	4,370,463	3,958,606	4,958,067	42,834,411
As of 06/30/2021	2	916,273	1,828,533	2,879,283	2,974,319	2,918,168	4,058,164	2,951,436	5,655,461	5,274,915	4,294,424	3,796,118	4,979,092	42,526,186
As of 03/31/2022	1	916,273	1,828,533	2,869,705	2,975,887	2,909,008	4,024,862	2,951,508	5,626,635	5,189,704	4,307,451	3,758,617	4,975,661	42,333,844
Increase/Decrease		- -	- -	(9,578)	1,568	(9,160)	(33,302)	72	(28,826)	(85,211)	13,027	(37,501)	(3,431)	(192,342)

Alameda County Schools Insurance Group (ACSIG)
Schedule of Claim Liabilities for Workers' Compensation
As of 03/31/2022

	Totals From Page 7	Self-Insured Program Years							Totals To Page 7B
		1995/1996	1996/1997	1997/1998	1998/1999	1999/2000	2000/2001	2001/2002	
Paid Claims	$ 41,793,365	$ 5,401,951	$ 7,252,637	$ 6,831,222	$ 9,345,067	$ 7,617,628	$ 10,848,448	$ 11,939,061	$ 101,029,379
Reserves	203,663	101,185	35,485	146,310	574,144	174,488	317,964	244,481	1,797,720
Incurred Claims	41,997,028	5,503,136	7,288,122	6,977,532	9,919,211	7,792,116	11,166,412	12,183,542	102,827,099
Incurred But Not Reported (IBNR)	365,778	76,864	61,878	62,468	330,789	177,884	53,588	236,458	1,365,707
Non- Discounted Estimated Ultimate Incurred (1)	42,362,806	5,580,000	7,350,000	7,040,000	10,250,000	7,970,000	11,220,000	12,420,000	104,192,806
Anticipated Investment Income (Discount) (2)	(28,962)	(15,134)	(9,055)	(20,043)	(87,779)	(33,475)	(35,669)	(48,575)	(278,692)
Discounted Estimated Ultimate (1-2)	42,333,844	5,564,866	7,340,945	7,019,957	10,162,221	7,936,525	11,184,331	12,371,425	103,914,114
Paid Claims	(41,793,365)	(5,401,951)	(7,252,637)	(6,831,222)	(9,345,067)	(7,617,628)	(10,848,448)	(11,939,061)	(101,029,379)
Remaining Estimated Unpaid Claim Liabilities	$ 540,479	$ 162,915	$ 88,308	$ 188,735	$ 817,154	$ 318,897	$ 335,883	$ 432,364	$ 2,884,735

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

(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%.

Historical Discounted Estimated Ultimate Incurred:										
As of 06/30/2013	10	42,479,803	5,833,514	7,743,609	7,798,325	11,018,070	9,598,230	12,098,931	13,618,383	110,188,865
As of 06/30/2014	9	42,735,045	5,738,160	7,577,599	7,714,653	11,132,297	8,733,944	11,771,811	13,128,192	108,531,701
As of 06/30/2015	8	42,978,163	5,752,631	7,584,812	7,808,635	10,993,497	8,806,657	11,818,771	13,083,683	108,826,849
As of 06/30/2016	7	42,895,969	5,607,306	7,562,358	7,660,593	11,011,641	8,642,537	11,753,128	12,959,861	108,093,393
As of 06/30/2017	6	43,139,851	5,583,200	7,705,812	7,670,526	10,717,018	8,299,131	11,947,119	13,121,523	108,184,180
As of 06/30/2018	5	43,192,644	5,757,037	7,747,776	7,706,207	10,642,853	8,365,742	11,833,334	12,979,529	108,225,122
As of 06/30/2019	4	42,988,404	5,664,384	7,601,234	7,424,100	10,662,982	8,032,099	11,618,299	13,001,162	106,992,664
As of 06/30/2020	3	42,834,411	5,634,661	7,480,498	7,198,242	10,419,193	7,937,956	11,512,128	12,486,864	105,503,953
As of 06/30/2021	2	42,526,186	5,588,222	7,517,698	7,234,673	10,272,484	7,884,610	11,507,738	12,494,816	105,026,427
As of 03/31/2022	1	42,333,844	5,564,866	7,340,945	7,019,957	10,162,221	7,936,525	11,184,331	12,371,425	103,914,114
Increase/Decrease		(192,342)	(23,356)	(176,753)	(214,716)	(110,263)	51,915	(323,407)	(123,391)	(1,112,313)

Alameda County Schools Insurance Group (ACSIG)
Schedule of Claim Liabilities for Workers' Compensation
As of 03/31/2022

	Totals From Page 7A	Self-Insured Program Years 2002/2003	2003/2004	2004/2005	2005/2006	2006/2007	2007/2008	2008/2009	As of 03/31/2022 Totals	Activity: As of 06/30/2021 Totals	Activity: 07/01/2021 - 03/31/2022
Paid Claims	$ 101,029,379	$ 10,346,864	$ 6,051,447	$ 5,736,551	$ 8,829,251	$ 8,735,021	$ 9,046,118	$ 9,002,328	$ 158,776,959	$ 158,195,127	$ 581,832
Reserves	1,797,720	184,153	99,483	341,440	345,720	148,266	104,203	117,060	3,138,045	3,770,595	(632,550)
Incurred Claims	102,827,099	10,531,017	6,150,930	6,077,991	9,174,971	8,883,287	9,150,321	9,119,388	161,915,004	161,965,722	(50,718)
Incurred But Not Reported (IBNR)	1,365,707	248,983	99,070	202,009	245,029	186,713	(90,321)	290,612	2,547,802	4,576,084	(2,028,282)
Non- Discounted Estimated Ultimate Incurred (1)	104,192,806	10,780,000	6,250,000	6,280,000	9,420,000	9,070,000	9,060,000	9,410,000	164,462,806	166,541,806	(2,079,000)
Anticipated Investment Income (Discount) (2)	(278,692)	(45,479)	(21,642)	(60,323)	(66,755)	(38,858)	(1,624)	(48,105)	(561,478)	(493,937)	(67,541)
Discounted Estimated Ultimate (1-2)	103,914,114	10,734,521	6,228,358	6,219,677	9,353,245	9,031,142	9,058,376	9,361,895	163,901,328	166,047,869	(2,146,541)
Paid Claims	(101,029,379)	(10,346,864)	(6,051,447)	(5,736,551)	(8,829,251)	(8,735,021)	(9,046,118)	(9,002,328)	(158,776,959)	(158,195,127)	(581,832)
Remaining Estimated Unpaid Claim Liabilities	$ 2,884,735	$ 387,657	$ 176,911	$ 483,126	$ 523,994	$ 296,121	$ 12,258	$ 359,567	$ 5,124,369	$ 7,852,742	$ (2,728,373)

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

(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%.

Estimated Current Portion /Short-Term Liability (1)		(629,125)
Estimated Non-Current portion of Claim Liabilities		$ 4,495,244

Historical Discounted Estimated Ultimate Incurred:

As of 06/30/2013	10	110,188,865	10,710,077	7,136,860	6,043,782	8,435,497	9,522,890	10,141,142	10,501,500	172,680,613
As of 06/30/2014	9	108,531,701	10,454,102	6,798,117	6,067,506	10,203,448	9,772,238	10,362,281	10,585,137	172,774,530
As of 06/30/2015	8	108,826,849	10,457,705	6,920,842	6,214,866	10,347,509	9,539,023	9,859,233	10,469,961	172,635,988
As of 06/30/2016	7	108,093,393	10,531,877	6,860,336	6,223,567	10,366,713	9,216,061	9,639,692	10,101,017	171,032,656
As of 06/30/2017	6	108,184,180	10,716,918	6,817,755	5,896,649	10,214,975	9,198,996	9,520,490	9,943,375	170,493,338
As of 06/30/2018	5	108,225,122	10,697,201	6,689,784	6,028,771	10,128,423	9,250,450	9,475,767	9,593,861	170,089,379
As of 06/30/2019	4	106,992,664	10,865,794	6,590,938	6,129,435	9,825,431	9,213,395	9,194,958	9,526,850	168,339,465
As of 06/30/2020	3	105,503,953	10,632,710	6,438,165	6,018,634	9,707,983	9,117,968	9,129,259	9,527,330	166,119,058
As of 06/30/2021	2	105,026,427	10,875,378	6,415,468	6,291,921	9,629,398	9,091,729	9,158,853	9,558,695	166,047,869
As of 03/31/2022	1	103,914,114	10,734,521	6,228,358	6,219,677	9,353,245	9,031,142	9,058,376	9,361,895	163,901,328
Increase/Decrease		(1,112,313)	(140,857)	(187,110)	(72,244)	(276,153)	(60,587)	(100,477)	(196,800)	(2,146,541)

Claim Development Expense	
Claim Liabilities	$ (2,728,373)
ULAE	(199,694)
Castlepoint Reinsurance Insolvency	(52,952)
	$ (2,981,019)

Alameda County Schools Insurance Group (ACSIG)
Schedule of Claim Liabilities for Property Liability
As of 03/31/2022

	Self-Insured Program Years											Activity	
	10 2012/2013	9 2013/2014	8 2014/2015	7 2015/2016	6 2016/2017	5 2017/2018	4 2018/2019	3 2019/2020	2 2020/2021	1 2021/2022	As of 03/31/2022	As of 06/30/2021	07/01/2021 - 03/31/2022
Paid Claims	$ 125,045	$ 20,000	$ 18,078	$ 47,777	$ 20,000	$ 44,853	$ 62,301	$ 40,000	$ 2,743	$ 11,806	$ 392,603	$ 401,223	$ (8,620)
Reserves	0	- -	(0)	0	- -	(0)	(0)	- -	42,257	73,194	115,451	37,149	78,302
Incurred Claims	125,045	20,000	18,078	47,777	20,000	44,853	62,301	40,000	45,000	85,000	508,054	438,372	69,682
Incurred But Not Reported (IBNR)	- -	- -	- -	(0)	- -	0	0	- -	4,595	24,640	29,235	63,654	(34,419)
Non- Discounted Estimated Ultimate Incurred (1)	125,045	20,000	18,078	47,777	20,000	44,853	62,301	40,000	49,595	109,640	537,289	502,027	35,262
Anticipated Investment Income (Discount) (2)	- -	- -	- -	- -	- -	0	- -	- -	(825)	(2,060)	(2,885)	(170)	(2,715)
Discounted Estimated Ultimate (1-2)	125,045	20,000	18,078	47,777	20,000	44,853	62,301	40,000	48,770	107,580	534,404	501,857	32,547
Paid Claims	(125,045)	(20,000)	(18,078)	(47,777)	(20,000)	(44,853)	(62,301)	(40,000)	(2,743)	(11,806)	(392,603)	(401,223)	8,620
Remaining Estimated Unpaid Claim Liabilities	$ - -	$ - -	$ - -	$ - -	$ - -	$ - -	$ - -	$ - -	$ 46,027	$ 95,774	$ 141,801	$ 100,634	$ 41,167
										Estimated Current Portion /Short-Term Liability (1), paid claims factor of .65	(77,991)		
										Estimated Non-Current portion of Claim Liabilities :stimated Non-Current portion of Claim Liabilities	$ 63,810		

(1) Per Bay Actuarial Consultants actuarial study dated April 2022.
(2) Discounted at 1.0% 06/30/2020, .2% at 06/30/2021.
(3) Not adjusted for negative IBNR, based upon Actuarial report, maybe adjusted at year end if incurred has not been reduced.

Historical Estimated Ultimate Incurred:												
As of 06/30/2013	10	108,539	- -	- -	- -	- -	- -	- -	- -	- -	- -	108,549
As of 06/30/2014	9	148,539	111,900	- -	- -	- -	- -	- -	- -	- -	- -	260,448
As of 06/30/2015	8	126,562	20,863	32,843	- -	- -	- -	- -	- -	- -	- -	180,276
As of 06/30/2016	7	126,562	20,863	7,843	25,000	- -	- -	- -	- -	- -	- -	180,275
As of 06/30/2017	6	125,045	20,000	18,078	51,345	54,069	- -	- -	- -	- -	- -	268,543
As of 06/30/2018	5	125,045	20,000	18,078	72,777	40,968	63,000	- -	- -	- -	- -	339,873
As of 06/30/2019	4	125,045	20,000	18,078	72,777	20,000	94,492	99,010	- -	- -	- -	449,406
As of 06/30/2020	3	125,045	20,000	18,078	52,777	20,000	64,491	79,010	70,000	- -	- -	579,085
As of 06/30/2021	2	125,045	20,000	18,078	47,777	20,000	44,853	62,301	85,130	53,843	- -	631,710
As of 06/30/2022	1	125,045	20,000	18,078	47,777	20,000	44,853	62,301	40,000	49,595	109,640	537,290
Increase/Decrease		- -	- -	- -	- -	- -	- -	- -	(45,130)	(4,248)	109,640	60,262

Claim Development Expense	
Claim Liabilities	$ 41,167
and ULAE	- -
Increase	$ 41,167

California State Treasurer
Fiona Ma, CPA



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

April 04, 2022

LAIF Home
PMIA Average
Monthly Yields

ALAMEDA COUNTY SCHOOLS INSURANCE GROUP

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

Tran Type
Definitions

Account Number: 35-01-001

March 2022 Statement

Account Summary

Total Deposit:	0.00	Beginning Balance:	3,400,506.99
Total Withdrawal:	0.00	Ending Balance:	3,400,506.99

SETECH
A Keenan Solution
A Division of Keenan & Associates

January 31, 2022

State Controller's Office
Division of Accounting & Reporting
RDA-SD Reporting Section
P. O. Box 942850
Sacramento, CA 94250-5875

RE: Special Districts Financial Transactions Report

To Whom It May Concern:

By notice received by Alameda County Schools Insurance Group (ACSIG) regarding the filing of the 2020/2021 Special Districts Financial Transactions Report, I am hereby enclosing the signed cover page. The actual report was filed electronically via File Transfer Protocol.

If you have any questions regarding information in this report, please call me at (310) 212-0363 extension 2550.

Sincerely,

Mary T. Boyer
Assistant Vice President

MB/jbm
Enclosures

cc: ACSIG Board of Directors
Laurena Grabert

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

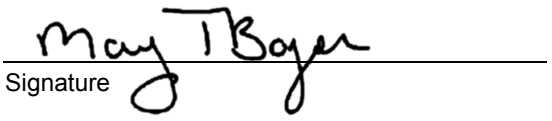
SPECIAL DISTRICTS' FINANCIAL TRANSACTIONS REPORT
COVER PAGE

Special District of Alameda County Schools Insurance Group

Reporting Year: **2021** ID Number: **12500100800**

Certification:
I hereby certify that, to the best of my knowledge and belief, the report forms fairly reflect the financial transactions of the special district in accordance with the requirements as prescribed by the California State Controller.

Special District Fiscal Officer



Signature

Treasurer's Agent
Title

Mary T. Boyer
Name (Please Print)

01/23/2022
Date

Per Government Code section 53891(a), this report is due within seven months after the close of the fiscal year or within the time prescribed by the Controller, whichever is later. The report shall contain underlying data from audited financial statements prepared in accordance with generally accepted accounting principles, if this data is available.

If submitted manually, please complete, sign, and mail this cover page to either address below:

Mailing Address:
State Controller's Office
Local Government Programs and Services Division
Local Government Reporting Section
P.O. Box 942850
Sacramento, CA 94250

Express Mailing Address:
State Controller's Office
Local Government Programs and Services Division
Local Government Reporting Section
3301 C Street, Suite 700
Sacramento, CA 95816

The Financial Transactions Report was successfully submitted to the State Controller's Office on 1/23/2022 2:48:52 PM

348

SETECH
A Keenan Solution
A Division of Keenan & Associates

April 15, 2022

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 2021 Special Districts Compensation Report. The actual report was filed electronically via File Transfer Protocol.

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

Sincerely,

Laurena Grabert
Vice President

LG/jbm
Enclosures

cc: ACSIG Board of Directors

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

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

EXECUTIVE SUMMARY

TO: ACSIG Board

FROM: Kimberly Dennis

DATE: May 26, 2022

SUBJECT: 2022/2023 Budget

The ACSIG budget is enclosed for your review. This budget was developed using year-to-date 2021/2022 data and updated estimates for 2022/2023 rates and costs. Because all rates are not firm at this time, estimates were used for this report. Salaries have been distributed to each program based upon a time-study.

The assumptions are listed on the final pages of the budget. Many of these assumptions are preliminary due to the very early nature of this budget cycle. Updates will be brought to the May meeting as more information becomes available. Because there continues to be a need for trainings, I have continued to allocate funds to support release time for regional trainings for Special Education and Food Service staffing as well as Shoes for Crews expansion and a County-wide EAP program.

The budget will be reviewed by the Executive Director. The Board will be asked to approve this item.

Alameda County Schools Insurance Group (ACSIG)
Consolidated
2022/2023 Budget

	Budget 2022/2023	Allocations	Change in Accruals		2021/2022 Budget	2020/2021 Actuals	2019/2020 Actuals	2018/2019 Actuals	2017/2018 ACTUAL
Audited - Beginning Net Position, as of 07/01/2022				$ 50,226,021					
Beginning Cash	$ 50,226,021				50,583,454	44,715,022	$ 32,390,067	$ 21,774,574	34,318,790
Operating Revenue:									
Premiums Paid by Members	$ 160,166,608	$ - -	$ - -	$ 160,166,608	154,947,536	161,037,627	$ 143,824,407	$ 158,713,739	164,546,182
Total Operating Revenue	160,166,608	- -	- -	160,166,608	154,947,536	161,037,627	143,824,407	158,713,739	164,546,182
Operating Expenditures:									
Classified Salaries	412,449		- -	412,449	338,030	331,598	323,830	295,213	286,178
Statutory Benefits	77,995		- -	77,995	51,737	28,746	36,288	22,941	31,954
Health & Welfare	56,750		- -	56,750	56,750	65,039	47,741	42,912	47,510
Employer Tax Expense	6,439		- -	6,439	5,510	5,219	5,048	4,550	4,443
Net Pension Expense	229,772			229,772	416,155	(202,608)	365,809	199,053	(191,171)
Telephone & Internet	10,450		- -	10,450	7,451	6,453	4,625	5,739	6,102
Supplies Office	8,000		- -	8,000	5,000	6,541	3,593	2,148	1,885
Supplies - Other	6,000		- -	6,000	8,500	1,467	1,181	5,141	3,276
Eligibility Processing	250,000		- -	250,000	241,468	210,615	210,724	203,801	218,600
Brokerage Fees-Dental-ACSIG	325,000		- -	325,000	293,760	290,054	281,605	279,662	293,050
Brokerage Fees-Dental-MD	725,000		- -	725,000	520,000	607,679	500,851	470,289	410,333
Travel and Conferences	22,925		- -	22,925	22,925	2,842	13,770	10,118	10,458
Mileage	11,850		- -	11,850	12,000	6,051	7,255	7,119	6,756
Dues & Memberships	8,550		- -	8,550	11,400	2,077	7,635	885	1,635
Postage & Meter	7,330		- -	7,330	3,910	6,338	2,963	2,764	3,875
Insurance Expense-PIPS&NCR	24,334,504		- -	24,334,504	23,900,848	24,013,869	22,199,152	21,043,123	21,028,823
PIPS payroll adjustment	500,000			500,000	500,000	584,688	476,909	(233,378)	749,186
Utility - Operating-Rent	57,820		- -	57,820	42,629	41,919	38,074	31,366	36,395
Advertising	- -		- -	- -			- -	5,535	
Contract Services	- -		- -	- -	20,000	- -	15,750	18,096	8,272
Contract Services -actuarial	20,500		- -	20,500	- -	18,670	8,570	- -	
Contract Services	- -		- -	- -	5,000		10,069	- -	15,570
Audit Fees	16,500		- -	16,500	14,476	14,300	13,571	13,750	13,500
Other Services/Operating Expenses	12,300		- -	12,300	11,400	3,236	10,386	6,137	5,614
Capital Equipment/Depreciation	9,500		- -	9,500	9,500	592	1,462	- -	- -
Repairs & Maintenance	5,000		- -	5,000	5,000	- -	- -	- -	- -
Legal	6,750		- -	6,750	6,500	- -	- -	928	- -
Accounting Services	16,480		- -	16,480	15,500	15,500	15,000	14,850	14,420
County Courier	1,520		- -	1,520	4,400	32	5,604	3,872	3,567
Shredding	900		- -	900	1,600	619	1,413	813	848
Copier & Scanner	17,900		- -	17,900	17,900	12,465	7,676	11,058	10,277
Claims Administration Services	111,400		- -	111,400	143,219	139,411	140,232	166,650	166,909
Self-Insurance Fee	300,000		- -	300,000	553,082	388,794	432,095	337,468	297,811
Claims Paid-WC	1,000,000		- -	1,000,000	1,300,000	936,718	725,255	1,022,116	1,001,753
Claims Paid-PL	100,000		- -	100,000	100,000	10,263	82,411	57,219	53,650
			- -	- -		- -			
Safety Inspection	19,000			19,000	18,819	12,819	12,445	12,445	12,445
Physical Ability Testing	20,000		- -	20,000	20,000	3,403	4,165	6,031	26,449
First-Aid Program	35,000		- -	35,000	35,000	1,208	8,384	26,579	28,559
Risk Management Prevention Program	250,000		- -	250,000	250,000	27,610	85,115	15,989	
EAP	200,000		- -	200,000	200,000	119,315	29,602	- -	- -
Bank Charge & WC Penalty Reimb	6,000		- -	6,000	6,000	112	4,144	1,943	21,071
Cobra Premiums	300,000	- -	- -	300,000	250,000	268,395	225,931	224,938	246,832
Dental Insurance Premiums	127,590,000	- -	- -	127,590,000	123,100,000	123,344,909	106,421,564	122,360,987	129,945,472
Vision Insurance Premiums	5,521,000	- -	- -	5,521,000	4,520,000	5,022,017	3,676,970	4,234,168	4,066,932
Claim Development Expense	(700,000)	- -	- -	(700,000)	(1,000,000)	(992,480)	(3,540,853)	(2,823,823)	(357,335)
Prior Year Adjustment	- -	- -	- -	- -	- -	- -	- -	- -	
Total Operating Expenditures	161,910,584	- -	- -	161,910,584	156,045,469	155,356,495	132,924,015	148,111,194	158,531,903
Net Increase/(Decrease) from Operations	(1,743,976)	- -	- -	(1,743,976)	(1,097,933)	5,681,132	10,900,392	10,602,545	6,014,279
Non Operating Income/(Expense)									
Interest Income	199,000	- -	- -	199,000	650,500	640,000	734,153	681,271	499,738
Change in FMV	- -	- -	- -	- -			663,387	342,202	(341,266)
Realized Gain/(Loss)	- -	- -	- -	- -			- -	- -	644
GASB 68	- -	- -	- -	- -			- -	- -	- -
Total Non Operating Income/(Expense)	199,000	- -	- -	199,000	650,500	640,000	1,397,540	1,023,473	159,116
Ending Cash	$ 48,681,045	- -							
Net Increase/(Decrease) in Net Position		$ - -	$ - -	(1,544,976)	(447,433)	6,321,132	$ 12,297,932	$ 11,626,018	6,173,395

Alameda County Schools Insurance Group (ACSIG)
Workers' Compensation
2022/2023 Budget

	Budget 2022/2023 0	Allocations	Change in Accruals	Budget 2022/2023	2021/2022 Budget	2020/2021 Actuals	2019/2020 Actuals	2018/2019 Actuals	2017/2018 Actuals
Audited - Beginning Net Position, as of 07/01/2022				$ 31,875,188					
Beginning Cash and Investments	$ 31,875,188				$ 32,362,967	$ 29,351,572	$ 20,412,478	$ 11,018,268	26,712,774
Operating Revenue:									
Premiums Paid by Members	$ 22,060,952	$ - -	$	$ 22,060,952	23,053,472	25,917,135	$ 27,017,696	$ 26,942,763	26,712,774
PIPS Contribution Adjustmert	- -	- -		- -			7,093		
Total Operating Revenue	22,060,952	- -	- -	22,060,952	23,053,472	25,917,135	27,024,789	26,942,763	26,712,774
Operating Expenditures:	- -								
Classified Salaries	88,740	- -	- -	88,740	76,787	77,693	76,063	69,349	65,608
Statutory Benefits	19,196	- -	- -	19,196	15,750	9,279	7,970	5,100	8,266
Health & Welfare	15,800	- -	- -	15,800	15,800	19,512	14,322	12,873	14,253
Employer Tax Expense	1,362	- -	- -	1,362	1,121	1,151	1,110	1,010	959
Net Pension Expense	44,065			44,065	87,405	(45,843)	62,112	59,717 -	44,672
Telephone & Internet	1,045	- -	- -	1,045	745	968	694	861	915
Supplies Office	800	- -	- -	800	500	981	539	322	283
Supplies - Other	600	- -	- -	600	850	220	177	771	491
Utility - Rent	5,782	- -	- -	5,782	5,848	6,288	5,711		5,459
Brokerage Fees-Dental-ACSIG		- -	- -	- -			- -	- -	
Brokerage Fees-Dental-MD		- -	- -	- -			- -	- -	
Travel and Conferences	2,350	- -	- -	2,350	2,350	426	2,065	1,518	1,569
Mileage	1,200	- -	- -	1,200	1,200	908	1,088	1,068	1,013
Dues & Memberships	900	- -	- -	900	1,200	328	1,145	133	245
Postage & Meter	340		- -	340	340	311	148	138	194
Insurance Expense-PIPS	22,066,667	- -	- -	22,066,667	21,929,305	22,078,042	20,501,321	19,679,728	19,857,950
PIPS Contribution Adjustmert	500,000	- -	- -	500,000	500,000	584,688	476,909	(233,378)	749,186
Advertising	- -	- -	- -	- -			- -	5,535	
Contract Services - Actuarial	10,000	- -	- -	10,000	15,000	8,770	8,570	8,396	8,272
Contract Services -Claims Audit		- -	- -	- -			15,750		15,570
Contract Services		- -	- -	- -	5,000		- -		
Audit Fees	1,650	- -	- -	1,650	1,448	2,145	2,104	2,063	2,025
Other Services/Operating Expenses	1,300	- -	- -	1,300	400	485	1,462	917	842
Capital Equipment/Depreciation	500	- -	- -	500	500		- -		
Repairs & Maintenance	500	- -	- -	500	500		- -		
Legal	500	- -	- -	500	500		- -		
Accounting Services	2,472	- -	- -	2,472	1,550	2,325	2,250	2,228	2,163
County Courier	152	- -		152	620		592	581	535
Shredding	180	- -		180	250	98	145	122	128
Copier & Scanner	800			800	800	623	396	553	514
Claims Administration Services	92,400			92,400	106,400	135,000	135,000	154,000	154,000
Self-Insurance Fee	300,000	- -		300,000	553,082	388,794	432,095	337,468	297,811
Claims Paid-WC	1,000,000	- -		1,000,000	1,200,000	936,718	725,255	1,022,116	1,001,753
Claims Paid-PL		- -		- -			- -	- -	
Physical Abilities Testing	20,000	- -		20,000	20,000	3,403	4,165	11,180	14,004
Training	10,000	- -		10,000	10,000		- -	6,031	-
First-Aid Program	35,000	- -		35,000	35,000	1,208	8,384	26,579	23,953
Risk Management Prevention Program	250,000	- -		250,000	250,000	27,610	85,115	15,989	28,559
EAP Program	200,000	- -		200,000	200,000	119,315	29,602		
Bank Charge & WC Penalty Reimb	1,000	- -		1,000	1,000				
Cobra Premiums		- -		- -			- -	- -	
Dental Insurance Premiums		- -		- -			- -	- -	
Vision Insurance Premiums		- -		- -			- -	- -	
Claim Development Expense	(1,000,000)	- -		(1,000,000)	(1,000,000)	(1,305,544)	(3,472,220)	(2,926,804) -	378,826
Prior Year Adjustment		- -	- -	- -			- -	- -	
Total Operating Expenditures	23,675,301	- -	- -	23,675,301	24,041,251	23,055,902	19,130,039	18,266,164	21,833,022
Net Increase/(Decrease) from Operations	(1,614,349)	- -	- -	(1,614,349)	(987,779)	2,861,233	7,894,750	8,676,599	4,879,752
Non Operating Income/(Expense)									
Interest Income	150,000	- -		150,000	500,000	150,163	574,538	515,929	356,625
Change in FMV		- -	- -	- -			469,365	201,303 -	200,752
Realized Gain/(Loss)		- -	- -	- -			441	379	379
GASB 68				- -			- -		
Interfund Transfer		- -		- -			- -	- -	
Total Non Operating Income/(Expense)	150,000	$ - -	$ - -	150,000	500,000	150,163	1,044,344	717,611	156,252
Ending Cash	$ 30,410,839								
Net Increase/(Decrease) in Net Position				(1,464,349)	(487,779)	3,011,396	8,939,094	9,394,210	5,036,004
			- -	$ 30,410,839	31,875,188	32,362,968	$ 29,351,572	$ 20,412,478	31,748,778

Alameda County Schools Insurance Group (ACSIG)
Dental
2022/2023 Budget

	Budget 2022/2023	Allocations	Change in Accruals	Budget 2022/2023	2021-2022 Budget	2020-2021 Actuals	2019/2020 Actuals	2018/2019 Actuals	2017/2018 Actuals
Audited - Beginning Net Position, as of 07/01/2022				$ 14,369,484					
Beginning Cash and Investments	$ 14,369,484				$ $ 14,373,978	$ 11,924,643	9,322,655	$ 8,251,136	5,318,251
Operating Revenue:									
Premiums Paid by Members	$ 130,000,000	$ - -	$ - -	$ 130,000,000	$ #######	$ 127,610,386	110,572,228	$ 125,810,680	132,187,282
Rebate								(999,989)	
Total Operating Revenue	130,000,000	- -	- -	130,000,000	125,000,000	127,610,386	110,572,228	124,810,691	132,187,282
Operating Expenditures:									
Classified Salaries	261,270			261,270	207,687	199,873	194,904	177,761	174,771
Statutory Benefits	48,547			48,547	28,489	13,471	22,637	14,236	18,051
Health & Welfare	35,100			35,100	35,100	32,519	23,871	21,456	23,755
Employer Tax Expense	4,114			4,114	3,590	3,259	3,158	2,833	2,809
Net Pension Expense	154,702			154,702	267,787	(124,689)	257,464	99,526	- 115,435
Telephone & Internet	7,838			7,838	5,588	4,517	3,238	4,017	4,272
Supplies Office	6,000			6,000	3,750	4,579	2,515	1,504	1,319
Supplies - Other	4,500			4,500	6,375	1,027	826	3,599	2,293
Eligibility Processing	250,000			250,000	235,620	210,615	205,013	203,801	213,141
Brokerage Fees-Dental-ACSIG	325,000			325,000	293,760	290,054	281,605	279,662	293,050
Brokerage Fees-Dental-MD	725,000			725,000	520,000	607,679	500,851	470,289	410,333
Travel and Conferences	17,625			17,625	17,625	1,989	9,639	7,082	7,320
Mileage	9,000			9,000	9,000	4,235	5,078	4,983	4,729
Dues & Memberships	6,750			6,750	9,000	1,530	5,345	620	1,145
Postage & Meter	6,300			6,300	3,060	5,608	2,667	2,488	3,487
Insurance Expense				- -			- -	- -	
Net, Operating-Rent	43,365			43,365	33,857	29,344	26,652	25,831	25,476
Advertising	- -			- -			- -		
Contract Services - Actuarial	4,000			4,000		3,500	- -	5,000	
Contract Services -PL-Investigation				- -				- -	
Contract Services				- -			10,069		
Audit Fees	12,375			12,375	10,856	10,010	9,818	9,625	9,450
Other Services/Operating Expenses	10,000			10,000	10,000	2,265	6,821	4,303	3,930
Capital Equipment/Depreciation	7,500			7,500	7,500		- -		
Repairs & Maintenance	3,750			3,750	3,750		- -		
Legal	5,000			5,000	5,000		- -	928	
Accounting Services	11,536			11,536	11,625	10,850	10,500	10,395	10,094
County Courier	1,140			1,140	3,150		2,762	2,710	2,497
Shredding	600			600	1,125	456	676	569	593
Copier & Scanner	16,200			16,200	16,200	11,219	7,135	9,952	9,249
Claims Administration Services	- -			- -			- -	- -	
Self-Insurance Fee	- -			- -			- -	- -	
Claims Paid-WC	- -			- -			- -	- -	
Claims Paid-PL	- -			- -			- -	- -	
Physical Abilities Testing	- -			- -			- -	- -	
Training	- -			- -			- -	- -	
First-Aid Program	- -	- -	- -	- -			- -	- -	
Food Service Training	- -	- -	- -	- -			- -	- -	
Special Ed Training	- -	- -	- -	- -			- -	- -	
Bank Charge	5,000	- -	- -	5,000	5,000	112	4,144	1,943	21,071
Cobra Premiums	300,000	- -	- -	300,000	250,000	268,395	225,931	224,938	246,832
Dental Insurance Premiums	127,590,000	- -	- -	127,590,000	123,100,000	123,344,909	106,421,564	122,360,987	129,945,472
Vision Insurance Premiums	- -	- -	- -	- -			- -	- -	
Claim Development Expense	300,000	- -	- -	300,000		227,000		20,000	
Prior Year Adjustment	- -	- -	- -	- -			- -	- -	
Total Operating Expenditures	130,172,211	- -	- -	130,172,211	125,104,494	125,164,326	108,244,883	123,971,037	131,319,704
Net Increase/(Decrease) from Operations	(172,211)	- -	- -	(172,211)	(104,494)	2,446,060	2,327,345	839,654	867,578
Non Operating Income/(Expense)									
Interest Income	10,000	- -		10,000	100,000	3,273	101,795	113,557	103,017
Change in FMV	- -	- -		- -			162,607	118,086	- 117,763
Realized Gain/(Loss)	- -	- -		- -			171	222	222
GASB 68									
Interfund Transfer & YE Close Oper	- -	- -		- -				- -	
Total Non Operating Income/(Expense)	10,000	$ - -	$ - -	10,000	100,000	3,273	264,573	231,865	- 14,524
Ending Cash	$ 14,207,273								
Net Increase/(Decrease) in Net Position				(162,211)	(4,494)	2,449,333	2,591,918	1,071,519	853,054
				$ 14,207,273	**$ 14,369,484**	**14,373,976**	**11,914,573**	**$ 9,322,655**	**6,171,305**

Alameda County Schools Insurance Group (ACSIG)
Vision
2022/2023 Budget

	Budget 2022/2023	Allocations	Change in Accruals	Budget 2022/2023	2021/2022 Budget	2020/2021 Actuals	2019/2020 Actuals	2018/2019 Actuals	2017/2018 Actuals
Audited - Beginning Net Position, as of 07/01/2022				$ 3,206,996					
Beginning Cash and Investments	$ 3,206,996				$ 3,171,366	3,112,862	$ 2,527,944	$ 2,297,478	2,094,297
Operating Revenue:									
Premiums Paid by Members	$ 5,600,000	$ - -	$	$ 5,600,000	4,600,000	5,158,675	$ 4,261,486	$ 4,485,790	4,356,498
Total Operating Revenue	5,600,000	- -	- -	5,600,000	4,600,000	5,158,675	4,261,486	4,485,790	4,356,498
Operating Expenditures:									
Classified Salaries	36,139	- -	- -	36,139	30,326	30,370	29,664	26,856	25,991
Statutory Benefits	6,306	- -	- -	6,306	4,246	2,712	3,391	2,111	3,010
Health & Welfare	3,900	- -	- -	3,900	3,900	6,504	4,774	4,291	4,751
Employer Tax Expense	564	- -	- -	564	477	468	451	403	392
Net Pension Expense	17,945			17,945	34,520	(18,311)	30,363	19,906	- 17,461
Telephone & Internet	1,045	- -	- -	1,045	745	645	463	574	610
Supplies Office	800	- -	- -	800	500	654	359	215	188
Supplies - Other	600	- -	- -	600	850	147	118	514	328
Eligibility Processing		- -	- -	- -				0	
Brokerage Fees-Dental-ACSIG		- -	- -	- -				0	
Brokerage Fees-Dental-MD		- -	- -	- -				0	
Travel and Conferences	2,350	- -	- -	2,350	2,350	284	1,377	1,012	1,046
Mileage	1,200	- -	- -	1,200	1,200	605	725	712	676
Dues & Memberships	900	- -	- -	900	1,200	219	764	89	164
Postage & Meter	340	- -	- -	340	340	311	148	138	194
Insurance Expense	- -	- -	- -	- -			- -		
Utility - Operating-Rent	5,782	- -	- -	5,782	5,848	4,192	3,807	3,691	3,639
Advertising	- -	- -	- -	- -			- -		
Contract Services - Actuarial	1,500	- -	- -	1,500		1,500	- -		
Contract Services -PL-Investigation	- -	- -	- -	- -			- -	0	
Contract Services-PL-Legal	- -	- -	- -	- -			- -	0	
Audit Fees	1,650	- -	- -	1,650	1,448	1,430	1,403	1,375	1,350
Other Services/Operating Expenses	1,000	- -	- -	1,000	1,000	324	974	611	561
Capital Equipment/Depreciation	1,000	- -	- -	1,000	1,000	- -	- -		
Repairs & Maintenance	500	- -	- -	500	500	- -	- -		
Legal	1,000	- -	- -	1,000	1,000	- -	- -		
Accounting Services	1,648	- -	- -	1,648	1,550	1,550	1,500	1,485	1,442
County Courier	152	- -	- -	152	420	- -	395	387	357
Shredding	80	- -	- -	80	150	65	97	81	85
Copier & Scanner	800	- -	- -	800	800	623	396	553	514
Claims Administration Services	- -	- -	- -	- -				0	
Self-Insurance Fee	- -	- -	- -	- -			- -	0	
Claims Paid-WC	- -	- -	- -	- -			- -	0	
Claims Paid-PL	- -	- -	- -	- -			- -	0	
Physical Abilities Testing	- -	- -	- -	- -			- -	0	
Training	- -	- -	- -	- -			- -	0	
First-Aid Program	- -	- -	- -	- -			- -	0	
Food Service Training	- -	- -	- -	- -			- -	0	
Special Ed Training	- -	- -	- -	- -			- -	0	
Bank Charge & WC Penalty Reimb	- -	- -	- -	- -			- -	0	
Cobra Premiums	- -	- -	- -	- -			- -	0	
Dental Insurance Premiums	- -	- -	- -	- -			- -	0	
Vision Insurance Premiums	5,521,000	- -		5,521,000	4,520,000	5,022,017	3,676,970	4,234,168	4,066,932
Claim Development Expense	- -	- -	- -	- -		69,000	- -	22,000	
Prior Year Adjustment	- -	- -	- -	- -			- -	0	
Total Operating Expenditures	5,608,202	- -	- -	5,608,202	4,614,370	5,125,309	3,758,139	4,321,172	4,094,769
Net Increase/(Decrease) from Operations	(8,202)	- -	- -	(8,202)	(14,370)	33,366	503,347	164,618	261,729
Non Operating Income/(Expense)									
Interest Income	30,000	- -		30,000	50,000	25,138	50,124	42,992	33,652
Change in FMV		- -	- -	- -			31,415	22,813	- 22,751
Realized Gain/(Loss)		- -	- -	- -			33	43	43
GASB 68									
Interfund Transfer	- -	- -	- -	- -	- -		- -	0	
Total Non Operating Income/(Expense)	30,000	$ - -	$ - -	30,000	50,000	25,138	81,572	65,848	10,944
Ending Cash	$ 3,228,794								
Net Increase/(Decrease) in Net Position				21,798	35,630	58,504	$ 584,919	$ 230,466	272,673
				0 $ 3,228,794	**3,206,996**	**3,171,366**	**$ 3,112,863**	**$ 2,527,944**	**2,366,970**

Alameda County Schools Insurance Group (ACSIG)
Property and Liability
2022/2023 Budget

	Budget 2022/2023	Allocations	Change in Accruals	Budget 2022/2023	2021/2022 Budget	2020/2021 Actuals	2019/2020 Actuals	2018/2019 Actuals	2017/2018 Actuals
Audited - Beginning Net Position, as of 07/01/2022				$ 774,353					
Beginning Cash and Investments	$ 774,353				$ 675,143	325,945	$ 126,990	$ 207,692	$ 193,468
Operating Revenue:									
Premiums Paid by Members	$ 2,505,656	$ - -	$	$ 2,505,656	2,294,064	2,351,431	$ 1,972,997	$ 1,474,506	$ 1,289,628
Total Operating Revenue	2,505,656	- -	- -	2,505,656	2,294,064	2,351,431	1,972,997	1,474,506	$ 1,289,628
Operating Expenditures:									
Classified Salaries	26,300	- -	- -	26,300	23,230	23,662	23,199	21,247	$ 19,808
Statutory Benefits	3,945	- -	- -	3,945	3,252	3,284	2,290	1,494	$ 2,627
Health & Welfare	1,950	- -	- -	1,950	1,950	6,504	4,774	4,292	$ 4,751
Employer Tax Expense	399	- -	- -	399	322	341	329	304	$ 283
Net Pension Expense	13,060			13,060	26,443	(13,765)	15,870	19,904	$ (13,603)
Telephone & Internet	523	- -	- -	523	373	323	230	287	$ 305
Supplies Office	400	- -	- -	400	250	327	180	107	$ 95
Supplies - Other	300	- -	- -	300	425	73	60	257	$ 164
Eligibility Processing		- -	- -	- -				- -	
Brokerage Fees-Dental-ACSIG		- -	- -	- -				- -	
Brokerage Fees-Dental-MD		- -	- -	- -				- -	
Travel and Conferences	600	- -	- -	600	600	143	689	506	$ 523
Mileage	450	- -	- -	450	600	303	364	356	$ 338
Dues & Memberships		- -	- -	- -			381	43	$ 81
Postage & Meter	350	- -	- -	350	170	108	- -	- -	$ -
Insurance Expense-NCR	2,267,837	- -		2,267,837	1,971,543	1,935,827	1,697,831	1,363,395	$ 1,170,873
Utility - Operating-Rent	2,891	- -	- -	2,891	2,924	2,095	1,904	1,844	$ 1,821
Advertising	- -	- -	- -	- -			- -		
Contract Services	5,000	- -	- -	5,000	5,000	4,900	- -	4,700	
Contract Services -PL-Investigation	- -	- -	- -	- -			- -		
Contract Services-PL-Legal	- -	- -	- -	- -			- -	- -	
Audit Fees	825	- -	- -	825	724	715	700	687	$ 675
Other Services/Operating Expenses	- -	- -	- -	- -		162	487	306	$ 281
Capital Equipment/Depreciation	500	- -	- -	500	500		- -		
Repairs & Maintenance	250	- -	- -	250	250		- -		
Legal	250	- -	- -	250			- -		
Accounting Services	824	- -	- -	824	775	775	750	742	$ 721
County Courier	76	- -	- -	76	210	32	197	194	$ 178
Shredding	40	- -	- -	40	75		48	41	$ 42
Copier & Scanner	100	- -		100	100		- -		
Claims Administration Services	19,000	- -		19,000	36,819	4,411	5,232	12,650	$ 12,909
Self-Insurance Fee	- -	- -		- -			- -	- -	
Claims Paid-	100,000	- -		100,000	100,000	10,263	- -	- -	
Claims Paid		- -		- -			82,411	57,219	$ 53,650
Safety Inspection	19,000	- -	- -	19,000	18,819	12,819	12,446	12,446	$ 12,445
Training	- -	- -	- -	- -			- -	- -	
First-Aid Program	- -	- -	- -	- -			- -	- -	
Food Service Training	- -	- -	- -	- -			- -	- -	
Special Ed Training	- -	- -	- -	- -			- -	- -	
Bank Charge & WC Penalty Reimb	- -	- -	- -	- -			- -	- -	
Cobra Premiums	- -	- -	- -	- -			- -	- -	
Dental Insurance Premiums	- -	- -	- -	- -			- -	- -	
Vision Insurance Premiums	- -	- -	- -	- -			- -	- -	
Claim Development Expense	- -	- -		- -		17,064	(68,633)	60,981	$ 21,491
Prior Year Adjustment	- -	- -	- -	- -			- -	- -	
Total Operating Expenditures	2,464,869	- -	- -	2,464,869	2,195,354	2,010,366	1,781,739	1,564,002	$ 1,290,457
Net Increase/(Decrease) from Operations	40,787	- -	- -	40,787	98,710	341,065	191,258	(89,496)	(829)
Non Operating Income/(Expense)									
Interest Income	9,000	- -	- -	9,000	500	8,133	7,696	8,793	$ 6,444
Change in FMV	- -	- -	- -	- -			- -	- -	
Realized Gain/(Loss)	- -	- -	- -	- -			- -	- -	
GASB 68									
Interfund Transfer	- -	- -	- -	- -		- -	- -	- -	
Total Non Operating Income/(Expense)	9,000	$ - -	$ - -	9,000	500	8,133	7,696	8,793	6,444
Ending Cash	$ 824,140								
Net Increase/(Decrease) in Net Position				49,787	99,210	349,198	198,954	(80,703)	5,615
			0	$ 824,140	774,353	675,143	$ 325,944	$ 126,989	199,083

Alameda County Schools Insurance Group (ACSIG)
Operations
2022/2023 Budget

	Cash Activity 2022/2023 1/0/00	Allocations	Change in Accruals	Balance Year to Date	2019/2020 Budget	2018/2019 Budget
Audited - Beginning Net Position, as of 07/01/2022				$ - -		
Beginning Cash and Investments	$				$ - -	$ - -
Operating Revenue:						
Offset to Rent - Sub Lease	$	$	$ - -	$ - -	$	$
Total Operating Revenue	- -	- -	- -	- -	- -	- -
Operating Expenditures:						
Classified Salaries						- -
Statutory Benefits						- -
Health & Welfare						- -
Employer Tax Expense						- -
Telephone & Internet						- -
Supplies Office						
Supplies - Other						
Eligibility Processing						- -
Brokerage Fees-Dental-ACSIG						- -
Brokerage Fees-Dental-MD						- -
Travel and Conferences						- -
Mileage						- -
Dues & Memberships						- -
Postage & Meter						- -
Insurance Expense						- -
Utility - Operating-Rent						- -
Advertising						- -
Contract Services - Actuarial						- -
Contract Services -PL-Investigation						- -
Contract Services-PL-Legal						- -
Audit Fees						- -
Other Services/Operating Expenses						- -
Capital Equipment/Depreciation						
Repairs & Maintenance						
Legal						
Accounting Services						
County Courier						
Shredding						- -
Copier & Scanner						- -
Claims Administration Services						- -
Self-Insurance Fee	- -	- -	- -	- -	- -	- -
Claims Paid-WC	- -	- -	- -	- -	- -	- -
Claims Paid-PL	- -	- -	- -	- -	- -	- -
Physical Abilities Testing	- -	- -	- -	- -	- -	- -
Training	- -	- -	- -	- -	- -	- -
First-Aid Program	- -	- -	- -	- -	- -	- -
Food Service Training	- -	- -	- -	- -	- -	- -
Special Ed Training	- -	- -	- -	- -	- -	- -
Bank Charge & WC Penalty Reimb	- -	- -	- -	- -	- -	- -
Cobra Premiums	- -	- -	- -	- -	- -	- -
Dental Insurance Premiums	- -	- -	- -	- -	- -	- -
Insurance - Vision	- -	- -	- -	- -	- -	- -
Claim Development Expense	- -	- -	- -	- -	- -	- -
Prior Year Adjustment	- -	- -	- -	- -	- -	- -
Total Operating Expenditures	- -	- -	- -	- -	- -	- -
Net Increase/(Decrease) from Operations	- -	- -	- -	- -	- -	- -
Non Operating Income/(Expense)						
Interest Income					- -	
Change in FMV					- -	
Realized Gain/(Loss)					- -	
Interfund Transfer & YE Close						
Total Non Operating Income/(Expense)	- -	$ - -	$ - -	- -		- -
Ending Cash	$ - -					
Net Increase/(Decrease) in Net Position				$ - -	$ - -	$ - -
			0	**$ - -**	**$ - -**	**$ - -**

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

EXECUTIVE SUMMARY

TO: ACSIG Board

FROM: Kimberly Dennis

DATE: May 26, 2022

SUBJECT: ACSIG Wage Classification Study

In 2019, a formula was developed by the Executive Committee for ACSIG employee compensation increases. The formula is listed below:

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

The current 2021/22 salary schedule listed in the classification study includes a 1.35% increase based upon a 2.70% funded COLA in 2021/22.

ACSIG has not conducted a wage classification study for all positions in 10 years. As you can see in the attached documentation, the administrative support positions within ACSIG are significantly below those of the member agencies.

This item was reviewed with the Executive Committee in detail and the Board will be asked to approve this increase.

Executive Assistant Salary Comparison
2021-2022

	Annual Benefits																	
ACSIG	$ 19,500	$ 56,001	$ 58,319	$ 60,690	$ 63,115	$ 65,596												
ACOE	$ 12,000	$ 83,500	$ 87,500	$ 91,500	$ 95,500	$ 99,500												
Alameda	$ 3,660	$ 80,435	$ 84,116	$ 87,972	$ 92,025	$ 96,281	$ 101,807	$ 103,919										
Castro Valley	$ 6,500	$ 74,676	$ 78,453	$ 82,425	$ 86,599	$ 90,983	$ 95,588											
Dublin	$ 7,714	$ 103,965	$ 106,002	$ 108,081	$ 110,213	$ 112,415	$ 114,649	$ 116,948	$ 119,644									
Fremont	on schedule	$ 108,844	$ 114,124	$ 119,656	$ 122,570	$ 125,550	$ 128,595	$ 131,722	$ 135,546	$ 139,478	$ 143,526	$ 147,689						
Livermore	$ 12,650	$ 81,927	$ 86,089	$ 90,432	$ 95,038	$ 99,729	$ 104,629	$ 109,975										
New Haven		$ 90,049	$ 92,645	$ 95,338	$ 98,140	$ 101,053												
Newark	on schedule	$ 93,378	$ 97,956	$ 102,170	$ 106,384	$ 110,600												
Pleasanton	on schedule	$ 97,648	$ 100,870	$ 103,765	$ 106,728	$ 109,691	$ 112,656											
San Leandro	on schedule	$ 83,591	$ 87,285	$ 91,143	$ 95,177	$ 99,391												
San Lorenzo	$ 6,240	$ 75,801	$ 80,867	$ 85,571	$ 90,456	$ 95,342	$ 100,227											
JPA's																		
RESIG		$ 81,829	$ 85,921	$ 90,217	$ 94,728	$ 99,464	$ 104,437											
Santa Clara		Only have office assistant																

Variances range from highest step	$ 14,295	22%	San Leandro
	$ 50,450	77%	Fremont

ACSIG Salary Schedule
2021/2022

Funded COLA for 21-22 is 2.70%. Therefore, payrolls increased by 50% (1.35%) of that amount.

	1	2	3	4	5
Claims Assistant	$45,386	$47,655	$50,039	$52,540	$55,167
Claims Examiner	$71,161	$74,720	$78,455	$82,378	$86,499
Executive Assistant to Executive Director	$56,001	$58,319	$60,690	$63,115	$65,596
Clerical/Office Assistant	$21.53				
Claims Asst. Hourly	$21.82	$22.91	$24.06	$25.26	$26.52
Claims Exam. Hourly	$34.21	$35.92	$37.72	$39.60	$41.59
Executive Asst. Hourly	$26.92	$28.04	$29.18	$30.34	$31.54

Alameda County Office of Education
Confidential Team Salary Schedule
EFFECTIVE July 1, 2020 Approved 05/11/2020

	Longevity	Step 1				Step 2				Step 3				Step 4				Step 5			
		0-4 Years	5-8 Years	9-12 Years	13+ Years	0-4 Years	5-8 Years	9-12 Years	13+ Years	0-4 Years	5-8 Years	9-12 Years	13+ Years	0-4 Years	5-8 Years	9-12 Years	13+ Years	0-4 Years	5-8 Years	9-12 Years	13+ Years
Administrative Assistant	Annual	$83,500.00	$85,000.00	$86,000.00	$88,500.00	$87,500.00	$89,000.00	$90,000.00	$92,500.00	$91,500.00	$93,000.00	$94,000.00	$96,500.00	$95,500.00	$97,000.00	$98,000.00	$100,500.00	$99,500.00	$101,000.00	$102,000.00	$104,500.00
Confidential Range 12	Monthly	$6,958.33	$7,083.33	$7,166.67	$7,375.00	$7,291.67	$7,416.67	$7,500.00	$7,708.33	$7,625.00	$7,750.00	$7,833.33	$8,041.67	$7,958.33	$8,083.33	$8,166.67	$8,375.00	$8,291.67	$8,416.67	$8,500.00	$8,708.33
	Hourly	$42.66	$43.42	$43.93	$45.21	$44.70	$45.47	$45.96	$47.25	$46.74	$47.51	$48.02	$49.30	$48.79	$49.55	$50.06	$51.34	$50.83	$51.60	$52.11	$53.38
Administrative Secretary	Annual	$67,500.00	$69,000.00	$70,000.00	$72,500.00	$71,500.00	$73,000.00	$74,000.00	$76,500.00	$75,500.00	$77,000.00	$78,000.00	$80,500.00	$79,500.00	$81,000.00	$82,000.00	$84,500.00	$83,500.00	$85,000.00	$86,000.00	$88,500.00
Range 8	Monthly	$5,625.00	$5,750.00	$5,833.33	$6,041.67	$5,958.33	$6,083.33	$6,166.67	$6,375.00	$6,291.67	$6,416.67	$6,500.00	$6,708.33	$6,625.00	$6,750.00	$6,833.33	$7,041.67	$6,958.33	$7,083.33	$7,166.67	$7,375.00
	Hourly	$34.48	$35.25	$35.76	$37.04	$36.53	$37.29	$37.80	$39.08	$38.57	$39.34	$39.85	$41.12	$36.00	$41.38	$41.89	$43.17	$42.66	$43.42	$43.93	$45.21

Bachelor = $125.00 per month
Masters = $208.33 per month

Rates are rounded to two significant digits
Work week is 37.5 hours

Alameda USD

Executive Cabinet/Administrative and Supervisory/Confidential/Licensed/Unrepresented
2021-2022 Salary Schedule
Effective 7/1/2021

Any employee on this schedule with a Master's or PhD Degree is eligible for the following stipends: Master's Stipend $1,925.89 annually (1.75% of Step A, Principal - Elementary)
PhD Stipend $1,925.89 annually (1.75% of Step A, Principal - Elementary)

Timebase: Annual

Group	Position	Range	Work Days	Step A	Step B	Step C	Step D	Step E	Step F	Step G
Exec. Cabinet	Asst. Supt. Business Services; Asst. Supt. Human Resources; Asst. Supt. Education Services, General Counsel	Ex.Cabinet	261	189,636.79	195,475.19	201,488.75	207,682.73	214,062.51	222,838.92	227,251.58
Administrative and Supervisory	Senior Director of Construction;	1A	261	132,600.90	139,230.82	146,191.89	153,502.01	161,176.76	167,687.14	174,461.70
	Senior Director for Equity and African American Student Achievement; Senior Director of Sped	1A	225	132,600.90	139,230.82	146,191.89	153,502.01	161,176.76	167,687.14	174,461.70
	Director of Elementary Ed; Secondary Ed; Certificated Personnel	1	225	126,287.27	132,239.75	138,491.42	145,052.41	151,943.15	160,815.82	164,095.32
	Director of Fiscal Services; Maintenance, Operations, Facilities; Classified Personnel	1	261	126,287.27	132,239.75	138,491.42	145,052.41	151,943.15	160,815.82	164,095.32
	Principal 9-12 High School, 6-12 High School	2	220	125,053.77	130,956.69	137,155.75	143,664.82	150,499.15	159,299.95	162,550.08
	Director of Management Information Services	3	261	121,193.79	126,904.69	132,900.92	139,196.74	145,807.92	154,325.53	157,477.17
	Senior Manager Community Affairs; Assessment & Research	3	261	121,193.79	126,904.69	132,900.92	139,196.74	145,807.92	154,325.53	157,477.17
	Principal - Continuation High School; Early College; Middle School	4	210	116,002.39	121,453.55	127,177.56	133,187.37	139,498.07	147,633.92	150,653.01
	Coordinator - Sped	5	215	110,817.09	116,008.71	121,460.11	127,183.90	133,194.15	140,947.98	143,834.72
	Coordinator - Certificated	5	225	110,817.09	116,008.71	121,460.11	127,183.90	133,194.15	140,947.98	143,834.72
	Coordinator - Classified	5	261	110,817.09	116,008.71	121,460.11	127,183.90	133,194.15	140,947.98	143,834.72
	Asst. Principal 9-12 High School; 6-12 High School	6	210	110,229.29	115,392.49	120,812.33	126,504.37	132,480.05	140,190.86	143,062.59
	Principal - Elementary School; Adult School	7	206	110,051.02	115,204.62	120,615.89	126,297.22	132,262.58	139,960.40	142,827.55
	Assistant Principal - Middle School; Dean - Student Support Services	8	205	105,987.41	110,937.55	116,135.08	121,592.82	127,322.96	134,722.40	137,485.83
	Director of Food Services	9	261	105,563.68	110,492.74	115,668.42	121,103.13	126,809.19	134,176.73	136,929.32
	Data Systems Manager; Acct/Purch Manager; Coordinator Bus. Services	11	261	99,903.36	104,554.11	109,436.98	114,564.47	119,948.20	126,905.37	129,514.00
	Coordinator - MOF Compliance; Construction Proj Manager; Facilities Maint. Mgr.	11	261	99,903.36	104,554.11	109,436.98	114,564.47	119,948.20	126,905.37	129,514.00
	Assistant Principal - Elementary; Sped Support Specialist; Program Manager	13	195	98,596.67	103,217.10	108,058.45	113,162.68	118,511.17	125,419.13	128,040.07
	Director of Child Development	15	225	85,112.75	89,045.94	93,172.89	97,510.64	102,052.56	107,957.25	110,190.72
	CTE Pathway Specialist	16	261	84,199.46	88,064.44	92,123.24	96,384.83	100,859.50	106,661.86	108,869.63
	Accounting Supervisor; Senior Accountant/Buyer, Benefits Specialist	16	261	84,199.46	88,064.44	92,123.24	96,384.83	100,859.50	106,661.86	108,869.63
Confidential	Senior Executive Assistant - Superintendent	17	261	80,435.82	84,115.97	87,971.99	92,025.12	96,280.57	101,806.90	103,918.53
	Adm Asst-Bus Svc; Adm Asst-HR; Administrative Secretary Ed Svcs	18	261	69,210.72	72,373.21	75,649.54	79,087.72	82,701.96	87,400.62	89,227.00
Licensed	Behavior Specialist*	19	195	101,157.98	105,866.74	110,810.52	116,001.93	121,453.12	128,496.97	131,137.12
	Occupational Therapist*	20	190	75,535.23	79,018.96	82,654.52	86,448.49	90,407.88	95,533.53	97,520.91

(*in addition to work days Salary incl. 8 Vac. And 14.5 paid Holidays)

Timebase: Hourly

Unrepresented (Timebase Hourly)	Educational Equity and Family Engagement Coordinator	21	190	37.30	39.16	41.13	43.20	45.27	48.10	51.05
	McKinney-Vento Coordinator	23	220	23.89	25.09	26.29	27.59	29.02	30.76	32.62

261 Workdays include 20.5 Vacation days and 15.5 holidays (BP 4361)
BOE Approval: 6/22/2021

ALBANY UNIFIED SCHOOL DISTRICT CLASSIFIED
CONFIDENTIAL SALARY SCHEDULE 2021 - 2022
Based on 8.0 Hours/Day -173.33 Hours/Month- *260 Days/year

		A		B		C		D		E	
RANGE	POSITION TITLE	MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL	MONTHLY	ANNUAL
1	Not Assigned	$3,023.29	$ 36,279.44	$3,177.55	$ 38,130.58	$3,334.33	$ 40,011.99	$3,501.41	$ 42,016.88	$3,678.77	$ 44,145.24
2	Not Assigned	$3,655.67	$ 43,868.00	$3,840.80	$ 46,089.62	$4,028.46	$ 48,341.50	$4,231.45	$ 50,777.35	$4,444.83	$ 53,337.95
5	Not Assigned	$3,917.78	$ 47,013.32	$4,115.93	$ 49,391.19	$4,316.51	$ 51,798.06	$4,537.45	$ 54,449.39	$4,758.50	$ 57,101.97
7	Purchasing/Bus Svcs Technician, Payroll Technician, District Database Coordinator I, Student Services Coordinator, Human Resources Technician	$4,601.72	$ 55,220.60	$4,828.02	$ 57,936.19	$5,072.06	$ 60,864.75	$5,324.20	$ 63,890.35	$5,596.70	$ 67,160.42
8	Not Assigned	$4,995.09	$ 59,941.09	$5,154.29	$ 61,851.44	$ 5,414.19	$ 64,970.28	$5,683.97	$ 68,207.59	$5,974.53	$ 71,694.39
9	Data Base Coordinator	$5,352.34	$ 64,228.06	$5,594.08	$ 67,128.90	$5,846.10	$ 70,153.25	$6,113.25	$ 73,359.04	$6,388.38	$ 76,660.60
10	Exec Asst. for Superintendent, Budget Technician, Support Services Coordinator, Human Resources Analyst I	$6,522.80	$ 78,273.58	$6,848.86	$ 82,186.31	$7,191.30	$ 86,295.61	$7,550.86	$ 90,610.33	$7,928.38	$ 95,140.54
11	Budget Analyst I	$7,813.29	$ 93,759.44	$8,135.78	$ 97,629.32	$8,502.16	$ 102,025.95	$8,830.74	$ 105,968.91	$9,205.62	$ 110,467.46
12	Not Assigned	$8,204.03	$ 98,448.40	$8,532.19	$ 102,386.32	$8,847.23	$ 106,166.74	$9,228.42	$ 110,741.07	$9,597.54	$ 115,170.46
13	Human Resources Technician II, Student Services Coordinator II, Payroll Technician II, Business Services Technician II	$5,563.56	$ 66,762.69	$5,841.74	$ 70,100.83	$6,133.82	$ 73,605.88	$6,440.52	$ 77,286.18	$6,762.54	$ 81,150.46

Longevity:

Employees who have completed 8 years of continuous service shall be granted a 4% longevity increment

Employees who have completed 12 years of continuous service shall be granted a 3% longevity increment totaling 7%

Employees who have completed 16 years of continuous service shall be granted a 3% longevity increment totaling 10%

Employees who have completed 20 years of continuous service shall be granted a 3% longevity increment totaling 13%

Employees who have completed 24 years of continuous service shall be granted a 3% longevity increment totaling 16%

Employees who have completed 28 years of continuous service shall be granted a 3% longevity increment totaling 19%

*1 day adjustment required when calendar year has 261 days.

Board approved 11/9/2021 increase 3.5% effective 07/01/2021.

Castro Valley Unified School District
Confidential Personnel Salary Schedule
2021-2022

Job Title	Range No	*	Full Time Work Days	Full Time Sick Leave	Full Time Step A	Full Time Step B	Full Time Step C	Full Time Step D	Full Time Step E	Full Time Step F
Administrative Secretary	314		Annual	12	$65,999.80	$69,344.14	$72,852.38	$76,543.61	$80,416.53	$84,487.68
Certificated Personnel Assistant	314		Annual	12	$65,999.80	$69,344.14	$72,852.38	$76,543.61	$80,416.53	$84,487.68
Classified Personnel Assistant	314		Annual	12	$65,999.80	$69,344.14	$72,852.38	$76,543.61	$80,416.53	$84,487.68
Executive Assistant to the Superintendent	319		Annual	12	$74,675.77	$78,453.38	$82,425.42	$86,599.49	$90,983.21	$95,588.02

Paid Holidays	Days
Annual Employees	16

Paid Vacation	Days
0 - 4 Years of employment	10
5 - 9 Years of employment	15
10 - 20 Years of employment	20
21 Years of employment and beyond	22

Longevity/Professional Growth Increments as in CSEA contract are available to currently employed confidential employees.

Salary Proration All employees on an annual basis shall have any pro-ration based on 260 days divided into the annual salary to determine the rate.

Fringe Benefits

a. All employees will be entitled to a "Cafeteria Plan" Health and Welfare Benefits Package in the amount os $6,500 per year.

b. A $50,000 term life insurance policy.

c. An income protection plan.

2021-22 Salary with 3.85% increase effective July 1, 2020

DUBLIN UNIFIED SCHOOL DISTRICT
LEADERSHIP SALARY SCHEDULE
Fiscal Year 2020-21

	STEP	Days/Year	A	B	C	D	E	F	G	H
High School Principal	1	220	152,901	155,501	158,100	160,708	163,306	165,908	168,509	172,828
Director of Elementary Education	2	220	139,404	141,772	144,218	146,629	149,033	151,444	153,856	157,123
Director of Secondary Education	2	220	139,404	141,772	144,218	146,629	149,033	151,444	153,856	157,123
Director of Student Services	2	220	139,404	141,772	144,218	146,629	149,033	151,444	153,856	157,123
Director of Human Resources	2	220	139,404	141,772	144,218	146,629	149,033	151,444	153,856	157,123
Director of Communications and Community Engagement	2	220	139,404	141,772	144,218	146,629	149,033	151,444	153,856	157,123
Director of Special Education	2A	220	139,404	141,772	144,218	146,629	149,033	151,444	153,856	157,123
Middle School Principal	3	210	138,114	140,520	142,945	145,375	147,795	150,221	152,646	155,182
Assistant Director Special Education	4	213	132,403	134,802	137,206	139,611	142,035	144,418	146,820	150,537
Coordinator of Assessment and Accountability	4	213	132,403	134,802	137,206	139,611	142,035	144,418	146,820	150,537
Coordinator of EL and Intervention Services	4	213	132,403	134,802	137,206	139,611	142,035	144,418	146,820	150,537
Assistant Director Career and Technical	4	213	132,403	134,802	137,206	139,611	142,035	144,418	146,820	150,537
Director Fiscal Services	5	220	129,645	133,197	136,747	140,297	143,847	147,397	150,947	154,497
Director Child Nutrition	5	220	129,645	133,197	136,747	140,297	143,847	147,397	150,947	154,497
Director of Staff Support and Leadership Liaison	5	220	129,645	133,197	136,747	140,297	143,847	147,397	150,947	154,497
Principal Continuation HS/Adult	6	210	130,475	132,839	135,211	137,580	139,964	142,311	144,680	148,344
Assistant Principal Level 1 Gr 9-12	7	210	129,364	131,708	134,052	136,398	138,745	141,088	143,433	147,061
Assistant Principal 6-8	8	210	126,635	128,916	131,203	133,489	135,782	138,057	140,339	144,819
Accounting Manager	9	220	120,458	122,634	124,818	126,996	129,204	131,365	133,542	138,777
Purchasing Manager	9	220	120,458	122,634	124,818	126,996	129,204	131,365	133,542	138,777
Facility Planner	9	220	120,458	122,634	124,818	126,996	129,204	131,365	133,542	138,777
Project Manager/New Construction I	9	220	120,458	122,634	124,818	126,996	129,204	131,365	133,542	138,777
Technology Supervisor	9	220	120,458	122,634	124,818	126,996	129,204	131,365	133,542	138,777
Custodial & Operations Supervisor	9	220	120,458	122,634	124,818	126,996	129,204	131,365	133,542	138,777
Maintenance & Operations Supervisor	9	220	120,458	122,634	124,818	126,996	129,204	131,365	133,542	138,777
Grounds Supervisor	9	220	120,458	122,634	124,818	126,996	129,204	131,365	133,542	138,777
Assistant Principal Level II Gr 9-12	9A	210	120,458	122,634	124,818	126,996	129,204	131,365	133,542	138,777
Assistant Principal K-5	10	210	122,321	124,528	126,737	128,946	131,179	133,370	135,582	140,880
Public Information & Community Relations Officer	11	220	98,610	100,645	102,725	104,857	107,048	109,292	111,592	114,288
Administrative Assistant - Confidential	12	220	94,665	96,620	98,616	100,663	102,766	104,922	107,128	109,716
Project Manager/New Construction II	13	225	123,197	125,422	127,652	129,884	132,139	134,352	136,577	141,930
Chief Technology Officer	14	220	146,374	148,859	151,427	153,958	156,485	159,015	161,549	164,979
Theater Manager	15	225	90,504	92,549	94,149	95,722	97,293	98,867	100,441	102,571
Senior Director Special Education	16	225	149,700	152,243	154,868	157,457	160,044	162,630	165,221	168,727
Elementary Principal	17	210	136,162	138,526	140,898	143,267	145,650	147,999	150,367	154,032
Administrative Assistant - Superintendent	18	220	103,965	106,002	108,081	110,213	112,405	114,649	116,948	119,644
Executive Director Facilities	19	220	158,084	160,768	163,539	166,275	169,004	171,736	174,471	178,207
Chief Facility and Operations Officer	20	225	157,521	162,996	168,658	174,520	180,585	186,860	193,353	200,071
Assistant Director, Facilities and Construction	21	220	126,420	129,535	132,647	135,760	138,874	141,986	145,100	148,214
Assistant Director, Maintenance and Operations	21	220	126,420	129,535	132,647	135,760	138,874	141,986	145,100	148,214
Masters Degree	$1,084									
Doctorate Degree	$1,626									

Date: July 1, 2020 3.125% on schedule
Board Approved 06/30/2020

Fremont Unified School District

Classified Management Annual Salary Schedule

2020/2021

Board approved .56% increase 9/23/20 effective 7/1/20

Schedule	Range	Classification	Days	Years of Service* 03	04	05	06	07	08	09	10	14	18	22
MGMT2	1	Administrative Secretary	261	66,625.68	69,787.20	73,087.80	74,859.12	76,638.72	78,461.28	80,349.00	82,677.24	85,076.76	87,541.92	90,080.52
				5,552.14	5,815.60	6,090.65	6,238.26	6,386.56	6,538.44	6,695.75	6,889.77	7,089.73	7,295.16	7,506.71
				255.27	267.38	280.03	286.82	293.63	300.62	307.85	316.77	325.96	335.41	345.14
				31.91	33.42	35.00	35.85	36.70	37.58	38.48	39.60	40.75	41.93	43.14
MGMT3	5A	District Wellness Lead	208	63,151.36	66,167.20	69,347.84	71,028.80	72,742.72	74,489.60	76,285.92	78,510.72	80,788.48	83,108.64	85,531.20
				5,262.61	5,513.93	5,778.99	5,919.07	6,061.89	6,207.47	6,357.16	6,542.56	6,730.71	6,925.72	7,127.60
				306.56	321.20	336.64	344.80	353.12	361.60	370.32	381.12	392.08	403.44	415.20
				38.32	40.15	42.08	43.10	44.14	45.20	46.29	47.64	49.01	50.43	51.90
MGMT2	6	Administrative Assistant/Asst. Supt Energy Conservation Supervisor Public Info. Officer, Facilities & Construction	261	82,068.84	85,992.24	90,126.00	92,295.24	94,515.60	96,795.60	99,129.72	102,006.96	104,963.64	108,008.40	111,140.64
				6,839.07	7,166.02	7,510.50	7,691.27	7,876.30	8,066.30	8,260.81	8,500.58	8,746.97	9,000.70	9,261.72
				314.44	329.47	345.31	353.62	362.13	370.86	379.81	390.83	402.16	413.83	425.83
				39.31	41.18	43.16	44.20	45.27	46.36	47.48	48.85	50.27	51.73	53.23
MGMT2	7	IT Support Administrator Supervisor, Child Nutrition Services Supervisor, Night Custodial Services Supervisor, Warehouse	261	90,054.96	94,387.68	98,939.40	101,319.00	103,780.80	106,282.80	108,847.08	112,005.72	115,252.32	118,595.88	122,035.08
				7,504.58	7,865.64	8,244.95	8,443.25	8,648.40	8,856.90	9,070.59	9,333.81	9,604.36	9,882.99	10,169.59
				345.04	361.64	379.08	388.20	397.63	407.21	417.04	429.14	441.58	454.39	467.57
				43.13	45.21	47.39	48.53	49.70	50.90	52.13	53.64	55.20	56.80	58.45
MGMT2	9	Public Information Officer Supervisor, Custodial & Grounds Supervisor, Transportation Supervisor, Video Production	261	94,546.92	99,104.16	103,886.16	106,399.44	108,972.48	111,616.20	114,322.68	117,637.68	121,049.40	124,560.48	128,172.84
				7,878.91	8,258.68	8,657.18	8,866.62	9,081.04	9,301.35	9,526.89	9,803.14	10,087.45	10,380.04	10,681.07
				362.25	379.71	398.03	407.66	417.52	427.65	438.02	450.72	463.79	477.24	491.08
				45.28	47.46	49.75	50.96	52.19	53.46	54.75	56.34	57.97	59.66	61.39
MGMT2	10	Supervisor, Maintenance	261	101,418.48	106,314.12	111,459.84	114,166.44	116,932.68	119,822.12	122,684.04	126,237.72	129,899.52	133,669.20	137,545.92
				8,451.54	8,859.51	9,288.32	9,513.87	9,744.39	9,968.51	10,223.67	10,519.81	10,824.96	11,139.10	11,462.16
				388.58	407.33	427.05	437.42	448.02	458.32	470.05	483.67	497.70	512.14	527.00
				48.57	50.92	53.38	54.68	56.00	57.29	58.76	60.46	62.21	64.02	65.88
MGMT2	12	Administrative Assistant/Supt Data Administrator Payroll Supervisor Supervisor, Accounting	261	108,844.44	114,123.84	119,656.20	122,570.40	125,549.76	128,594.64	131,722.08	135,545.88	139,477.56	143,526.12	147,688.56
				9,070.37	9,510.32	9,971.35	10,214.20	10,462.48	10,716.22	10,976.84	11,295.49	11,623.13	11,960.51	12,307.38
				417.03	437.26	458.45	469.62	481.03	492.70	504.68	519.33	534.40	549.91	565.86
				52.13	54.66	57.31	58.70	60.13	61.59	63.09	64.92	66.80	68.74	70.73
MGMT2	14	Budget Analyst	261	114,032.88	119,573.88	125,376.36	128,424.12	131,548.44	134,752.68	138,039.12	142,044.96	146,164.32	150,403.32	154,765.20
				9,502.74	9,964.49	10,448.03	10,702.01	10,962.37	11,229.39	11,503.26	11,837.08	12,180.36	12,533.61	12,897.10
				436.91	458.14	480.37	492.05	504.02	516.29	528.89	544.23	560.02	576.26	592.97
				54.61	57.27	60.05	61.51	63.00	64.54	66.11	68.03	70.00	72.03	74.12
MGMT2	15	Manager, Risk Management Sr Project Manager, Facilities & Construction	261	116,699.64	122,368.44	128,313.24	131,437.68	134,635.80	137,916.72	141,277.20	145,376.88	149,595.84	153,931.44	158,395.44
				9,724.97	10,197.37	10,692.77	10,953.14	11,219.65	11,493.06	11,773.10	12,114.74	12,466.32	12,827.62	13,199.62
				447.13	468.84	491.62	503.59	515.85	528.42	541.29	557.00	573.16	589.78	606.88
				55.89	58.61	61.45	62.95	64.48	66.05	67.66	69.63	71.65	73.72	75.86
MGMT3	15A	COIL Operations Manager (Non-FSMA)	233	104,178.96	109,249.04	114,524.16	117,357.44	120,190.72	123,135.84	126,136.88	129,790.32	133,555.60	137,414.08	141,440.32
				8,681.58	9,104.09	9,543.68	9,779.79	10,015.89	10,261.32	10,511.41	10,815.86	11,129.63	11,451.17	11,786.69
				447.12	468.88	491.52	503.68	515.84	528.48	541.36	557.04	573.20	589.76	607.04
				55.89	58.61	61.44	62.96	64.48	66.06	67.67	69.63	71.65	73.72	75.88
MGMT2	16	Director, Purchasing Systems Administrator	261	119,639.28	125,453.04	131,559.84	134,761.20	138,047.40	141,419.28	144,870.96	149,067.12	153,388.44	157,837.92	162,415.08
				9,969.94	10,454.42	10,963.32	11,230.10	11,503.95	11,784.94	12,072.58	12,422.26	12,782.37	13,153.16	13,534.59
				458.39	480.66	504.06	516.33	528.92	541.84	555.06	571.14	587.70	604.74	622.28
				57.30	60.08	63.01	64.54	66.12	67.73	69.38	71.39	73.46	75.59	77.79
MGMT3	17A	Occupational Therapist	208	99,324.96	104,285.44	109,509.60	112,245.28	115,063.36	117,930.88	120,880.80	124,374.56	127,967.20	131,741.12	135,548.00
				8,277.08	8,690.45	9,125.80	9,353.77	9,588.61	9,827.57	10,073.40	10,364.55	10,663.93	10,978.43	11,295.67
				482.16	506.24	531.60	544.88	558.56	572.48	586.80	603.76	621.20	639.52	658.00
				60.27	63.28	66.45	68.11	69.82	71.56	73.35	75.47	77.65	79.94	82.25
MGMT2	17B	Director, Transportation	261	125,848.32	132,139.92	138,749.88	142,215.36	145,775.04	149,419.68	153,152.52	157,593.12	162,167.64	166,867.20	171,706.32
				10,487.36	11,011.66	11,562.49	11,851.28	12,147.92	12,451.64	12,762.71	13,132.76	13,513.97	13,905.60	14,308.86
				482.18	506.28	531.61	544.89	558.53	572.49	586.79	603.81	621.33	639.34	657.88
				60.27	63.29	66.45	68.11	69.82	71.56	73.35	75.48	77.67	79.92	82.24
MGMT3	19A	Behavior Intervention Specialist	214	110,595.20	115,970.88	121,603.36	124,599.36	127,646.72	130,728.32	133,964.00	137,816.00	141,804.96	145,948.00	150,193.76
				9,216.27	9,664.24	10,133.61	10,383.28	10,637.23	10,894.03	11,163.67	11,484.67	11,817.08	12,162.33	12,516.15
				516.80	541.92	568.24	582.24	596.48	610.88	626.00	644.00	662.64	682.00	701.84
				64.60	67.74	71.03	72.78	74.56	76.36	78.25	80.50	82.83	85.25	87.73
MGMT2	19B	Director, Child Nutrition Director, Facilities & Construction Director, Maintenance, Operation & Grounds	261	134,843.64	141,416.76	148,313.76	151,938.48	155,657.28	159,456.16	163,358.76	168,097.92	172,971.00	177,989.16	183,150.84
				11,236.97	11,784.73	12,359.48	12,661.54	12,971.44	13,288.18	13,613.23	14,008.16	14,414.25	14,832.43	15,262.57
				516.64	541.83	568.25	582.14	596.39	610.95	625.90	644.05	662.72	681.95	701.73
				64.58	67.73	71.03	72.77	74.55	76.37	78.24	80.51	82.84	85.24	87.72
MGMT2	31	Chief Technology Officer Director, Accounting Director, Budget, Audit & Attendance	261	138,707.16	145,484.76	152,583.84	156,316.80	160,131.96	164,058.36	168,069.84	172,948.44	177,960.60	183,120.60	188,430.96
				11,558.93	12,123.73	12,715.32	13,026.40	13,344.33	13,671.53	14,005.82	14,412.37	14,830.05	15,260.05	15,702.58
				531.45	557.41	584.61	598.91	613.53	628.58	643.95	662.64	681.84	701.61	721.96
				66.43	69.68	73.08	74.86	76.69	78.57	80.49	82.83	85.23	87.70	90.25
MGMT2	32	Director, Classified Personnel	261	143,628.36	150,630.72	157,994.04	161,857.68	165,832.44	169,886.40	174,045.72	179,092.08	184,286.28	189,628.20	195,127.32
				11,969.03	12,552.56	13,166.17	13,488.14	13,819.37	14,157.20	14,503.81	14,924.34	15,357.19	15,802.35	16,260.61
				550.30	577.13	605.34	620.14	635.37	650.91	666.84	686.18	706.08	726.54	747.61
				68.79	72.14	75.67	77.52	79.42	81.36	83.36	85.77	88.26	90.82	93.45

Due to rounding in the automated payroll system, rates shown on this schedule are not the exact figure and are being provided for general purposes only.

***Years of Service**

Column 10 implemented 7/1/07. Members must have reached beginning of 8th year of service with FSMA.
Column 14 implemented 7/1/07. Members must have reached beginning of 12th year of service with FSMA.
Column 18 implemented 7/1/16. Members must have reached beginning of 16th year of service with FSMA.
Column 22 implemented 7/1/07. Members must have reached beginning of 20th year of service with FSMA.

Effective 7/1/13, additional for Masters and/or Doctorate

Masters Degree - 3% in addition to placement on the schedule
Doctorate - 3% in addition to placement on the schedule
Masters and Doctorate - 6.1% in addition to the placement on the schedule

LIVERMORE VALLEY JOINT UNIFIED SCHOOL DISTRICT

CLASSIFIED MANAGERS / CONFIDENTIALS

SALARY SCHEDULE

2021-2022

Effective July 1, 2021

JOB CLASSIFICATION	#
Aquatics Coordinator - 260 Days	16
Assistive Tech. / Augmentative & Alt. Communication Specialist* - 209 Days	22
Behavior Analyst Supervisor* - 214 Days	22
Behavior Intervention Specialist* - 209 Days	22
Child Nutrition Coordinator - 260 Days	18
Classified Director	20
Communications Specialist - 260 Days	16
Community and Early Childhood Programs Liaison	12
Construction Supervisor - 260 Days	18
Executive Assistant - Confidential	12
Executive Assistant - Senior Cabinet	14
Executive Assistant - Superintendent	17
Expeditor/Materials Control	17
Food Services Supervisor* - 197 Days	16
Human Resources Supervisor - 260 Days	18
Maintenance Manager	17

JOB CLASSIFICATION	#
Materials and Records Control Supervisor - 260 Days	16
Network Manager	19
New Teacher Induction Specialist*	23
Occupational Therapist* - 209 Days	22
Operations Manager	17
Payroll Supervisor - 260 Days	18
Program Specialist-American Indian Center	6
Program Specialist-Special Education*	23
Purchasing Manager - 260 Days	18
Senior Human Resource Analyst - Cert. / Classified	15
Senior Project Manager	21
Vision Specialist* - 209 Days	22
YouthBuild Case Manager - 260 Days	18
YouthBuild Construction Coordinator - 197 Days	18
YouthBuild Job Developer/Placement Specialist	23

Category	Work Year	Salary	A	B	C	D	E	F	G
6	260	Annual	$ 47,746	$ 50,238	$ 52,781	$ 55,405	$ 58,191	$ 61,085	$ 64,216
		Daily	$ 183.64	$ 193.22	$ 203.00	$ 213.10	$ 223.81	$ 234.94	$ 246.98
12	260	Annual	$ 64,216	$ 67,379	$ 70,829	$ 74,287	$ 78,086	$ 82,025	$ 86,125
		Daily	$ 246.98	$ 259.15	$ 272.42	$ 285.72	$ 300.33	$ 315.48	$ 331.25
14	260	Annual	$ 70,829	$ 74,287	$ 78,086	$ 82,025	$ 86,125	$ 90,432	$ 94,953
		Daily	$ 272.42	$ 285.72	$ 300.33	$ 315.48	$ 331.25	$ 347.82	$ 365.20
15	260	Annual	$ 74,311	$ 78,086	$ 82,021	$ 86,199	$ 90,455	$ 94,903	$ 99,751
		Daily	$ 285.81	$ 300.33	$ 315.47	$ 331.53	$ 347.90	$ 365.01	$ 383.66
16	197	Annual	$ 59,166	$ 62,149	$ 65,256	$ 68,520	$ 71,946	$ 75,542	$ 79,319
		Daily	$ 300.34	$ 315.48	$ 331.25	$ 347.82	$ 365.21	$ 383.46	$ 402.63
16	260	Annual	$ 78,086	$ 82,021	$ 86,125	$ 90,432	$ 94,953	$ 99,699	$ 104,685
		Daily	$ 300.33	$ 315.47	$ 331.25	$ 347.82	$ 365.20	$ 383.46	$ 402.63
17	260	Annual	$ 81,927	$ 86,089	$ 90,432	$ 95,038	$ 99,729	$ 104,629	$ 109,975
		Daily	$ 315.10	$ 331.11	$ 347.82	$ 365.53	$ 383.57	$ 402.42	$ 422.98
18	197	Annual	$ 65,312	$ 68,537	$ 71,907	$ 75,582	$ 79,356	$ 83,312	$ 87,472
		Daily	$ 331.53	$ 347.90	$ 365.01	$ 383.66	$ 402.82	$ 422.90	$ 444.02
18	260	Annual	$ 86,199	$ 90,455	$ 94,903	$ 99,751	$ 104,734	$ 109,953	$ 115,444
		Daily	$ 331.53	$ 347.90	$ 365.01	$ 383.66	$ 402.82	$ 422.90	$ 444.02
19	260	Annual	$ 90,455	$ 94,903	$ 99,751	$ 104,734	$ 109,953	$ 115,444	$ 121,217
		Daily	$ 347.90	$ 365.01	$ 383.66	$ 402.82	$ 422.90	$ 444.02	$ 466.02
20	260	Annual	$ 94,903	$ 99,751	$ 104,734	$ 109,953	$ 115,444	$ 121,217	$ 127,278
		Daily	$ 365.01	$ 383.66	$ 402.82	$ 422.90	$ 444.02	$ 466.02	$ 489.53
21	260	Annual	$ 99,751	$ 104,734	$ 109,953	$ 115,444	$ 121,217	$ 127,278	$ 133,643
		Daily	$ 383.66	$ 402.82	$ 422.90	$ 444.02	$ 466.22	$ 489.53	$ 514.01
22	209	Annual	$ 84,191	$ 88,384	$ 92,799	$ 97,574	$ 102,311	$ 107,428	$ 112,800
		Daily	$ 402.83	$ 422.89	$ 444.01	$ 466.86	$ 489.53	$ 514.01	$ 539.71
22	214	Annual	$ 86,205	$ 90,497	$ 95,019	$ 99,908	$ 104,760	$ 109,997	$ 115,497
		Daily	$ 402.83	$ 422.88	$ 444.01	$ 466.86	$ 489.53	$ 514.00	$ 539.71
23	214	Annual	$ 90,497	$ 95,019	$ 99,908	$ 104,760	$ 109,997	$ 115,497	$ 121,272
		Daily	$ 422.88	$ 444.01	$ 466.86	$ 489.53	$ 514.00	$ 539.71	$ 566.69

*** These jobs are based on the school year and receive a vacation factor**

Daily Rate x # of paid days per year x % of FTE (Full Time Equivalency) = Annual Salary

Work year includes authorized holidays

Salary schedule does not include District contribution for Health Benefits

Years of Service	Vacation Factor
Up to 5 years	4.9%
6-10 years	7.2%
11-15 years	8.3%
16-20 years	8.7%
21 years or more	9.1%

Master's Degree:	$1,100
Doctoral Degree:	$1,100

This salary schedule was produced by increasing the 2019-2020 salary schedule by 3%, effective July 1, 2021.

Board Approved 11/16/21

An Equal Opportunity Employer

NEW HAVEN UNIFIED SCHOOL DISTRICT MANAGEMENT
SALARY SCHEDULE 2020-2021 225 DAYS

	ROW	COLUMN 1	COLUMN 2	COLUMN 3	COLUMN 4	COLUMN 5
	1	65,801.38	67,405.16	69,081.24	70,819.31	72,647.76
	2	66,599.39	68,236.74	69,941.23	71,720.63	73,592.99
	3	67,405.16	69,081.24	70,819.31	72,647.76	74,525.29
	4	68,236.74	69,941.23	71,720.63	73,592.99	75,522.16
	5	69,081.24	70,819.31	72,647.76	74,525.29	76,503.54
	6	69,941.23	71,720.63	73,592.99	75,522.16	77,497.85
	7	70,819.31	72,647.76	74,525.29	76,503.54	78,530.86
	8	71,720.63	73,592.99	75,522.16	77,497.85	79,589.72
	9	72,647.76	74,525.29	76,503.54	78,530.86	80,666.65
	10	73,592.99	75,522.16	77,497.85	79,589.72	81,766.82
	11	74,525.29	76,503.54	78,530.86	80,666.65	82,874.74
	12	75,522.16	77,497.85	79,589.72	81,766.82	84,008.49
	13	76,503.54	78,530.86	80,666.65	82,874.74	85,180.99
	14	77,497.85	79,589.72	81,766.82	84,008.49	86,278.58
	15	78,530.86	80,666.65	82,874.74	85,180.99	87,556.95
	16	79,589.72	81,766.82	84,008.49	86,278.58	88,791.41
	17	80,666.65	82,874.74	85,180.99	87,556.95	90,049.13
	18	81,766.82	84,008.49	86,278.58	88,791.41	91,327.50
	19	82,874.74	85,180.99	87,556.95	90,049.13	92,644.60
	20	84,008.49	86,278.58	88,791.41	91,327.50	93,969.47
	21	85,180.99	87,556.95	90,049.13	92,644.60	95,338.23
	22	86,278.58	88,791.41	91,327.50	93,969.47	96,725.06
	23	87,556.95	90,049.13	92,644.60	95,338.23	98,140.31
	24	88,791.41	91,327.50	93,969.47	96,725.06	99,568.49
Executive Asst	25	90,049.13	92,644.60	95,338.23	98,140.31	101,053.46
	26	91,327.50	93,969.47	96,725.06	99,568.49	102,556.51
	27	92,644.60	95,338.23	98,140.31	101,053.46	104,095.72
	28	93,969.47	96,725.06	99,568.49	102,556.51	105,650.43
	29	95,338.23	98,140.31	101,053.46	104,095.72	107,243.87
	30	96,725.06	99,568.49	102,556.51	105,650.43	108,873.49
	31	98,140.31	101,053.46	104,095.72	107,243.87	110,531.49
	32	99,568.49	102,556.51	105,650.43	108,873.49	112,223.07
	33	101,053.46	104,095.72	107,243.87	110,531.49	113,868.18
	34	102,556.51	105,650.43	108,873.49	112,223.07	115,701.80
	35	104,095.72	107,243.87	110,531.49	113,868.18	117,499.26
	36	105,650.43	108,873.49	112,223.07	115,701.80	119,319.98
	37	107,243.87	110,531.49	113,868.18	117,499.26	121,192.33

NEW HAVEN UNIFIED SCHOOL DISTRICT MANAGEMENT
SALARY SCHEDULE 2020-2021 225 DAYS

38	108,873.49	112,223.07	115,701.80	119,319.98	123,085.37
39	110,531.49	113,868.18	117,499.26	121,192.33	125,042.95
40	112,223.07	115,701.80	119,319.98	123,085.37	127,018.62
41	113,868.18	117,499.26	121,192.33	125,042.95	129,045.94
42	115,701.80	119,319.98	123,085.37	127,018.62	131,106.84
43	117,499.26	121,192.33	125,042.95	129,045.94	133,190.97
44	119,319.98	123,085.37	127,018.62	131,106.84	135,339.66
45	121,192.33	125,042.95	129,045.94	133,190.97	137,542.59
46	123,085.37	127,018.62	131,106.84	135,339.66	139,763.60
47	125,042.95	129,045.94	133,190.97	137,542.59	142,031.10
48	127,018.62	131,106.84	135,339.66	139,763.60	144,355.42
49	129,045.94	133,190.97	137,542.59	142,031.10	146,728.79
50	131,106.84	135,339.66	139,763.60	144,355.42	149,138.34
51	133,190.97	137,542.59	142,031.10	146,728.79	151,599.52
52	135,339.66	139,763.60	144,355.42	149,138.34	154,117.54
53	137,542.59	142,031.10	146,728.79	151,599.52	156,679.43
54	139,763.60	144,355.42	149,138.34	154,117.54	159,287.84
55	142,031.10	146,728.79	151,599.52	156,679.43	161,960.79
56	144,355.42	149,138.34	154,117.54	159,287.84	164,677.66
57	146,728.79	151,599.52	156,679.43	161,960.79	167,461.66
58	149,138.34	154,117.54	159,287.84	164,677.66	170,292.17
59	151,599.52	156,679.43	161,960.79	167,461.66	173,179.47
60	154,117.54	159,287.84	164,677.66	170,292.17	176,115.86
61	156,679.43	161,960.79	167,461.66	173,179.47	178,912.77
62	159,287.84	164,677.66	170,292.17	176,115.86	181,779.45
63	161,960.79	167,461.66	173,179.47	178,912.77	184,687.42
64	164,677.66	170,292.17	176,115.86	181,779.45	187,659.95
65	167,461.66	173,179.47	178,912.77	184,687.42	190,676.40
66	170,292.17	176,115.86	181,779.45	187,659.95	193,759.99
67	173,179.47	178,912.77	184,687.42	190,676.40	196,882.31
68	176,115.86	181,779.45	187,659.95	193,759.99	200,087.28
69	178,912.77	184,687.42	190,676.40	196,882.31	203,333.56

NEWARK UNIFIED SCHOOL DISTRICT
Fiscal Year 2021-2022
Classified Management/Confidential/Supervisory Annual Salary Schedule

Effective Feb 01, 2022 **1.5% Increase Over July 01, 2021**

CLASSIFIED MANAGEMENT

RANGE	POSITION	WORK YEAR Days		ANNUAL STEP INCREMENTS A	B	C	D	E
135	Director, Fiscal Services	260	Daily	488.99	514.05	539.08	564.13	589.15
			Monthly	10,233	10,757	11,281	11,805	12,329
			Annual	127,137	133,652	140,160	146,674	153,180
128	Director, Child Nutrition Services	260	Daily	444.25	459.33	479.25	500.20	522.20
			Monthly	9,296	9,612	10,029	10,467	10,928
			Annual	115,504	119,425	124,605	130,051	135,771
124	Director, Maint. Operations & Transportation	260	Daily	399.69	416.95	435.11	454.13	474.10
			Monthly	8,364	8,725	9,105	9,503	9,921
			Annual	103,919	108,406	113,129	118,073	123,267
69	Manager, Budget and Position Control	260	Daily	354.25	372.38	390.52	408.67	426.81
			Monthly	7,413	7,792	8,172	8,552	8,931
			Annual	92,104	96,819	101,535	106,253	110,971
68	Manager, Classified HR Manager, Certificated HR Manager, Network	260	Daily	334.57	348.55	363.24	378.74	394.99
			Monthly	7,001	7,294	7,601	7,926	8,265
			Annual	86,988	90,622	94,442	98,473	102,697
68Y	Coordinator, Child Care	244	Daily	334.57	348.55	363.24	378.74	394.99
			Monthly	6,564	6,838	7,126	7,430	7,749
			Annual	-	-	-	-	-
66	Executive Asst. to the Superintendent	260	Daily	360.53	376.75	392.96	409.17	425.38
			Monthly	7,545	7,884	8,223	8,562	8,902
			Annual	93,738	97,956	102,170	106,384	110,600

CONFIDENTIAL (7.5 Hours/day)

RANGE	POSITION	WORK YEAR Days		A	B	C	D	E
61	Administrative Assistant	260	Daily	280.94	295.33	309.70	327.23	338.49
			Monthly	6,087	6,399	6,710	7,090	7,334
			Annual	73,044	76,786	80,521	85,079	88,008

Due to rounding in automated payroll system, rates shown on this schedule are not the exact figure and are being provided for general purpose only

Masters: $1,000 in addition to regular placement.
Payment for the degrees earned or new hire during the school year will be pro-rated

Doctorate: $1,200 in addition to regular placement.
Payment for the degrees earned or new hire during the school year will be pro-rated

Longevity: 10 years - 1% 20 years - 3%
15 years - 2% 25 years - 4%
Longevity increments will be given upon completion of the 10th, 15th, 20th and 25th year of service.

Note: The District does not provide an allocation for insurance fringe benefits.
Classified Management and Confidential 260-days work year includes 224 work days, 16 paid holidays and 20 paid vacation days
The Coordinator, Child Care work year rounded to 244 days, includes 210 work days, 15 paid holidays and 18.75 paid vacation days.
Annual Step Increments are applied annually in January

NEWARK UNIFIED SCHOOL DISTRICT
Fiscal Year 2021-2022
Classified Management/Confidential/Supervisory Annual Salary Schedule
Effective Feb 01, 2022 **1.5% Increase Over July 01, 2021**

SUPERVISORY RANGE	POSITION	WORK YEAR Days		ANNUAL STEP INCREMENTS A	B	C	D	E
55	CN Field Supervisor		Hourly	32.69	33.91	35.28	36.70	38.12
		8	Daily	261.52	271.28	282.24	293.60	304.96
		12	Monthly	5,666	5,878	6,115	6,361	6,608
		260	Annual	67,995	70,533	73,382	76,336	79,290
55	Print Shop Supervisor		Hourly	32.69	33.91	35.28	36.70	38.12
		7.5	Daily	245.18	254.33	264.60	275.25	285.90
		12	Monthly	5,312	5,510	5,733	5,964	6,195
		260	Annual	63,746	66,125	68,796	71,565	74,334
51	Office Manager/Secondary		Hourly	30.30	31.43	32.63	33.87	35.21
		7.5	Daily	227.25	235.73	244.73	254.03	264.08
		12	Monthly	4,924	5,107	5,302	5,504	5,722
		260	Annual	59,085	61,289	63,629	66,047	68,660
49	Food Service Supervisor		Hourly	28.72	29.79	30.96	32.17	33.42
		8	Daily	229.76	238.32	247.68	257.36	267.36
		10	Monthly	4,526	4,695	4,879	5,070	5,267
		197	Annual	45,263	46,949	48,793	50,700	52,670

Due to rounding in automated payroll system, rates shown on this schedule are not the exact figure and are being provided for general purpose only

Masters: $1,000 in addition to regular placement.
Payment for the degrees earned or new hire during the school year will be pro-rated

Doctorate: $1,200 in addition to regular placement.
Payment for the degrees earned or new hire during the school year will be pro-rated

Longevity: 10 years - 1% 20 years - 3%
15 years - 2% 25 years - 4%
Longevity increments will be given upon completion of the 10th, 15th, 20th and 25th year of service.

Note: The District does not provide an allocation for insurance fringe benefits.
Classified Management and Confidential 260-days work year includes 224 work days, 16 paid holidays and 20 paid vacation days
The Coordinator, Child Care work year rounded to 244 days, includes 210 work days, 15 paid holidays and 18.75 paid vacation days.

Superintendent

June 3, 2021
Board Approved Date

Pleasanton

MANAGEMENT/CONFIDENTIAL SALARY SCHEDULE

Effective July 1, 2021 - June 30, 2022

Certificated Management	R	Work Year	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Senior Director, Student Programs & Services	20	220	157,198	160,340	163,548	166,815	170,155	179,121
Senior Director, Student Services	20	220	157,198	160,340	163,548	166,815	170,155	179,121
Senior Director	1	220	157,198	160,340	163,549	166,815	170,156	173,556
Principal, Grades 9-12	2	220	154,582	157,676	160,827	164,044	167,324	170,673
Principal, Grades 6-8	4	215	146,642	149,574	152,567	155,617	158,730	161,905
Director	3	220	146,745	149,682	152,675	155,724	158,840	162,018
Principal, Grades K-5	7	210	138,724	141,502	144,330	147,219	150,164	153,163
Principal, Alternative Education	8	215	142,006	144,846	147,748	150,700	153,713	156,788
Director of Adult Education & Summer Programs Coordinator, Career Tech & Apprenticeship	5	212	138,247	141,013	143,833	146,708	149,642	152,639
Vice Principal, Grades 9-12	12	210	136,794	139,530	142,323	145,169	148,072	151,034
Coordinator, Alternative Programs	6	210	135,287	137,995	140,754	143,568	146,440	149,368
Coordinator	11	210	135,289	137,995	140,755	143,567	146,441	149,368
Coordinator, Special Projects Coordinator, Extended Day Academic Intervention Program Coordinator, Assessment Assistant Director, Clinical Services Assistant Director, Adult Education	10	215	138,510	141,278	144,106	146,986	149,925	152,923
Assistant Director	18	220	141,730	144,563	147,457	150,404	153,412	156,480
Program Director TV/TIP	19	215	138,511	141,278	144,104	146,985	149,927	152,924
Coordinator 2	9	190	121,717	124,152	126,635	129,166	131,751	134,385
Vice Principal, Grades 6-8 Coordinator, PBIS Grant	13	207	130,701	133,317	135,981	138,700	141,478	144,304
Vice Principal, Alternative Education	17	207	129,456	132,047	134,688	137,381	140,131	142,932
Vice Principal, Grades K-5	16	200	122,539	124,987	127,488	130,039	132,640	135,294
Curriculum Specialist	14	203	123,616	126,087	128,607	131,181	133,805	136,483
Assistant Principal, Adult Ed.	15	203	123,616	126,087	128,607	131,181	133,805	136,483

Master's Stipend $1,300 **Doctorate Stipend $1,650** **Nat'l Board Certification Stipend $500**

Classified Management/ Confidential	R	Work Year	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Executive Director	4	225	146,745	149,682	152,674	155,724	158,840	162,018
Director	1	225	138,967	141,748	144,583	147,474	150,423	153,432
Coordinator 1 Project Manager, Construction and Facilities	2	225	129,758	132,349	134,947	137,647	140,399	143,209
Coordinator 2 Manager, Custodial Services & Operations	3	225	107,706	110,298	112,895	115,489	118,080	120,677
Administrative Asst. to Superintendent	5	225	97,648	100,870	104,198	107,638	111,189	114,859
Public Information Officer	7	225	97,838	100,800	103,765	106,728	109,691	112,656
Administrative Assistant	6	225	85,656	88,510	91,364	94,218	97,071	99,926
Management Assistant	8	225	85,656	88,510	91,364	94,218	97,071	99,926

Longevity payments for continuous satisfactory employment as a classified manager or confidential employee: 3% after 5 years, 4% after 10 years, 5% after 15 years, 6% after 20 years, 7% after 25 years, 8% after 30 years, 9% after 35 years

Master's Stipend $1,300 **Doctorate Stipend $1,650** **Nat'l Board Certification Stipend $500**

Includes 3.6% increase over 2020-2021 rates.

Effective: 7/1/2021
Board Approved: 11/18/2021

San Leandro Unified School District
Confidential Employee Salary Schedule
2021-22

Position	Escape Row #	Step 1 260 days	Step 2 260 days	Step 3 260 days	Step 4 260 days	Step 5 260 days
Executive Assistant - Cabinet	C1	83,591	87,285	91,143	95,177	99,391
Human Resources Analyst	C1	83,591	87,285	91,143	95,177	99,391
Budget Analyst	C2	72,766	76,070	79,509	83,186	87,012

Longevity Rate: 2% of Step 5 at 6th Year and 4% of Step 5 at 12th Year

Work Year: 224 Work Days + 20 Vacation Days + 16 Holidays = 260 Days
7.5 hours per day
Dues for a maximum of 2 professional organizations equal to 3/4 of 1% of prior year salary

Master's: $2,236 (1.5% Elementary Principal under 800, "Step 5)
Doctorate: $3,727 (2.5% Elementary Principal under 800, "Step 5)
One day per month sick leave accumulative
Salary, sick leave, and vacation benefits will be prorated based on length of work year

5.19% Increase effective July 1, 2021

Board Approved:

SAN LORENZO UNIFIED SCHOOL DISTRICT

Classified Management and Confidential

Salary Schedule

Fiscal Year 2021-2022

JOB TITLE (Management Positions)	RANGE	DUTY DAYS	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
Director, Technology Integration Services	44	12 month	$131,982	$136,865	$141,750	$146,638	$151,519	$156,405
Director, Classified Personnel	41	12 month	$127,094	$131,980	$136,861	$141,750	$146,637	$151,519
Director of Management Information Systems	40	12 month	$124,649	$129,541	$134,422	$139,307	$144,195	$149,076
Director of Business - Fiscal and Accounting	39	12 month	$122,210	$127,094	$131,980	$136,861	$141,750	$146,637
Director of Business - Budget, Purchasing & Position Control	39	12 month	$122,210	$127,094	$131,980	$136,861	$141,750	$146,637
Director of Maintenance, Operations & Transportation	39	12 month	$122,210	$127,094	$131,980	$136,861	$141,750	$146,637
Director of Facilities and Construction	39	12 month	$122,210	$127,094	$131,980	$136,861	$141,750	$146,637
Director, Child Nutrition	38	12 month	$119,770	$124,649	$129,541	$134,422	$139,307	$144,195
Construction Manager	33	12 month	$107,554	$112,435	$117,321	$122,210	$127,094	$131,980
Risk, Safety & Benefits Manager	33	12 month	$107,554	$112,435	$117,321	$122,210	$127,094	$131,980
Assistant Director, Child Nutrition*	31	210 days	$97,118	$101,740	$106,358	$110,981	$115,605	$120,225
Human Resources Coordinator	30	12 month	$100,227	$105,110	$109,998	$114,881	$119,770	$124,649
Systems Administrator	26	12 month	$90,456	$95,342	$100,227	$105,110	$109,998	$114,881
Maintenance Manager	26	12 month	$90,456	$95,342	$100,227	$105,110	$109,998	$114,881
Operations Manager	26	12 month	$90,456	$95,342	$100,227	$105,110	$109,998	$114,881
Transportation Supervisor	20	12 month	$75,801	$80,687	$85,571	$90,456	$95,342	$100,227
Health & Wellness Coordinator	20	12 month	$75,801	$80,687	$85,571	$90,456	$95,342	$100,227
Child Nutrition Operations Manager*	17	190 days	$58,604	$62,786	$66,965	$71,147	$75,323	$79,503
Child Nutrition Nutritionist*	15	210 days	$60,148	$64,772	$69,395	$74,013	$78,637	$83,251
Student Information Systems (SIS) Supervisor	11	12 month	$53,816	$58,705	$63,585	$68,473	$73,359	$78,242
High School Operations Supervisor	10	12 month	$51,382	$56,261	$61,149	$66,030	$70,921	$75,801
Warehouse Supervisor	7	12 month	$44,092	$48,930	$53,813	$58,700	$63,590	$68,474
High School Cafeteria Supervisor	5	181 days		$35,911	$39,890	$43,875	$47,863	$51,844

JOB TITLE (Confidential Positions)	RANGE	DUTY DAYS	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
Executive Assistant II - Superintendent (Confidential)	20	12 month	$75,801	$80,687	$85,571	$90,456	$95,342	$100,227
Executive Assistant I - (Confidential)	18	12 month	$70,921	$75,801	$80,687	$85,571	$90,456	$95,342

Reflects the salary for the duty days only, and excludes District paid holidays to which employees in these classes are entitled

Annual amounts rounded to nearest dollar

Master's Degree Increment: 2.5% of Range 37, Step J

Doctorate Degree Increment: 4% of Range 37, Step J

Longevity pay is provided for continuous service to the District as follows:

10 yrs = 2% of range 37, step J

15 yrs = 3% of range 37, step J

20 yrs = 4% of range 37, step J

25 yrs = 5% of range 37, step J

30 yrs = 6% of range 37, step J

Executive Director Salary Comparison
2021-2022

ACSIG	$ 169,939	$ 175,386	$ 180,836	$ 186,287	$ 197,683	$ 203,641	$ 209,751
RESIG	$ 205,216	$ 211,372	$ 217,713	$ 224,244	$ 230,971	$ 237,900	
San Mateo	$ 194,930	$ 201,757	$ 208,817	$ 216,123	$ 223,688	$ 231,511	$ 239,616
North Bay	Does not have ranges. Negotiates annual salary each year					21-22 Annual	$ 228,312
SIA							
Santa Clara	$ 167,730	$ 176,116	$ 184,921	$ 207,583	$ 217,962	$ 228,861	
Contra Costa							

Variances range from highest step	$ 18,561	9%
	$ 29,865	15%

Claims Assistant Salary Comparison
2021-2022

ACSIG	$ 44,781	$ 47,020	$ 49,372	$ 51,840	$ 54,432					
RESIG	$ 58,215	$ 62,302	$ 66,652	$ 71,280	$ 76,205	$ -				
San Mateo	$ 60,924	$ 63,984	$ 67,188	$ 70,548	$ 74,076	$ 77,772				
North Bay	$ 60,495	$ 63,520	$ 66,695	$ 68,363	$ 70,073	$ 71,825				
SIA										
Santa Clara										
Contra Costa										

Variances range from highest step	$ 17,393	32%	North Bay
	$ 23,340	43%	San Mateo

Salary and Benefits Compensation Survey

Data effective July 2021

Report all figures on a gross monthly basis

Position: Executive Director

		Salary	Cash Supplements					Insurance Benefits							
Survey Agency	Comparable Title	Current Monthly Salary	Def. Comp.	Ret. Pickup	Auto Allowance	Education	Other* (describe below)	Health	Dental	Vision	Life	LTD	Other** (describe below)	Base + Cash	Base + Cash + Benefits
Alameda County SIG	Executive Director	$17,247	$0	$0	$500	$83	(masters)	$1,625	Incl	Incl	Incl			$19,455	$19,455
Contra Costa County SIG	Executive Director													$0	$0
Redwood Empire SIG	Executive Director	$18,687	$0	$0	$0	$0	$934	$1,603	$90	$32	$34	$120	$0	$19,621	$21,500
San Mateo County SIG	Executive Director	$16,244	$0	$0	$0	$0	$0	$2,200	$100	$24	Paid*			$16,244	$18,568
Santa Clara County SIG	Executive Director													$0	$0
Schools Insurance Authority	Executive Director	$25,813	$2,994	$0	$272	$0		$0	$0	$0	$430	$1,125		$29,079	$30,634
Schools Insurance Group	Executive Director	$14,735			$500		$247	$687	$113	$21	$7	$276	$167	$15,482	$16,752
North Bay SIA	**Executive Director**	**$17,575**	**$0**	**$0**	**$0**	**$0**	**$30**	**$1,421**	**$103**	**$24**	**Paid***	**$0**		**$19,026**	**$19,153**

*** Other cash supplements:**

**** Other insurance benefits:**

San Mateo: *$50k life insurance
SIA: Current ED waives health/dental/vision benefits, but it is provided
NBSIA Other: Cell phone allowance
NBSIA Life: Paid for $50k

SMCSIG SALARY SCHEDULE

Approved by Excutive Committee on May 5, 2020

COLA 2.5% 7/1/20

Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
	1	2,824	2,966	3,116	3,271	3,435	3,607	3,787	3,977	4,175	4,384	
	2	2,965	3,116	3,271	3,435	3,607	3,787	3,977	4,175	4,384	4,603	
	3	3,116	3,271	3,435	3,607	3,788	3,977	4,176	4,385	4,604	4,834	
	4	3,271	3,435	3,607	3,788	3,978	4,176	4,385	4,605	4,835	5,077	
	5	3,435	3,607	3,788	3,978	4,176	4,385	4,605	4,835	5,077	5,330	
	6	3,607	3,788	3,978	4,176	4,386	4,605	4,835	5,077	5,331	5,598	
Administrative Specialist	7	3,788	3,978	4,176	4,386	4,606	4,836	5,078	5,332	5,598	5,878	242
	8	3,978	4,176	4,386	4,606	4,836	5,078	5,332	5,599	5,879	6,173	
	9	4,176	4,386	4,606	4,836	5,077	5,331	5,598	5,878	6,172	6,480	
	10	4,386	4,606	4,836	5,077	5,332	5,599	5,879	6,173	6,481	6,805	
	11	4,606	4,836	5,077	5,332	5,599	5,879	6,173	6,481	6,805	7,146	
	12	4,836	5,077	5,332	5,599	5,879	6,173	6,482	6,806	7,146	7,503	
	13	5,077	5,332	5,599	5,879	6,173	6,481	6,806	7,146	7,503	7,878	
	14	5,332	5,599	5,879	6,173	6,482	6,806	7,146	7,503	7,878	8,272	
	15	5,599	5,879	6,173	6,482	6,806	7,146	7,503	7,878	8,272	8,686	
Loss Control Analyst	16	5,879	6,173	6,482	6,806	7,146	7,503	7,879	8,273	8,686	9,120	
Sr. Loss Control Analyst	17	6,173	6,482	6,806	7,146	7,503	7,878	8,272	8,686	9,120	9,576	
	18	6,482	6,806	7,146	7,503	7,878	8,272	8,686	9,120	9,576	10,055	
	19	6,806	7,146	7,503	7,878	8,272	8,685	9,119	9,575	10,054	10,557	
Member Services Manager/Board Relations	20	7,146	7,503	7,878	8,272	8,684	9,119	9,575	10,053	10,556	11,084	
Senior Property/Liability Claims Analyst	21	7,503	7,878	8,272	8,684	9,118	9,574	10,053	10,556	11,083	11,638	375
	22	7,878	8,272	8,684	9,118	9,575	10,054	10,556	11,084	11,638	12,220	
	23	8,272	8,684	9,118	9,575	10,054	10,557	11,084	11,639	12,221	12,832	
Manager, Loss Control/Workers Compensation	24	8,439	8,861	9,304	9,769	10,257	10,770	11,309	11,874	12,468	13,091	
	25	8,684	9,118	9,575	10,054	10,559	11,087	11,641	12,223	12,834	13,476	
	26	9,120	9,576	10,055	10,559	11,086	11,640	12,222	12,833	13,475	14,149	
	27	9,576	10,055	10,559	11,086	11,640	12,222	12,834	13,475	14,149	14,857	
	28	10,055	10,559	11,086	11,640	12,222	12,833	13,475	14,149	14,856	15,599	
	29	10,559	11,086	11,640	12,222	12,834	13,475	14,149	14,857	15,599	16,379	
	30	11,086	11,640	12,222	12,834	13,476	14,149	14,857	15,600	16,380	17,199	
Deputy Executive Director	31	11,640	12,222	12,834	13,476	14,149	14,857	15,599	16,379	17,198	18,058	
Executive Director	32	14,651	15,164	15,695	16,244	16,813	17,401	18,010	18,641	19,293	19,968	
					194,930.40	201,756.90	208,817.10	216,123.30	223,687.80	231,510.60	239,616.30	

Benefits: SMCSIG pays for full coverage for dental and vision for employee and dependents and up to $750 (Kaiser Single Coverage Premium) per month for a medical plan.

Salary and Benefits Compensation Survey

Data effective July 2021

Report all figures on a gross monthly basis

Position: Executive Director

		Salary	Cash Supplements					Insurance Benefits							
Survey Agency	**Comparable Title**	**Current Monthly Salary**	**Def. Comp.**	**Ret. Pickup**	**Auto Allowance**	**Education**	**Other* (describe below)**	**Health**	**Dental**	**Vision**	**Life**	**LTD**	**Other** (describe below)**	**Base + Cash**	**Base + Cash + Benefits**
Alameda County SIG	Executive Director	$17,247	$0	$0	$500	$83	(masters)	$1,625	Incl	Incl	Incl			$19,455	$19,455
Contra Costa County SIG	Executive Director													$0	$0
Redwood Empire SIG	Executive Director	$18,687	$0	$0	$0	$0	$934	$1,603	$90	$32	$34	$120	$0	$19,621	$21,500
San Mateo County SIG	Executive Director	$16,244	$0	$0	$0	$0	$0	$2,200	$100	$24	Paid*			$16,244	$18,568
Santa Clara County SIG	Executive Director													$0	$0
Schools Insurance Authority	Executive Director	$25,813	$2,994	$0	$272	$0		$0	$0	$0	$430	$1,125		$29,079	$30,634
Schools Insurance Group	Executive Director	$14,735			$500		$247	$687	$113	$21	$7	$276	$167	$15,482	$16,752
North Bay SIA	**Executive Director**	**$17,575**	**$0**	**$0**	**$0**	**$0**	**$30**	**$1,421**	**$103**	**$24**	**Paid***	**$0**		**$19,026**	**$19,153**

*** Other cash supplements:**

**** Other insurance benefits:**

San Mateo: *$50k life insurance
SIA: Current ED waives health/dental/vision benefits, but it is provided
NBSIA Other: Cell phone allowance
NBSIA Life: Paid for $50k

Subject: RE: Salary comparisons
Date: Monday, April 11, 2022 at 5:16:27 PM Pacific Daylight Time
From: Rosemary R. Burcina
To: Kimberly Dennis

Hi Kimberly! Are you retiring also? The information you requested is below. Would you mind sharing with everyone who participates? THANKS!!! Rose

Executive Director
Step 1: $205,216
Step 2: $211,372
Step 3: $217,713
Step 4: $224,244
Step 5: $230,971
Step 6: $237,900
Each step is 3% increase and the ED also currently gets whatever the staff gets for COLA. The ED is also currently given $130 monthly phone allowance and a new company phone.

Executive Assistant
Step 1: $81,829
Step 2: $85,921
Step 3: $90,217
Step 4: $94,728
Step 5: $99,464
Step 6: $104,437
Each step is 5% increase plus annual COLA

We all get STD, LTD and $200,000 in Life paid by RESIG. Health is covered at about 80% by RESIG, and 20% by employees on average (including dependents). Dental and Vision are 100% paid by RESIG. Of course, we have PERS which is 2.5% @ 55 for Classic Members. We have 457 and 403b plans.

Rosemary R. Burcina
Executive Director
Redwood Empire Schools' Insurance Group (RESIG)
5760 Skylane Blvd., Suite 100
Windsor, CA 95492
(707) 836-0779 x104
(707) 687-1860
www.resig.org

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Warning: Although RESIG has taken reasonable precautions to ensure no viruses are present in this email, the company cannot accept responsibility for any loss or damage arising from the use of this email or attachments. -----Original Message-----
From: Kimberly Dennis <kdennis@acsig.com>
Sent: Monday, April 11, 2022 4:29 PM

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

EXECUTIVE SUMMARY

TO: ACSIG Board

FROM: Kimberly Dennis

DATE: May 26, 2022

SUBJECT: 2022/2023 Draft Calendar

Enclosed is a draft calendar for the 2022/2023 fiscal year. We try to coordinate our full Board meetings with the monthly CBO meeting, however, that calendar has not been finalized. We have coordinated with the County Office of Education to avoid duplicating meeting dates and any foreseen conflicts.

Please check these dates at your earliest convenience and notify Celina Flotte of any conflicts.



2022/ 2023 DRAFT Calendar

October 27, 2022	**Executive Committee**	9:30am – 12:00pm
November 3, 2022	**Full Board** (In-person at ACOE)	12:00pm – 3:00pm
December 15, 2022	**Executive Committee**	9:30am – 12:00pm
February 9, 2023	**Executive Committee**	9:30am – 12:00pm
May 18, 2023	**Executive Committee**	9:30am – 12:00pm
May 25, 2023	**Full Board**	12:00pm – 3:00pm

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www.acsig.com

EXECUTIVE SUMMARY

TO: ACSIG Board

FROM: Kimberly Dennis

DATE: May 26, 2022

SUBJECT: 2022/2023 Dental Program & Rates

Enclosed are the proposed 2022/2023 Dental rate changes for ACSIG fixed rate members. The program continues to perform well. At this time, we are asking the Board to consider a flat renewal in alignment with the Underwriting recommendation. Additionally, the Executive Director is recommending augmentations to the program which will move D & P costs outside the calendar maximum and the inclusion of new, full head, cone ex-rays. These program enhancements have been requested by membership for many years and can be accomplished even without a rate increase. Additionally, after the program year closes, there may be another opportunity for rate stabilization funds. This will be discussed in the Fall of 2022.

These rates will be reviewed by the Executive Director at the meeting and will be asking for approval of the 2022/2023 dental rates and program changes.

Program Enrollment Summary

- *Dental Program*

	Fixed Rate	Self-Funded	Total Dental
December 2020	*18,549*	*83,509*	*102,058*
December 2021	*19,293*	*89,503*	*108,468*
Difference	**4.01%**	**7.18%**	**6.28%**

Enrollment provided by PBIA

- *Vision Program*

	Fixed Rate	Self-Funded	Total Vision
December 2020	*11,877*	*10,527*	*22,404*
December 2021	*11,867*	*21,023*	*32,890*
Difference	**0.17%**	**38.06%**	**18.33%**

Enrollment provided by VSP

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Dental Trends & Renewal

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Fixed Rate Dental – Current Trend Data

Delta Dental Trend

- *Book of Business: 5.0%*

Market Trend Data

Survey of national carriers including:

- *Delta Dental entities, Aetna, Blue Cross/Blue Shield entities, CIGNA, and United Concordia*
- *Dental organizations: 3.1%*
- *Source: Segal 2022 Trend Survey*

ACSIG Dental Trend – Fixed Rate Groups

- *24 Months of Claims Data (January 2020– December 2021): +6.5%*
- *36 Months of Claims Data (January 2019– December 2021): +0.2%*

ACSIG Historical Performance

Calendar Year Claims PEPM vs. Prior Calendar Year

- *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%*

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Fixed Rate Dental – Renewal Recommendation

	Trend	Renewal
Segal Trend	*3.1%*	*-1.2%*
ACSIG 2021-2022 Trend	*3.0%*	*-1.4%*
ACSIG 2022-2023 Dental Renewal Trend with Enhancements	**1.5%**	**-0.5%**
ACSIG 2020-2021 Trend	*2.5%*	*-2.4%*
Delta Trend	*5.0%*	*2.9%*

2022-2023 Underwriting Assumptions & Recommendation

- *Paid Claims: 24-months of claims data (January 2020 – December 2021)*
- *Alliant recommended trend of 1.5% was used*
- *COVID 19 Utilization Adjustment: 5.71%*
- *Risk margin of 0.0%*
- *Alliant Recommends No Change in Rates*
- *Enhancements adding D&P Maximum Waiver and Cone Beam CT Scans effective 10/1/22*

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Fixed Rate Dental – Renewal Action and History

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Underwriting Results	*0.4%*	*0.1%*	*-0.1%*	*-0.7%*	**-0.5%**
Actual Applied to Members	*0.00%*	*0.00%*	*0.00%*	*0.00%*	**0.00% (Proposed)**

Notes: 2022-2023: Enhancements adding D&P Maximum Waiver and Cone Beam CT Scans

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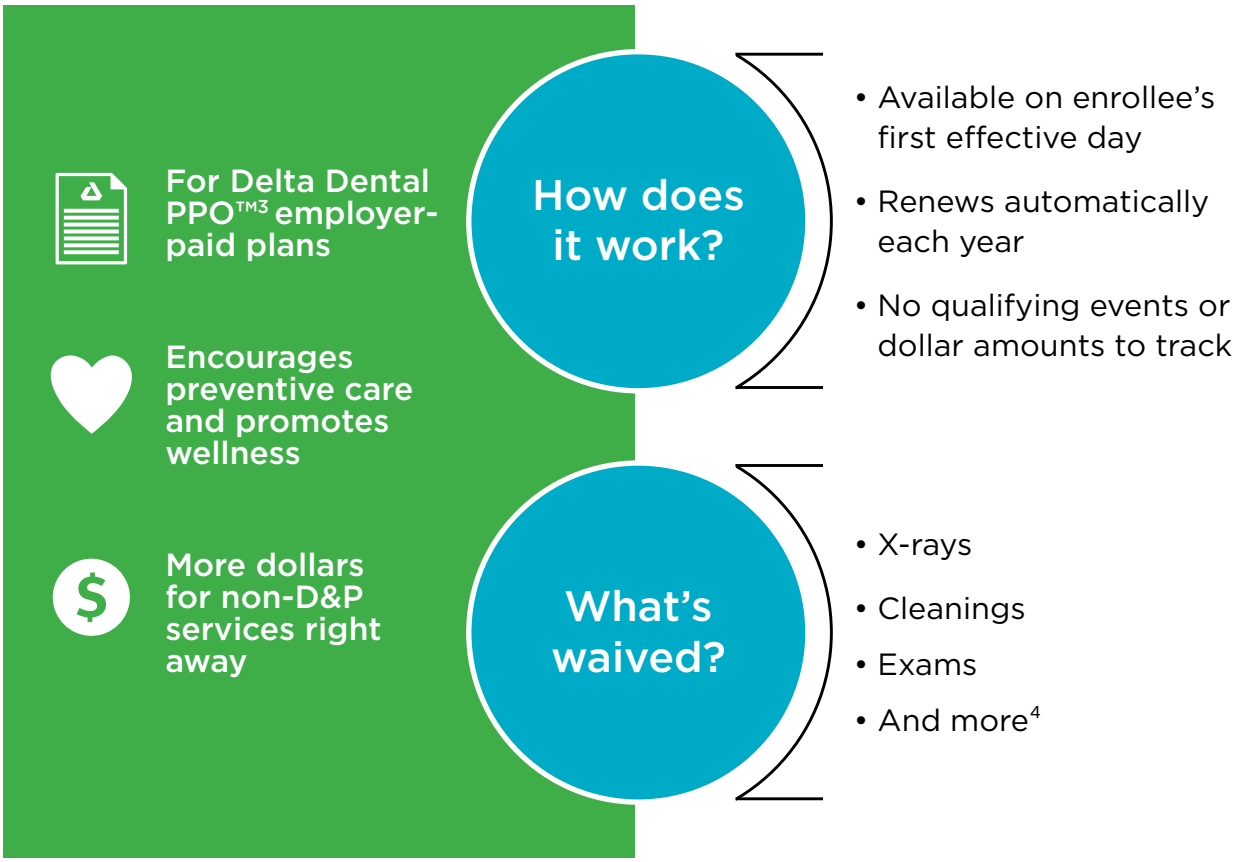
DELTA DENTAL®

D&P Maximum Waiver® Option[1]

Wave “hello” to wellness

Delta Dental’s[2] D&P Maximum Waiver option can help keep enrollees well — which makes for benefit dollars well-spent. With D&P Maximum Waiver, costs for covered diagnostic and preventive dental services don’t accrue against plan year maximums. Enrollees will effectively have more dollars to use for other needed dental services.

Maximize smiles and savings with D&P Maximum Waiver



deltadentalins.com

	Without D&P Maximum Waiver			
Two routine dental checkups including: Exams, x-rays, cleanings	$1,000 Maximum	Delta Dental pays: $350	Enrollee pays: $0	Maximum remaining: $650
	With D&P Maximum Waiver			
	$1,000 Maximum	Delta Dental pays: $350	Enrollee pays: $0	Maximum remaining: $1,000

Note: Sample assumes two routine checkups and $1,000 annual maximum. D&P services are not subject to the annual deductible.

Help enrollees stretch their dental benefit dollars

Enrollees don't have to forego routine and preventive care in order to "save" annual maximum dollars for more expensive procedures. Promoting routine care could reduce the need for expensive dental services in the future resulting from missed oral examinations that have left other potential risks undetected.

The D&P Maximum Waiver option is an effective way to encourage healthy behavior. Contact a Delta Dental sales representative today for more information and a quote.

Visit **deltadentalins.com/about/contact/sales.html** to locate your Delta Dental regional sales office.

[1] Not all groups are eligible for this option. Please see plan details or plan brochure for additional information.

[2] Delta Dental includes Delta Dental of California, Delta Dental of Pennsylvania, Delta Dental Insurance Company and our enterprise affiliates plus other member companies of the Delta Dental Plans Association.

[3] Delta Dental PPO is underwritten by Delta Dental Insurance Company in AL, DC, FL, GA, LA, 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 Texas, Delta Dental Insurance Company provides a dental provider organization (DPO) plan.

[4] See plan details or plan brochure for additional information.

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PF7 #129554B (rev. 09/20)

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EXECUTIVE SUMMARY

TO: ACSIG Board

FROM: Kimberly Dennis

DATE: May 26, 2022

SUBJECT: 2022/2023 Vision Rates

Enclosed is the trend information for the Vision program. We are proposing a flat renewal for the Vision program. The underwriting model shows a slight decrease in claim development within the past several years.

Last year we increased the frame allowance to $150 and began covering the cost of progressive lenses. This year we are recommending program enhancements that include frame allowance applicable to both in-network and out-of-network providers. Additionally, we recommend the addition of UV Protection Lens enhancements.

This rate recommendation and the underwriting information will be reviewed by the Executive Director at the meeting and will be asking for approval of the 2022/2023 vision rates.

Program Enrollment Summary

- *Dental Program*

	Fixed Rate	Self-Funded	Total Dental
December 2020	*18,549*	*83,509*	*102,058*
December 2021	*19,293*	*89,503*	*108,468*
Difference	**4.01%**	**7.18%**	**6.28%**

Enrollment provided by PBIA

- *Vision Program*

	Fixed Rate	Self-Funded	Total Vision
December 2020	*11,877*	*10,527*	*22,404*
December 2021	*11,867*	*21,023*	*32,890*
Difference	**0.17%**	**38.06%**	**18.33%**

Enrollment provided by VSP

Vision Trends & Renewal

15

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: 1.7%*
- *Source: Segal 2022 Trend Survey*

ACSIG Vision Trend – Fixed Rate Groups

- *24 Months of Claims Data (January 2020 – December 2021): +3.5%*
- *36 Months of Claims Data (January 2019– December 2021): +2.1%*

ACSIG Historical Performance

Calendar Year Claims PEPM vs. Prior Calendar Year

- *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%*

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Fixed Rate Vision – Renewal Recommendation

	Trend	Renewal
VSP Vision Trend	*3.0%*	*0.0%*
ACSIG 2021-2022 Trend	*1.5%*	*-2.7%*
ACSIG 2022-2023 Vision Renewal Trend with Enhancments	**1.5%**	**-0.8%**
ACSIG 2020-2021 Trend	*1.5%*	*-2.7%*
Segal Trend	*1.7%*	*-2.3%*

2022-2023 Underwriting Assumptions & Recommendation

- *Paid Claims: 24-months of claims data (January 2020 – December 2021)*
- *Alliant recommended trend of 1.5% was used*
- *COVID 19 Utilization Adjustment: 4.125%*
- *Risk margin of 0.0%*
- *Alliant Recommends No Change in Rates*
- *Enhancements converting to VSP's updated Open Access Schedule (Out of Network Reimbursements) and adding UV Protection Lens Enhancement.*

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Fixed Rate Vision – Renewal Action and History

	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Underwriting Results	*-5.2%*	*0.7%*	*4.1%*	*-3.8%*	**-0.8%**
Actual Applied to Members	*0.00%*	*0.00%*	*0.00%*	*0.00%*	**0.0% (Proposed)**

Notes: 2020-2021: Enhancements of $150 Frame Allowance and Standard Progressive lens covered in full in-network.

Notes: 2022-2023: Enhancements converting to VSP's updated Open Access Schedule (Out of Network Reimbursements) and adding UV Protection Lens Enhancement.

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EXECUTIVE SUMMARY

TO: ACSIG Board

FROM: Kimberly Dennis

DATE: May 26, 2022

SUBJECT: Property/Liability Program 2021/2022 Updated Estimated Rates

The Alameda County Schools Insurance Group participates in the Northern California ReLiEF Property/Liability JPA. While not all lines of insurance have been placed, we have a much better estimate for 2022/23 rates. Cyber is still outstanding.

We have included the adjusted property valuations and ADA estimates. The rates have been estimated using the latest NCR and SAFER rate estimates.

The Executive Director will review and recommend action for the rate schedule at the meeting.

ACSIG

2022/2023 Property & Liability Program Rates

		Property	Liability	Total
ACSIG				
	ACOE	$33,597	$42,992	$76,589
	Albany	$132,897	$340,028	$472,926
	Dublin	$364,692	$1,090,036	$1,454,728
	Emery	$59,138	$66,806	$125,943
	Piedmont	$131,636	$243,834	$375,470
ACSIG TOTAL		$721,959	$1,783,697	$2,505,656

2022/2023
Property Program Rates

Member	EDP	Total Values	Rate $225,000 x $25,000	Rate PER TIV excess layers above $250,000		Loss Fund	Safety Inspection	Total Premium
ACSIG								
ACOE		48,243,533	0.01076452	0.0694	$31,606	$1,398	$ 592.21	$33,597
Albany	1,417,000	157,212,414	0.01076452	0.0694	$125,980	$4,557	$ 2,360.54	$132,897
Dublin		431,415,937	0.01076452	0.0694	$345,710	$12,504	$ 6,477.70	$364,692
Emery	365,438	69,957,415	0.01076452	0.0694	$56,060	$2,028	$ 1,050.41	$59,138
Piedmont		155,719,977	0.01076452	0.0694	$124,784	$4,513	$ 2,338.13	$131,636
ACSIG TOTAL	1,782,438	862,549,276			$684,140	$25,000	$ 12,819.00	$721,959

	NCR Premium	0.08013378 0.0687152
ACSIG		
ACOE	33,597	
Albany	132,897	
Dublin	364,692	
Emery	59,138	
Piedmont	131,636	0
ACSIG TOTAL	721,959	

MRL $25.000

Estimated NCR rates	$ 1.27	actual ncr rate	0.8476	self-funded ex mod
updated/actual SAFER property rate	0.0718034	4/22 update rate	0.9661	safer ex-mod
ACSIG ex-mod	0.8476	actual ex mod		
	1.76	NCR exmod		

**Actual SAFER rate as of 4/22/22
** increase values to Assetworks appraisal

NCR ex mod	0.8676
SAFER ex omc	0.9662

2022/2023
Liability Program Rates

MEMBER	SIR	Risk Factor ADA	ADA to $1 m	NCR to $1 million	SAFER $49 mil x $1 mil			Cyber	EDP	Crime	Equipment Breakdown	Total Liability	Loss Fund	Total Premium
				$43.74	$22.34				.003044/$100					
ACS $25,000														
ACOE	$5,000	605	417	$26,463	$22.34	$9,316	$35,779	$890		$71	$1,283	$38,023	$4,969	42,992
Albany	$5,000	4,560	3,688	$199,456	$22.34	$82,390	$281,846	$11,240	$4,676	$631	$4,180	$302,573	$37,455	340,028
Dublin	$5,000	14,902	12,750	$651,819	$22.34	$284,835	$936,654	$17,315		$2,192	$11,471	$967,633	$122,403	1,090,036
Emery	$5,000	895	719	$39,148	$22.34	$16,062	$55,210	$1,055	$1,206	$123	$1,860	$59,454	$7,351	66,806
Piedmont	$5,000	3,387	2,652	$148,149	$22.34	$59,246	$207,394	$4,025		$454	$4,141	$216,014	$27,820	243,834
	$25,000	24,349	20,226	$1,065,035		$451,849	$1,516,884	$34,525	$5,882	$3,471	$22,935	$1,583,697	$200,000	1,783,697

NCR layer to $1 million is multiplied by the rates and then adjusted by the Risk Factor ADA
as calculated by the actuary.

assumptions:

Estimated ADA used
NCR rate flat $27.42 1.5952 self funded exmod
Ex-mod iflat 1.5952 0.9848 excess exmod
Actual SAFER

26.007
85.9 NCR Ex-mod flat
22.340013

Estimated renewal - Cyber increase by 100%
Estimated renewal for EDP flat
Estimated renewal in crime flat
Estimated renewal Equipment Breakdowı flat
Estimated ADA

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EXECUTIVE SUMMARY

TO: ACSIG Board

FROM: Kimberly Dennis

DATE: May 26, 2022

SUBJECT: Draft Actuarial Report for Workers' Compensation Ex-mods.

Enclosed please find the draft actuarially determined experience modification factors as calculated by Jack Joyce of Bay Actuarial Services, within the workers' compensation program. This is our sixth year having these rates determined by an actuary. It is the goal of ACSIG to continue to use an actuary to determine ex-mods and, therefore, consistency should be achieved after the first few years.

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

This report was reviewed in detail by the Executive Committee in February and was used to determine 2022-23 rates. The Board will be asked to approve this report.

MEMBER	NEW EX-MOD 12/31/21	OLD EX-MOD 12/31/20
ACOE	0.750	0.750
ALAMEDA	1.250	1.250
ALBANY	1.250	1.250
CASTRO VALLEY	1.030	0.920
DUBLIN	0.750	0.765
EDEN ROP	0.750	0.750
EMERY	0.750	0.788
FREMONT	1.007	0.996
LIVERMORE	0.966	1.042
MISSION ROP	0.915	1.250
MT. HOUSE	0.750	0.750
NEW HAVEN	0.750	0.750
NEWARK	1.025	1.119
PIEDMONT	0.750	0.750
PLEASANTON	1.112	1.169
SAN LEANDRO	1.204	1.178
SAN LORENZO	1.065	0.922
SUNOL GLEN	0.750	0.750
TRI VALLEY ROP	1.051	1.167
	1.000	
CORRELATION COEFFICIENT:		**0.882**

2022-23 PAYROLL
28,916,116
79,260,120
29,618,640
71,801,667
97,228,422
4,911,712
6,867,449
286,500,000
100,675,780
4,918,813
225,400
86,900,000
42,083,492
29,900,000
120,727,947
82,775,000
80,900,000
2,495,084
2,716,722
1,159,422,364

Ex-Mod History

	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
ACOE	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75	0.75
ALAMEDA	0.929	0.993	1.009	1.188	1.25	1.25	1.25	1.25	1.25
ALBANY	0.951	0.901	1.206	0.989	1.003	0.864	1.133	1.25	1.25
CASTRO VALLEY	0.75	0.826	0.998	1.078	0.884	0.756	0.789	0.92	1.03
DUBLIN	0.858	0.858	0.864	0.768	0.75	0.75	0.75	0.765	0.75
EDEN ROP	0.973	1.018	0.983	0.75	0.75	0.75	0.75	0.75	0.75
EMERY	0.75	0.75	0.75	0.75	0.75	0.988	1.204	0.788	0.75
FREMONT	1.207	1.139	0.988	0.917	0.836	0.944	0.913	0.996	1.007
LIVERMORE	1.103	1.174	1.114	1.092	1.109	1.095	1.056	1.042	0.966
MISSION ROP	0.878	0.815	0.75	0.75	0.75	0.909	1.155	1.25	0.915
MT HOUSE	1.25	1.239	1.25	1.25	0.75	0.75	0.75	0.75	0.75
NEWARK	1.25	1.25	1.25	1	0.932	1.003	1.25	1.119	1.025
NEW HAVEN	0.815	0.901	0.938	1.076	1.128	0.993	0.882	0.75	0.75
PIEDMONT	0.768	0.75	0.75	0.75	0.75	0.921	0.75	0.75	0.75
PLEASANTON	0.791	0.75	0.75	0.92	1.134	1.103	1.196	1.169	1.112
SAN LEANDRO	0.98	1.065	1.197	1.115	1.25	1.237	1.25	1.178	1.204
SAN LORENZO	1.221	1.133	1.25	1.25	1.25	1.147	1.033	0.922	1.065
SUNOL GLEN	0.75	0.763	0.782	0.75	0.75	0.75	0.75	0.75	0.75
TRI-VALLEY ROP	1.25	1.25	1.085	0.75	0.75	0.751	0.851	1.167	1.051

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EXECUTIVE SUMMARY

TO: ACSIG Board

FROM: Kimberly Dennis

DATE: May 26, 2022

SUBJECT: Draft 2022-2023 Workers' Compensation Rates.

Enclosed please find the preliminary workers' compensation rates for 2022-2023. These rates have been adjusted to incorporate the actuary's estimate for experience modification factors.

ACSIG now enjoys a surplus in its Workers' Compensation program so program rates are estimated based upon cost projections for the program itself with no increase to the surplus budgeted. Additionally, the Executive Committee reviews the surplus and its possible allocation within the budget development process. Training continues to be a primary focus with additions such as an EAP program and expansion of Shoes for Crews/Skechers and Post-Offer/Pre-Placement programs.

The Executive Committee reviewed this in detail in February. The Board will be asked to approve these rates.

2022/23
Workers' Compensation Rates

	2019/2020 Actual Payroll	2020/2021 Actual Payroll	Base Rate	Ex Mod	Rate per $100 Payroll	2022/2023 PREMIUM
ACOE	$23,013,025	$24,204,831	2.46	0.7500	1.85	$446,579
ALAMEDA	$73,235,466	$77,453,833	2.46	1.2500	3.08	$2,381,705
ALBANY	$28,970,283	$28,685,620	2.46	1.2500	3.08	$882,083
CASTRO VALLEY	$68,569,271	$69,839,350	2.46	1.0300	2.53	$1,769,589
DUBLIN	$86,662,231	$95,706,292	2.46	0.7650	1.88	$1,801,097
EDEN ROP	$4,674,800	$4,823,674	2.46	0.7500	1.85	$88,997
EMERY	$6,153,910	$6,416,558	2.46	0.7500	1.85	$118,385
FREMONT	$270,385,548	$263,695,056	2.46	1.0070	2.48	$6,532,307
LIVERMORE	$98,354,797	$102,013,460	2.46	0.9660	2.38	$2,424,207
MISSION ROP	$4,654,797	$4,608,998	2.46	0.9150	2.25	$103,744
MT. HOUSE	$204,965	$218,004	2.46	0.7500	1.85	$4,022
NEWARK	$40,846,774	$40,749,658	2.46	1.0250	2.52	$1,027,503
NEW HAVEN	$84,015,046	$84,525,644	2.46	0.7500	1.85	$1,559,498
PIEDMONT	$25,066,747	$27,024,006	2.46	0.7500	1.85	$498,593
PLEASANTON *	$113,900,632	$112,084,790	2.46	1.1120	2.74	$3,066,102
SAN LEANDRO	$71,450,786	$72,628,288	2.46	1.2040	2.96	$2,151,134
SAN LORENZO	$78,379,049	$77,805,758	2.46	1.0650	2.62	$2,038,433
SUNOL GLEN	$2,449,817	$2,269,057	2.46	0.7500	1.85	$41,864
TRI VALLEY ROP	$2,457,806	$2,480,366	2.46	1.0510	2.59	$64,129
TOTAL PREMIUMS	1,083,445,750	1,097,233,243				$26,999,971
Average Ex Mod				1.00000		

Payrolls based upon 2020/21 Unaudited Actuals Reports provided by ACOE
* includes apprentice program

Rate Build UP

PIPS K-12 Rate			2.599485	(est 5% increase in PIPS rate)		
ACSIG Ex-mod	est 5% incr in exmod		0.82866	2.1541	$ 24,328,499.52	2.217258699
Claims Admin		$	92,400.00		$ 92,400.00	0.008528346
ACSIG Admin		$	202,063.00		$ 202,063.00	0.018650034
Self-Insurance Fee		$	300,000.00		$ 300,000.00	0.027689434
Actuarial		$	10,000.00		$ 10,000.00	0.000922981
Claims Audit					$ -	0
Contract Services		$	34,650.00		$ 34,650.00	0.00319813
PIPS Adj		$	500,000.00		$ 500,000.00	0.046149057
Training/Risk Management		$	285,000.00		$ 285,000.00	0.026304963
First Aid Program		$	35,000.00		$ 35,000.00	0.003230434
Claims Paid		$	1,000,000.00		$ 1,000,000.00	0.092298115
EAP Program		$	200,000.00		$ 200,000.00	0.018459623
est. 22/23 payroll			1,129,410,011		$ 26,987,612.52	2.462689815

percentage due to growth in payroll 2.93%

Alameda County Schools Insurance Group
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Dublin, CA 94568
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EXECUTIVE SUMMARY

TO: ACSIG Board

FROM: Kimberly Dennis

DATE: May 26, 2022

SUBJECT: EAP Update

In alignment with the December 2019 Strategic Plan, ACSIG began offering an EAP program to interested members. The current participating Districts are: ACOE, Albany, Dublin, Fremont, New Haven, Piedmont, Pleasanton, San Leandro, San Lorenzo and Tri-Valley ROP. Enclosed is the latest usage report from Claremont EAP. Unfortunately, implementation has been slow due to the current remote working environment and direct access to employees for program introduction. That said, those who have utilized the services have given very positive feedback.

The Executive Director will be reviewing the program and its utilization with the Board.

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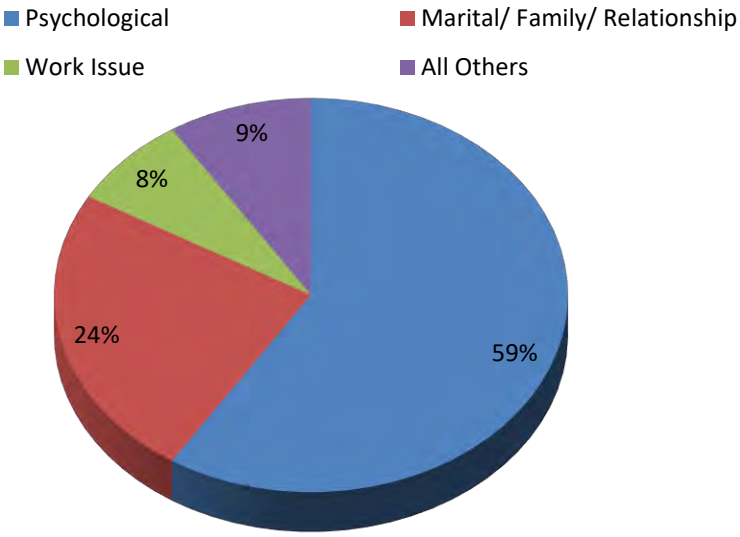
Alameda County Schools Ins. Grp (ACSIG)
Quarterly Utilization Report

Reporting Period: 1/1/2022 to 3/31/2022
Year-To-Date Reporting Period: 7/1/2021 to 3/31/2022

Total Utilization Based on 8,382 Employees

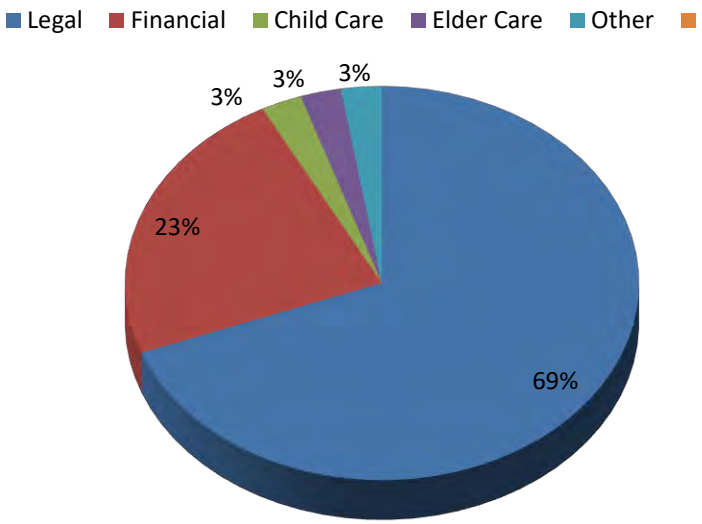
	Cases This Quarter	Cases Last Quarter	Cases YTD	Projected Annual Utilization %
Total Cases	**105**	**70**	**261**	**4.1%**
Clinical	66	45	170	2.7%
Life Management	39	25	91	1.4%

New Cases: Clinical



	This Quarter
Total Clinical Cases	**66**
Psychological	39
Marital/ Family/ Relationship	16
Work Issue	5
Grief/ Loss	4
Addiction/ Substance Abuse	1
Other	1
Career Counseling	0
Immediate Support	0
Medical	0
Traumatic Workplace Incident	0

New Cases: Life Management



	This Quarter
Total Life Mgmt Cases	**39**
Legal	27
Financial	9
Child Care	1
Elder Care	1
Other	1
Adoption Assistance	0
Community Referral	0
Convenience	0
Medical Advice	0

CLAREMONT
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Alameda County Schools Ins. Grp (ACSIG)
Quarterly Utilization Report

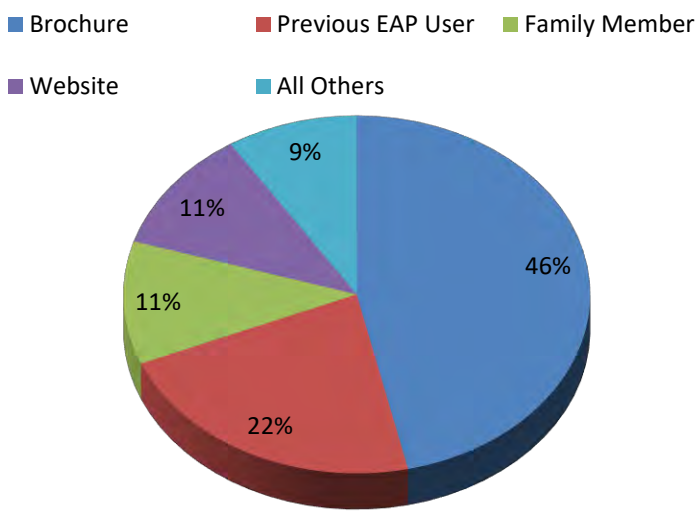
Reporting Period: 1/1/2022 to 3/31/2022

Referral Type for New Clinical and Life Management Cases



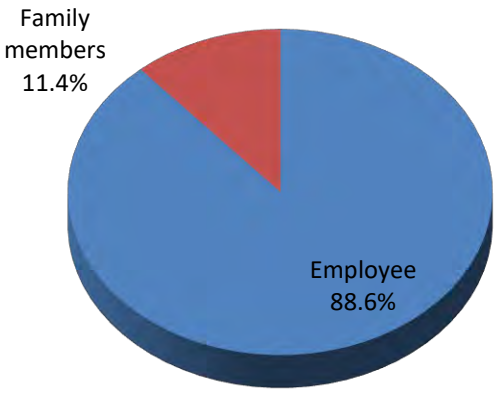
Referral Source	# of cases	% of cases
Self	99	94.3%
Formal Management Referral	0	0.0%
Informal Management Referral	6	5.7%
Total	**105**	**100.0%**

Source of Self-Referrals



Self Referrals	# of cases	% of cases
Brochure	46	46.5%
Previous EAP User	22	22.2%
Family Member	11	11.1%
Website	11	11.1%
Co-Worker	5	5.1%
Other	4	4.0%
Total	**99**	**100.0%**

New Cases: Employees vs. Family Members



	# of cases	% of cases
Employee	93	88.6%
Family members	12	11.4%
Total	**105**	**100.0%**

CLAREMONT
Powered by upriseHealth

Alameda County Schools Ins. Grp (ACSIG) Reporting Period: 1/1/2022 to 3/31/2022

Quarterly Utilization Report

Account Services

Date of Service	Service Description
January 5, 2022	Distributed Newsletters (January Newsletter)
February 1, 2022	Distributed Newsletters (February Newsletter)
March 3, 2022	Distributed Newsletters (March Newsletter)
March 14, 2022	Distributed Other Materials (Support During Conflict in Ukraine)

CLAREMONT
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Alameda County Schools Ins. Grp (ACSIG)

Reporting Period: 1/1/2022 to 3/31/2022

Quarterly Utilization Report

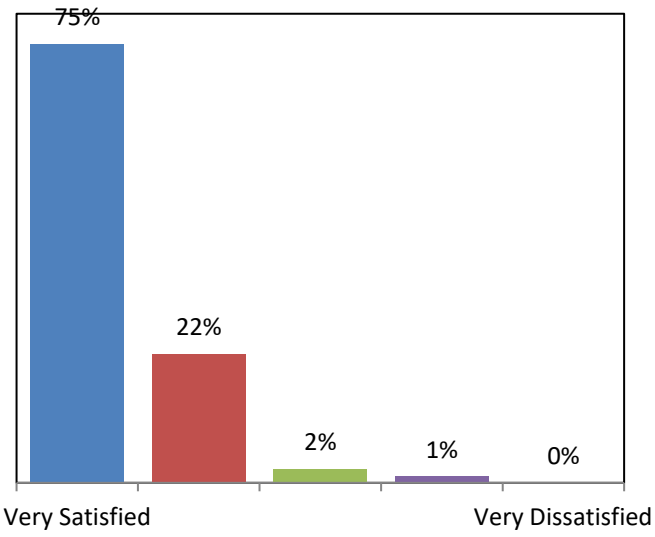
	Clinical		Life Management	
Cases by Department	**This Period**	**YTD**	**This Period**	**YTD**
New Haven Unified School District	12	34	7	15
San Lorenzo Unified School District	11	24	3	15
Dublin Unified School District	9	36	5	11
Fremont Unified School District	9	21	3	18
Piedmont Unified School District	7	7	12	14
San Leandro Unified School District	6	22	0	2
Albany Unified School District	4	4	2	2
Pleasanton Unified School District	4	14	4	6
ACSIG	2	2	1	1
Alameda County Office of Education	2	5	1	4
Sunol Glen USD	0	0	0	0
Tri-Valley ROP	0	1	1	3

Alameda County Schools Ins. Grp (ACSIG)
Quarterly Utilization Report

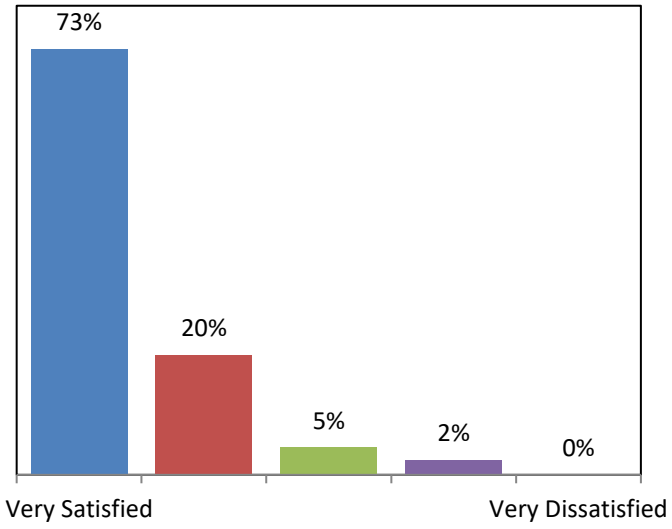
Reporting Period: 1/1/2022 to 3/31/2022

Client Satisfaction*

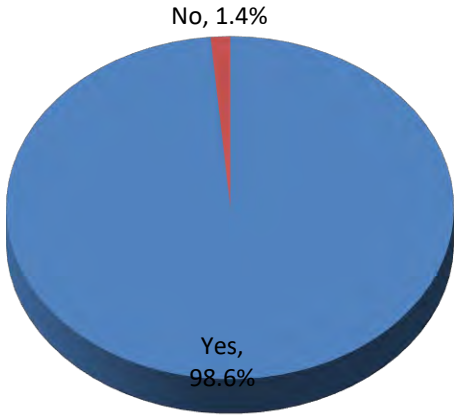
Satisfaction with Initial Call



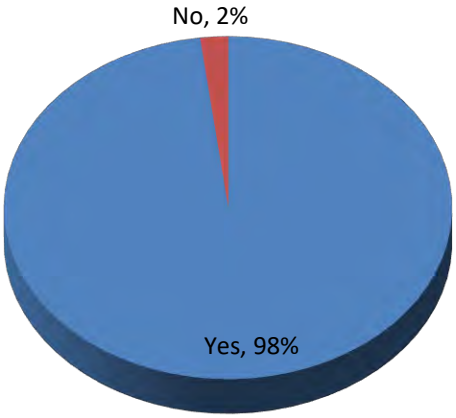
Satisfaction with EAP Counselor



Was Initial Appointment with the EAP scheduled in a timely fashion?



Would Recommend the EAP to a friend or colleague?



*In order to protect client confidentiality, clinical outcome and satisfaction statistics are based on data across all Claremont groups.

This data is refreshed monthly.

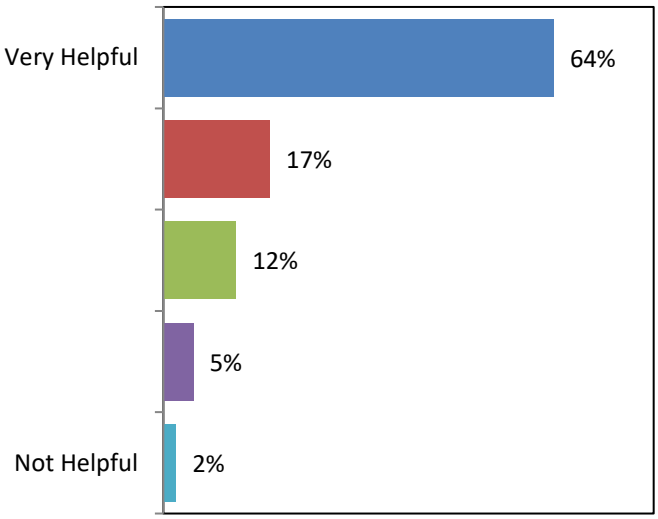
CLAREMONT
Powered by upriseHealth

Alameda County Schools Ins. Grp (ACSIG)
Quarterly Utilization Report

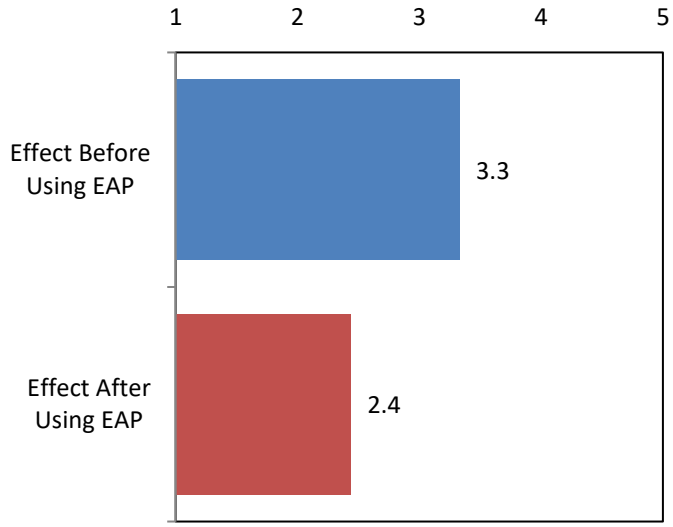
Reporting Period: 1/1/2022 to 3/31/2022

Clinical Case Outcomes*

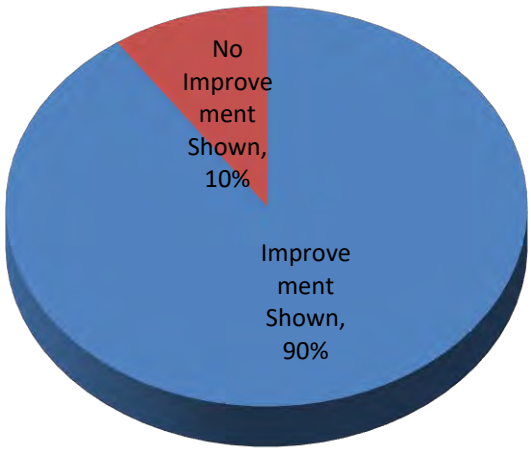
Self-Reported Helpfulness of EAP in Resolving Issue



Self-Reported Effect of Issue on Work Performance



Provider Reported Rating of Client Improvement



*In order to protect client confidentiality, clinical outcome and satisfaction statistics are based on data across all Claremont groups.

This data is refreshed monthly.

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EXECUTIVE SUMMARY

TO: ACSIG Board

FROM: Kimberly Dennis

DATE: May 26, 2022

SUBJECT: COVID Claims Update

ACSIG has been very fortunate in the number of accepted, COVID claims. The Workers' Compensation Claims Manager will update the Committee on current, open COVID claims. Additionally, she will discuss claim totals and severity of claims experienced within the ACSIG program.

This report is for information only.

Claim #	Incident Date	Status	Paid to Date	Reserves	Incurred	Location/Site/Dept	OCCUPATION	CLAIM STATUS
602167	1/10/2022	Closed	1,675.07	0.00	1,675.07	Otis (Frank) Elementary School	TEACHERS	27 Year old F/T Teacher who claims she has 3 or more COVID positive cases in her classroom and was in close contact with each of them. Kids all wore masks (cloth) & EE wore glasses and N95 mask. The claim was was accepted based on close contact with a confirmed positive student. The IW was off a couple of days. No medical bills have been presented for reimbursement. The claimant was discharged from care with no residual disability or need for future medical care.
590612	2/2/2021	Closed	332.30	0.00	332.30	Castro Valley Elementary School	GROUNDSKEEPING	46 year old Groundskeeper who was working in the cafeteria everyday before onset of symptoms, with 5 other employees preparing lunches. The nature of the work does involve co-employees preparing food which requires them to hand different items to each other and share common areas. The area she worked at was not very large and only has one prep area, sink, etc. The exposure likely occurred as the claimant did report that Source 1 makes her coffee most days and she may have shared a coffee mug used by Source 1. The claim was been accepted. The claimant was discharged from care with no residual disability or need for future medical care.
602776	1/10/2022	Closed	140.00	0.00	140.00	Chabot Elementary School	TEACHERS/CERTIFICATED	37 YOF **(at injury)** 10-mo F/T Teacher who was exposed to COVID-19 at work by a student. The claimant reported that she has constant daily contact with student as they approach her desk lot, despite being told to stay in their seat. The claimant received COVID pay during her time off. No medical bills have been presented.
601676	1/2/2022	Open	0.00	14,000.00	14,000.00	Emery Secondary (High) School	CLERICAL	Case involves a 27 year old female Support Specialist and Cheer Coach who alleges that she contracted COVID 19 from girls basketball team members who road in her car for three days to basketball games. One student tested positive on 1/2/2022 for Covid. Her entire family had tested positive, but the student never shared this until after positive test came back from the other students, and Ms. Rahsheed. The claim was accepted. The claimant received Covid Pay from the District and no medical bills have been presented. The claim was accepted. The claimant was discharged from care with no residual disability or need for future medical treatment.
601822	1/6/2022	Open	46,649.07	0.00	46,649.07	Emery Secondary (High) School	TEACHERS	Claim involves a 33 year old male Elementary School Teacher school who tested positive for COVID-19 on 1/06/2022.He was advised that a teacher was sent home due to child having tested positive for Covid. He had contact with the involved teacher. The claim was accepted. The claimant received Covid Pay and no medical bills have been presented for payment. The claim is in posture to close. No benefits have been paid
588218	10/5/2020	Closed	1,108.33	0.00	1,108.33	Green (Harvey) Elementary School	CUSTODIANS/CLASSIFIED	62 year old Custodian reported that she tested Positive for Covid 19. The claimant advised that she takes the Public transporation to work. She reported that she was careful as she wears gloves, mask and a shield on her travels. She also reported that she continues to wear the safety equipment and has not been around any other employees at the school site. She lived with her daughter, who is a Nurse, but she is more administrative position. Her daughter tested positive after Ms. the claimant. Our investigation confirmed that no other Fremont Unified School District staff member in your department have tested positive for

593857	4/22/2021	Closed	324.43	0.00	324.43	Granada High School	FOOD SERVICE	Claim involves a 59 YOF (at injury) 10-mo (paid x11) F/T Food Service Supervisor who is claiming COVID exposure after visiting a school site where "Source A" tested positive, on 4/2/21. The claimant had no symptoms, until she felt a tickle in her throat, on 4/22/21. She finished the work day but no RTW since. LDW (4/22/21). The claimant took a COVID test on 4/23/21, which came back positive. The claim was denied because our investigation confirmed that no other Livermore Valley Joint Unified School District co-workers had tested positive for COVID-19 within the 14 days prior to and after the injured
598163	8/16/2021	Closed	140.00	485.00	625.00	Chavez (Cesar) Middle School	TEACHERS	48 YOM teacher employed with our insured since 10/1/2013. EE states he does not know where he got COVID but can't be ruled out that a kid gave it to him. He started to develop chills, temperature, and was sweaty on 08/16; on 08/18 the employee had difficulties breathing and had to go to Kaiser ER and between 08/18-08/23 he was tested positive for COVID-19. The claimant did not present a positive Covid Test nor did he cooperate with our investigation and the claim was denied. The claimant has not disputed the denial.
589902	12/3/2020	Closed	140.00	0.00	140.00	Chavez (Cesar) Middle School	AIDES/CLASSIFIED	We have a 30 YOF aide employed with our since 8/25/2015, who reports while working with another employee putting together baskets for needy families on 12/3/20. the co-worker was scheduled for a surgical procedure and had to take a COVID test and the results came back positive. Our IW later tested positive. After or investigation we accepted the claim as there was no evidence of any other exposure other than work. The cost incurred was for medical treatment because she was hospitalized and developed complications, she was a diabetic and COVID exacerbated her diabetic condition. The
605422	9/22/2021	Open	0.00	1,535.00	1,535.00	District Office	ADMIN	63 YOF Administrative Director employed alleging exposure at the school district office. This claim is currently on delay. We are conducting our investigation and securing medical records. This was a late reported claim. The claimant reported injury in April of 2022, after her contract was not renewed. The claimant is alleging long haul symptoms. The claimant did report on 09/22/2021 that she was positive for COVID-19 and she did provide a positive Covid Test. The School Nurse did contact tracing and could not find any one prior to the claimant reporting the Positive Covid test as having been positive. There were no students that reported positive test. There were only three individuals during that period that tested positive but the claimant would not have had any exposure to them. Two were custodian and one was a Speech Teacher. The Speech Teacher would have been the only individual to possible to have come into contact with the claimant, but our investigation could not find that there was any contact. The speech teacher works at two other locations not at the District Office where the injured worker works. There were no known meetings between the claimant and the Speech teacher. However, as a result of the claimant's positive test there were 6 close contact letters sent to other co-employee's.
601966	1/12/2022	Open	0.00	2,999.60	2,999.60	Piedmont Middle School	TEACHERS	42 YOF teacher employed who alleges exposure to Covid by students in her classroom. Based on all information available we have no other factual evidence that the EE was exposed to COVID anywhere outside of her work environment. There were 54 students tested positive in her school and she had exposure in her classroom. The claim was accepted. The claimant exhausted her 80 hours of Covid Pay so we may ow her approximately 3 days of TTD benefits. Once this is paid, claim will be closed.
601783	1/12/2022	Open	140.00	1,897.36	2,037.36	Edendale Middle School	TEACHERS	Case involves a 32-year-old Teacher who alleges she contracted COVID-19 from her students. The claimant had two students in her classroom that tested positive for COVID within the 14 days window of exposure. There was no other known exposures. Based on all the available information it was more likely than not that the EE contracted COVID from students in her classroom. Claim has being accepted. The claimant received COVID pay. No Medical bills have been presented. File is slated for closure by month's end.

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EXECUTIVE SUMMARY

TO: ACSIG Board

FROM: Kimberly Dennis

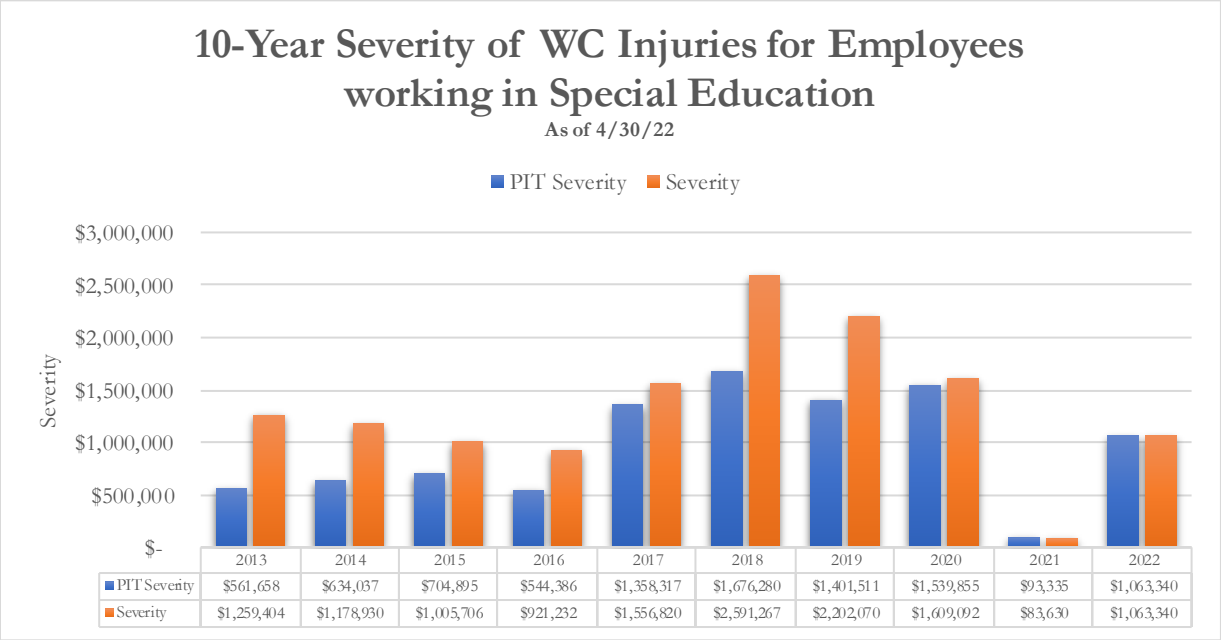
DATE: May 26, 2022

SUBJECT: Special Education Claims Update

ACSIG has seen the continuation of a high volume of Workers' Compensation claims filed by its Paraeducator population. The Risk Management Analyst will discuss current trends as well as frequency and severity of these claims with the Committee.

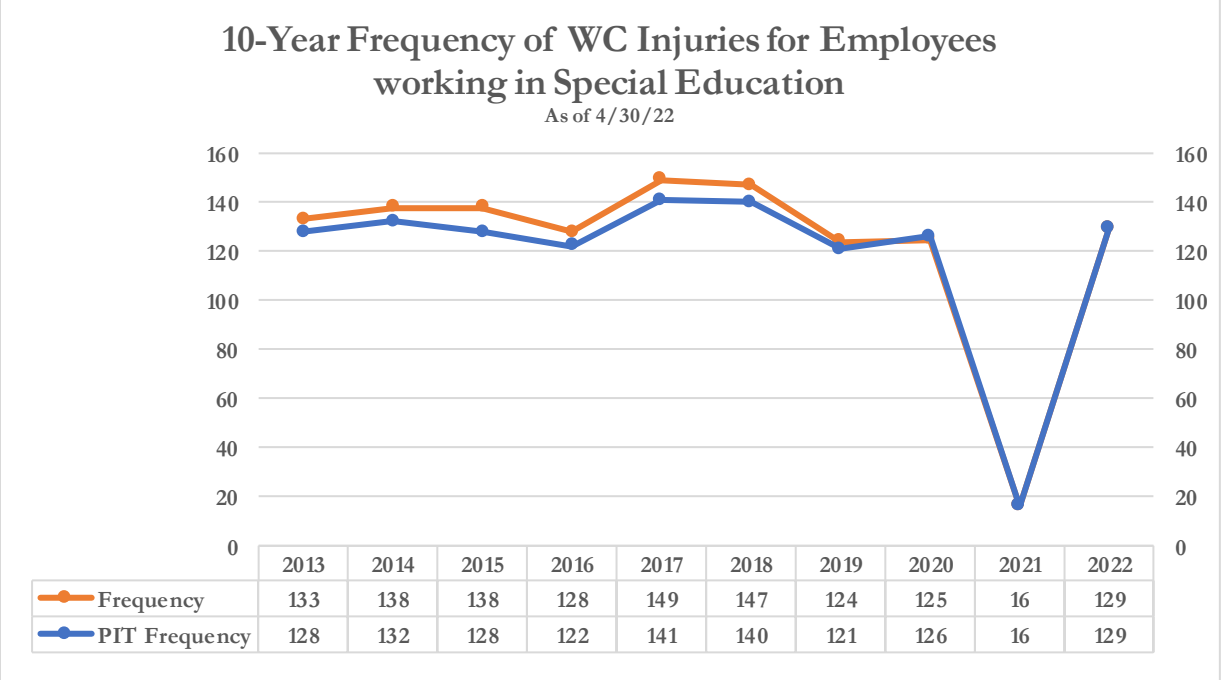
This item is for information and discussion by the Board.

Alameda County Schools Insurance Group



	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
PIT Severity	$561,658	$634,037	$704,895	$544,386	$1,358,317	$1,676,280	$1,401,511	$1,539,855	$93,335	$1,063,340
Severity	$1,259,404	$1,178,930	$1,005,706	$921,232	$1,556,820	$2,591,267	$2,202,070	$1,609,092	$83,630	$1,063,340

Point In Time (PIT) Severity figures are as of June 30th for respective fiscal year
Severity figures are developed as of April 30th, 2022



	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Frequency	133	138	138	128	149	147	124	125	16	129
PIT Frequency	128	132	128	122	141	140	121	126	16	129

Point In Time (PIT) Frequency figures are as of June 30th for respective fiscal year
Frequency figures are developed as of April 30th, 2022

Keenan

10-Year Open WC Injury Claims and Reserves for Employees working in Special Education

As of 4/30/22

Fiscal Year	# of Claims Still Open	Reserves on Remaining Open Claims
2013	1	$ 136,178
2014	1	$ 49,612
2015	2	$ 107,080
2016	3	$ 496,663
2017	4	$ 245,563
2018	8	$ 1,059,356
2019	11	$ 1,423,711
2020	17	$ 1,176,924
2021	1	$ 59,125
2022	49	$ 959,310
Grand Total	**97**	**$ 5,713,522**

All fiscal year totals are as of 4/30/22

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www.acsig.com

EXECUTIVE SUMMARY

TO: ACSIG Board

FROM: Kimberly Dennis

DATE: May 26, 2022

SUBJECT: Work-Force by Age Claims Update

The employee population within ACSIG member agencies is continuing to age. The Risk Management Analyst will review trends within the open Workers' Compensation claim inventory. Claim frequency and severity will be analyzed by age categories.

The Board will discuss the information and possible interventions that can be done to address these challenges.

Keenan

Alameda County Schools Insurance Group

10-Year 65+ Year Old Injured Employees by Occupation

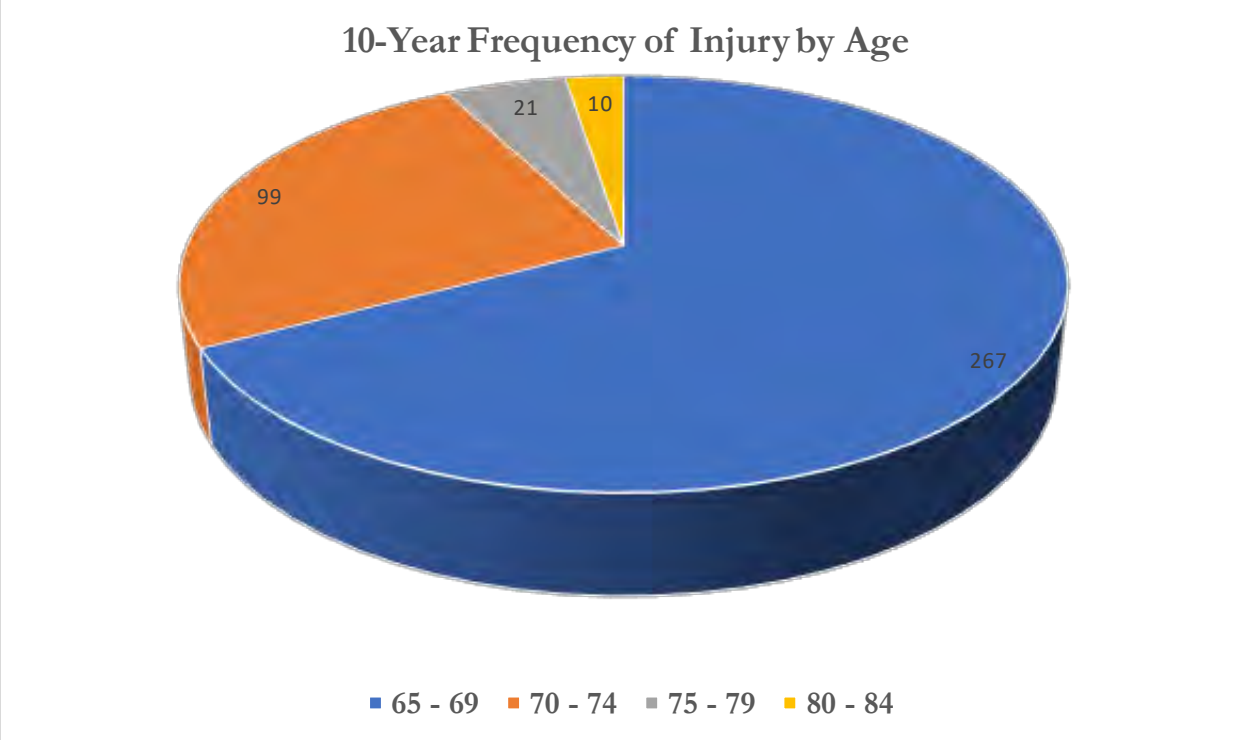
As of 4/30/22

Occupation	Frequency
TEACHERS	80
CUSTODIANS	68
AIDES-SPECIAL EDUCATION	67
MAINTENANCE	34
FOOD SERVICE	31
CAMPUS-YARD SUPERVISOR	29
AIDES	25
CLERICAL	11
TEACHER-SPECIAL ED	10
ADMIN	6
BUS DRIVER	6
GROUNDSKEEPING	6
WAREHOUSE	5
SECURITY	4
ADMIN	3
ATHLETICS	3
LIBRARIAN	3
COUNSELOR	2
AIDES-SPECIAL EDUCATION/OTHER STUDENT	1
OTHER	1
OTHER/CONFIDENTIAL	1
TECHNOLOGY & COMMUNICATIONS	1
Grand Total	397

10-Year Injuries to 65+ Year Old Employees

As of 4/30/22

Fiscal Year	Frequency
2013	26
2014	37
2015	40
2016	44
2017	58
2018	50
2019	51
2020	28
2021	14
2022	49
Grand Total	397



- Oldest Injured Employee in last 10 Years was 84 (twice)
- Data As of 4/30/22

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EXECUTIVE SUMMARY

TO: ACSIG Board

FROM: Kimberly Dennis

DATE: May 26, 2022

SUBJECT: Post Offer-Pre Placement Program

Castro Valley Unified is one of the ACSIG members who has implemented a post offer/pre-placement program for some of its job classifications. The Executive Director will review trend data related to those job classifications from before the program began versus today.

This report is for information and discussion by the Board.

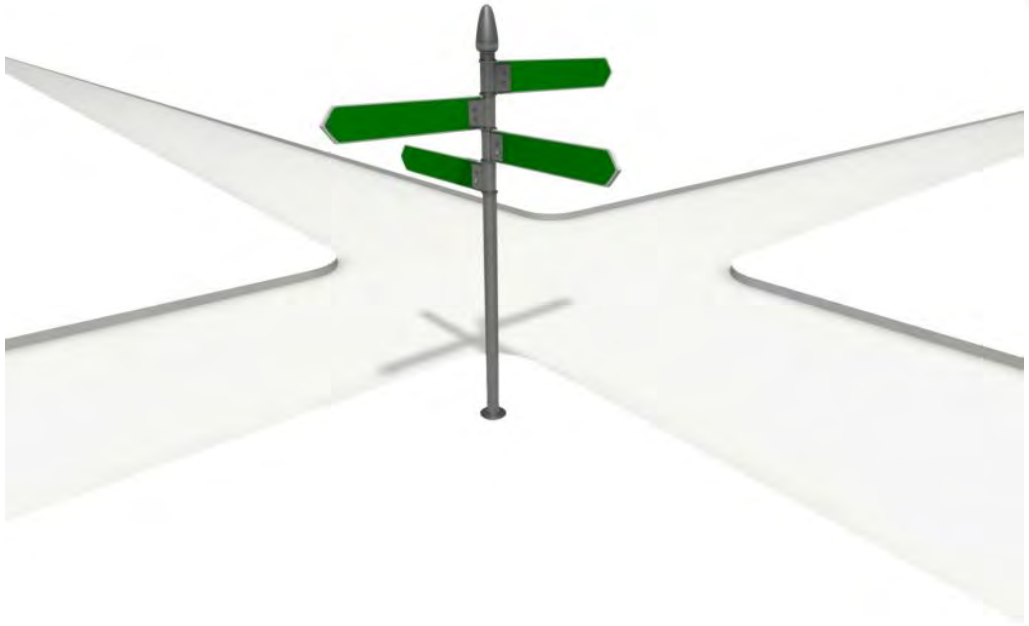


Castro Valley USD

Maintenance & Operations

Post Offer Pre-Placement Program
10-Year Glance - As of 3/31/2022

Alameda County Schools Insurance Group





Keenan

Program for Maintenance and Operations Employees went into effect on July 1, 2018

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M&O Occupations for Castro Valley USD

MAINTENANCE & OPERATIONS SERVICES			
Building & Grounds Worker	33	35	*
Buyer-Warehouse Lead Worker	43	43	*
General Maintenance Worker *(formerly General Maintenance Person)*	40	40*	*
Lead Building & Grounds Worker *(formerly Custodial Lead Worker)*	40	40	*
Lead Warehouse Worker	38	38	*
Mechanic	46	46	*
School Supply Assistant	33	33	205 Middle, * CVHS
Skilled Trades Lead *(formerly Lead Crafts Technician)*	48	48	*
Skilled Trades Worker *(formerly Crafts Technician)*	45	45	*
Warehouse/Delivery Driver	33	33	*

Combine Similar Jobs into the Same Job Analysis to Create 4 Updated Job Analysis Documents

• Lead Building & Grounds Worker • Building & Grounds Worker	• Skilled Trades Lead • Skilled Trades Worker • General Maintenance Worker	• Mechanic	• School Supply Assistant • Lead Warehouse Worker • Buyer/Warehouse Lead Worker • Warehouse/Delivery Driver

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Post P.O.P.P.E Injuries

As of March 31, 2022

Injuries by Occupation by Year	Total Injuries	Total Incurred (Developed)
CUSTODIANS		
2013	6	$ 292,297
2014	8	$ 73,723
2015	11	$ 97,624
2016	9	$ 42,574
2017	11	$ 408,244
2018	4	$ 4,706
2019	1	$ 1,454
2020	5	$ 6,287
2021	4	$ 6,199
2022	4	$ 90,827
TOTAL	**63**	**$ 1,023,935**
GROUNDSKEEPING/CLASSIFIED		
2016	2	$ 217,543
2017	2	$ 1,304
2018	1	$ 3,177
2021	1	$ 1,108
TOTAL	**6**	**$ 223,133**
MAINTENANCE/CLASSIFIED		
2014	1	$ 901
2015	3	$ 1,725
2016	2	$ 3,990
2017	3	$ 91,262
2018	3	$ 4,275
2019	1	$ 4,696
2021	4	$ 28,457
2022	1	$ 4,900
TOTAL	**18**	**$ 140,205**
WAREHOUSE/CLASSIFIED		
2013	1	$ 327
2019	2	$ 50,432
2020	1	$ 536
2022	1	$ 643
TOTAL	**5**	**$ 51,938**
Grand Total	**92**	**$ 1,439,211**

4 of 14 custodian claims filed since P.O.P.P.E. were strength related. Only one of the claims had a date of hire beyond 7/1/2018

Injury is not strength related

5 of 6 maintenance claims filed since P.O.P.P.E. were strength related. All five of the employee hire dates were prior to 7/1/18

1 of 4 warehouse claims filed since P.O.P.P.E. were strength related. The employee hire date was prior to 7/1/18

Conclusion Since 7/1/18 Implementation

- 10 of 25 claims filed for all of Maintenance and Operations were for strength related injuries involving lifting, pushing, pulling and carrying.
- Only 1 of the 10 strength related injuries involved an employee that participated in the post offer pre-placement evaluation.
- 90% of all strength related injuries are for employees with hire dates prior to 7/1/18
- Single injury is for a custodian (600470) with at date of injury 2/1/21 and has a total incurred of $40,560

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