



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

MINUTES Full Board

Date: Thursday, November 4, 2021

Time: 12:00PM

Location: Video Meeting
Join Zoom Meeting

<https://us02web.zoom.us/j/7358807014?pwd=OWtmZkd mZmVwT0hCZklsNXA4RURXUT09>

Meeting ID: 735 880 7014

Passcode: acsig20

I. This meeting was called to order at 12:04 PM

II. Roll call

Full Board

Annette Heldman	President	New Haven Unified School District
Susan Kinder	Vice President	Livermore Valley Joint
USD		
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
Shailesh Regmi	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		
Madeline Gabel	Board Member	San Lorenzo Unified School
District		
Julie Duncan	Board Member	Tri-Valley ROP
Kimberly Dennis	Executive Director	Alameda County
Schools Insurance		

Celina Flotte		Executive Assistant	Alameda County
Schools Insurance			
Tara Cooper-Salaiz	Guest		Keenan & Associates
Patrice Grant		Guest	Keenan & Associates
Ron Martin	Guest		Keenan & Associates
Michael Clark		Guest	Keenan & Associates
Dave Kundert		Guest	Keenan & Associates
Hesam Fayaz		Guest	SETECH
Heather Daud	Rubio	Guest	Christy White &
Associates			
Mark Payne	Guest		Morgan Stanley

III. Acceptance of the Agenda

It was moved by Dr. Kevin Collins and seconded by Susan Kinder to approve the agenda as presented.

Ayes: Kinder, Kim, Chan, Hobbs, Oum, Regmi, Alahydoian, Sheikholeslami, Collins, Gabel, Duncan

Nays: None.

Abstain: None.

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 May 13, 2021**
- **Full Board Minutes from May 20, 2021**
- **2020/21 Fourth Quarter Financials**
- **2020/21 Fourth Quarter Investment Report**

It was moved by Ahmad Sheikholeslami and seconded by Suzy Chan to accept the consent calendar.

Ayes: Kinder, Kim, Chan, Hobbs, Oum, Regmi, Alahydoian, Sheikholeslami, Collins, Gabel, Duncan

Nays: None.

Abstain: None.

General Business

V. Election of Executive Committee

The Executive Committee has suggested recruiting Piedmont to the Executive Committee. ACOE and San Leandro has agreed to continue sitting on the committee.

It was moved by Jackie Kim and seconded by Chris Hobbs to recommend to approve.

Ayes: Kinder, Kim, Chan, Hobbs, Oum, Regmi, Dela Cruz, Alahydoian, Sheikholeslami, Collins, Gabel, Duncan

Nays: None.

Abstain: None.

VI. Annual Report

The Executive Director presented the 2020/21 Annual Report.

VII. 2020/ 21 Audit

Heather Daud of Christy White presented the 2020/21 Audit to the Full Board.

It was moved by Jackie Kim and seconded by Dr. Kevin Collins to recommend approval of the Audit to the Board.

Ayes: Heldman, Kinder, Kim, Chan, Hobbs, Oum, Regmi, Dela Cruz, Alahydoian, Sheikholeslami, Collins, Gabel, Duncan

Nays: None.

Abstain: None.

VIII. 2021/ 22 First Quarter Financials & Cash Flow Statement

Laurena Grabert from SETECH presented the 2021/22 1st Quarter Financials.

Alameda County Schools Insurance Group (ACSIG)
Consolidated
Statement of Revenues, Expenditures and Changes in Net Position
As of 09/30/2021 and For The Three Months Then Ended

	2020/2021		2021/2022			
	Budget	Actuals	Budget	Activity 07/01/2020 - 09/30/2021	Variance	Percentage of Budget
Operating Revenue:						
Premiums Paid by Members	\$ 197,768,036	\$ 161,037,626	\$ 154,947,536	\$ 41,896,872	\$ 113,050,664	27.04 %
Return of Premiums	--	--	--	--	--	--
Other Income	--	--	--	--	--	--
Total Operating Revenue	197,768,036	161,037,626	154,947,536	41,896,872	113,050,664	27.04
Operating Expenditures:						
Classified Salaries	278,593	331,598	338,031	76,054	261,977	22.50
Statutory Benefits	88,316	28,746	51,738	1,022	50,716	1.97
Health & Welfare	51,190	65,039	56,750	15,841	40,909	27.91
Employer Tax Expense	4,769	5,219	5,510	1,204	4,305	21.86
Net Pension Expense	74,804	(202,608)	416,154	48,376	367,778	11.62
Telephone & Internet	7,926	6,453	7,450	1,098	6,352	14.74
Supplies Office	3,000	6,541	5,000	217	4,783	4.35
Supplies - Other	4,000	1,467	8,500	497	8,003	5.84
Eligibility Processing	250,000	210,615	235,620	35,298	200,322	14.98
Brokerage Fees-Dental-ACSIG	325,000	290,054	293,760	73,172	220,588	24.91
Brokerage Fees-Dental-MD	500,000	607,679	520,000	--	520,000	--
Travel and Conferences	22,000	2,842	22,925	300	22,625	1.31
Mileage	8,500	6,051	12,000	1,500	10,500	12.50
Dues & Memberships	12,000	2,185	11,400	385	11,015	3.38
Postage & Meter	8,000	6,230	3,910	4,373	(463)	111.85
Insurance Expense-PIPS&NCR	24,818,844	24,013,869	23,900,848	5,996,676	17,904,172	25.09
Insurance Expense-PY Adj	1,000,000	584,688	500,000	--	500,000	--
Utility - Operating-Rent	48,432	41,919	48,476	9,853	38,624	20.33
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	2,411	8,989	21.15
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	4,000	11,500	25.81
County Courier	4,200	--	4,400	--	4,400	--
Shredding	1,080	651	1,600	(0)	1,600	(0.00)
Copier & Scanner	16,700	12,465	17,900	1,986	15,914	11.09
Claims Administration Services	155,000	139,411	143,219	--	143,219	--
Self-Insurance Fee	431,959	388,794	553,082	--	553,082	--
Claims Paid-WC	1,250,000	936,718	1,200,000	411,446	788,554	34.29
Claims Paid-PL	100,000	10,263	100,000	1,832	98,168	1.83
Physical Abilities Testing	50,000	3,403	20,000	1,380	18,620	6.90
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	78,002	121,998	39.00
Safety Inspections	12,446	12,819	18,819	12,972	5,847	--
Bank Charge & WC Penalty Reimb	25,000	112	6,000	--	6,000	--
Cobra Premiums	270,000	268,395	250,000	76,993	173,007	30.80
Dental Insurance Premiums	163,000,000	123,344,909	123,100,000	33,637,575	89,462,425	27.33
Vision Insurance Premiums	4,375,000	5,022,017	4,520,000	1,867,039	2,652,961	41.31
Claim Development Expense	1,000,000	(992,480)	(1,000,000)	(388,849)	(611,151)	38.88
ACA Fees	--	--	--	--	--	--
Total Operating Expenditures	198,579,546	155,356,494	155,955,466	42,070,747	113,884,719	26.98 %
Net Increase/(Decrease) from Operations	(811,510)	5,681,132	(1,007,930)	(173,875)	(834,055)	17.25 %
Non Operating Income/(Expense)						
Interest Income	574,500	498,283	650,500	291,390	359,111	44.79
Net Increase/(Decrease) in Fair Value	--	(343,866)	--	(267,107)	267,107	--
Realized Gain/(Loss) on Investments	--	32,290	--	94,397	(94,397)	--
Cumulative effect of GASB 68	--	--	--	--	--	--
Interfund Trans, Other Inc/Exp	--	--	--	--	--	--
Total Non Operating Income/(Expense)	574,500	186,707	650,500	118,680	531,821	18.24 %
Net Increase/(Decrease) in Net Position	\$ (237,010)	\$ 5,867,839	(357,430)	\$ (55,195)	\$ (302,234)	15.44 %
Beginning Balance Prior Year End	\$ 44,710,878	\$ 44,710,878	50,578,716	\$ 50,578,716	\$ 595	100.00 %
Ending Balance, as of 09/30/2021	\$ 44,473,868	\$ 50,578,716	\$ 50,221,286	\$ 50,523,521	\$ (301,639)	

It was moved by Susan Kinder and seconded by Ruth Alahydoian to approve the 4th Quarter Financials.

Ayes: Heldman, Kinder, Kim, Chan, Hobbs, Oum, Regmi, Dela Cruz, Alahydoian, Sheikholeslami, Collins, Gabel, Duncan

Nays: None.

Abstain: None.

Alameda County Schools Insurance Group (ACSIG)													
Monthly Cash Flow Statement - Workers' Compensation Program													
For the Program Year 2021/2022													
	Actuals			Projected based upon Budget								Total	
	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	
Beginning Cash Balance, net of Investments	\$ 26,514,471	\$ 24,457,317	\$ 20,396,618	\$ 20,443,851	\$ 18,468,229	\$ 28,016,552	\$ 25,485,058	\$ 23,009,435	\$ 21,031,023	\$ 19,052,610	\$ 28,603,723	\$ 26,625,311	\$ 26,514,471
Inflow:													
Member Contributions	--	--	--	--	11,526,736	--	--	--	--	11,526,736	--	--	23,053,472
Interest	2,780	9	8	2,800	10	10	2,800	10	10	2,800	10	10	11,258
Other Income	--	--	--	--	--	--	--	--	--	--	--	--	--
Total Inflow	2,780	9	8	2,800	11,526,746	10	2,800	10	10	11,529,536	10	10	23,064,730
Outflow													
Claims Issued	176,598	151,373	32,275	85,444	85,444	85,444	85,444	85,444	85,444	85,444	85,444	85,444	1,129,246
Claim Cash reconciliation timing difference	(36,306)	227,236	(119,053)	--	--	--	--	--	--	--	--	--	71,877
Refunds & Reinsurance Recoveries - deposited - offset to claims	(71)	(1,052)	--	--	--	--	--	--	--	--	--	--	(1,123)
Net Claims	140,221	377,557	(86,778)	85,444	85,444	85,444	85,444	85,444	85,444	85,444	85,444	85,444	1,200,000
PIPS premiums	1,821,661	3,643,322	--	1,829,369	1,829,369	1,829,369	1,829,369	1,829,369	1,829,369	1,829,369	1,829,369	1,829,369	21,929,305
PIPS premiums - PY	--	--	--	--	--	--	500,000	--	--	--	--	--	500,000
JPA Administration	--	--	--	24,557	24,557	24,557	24,557	24,557	24,557	24,557	24,557	24,557	221,016
Claims Administration	--	--	--	11,822	11,822	11,822	11,822	11,822	11,822	11,822	11,822	11,822	106,400
First Aid Program	--	--	--	3,889	3,889	3,889	3,889	3,889	3,889	3,889	3,889	3,889	35,000
Physical Abilities Testing - POPH	552	828	552	2,008	2,008	2,008	2,008	2,008	2,008	2,008	2,008	2,008	20,000
Claremont EAP	--	39,001	39,001	13,555	13,555	13,555	13,555	13,555	13,555	13,555	13,555	13,555	200,000
Bay Actuarial	--	--	--	1,667	1,667	1,667	1,667	1,667	1,667	1,667	1,667	1,667	15,000
Risk Management Prevention	97,500	--	--	6,111	6,111	6,111	6,111	6,111	6,111	6,111	6,111	6,111	152,500
DIR Payment	--	--	--	--	--	553,082	--	--	--	--	--	--	553,082
Transfers	--	--	--	--	--	--	--	--	--	--	--	--	--
Total Outflow	2,059,934	4,060,708	(47,225)	1,978,423	1,978,423	2,531,504	2,478,423	1,978,423	1,978,423	1,978,423	1,978,423	1,978,423	24,932,303
Net Increase/Decrease	(2,057,154)	(4,060,699)	47,233	(1,975,623)	9,548,323	(2,531,494)	(2,475,623)	(1,978,413)	(1,978,413)	9,551,113	(1,978,413)	(1,978,413)	(1,867,573)
Estimated Ending Net, Cash Balance	\$ 24,457,317	\$ 20,396,618	\$ 20,443,851	\$ 18,468,229	\$ 28,016,552	\$ 25,485,058	\$ 23,009,435	\$ 21,031,023	\$ 19,052,610	\$ 28,603,723	\$ 26,625,311	\$ 24,646,898	\$ 24,646,898
Summary of Cash:													
County of Alameda #44906	\$ 19,782,627	\$ 15,912,069	\$ 15,800,254	\$ --	\$ --	\$ --	\$ --	\$ --	\$ --	\$ --	\$ --	\$ --	\$ --
County of Alameda Retention #44904	18,630	18,630	18,630	--	--	--	--	--	--	--	--	--	--
LAIF #35-01-001	3,396,482	3,396,482	3,396,482	--	--	--	--	--	--	--	--	--	--
Worker Comp/General #7150480129	1,038,391	998,571	959,027	--	--	--	--	--	--	--	--	--	--
KA WC Claims #5350210600	221,186	70,866	269,458	--	--	--	--	--	--	--	--	--	--
Subtotal, Net Cash	\$ 24,457,317	\$ 20,396,618	\$ 20,443,851	\$ --	\$ --	\$ --	\$ --	\$ --	\$ --	\$ --	\$ --	\$ --	\$ --
Morgan Stanley Smith Barney	15,458,279	15,458,279	15,458,279	--	--	--	--	--	--	--	--	--	--
Subtotal Investments	\$ 15,458,279	\$ 15,458,279	\$ 15,458,279	\$ --	\$ --	\$ --	\$ --	\$ --	\$ --	\$ --	\$ --	\$ --	\$ --
Total Cash Balance	\$ 39,915,596	\$ 35,854,897	\$ 35,902,130	\$ --	\$ --	\$ --	\$ --	\$ --	\$ --	\$ --	\$ --	\$ --	\$ --

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There was a motion to transfer \$5M cash into investments. It was moved by Dr. Kevin Collins and seconded Madeline Gabel.

Ayes: Heldman, Kinder, Kim, Chan, Hobbs, Oum, Regmi, Dela Cruz, Alahydoian, Sheikholeslami, Collins, Gabel, Duncan

Nays: None.

Abstain: None.

IX. 2021/ 22 First Quarter Investment Report

Mark Payne presented the 2020/21 1st Quarter investment report.

Time Weighted Performance Summary (Net of fees) – September 30, 2021

Total Ending Value **\$22,614,078.68**

Rolling Periods

Quarter to Date	-0.41%%
Year to Date	-0.87%
Last 12 Months	-0.71%
Last 3 Years	2.57%
Last 5 Years	1.46%
Last 10 Years	1.39%
Since 7/12/10 Inception (annualized %)	1.40%

Calendar Years

Fiscal Years

2021 YTD	-0.87%	2021-22 YTD	-0.41%
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 Dr. Kevin Collins and seconded by Jackie Kim to approve the 1st Quarter Investment Report.

Ayes: Heldman, Kinder, Kim, Chan, Hobbs, Oum, Regmi, Dela Cruz, Alahydoian, Sheikholeslami, Collins, Gabel, Duncan

Nays: None.

Abstain: None.

X. Strategic Planning

The Executive Director updated the Board on topics of discussion for the strategic plan. The meeting will be held on January 13, 2022, at the Pleasanton Marriott.

XI. Albany Endorsement

The Executive Director discussed the endorsement for Albany SELPA.

It was moved by Dr. Kevin Collins and seconded by Chris Hobbs to approve of the Albany Endorsement.

Ayes: Heldman, Kinder, Kim, Chan, Hobbs, Oum, Regmi, Dela Cruz, Alahydoian, Sheikholeslami, Collins, Gabel, Duncan

Nays: None.

Abstain: None.

XII. Delta Rate offset/ Rebate

The Executive Director discussed having a rate offset/ rebate in the dental program. The ACSIG Dental program continues to improve its net position. It was moved by Dr. Kevin Collins and seconded by Shailesh Regmi to approve the motion to have a one-month rate pass for fixed members for the month of January.

Ayes: Heldman, Kinder, Kim, Chan, Hobbs, Oum, Regmi, Dela Cruz, Alahydoian, Sheikholeslami, Collins, Gabel, Duncan

Nays: None.

Abstain: None.

Workers Compensation

XIII. Service Plan 2021/ 2022

The service team reviewed the 2021/22 Service Plan, this year the service team a service plan to better document responsibilities and timelines.

XIV. Workers Compensation Claims History

The Executive Director and Michael Clark of Keenan Associates reviewed a 3-year claims history report. As resources are dedicated to improving frequency and severity of injuries within ACSIG, it is important to review claims data to evaluate the effectiveness of programs. Through analysis, we can identify trends within the districts.

XV. Current Trends in Claims - Paras

The Executive Director and Keenan Associates discussed the current trend in claims, Paraeducators. The most dramatic trend from transitioning back to in-person learning has been from the Special Education population. ACSIG has seen extremely high numbers of paraeducator injuries and accompanying psychological claims.

XVI. Sketchers Update

ACSIG has seen a reduction of injuries since the implementation of the shoe program. The shoe program has now been expanded to include Maintenance/ Custodial/ Warehouse employees. Skechers automatically gives a 30% discount to all employees so that are able to purchase shoes with a retail value of \$90 or less.

XVII. EAP Update

The Executive Director discussed with the committee how implementation has been slow due to the current remote working environment and direct access to employees for the program introduction. Those who have utilized

the services have given very positive feedback.

XVIII. PIPS Profit Commission

The Executive Director discussed the opportunity to participate in a profit commission portion of the PIPS agreements with its reinsurers. Due to the great performance in 2014- 2017, the reinsurers are estimating a return to PIPS members. The estimate for ACSIG is \$546,925.

It was moved by Dr. Kevin Collins and seconded by Ruth Alahydoian to request our refund by check.

Ayes: Heldman, Kinder, Kim, Chan, Hobbs, Oum, Regmi, Dela Cruz, Alahydoian, Sheikholeslami, Collins, Gabel, Duncan

Nays: None.

Abstain: None.

XIX. Future Planning

XX. This meeting was adjourned by Annette Heldman at 1:20 PM