



Alameda Flex Credit Resolution: Estimated Impact Charts

A proposed Flex Credit Resolution will be considered at the April 17, 2023, Board of Retirement meeting, which will impact the retirement salary and retirement benefits of Legacy members (General and Safety Tier 1 and 2 members). PEPRAs members (General and Safety Tier 6, 7, and 8) are not impacted.

Chart 1: Opt-Out Fee Structure (CNA, CJA AVC, Courts, SPOAVC, VCDSA, VCPFA, VCPPOA, and VCSCOA)

All employees receive a flexible credit allowance. Employees who opt out of county-sponsored medical insurance are charged an opt out fee.

Chart 2: Opt-Out Allowance Structure (IUOE, Management, SEIU, UAPD, and VEA)

Employees who chose county-sponsored medical insurance receive a flexible credit allowance. Employees who opt out receive an opt-out allowance.

Chart Information

- **Section A** of the charts lists factors that impact what portion of the flex credit is pensionable.
 - Chart 1: Under the proposed resolution, the Full-Time Flex Credit minus the lesser of the opt-out fee or lowest priced medical plan will be included for retirement purposes.
 - Chart 2: Under the proposed resolution, the opt-out allowance will be included for retirement purposes.
- **Section B** of the charts list the impact to Retirement Salary
 - **Biweekly Non-pensionable** is the portion of the flex credit that will no longer be included in retirement salary if the resolution is passed. Once changes have been implemented by your employer, you will no longer pay contributions on this amount and this amount will no longer be included in your retirement salary when calculating your retirement benefit.
 - **Biweekly Pensionable** is the portion of the flex credit that will be included in retirement salary if the resolution is passed. You will continue to pay retirement contributions on this amount and it will continue to be included in your retirement salary when calculating your retirement benefit.
 - **Monthly VCERA Salary Change** is the estimated decrease in monthly salary used to calculate your retirement benefit. If you subtract this amount from your current monthly salary, you can enter the result in the VCERA pension calculator at <https://www.vcera.org/post/legacy-pension-calculator> to estimate your reduced retirement benefit.
- **Section C** of the charts lists the estimated impact to your monthly retirement benefit per year of service for three different retirement ages. Multiply the amount in the chart by your years of retirement service to estimate the reduction to your retirement benefit.

Disclaimer: These charts are simplified to explain the estimated impact of the flex credit resolution. At retirement, a member's final average compensation measurement period is likely to contain multiple flex credit amounts and may span across both the prior and new methods. Members should contact VCERA to request a retirement benefit estimate if they are nearing retirement rather than relying on the information contained in these charts. VCERA does not recommend members make retirement decisions based solely on these charts.

Opt-Out Fee Structure (1)

Estimated Impact Based on 2023 Rates

Tier and Bargaining Units		A- Factors affecting what is pensionable			B- Retirement Salary Impact			C- Retirement Benefit Impact		
		Full-Time Flex Credit	Opt-Out Fee	Lowest Priced Medical Plan	Biweekly Non-pensionable	Biweekly Pensionable	Monthly VCERA Salary Change	Monthly decrease per service year multiply by Years of Service		
								Age 50	Age 52	Age 55
Safety Tier 1	VCDSA	\$582.00	\$352.06	\$206.68	\$206.68	\$375.32	(\$447.81)	(\$8.96)	(\$9.92)	(\$11.73)
	VCPFA	\$532.00	\$352.06	\$244.42	\$244.42	\$287.58	(\$529.58)	(\$10.59)	(\$11.74)	(\$13.87)
	VCPPOA Probation	\$557.00	\$352.06	\$333.79	\$333.79	\$223.21	(\$723.21)	(\$14.46)	(\$16.03)	(\$18.95)
	VCPPOA Patrol	\$497.00	\$352.06	\$333.79	\$333.79	\$163.21	(\$723.21)	(\$14.46)	(\$16.03)	(\$18.95)
	MGMT	\$497.00	\$352.06	\$333.79	\$333.79	\$163.21	(\$723.21)	(\$14.46)	(\$16.03)	(\$18.95)
	VCSCOA	\$482.00	\$352.06	\$333.79	\$333.79	\$148.21	(\$723.21)	(\$14.46)	(\$16.03)	(\$18.95)
	SPOAVC	\$472.00	\$352.06	\$333.79	\$333.79	\$138.21	(\$723.21)	(\$14.46)	(\$16.03)	(\$18.95)
								Age 55	Age 60	Age 65
General Tier 2	CNA, CJA AVC	\$597.00	\$352.06	\$333.79	\$333.79	\$263.21	(\$723.21)	(\$10.80)	(\$13.86)	(\$17.59)
	IUOE, MGMT, SEIU, UAPD, APCD	\$497.00	\$352.06	\$333.79	\$333.79	\$163.21	(\$723.21)	(\$10.80)	(\$13.86)	(\$17.59)
	SPOAVC	\$472.00	\$352.06	\$333.79	\$333.79	\$138.21	(\$723.21)	(\$10.80)	(\$13.86)	(\$17.59)
	Courts- Non-SEIU	\$700.00	\$352.06	\$333.79	\$333.79	\$366.21	(\$723.21)	(\$10.80)	(\$13.86)	(\$17.59)
	Courts- SEIU	\$497.00	\$352.06	\$333.79	\$333.79	\$163.21	(\$723.21)	(\$10.80)	(\$13.86)	(\$17.59)
	VCSCOA	\$482.00	\$352.06	\$333.79	\$333.79	\$148.21	(\$723.21)	(\$10.80)	(\$13.86)	(\$17.59)
	VEA	\$632.00	\$352.06	\$333.79	\$333.79	\$298.21	(\$723.21)	(\$10.80)	(\$13.86)	(\$17.59)
	VCPPOA Probation	\$557.00	\$352.06	\$333.79	\$333.79	\$223.21	(\$723.21)	(\$10.80)	(\$13.86)	(\$17.59)
	VCPPOA Patrol	\$497.00	\$352.06	\$244.42	\$244.42	\$252.58	(\$529.58)	(\$7.91)	(\$10.15)	(\$12.88)
	VCPFA	\$532.00	\$352.06	\$244.42	\$244.42	\$287.58	(\$529.58)	(\$7.91)	(\$10.15)	(\$12.88)
VCDSA	\$582.00	\$352.06	\$206.68	\$206.68	\$375.32	(\$447.81)	(\$6.69)	(\$8.58)	(\$10.89)	
								Age 55	Age 60	Age 65
General Tier 1	CNA, CJA AVC	\$597.00	\$352.06	\$333.79	\$333.79	\$263.21	(\$723.21)	(\$12.06)	(\$15.78)	(\$18.88)
	IUOE, MGMT, SEIU, UAPD, APCD	\$497.00	\$352.06	\$333.79	\$333.79	\$163.21	(\$723.21)	(\$12.06)	(\$15.78)	(\$18.88)
	SPOAVC	\$472.00	\$352.06	\$333.79	\$333.79	\$138.21	(\$723.21)	(\$12.06)	(\$15.78)	(\$18.88)
	Courts- Non-SEIU	\$700.00	\$352.06	\$333.79	\$333.79	\$366.21	(\$723.21)	(\$12.06)	(\$15.78)	(\$18.88)
	Courts- SEIU	\$497.00	\$352.06	\$333.79	\$333.79	\$163.21	(\$723.21)	(\$12.06)	(\$15.78)	(\$18.88)
	VCSCOA	\$482.00	\$352.06	\$333.79	\$333.79	\$148.21	(\$723.21)	(\$12.06)	(\$15.78)	(\$18.88)
	VEA	\$632.00	\$352.06	\$333.79	\$333.79	\$298.21	(\$723.21)	(\$12.06)	(\$15.78)	(\$18.88)
	VCPPOA Probation	\$557.00	\$352.06	\$333.79	\$333.79	\$223.21	(\$723.21)	(\$12.06)	(\$15.78)	(\$18.88)
	VCPPOA Patrol	\$497.00	\$352.06	\$244.42	\$244.42	\$252.58	(\$529.58)	(\$8.83)	(\$11.56)	(\$13.83)
	VCPFA	\$532.00	\$352.06	\$244.42	\$244.42	\$287.58	(\$529.58)	(\$8.83)	(\$11.56)	(\$13.83)
VCDSA	\$582.00	\$352.06	\$206.68	\$206.68	\$375.32	(\$447.81)	(\$7.46)	(\$9.77)	(\$11.69)	

Opt-Out Allowance Structure (2)

Estimated Impact Based on 2023 Rates

Tier and Bargaining Units		A- Factors affecting what is pensionable		B- Retirement Salary Impact			C- Retirement Benefit Impact		
		Full-Time Flex Credit	Opt-Out Allowance	Non-pensionable Biweekly	Pensionable Biweekly	Monthly VCERA Salary Change	Monthly decrease per service year- multiply by Years of Service		
							Age 50	Age 52	Age 55
Safety Tier 1	MGMT	\$497.00	\$145.00	\$352.00	\$145.00	(\$762.67)	(\$15.25)	(\$16.90)	(\$19.98)
	VCDSA	\$582.00	\$229.94	\$352.06	\$229.94	(\$762.80)	(\$15.26)	(\$16.90)	(\$19.99)
	VCPFA	\$532.00	\$179.94	\$352.06	\$179.94	(\$762.80)	(\$15.26)	(\$16.90)	(\$19.99)
	VCPPOA PROBATION	\$557.00	\$204.94	\$352.06	\$204.94	(\$762.80)	(\$15.26)	(\$16.90)	(\$19.99)
	VCPPOA PATROL	\$497.00	\$144.94	\$352.06	\$144.94	(\$762.80)	(\$15.26)	(\$16.90)	(\$19.99)
	VCSCOA	\$482.00	\$129.94	\$352.06	\$129.94	(\$762.80)	(\$15.26)	(\$16.90)	(\$19.99)
	SPOAVC	\$472.00	\$119.94	\$352.06	\$119.94	(\$762.80)	(\$15.26)	(\$16.90)	(\$19.99)
							Age 55	Age 60	Age 65
General Tier 2	IUOE, MGMT, SEIU, UAPD, VCERA MGMT	\$497.00	\$145.00	\$352.00	\$145.00	(\$762.67)	(\$11.39)	(\$14.62)	(\$18.55)
	VEA	\$632.00	\$279.94	\$352.06	\$279.94	(\$762.80)	(\$11.39)	(\$14.62)	(\$18.55)
	CNA, CJA AVC	\$597.00	\$244.94	\$352.06	\$244.94	(\$762.80)	(\$11.39)	(\$14.62)	(\$18.55)
	SPOAVC	\$472.00	\$119.94	\$352.06	\$119.94	(\$762.80)	(\$11.39)	(\$14.62)	(\$18.55)
	COURTS MGMT, COURTS COMM	\$700.00	\$347.94	\$352.06	\$347.94	(\$762.80)	(\$11.39)	(\$14.62)	(\$18.55)
	COURTS SEIU, APCD MGMT, VCPPOA PATROL	\$497.00	\$144.94	\$352.06	\$144.94	(\$762.80)	(\$11.39)	(\$14.62)	(\$18.55)
	VCPPOA PROBATION	\$557.00	\$204.94	\$352.06	\$204.94	(\$762.80)	(\$11.39)	(\$14.62)	(\$18.55)
	VCSCOA	\$482.00	\$129.94	\$352.06	\$129.94	(\$762.80)	(\$11.39)	(\$14.62)	(\$18.55)
	VCPFA	\$532.00	\$179.94	\$352.06	\$179.94	(\$762.80)	(\$11.39)	(\$14.62)	(\$18.55)
	VCDSA	\$582.00	\$229.94	\$352.06	\$229.94	(\$762.80)	(\$11.39)	(\$14.62)	(\$18.55)
							Age 55	Age 60	Age 65
General Tier 1	IUOE, MGMT, SEIU, UAPD, VCERA MGMT	\$497.00	\$145.00	\$352.00	\$145.00	(\$762.67)	(\$12.71)	(\$16.64)	(\$19.91)
	VEA	\$632.00	\$279.94	\$352.06	\$279.94	(\$762.80)	(\$12.72)	(\$16.64)	(\$19.92)
	CNA, CJA AVC	\$597.00	\$244.94	\$352.06	\$244.94	(\$762.80)	(\$12.72)	(\$16.64)	(\$19.92)
	SPOAVC	\$472.00	\$119.94	\$352.06	\$119.94	(\$762.80)	(\$12.72)	(\$16.64)	(\$19.92)
	COURTS MGMT, COURTS COMM	\$700.00	\$347.94	\$352.06	\$347.94	(\$762.80)	(\$12.72)	(\$16.64)	(\$19.92)
	COURTS SEIU, APCD MGMT, VCPPOA PATROL	\$497.00	\$144.94	\$352.06	\$144.94	(\$762.80)	(\$12.72)	(\$16.64)	(\$19.92)
	VCPPOA PROBATION	\$557.00	\$204.94	\$352.06	\$204.94	(\$762.80)	(\$12.72)	(\$16.64)	(\$19.92)
	VCSCOA	\$482.00	\$129.94	\$352.06	\$129.94	(\$762.80)	(\$12.72)	(\$16.64)	(\$19.92)
	VCPFA	\$532.00	\$179.94	\$352.06	\$179.94	(\$762.80)	(\$12.72)	(\$16.64)	(\$19.92)
	VCDSA	\$582.00	\$229.94	\$352.06	\$229.94	(\$762.80)	(\$12.72)	(\$16.64)	(\$19.92)

Disclaimer:

The unions/groups highlighted in green have adopted the new Opt-Out Allowance structure in their MOAs. The ones highlighted in yellow have not yet adopted the new structure, and therefore the Opt-Out Allowance column is estimated based on the assumption that the new allowance is the Flex Credit minus the Opt-Out Fee.