



Alameda Flex Credit Resolution: 2023 Impact Charts

On April 17, 2023, the VCERA Board of Retirement passed an “Alameda Exclusions Resolution,” which impacts 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 (Courts)

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

Chart 2: Opt-Out Allowance Structure (County of Ventura, Air Pollution Control District, VCERA)

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: The Full-Time Flex Credit minus the lesser of the opt-out fee or lowest priced medical plan is included for retirement purposes.
 - Chart 2: The opt-out allowance is 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 is no longer be included in retirement salary if the resolution is passed. 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 is included in retirement salary. 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 decrease in monthly salary used to calculate your retirement benefit, compared to what was used previously.
- **Section C** of the charts lists the estimated impact on 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 as a result of this change.

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)
Impact Based on Rates as of July 1, 2023

		A - Factors affecting what is pensionable			B - Retirement Salary Impact			C - Retirement Benefit Impact		
Tier and Bargaining Units		Full-Time Flex Credit	Opt-Out Fee	Lowest Priced Medical Plan	Non-pensionable Biweekly	Pensionable Biweekly	Monthly VCERA Salary Change	Monthly decrease per service year (multiply by Years of Service)		
								Age 55	Age 60	Age 65
General Tier 2	Courts- Management and Commissioners	\$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)
								Age 55	Age 60	Age 65
General Tier 1	Courts- Management and Commissioners	\$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)

Opt-Out Allowance Structure (2)

Impact Based on Rates as of July 1, 2023

		A - Factors affecting what is pensionable		B - Retirement Salary Impact			C - Retirement Benefit Impact		
Tier and Bargaining Units		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, VCPPOA PATROL	\$497.00	\$145.00	\$352.00	\$145.00	(\$762.67)	(\$15.25)	(\$16.90)	(\$19.98)
	VCPPOA PROBATION	\$557.00	\$205.00	\$352.00	\$205.00	(\$762.67)	(\$15.25)	(\$16.90)	(\$19.98)
	VCSCOA	\$482.00	\$130.00	\$352.00	\$130.00	(\$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)
	SPOAVC	\$472.00	\$120.00	\$352.00	\$120.00	(\$762.67)	(\$15.25)	(\$16.90)	(\$19.98)
							Age 55	Age 60	Age 65
General Tier 2	APCD MGMT, IUOE, MGMT, SEIU, UAPD, VCERA MGMT, VCPPOA PATROL	\$497.00	\$145.00	\$352.00	\$145.00	(\$762.67)	(\$11.39)	(\$14.62)	(\$18.55)
	CNA, VEA	\$632.00	\$279.94	\$352.06	\$279.94	(\$762.80)	(\$11.39)	(\$14.62)	(\$18.55)
	CJAAVC	\$597.00	\$245.00	\$352.00	\$245.00	(\$762.67)	(\$11.39)	(\$14.62)	(\$18.55)
	SPOAVC	\$472.00	\$120.00	\$352.00	\$120.00	(\$762.67)	(\$11.39)	(\$14.62)	(\$18.55)
	VCDSA	\$582.00	\$229.94	\$352.06	\$229.94	(\$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)
	VCPPOA PROBATION	\$557.00	\$205.00	\$352.00	\$205.00	(\$762.67)	(\$11.39)	(\$14.62)	(\$18.55)
VCSCOA	\$482.00	\$130.00	\$352.00	\$130.00	(\$762.67)	(\$11.39)	(\$14.62)	(\$18.55)	
							Age 55	Age 60	Age 65
General Tier 1	APCD MGMT, IUOE, MGMT, SEIU, UAPD, VCERA MGMT, VCPPOA PATROL	\$497.00	\$145.00	\$352.00	\$145.00	(\$762.67)	(\$12.71)	(\$16.64)	(\$19.91)
	CNA, VEA	\$632.00	\$279.94	\$352.06	\$279.94	(\$762.80)	(\$12.72)	(\$16.64)	(\$19.92)
	SPOAVC	\$472.00	\$120.00	\$352.00	\$120.00	(\$762.67)	(\$12.71)	(\$16.64)	(\$19.91)
	VCDSA	\$582.00	\$229.94	\$352.06	\$229.94	(\$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)
	VCPPOA PROBATION	\$557.00	\$205.00	\$352.00	\$205.00	(\$762.67)	(\$12.71)	(\$16.64)	(\$19.91)
	VCSCOA	\$482.00	\$130.00	\$352.00	\$130.00	(\$762.67)	(\$12.71)	(\$16.64)	(\$19.91)