December 18, 2023

Board of Retirement
Ventura County Employees' Retirement Association
1190 South Victoria Avenue, Suite 200
Ventura, CA 93003

SUBJECT: ALAMEDA IMPLEMENTATION STATUS REPORT DATED DECEMBER 18, 2023

Dear Board Members:

Background
Staff are working to implement the July 30, 2020, California Supreme Decision, Alameda County Deputy Sheriffs' Association v. Alameda County Employees' Retirement Association (2020) 9 Cal.5th 1032, 1070 ("*Alameda*"), based on the latest direction received from the Board of Retirement on April 17, 2023.

Summary & Highlights
The VPAC team includes several VCERA staff, plus coordination with the following partners:
-   County of Ventura – providing calculations for excluded & situational pay codes, as well as partial assistance w/flex credits
-   MBS – providing tool development & flex credit calculations
-   Simpler Systems – providing reporting tool

Four fixed-term positions (one office assistant, two benefit specialists, and one business analyst) have been budgeted to help increase staffing resources for the *Alameda* implementation project. Interviews have been conducted for all four positions and selections will be made soon. We anticipate start dates in January and then training will commence.

The County has reviewed the additional tasks needed for the flex credit calculations and produced a rough timeline through June of 2024 to complete this and the other remaining tasks. This has been incorporated into the latest project plan.

VCERA has contracted with MBS to provide the additional calculations needed outside of the V3 pension administration system for flex credits and interest. Since the last status report, the

technical setup for MBS was completed and they started working on the assigned tasks. They are now working on task #3 out of about 25 total steps.

Once the corrected data is loaded into V3, VCERA staff will perform several steps to update individual member accounts (retiree benefits and contribution refund processing). In order to speed up some of that processing, VCERA has engaged the system vendor Vitech to make some system enhancements that are currently under development and in testing. There are currently 6 items in the queue for Vitech; one is in testing, one is expected to be delivered for testing soon, one is in development, two are not started (but less critical), and the final one is a 6-part item of which 4 parts are in testing, 1 part is in development, and 1 part is not started yet.

Staff determined that some historical data review and spreadsheet modifications are needed to perform the manual calculations for VRSD members, so the actual calculations will not begin until January.

Staff met with Simpler Systems to provide an overview of the V3 system and key datasets. Next steps include meeting with the vendor to provide more information on the database and to drill down into more detail on each major dataset.

Staff are working on some additional communications regarding the status of the *Alameda* implementation and some clarification on the change to the County's flexible credit allowance structure and how that was impacted by *Alameda*.

Estimated Project Timeline & Budget
The project timeline has been adjusted to reflect the following:
- More time needed by Vitech to develop the requested system enhancements
- The County's rough estimate for the portion of work they will perform on flex credits
- The likely timing of training new staff based on the status of the recruitments
- The projected end date for MBS based on the delay due to the initial technical setup
- An adjusted start date for the VRSD manual corrections due to year end bandwidth

All of the above adjustments were made to Phase 1. Phase 2 will be adjusted as needed once more progress has been made and additional elements are known.

Year	Months	Task	Assigned	Status
Phase 1: Calculate pensionable earnings & member contributions				
2023	May – June	Planning	VCERA	Completed
2023	May – June	Stop Contributions	County	Completed
2023	July – **June**	Correction Files Format/Workflow **& Flex Credit Calcs**	County	In Progress
2023-**24**	July – **Mar** +	System Enhancements	Vitech	In Progress
2023-**24**	July – **Jan**	Data Cleanup & Prep Tasks	VCERA/County	In Progress
2023-**24**	Sep – Dec + **Jan – Mar**	Recruit **& Onboard/Train Staff**	VCERA	In Progress

2023-24	Sep – June +	Queries/Reporting	Simpler Systems	In Progress
2023-24	Nov – **Sep** +	Tools Dev/Flex Credit Calcs	MBS/Consultants	In Progress
2024	**Jan** – Mar	VRSD Corrections (manual)	VCERA	
2024	Jan – **June** +	Send Correction Files	County	
2024	Jan – Mar	Test & Verify System Enhancements	VCERA IT & Ops	
2024	Apr – Sep	Review/Test Tools & Corrections	VCERA IT & Ops	
Phase 2: Calculate retirement benefits & process refunds w/interest				
2024	Sep – Dec	Perform Calcs/Pay Refunds & Rollovers	VCERA	
2025	Jan – Sep +			

+ indicates a task that may continue further to completion

Items in bold have been updated since the prior status report.

DISCLAIMER: This timeline is an estimate based on initial review of the project scope. Actual timeline may fluctuate due to factors including resources, vendor timelines, processing complexity, and unanticipated priorities. Updates to this estimated timeline will be published as more information becomes available.

RECOMMENDATION: RECEIVE & FILE ALAMEDA IMPLEMENTATION STATUS REPORT DATED DECEMBER 18, 2023

VCERA staff will be pleased to respond to any questions you may have on this matter at the December 18, 2023, Business & Disability Meeting.

Sincerely,

Amy Herron
Chief Operations Officer