



**EMPLOYMENT RISK MANAGEMENT AUTHORITY (ERMA)
BOARD OF DIRECTORS MEETING
AGENDA**

**Tuesday, June 11, 2019
10:00 a.m.**

**PARSAC
1525 Response Road, Suite 1
Sacramento, CA 95815
(916) 927-7727**

In compliance with the Americans with Disabilities Act, if you need a disability-related modification or accommodation to participate in this meeting, please contact Jennifer Jobe at (916) 244-1141 or (916) 244-1199 (fax). Requests must be made as early as possible, and at least one full business day before the start of the meeting.

Documents and materials relating to an open session agenda item that are provided to the ERMA Board of Directors less than 72 hours prior to a regular meeting will be available for public inspection at 1750 Creekside Oaks Dr., Suite 200, Sacramento, CA 95833.

<u>Page</u>	1. CALL TO ORDER
	2. INTRODUCTIONS
	3. STAFFING UPDATE
	4. APPROVAL OF AGENDA AS POSTED (OR AMENDED)
	5. PUBLIC COMMENTS - This time is reserved for members of the public to address the Board relative to matters of ERMA not on the agenda. No action may be taken on non-agenda items unless authorized by law. Comments will be limited to five minutes per person and twenty minutes in total.
4	6. CONSENT CALENDAR If a Board member would like to discuss any item listed, it may be pulled from the Consent Calendar.
5	*A. Minutes of April 30, 2019, Board of Directors Meeting and Summary of Action Items
17	*B. General Warrants from April 16, 2019, through May 31, 2019
18	*C. Claims Payments from April 16, 2019, through May 31, 2019

19 *D. Petty Cash Statement from April 16, 2019, through May 31, 2019

20 *E. Treasurer's Report as of March 31, 2019

50 *F. Internal Financial Statements as of March 31, 2019

55 *G. AGRiP Governance & Leadership Conference Report

56 *H. Memorandum of Coverage for the 2019/20 Program Year

Recommendation: Approval of the Consent Calendar.

86 **7. CLAIMS MATTERS**

A. Pursuant to Government Code Section 54956.95(a), the Board of Directors will recess to closed session to discuss the following claims:

- Aldoud v. City of Adelanto
- Tisdale v. City of Adelanto
- Newman v. City of Rialto

B. Report from Closed Session

Pursuant to Government Code 54957.1, the Board of Directors must report in open session any action, or lack thereof, taken in closed session.

8. ELECTION OF OFFICERS FOR THE 2019/20 and 2020/21 PROGRAM YEARS

A. Nomination and Election of President

B. Nomination and Election of Vice President

C. Nomination and Election of Treasurer

9. ADMINISTRATIVE MATTERS

87 A. 2019/20 Goals and Objectives Update

Recommendation: None

88 *B. Claims Audit Prepared by Tim Farley

Recommendation: Staff recommends the Board of Directors accept and file the Employment Practices Liability Claims Audit Report.

103 C. Request for Proposal for Board and Coverage Counsel Services

Recommendation: Staff recommends the Board of Directors approve the formation of an ad hoc committee to select Board and Coverage Counsel and direct the committee to provide a recommendation at the November 4, 2019, meeting.

10. COVERAGE MATTERS

104 *A. Discussion and Action Regarding Excess Coverage for the 2019/20 Program Year

Recommendation: Staff recommends the Board of Directors authorize binding excess coverage through RSUI for the 2019/20 Program Year with the same terms and limits as expiring.

- 114 *B. Update Regarding the City of Adelanto's (PERMA) Termination of Participation as a Member of ERMA

Recommendation: Staff recommends the Board of Directors provide direction.

- 118 *C. Request from the Central Marin Fire Authority (BCJPIA) to Reduce Self-Insured Retention

Recommendation: Staff recommends the Board of Directors approve the request from the Central Marin Fire Authority to reduce their self-insured retention from \$250,000 to \$100,000, effective July 1, 2019.

11. FINANCIAL MATTERS

- 121 *A. Proposed Administrative and Operating Budget for the 2019/20 Program Year

Recommendation: Staff recommends the Board of Directors approve the 2019/20 Proposed Operating Budget at the 80% Confidence Level.

- 144 *B. Review of Annual Retrospective Adjustment Calculation

Recommendation: Staff recommends the Board of Directors approve a dividend release in the amount of \$3,000,000. Staff further recommends that program year 2011/12 be formally closed.

12. TRAINING/LOSS PREVENTION MATTERS

- 147 A. Risk Assessment Update – Oakland Housing Authority

Recommendation: None

- 148 *B. Ad Hoc Training Committee Update

Recommendation: None

13. CLOSING COMMENTS

This time is reserved for comments by the Board of Directors members and staff and to identify matters for future Board of Directors business.

A. Board of Directors

B. Staff

14. ADJOURNMENT

NOTICES:

- The next Board of Directors meeting will be held on November 4, 2019, at a time and location to be determined in Sacramento, CA.

CONSENT CALENDAR

SUBJECT: Consent Calendar

BACKGROUND AND STATUS:

The Consent Calendar consists of items that require approval or acceptance but are self-explanatory and require no discussion. If the Board would like to discuss any item listed, it may be pulled from the Consent Calendar.

RECOMMENDATION:

Approval of the Consent Calendar.

REFERENCE MATERIALS ATTACHED:

- A. Minutes of April 30, 2019, Board of Directors Meeting and Summary of Action Items
- B. Treasurer's Report as of March 31, 2019
- C. General Warrants from April 16, 2019, through May 31, 2019
- D. Claims Payments from April 16, 2019, through May 31, 2019
- E. Petty Cash Statement from April 16, 2019, through May 31, 2019
- F. AGRiP Governance & Leadership Conference Report
- G. Memorandum of Coverage for the 2019/20 Program Year

EMPLOYMENT RISK MANAGEMENT AUTHORITY (ERMA)

MINUTES OF THE BOARD OF DIRECTORS MEETING OF APRIL 30, 2019

A regular meeting of the Board of Directors of ERMA was held on April 30, 2019, at the York office in Sacramento, CA.

BOARD MEMBERS PRESENT: Scott Ellerbrock, President, PERMA
John Gillison, Vice President, PARSAC
Truc Dever, Treasurer, VCJPA
Stuart Schillinger, BCJPIA
Robert Thompson, CalTIP
Sean Scully, CSJVRMA (*arrived during item 6.A*)
Don White, ERMAC
Brett Miller, MBASIA (*arrived during item 6.A*)
Linda Cox, MPA
John Duckett, SCORE

BOARD MEMBERS ABSENT: Charlene Calica, CCCHA
Artesia Dupree, OHA

ALTERNATE MEMBERS PRESENT: Kin Ong, PARSAC
Deneen Proctor, CSJVRMA (*arrived during item 6.A*)
Nataline Jindoian, CCCHA

ALTERNATE MEMBERS ABSENT: Kerry Trost, PERMA
Jamie Scott, VCJPA
Todd Cusimano, BCJPIA
George Fink, CalTIP
Jamie Goldstein, MBASIA
Tracy Robinson, MPA
Drew Felder, OHA
Roger Carroll, SCORE

OTHERS PRESENT: Jennifer Jobe, Executive Director
Yahaira Martinez, Assistant Executive Director
Nancy Broadhurst, Finance Manager
Chee Xiong, Senior Accountant
Greg O'Dea, General Counsel
Kathy Maylin, Litigation Manager
Mona Nicolae, Litigation Analyst
Jaesa McCulligan, BCJPIA (*arrived during item 6.A*)
Chrissy Mack, CalTIP/VCJPA
Jeanette Workman, CSJVRMA
Marcus Beverly, SCORE/ERMAC
Derek Burkhalter, Bickmore Actuarial

Roger Duffield, in2vate
Seth Cole, Alliant Insurance Services
Cepideh Roufougar, Jackson Lewis
Suzanne Solomon, Liebert Cassidy Whitmore

1. CALL TO ORDER

The April 30, 2019, Board of Directors meeting was called to order at 9:02 a.m., by President Scott Ellerbrock.

2. INTRODUCTIONS

A majority of the members were present constituting a quorum.

3. APPROVAL OF AGENDA AS POSTED (OR AMENDED)

John Gillison moved to approve the agenda as amended; seconded by Truc Dever. The motion passed unanimously.

4. PUBLIC COMMENTS

None

5. CONSENT CALENDAR

Truc Dever moved to approve/accept the following items: A) Minutes of February 8, 2019, Board of Directors Meeting and Summary of Action Items; B) General Warrants from January 1, 2019, through April 15, 2019; C) Claims Payments from January 1, 2019, through, April 30, 2019; D) Petty Cash Statement from January 1, 2019, through April 15, 2019; seconded by Don White. The motion passed unanimously.

6. PRESENTATIONS

A. in2vate Program Update

Roger Duffield, President of in2vate, presented an overview of the services provided by in2vate, which include online training, bulletins, and the employee protection line. He also presented an overview of new features and services that include expanded training content and trainings provided in Spanish.

7. FINANCIAL MATTERS

A. Actuarial Study and Rates for the 2019/20 Program Year

Derek Burkhalter, Bickmore Actuarial, presented the actuarial report, specifically noting two components: 1) review of the ultimate loss estimates as of June 30, 2019; and 2) forecasting analysis to determine the funding rates for the 2019/20 program year.

Mr. Burkhalter noted the following in his presentation:

- At the expected confidence level, ERMA is projected to have a surplus of \$14,130,000 as of June 30, 2019, and a surplus of \$8,188,000 at the 90% confidence level;
- The total estimated liability for outstanding claims is \$13,595,000 as of June 30, 2019;
- Actual incurred development was \$264,000 less than anticipated since the prior report, mainly due to favorable development in four of the most recent accident years; and
- The pooling rate required to collect at the 80% confidence level for the upcoming 2019/20 Program Year at the \$50,000 retention is 0.503; a 5.5% increase from the rate used in the 2018/19 Operating Budget.

John Gillison moved to accept and file the Actuarial Study for the 2019/20 Program Year; seconded by Linda Cox. The motion passed unanimously.

B. Review and Approval of Administrative and Operating Budget for the 2019/20 Program Year

Nancy Broadhurst reviewed the Proposed 2019/20 Budget featuring funding at the 80% confidence level (CL), the same CL used in the 2018/19 Approved Budget. Ms. Broadhurst advised the 2019/20 Budget represents an overall increase of 9.3%, or \$662,559 over the 2018/19 Approved Budget. She noted two primary drivers to the overall increase; 6.6% increase in payroll and 5.5% increase in the funding rate, and reviewed various administration line items and member additions and withdrawals. One change of note is the 91% increase in the Customized Training/Workshops line item due to the additional 20 sessions to the overall training budget.

A question was posed regarding the continued use of the 2% discount rate, and Ms. Broadhurst advised she discussed the issue with Lesley Murphy, ERMA's investment manager, and they may recommend increasing the rate to 2.25% for the 2020/21 program year.

Linda Cox moved to approve the 2019/20 Proposed Operating Budget at an 80% Confidence Level; seconded by Sean Scully. The motion passed unanimously.

C. Review of Annual Retrospective Adjustment Calculation

Ms. Broadhurst reported that historically, ERMA considered the annual retrospective adjustment calculation each year at the April Board meeting, using the program year equity balances as of March 31st as these numbers include the actuary's revalued reserves. From 2004, through 2008, this timeframe was necessary in order for the Board to approve assessments prior to year-end so the additional contribution could be budgeted by the JPA's and cities. Although the turn-around time to produce the March 31st financials by the April Board meeting was difficult, the calculation continued to be produced for that meeting in subsequent years when assessments were no longer necessary.

Ms. Broadhurst advised more recently, with the change in the agenda packet being distributed two weeks prior to the meeting rather than one week prior, it has become difficult to produce the financial statements in time to perform the calculation. In May 2018, the Board discussed changes to the Financial Stability Plan to incorporate the Budget Control Provision, and the Plan was amended to change the Retrospective Adjustment Process section to note the process would be considered at the June Board meeting rather than in April. Staff agreed to continue to provide a preliminary indication of the results of the calculation at the April Board meeting.

Ms. Broadhurst reviewed the results of the preliminary calculation, which were included in the agenda for the Board's review. She advised the results reveal a net dividend in the amount of \$7.3 million could be available for release in June 2019, and will be presented to the Board for review and consideration at the next meeting.

8. LITIGATION MATTERS

A. Report from Kathy Maylin, Litigation Manager

Kathy Maylin, Litigation Manager, reported at the February meeting, the Board requested a timeline of the appeals process be provided in April. Included in the agenda was a timeline of the Appeals Process; both the current process and the proposed, which she reviewed with the Board.

Ms. Maylin reminded the Board of the importance of members' risk practices to focus on claim prevention through education and training. She stated recently, staff disseminated two legal alerts and requested they be forwarded to human resources staff and department heads at the agencies due to the importance of the information contained within each bulletin. Staff will be reaching out to the JPA managers in an effort to ensure the legal alerts and other important information reaches the appropriate people at the member agencies.

9. ADMINISTRATIVE MATTERS

A. ERMA 20th Annual Workshop

Jennifer Jobe, Executive Director, reported the proposed dates for the 2020 Annual Workshop are Thursday, February 6, and Friday, February 7. Staff solicited a proposal from the Dream Inn as well as Wine & Roses. The proposed 2020 rates for the Dream Inn are \$189/night plus tax, and \$194/night plus tax for Wine & Roses. Ms. Jobe requested feedback from the Board as to whether additional proposals should be solicited from alternate venues. Upon discussion, the Board agreed they wish to return to the Dream Inn for the 2020 Annual Workshop.

President Ellerbrock directed staff to execute a contract with the Dream Inn for the 2020 Annual Workshop.

B. Draft Resolution Establishing Meeting Dates for the 2019/20 Program Year

Ms. Jobe presented a Draft Resolution Establishing Proposed Meeting Dates for the 2019/20 program year as follows: Monday, November 4, 2020; Thursday and Friday, February 6 & 7, 2020 (Annual Workshop/Board Meeting); Tuesday, April 28, 2020; and Tuesday, June 9, 2020.

A discussion ensued regarding the start time of meetings and the Board concluded times will be determined at a later date and based upon agenda content. For meetings with a more robust agenda, the Board agreed a 9:00 a.m., start time is warranted, while a 10:00 a.m. start time will be more convenient for member travel schedules.

Truc Dever moved to approve the Draft Resolution Establishing Meeting Dates for the 2019/20 Program Year, as amended to remove the meeting start times; seconded by Linda Cox. The motion passed unanimously.

C. Proposed Amendments to Bylaws

Greg O'Dea, Board Counsel, stated at the February 2019 Annual Workshop, the Board was presented with a summary of proposed changes to the Bylaws. He advised the proposed changes are to Article III: Definitions and Article XIV: Billings. The changes require Members to satisfy all costs arising under the Retained Limit, such as defense fees; investigation fees; expert costs; vendor costs and related costs to ensure that ERMA's partners and vendors are compensated by Members for the cost incurred within the Retained Limit.

Linda Cox moved to approve the Bylaws, as amended, effective April 30, 2019; seconded by Don White. The motion passed unanimously.

D. Proposed Amendments to 2019/20 Memorandum of Coverage

Mr. O'Dea reported proposed changes to the Memorandum of Coverage (MOC) for the 2019/20 program year were presented to the Board at the February Board meeting. He reviewed the changes to Section VII – Conditions, Item 7, stating the changes would reduce the time to appeal a coverage decision from 60 days to 30 calendar days in order to promote a prompt resolution of coverage dispute and for consistency with the 30 day period for appeal of other staff decisions. The proposed changes would also reduce the time period between the Board's decision and a request for arbitration from 90 days to 30 days in order to promote a prompt resolution of the coverage dispute.

A discussion ensued regarding the timelines and the Board agreed to making the proposed changes to the MOC with the addition of language providing the Program Administrator the discretion to extend the deadline to appeal by an additional 30 days.

John Duckett moved to approve the Memorandum of Coverage as presented with the addition of language providing the Program Administrator the discretion to extend the deadline to appeal by an additional 30 days; seconded by Linda Cox. The motion passed unanimously.

E. Proposed Amendments to 2019/20 Master Program Document

Mr. O'Dea reported the proposed changes to the Master Program Document (MPD) for the 2019/20 program year were presented to the Board at the February Board meeting. He reviewed the changes to the document as follow:

- Article II: Coverage, Section 5. Retained Limits – this change would require members to satisfy all costs arising under the Retained Limit, such as defense fees; investigation fees; expert costs; vendor costs; and related costs to ensure that ERMA's partners and vendors are compensated by Members for the cost incurred within the Retained Limit.
- Article IV: Administration, Section 5. Litigation Manager – this change would increase the Litigation Manager's settlement authority to \$100,000 per claimant, not per claim.
- Article VI: Claims Administration, Section E. Disputes Regarding Management of a Claim – this change establishes 30 calendar days of a Member's appeal of staff decision.
- Article V: Participation, Section 2, Payment of Premiums and Other Charges – this change establishes that failure to pay defense and related costs included but not limited to attorney's fees, investigation costs, expert costs, vendor costs and other related costs incurred within the Member's SIR, may result in expulsion from ERMA.
- Article V: Participation, Section D. Termination of Participation – this change establishes nonpayment or habitual late payment of defense and related costs as a reason for termination of future participation.

- Article VI: Claims Administration, Section E. Disputes Regarding Management of a Claim – this change provides the alternative that the appeal may be heard at the next Board or Executive Committee meeting.

John Duckett moved to approve the Master Program Document, as amended, effective July 1, 2019; seconded by Truc Dever. The motion passed unanimously.

F. Approval of Assignment, Assumption and First Amendment to July 1, 2018 Agreement for Administrative, Litigation Management and Financial Services

Ms. Jobe reported Bickmore has served as ERMA's program administrator since the 1990/00 program year. On May 1, 2014, Bickmore was acquired by York Risk Services (York). Effective December 1, 2018, as part of a company-wide rebranding initiative, Bickmore was rebranded to York. The name change requires an amendment to the existing agreement between ERMA and Bickmore to ensure Bickmore's contractual obligations are properly assigned to York.

Ms. Jobe advised Mr. O'Dea reviewed the Amendment and made substantial changes in the best interests of ERMA. York has reviewed and approved the changes, which were incorporated into the Agreement enclosed in the agenda.

Truc Dever moved to approve the Assignment, Assumption and First Amendment of Agreement for Administrative, Litigation Management, and Financial Services; seconded by John Duckett. The motion passed unanimously.

G. Proposed Amendments to Resolution Establishing Criteria for Approval of Investigators

Ms. Maylin reviewed the proposed Amendments to Resolution 2017-8, Establishing Criteria for Approval of Investigators stating the proposed changes would permit members to retain investigators with higher billing rates than established ERMA rates, upon approval by the Litigation Manager. Members would pay the differential directly to the investigator, but such payments would not erode the member's SIR. She advised the resolution enclosed in the agenda would be updated to Resolution No. 2018-3 upon approval.

Linda Cox moved to approve Resolution No. 2018-3 Establishing Criteria for Approval of Investigators; seconded by John Duckett. The motion passed unanimously.

H. Approval of Resolution 2018-4 Establishing Target Performance Standards

Ms. Maylin reviewed the proposed changes to Resolution 2011-1, Establishing Target Performance Standards and Assistance Program stating the changes would require members identified via a target performance analysis to complete specific training on council relations regarding the scope and limits of public official authority as deemed appropriate by the Litigation Manager. She further noted other changes included updating citation references to

the Master Program Document, and updating the Resolution number to 2018-4.

Sean Scully moved to approve Resolution No. 2018-4 Establishing Target Performance Standards and Assistance Program; seconded by Nataline Jindoian. The motion passed unanimously.

I. Approval of Resolution 2018-5 Establishing Approval for Payments to Vendors

Ms. Maylin directed the Board to the draft Resolution 2018-5 included in the agenda. She stated in an effort to ensure ongoing collaborative relationships with ERMA's vendor partners, it has become necessary to provide the Board with the discretion to remit payment for incurred services, including defense fees; investigation fees; expert costs; and related costs in the event a member fails to remit payment for such from within their retained limit.

John Duckett moved to approve Resolution No. 2018-5 Establishing Approval for Payments to Vendors; seconded by Truc Dever. The motion passed unanimously.

J. AGRiP Governance & Leadership Conference Report

Ms. Jobe reported she and Artesia Dupree attended the AGRiP Fall Governance & Leadership Conference that took place in St. Louis, MO in March 2019. She advised Ms. Dupree was not able to attend the Board meeting due to unforeseen circumstances and will provide a report at the June Board meeting.

K. Excess Coverage Marketing Update for the 2019/20 Program Year

Seth Cole, Alliant, presented an update on the excess coverage marketing efforts. He advised RSUI offered a flat rate renewal at the expiring terms and conditions of \$2 million in limits each claim per member with a \$4 million per member aggregate and \$10 million policy aggregate excess of ERMA's retained limit of \$1 million.

10. MEMBERSHIP MATTERS

A. Update Regarding City of Adelanto (PERMA) Performance Improvement Plan

Ms. Jobe reported that following the January 10, 2019, Notice of Appeal from the City of Adelanto regarding ERMA's Termination of Membership, effective June 30, 2019, the Board placed the City on a Performance Improvement Plan (PIP). The goal was to provide the City with the opportunity to remain a member of ERMA.

Ms. Jobe stated staff will continue to work with the City and will provide a recommendation at the June Board meeting.

The Board expressed concern with the City's continued participation, and requested that feedback be communicated to the City.

11. TRAINING/LOSS PREVENTION MATTERS

A. Update Regarding the Training Program for the 2018/19 Program Year

Yahaira Martinez, Assistant Executive Director, provided the Board with an update on the current training program. She noted with the implementation of SB 1343 in 2019, staff received numerous requests from members requesting trainings in an effort to comply with the new requirements. In response, the Board approved an additional 20 trainings for the 2018/19 program year, for a total of 67, at the February meeting.

Ms. Martinez reported to-date, 50 trainings have taken place or are scheduled for a future date, and of those, 38 are harassment-related trainings that comply with the new requirements. She advised SB 1343 training is now available to the membership online via ERMANet.

B. Review of Training Program for 2019/20 Program Year

Ms. Jobe reported on an annual basis, ERMA conducts 47 live, regional and individual trainings throughout the State. Ms. Jobe stated that of the 47 allocated trainings, 25 are conducted by Bickmore under the pool administration contract and 22 are conducted by ERMA's attorney partner firms, Jackson Lewis, and Liebert Cassidy Whitmore (LCW), or another approved vendor.

Ms. Jobe advised following the implementation of expanded training requirements, staff requested approval of an additional 20 trainings, which have been added to the 2019/20 Operating Budget, as previously discussed.

Ms. Jobe advised following review and discussion amongst staff, LCW and Jackson Lewis, the following proposed slate of training workshop topics were presented for the Board's review and consideration:

1. **Prevention of Workplace Harassment, Discrimination and Retaliation:** This practical workshop, designed for all levels of agency employees, provides guidance on managing day-to-day interactions to prevent unlawful discriminatory harassment and retaliation. This training meets the requirements of AB 1825 and AB 2053.
2. **Prevention of Workplace Harassment, Discrimination, and Retaliation:** This one-hour workshop is designed for non-supervisory employees to prevent unlawful discriminatory harassment and retaliation. This training meets the requirements of SB 1343.
3. **They Posted What? Where Social Media, Employer Interests and the First Amendment Intersect:** This workshop provides an overview of the law in this area in an effort to help participants understand the Constitutional boundaries at play, and where the government's interest as the employer intersects with a public employee's First Amendment rights.

4. **Human Resources Academy I:** This workshop provides an introduction and overview of basic human resource program areas including the basics of public sector employment, recruitment & selection, classification & compensation, personnel file management, public record keeping, and key state and federal laws pertaining to wage and hour, labor relations, and compliance programs. This session is designed for individuals with less than five years of public sector HR experience.
5. **Workplace Bullying: A Growing Concern:** This workshop defines bullying and distinguishes it from simple rudeness, and helps to identify strategies for recognizing when it occurs, including when a supervisor is bullying subordinates (versus merely supervising). The workshop will also provide pragmatic advice for holding bullies accountable for their conduct and for assisting "targets" of bullying in reporting and responding to bullying conduct.
6. **Managing the Marginal Employee:** This workshop is designed to train supervisors and managers on how to manage the employee who does the "bare minimum" and/or "pushes the envelope."
7. **Technology and Employee Privacy:** This workshop explores the wide range of issues arising from the interplay between technology and privacy in the workplace. It guides managers through the patchwork of federal and state laws and court decisions that govern these issues. It also identifies ways to respond to inappropriate employee use of social networking media, as well as when employers can use this same media in hiring, investigations and discipline.

Ms. Jobe noted the full slate of trainings will be available to the membership. A solicitation email will be distributed to the membership in order to schedule trainings for member agencies interested in serving as host sites. Staff will provide a calendar of scheduled training dates to the membership by July 1.

Truc Dever moved to approve the proposed Training Program for the 2019/20 program year; seconded by Linda Cox. The motion passed unanimously.

12. **COVERAGE MATTERS**

A. **City of Reedley Appeal of Coverage Denial**

Ms. Maylin reported the City of Reedley untimely reported both a complaint of sexual harassment and later a complaint of retaliation, resulting from the claimant's harassment complaint. She advised the initial complaint occurred in October 2018, an IA investigation was conducted; then the second complaint occurred in November 2018, and the City conducted an investigation. Further, the employee resigned from her position in December 2018, prior to receipt of the investigation results on the retaliation claim. The City first notified ERMA of the claims on January 17, 2019 shortly after being advised to do so by the City Attorney. In accordance with the MPD, the Litigation Manager has the discretion to determine whether a claim has been filed untimely with ERMA.

Ms. Maylin reviewed the context and procedural status of the claim and determined that

should the claim be accepted, the late reporting of the claim may cause financial or other prejudice to the authority.

Upon review and discussion regarding the City's circumstances that prevented them from timely reporting the matter to ERMA, the Board agreed with Ms. Maylin's coverage denial.

Sean Scully moved to affirm denial of coverage for the Ontiveros v. City of Reedley claim; seconded by Don White. The motion passed unanimously.

13. CLAIMS MATTERS

A. Closed Session Pursuant to Government Code Section 54956.95(a) to Discuss Claims

Pursuant to Government Code Section 54956.95(a), the Board recessed to closed session at 11:25 a.m. to discuss the following claims:

- Bernardino v. City of Porterville
- Orellas v. City of Piedmont

B. Report from Closed Session

The Board reconvened to open session at 11:31 a.m. The Board met to discuss the claims listed above. Mr. O'Dea advised no reportable action was taken in closed session.

14. CLOSING COMMENTS

A. Board of Directors

None

B. Staff

None

15. ADJOURNMENT

The April 30, 2019, ERMA Board of Directors meeting adjourned at 11:33 a.m. by general consent.



Jennifer Jobe, Executive Director

EMPLOYMENT RISK MANAGEMENT AUTHORITY (ERMA)
SUMMARY OF ACTION ITEMS
BOARD OF DIRECTORS MEETING OF APRIL 30, 2019

- ❖ The following consent calendar items were approved by the Board:
 - A. Minutes of February 8, 2019, Board of Directors Meeting and Summary of Action Items
 - B. General Warrants from January 1, 2019, through April 15, 2019
 - C. Claims Payments from January 1, 2019, through April 15, 2019
 - D. Petty Cash Statement from January 1, 2019, through April 15, 2019
- ❖ The Board accepted and filed the Actuarial Study for the 2019/20 Program Year.
- ❖ The Board approved the 2019/20 Proposed Operating Budget at an 80% confidence level.
- ❖ The Board approved the Resolution Establishing Meeting Dates for the 2019/20 Program year.
- ❖ The Board approved the Bylaws, as amended, effective April 30, 2019.
- ❖ The Board approved the Memorandum of Coverage, as presented, effective July 1, 2019, with the addition of language providing the Program Administrator discretion to extend the deadline to appeal by an additional 30 days.
- ❖ The Board approved the Master Program Document, as presented, effective July 1, 2019.
- ❖ The Board approved the Assignment, Assumption and First Amendment of the Agreement to the July 1, 2018 Agreement for Administrative, Litigation Management and Financial Services.
- ❖ The Board approved Resolution No. 2018-3, Establishing Criteria for Approval of Investigators.
- ❖ The Board approved Resolution No. 2018-4, Establishing Target Performance Standards and Assistance Program.
- ❖ The Board approved Resolution No. 2018-5, Establishing Approval for Payments to Vendors.
- ❖ The Board approved the proposed Training Program for the 2019/20 Program Year.
- ❖ The Board affirmed denial of coverage for the Ontiveros v. City of Reedley claim.

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Employment Risk Management Aut
VENDOR CHECK REGISTER REPORT
Payables Management

Page: 1
User ID: lkokhanets

Ranges:	From:	To:	Check Date	From:	To:
Check Number	First	Last	4/16/2019	CBT GENERAL	5/31/2019
Vendor ID	First	Last	Checkbook ID	CBT GENERAL	CBT GENERAL
Vendor Name	First	Last			

Sorted By: Check Number

* Voided Checks

Check Number	Vendor ID	Vendor Check Name	Check Date	Checkbook ID	Audit Trail Code	Amount
EFT000085	BI100	Bickmore	4/17/2019	CBT GENERAL	PMCHK00000637	\$7,040.91
EFT000086	JA100 EFT	Jackson Lewis P.C.	4/17/2019	CBT GENERAL	PMCHK00000637	\$2,150.00
EFT000087	LO120	Longyear, O'Dea, & Lavra, LLP	4/17/2019	CBT GENERAL	PMCHK00000637	\$1,138.71
EFT000089	FA100	Farley Consulting Services	5/15/2019	CBT GENERAL	PMCHK00000641	\$5,900.00
EFT000090	JA100 EFT	Jackson Lewis P.C.	5/15/2019	CBT GENERAL	PMCHK00000641	\$4,300.00
EFT000091	LO120	Longyear, O'Dea, & Lavra, LLP	5/15/2019	CBT GENERAL	PMCHK00000641	\$4,860.40
EFT000092	SA160	Santa Cruz Dream Inn	5/15/2019	CBT GENERAL	PMCHK00000641	\$5,197.50
G 003199	BA130	Bay Area Housing Authority Ris	4/17/2019	CBT GENERAL	PMCHK00000638	\$2,499.27
G 003200	BI105	Bickmore Actuarial	4/17/2019	CBT GENERAL	PMCHK00000638	\$9,950.00
G 003201	CA185	Charlene Calica	4/17/2019	CBT GENERAL	PMCHK00000638	\$77.14
G 003202	JI105	Nataline Jindoian	4/17/2019	CBT GENERAL	PMCHK00000638	\$47.10
G 003203	LI100	Liebert Cassidy Whitmore	4/17/2019	CBT GENERAL	PMCHK00000638	\$7,175.00
G 003204	ED100	Edible Events	5/15/2019	CBT GENERAL	PMCHK00000642	\$481.22
G 003205	EL100	Scott Ellerbrock	5/15/2019	CBT GENERAL	PMCHK00000642	\$905.54
G 003206	GR105	Greater LA County VCD	5/15/2019	CBT GENERAL	PMCHK00000642	\$573.52
G 003207	LA140	City of Laguna Hills	5/15/2019	CBT GENERAL	PMCHK00000642	\$680.05
G 003208	LI100	Liebert Cassidy Whitmore	5/15/2019	CBT GENERAL	PMCHK00000642	\$6,450.00
G 003209	MI110	Brett Miller	5/15/2019	CBT GENERAL	PMCHK00000642	\$500.57

Total Checks:	18	Total Amount of Checks:	\$59,926.93
			=====

Ranges:	From:	To:	From:	To:
Check Number	First	Last	Check Date	4/16/2019
Vendor ID	First	Last	Checkbook ID	CBT CLAIMS
Vendor Name	First	Last		CBT CLAIMS

Sorted By: Check Number

* Voided Checks

Check Number	Vendor ID	Vendor Check Name	Check Date	Checkbook ID	Audit Trail Code	Amount
L 007111	JA100	Jackson Lewis P.C.	5/1/2019	CBT CLAIMS	PMCHK00000639	\$4,492.70
L 007112	JA100	Jackson Lewis P.C.	5/1/2019	CBT CLAIMS	PMCHK00000639	\$6,593.88
L 007113	JA100	Jackson Lewis P.C.	5/1/2019	CBT CLAIMS	PMCHK00000639	\$989.50
L 007114	JA100	Jackson Lewis P.C.	5/1/2019	CBT CLAIMS	PMCHK00000639	\$3,091.50
L 007115	JA100	Jackson Lewis P.C.	5/1/2019	CBT CLAIMS	PMCHK00000639	\$24,309.90
L 007116	JA100	Jackson Lewis P.C.	5/1/2019	CBT CLAIMS	PMCHK00000639	\$406.00
L 007117	LI100	Liebert Cassidy Whitmore	5/1/2019	CBT CLAIMS	PMCHK00000639	\$965.50
L 007118	LI100	Liebert Cassidy Whitmore	5/1/2019	CBT CLAIMS	PMCHK00000639	\$2,507.84
L 007119	LI100	Liebert Cassidy Whitmore	5/1/2019	CBT CLAIMS	PMCHK00000639	\$6,775.00
L 007120	LI100	Liebert Cassidy Whitmore	5/1/2019	CBT CLAIMS	PMCHK00000639	\$3,881.35
L 007121	LI100	Liebert Cassidy Whitmore	5/1/2019	CBT CLAIMS	PMCHK00000639	\$3,497.92
L 007122	LI100	Liebert Cassidy Whitmore	5/1/2019	CBT CLAIMS	PMCHK00000639	\$6,837.45
L 007123	LI100	Liebert Cassidy Whitmore	5/1/2019	CBT CLAIMS	PMCHK00000639	\$28.98
L 007124	LI100	Liebert Cassidy Whitmore	5/1/2019	CBT CLAIMS	PMCHK00000639	\$4,126.09
L 007125	LI100	Liebert Cassidy Whitmore	5/1/2019	CBT CLAIMS	PMCHK00000639	\$3,251.64
L 007126	LI100	Liebert Cassidy Whitmore	5/1/2019	CBT CLAIMS	PMCHK00000639	\$29.00
L 007127	LI100	Liebert Cassidy Whitmore	5/1/2019	CBT CLAIMS	PMCHK00000639	\$2,967.60
L 007128	LI100	Liebert Cassidy Whitmore	5/1/2019	CBT CLAIMS	PMCHK00000639	\$11,131.50
L 007129	LI100	Liebert Cassidy Whitmore	5/1/2019	CBT CLAIMS	PMCHK00000639	\$190.00
L 007130	BE117	Benjamin Law Group Client Trus	5/7/2019	CBT CLAIMS	PMCHK00000640	\$125,000.00
L 007131	MY111	Robert Myers	5/21/2019	CBT CLAIMS	PMCHK00000643	\$73,370.00
L 007132	VA123	Valor Legal	5/21/2019	CBT CLAIMS	PMCHK00000643	\$36,630.00

Total Checks:	22	Total Amount of Checks:	\$321,073.35
			=====

System: 5/21/2019 3:04:57 PM
User Date: 5/21/2019

Employment Risk Management Aut
VENDOR CHECK REGISTER REPORT
Payables Management

Page: 1
User ID: lkokhanets

Ranges:	From:	To:	From:	To:
Check Number	First	Last	Check Date	4/16/2019
Vendor ID	First	Last	Checkbook ID	CBT PETTY
Vendor Name	First	Last		CBT PETTY

Sorted By: Check Number

* Voided Checks

Check Number	Vendor ID	Vendor Check Name	Check Date	Checkbook ID	Audit Trail Code	Amount
1304	LA120	City of Lathrop	4/16/2019	CBT PETTY	PMTRX00000767	\$79.30
1305	CI100	City of Citrus Heights	4/16/2019	CBT PETTY	PMTRX00000767	\$800.58
1306	OR100	Orange County Vector Control D	4/18/2019	CBT PETTY	PMTRX00000767	\$81.34
1307	SH115	City of Shafter	4/23/2019	CBT PETTY	PMTRX00000767	\$119.90
1308	RE100	City of Reedley	4/24/2019	CBT PETTY	PMTRX00000767	\$257.00
1309	PI105	City of Pittsburg	5/1/2019	CBT PETTY	PMTRX00000770	\$484.16
Total Checks: 6						
Total Amount of Checks:						\$1,822.28

Employment Risk Management Authority
Cash & Investment Report
 March 31, 2019

Accounts	Book Value	Market Value *	% of Total	Effective Yield
California Bank & Trust - Administration ¹	\$ 4,898	\$ 4,898	0.02%	0.00%
California Bank & Trust - General Operating ¹	26,340	26,340	0.09%	0.00%
California Bank & Trust - Claims Payment ²	(8,673)	(8,673)	-0.03%	0.00%
Local Agency Investment Fund	2,331,273	2,331,615	8.07%	2.55%
CAMP - Liquidity Account	2,009,064	2,009,064	6.95%	2.61%
CAMP - Money Market	346,597	346,597	1.20%	2.61%
CAMP - Investments managed by PFM	24,170,038	24,195,347	83.71%	2.31%
Total	\$ 28,879,537	\$ 28,905,188		2.35%

* Yield to Maturity at Cost

Notes:

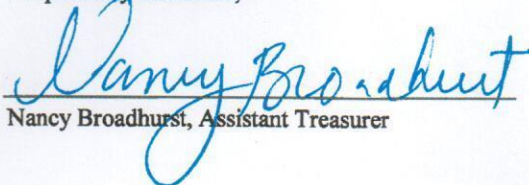
¹ These accounts are non-interest bearing analysis checking accounts in which the earning credit offsets a portion of the banking service charges.

² Beginning on February 2, 2016, ERMA's claims account was converted to a zero-balance account with a sweep arrangement to the general operating account. The negative balance represents the total outstanding checks as of the end of the quarter.

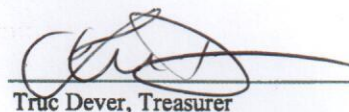
Attached are the PFM Asset Management (PFM), Local Agency Investment Fund (LAIF), and CAMP Liquidity Account statements detailing all investment transactions. Market prices are derived from closing bid prices as of the last business day of the month from either Interactive Data, Bloomberg, Telerate, and other widely-used third party pricing vendors.

This report reflects all cash and investments and is in conformity with the investment policy of the Authority. The investment program shown herein is sufficient to meet the Authority's expenditure requirements over the next six months.

Respectfully submitted,


 Nancy Broadhurst, Assistant Treasurer

Accepted,


 Truc Dever, Treasurer

Local Agency Investment Fund
P.O. Box 942809
Sacramento, CA 94209-0001
(916) 653-3001

www.treasurer.ca.gov/pmia-laif/laif.asp

April 11, 2019

EMPLOYMENT RISK MANAGEMENT AUTHORITY

ASSISTANT TREASURER
1750 CREEKSIDE OAKS DRIVE
SACRAMENTO, CA 95833

PMIA Average Monthly Yields

Account Number:

35-34-011

Tran Type Definitions

March 2019 Statement

Effective Date	Transaction Date	Tran Type	Confirm Number	Authorized Caller	Amount
3/8/2019	3/7/2019	RW	1599685	NANCY BROADHURST	-15,000.00
3/27/2019	3/27/2019	RW	1600856	NANCY BROADHURST	-230,000.00

Account Summary

Total Deposit:	0.00	Beginning Balance:	2,576,272.56
Total Withdrawal:	-245,000.00	Ending Balance:	2,331,272.56

**ERMA
LAIF Market Value
3/31/2019**

Adjustment for Market Value	
LAIF Statement Balance	\$ 2,331,272.56
Fair Value Factor per PMIA Market Valuation Report*	<u>1.000146954</u>
Adjusted Market Value	<u><u>\$ 2,331,615.15</u></u>



CALIFORNIA STATE TREASURER FIONA MA, CPA



PMIA Performance Report

Date	Daily Yield*	Quarter to Date Yield	Average Maturity (in days)
03/18/19	2.44	2.39	179
03/19/19	2.44	2.39	178
03/20/19	2.44	2.39	177
03/21/19	2.44	2.39	178
03/22/19	2.44	2.39	177
03/23/19	2.44	2.39	177
03/24/19	2.44	2.39	177
03/25/19	2.44	2.39	175
03/26/19	2.44	2.39	174
03/27/19	2.44	2.39	175
03/28/19	2.44	2.39	176
03/29/19	2.44	2.39	181
03/30/19	2.44	2.39	181
03/31/19	2.44	2.39	179
04/01/19	2.44	2.44	179
04/02/19	2.44	2.44	184
04/03/19	2.44	2.44	182
04/04/19	2.44	2.44	179
04/05/19	2.44	2.44	179
04/06/19	2.44	2.44	179
04/07/19	2.44	2.44	179
04/08/19	2.44	2.44	181
04/09/19	2.45	2.43	182
04/10/19	2.45	2.43	181
04/11/19	2.45	2.43	181
04/12/19	2.45	2.43	182
04/13/19	2.45	2.44	182
04/14/19	2.45	2.44	182
04/15/19	2.45	2.44	182
04/16/19	2.45	2.44	182
04/17/19	2.45	2.44	181

*Daily yield does not reflect capital gains or losses

[View Prior Month Daily Rates](#)

LAIF Performance Report

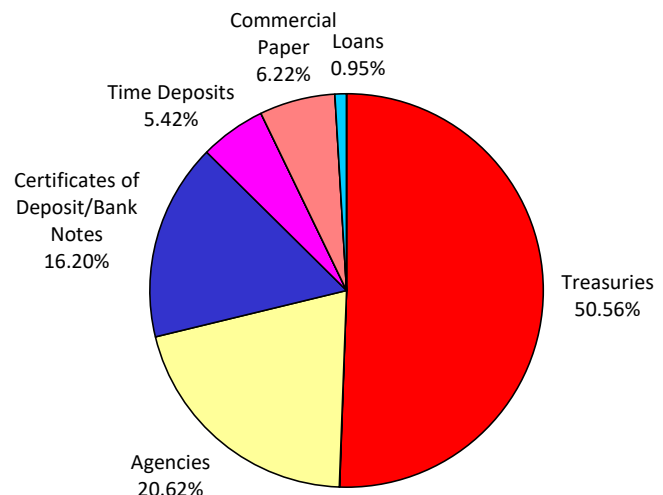
Quarter Ending 03/31/19

Apportionment Rate: 2.55
 Earnings Ratio: 0.00006976322349099
 Fair Value Factor: 1.000146954
 Daily: 2.44%
 Quarter to Date: 2.39%
 Average Life: 179

PMIA Average Monthly Effective Yields

Mar 2019 2.436
 Feb 2019 2.392
 Jan 2019 2.355

Pooled Money Investment Account Portfolio Composition 03/31/19 \$86.9 billion



Percentages may not total 100% due to rounding

Notes: The apportionment rate includes interest earned on the CalPERS Supplemental Pension Payment pursuant to Government Code 20825 (c)(1)

Based on data available as of 04/17/2019

Local Agency Investment Fund
P.O. Box 942809
Sacramento, CA 94209-0001
(916) 653-3001

www.treasurer.ca.gov/pmia-laif/laif.asp

March 07, 2019

EMPLOYMENT RISK MANAGEMENT AUTHORITY

ASSISTANT TREASURER
 1750 CREEKSIDE OAKS DRIVE
 SACRAMENTO, CA 95833

[PMIA Average Monthly Yields](#)

Account Number:

35-34-011

[Tran Type Definitions](#)

February 2019 Statement

Effective Date	Transaction Date	Tran Type	Confirm Number	Authorized Caller	Amount
2/4/2019	2/1/2019	RW	1597634	NANCY BROADHURST	-130,000.00
2/15/2019	2/14/2019	RW	1598390	NANCY BROADHURST	-120,000.00

Account Summary

Total Deposit:	0.00	Beginning Balance:	2,826,272.56
Total Withdrawal:	-250,000.00	Ending Balance:	2,576,272.56

Local Agency Investment Fund
P.O. Box 942809
Sacramento, CA 94209-0001
(916) 653-3001

www.treasurer.ca.gov/pmia-laif/laif.asp
February 01,
2019

EMPLOYMENT RISK MANAGEMENT AUTHORITY

ASSISTANT TREASURER
1750 CREEKSIDE OAKS DRIVE
SACRAMENTO, CA 95833

[PMIA Average Monthly Yields](#)

Account Number:

35-34-011

// [Tran Type Definitions](#)

January 2019 Statement

Effective Date	Transaction Date	Tran Type	Confirm Number	Authorized Caller	Amount
1/3/2019	1/2/2019	RW	1593209	NANCY BROADHURST	-170,000.00
1/15/2019	1/14/2019	RW	1593914	NANCY BROADHURST	-2,000,000.00
1/15/2019	1/14/2019	QRD	1595330	SYSTEM	38,974.49

Account Summary

Total Deposit:	38,974.49	Beginning Balance:	4,957,298.07
Total Withdrawal:	-2,170,000.00	Ending Balance:	2,826,272.56



Account Statement

For the Month Ending **March 31, 2019**

EMPLOYMENT RISK MANAGEMENT AUTHORITY - ERMA - Liquidity Account - 596-01

Trade Date	Settlement Date	Transaction Description	Share or Unit Price	Dollar Amount of Transaction	Total Shares Owned
CAMP Pool					
Opening Balance					2,004,622.81
03/29/19	04/01/19	Accrual Income Div Reinvestment - Distributions	1.00	4,440.70	2,009,063.51
Closing Balance					2,009,063.51

	Month of March	Fiscal YTD January-March		
Opening Balance	2,004,622.81	0.00	Closing Balance	2,009,063.51
Purchases	4,440.70	2,009,063.51	Average Monthly Balance	2,005,052.56
Redemptions (Excl. Checks)	0.00	0.00	Monthly Distribution Yield	2.61%
Check Disbursements	0.00	0.00		
Closing Balance	2,009,063.51	2,009,063.51		
Cash Dividends and Income	4,440.70	9,063.51		



Account Statement

For the Month Ending **February 28, 2019**

EMPLOYMENT RISK MANAGEMENT AUTHORITY - ERMA - Liquidity Account - 596-01

Trade Date	Settlement Date	Transaction Description	Share or Unit Price	Dollar Amount of Transaction	Total Shares Owned
CAMP Pool					
Opening Balance					2,000,576.31
02/28/19	03/01/19	Accrual Income Div Reinvestment - Distributions	1.00	4,046.50	2,004,622.81
Closing Balance					2,004,622.81

	Month of February	Fiscal YTD January-February		
Opening Balance	2,000,576.31	0.00	Closing Balance	2,004,622.81
Purchases	4,046.50	2,004,622.81	Average Monthly Balance	2,000,720.83
Redemptions (Excl. Checks)	0.00	0.00	Monthly Distribution Yield	2.64%
Check Disbursements	0.00	0.00		
Closing Balance	2,004,622.81	2,004,622.81		
Cash Dividends and Income	4,046.50	4,622.81		



Account Statement

For the Month Ending **January 31, 2019**

EMPLOYMENT RISK MANAGEMENT AUTHORITY - ERMA - Liquidity Account - 596-01

Trade Date	Settlement Date	Transaction Description	Share or Unit Price	Dollar Amount of Transaction	Total Shares Owned
CAMP Pool					
Opening Balance					0.00
01/28/19	01/28/19	Transfer from 596-00	1.00	2,000,000.00	2,000,000.00
01/31/19	02/01/19	Accrual Income Div Reinvestment - Distributions	1.00	576.31	2,000,576.31
Closing Balance					2,000,576.31

	Month of January	Fiscal YTD January-January		
Opening Balance	0.00	0.00	Closing Balance	2,000,576.31
Purchases	2,000,576.31	2,000,576.31	Average Monthly Balance	258,083.11
Redemptions (Excl. Checks)	0.00	0.00	Monthly Distribution Yield	2.62%
Check Disbursements	0.00	0.00		
Closing Balance	2,000,576.31	2,000,576.31		
Cash Dividends and Income	576.31	576.31		



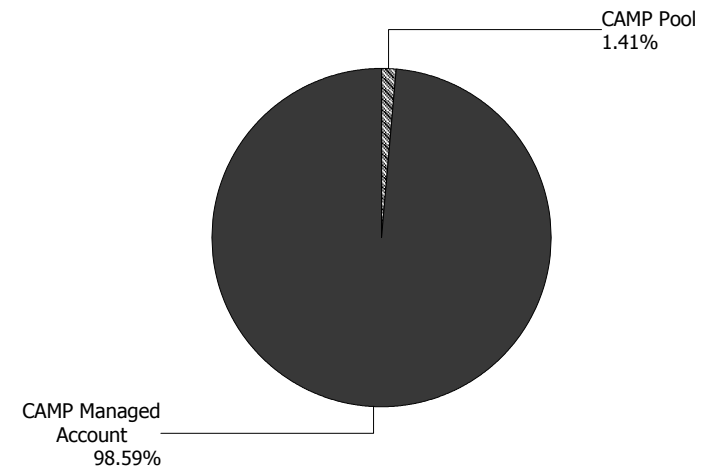
Account Statement - Transaction Summary

For the Month Ending **March 31, 2019**

EMPLOYMENT RISK MANAGEMENT AUTHORITY - ERMA - 596-00

CAMP Pool	
Opening Market Value	832,051.18
Purchases	421,607.20
Redemptions	(907,061.47)
Unsettled Trades	0.00
Change in Value	0.00
Closing Market Value	\$346,596.91
Cash Dividends and Income	804.15
CAMP Managed Account	
Opening Market Value	23,609,494.00
Purchases	852,319.34
Redemptions	(398,135.57)
Unsettled Trades	0.00
Change in Value	131,668.86
Closing Market Value	\$24,195,346.63
Cash Dividends and Income	13,576.99

Asset Summary		
	March 31, 2019	February 28, 2019
CAMP Pool	346,596.91	832,051.18
CAMP Managed Account	24,195,346.63	23,609,494.00
Total	\$24,541,943.54	\$24,441,545.18
Asset Allocation		





Managed Account Detail of Securities Held

For the Month Ending **March 31, 2019**

EMPLOYMENT RISK MANAGEMENT AUTHORITY - ERMA - 596-00 - (12510475)

Security Type/Description Dated Date/Coupon/Maturity	CUSIP	Par	S&P Rating	Moody's Rating	Trade Date	Settle Date	Original Cost	YTM at Cost	Accrued Interest	Amortized Cost	Market Value
U.S. Treasury Bond / Note											
US TREASURY NOTES DTD 11/15/2010 2.625% 11/15/2020	912828PC8	35,000.00	AA+	Aaa	05/03/16	05/06/16	37,171.09	1.21	347.70	35,791.64	35,153.13
US TREASURY NOTES DTD 06/02/2014 2.000% 05/31/2021	912828WN6	250,000.00	AA+	Aaa	09/01/16	09/02/16	258,984.38	1.22	1,675.82	254,165.04	248,525.50
US TREASURY NOTES DTD 05/31/2016 1.375% 05/31/2021	912828R77	650,000.00	AA+	Aaa	03/15/17	03/17/17	633,115.24	2.02	2,995.54	641,136.20	637,685.75
US TREASURY NOTES DTD 09/02/2014 2.000% 08/31/2021	912828D72	235,000.00	AA+	Aaa	10/03/16	10/05/16	243,821.68	1.21	408.70	239,406.70	233,522.09
US TREASURY NOTES DTD 09/02/2014 2.000% 08/31/2021	912828D72	675,000.00	AA+	Aaa	12/01/16	12/05/16	677,003.91	1.93	1,173.91	676,048.15	670,754.93
US TREASURY NOTES DTD 09/02/2014 2.000% 08/31/2021	912828D72	900,000.00	AA+	Aaa	07/06/17	07/11/17	905,449.22	1.85	1,565.22	903,231.99	894,339.90
US TREASURY NOTES DTD 09/02/2014 2.000% 08/31/2021	912828D72	1,100,000.00	AA+	Aaa	06/27/17	06/29/17	1,111,988.28	1.73	1,913.04	1,107,045.29	1,093,082.10
US TREASURY NOTES DTD 10/31/2016 1.250% 10/31/2021	912828T67	550,000.00	AA+	Aaa	08/30/17	08/31/17	541,320.31	1.64	2,886.74	544,557.11	536,142.75
US TREASURY NOTES DTD 05/01/2017 1.875% 04/30/2022	912828X47	350,000.00	AA+	Aaa	12/04/17	12/06/17	346,363.28	2.12	2,755.52	347,421.50	346,226.65
US TREASURY NOTES DTD 05/01/2017 1.875% 04/30/2022	912828X47	425,000.00	AA+	Aaa	01/03/18	01/04/18	419,604.49	2.18	3,345.99	421,106.03	420,418.08
US TREASURY NOTES DTD 05/01/2017 1.875% 04/30/2022	912828X47	525,000.00	AA+	Aaa	07/03/18	07/06/18	509,496.09	2.69	4,133.29	512,378.07	519,339.98
US TREASURY NOTES DTD 05/01/2017 1.875% 04/30/2022	912828X47	600,000.00	AA+	Aaa	05/03/18	05/07/18	580,828.13	2.73	4,723.76	584,990.61	593,531.40
US TREASURY NOTES DTD 08/15/2012 1.625% 08/15/2022	912828TJ9	550,000.00	AA+	Aaa	09/05/18	09/07/18	526,925.78	2.76	1,111.02	530,074.39	539,128.70
US TREASURY NOTES DTD 12/31/2015 2.125% 12/31/2022	912828N30	225,000.00	AA+	Aaa	08/01/18	08/03/18	218,232.42	2.86	1,201.92	219,194.76	224,077.05



Managed Account Detail of Securities Held

For the Month Ending **March 31, 2019**

EMPLOYMENT RISK MANAGEMENT AUTHORITY - ERMA - 596-00 - (12510475)

Security Type/Description Dated Date/Coupon/Maturity	CUSIP	Par	S&P Rating	Moody's Rating	Trade Date	Settle Date	Original Cost	YTM at Cost	Accrued Interest	Amortized Cost	Market Value
U.S. Treasury Bond / Note											
US TREASURY NOTES DTD 12/31/2015 2.125% 12/31/2022	912828N30	500,000.00	AA+	Aaa	12/12/18	12/13/18	487,617.19	2.78	2,670.93	488,494.40	497,949.00
US TREASURY NOTES DTD 12/31/2015 2.125% 12/31/2022	912828N30	650,000.00	AA+	Aaa	01/30/19	01/31/19	639,691.41	2.55	3,472.20	640,111.01	647,333.70
US TREASURY NOTES DTD 12/31/2015 2.125% 12/31/2022	912828N30	700,000.00	AA+	Aaa	01/07/19	01/10/19	689,910.16	2.51	3,739.30	690,455.04	697,128.60
US TREASURY NOTES DTD 12/31/2015 2.125% 12/31/2022	912828N30	850,000.00	AA+	Aaa	11/02/18	11/06/18	821,013.67	3.00	4,540.57	823,678.87	846,513.30
US TREASURY N/B NOTES DTD 05/31/2016 1.625% 05/31/2023	912828R69	625,000.00	AA+	Aaa	03/04/19	03/06/19	602,319.34	2.53	3,404.02	602,685.09	609,716.88
Security Type Sub-Total		10,395,000.00					10,250,856.07	2.26	48,065.19	10,261,971.89	10,290,569.49
Supra-National Agency Bond / Note											
INTL BANK OF RECONSTRUCTION AND DEV NOTE DTD 09/19/2017 1.561% 09/12/2020	45905UP32	625,000.00	AAA	Aaa	09/12/17	09/19/17	623,500.00	1.64	514.91	624,262.26	616,977.50
INTER-AMERICAN DEVELOPMENT BANK DTD 11/08/2013 2.125% 11/09/2020	4581X0CD8	500,000.00	AAA	Aaa	10/02/17	10/10/17	504,634.55	1.81	4,190.97	502,448.79	497,569.50
INTER-AMERICAN DEVELOPMENT BANK NOTE DTD 04/19/2018 2.625% 04/19/2021	4581X0DB1	150,000.00	AAA	Aaa	04/12/18	04/19/18	149,670.00	2.70	1,771.88	149,771.67	150,742.50
INTL BANK OF RECONSTRUCTION AND DEV NOTE DTD 07/25/2018 2.750% 07/23/2021	459058GH0	500,000.00	AAA	Aaa	07/18/18	07/25/18	498,830.00	2.83	2,597.22	499,088.29	504,834.50
Security Type Sub-Total		1,775,000.00					1,776,634.55	2.12	9,074.98	1,775,571.01	1,770,124.00
Municipal Bond / Note											
CT ST TXBL GO BONDS DTD 08/17/2016 1.300% 08/15/2019	20772J3D2	275,000.00	A	A1	08/03/16	08/17/16	275,594.00	1.23	456.81	275,074.96	273,641.50



Managed Account Detail of Securities Held

For the Month Ending **March 31, 2019**

EMPLOYMENT RISK MANAGEMENT AUTHORITY - ERMA - 596-00 - (12510475)

Security Type/Description Dated Date/Coupon/Maturity	CUSIP	Par	S&P Rating	Moody's Rating	Trade Date	Settle Date	Original Cost	YTM at Cost	Accrued Interest	Amortized Cost	Market Value
Security Type Sub-Total		275,000.00					275,594.00	1.23	456.81	275,074.96	273,641.50
Federal Agency Collateralized Mortgage Obligation											
FANNIE MAE SERIES 2015-M13 ASQ2 DTD 10/01/2015 1.646% 09/01/2019	3136AOD00	10,030.76	AA+	Aaa	10/07/15	10/30/15	10,131.21	1.08	13.76	10,031.13	9,995.70
FNA 2018-M5 A2 DTD 04/01/2018 3.560% 09/25/2021	3136B1XP4	126,600.15	AA+	Aaa	04/11/18	04/30/18	129,118.34	2.27	375.58	128,438.53	128,195.97
FHLMC SERIES K721 A2 DTD 12/01/2015 3.090% 08/25/2022	3137BM6P6	130,000.00	AA+	Aaa	04/04/18	04/09/18	131,107.03	2.61	334.75	130,819.30	131,888.94
FHMS KP05 A DTD 12/01/2018 3.203% 07/01/2023	3137FKK39	111,617.33	AA+	Aaa	12/07/18	12/17/18	111,617.00	3.11	297.93	111,617.00	112,660.77
Security Type Sub-Total		378,248.24					381,973.58	2.60	1,022.02	380,905.96	382,741.38
Federal Agency Bond / Note											
FNMA NOTES DTD 02/28/2017 1.500% 02/28/2020	3135G0T29	150,000.00	AA+	Aaa	02/24/17	02/28/17	149,904.00	1.52	206.25	149,970.48	148,753.35
FHLB GLOBAL NOTE DTD 07/14/2016 1.125% 07/14/2021	3130A8OS5	625,000.00	AA+	Aaa	07/14/16	07/15/16	621,199.38	1.25	1,503.91	623,232.21	608,538.75
Security Type Sub-Total		775,000.00					771,103.38	1.30	1,710.16	773,202.69	757,292.10
Corporate Note											
WELLS FARGO & COMPANY CORP NOTE DTD 04/22/2014 2.125% 04/22/2019	94974BFU9	250,000.00	A-	A2	03/10/16	03/15/16	251,022.50	1.99	2,346.35	250,019.76	249,924.75
GOLDMAN SACHS GRP INC CORP NT (CALLABLE) DTD 04/25/2016 2.000% 04/25/2019	38141GVT8	35,000.00	BBB+	A3	04/20/16	04/25/16	34,902.70	2.10	303.33	34,997.78	34,983.06
GOLDMAN SACHS GRP INC CORP NT (CALLABLE) DTD 04/25/2016 2.000% 04/25/2019	38141GVT8	200,000.00	BBB+	A3	04/21/16	04/26/16	199,872.00	2.02	1,733.33	199,997.08	199,903.20
CITIGROUP INC CORP NOTES DTD 06/09/2016 2.050% 06/07/2019	172967KS9	100,000.00	BBB+	A3	06/02/16	06/09/16	99,948.00	2.07	649.17	99,996.73	99,882.00



Managed Account Detail of Securities Held

For the Month Ending **March 31, 2019**

EMPLOYMENT RISK MANAGEMENT AUTHORITY - ERMA - 596-00 - (12510475)

Security Type/Description Dated Date/Coupon/Maturity	CUSIP	Par	S&P Rating	Moody's Rating	Trade Date	Settle Date	Original Cost	YTM at Cost	Accrued Interest	Amortized Cost	Market Value
Corporate Note											
CITIGROUP INC (CALLABLE) CORP NOTE DTD 01/10/2017 2.450% 01/10/2020	172967LF6	250,000.00	BBB+	A3	01/04/17	01/10/17	249,900.00	2.46	1,378.13	249,973.49	249,453.00
AMERICAN EXPRESS CREDIT (CALLABLE) NOTE DTD 03/03/2017 2.200% 03/03/2020	0258M0EE5	180,000.00	A-	A2	02/28/17	03/03/17	179,812.80	2.24	308.00	179,941.14	179,164.44
WALT DISNEY COMPANY CORP NOTES DTD 03/06/2017 1.950% 03/04/2020	25468PDP8	100,000.00	A	A2	03/01/17	03/06/17	99,974.00	1.96	146.25	99,991.79	99,328.10
TOYOTA MOTOR CREDIT CORP DTD 04/17/2017 1.950% 04/17/2020	89236TDU6	350,000.00	AA-	Aa3	04/11/17	04/17/17	349,839.00	1.97	3,109.17	349,942.88	347,680.55
APPLE INC BONDS DTD 05/11/2017 1.800% 05/11/2020	037833CS7	200,000.00	AA+	Aa1	05/04/17	05/11/17	199,796.00	1.84	1,400.00	199,923.16	198,443.60
HOME DEPOT INC CORP NOTES DTD 06/05/2017 1.800% 06/05/2020	437076BQ4	125,000.00	A	A2	05/24/17	06/05/17	124,927.50	1.82	725.00	124,971.08	124,078.50
AMERICAN HONDA FINANCE CORP NOTES DTD 07/20/2017 1.950% 07/20/2020	02665WBT7	100,000.00	A	A2	07/17/17	07/20/17	99,899.00	1.98	384.58	99,955.42	98,992.70
CATERPILLAR FINL SERVICE NOTE DTD 09/07/2017 1.850% 09/04/2020	1491302A6	185,000.00	A	A3	09/05/17	09/07/17	184,844.60	1.88	256.69	184,924.85	182,922.64
PACCAR FINANCIAL CORP NOTES DTD 11/13/2017 2.050% 11/13/2020	69371RN85	125,000.00	A+	A1	11/06/17	11/13/17	124,988.75	2.05	982.29	124,993.85	123,909.25
WAL-MART STORES INC CORP NOTE DTD 10/20/2017 1.900% 12/15/2020	931142EA7	250,000.00	AA	Aa2	10/11/17	10/20/17	249,637.50	1.95	1,398.61	249,799.88	247,839.00
BRANCH BANKING & TRUST (CALLABLE) NOTES DTD 10/26/2017 2.150% 02/01/2021	05531FAZ6	65,000.00	A-	A2	10/23/17	10/26/17	64,970.10	2.17	232.92	64,982.42	64,389.72
IBM CORP CORP NOTES DTD 02/06/2018 2.650% 02/05/2021	44932HAG8	250,000.00	A	A1	02/01/18	02/06/18	249,877.50	2.67	1,030.56	249,923.42	249,677.00
AMERICAN HONDA FINANCE DTD 02/15/2018 2.650% 02/12/2021	02665WCD1	125,000.00	A	A2	02/12/18	02/15/18	124,825.00	2.70	450.87	124,889.25	124,900.63



Managed Account Detail of Securities Held

For the Month Ending **March 31, 2019**

EMPLOYMENT RISK MANAGEMENT AUTHORITY - ERMA - 596-00 - (12510475)

Security Type/Description Dated Date/Coupon/Maturity	CUSIP	Par	S&P Rating	Moody's Rating	Trade Date	Settle Date	Original Cost	YTM at Cost	Accrued Interest	Amortized Cost	Market Value
Corporate Note											
NATIONAL RURAL UTIL COOP NOTE DTD 02/26/2018 2.900% 03/15/2021	63743HER9	100,000.00	A	A2	02/21/18	02/26/18	99,889.00	2.94	128.89	99,927.13	100,512.40
NATIONAL RURAL UTIL COOP NOTE DTD 02/26/2018 2.900% 03/15/2021	63743HER9	150,000.00	A	A2	04/12/18	04/19/18	149,365.50	3.05	193.33	149,568.63	150,768.60
PEPSICO INC CORP (CALLABLE) NOTE DTD 10/10/2017 2.000% 04/15/2021	713448DX3	165,000.00	A+	A1	10/05/17	10/10/17	164,967.00	2.01	1,521.67	164,980.44	163,587.60
BANK OF AMERICA CORP NOTE DTD 04/19/2016 2.625% 04/19/2021	06051GFW4	25,000.00	A-	A2	11/01/17	11/03/17	25,194.00	2.39	295.31	25,116.90	24,937.70
MORGAN STANLEY CORP NOTES DTD 04/21/2016 2.500% 04/21/2021	61746BEA0	250,000.00	BBB+	A3	11/01/17	11/03/17	250,810.00	2.40	2,777.78	250,488.99	248,374.00
BANK OF NEW YORK MELLON (CALLABLE) NOTES DTD 05/02/2016 2.050% 05/03/2021	06406FAB9	250,000.00	A	A1	05/17/16	05/20/16	250,532.50	2.00	2,106.94	250,227.04	246,759.75
AMERICAN EXPRESS CREDIT (CALLABLE) NOTES DTD 05/05/2016 2.250% 05/05/2021	0258M0EB1	150,000.00	A-	A2	05/25/16	05/31/16	149,721.00	2.29	1,368.75	149,878.13	149,023.65
BRANCH BANKING & TRUST (CALLABLE) NOTE DTD 05/10/2016 2.050% 05/10/2021	05531FAV5	125,000.00	A-	A2	05/10/16	05/16/16	124,917.50	2.06	1,003.65	124,964.16	123,297.00
HERSHEY COMPANY CORP NOTES DTD 05/10/2018 3.100% 05/15/2021	427866BA5	100,000.00	A	A1	05/03/18	05/10/18	99,931.00	3.12	1,171.11	99,950.53	100,997.40
STATE STREET CORP NOTES DTD 05/19/2016 1.950% 05/19/2021	857477AV5	70,000.00	A	A1	05/19/16	05/24/16	69,735.40	2.03	500.50	69,883.59	69,072.99
CHARLES SCHWAB CORP NOTES DTD 05/22/2018 3.250% 05/21/2021	808513AW5	160,000.00	A	A2	05/17/18	05/22/18	159,995.20	3.25	1,877.78	159,996.45	162,006.88
BANK OF AMERICA CORP (CALLABLE) DTD 09/18/2017 2.328% 10/01/2021	06051GGS2	175,000.00	A-	A2	09/13/17	09/18/17	175,000.00	2.33	2,037.00	175,000.00	173,372.33
JOHN DEERE CAPITAL CORP NOTES DTD 01/06/2017 2.650% 01/06/2022	24422ETL3	225,000.00	A	A2	03/10/17	03/15/17	224,007.75	2.75	1,407.81	224,416.80	224,903.03



Managed Account Detail of Securities Held

For the Month Ending **March 31, 2019**

EMPLOYMENT RISK MANAGEMENT AUTHORITY - ERMA - 596-00 - (12510475)

Security Type/Description Dated Date/Coupon/Maturity	CUSIP	Par	S&P Rating	Moody's Rating	Trade Date	Settle Date	Original Cost	YTM at Cost	Accrued Interest	Amortized Cost	Market Value
Corporate Note											
PACCAR FINANCIAL CORP NOTE DTD 03/01/2019 2.850% 03/01/2022	69371RP75	50,000.00	A+	A1	02/22/19	03/01/19	49,956.00	2.88	118.75	49,957.18	50,394.30
BANK OF AMERICA CORP NOTES DTD 05/17/2018 3.499% 05/17/2022	06051GHH5	50,000.00	A-	A2	05/14/18	05/17/18	50,000.00	3.50	651.20	50,000.00	50,585.35
JPMORGAN CHASE & CO BONDS DTD 03/22/2019 3.207% 04/01/2023	46647PBB1	250,000.00	A-	A2	03/15/19	03/22/19	250,000.00	3.21	200.44	250,000.00	251,504.50
PNC BANK NA CORP NOTES DTD 01/23/2019 3.500% 01/23/2024	693475AV7	250,000.00	A-	A3	02/12/19	02/15/19	251,780.00	3.34	1,652.78	251,738.34	255,957.25
Security Type Sub-Total		5,435,000.00					5,434,838.80	2.38	35,848.94	5,435,318.29	5,421,526.87
Commercial Paper											
MUFG BANK LTD/NY COMM PAPER DTD 07/20/2018 0.000% 04/16/2019	62479MRG0	500,000.00	A-1	P-1	07/20/18	07/20/18	490,362.50	2.62	0.00	499,464.59	499,392.50
Security Type Sub-Total		500,000.00					490,362.50	2.62	0.00	499,464.59	499,392.50
Certificate of Deposit											
BANK OF NOVA SCOTIA HOUSTON CD DTD 04/06/2017 1.910% 04/05/2019	06417GUE6	250,000.00	A-1	P-1	04/05/17	04/06/17	250,000.00	1.91	2,360.97	250,000.00	249,963.25
CREDIT SUISSE NEW YORK CERT DEPOS DTD 02/08/2018 2.670% 02/07/2020	22549LFR1	250,000.00	A-1	P-1	02/07/18	02/08/18	250,000.00	2.67	7,657.71	250,000.00	250,282.50
UBS AG STAMFORD CT LT CD DTD 03/06/2018 2.900% 03/02/2020	90275DHG8	250,000.00	A-1	P-1	03/02/18	03/06/18	250,000.00	2.93	563.89	250,000.00	250,805.25
BANK OF NOVA SCOTIA HOUSTON CD DTD 06/07/2018 3.080% 06/05/2020	06417GU22	250,000.00	A+	Aa2	06/05/18	06/07/18	249,905.00	3.10	2,481.11	249,943.05	251,750.00
BANK OF MONTREAL CHICAGO CERT DEPOS DTD 08/03/2018 3.190% 08/03/2020	06370REU9	425,000.00	A+	Aa2	08/01/18	08/03/18	425,000.00	3.23	9,075.99	425,000.00	427,018.75
WESTPAC BANKING CORP NY CD DTD 08/07/2017 2.050% 08/03/2020	96121T4A3	450,000.00	AA-	Aa3	08/03/17	08/07/17	450,000.00	2.05	1,383.75	450,000.00	447,475.95



Managed Account Detail of Securities Held

For the Month Ending **March 31, 2019**

EMPLOYMENT RISK MANAGEMENT AUTHORITY - ERMA - 596-00 - (12510475)

Security Type/Description Dated Date/Coupon/Maturity	CUSIP	Par	S&P Rating	Moody's Rating	Trade Date	Settle Date	Original Cost	YTM at Cost	Accrued Interest	Amortized Cost	Market Value
Certificate of Deposit											
SUMITOMO MITSUI BANK NY CERT DEPOS DTD 10/18/2018 3.390% 10/16/2020	86565BPC9	250,000.00	A	A1	10/16/18	10/18/18	249,660.00	3.46	3,884.38	249,922.70	253,493.75
SWEDBANK (NEW YORK) CERT DEPOS DTD 11/17/2017 2.270% 11/16/2020	87019U6D6	500,000.00	AA-	Aa2	11/16/17	11/17/17	500,000.00	2.30	4,287.78	500,000.00	496,089.00
ROYAL BANK OF CANADA NY CD DTD 06/08/2018 3.240% 06/07/2021	78012UEE1	425,000.00	AA-	Aa2	06/07/18	06/08/18	425,000.00	3.24	4,360.50	425,000.00	430,608.73
MUFG BANK LTD/NY CERT DEPOS DTD 02/28/2019 2.980% 02/25/2022	55379WZU3	250,000.00	A	A1	02/27/19	02/28/19	250,000.00	3.01	662.22	250,000.00	252,919.53
Security Type Sub-Total		3,300,000.00					3,299,565.00	2.76	36,718.30	3,299,865.75	3,310,406.71

Asset-Backed Security											
HONDA ABS 2016-1 A3 DTD 02/25/2016 1.220% 12/18/2019	43814NAC9	86.46	AAA	NR	02/16/16	02/25/16	86.45	1.23	0.04	86.46	86.41
TOYOTA ABS 2016-A A3 DTD 03/02/2016 1.250% 03/15/2020	89237KAD5	11,722.57	AAA	Aaa	02/23/16	03/02/16	11,721.91	1.25	6.51	11,722.44	11,710.07
JOHN DEERE ABS 2016-B A3 DTD 07/27/2016 1.250% 06/15/2020	47788NAC2	10,621.61	NR	Aaa	07/19/16	07/27/16	10,620.76	1.25	5.90	10,621.39	10,593.63
FORD ABS 2016-A A3 DTD 01/26/2016 1.390% 07/15/2020	34531PAD3	6,571.93	AAA	NR	01/20/16	01/26/16	6,571.79	1.39	4.06	6,571.90	6,565.77
ALLY ABS 2016-3 A3 DTD 05/31/2016 1.440% 08/15/2020	02007LAC6	10,024.36	AAA	Aaa	05/24/16	05/31/16	10,023.39	1.44	6.42	10,024.08	10,011.12
HYUNDAI ABS 2016-A A3 DTD 03/30/2016 1.560% 09/15/2020	44930UAD8	11,021.22	AAA	Aaa	03/22/16	03/30/16	11,019.08	1.57	7.64	11,020.63	10,999.92
HONDA ABS 2016-4 A3 DTD 10/25/2016 1.210% 12/18/2020	43814RAC0	109,788.07	AAA	NR	10/18/16	10/25/16	109,780.95	1.04	47.97	109,785.55	109,098.05
TOYOTA ABS 2017-A A3 DTD 03/15/2017 1.730% 02/15/2021	89238MAD0	86,854.94	AAA	Aaa	03/07/17	03/15/17	86,844.72	1.74	66.78	86,849.91	86,440.86
HYUNDAI ABS 2016-B A3 DTD 09/21/2016 1.290% 04/15/2021	44891EAC3	77,395.44	AAA	Aaa	09/14/16	09/21/16	77,385.02	1.30	44.37	77,391.33	76,924.95



Managed Account Detail of Securities Held

For the Month Ending **March 31, 2019**

EMPLOYMENT RISK MANAGEMENT AUTHORITY - ERMA - 596-00 - (12510475)

Security Type/Description Dated Date/Coupon/Maturity	CUSIP	Par	S&P Rating	Moody's Rating	Trade Date	Settle Date	Original Cost	YTM at Cost	Accrued Interest	Amortized Cost	Market Value
Asset-Backed Security											
ALLY ABS 2017-1 A3 DTD 01/31/2017 1.700% 06/15/2021	02007PAC7	59,739.98	NR	Aaa	01/24/17	01/31/17	59,734.76	1.70	45.14	59,737.49	59,463.53
FORD ABS 2017-A A3 DTD 01/25/2017 1.670% 06/15/2021	34531EAD8	241,142.08	NR	Aaa	01/18/17	01/25/17	241,141.19	1.67	178.98	241,141.71	239,845.68
ALLY ABS 2017-2 A3 DTD 03/29/2017 1.780% 08/15/2021	02007HAC5	249,294.18	NR	Aaa	03/21/17	03/29/17	249,264.79	1.79	197.22	249,278.97	248,154.23
HAROT 2017-3 A3 DTD 09/29/2017 1.790% 09/18/2021	43814PAC4	65,000.00	AAA	NR	09/25/17	09/29/17	64,992.96	1.94	42.02	64,995.53	64,575.98
TAOT 2018-A A3 DTD 01/31/2018 2.350% 05/16/2022	89238BAD4	100,000.00	AAA	Aaa	01/23/18	01/31/18	99,998.85	2.35	104.44	99,999.20	99,749.77
HAROT 2018-4 A3 DTD 11/28/2018 3.160% 01/15/2023	43815AAC6	225,000.00	AAA	Aaa	11/20/18	11/28/18	224,966.36	3.17	316.00	224,968.96	227,493.70
NAROT 2018-C A3 DTD 12/12/2018 3.220% 06/15/2023	65478NAD7	225,000.00	AAA	Aaa	12/04/18	12/12/18	224,956.89	3.53	322.00	224,959.80	227,938.41
Security Type Sub-Total		1,489,262.84					1,489,109.87	2.19	1,395.49	1,489,155.35	1,489,652.08
Managed Account Sub-Total		24,322,511.08					24,170,037.75	2.31	134,291.89	24,190,530.49	24,195,346.63
Money Market Mutual Fund											
CAMP Pool		346,596.91	AAAm	NR			346,596.91		0.00	346,596.91	346,596.91
Money Market Sub-Total		346,596.91					346,596.91		0.00	346,596.91	346,596.91
Securities Sub-Total		\$24,669,107.99					\$24,516,634.66	2.31%	\$134,291.89	\$24,537,127.40	\$24,541,943.54
Accrued Interest											\$134,291.89
Total Investments											\$24,676,235.43



Managed Account Security Transactions & Interest

For the Month Ending **March 31, 2019**

EMPLOYMENT RISK MANAGEMENT AUTHORITY - ERMA - 596-00 - (12510475)

Transaction Type		Security Description	CUSIP	Par	Principal Proceeds	Accrued Interest	Total	Realized G/L Cost	Realized G/L Amort Cost	Sale Method
Trade	Settle									
BUY										
02/22/19	03/01/19	PACCAR FINANCIAL CORP NOTE DTD 03/01/2019 2.850% 03/01/2022	69371RP75	50,000.00	(49,956.00)	0.00	(49,956.00)			
03/04/19	03/06/19	US TREASURY N/B NOTES DTD 05/31/2016 1.625% 05/31/2023	912828R69	625,000.00	(602,319.34)	(2,678.57)	(604,997.91)			
03/15/19	03/22/19	JPMORGAN CHASE & CO BONDS DTD 03/22/2019 3.207% 04/01/2023	46647PBB1	250,000.00	(250,000.00)	0.00	(250,000.00)			

Transaction Type Sub-Total				925,000.00	(902,275.34)	(2,678.57)	(904,953.91)			
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INTEREST										
03/01/19	03/25/19	FANNIE MAE SERIES 2015-M13 ASQ2 DTD 10/01/2015 1.646% 09/01/2019	3136AOD00	12,029.01	0.00	16.50	16.50			
03/01/19	03/25/19	FNA 2018-M5 A2 DTD 04/01/2018 3.560% 09/25/2021	3136B1XP4	129,174.71	0.00	390.90	390.90			
03/01/19	03/25/19	FHLMC SERIES K721 A2 DTD 12/01/2015 3.090% 08/25/2022	3137BM6P6	130,000.00	0.00	334.75	334.75			
03/01/19	03/25/19	FHMS KP05 A DTD 12/01/2018 3.203% 07/01/2023	3137FKK39	124,597.55	0.00	332.57	332.57			
03/03/19	03/03/19	AMERICAN EXPRESS CREDIT (CALLABLE) NOTE DTD 03/03/2017 2.200% 03/03/2020	0258M0EE5	180,000.00	0.00	1,980.00	1,980.00			
03/04/19	03/04/19	CATERPILLAR FINL SERVICE NOTE DTD 09/07/2017 1.850% 09/04/2020	14913O2A6	185,000.00	0.00	1,711.25	1,711.25			
03/04/19	03/04/19	WALT DISNEY COMPANY CORP NOTES DTD 03/06/2017 1.950% 03/04/2020	25468PDP8	100,000.00	0.00	975.00	975.00			
03/04/19	03/04/19	UBS AG STAMFORD CT LT CD DTD 03/06/2018 2.900% 03/02/2020	90275DHG8	250,000.00	0.00	3,645.14	3,645.14			
03/12/19	03/12/19	INTL BANK OF RECONSTRUCTION AND DEV NOTE DTD 09/19/2017 1.561% 09/12/2020	45905UP32	625,000.00	0.00	4,881.25	4,881.25			
03/15/19	03/15/19	TOYOTA ABS 2017-A A3 DTD 03/15/2017 1.730% 02/15/2021	89238MAD0	94,902.50	0.00	136.82	136.82			
03/15/19	03/15/19	JOHN DEERE ABS 2016-B A3 DTD 07/27/2016 1.250% 06/15/2020	47788NAC2	13,044.54	0.00	13.59	13.59			



Managed Account Security Transactions & Interest

For the Month Ending **March 31, 2019**

EMPLOYMENT RISK MANAGEMENT AUTHORITY - ERMA - 596-00 - (12510475)

Transaction Type		Security Description	CUSIP	Par	Principal	Accrued	Total	Realized G/L	Realized G/L	Sale
Trade	Settle				Proceeds	Interest		Cost	Amort Cost	Method
INTEREST										
03/15/19	03/15/19	FORD ABS 2016-A A3 DTD 01/26/2016 1.390% 07/15/2020	34531PAD3	10,873.81	0.00	12.60	12.60			
03/15/19	03/15/19	TAOT 2018-A A3 DTD 01/31/2018 2.350% 05/16/2022	89238BAD4	100,000.00	0.00	195.83	195.83			
03/15/19	03/15/19	HAROT 2018-4 A3 DTD 11/28/2018 3.160% 01/15/2023	43815AAC6	225,000.00	0.00	592.50	592.50			
03/15/19	03/15/19	NISSAN ABS 2015-B A3 DTD 07/22/2015 1.340% 03/15/2020	65475WAD0	341.75	0.00	0.38	0.38			
03/15/19	03/15/19	NATIONAL RURAL UTIL COOP NOTE DTD 02/26/2018 2.900% 03/15/2021	63743HER9	150,000.00	0.00	2,175.00	2,175.00			
03/15/19	03/15/19	NAROT 2018-C A3 DTD 12/12/2018 3.220% 06/15/2023	65478NAD7	225,000.00	0.00	603.75	603.75			
03/15/19	03/15/19	FORD ABS 2017-A A3 DTD 01/25/2017 1.670% 06/15/2021	34531EAD8	260,595.59	0.00	362.66	362.66			
03/15/19	03/15/19	BERKSHIRE HATHAWAY INC NOTES DTD 03/15/2016 1.700% 03/15/2019	084664CG4	35,000.00	0.00	297.50	297.50			
03/15/19	03/15/19	HYUNDAI ABS 2016-A A3 DTD 03/30/2016 1.560% 09/15/2020	44930UAD8	13,840.07	0.00	17.99	17.99			
03/15/19	03/15/19	ALLY ABS 2017-1 A3 DTD 01/31/2017 1.700% 06/15/2021	02007PAC7	65,064.39	0.00	92.17	92.17			
03/15/19	03/15/19	ALLY ABS 2017-2 A3 DTD 03/29/2017 1.780% 08/15/2021	02007HAC5	269,807.14	0.00	400.21	400.21			
03/15/19	03/15/19	HYUNDAI ABS 2016-B A3 DTD 09/21/2016 1.290% 04/15/2021	44891EAC3	85,176.54	0.00	91.56	91.56			
03/15/19	03/15/19	ALLY ABS 2016-3 A3 DTD 05/31/2016 1.440% 08/15/2020	02007LAC6	13,591.09	0.00	16.31	16.31			
03/15/19	03/15/19	NATIONAL RURAL UTIL COOP NOTE DTD 02/26/2018 2.900% 03/15/2021	63743HER9	100,000.00	0.00	1,450.00	1,450.00			
03/15/19	03/15/19	TOYOTA ABS 2016-A A3 DTD 03/02/2016 1.250% 03/15/2020	89237KAD5	18,462.65	0.00	19.23	19.23			
03/18/19	03/18/19	HONDA ABS 2016-1 A3 DTD 02/25/2016 1.220% 12/18/2019	43814NAC9	2,406.50	0.00	2.45	2.45			
03/18/19	03/18/19	HONDA ABS 2016-4 A3 DTD 10/25/2016 1.210% 12/18/2020	43814RAC0	121,941.29	0.00	122.96	122.96			



Managed Account Security Transactions & Interest

For the Month Ending **March 31, 2019**

EMPLOYMENT RISK MANAGEMENT AUTHORITY - ERMA - 596-00 - (12510475)

Transaction Type		Security Description	CUSIP	Par	Principal Proceeds	Accrued Interest	Total	Realized G/L	Realized G/L	Sale Method
Trade	Settle							Cost	Amort Cost	
INTEREST										
03/18/19	03/18/19	HAROT 2017-3 A3 DTD 09/29/2017 1.790% 09/18/2021	43814PAC4	65,000.00	0.00	96.96	96.96			
Transaction Type Sub-Total				3,605,849.13	0.00	20,967.83	20,967.83			
MATURITY										
03/15/19	03/15/19	BERKSHIRE HATHAWAY INC NOTES DTD 03/15/2016 1.700% 03/15/2019	084664CG4	35,000.00	35,000.00	0.00	35,000.00	26.60	0.00	
Transaction Type Sub-Total				35,000.00	35,000.00	0.00	35,000.00	26.60	0.00	
PAYDOWNS										
03/01/19	03/25/19	FHMS KP05 A DTD 12/01/2018 3.203% 07/01/2023	3137FKK39	12,980.22	12,980.22	0.00	12,980.22	0.04	0.00	
03/01/19	03/25/19	FNA 2018-M5 A2 DTD 04/01/2018 3.560% 09/25/2021	3136B1XP4	2,574.57	2,574.57	0.00	2,574.57	(51.21)	0.00	
03/01/19	03/25/19	FANNIE MAE SERIES 2015-M13 ASQ2 DTD 10/01/2015 1.646% 09/01/2019	3136AOD00	1,998.25	1,998.25	0.00	1,998.25	(20.01)	0.00	
03/15/19	03/15/19	ALLY ABS 2017-2 A3 DTD 03/29/2017 1.780% 08/15/2021	02007HAC5	20,512.96	20,512.96	0.00	20,512.96	2.42	0.00	
03/15/19	03/15/19	HYUNDAI ABS 2016-B A3 DTD 09/21/2016 1.290% 04/15/2021	44891EAC3	7,781.10	7,781.10	0.00	7,781.10	1.05	0.00	
03/15/19	03/15/19	NISSAN ABS 2015-B A3 DTD 07/22/2015 1.340% 03/15/2020	65475WAD0	341.76	341.76	0.00	341.76	0.03	0.00	
03/15/19	03/15/19	JOHN DEERE ABS 2016-B A3 DTD 07/27/2016 1.250% 06/15/2020	47788NAC2	2,422.93	2,422.93	0.00	2,422.93	0.19	0.00	
03/15/19	03/15/19	FORD ABS 2016-A A3 DTD 01/26/2016 1.390% 07/15/2020	34531PAD3	4,301.88	4,301.88	0.00	4,301.88	0.09	0.00	
03/15/19	03/15/19	HYUNDAI ABS 2016-A A3 DTD 03/30/2016 1.560% 09/15/2020	44930UAD8	2,818.85	2,818.85	0.00	2,818.85	0.55	0.00	
03/15/19	03/15/19	ALLY ABS 2017-1 A3 DTD 01/31/2017 1.700% 06/15/2021	02007PAC7	5,324.41	5,324.41	0.00	5,324.41	0.47	0.00	
03/15/19	03/15/19	TOYOTA ABS 2017-A A3 DTD 03/15/2017 1.730% 02/15/2021	89238MAD0	8,047.56	8,047.56	0.00	8,047.56	0.95	0.00	



Managed Account Security Transactions & Interest

For the Month Ending **March 31, 2019**

EMPLOYMENT RISK MANAGEMENT AUTHORITY - ERMA - 596-00 - (12510475)

Transaction Type		Security Description	CUSIP	Par	Principal Proceeds	Accrued Interest	Total	Realized G/L	Realized G/L	Sale Method
Trade	Settle							Cost	Amort Cost	
PAYDOWNS										
03/15/19	03/15/19	ALLY ABS 2016-3 A3 DTD 05/31/2016 1.440% 08/15/2020	02007LAC6	3,566.73	3,566.73	0.00	3,566.73	0.34	0.00	
03/15/19	03/15/19	FORD ABS 2017-A A3 DTD 01/25/2017 1.670% 06/15/2021	34531EAD8	19,453.51	19,453.51	0.00	19,453.51	0.07	0.00	
03/15/19	03/15/19	TOYOTA ABS 2016-A A3 DTD 03/02/2016 1.250% 03/15/2020	89237KAD5	6,740.08	6,740.08	0.00	6,740.08	0.38	0.00	
03/18/19	03/18/19	HONDA ABS 2016-4 A3 DTD 10/25/2016 1.210% 12/18/2020	43814RAC0	12,153.22	12,153.22	0.00	12,153.22	0.79	0.00	
03/18/19	03/18/19	HONDA ABS 2016-1 A3 DTD 02/25/2016 1.220% 12/18/2019	43814NAC9	2,320.04	2,320.04	0.00	2,320.04	0.33	0.00	
Transaction Type Sub-Total				113,338.07	113,338.07	0.00	113,338.07	(63.52)	0.00	
SELL										
03/15/19	03/22/19	JP MORGAN CHASE & CO CORP NT (CALLABLE) DTD 06/23/2015 2.750% 06/23/2020	46625HLW8	250,000.00	249,797.50	1,699.65	251,497.15	(6,375.00)	(2,004.81)	FIFO
Transaction Type Sub-Total				250,000.00	249,797.50	1,699.65	251,497.15	(6,375.00)	(2,004.81)	
Managed Account Sub-Total						(504,139.77)	19,988.91	(484,150.86)	(6,411.92)	(2,004.81)
Total Security Transactions						(504,139.77)	\$19,988.91	(\$484,150.86)	(\$6,411.92)	(\$2,004.81)



Managed Account Security Transactions & Interest

For the Month Ending **February 28, 2019**

EMPLOYMENT RISK MANAGEMENT AUTHORITY - ERMA - 596-00 - (12510475)

Transaction Type		Security Description	CUSIP	Par	Principal	Accrued	Total	Realized G/L	Realized G/L	Sale
Trade	Settle				Proceeds	Interest		Cost	Amort Cost	Method
BUY										
02/12/19	02/15/19	PNC BANK NA CORP NOTES DTD 01/23/2019 3.500% 01/23/2024	693475AV7	250,000.00	(251,780.00)	(534.72)	(252,314.72)			
02/22/19	03/01/19	PACCAR FINANCIAL CORP NOTE DTD 03/01/2019 2.850% 03/01/2022	69371RP75	50,000.00	(49,956.00)	0.00	(49,956.00)			
02/27/19	02/28/19	MUFG BANK LTD/NY CERT DEPOS DTD 02/28/2019 2.980% 02/25/2022	55379WZU3	250,000.00	(250,000.00)	0.00	(250,000.00)			
Transaction Type Sub-Total				550,000.00	(551,736.00)	(534.72)	(552,270.72)			
INTEREST										
02/01/19	02/01/19	BRANCH BANKING & TRUST (CALLABLE) NOTES DTD 10/26/2017 2.150% 02/01/2021	05531FAZ6	65,000.00	0.00	698.75	698.75			
02/01/19	02/25/19	FHMS KP05 A DTD 12/01/2018 3.203% 07/01/2023	3137FKK39	124,799.29	0.00	333.11	333.11			
02/01/19	02/25/19	FANNIE MAE SERIES 2015-M13 ASQ2 DTD 10/01/2015 1.646% 09/01/2019	3136AODO0	15,369.05	0.00	21.08	21.08			
02/01/19	02/25/19	FNA 2018-M5 A2 DTD 04/01/2018 3.560% 09/25/2021	3136B1XP4	131,357.51	0.00	396.73	396.73			
02/01/19	02/25/19	FHLMC MULTIFAMILY STRUCTURED P POOL DTD 12/01/2015 3.090% 08/25/2022	3137BM6P6	130,000.00	0.00	334.75	334.75			
02/04/19	02/04/19	SKANDINAVISKA ENSKILDA BANKEN NY CERT DE DTD 08/04/2017 1.840% 08/02/2019	83050FXT3	500,000.00	0.00	4,753.33	4,753.33			
02/05/19	02/05/19	IBM CORP CORP NOTES DTD 02/06/2018 2.650% 02/05/2021	44932HAG8	250,000.00	0.00	3,312.50	3,312.50			
02/07/19	02/07/19	WESTPAC BANKING CORP NY CD DTD 08/07/2017 2.050% 08/03/2020	96121T4A3	450,000.00	0.00	4,612.50	4,612.50			
02/12/19	02/12/19	AMERICAN HONDA FINANCE DTD 02/15/2018 2.650% 02/12/2021	02665WCD1	125,000.00	0.00	1,656.25	1,656.25			
02/15/19	02/15/19	ALLY ABS 2017-2 A3 DTD 03/29/2017 1.780% 08/15/2021	02007HAC5	292,213.08	0.00	433.45	433.45			



Managed Account Security Transactions & Interest

For the Month Ending February 28, 2019

EMPLOYMENT RISK MANAGEMENT AUTHORITY - ERMA - 596-00 - (12510475)

Transaction Type		Security Description	CUSIP	Par	Principal Proceeds	Accrued Interest	Total	Realized G/L Cost	Realized G/L Amort Cost	Sale Method
Trade	Settle									
INTEREST										
02/15/19	02/15/19	NAROT 2018-C A3 DTD 12/12/2018 3.220% 06/15/2023	65478NAD7	225,000.00	0.00	603.75	603.75			
02/15/19	02/15/19	JOHN DEERE ABS 2016-B A3 DTD 07/27/2016 1.250% 06/15/2020	47788NAC2	17,387.15	0.00	18.11	18.11			
02/15/19	02/15/19	HYUNDAI ABS 2016-B A3 DTD 09/21/2016 1.290% 04/15/2021	44891EAC3	93,471.51	0.00	100.48	100.48			
02/15/19	02/15/19	ALLY ABS 2017-1 A3 DTD 01/31/2017 1.700% 06/15/2021	02007PAC7	70,950.20	0.00	100.51	100.51			
02/15/19	02/15/19	HAROT 2018-4 A3 DTD 11/28/2018 3.160% 01/15/2023	43815AAC6	225,000.00	0.00	592.50	592.50			
02/15/19	02/15/19	CT ST TXBL GO BONDS DTD 08/17/2016 1.300% 08/15/2019	20772J3D2	275,000.00	0.00	1,787.50	1,787.50			
02/15/19	02/15/19	TAOT 2018-A A3 DTD 01/31/2018 2.350% 05/16/2022	89238BAD4	100,000.00	0.00	195.83	195.83			
02/15/19	02/15/19	FORD ABS 2016-A A3 DTD 01/26/2016 1.390% 07/15/2020	34531PAD3	15,839.83	0.00	18.35	18.35			
02/15/19	02/15/19	HYUNDAI ABS 2016-A A3 DTD 03/30/2016 1.560% 09/15/2020	44930UAD8	16,888.02	0.00	21.95	21.95			
02/15/19	02/15/19	TOYOTA ABS 2017-A A3 DTD 03/15/2017 1.730% 02/15/2021	89238MAD0	103,703.54	0.00	149.51	149.51			
02/15/19	02/15/19	US TREASURY NOTES DTD 08/15/2012 1.625% 08/15/2022	912828TJ9	550,000.00	0.00	4,468.75	4,468.75			
02/15/19	02/15/19	TOYOTA ABS 2016-A A3 DTD 03/02/2016 1.250% 03/15/2020	89237KAD5	25,802.13	0.00	26.88	26.88			
02/15/19	02/15/19	ALLY ABS 2016-3 A3 DTD 05/31/2016 1.440% 08/15/2020	02007LAC6	17,507.82	0.00	21.01	21.01			
02/15/19	02/15/19	NISSAN ABS 2015-B A3 DTD 07/22/2015 1.340% 03/15/2020	65475WAD0	9,228.35	0.00	10.30	10.30			
02/15/19	02/15/19	FORD ABS 2017-A A3 DTD 01/25/2017 1.670% 06/15/2021	34531EAD8	282,559.10	0.00	393.23	393.23			
02/18/19	02/18/19	HAROT 2017-3 A3 DTD 09/29/2017 1.790% 09/18/2021	43814PAC4	65,000.00	0.00	96.96	96.96			
02/18/19	02/18/19	HONDA ABS 2016-4 A3 DTD 10/25/2016 1.210% 12/18/2020	43814RAC0	135,228.76	0.00	136.36	136.36			



Managed Account Security Transactions & Interest

For the Month Ending **February 28, 2019**

EMPLOYMENT RISK MANAGEMENT AUTHORITY - ERMA - 596-00 - (12510475)

Transaction Type		Security Description	CUSIP	Par	Principal	Accrued	Total	Realized G/L	Realized G/L	Sale
Trade	Settle				Proceeds	Interest		Cost	Amort Cost	Method
INTEREST										
02/18/19	02/18/19	HONDA ABS 2016-1 A3 DTD 02/25/2016 1.220% 12/18/2019	43814NAC9	4,887.32	0.00	4.97	4.97			
02/28/19	02/28/19	US TREASURY NOTES DTD 09/02/2014 2.000% 08/31/2021	912828D72	235,000.00	0.00	2,350.00	2,350.00			
02/28/19	02/28/19	US TREASURY NOTES DTD 09/02/2014 2.000% 08/31/2021	912828D72	900,000.00	0.00	9,000.00	9,000.00			
02/28/19	02/28/19	US TREASURY NOTES DTD 09/02/2014 2.000% 08/31/2021	912828D72	1,100,000.00	0.00	11,000.00	11,000.00			
02/28/19	02/28/19	FNMA NOTES DTD 02/28/2017 1.500% 02/28/2020	3135G0T29	150,000.00	0.00	1,125.00	1,125.00			
02/28/19	02/28/19	US TREASURY NOTES DTD 09/02/2014 2.000% 08/31/2021	912828D72	675,000.00	0.00	6,750.00	6,750.00			
Transaction Type Sub-Total				7,377,192.66	0.00	55,524.40	55,524.40			
PAYDOWNS										
02/01/19	02/25/19	FANNIE MAE SERIES 2015-M13 ASQ2 DTD 10/01/2015 1.646% 09/01/2019	3136A0D00	3,340.04	3,340.04	0.00	3,340.04	(33.45)	0.00	
02/01/19	02/25/19	FNA 2018-M5 A2 DTD 04/01/2018 3.560% 09/25/2021	3136B1XP4	2,182.81	2,182.81	0.00	2,182.81	(43.42)	0.00	
02/01/19	02/25/19	FHMS KP05 A DTD 12/01/2018 3.203% 07/01/2023	3137FKK39	201.74	201.74	0.00	201.74	0.00	0.00	
02/15/19	02/15/19	FORD ABS 2017-A A3 DTD 01/25/2017 1.670% 06/15/2021	34531EAD8	21,963.51	21,963.51	0.00	21,963.51	0.08	0.00	
02/15/19	02/15/19	NISSAN ABS 2015-B A3 DTD 07/22/2015 1.340% 03/15/2020	65475WAD0	8,886.60	8,886.60	0.00	8,886.60	0.70	0.00	
02/15/19	02/15/19	HYUNDAI ABS 2016-B A3 DTD 09/21/2016 1.290% 04/15/2021	44891EAC3	8,294.97	8,294.97	0.00	8,294.97	1.12	0.00	
02/15/19	02/15/19	ALLY ABS 2017-2 A3 DTD 03/29/2017 1.780% 08/15/2021	02007HAC5	22,405.94	22,405.94	0.00	22,405.94	2.64	0.00	
02/15/19	02/15/19	HYUNDAI ABS 2016-A A3 DTD 03/30/2016 1.560% 09/15/2020	44930UAD8	3,047.96	3,047.96	0.00	3,047.96	0.59	0.00	
02/15/19	02/15/19	FORD ABS 2016-A A3 DTD 01/26/2016 1.390% 07/15/2020	34531PAD3	4,966.02	4,966.02	0.00	4,966.02	0.11	0.00	



Managed Account Security Transactions & Interest

For the Month Ending **February 28, 2019**

EMPLOYMENT RISK MANAGEMENT AUTHORITY - ERMA - 596-00 - (12510475)

Transaction Type		Security Description	CUSIP	Par	Principal Proceeds	Accrued Interest	Total	Realized G/L	Realized G/L	Sale Method
Trade	Settle							Cost	Amort Cost	
PAYDOWNS										
02/15/19	02/15/19	JOHN DEERE ABS 2016-B A3 DTD 07/27/2016 1.250% 06/15/2020	47788NAC2	4,342.61	4,342.61	0.00	4,342.61	0.34	0.00	
02/15/19	02/15/19	TOYOTA ABS 2017-A A3 DTD 03/15/2017 1.730% 02/15/2021	89238MAD0	8,801.04	8,801.04	0.00	8,801.04	1.04	0.00	
02/15/19	02/15/19	ALLY ABS 2016-3 A3 DTD 05/31/2016 1.440% 08/15/2020	02007LAC6	3,916.73	3,916.73	0.00	3,916.73	0.38	0.00	
02/15/19	02/15/19	TOYOTA ABS 2016-A A3 DTD 03/02/2016 1.250% 03/15/2020	89237KAD5	7,339.48	7,339.48	0.00	7,339.48	0.42	0.00	
02/15/19	02/15/19	ALLY ABS 2017-1 A3 DTD 01/31/2017 1.700% 06/15/2021	02007PAC7	5,885.81	5,885.81	0.00	5,885.81	0.52	0.00	
02/18/19	02/18/19	HONDA ABS 2016-1 A3 DTD 02/25/2016 1.220% 12/18/2019	43814NAC9	2,480.82	2,480.82	0.00	2,480.82	0.36	0.00	
02/18/19	02/18/19	HONDA ABS 2016-4 A3 DTD 10/25/2016 1.210% 12/18/2020	43814RAC0	13,287.47	13,287.47	0.00	13,287.47	0.86	0.00	
Transaction Type Sub-Total				121,343.55	121,343.55	0.00	121,343.55	(67.71)	0.00	
SELL										
02/07/19	02/11/19	SKANDINAVISKA ENSKILDA BANKEN NY CERT DE DTD 08/04/2017 1.840% 08/02/2019	83050FXT3	500,000.00	498,040.00	230.00	498,270.00	(1,765.00)	(1,913.93)	FIFO
02/26/19	02/28/19	MUFG BANK LTD/NY CERT DEPOS DTD 09/27/2017 2.070% 09/25/2019	06539RGM3	250,000.00	249,079.49	2,242.50	251,321.99	(920.51)	(920.51)	FIFO
Transaction Type Sub-Total				750,000.00	747,119.49	2,472.50	749,591.99	(2,685.51)	(2,834.44)	
Managed Account Sub-Total					316,727.04	57,462.18	374,189.22	(2,753.22)	(2,834.44)	
Total Security Transactions						\$316,727.04	\$57,462.18	\$374,189.22	(\$2,753.22)	(\$2,834.44)

Bolded items are forward settling trades.



Managed Account Security Transactions & Interest

For the Month Ending **January 31, 2019**

EMPLOYMENT RISK MANAGEMENT AUTHORITY - ERMA - 596-00 - (12510475)

Transaction Type		Security Description	CUSIP	Par	Principal	Accrued	Total	Realized G/L	Realized G/L	Sale
Trade	Settle				Proceeds	Interest		Cost	Amort Cost	Method
BUY										
01/07/19	01/10/19	US TREASURY NOTES DTD 12/31/2015 2.125% 12/31/2022	912828N30	700,000.00	(689,910.16)	(410.91)	(690,321.07)			
01/30/19	01/31/19	US TREASURY NOTES DTD 12/31/2015 2.125% 12/31/2022	912828N30	650,000.00	(639,691.41)	(1,182.84)	(640,874.25)			
Transaction Type Sub-Total				1,350,000.00	(1,329,601.57)	(1,593.75)	(1,331,195.32)			
INTEREST										
01/01/19	01/25/19	FNA 2018-M5 A2 DTD 04/01/2018 3.560% 09/25/2021	3136B1XP4	139,322.58	0.00	439.76	439.76			
01/01/19	01/25/19	FHLMC MULTIFAMILY STRUCTURED P POOL DTD 12/01/2015 3.090% 08/25/2022	3137BM6P6	130,000.00	0.00	334.75	334.75			
01/01/19	01/25/19	FNMA SERIES 2015-M15 ASQ2 DTD 11/01/2015 1.898% 01/01/2019	3136AQSW1	2,495.45	0.00	3.95	3.95			
01/01/19	01/25/19	FHMS KP05 A DTD 12/01/2018 3.203% 07/01/2023	3137FKK39	125,000.00	0.00	333.65	333.65			
01/01/19	01/25/19	FANNIE MAE SERIES 2015-M13 ASQ2 DTD 10/01/2015 1.646% 09/01/2019	3136AQDQ0	15,399.10	0.00	21.12	21.12			
01/06/19	01/06/19	JOHN DEERE CAPITAL CORP NOTES DTD 01/06/2017 2.650% 01/06/2022	24422ETL3	225,000.00	0.00	2,981.25	2,981.25			
01/10/19	01/10/19	CITIGROUP INC (CALLABLE) CORP NOTE DTD 01/10/2017 2.450% 01/10/2020	172967LF6	250,000.00	0.00	3,062.50	3,062.50			
01/10/19	01/10/19	SVENSKA HANDELSBANKEN NY CD DTD 01/12/2017 1.890% 01/10/2019	86958JHB8	500,000.00	0.00	4,830.00	4,830.00			
01/14/19	01/14/19	FHLB GLOBAL NOTE DTD 07/14/2016 1.125% 07/14/2021	3130A8OS5	625,000.00	0.00	3,515.63	3,515.63			
01/15/19	01/15/19	HYUNDAI ABS 2016-A A3 DTD 03/30/2016 1.560% 09/15/2020	44930UAD8	19,867.36	0.00	25.83	25.83			
01/15/19	01/15/19	NISSAN ABS 2015-B A3 DTD 07/22/2015 1.340% 03/15/2020	65475WAD0	17,859.25	0.00	19.94	19.94			
01/15/19	01/15/19	ALLY ABS 2016-3 A3 DTD 05/31/2016 1.440% 08/15/2020	02007LAC6	21,507.21	0.00	25.81	25.81			



Managed Account Security Transactions & Interest

For the Month Ending **January 31, 2019**

EMPLOYMENT RISK MANAGEMENT AUTHORITY - ERMA - 596-00 - (12510475)

Transaction Type		Security Description	CUSIP	Par	Principal Proceeds	Accrued Interest	Total	Realized G/L Cost	Realized G/L Amort Cost	Sale Method
Trade	Settle									
INTEREST										
01/15/19	01/15/19	HAROT 2018-4 A3 DTD 11/28/2018 3.160% 01/15/2023	43815AAC6	225,000.00	0.00	592.50	592.50			
01/15/19	01/15/19	TAOT 2018-A A3 DTD 01/31/2018 2.350% 05/16/2022	89238BAD4	100,000.00	0.00	195.83	195.83			
01/15/19	01/15/19	FORD ABS 2017-A A3 DTD 01/25/2017 1.670% 06/15/2021	34531EAD8	303,226.28	0.00	421.99	421.99			
01/15/19	01/15/19	TOYOTA ABS 2016-A A3 DTD 03/02/2016 1.250% 03/15/2020	89237KAD5	33,230.42	0.00	34.62	34.62			
01/15/19	01/15/19	TOYOTA ABS 2017-A A3 DTD 03/15/2017 1.730% 02/15/2021	89238MAD0	112,377.45	0.00	162.01	162.01			
01/15/19	01/15/19	ALLY ABS 2017-2 A3 DTD 03/29/2017 1.780% 08/15/2021	02007HAC5	314,781.97	0.00	466.93	466.93			
01/15/19	01/15/19	HYUNDAI ABS 2016-B A3 DTD 09/21/2016 1.290% 04/15/2021	44891EAC3	101,521.33	0.00	109.14	109.14			
01/15/19	01/15/19	JOHN DEERE ABS 2016-B A3 DTD 07/27/2016 1.250% 06/15/2020	47788NAC2	20,972.14	0.00	21.85	21.85			
01/15/19	01/15/19	ALLY ABS 2017-1 A3 DTD 01/31/2017 1.700% 06/15/2021	02007PAC7	76,928.95	0.00	108.98	108.98			
01/15/19	01/15/19	FORD ABS 2016-A A3 DTD 01/26/2016 1.390% 07/15/2020	34531PAD3	20,744.61	0.00	24.03	24.03			
01/15/19	01/15/19	NAROT 2018-C A3 DTD 12/12/2018 3.220% 06/15/2023	65478NAD7	225,000.00	0.00	664.13	664.13			
01/17/19	01/17/19	CITIBANK ABS 2017-A2 A2 DTD 01/26/2017 1.740% 01/19/2021	17305EGA7	380,000.00	0.00	3,306.00	3,306.00			
01/18/19	01/18/19	HAROT 2017-3 A3 DTD 09/29/2017 1.790% 09/18/2021	43814PAC4	65,000.00	0.00	96.96	96.96			
01/18/19	01/18/19	HONDA ABS 2016-1 A3 DTD 02/25/2016 1.220% 12/18/2019	43814NAC9	7,352.02	0.00	7.47	7.47			
01/18/19	01/18/19	HONDA ABS 2016-4 A3 DTD 10/25/2016 1.210% 12/18/2020	43814RAC0	148,173.22	0.00	149.41	149.41			
01/20/19	01/20/19	AMERICAN HONDA FINANCE CORP NOTES DTD 07/20/2017 1.950% 07/20/2020	02665WBT7	100,000.00	0.00	975.00	975.00			



Managed Account Security Transactions & Interest

For the Month Ending **January 31, 2019**

EMPLOYMENT RISK MANAGEMENT AUTHORITY - ERMA - 596-00 - (12510475)

Transaction Type		Security Description	CUSIP	Par	Principal Proceeds	Accrued Interest	Total	Realized G/L	Realized G/L	Sale Method
Trade	Settle							Cost	Amort Cost	
INTEREST										
01/23/19	01/23/19	INTL BANK OF RECONSTRUCTION AND DEV NOTE DTD 07/25/2018 2.750% 07/23/2021	459058GH0	500,000.00	0.00	6,800.00	6,800.00			
Transaction Type Sub-Total				4,805,759.34	0.00	29,731.04	29,731.04			
MATURITY										
01/01/19	01/01/19	FNMA SERIES 2015-M15 ASQ2 DTD 11/01/2015 1.898% 01/01/2019	3136AQSW1	2,495.45	2,495.45	0.00	2,495.45	(24.95)	0.00	
01/10/19	01/10/19	SVENSKA HANDELSBANKEN NY CD DTD 01/12/2017 1.890% 01/10/2019	86958JHB8	500,000.00	500,000.00	0.00	500,000.00	0.00	0.00	
Transaction Type Sub-Total				502,495.45	502,495.45	0.00	502,495.45	(24.95)	0.00	
PAYDOWNS										
01/01/19	01/25/19	FHMS KP05 A DTD 12/01/2018 3.203% 07/01/2023	3137FKK39	200.71	200.71	0.00	200.71	0.00	0.00	
01/01/19	01/25/19	FNA 2018-M5 A2 DTD 04/01/2018 3.560% 09/25/2021	3136B1XP4	7,965.06	7,965.06	0.00	7,965.06	(158.43)	0.00	
01/01/19	01/25/19	FANNIE MAE SERIES 2015-M13 ASQ2 DTD 10/01/2015 1.646% 09/01/2019	3136AQDQ0	30.05	30.05	0.00	30.05	(0.30)	0.00	
01/15/19	01/15/19	TOYOTA ABS 2017-A A3 DTD 03/15/2017 1.730% 02/15/2021	89238MAD0	8,673.91	8,673.91	0.00	8,673.91	1.02	0.00	
01/15/19	01/15/19	FORD ABS 2017-A A3 DTD 01/25/2017 1.670% 06/15/2021	34531EAD8	20,667.18	20,667.18	0.00	20,667.18	0.08	0.00	
01/15/19	01/15/19	HYUNDAI ABS 2016-B A3 DTD 09/21/2016 1.290% 04/15/2021	44891EAC3	8,049.82	8,049.82	0.00	8,049.82	1.08	0.00	
01/15/19	01/15/19	FORD ABS 2016-A A3 DTD 01/26/2016 1.390% 07/15/2020	34531PAD3	4,904.78	4,904.78	0.00	4,904.78	0.11	0.00	
01/15/19	01/15/19	TOYOTA ABS 2016-A A3 DTD 03/02/2016 1.250% 03/15/2020	89237KAD5	7,428.29	7,428.29	0.00	7,428.29	0.42	0.00	
01/15/19	01/15/19	JOHN DEERE ABS 2016-B A3 DTD 07/27/2016 1.250% 06/15/2020	47788NAC2	3,584.99	3,584.99	0.00	3,584.99	0.29	0.00	
01/15/19	01/15/19	NISSAN ABS 2015-B A3 DTD 07/22/2015 1.340% 03/15/2020	65475WAD0	8,630.90	8,630.90	0.00	8,630.90	0.69	0.00	



Managed Account Security Transactions & Interest

For the Month Ending **January 31, 2019**

EMPLOYMENT RISK MANAGEMENT AUTHORITY - ERMA - 596-00 - (12510475)

Transaction Type		Security Description	CUSIP	Par	Principal	Accrued	Total	Realized G/L	Realized G/L	Sale
Trade	Settle				Proceeds	Interest		Cost	Amort Cost	
PAYDOWNS										
01/15/19	01/15/19	ALLY ABS 2017-1 A3 DTD 01/31/2017 1.700% 06/15/2021	02007PAC7	5,978.75	5,978.75	0.00	5,978.75	0.52	0.00	
01/15/19	01/15/19	ALLY ABS 2016-3 A3 DTD 05/31/2016 1.440% 08/15/2020	02007LAC6	3,999.39	3,999.39	0.00	3,999.39	0.39	0.00	
01/15/19	01/15/19	ALLY ABS 2017-2 A3 DTD 03/29/2017 1.780% 08/15/2021	02007HAC5	22,568.89	22,568.89	0.00	22,568.89	2.66	0.00	
01/15/19	01/15/19	HYUNDAI ABS 2016-A A3 DTD 03/30/2016 1.560% 09/15/2020	44930UAD8	2,979.34	2,979.34	0.00	2,979.34	0.58	0.00	
01/17/19	01/17/19	CITIBANK ABS 2017-A2 A2 DTD 01/26/2017 1.740% 01/19/2021	17305EGA7	380,000.00	380,000.00	0.00	380,000.00	72.77	0.00	
01/18/19	01/18/19	HONDA ABS 2016-1 A3 DTD 02/25/2016 1.220% 12/18/2019	43814NAC9	2,464.70	2,464.70	0.00	2,464.70	0.35	0.00	
01/18/19	01/18/19	HONDA ABS 2016-4 A3 DTD 10/25/2016 1.210% 12/18/2020	43814RAC0	12,944.46	12,944.46	0.00	12,944.46	0.84	0.00	
Transaction Type Sub-Total				501,071.22	501,071.22	0.00	501,071.22	(76.93)	0.00	
SELL										
01/07/19	01/10/19	US TREASURY NOTES DTD 09/02/2014 2.000% 08/31/2021	912828D72	250,000.00	246,728.52	1,823.20	248,551.72	(12,656.25)	(8,384.43)	FIFO
Transaction Type Sub-Total				250,000.00	246,728.52	1,823.20	248,551.72	(12,656.25)	(8,384.43)	
Managed Account Sub-Total					(79,306.38)	29,960.49	(49,345.89)	(12,758.13)	(8,384.43)	
Total Security Transactions					(\$79,306.38)	\$29,960.49	(\$49,345.89)	(\$12,758.13)	(\$8,384.43)	

EMPLOYMENT RISK MANAGEMENT AUTHORITY

~ BALANCE SHEET ~

As of March 31, 2019

(Unaudited)

ASSETS

CURRENT ASSETS

Cash in Bank	\$	22,565	
Camp Liquidity Account		2,009,064	
Local Agency Investment Fund		2,331,273	
Market Valuation - LAIF		343	
Investments - Managed Portfolio		3,149,829	
Market Valuation - Investments		(3,999)	
Accounts Receivable - Members		1,119	
Accounts Receivable - Excess Insurance		200,010	
Accounts Receivable - Miscellaneous		16,368	
Interest Receivable		152,986	
Prepaid Expense		195,445	
Prepaid Insurance		76,281	
TOTAL CURRENT ASSETS			8,151,283

NONCURRENT ASSETS

Investments - Managed Portfolio		21,366,806	
Market Valuation - Investments		29,308	
TOTAL NONCURRENT ASSETS			21,396,113
TOTAL ASSETS			\$ 29,547,396

LIABILITIES AND EQUITY

CURRENT LIABILITIES

Accounts Payable	\$	115,471	
Unearned Revenue		1,809,012	
Reserve - Claims		2,930,154	
Reserve - IBNR & ULAE		988,587	
TOTAL CURRENT LIABILITIES			5,843,224

NONCURRENT LIABILITIES

Reserve - IBNR & ULAE		9,628,934	
TOTAL NONCURRENT LIABILITIES			9,628,934
TOTAL LIABILITIES			15,472,158

EQUITY

Retained Earnings - Prior Year		11,754,132	
Retained Earnings - Capital Fund		763,107	
Retained Earnings - Current Year		1,558,000	
TOTAL EQUITY			14,075,239
TOTAL LIABILITIES AND EQUITY			\$ 29,547,396

EMPLOYMENT RISK MANAGEMENT AUTHORITY

~ INCOME STATEMENT ~

For the Quarter Ended March 31, 2019

(Unaudited)

	Actual	Budget	% Used	\$ Variance
INCOME				
Deposit Premium	\$ 5,166,233	\$ 6,863,968	75%	\$ (1,697,735)
Excess Insurance Premium	224,288	299,049	75%	(74,762)
Interest Income	810,012			810,012
Miscellaneous Income	(2,500)			(2,500)
TOTAL INCOME	6,198,032	7,163,016	87%	(964,985)
EXPENSES				
Claims Expense				
Claims Paid	\$ 2,742,906 **	\$ 5,897,762 *	63%	(2,188,297)
Incr/(Decr) in Reserves	966,560 **			
Excess Insurance	224,053	299,049	75%	(74,996)
Subtotal Claims Expense	3,933,518	6,196,811	63%	(2,263,293)
Loss Prevention & Training				
Employee Reporting	7,490	9,500	79% +	(2,010)
Web-based Training / Training Bulletins	18,000	24,000	75%	(6,000)
Additional Web-based Training	9,000	12,000	75%	(3,000)
Hotline Services	6,181	7,000	88%	(819)
Miscellaneous Training Expenses	2,109	6,000	35%	(3,891)
Attorney / Training Workshops	34,775	47,300	74%	(12,525)
Subtotal Loss Prevention & Training	77,555	105,800	73%	(28,245)
Capital Fund Expenditures				
Development/ Delivery of Survey/ Results	4,029			4,029
SubtotalCapital Fund Expenditures	4,029			4,029
General & Administrative Expenses				
Program Management	524,030	698,706	75%	(174,677)
Risk Assessments	0	10,000	0%	(10,000)
Board Meetings & Retreat	21,731	30,000	72%	(8,269)
Memberships & Conferences	3,813	6,700	57%	(2,887)
Actuarial Study	0	9,950	0%	(9,950)
Legal Services	34,186	45,000	76%	(10,814)
Financial Audit	9,700	9,950	97%	(250)
Claims Audit	0	5,900	0%	(5,900)
Accreditation	1,417	1,500	94%	(84)
Fidelity Bond	962	1,200	80% +	(239)
SLIP Insurance	1,898	2,500	76%	(602)
Investment Management Services	19,311	30,000	64%	(10,689)
Claims System	5,000	5,000	100%	0
Miscellaneous	2,884	4,000	72%	(1,116)
Subtotal General & Admin Expenses	624,931	860,406	73%	(235,475)
TOTAL EXPENSES	4,640,033	7,163,017	65%	(2,522,984)
NET INCOME/(LOSS)	\$ 1,558,000	\$ (1)		

* Amount budgeted for claims expense is for the current program year only, to be paid in current and future years.

** Amount paid for claims is for all program years paid in the current year, as well as changes in reserves for prior years.

+ See attached "Report of Line Items Expected to Exceed Budgeted Amount"

EMPLOYMENT RISK MANAGEMENT AUTHORITY
~ INCOME STATEMENT ADDENDUM ~
Report of Line Items Expected to Exceed Budgeted Amount
For the Quarter Ended March 31, 2019

	<u>Actual</u>	<u>Budget</u>	<u>% Used</u>	<u>\$ Variance</u>
Loss Prevention & Training				
+ <u>Employee Reporting</u>	7,490	9,500	79%	(2,010)
<i>Annual invoice from in2vate increased over prior year due to increased FTE's (33,200 to 35,000) used in the calculation.</i>				
<hr/>				
General & Administrative Expenses				
+ <u>Fidelity Bond</u>	962	1,200	80%	(239)
<i>The crime policy is expected to exceed the budgeted amount due to higher renewal premium.</i>				
<hr/>				

Employment Risk Management Authority
Program Retained Earnings by Member
At the Expected Confidence Level
As of March 31, 2019

Member	2011/12 Program Year	2012/13 Program Year	2013/14 Program Year	2014/15 Program Year	2015/16 Program Year	2016/17 Program Year	2017/18 Program Year	2018/19 Program Year	Total
BCJPIA	\$ 337,920	\$ 478,215	\$ 332,335	\$ 85,594	\$ 74,287	\$ 199,515	\$ 150,917	\$ 129,510	\$ 1,788,293
CalTIP							15,465	14,051	29,516
CSJVRMA	534,641	908,991	542,879	91,485	78,177	375,046	229,634	222,171	2,983,025
ERMAC						39,881	20,798	15,125	75,804
MBASIA	29,821	49,041	38,460	5,719	4,782	18,363	10,583	11,205	167,973
MPA	441,910	705,338	441,981	71,024	69,874	268,846	155,772	147,385	2,302,129
PARSAC	403,180	649,527	482,860	119,108	98,680	343,897	227,565	212,461	2,537,277
PERMA	448,250	603,731	485,709	126,367	83,560	200,348	158,230	189,243	2,295,439
SCORE	36,362	44,477	33,084	8,566	7,672	19,456	14,687	13,951	178,255
VCJPA	83,546	189,661	123,827	18,937	15,131	71,354	39,254	42,784	584,494
Oakland HA	43,924	94,758	58,052	9,055	6,572	28,522	22,298	19,198	282,378
Contra Costa County HA	13,733	22,871	14,884	2,031	1,274	5,729	3,563	3,305	67,389
Capital Fund									783,264
Total	\$ 2,373,286	\$ 3,746,610	\$ 2,554,071	\$ 537,886	\$ 440,010	\$ 1,570,955	\$ 1,048,766	\$ 1,020,389	\$ 14,075,239

NOTES:

- * ERMA's first three program years, 1999/2000 - 2001/2002 were closed as of June 30, 2008.
- * Program years 2002/2003 and 2003/2004 were closed as of April 1, 2013.
- * Program years 2004/2005 through 2007/2008 were retrospectively adjusted as of June 30, 2013.
- * Program years 2004/2005 and 2005/2006 were closed as of April 1, 2014.
- * Program years 2004/2005 through 2008/2009 were retrospectively adjusted as of June 30, 2014.
- * Program years 2006/2007 through 2009/2010 were retrospectively adjusted as of June 30, 2015.
- * Program years 2007/2008 through 2010/2011 were retrospectively adjusted as of June 30, 2016.
- * Program years 2006/2007 through 2008/2009 were closed as of April 1, 2016.
- * Program years 2009/2010 through 2010/2011 were closed as of May 1, 2018.
- * ERMA's Capital Fund was reactivated as of June 30, 2015 with \$300,000 allocated based on 2015/16 premiums. An additional \$400,000 was funded on June 30, 2016 allocated based on 2016/17 premiums. An additional \$150,000 was funded on June 30, 2017 allocated based on 2017/18 premiums. An additional \$150,000 was funded on June 30, 2018 allocated based on 2018/19 premiums.

Additional Information:

Current IBNR

IBNR as of 3/31/19	\$0	\$ 75,088	\$ 200,296	\$ 544,483	\$ 908,238	\$ 1,688,412	\$ 3,715,830	\$ 3,485,174	\$10,617,521
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Retained Earnings @ 90%:

Retained Earnings @ 90% CL:	<u>\$ 2,373,286</u>	<u>\$ 3,706,631</u>	<u>\$ 2,491,252</u>	<u>\$ 185,667</u>	<u>\$ (29,978)</u>	<u>\$ 452,930</u>	<u>\$ (809,208)</u>	<u>\$ (511,074)</u>	<u>\$ 8,642,769</u>
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Assessments / (Dividends):

Net Assessments

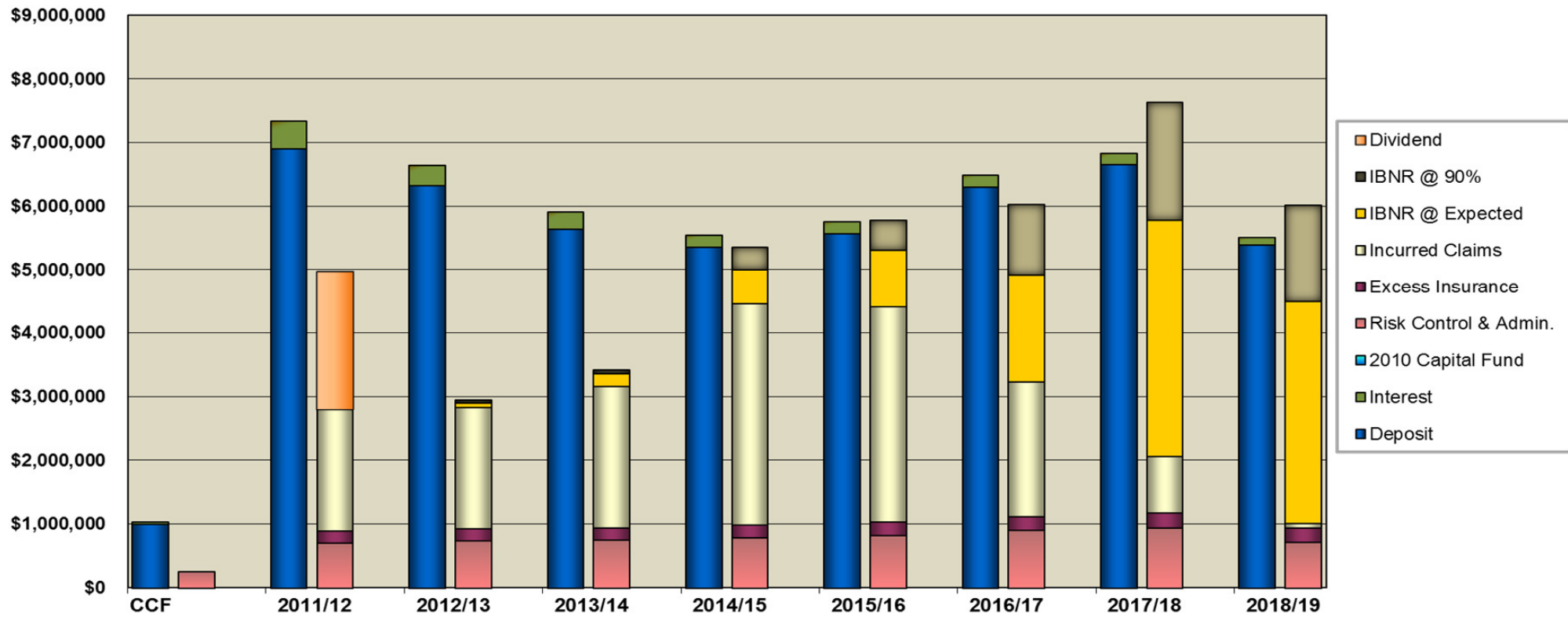
Net Assessments / Dividends	<u>\$ (2,166,447)</u>								<u>\$ (14,171,759)</u>
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Confidence Level Funding:

75%	80%	80%	80%	80%	80%	80%	80%	80%
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Employment Risk Management Authority

Review of Financial Condition As of March 31, 2019



MEMORANDUM

TO: ERMA Board of Directors

FROM: Artesia Dupree, Oakland Housing Authority

RE: AGRIP

I attended the AGRIP meeting in St. Louis. Not sure exactly what the conference was going to be about and what was going to be my takeaways that would be useful. I can say, after the conference, I truly walked away with knowledge and skills to help my professional develop in the arena of Governance. When I attend a conference, I hope that 1) it meets my needs, 2) is well organized, 3) beneficial and 4) does what it says it would (deliver vital and useful information). Many conferences fall short on meeting my four objectives, but this conference excelled past my expectations.

As I sit on several national, local boards and pools, this conference was exactly what I needed to help to increase my value to the organizations. To learn how the insurance industry varies from private to public insurances and gain a better understanding of the core or primary function of pools. The conference helped to enhance my understanding of the benefits an organization can achieve through a pool membership. Knowing how the private sector differs from public or government municipalities to structure an insurance program that meets the need of its members who are the stakeholders.

The conference not only enhanced and reinforced what I knew about insurance, pools and board configurations, it reaffirmed what the mission is and that is to help keep public entities and public employees safe and healthy and identify risk exposures to mitigate the impact.

The most important factor in attending this conference was the networking opportunities that were available to me. I had an opportunity to engage in meaningful conversations with other attendees from different authority levels to share ideas and best practices in governance and to be able to provide quantifiable data to the members.

I am pleased to have been invited to attend and to now be an integral part of the membership of AGRIP and to absorb as much knowledge that I can to bring to ERMA, a successful board is a board that is always innovative and evolving.

EMPLOYMENT RISK MANAGEMENT AUTHORITY

(ERMA)

MEMORANDUM OF COVERAGE

FOR THE ~~2018/19~~2019/20 PROGRAM

YEAR EFFECTIVE ~~JANUARY-JULY~~ 1,

2019

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MEMORANDUM OF COVERAGE FOR THE EMPLOYMENT RISK MANAGEMENT AUTHORITY (ERMA)

In consideration of the payment of the deposit premium, the *Authority* agrees with the *Members* as follows:

SECTION I - COVERAGE

The *Authority* will pay up to the *Limit of Coverage* those sums on behalf of the *Covered Party* for the *Ultimate Net Loss*, less the *Retained Limit*, that the *Covered Party* becomes legally obligated to pay as *Damages* because of a *Wrongful Employment Practice*, as that term is herein defined and to which this Memorandum applies, caused by an *Occurrence* during the *Coverage Period*, except as otherwise excluded.

This Memorandum of Coverage does not provide insurance, but instead provides for pooled risk sharing. This Memorandum is a negotiated agreement amongst the *Covered Parties* of the *Authority* and none of the parties to the Memorandum is entitled to rely on any contract interpretation principles which require interpretation of ambiguous language against the drafter of such Memorandum. This Memorandum shall be applied according to the principles of contract law, giving full effect to the intent of the *Covered Parties* of the *Authority*, acting through the Board of Directors in adopting this Memorandum of Coverage. Since the *Authority* is not an insurer, it has no obligation to issue reservation of rights letters, and failure to provide notice to a *Covered Party* of any coverage issue or dispute shall not operate to waive any of the provisions of this Memorandum. Since this Memorandum does not provide insurance, neither the *Authority* nor any *Covered Parties* shall be liable for or subject to any legal action or proceeding as to any claim alleging breach of the implied covenant of good faith and fair dealing with respect to any dispute between the *Authority* and any *Covered Parties* that may arise under this Memorandum.

SECTION II - DEFINITIONS

1. *“Authority”* means the Employment Risk Management Authority.
2. *“Claim”* means: (a) a written demand or notice which is made or brought by an *Employee*, or an oral demand or notice by an *Employee* which is memorialized by the *Covered Party* in writing within fifteen (15) days of the oral demand or notice, and (b) seeks or alleges *Damages* or alleges other injury, harm, or invasion of rights, and (c) which contains an allegation that a *Wrongful Employment Practice* or a series of *Wrongful Employment Practices* has been committed during the *Coverage Period*. *Claim* includes a civil action, an administrative proceeding or charge commenced before the Equal Employment Opportunity Commission or similar state or other agency having jurisdiction over the *Covered Party*, or an alternative dispute resolution proceeding, or action brought by a person or entity acting on behalf of an *Employee* of the *Covered Party*.

Claim does not include a *Union Grievance*, or any type of criminal proceeding, or any claim arising under the FLSA or any California Wage Orders or any similar federal or state law. *Claim* does not include a dispute arising out of a contract for employment between the *Covered Party* and any individual or *Employee*, including but not limited to any dispute regarding the validity or enforceability of such contract.

Claim does not include an internal administrative or disciplinary proceeding pursuant to the terms and conditions of employment.

A *Claim* shall be deemed to be made on the earliest date such written demand or notice is received by a *Covered Party*.

3. "Coverage Period" means that term prescribed for coverage by the *Authority* as set forth in the Declarations page.
4. "Covered Party" means:
 - (A) The *Member* and any additional entities named in the Declarations page.
 - (B) Any person who is an *Employee* of a *Covered Party* identified in Section (A) herein, whether or not compensated, while acting in an official capacity for or on behalf of such *Covered Party*, including while acting on any outside board at the direction of such *Covered Party*.

Covered Party shall not include any person, whether or not compensated, who is not acting in the course and scope of his or her employment or whose conduct, as a matter of law, is not within the course and scope of his or her employment by the *Covered Party* at the time of the act or acts alleged in a *Claim*.

- (C) All entities named in Endorsement #2, and any officer, director or employee thereof while acting in an official capacity for or on behalf of such entity and in the course and scope of his or her duties. Except for those expressly identified in Endorsement #2, no other person, organization, or entity shall be deemed to be a "Covered Party" under Endorsement #2.
 - (D) Notwithstanding sections (B) and (C) above, the defense and indemnity coverage afforded by this Memorandum to a past or present *Employee* of a *Covered Party* is not broader than the *Covered Party's* duty to defend and indemnify its *Employee*, pursuant to California Government Code Section 815, 815.3, 825 to 825.6, 995 to 996.6, inclusive, and any amendments thereof. If the *Covered Party* which employs the *Employee* is not obligated under the California Government Code to provide a defense or to provide indemnity for a *Claim*, or if said *Covered Party* refuses to provide such defense and/or indemnity to said *Employee*, then this Memorandum shall not provide any such defense or indemnity coverage to said *Employee*. All immunities, defenses, rights, and privileges afforded to a *Covered Party* under California Government Code Section 815, 815.3, 825 to 825.6, 995 to 996.6, inclusive, and any amendments thereof, shall

be afforded to the *Authority* to bar any defense or indemnity coverage under this Memorandum to that *Covered Party's Employee*.

5. *"Damages"* means compensation in money which a *Covered Party* is legally obligated to pay as a result of a *Claim*. *Damages* include: (1) attorney fees not based on contract, awarded against the *Covered Party*, (2) interest on judgments, or (3) costs for which the *Covered Party* is liable either by adjudication, or by compromise with the written consent of the *Authority*, if the fees, interest, or costs arise from an *Occurrence* to which this coverage applies.

Damages with respect to *Wrongful Employment Practice* shall not include those sums owed by a *Covered Party* as contract *Damages*, prospective salary, wages, or benefits, any salary, wage or benefits resulting from an order that a *Covered Party* hire an applicant or from promotion or reinstatement, or any *Damages* owing under an express contract of employment or an express obligation to make severance payments in the event of termination of employment.

Damages with respect to *Wrongful Employment Practice* also shall not include amounts awarded under a labor grievance or arbitration pursuant to a collective bargaining agreement, nor sums paid pursuant to any judgment or agreement, whether injunctive or otherwise, to undertake actions to correct past discriminatory or unlawful conduct or to establish practices or procedures designed to eliminate or prevent future discriminatory or other unlawful conduct, or any non-monetary relief.

6. *"Defense Costs"* means all fees and expenses incurred by any *Covered Party*, caused by and relating to the adjustment, investigation, defense, or litigation of a *Claim* to which this coverage applies, including attorney's fees, court costs, interest on judgments accruing after entry of judgment, and the time and travel expenses of the Litigation Manager for attendance at trials, mediations, arbitrations and settlement conferences. *Defense Costs* shall not include attorney fees or costs awarded to a prevailing plaintiff against the *Covered Party*.

Defense Costs shall not include the office expenses, salaries of *Employees*, or expenses of the *Covered Party* or the *Authority*. *Defense Costs* shall not include investigation costs incurred by investigators or adjusting expenses that were not approved by ERMA prior to the costs being incurred. *Defense Costs* are included within, and are not in addition to, the applicable *Limit of Coverage*.

Defense Costs shall not include any fee or expense relating to coverage issues or disputes between the *Authority* and any *Covered Party*.

7. *"Discrimination"* means termination of the employment relationship, a demotion, a failure or refusal to hire or promote, denial of an employment benefit, or the taking of any adverse or differential employment action because of race, color, creed, religion, age, sex, disability, pregnancy, sexual orientation, national origin, AIDS, or other protected category or characteristic established pursuant to any applicable federal, state, or local statute or ordinance.

8. “Employee” means any person whose labor or services is engaged and directed by a *Covered Party*, whether past, present or future, including a volunteer, official, or applicant for employment. This includes part-time, seasonal, and temporary labor or services, as well as any person employed in a supervisory, managerial, or confidential position. *Employee* shall not include leased employees, independent contractors or subcontractors, agents, or servants of any *Covered Party*, unless the *Covered Party* has the right to and does control and direct the details of their work rather than the result of that work. *Employee* also shall not include the spouse, child, unborn fetus, parent, brother, or sister of the *Employee*. *Employee* shall not include any person performing labor or services, either voluntarily or involuntarily, while incarcerated in any state or local correctional or penal institution or facility of any nature, or who performs labor or services, either voluntarily or involuntarily, as a condition of or in satisfaction of any penal sentence.

The exclusion of independent contractors or subcontractors from the definition of *Employee* shall not apply to a *Claim* for harassment specifically authorized under Cal. Gov. Code 12940 (j)(1) and (5).

9. “Harassment” means:

(A) Unwelcome sexual advances, requests for sexual favors, or other verbal, visual or physical conduct of a sexual nature, including those which:

- (1) are made a condition of employment with the *Covered Party*;
- (2) are used as a basis for employment decisions by the *Covered Party*; or
- (3) create a work environment that interferes with performance or creates an intimidating, hostile or offensive working environment; or

(B) Workplace conduct (i.e. *Harassment* of a non-sexual nature) committed in violation of law or because of any protected category or characteristic which creates a work environment that interferes with performance, or creates an intimidating, hostile, or offensive working environment.

10. “Limit of Coverage” shall be the amount of coverage stated in the Declarations Page, or sublimits as stated therein for each *Covered Party* per *Occurrence*, subject to any lower sublimit stated in this Memorandum. The *Limit of Coverage* shall include the *Covered Party’s Retained Limit*. For each *Occurrence*, there shall be only one *Limit of Coverage* regardless of the number of claimants or *Covered Parties* against whom a *Claim* is made, or the number of *Coverage Periods* through which the *Occurrence* continues. In the event that a structured settlement, whether purchased from or through a third-party, or paid directly by the *Covered Party* in installments, is utilized in the resolution of a *Claim* or suit, the *Authority* will pay only up to the amount stated in the Declarations in present value of the *Claim*, as determined on the date of settlement, regardless of whether the full value of the settlement exceeds the amount stated in the Declarations.

11. “Member” means a governmental entity, including any commissions, agencies, districts, authorities, boards, or other similar government entity under the direct control of the governmental entity, that is eligible to participate in a joint powers authority. A *Member* is one who has been accepted into ERMA and, is a Named Covered Party in the Memorandum of Coverage and Endorsements thereto.

12. “Occurrence” means an act, policy, or course of conduct by a *Covered Party* during the *Coverage Period* which results in a *Claim for Wrongful Employment Practice* during the *Coverage Period* if the first act, policy or course of conduct occurred during the *Coverage Period*.

All allegations by the same *Employee* in the same *Claim* shall be considered one *Occurrence* for the purpose of the *Limit of Coverage*, and such *Occurrence* shall be deemed to exist on the date of the alleged first act, policy, or conduct, in the event of an allegation of multiple acts, policies, or course of conduct.

Regardless of the number of *Covered Parties*, all *Claims* by all *Employees* arising from the same act, policy, or course of conduct shall be considered as one *Occurrence* for the purpose of the *Limit of Coverage*.

13. “Retained Limit” means the amount of *Ultimate Net Loss*, identified in the applicable Declaration, which the *Covered Party* becomes liable to pay before the *Authority* is obligated to make payment.

For each *Occurrence*, there shall be only one *Retained Limit* regardless of the number of claimants or *Covered Parties* against whom a *Claim* is made, or *Coverage Periods* during which the *Occurrence* continues.

14. “Retaliation” means retaliatory treatment against an *Employee* of the *Covered Party* on account of such *Employee’s* exercise or attempted exercise of his or her rights under the law.

15. “Ultimate Net Loss” means the total of all *Defense Costs* incurred by the *Covered Parties* and all *Damages* for which the *Covered Parties* are liable either by adjudication or by compromise with the written consent of the *Authority*, arising from an *Occurrence* to which this coverage applies.

16. “Union Grievance” is limited to labor negotiations with respect to wages or working conditions, union organizing efforts, or unfair labor practice charges within the jurisdiction of the National Labor Relations Board or the Public Employment Relations Board.

17. “Workplace Tort” means any of the following acts alleged to have been committed in violation of law or because of any protected category or characteristic:

(A) Actual or constructive termination of an employment relationship in a manner which is alleged to have been against the law or wrongful, or in breach of an implied employment contract or breach of the covenant of good faith and fair dealing in the employment contract;

- (B) Allegations of negligent or wrongful evaluation, wrongful demotion, wrongful discipline, failure to promote, failure to grant tenure, or wrongful deprivation of career opportunity;
- (C) Allegations of misrepresentation or defamation made by an *Employee* which arise from an employment decision to hire, fire, promote or demote;
- (D) Allegations of infliction of emotional distress, mental injury, mental anguish, shock, sickness, disease or disability made by an *Employee* which arise from an employment decision to hire, fire, promote or demote;
- (E) Allegations of false imprisonment, detention, or malicious prosecution made by an *Employee* which arise from an employment decision to hire, fire, promote or demote;
- (F) Allegations of libel, slander, defamation of character, invasion of privacy made by an *Employee* which arise from an employment decision to hire, fire, promote or demote; or
- (G) Other allegations made by an *Employee* which arise from an employment decision to hire, fire, promote or demote.

Workplace Torts do not include *Damages* determined to be owing under a written contract of employment or obligation to make payments, including but not limited to severance payments, in the event of the termination of employment.

Workplace Torts shall not include any allegations other than those set forth above.

- 18. *“Wrongful Employment Practice”* means any actual or alleged *Wrongful Termination, Discrimination, Harassment, Retaliation, or Workplace Tort*.
- 19. *“Wrongful Termination”* means termination of an employment relationship in a manner which is alleged to have been committed in violation of law or because of any protected category or characteristic or in breach of an implied agreement to continue employment.

Wrongful Termination shall not include *Damages* determined to be owing under an express contract of employment or an express obligation to make payments in the event of the termination of employment.

SECTION III - DEFENSE AND SETTLEMENT

The *Authority* shall have no duty to assume charge of investigation or defense of any *Claim*. However, the *Authority* shall have the right to assume the control of the negotiation, investigation, defense, appeal, or settlement of any *Claim* the *Authority* determines, in its sole discretion, to have reasonable probability of resulting in an *Ultimate Net Loss* in excess of the applicable *Retained Limit*. The *Covered Parties* shall fully cooperate in all matters pertaining to such *Claim* or proceeding. Such cooperation shall include, but not be limited to, executing all documents necessary to effectuate a settlement. If the *Covered Party's* lack of cooperation prevents

settlement of the claim for a reasonable amount, defined as the amount the *Authority* is willing to pay and the claimant is willing to accept, and increases the potential liability for *Damages* and continued *Defense Costs*, the *Covered Party* shall pay or shall reimburse the *Authority* for those *Defense Costs* incurred after the claim could have been settled, and for any *Damages* awarded or settlement agreed upon in excess of the amount for which the claim could have been settled, or, in the alternative, the *Authority* shall have the right to tender the claim back to the *Covered Party* and coverage shall cease.

If the *Authority* assumes the control of the handling of a *Claim*, the *Covered Parties* shall be obligated to pay at the discretion of the *Authority* any sum necessary for the defense and settlement of a *Claim*, or to satisfy liability imposed by law, up to the applicable *Retained Limit*.

No *Claim* shall be settled for an amount in excess of the *Retained Limit* without the prior written consent of the *Authority*, and the *Authority* shall not be required to contribute to any settlement to which it has not consented.

SECTION IV - ERMA'S LIMIT OF COVERAGE

Regardless of the number of (1) *Covered Parties* under this Memorandum, (2) persons or organizations who sustain injury or damage, (3) *Claims* made or suits brought, or (4) *Coverage Periods involved*, the *Authority's* liability is limited as follows:

With respect to coverage provided, the *Authority's* liability for any one *Occurrence* shall be limited to the *Ultimate Net Loss* which is in excess of the *Covered Party's Retained Limit*, but then only up to the sum set forth in the Declarations as the *Authority's Limit of Coverage* for any one *Occurrence*. In the event that a structured settlement, whether purchased from or through a third party, or paid directly by the *Covered Party* in installments, is utilized in the resolution of a *Claim* or suit, the *Authority* will pay only up to the amount stated in the Declarations in present value of the *Claim*, as determined on the date of settlement, regardless of whether the full value of the settlement exceeds the amount stated in the Declarations.

Nothing contained herein shall operate to increase the *Authority's Limit of Coverage* under this Memorandum.

SECTION V - COVERAGE PERIOD AND TERRITORY

This Memorandum applies to *Wrongful Employment Practice* that occurs anywhere in the world during the *Coverage Period* identified in the applicable Declaration.

SECTION VI - EXCLUSIONS

This Memorandum does not cover:

1. **Bodily Injury.** We do not cover *Claims*:

- (A) for bodily injury, sickness, disease or death of any person; or
- (B) brought by the person's domestic partner, spouse, child, parent, brother or sister as a result of such bodily injury, sickness, disease or death.

This does not apply to *Claims* for emotional distress, mental anguish or humiliation that arise from a *Wrongful Employment Practice*.

2. **Compliance with ADA Requirements.** We do not cover any costs or expenses incurred to make premises accessible to persons with disabilities as required by:

- (A) the Americans with Disabilities Act of 1990;
- (B) any similar federal, state or local law;
- (C) any amendments to such laws; or
- (D) any regulations promulgated under any such laws.

3. **Contractual Liability.** We do not cover the liability of others assumed by the *Covered Party* in a contract or agreement. This does not apply to liability that the *Covered Party* would have had in the absence of the contract or agreement.

4. **ERISA, COBRA WARN Act, and FLSA Liability.** We do not cover any liability imposed on the *Covered Party* under:

- (A) the Employee Retirement Income Security Act of 1974;
- (B) the Comprehensive Omnibus Budget Reconciliation Act;
- (C) the Worker Adjustment and Retraining Notification Act;
- (D) the Fair Labor Standards Act, including but not limited to any wage and hour or other claim arising under the FLSA or any California Wage Orders or any similar federal or state law;
- (E) any similar federal, state or local laws;
- (F) any amendments to such laws; or

(G) any regulations promulgated under any such laws.

5. **Fines, Multiplied Damages, or Non-Monetary Relief.** We do not cover:

(A) fines, taxes, penalties, or liquidated Damages;

(B) the multiplied portion of any Damage award that is subject to a multiplier;

(C) non-monetary relief; or

(D) any punitive damages or other uninsurable amounts.

6. **Intentional Conduct Done with Willful and Conscious Disregard.** We do not cover *Claims* for injury or *Damages* caused by intentional conduct done by the *Covered Party* with willful and conscious disregard of the rights or safety of others, or with malice. However, where the *Covered Party* did not authorize, ratify, participate in, consent to, or have knowledge of such conduct by its *Employee*, and the *Claim* against the *Covered Party* is based solely on its vicarious liability arising from its relationship with such *Employee*, this exclusion does not apply to said *Covered Party*.

7. **Intentional Violations of Laws and Orders.** We do not cover *Claims* that arise out of a *Covered Party's* intentional failure to comply with, or reckless disregard of, any law, order or regulation relating to employment practices.

8. **Prior Wrongful Employment Practices.** We do not cover liability arising out of any *Claim*, fact, circumstance, situation, transaction or event concerning a *Wrongful Employment Practice* of which any *Covered Party* had received a prior *Claim*, or which was the subject of any notice given under any insurance policy or coverage prior to the *Covered Party* obtaining coverage under this Memorandum.

9. **Property Damage.** We do not cover *Claims* for damage to or destruction of any tangible property, including loss of its use.

10. **Strikes and Lockouts.** We do not cover *Claims* that arise out of a lockout, strike, picket line, replacement or other similar actions resulting from labor disputes or labor negotiations.

11. **Ultimate Net Loss.** We do not cover *Ultimate Net Loss* arising out of relief, or redress, in any form other than money *Damages* or seeking only injunctive or non-monetary relief, regardless of whether a prevailing claimant may be entitled to recover attorney's fees and costs.

12. **Actions for Administrative or Equitable Relief.** We do not cover any action, in any forum, for injunctive, administrative, declaratory, or other non-monetary form of relief, including specific performance, nor hearings of internal administrative matters or actions involving the review of any final administrative order or decision made as the result of an administrative hearing, regardless of whether such action seeks *Damages* or attorneys' fees. This exclusion is in addition to, and does not conflict with, Exclusion 11, above.

13. **Workers' Compensation or Similar Law.** We do not cover obligations under a workers' compensation law, Labor Code 132a, disability benefits or unemployment compensation law, or any similar law. This exclusion does not apply to *Retaliation* or *Discrimination* for filing a workers' compensation *Claim* or a *Claim* for disability benefits.
14. **Actions by Inmates or Prisoners.** We do not cover *Claims* for injury or *Damages* brought by any person:
 - (A) performing labor or services, either voluntarily or involuntarily, while incarcerated in any state or local correctional or penal institution or facility; or
 - (B) performing labor or services, either voluntarily or involuntarily, as a condition of or in satisfaction of any penal sentence.

SECTION VII – CONDITIONS

1. Covered Party's Duties in the Event of Occurrence, Claim, or Suit

The following provisions are conditions precedent to coverage under this Memorandum. The *Covered Party's* failure to comply with any of these provisions shall void the coverage provided herein.

- (A) The *Covered Party* shall notify the *Authority* within 30 days upon receipt of notice of a *Claim* by an *Employee*.

Written notice containing particulars sufficient to identify the claimant(s), the *Covered Party(ies)*, and also reasonably obtainable information with respect to the time, place, and circumstances thereof, and the names and addresses of the *Covered Party* and of available witnesses, shall be given to the *Authority* or any of its authorized agents as soon as possible.

- (B) Any *Claim*, except one which the Litigation Manager has discretion to accept, which is not reported to the *Authority* within 30 days, as required by subsection (A) herein, shall be considered untimely and shall be denied.

The *Covered Party* may appeal the denial of such *Claim* to the *Authority's* Board of Directors in accordance with the appeal procedure set forth in Section 7 below. The Board shall consider the following factors in its determination of the appeal:

- (1) Late reported *Claims* are strongly disfavored. Relief from denial of coverage for a *Claim* reported more than 90 days late shall not be granted, absent extraordinary circumstances as determined by the Board, in its sole discretion.
- (2) An appeal based on the *Covered Party's* lack of familiarity with the definition of a *Claim* and/or its obligation to timely report the *Claim* to the *Authority* shall be

strongly disfavored, since the *Covered Party* is responsible for understanding the definition of a *Claim* and adhering to the reporting requirements set forth herein.

- (3) An appeal based on the absence of the employee designated by the *Covered Party* as responsible for reporting *Claims* must be verified, and the employee must have been absent during the entire time the *Claim* was not reported.
- (4) An appeal of any late-reported *Claim* which the Board, in its sole discretion, determines may result in any financial or other prejudice to the *Authority* shall be denied regardless of any provision set forth herein or any other basis for the appeal.

Each appeal shall be considered on its own merits, and the Board's decision on any one appeal shall not establish any precedent for future appeals.

For all late-reported *Claims* for which the *Covered Party's* appeal of the denial of coverage is granted, the Board shall increase the *Covered Party's Retained Limit* as follows:

PENALTY STRUCTURE

SIR	Penalty	Percentage of Penalty to SIR
\$25,000	\$6,250	25%
\$50,000	\$12,500	25%
\$75,000	\$18,750	25%
\$100,000	\$25,000	25%
\$250,000	\$37,500	15%
\$500,000	\$50,000	10%

This provision shall not be construed as limiting the Board's power to deny an appeal of any late-reported *Claim*.

- (C) If a suit is brought against the *Covered Party*, in addition to the information required by subparagraph (A), the *Covered Party* shall be obligated to forward immediately to the *Authority* every demand, notice, summons, or other process received by it or its representative.
- (D) The *Covered Party* shall cooperate with the *Authority* and upon its request assist in making settlements, in the conduct of suits, and in enforcing any right of contribution or indemnity against any person or organization who may be liable to the *Covered Party* because of *Wrongful Employment Practice* with respect to which coverage is afforded under this Memorandum. The *Covered Party* shall attend hearings and trials and assist in securing and giving evidence and obtaining the attendance of witnesses. In all matters in which the *Authority* has selected defense counsel, the *Covered Party* shall refrain from interference with the *Authority's* control of the defense, and shall cooperate fully with the defense counsel and the *Authority* in respect to the defense of the *Covered Parties* in the *Claim* or suit.

With regard to the settlement of any *Claim* or suit, if the *Covered Party's* refusal to cooperate with the *Authority* in the conduct of the defense, execution of documents, enforcement of any right of contribution or indemnity, or in any other manner prevents settlement of the claim for a reasonable amount, defined as the amount the *Authority* is willing to pay and the claimant is willing to accept, and increases the potential liability for *Damages* and continued *Defense Costs*, the *Covered Party* shall pay or shall reimburse the *Authority* for those *Defense Costs* incurred after the claim could have been settled, and for any *Damages* awarded or settlement agreed upon in excess of the amount for which the claim could have been settled, or, in the alternative, the *Authority* shall have the right to tender the claim back to the *Covered Party* and coverage shall cease.

- (E) The *Authority* shall be entitled to complete access of the *Covered Party's Claim* file, the defense attorney's complete file, and all investigation material and reports, including all evaluations and information on negotiations. The *Covered Party through assigned defense counsel* shall be responsible to report on the progress of the litigation and any significant developments to the *Authority*, and to provide the *Authority* with simultaneous copies of all correspondence provided to the *Covered Party* by its defense attorneys and/or agents.
- (F) If the *Covered Party* is not in substantial compliance with the requirements of Government Code §12950.1 (AB 1825) during the *Coverage Period* for an *Occurrence* related to that code section, the *Covered Party's Retained Limit* shall be doubled for such claim. Proof of substantial compliance shall be provided at the request of the *Authority* and in the form set forth in Resolution No. 2010-2, or any superseding Resolution, which requires documentation to confirm compliance with the sexual harassment training mandated by State law.

2. Bankruptcy or Insolvency

Bankruptcy or insolvency of the *Covered Party* shall not relieve the *Authority* of any of its obligations hereunder.

3. Other Coverage

If any *Covered Party* has coverage with any insurer, joint powers authority or other source which covers a loss also covered hereunder (whether on a primary, excess or contingent basis), the *Covered Party* shall, as soon as practicable after reporting a *Claim* to the *Authority*, or upon request of the *Authority*, provide the *Authority* with copies of all applicable policies, memorandums or documents evidencing such coverage, and shall cooperate in all respects with the *Authority* with respect to such coverage, including but not limited to the tendering of any *Claim* and providing the *Authority* with copies of all communications between the *Covered Party* and any entity providing coverage for such *Claim*.

If insurance or any other coverage with any insurer, joint powers authority or other

source is available to the *Covered Party* covering a loss also covered hereunder (whether on primary, excess, or contingent basis), the coverage hereunder shall be in excess of, and shall not contribute with, such other insurance or coverage.

This coverage shall be in excess of, and shall not contribute with, any insurance or coverage which names a *Covered Party* herein as an additional *Covered Party* or additional insured party, where coverage is extended to a loss also covered hereunder. In order for the coverage herein to apply, the *Covered Party* must pay the full amount of its *Retained Limit*. Payment of the *Retained Limit* by the *Covered Party* is required in addition to and despite any payments from any other source for or on behalf of that *Covered Party*, unless the *Covered Party* has purchased insurance coverage solely and expressly for the purpose of satisfying its *Retained Limit*, in which case that insurance coverage may be used by the *Covered Party* in payment of its *Retained Limit*.

4. Accumulation of Limits

A *Claim* which contains allegations extending to a duration of more than one *Coverage Period* shall be treated as a single *Occurrence* arising during the *Coverage Period* when the first act takes place without regard to any review process or appeal relating to such conduct.

5. Severability of Interests

The term *Covered Party* is used severally and not collectively, but the inclusion herein of more than one *Covered Party* shall not operate to increase the limits of the *Authority's* liability or the *Retained Limit* applicable per *Occurrence*.

6. Subrogation

The *Authority* shall be subrogated to the extent of any payment hereunder to all the *Covered Parties'* rights of recovery thereof and the *Covered Parties* shall do nothing after loss to prejudice such right and shall do everything necessary to secure such right. Any amounts so recovered shall be apportioned as follows:

- (A) The highest layer of coverage shall be reimbursed first and if there are sufficient recoveries then the next highest layer shall be reimbursed until all recoveries are used up.
- (B) The expenses of all such recovery proceedings shall be paid before any reimbursements are made. If there is no recovery in the proceedings conducted by the *Authority*, it shall bear the expenses thereof.

7. Arbitration

Decisions by the *Authority* whether to assume control of the negotiation, investigation, defense, appeal, or settlement of a *Claim*, or whether or not coverage exists for a particular *Claim* or part of a *Claim* or any other dispute that arises under and in connection with the Memorandum shall be made by the Board of Directors of the

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Authority. An appeal to the Board from a coverage decision or opinion by staff or general counsel must be made in writing to the *Authority* by the *Covered Party* ~~within ninety (90)-~~ thirty (30) calendar days of receipt of such opinion or decision. If, either prior to or following the Board's decision, a new coverage opinion or decision is sent by staff or general counsel to the *Covered Party*, a new ~~ninety (90)-~~ thirty (30) calendar day period commences from receipt of such new opinion or decision in which the *Covered Party* may appeal to the Board. The Program Administrator shall have the discretion to extend the time period within which an appeal from a coverage decision or opinion must be presented to the Board by an additional 30 days.

The Board will take action on any appeal within sixty (60) calendar days or the next scheduled Board of Directors meeting, whichever is later, unless an extension is agreed to by the parties.

In the event a Covered Party disputes Any dispute concerning a decision by the Board, the Covered Party must request ~~shall be submitted~~ to binding arbitration within ~~ninety (90)-~~ thirty (30) calendar days of written notification of the Board's decision. The *Covered Party* must exhaust all rights to appeal as established by the Bylaws, the Master Program Document and the Memorandum of Coverage prior to requesting arbitration of a dispute.

Arbitration shall be conducted pursuant to the California Code of Civil Procedure. Arbitration shall be conducted by a single arbitrator. No arbitrator shall be employed or affiliated with the *Authority* or the *Covered Party(ies)* or any Member of the *Authority*.

The selection of the arbitrator shall take place within twenty (20) calendar days from the receipt of the request for arbitration. The arbitration hearing shall commence within forty-five (45) calendar days from the date of the selection of the arbitrator.

Each party shall bear one-half the cost of the selected arbitrator. In addition, each party shall be responsible for its own attorneys' fees, costs and expenses of arbitration.

In the event that the *Member* prevails in the coverage dispute in the arbitration, the following shall apply to any monetary award in the *Member's* favor:

- (A) Any interest awarded shall be at the Local Agency Investment Fund (LAIF) rate + 1% in effect at the time of the award;
- (B) Any attorneys' fees award for *Defense Costs* of the underlying *Claim* above the *Member's Retained Limit* shall be subject to all provisions of the ERMA Litigation Management Guidelines and shall not exceed the hourly rate established by the ERMA Litigation Management Guidelines in effect at the time of the *Occurrence* of the underlying *Claim*;
- (C) Any award shall be subject to and shall not exceed the *Defense Costs* and indemnity *Coverage* under the *Limit of Coverage* afforded under the ERMA Memorandum in effect at the time of the *Occurrence* of the underlying *Claim*;

- (D) No award at the arbitration shall be permitted for damages of any nature or in any amount other than as expressly allowed in this Section VII, subsection 7. By way of example, and without limitation, no award shall be permitted for consequential damages, extra contractual damages, tort damages or damages for any alleged breach of the implied covenant of good faith and fair dealing; and
- (E) Any award for *Defense Costs* and/or indemnity with respect to the underlying *Claim* shall be treated the same for purposes of the determination of the *Member's* Ex Mod or premium calculation, as if the *Claim* had been originally covered by ERMA.

Except for notification of appointment and as provided in the California Code of Civil Procedure, there shall be no communication between the parties and the arbitrator relating to the subject of the arbitration other than at oral hearings.

The procedures set forth in California Code of Civil Procedure Section 1283.05 relating to depositions and discovery shall apply to any arbitration pursuant to this paragraph 8.

Except as provided otherwise above, arbitration shall be conducted as provided in Title 9 of the Code of Civil Procedure (commencing with Section 1280).

The decision of the arbitrator shall be final and binding, and shall not be subject to appeal.

SECTION VIII – MISCELLANEOUS PROVISIONS

1. **Termination**

This Memorandum may be terminated at any time in accordance with the Bylaws of the *Authority*.

2. **Changes**

Notice to any agent of the *Authority* or knowledge possessed by such agent or by any other person shall not effect a waiver or a change in any part of this Memorandum of Coverage, nor shall the terms of this Memorandum of Coverage be waived or changed, except by endorsement issued to form a part of this Memorandum of Coverage.

**EMPLOYMENT RISK MANAGEMENT AUTHORITY
MEMORANDUM OF COVERAGE
ENDORSEMENT #1**

This endorsement, effective 12:01 a.m. 4/7/2019, forms a part of ERMA 2018-1EPL. It is understood that the named Covered Party of the Declarations and the “Retained Limits” for the Covered Parties are completed as follows:

Employment Risk Management Authority,

Bay Cities Joint Powers Insurance Authority (BCJPIA)

COVERED PARTY	RETENTION
City of Albany	\$50,000
City of Brisbane	\$50,000
City of Emeryville	\$50,000
Management of Emeryville Services Authority (MESA)	
Town of Corte Madera	\$100,000
Town of Fairfax	\$50,000
Central Marin Police Authority	\$100,000
Central Marin Fire Authority	\$25100,000
City of Larkspur	\$250,000
City of Los Altos	\$100,000
City of Menlo Park	\$250,000
City of Mill Valley	\$50,000
City of Novato	\$250,000
City of Piedmont	\$50,000
City of Pleasanton	\$75,000
<i>(No coverage under this Memorandum is afforded to the Livermore-Pleasanton Fire Department)</i>	
Town of San Anselmo	\$50,000
City of Sausalito	\$50,000
Town of Tiburon	\$25,000
City of Union City	\$75,000

California Transit Indemnity Pool (CalTIP)

COVERED PARTY	RETENTION
El Dorado County Transit Authority	\$50,000
Humboldt Transit Authority	\$75,000
Livermore Amador Valley Transit Authority	\$50,000
Mendocino Transit Authority	\$50,000
Morongo Basin Transit Authority	\$50,000
San Luis Obispo Regional Transit Authority	\$50,000
South County Area Transit	\$50,000
Tahoe Transportation District	\$50,000
Western Contra Costa Transit Authority	\$50,000
Yolo County Transportation District	\$50,000

Central San Joaquin Valley Risk Management Authority (CSJVRMA)

COVERED PARTY	RETENTION
City of Angels	\$25,000
City of Atwater	\$25,000
City of Ceres	\$25,000
City of Chowchilla	\$25,000
City of Corcoran	\$25,000
City of Delano	\$25,000
City of Dinuba	\$100,000
City of Dos Palos	\$25,000
City of Escalon	\$25,000
City of Farmersville	\$75,000
City of Fowler	\$25,000
City of Gustine	\$25,000
City of Hughson	\$25,000
City of Huron	\$25,000
City of Kerman	\$25,000
City of Kingsburg	\$25,000
City of Lathrop	\$25,000
City of Lemoore	\$25,000
City of Livingston	\$25,000
City of Madera	\$25,000
City of McFarland	\$50,000
City of Mendota	\$25,000
City of Merced	\$100,000
City of Newman	\$25,000
City of Oakdale	\$50,000
City of Orange Cove	\$50,000
City of Parlier	\$50,000
City of Patterson	\$50,000
City of Porterville	\$25,000
City of Reedley	\$25,000
City of Riverbank	\$50,000
City of San Joaquin	\$25,000
City of Sanger	\$25,000
City of Selma	\$50,000
City of Shafter	\$25,000
City of Sonora	\$25,000
City of Taft	\$25,000
City of Tehachapi	\$25,000
City of Tulare	\$100,000
City of Wasco	\$50,000
City of Woodlake	\$25,000

Exclusive Risk Management Authority of California (ERMAC)

COVERED PARTY	RETENTION
City of Hayward	\$500,000
City of Laguna Hills	\$100,000
City of Santa Maria	\$500,000

Monterey Bay Area Self Insurance Authority (MBASIA)

COVERED PARTY	RETENTION
City of Capitola	\$500,000
City of Del Rey Oaks	\$500,000
City of Gonzales	\$500,000
City of Greenfield	\$500,000
City of Hollister	\$500,000
City of King City	\$500,000
City of Marina	\$500,000
City of Sand City	\$500,000
City of Scotts Valley	\$500,000
City of Soledad	\$500,000

Municipal Pooling Authority (MPA)

COVERED PARTY	RETENTION
City of Antioch	\$50,000
City of Brentwood	\$50,000
City of Clayton	\$50,000
Town of Danville	\$50,000
City of El Cerrito	\$50,000
City of Hercules	\$50,000
City of Lafayette	\$50,000
City of Manteca	\$50,000
City of Martinez	\$50,000
Town of Moraga	\$50,000
City of Oakley	\$50,000
City of Orinda	\$50,000
City of Pacifica	\$75,000
City of Pinole	\$50,000
City of Pittsburg	\$50,000
City of Pleasant Hill	\$50,000
City of San Pablo	\$100,000
City of San Ramon	\$50,000
City of Walnut Creek	\$50,000

Public Agency Risk Sharing Authority of California (PARSAC)

COVERED PARTY	RETENTION
City of Amador	\$25,000
City of Avalon	\$25,000
City of Belvedere	\$25,000
City of Blue Lake	\$25,000
City of California City	\$100,000
City of Calimesa	\$25,000
City of Calistoga	\$25,000
City of Citrus Heights	\$100,000
City of Clearlake	\$25,000
City of Coalinga	\$25,000
City of Ferndale	\$25,000
City of Grass Valley	\$25,000
City of Highland	\$25,000
City of Menifee	\$25,000
City of Nevada City	\$25,000
City of Pacific Grove	\$50,000
City of Placentia	\$100,000
City of Placerville	\$50,000
City of Plymouth	\$25,000
City of Point Arena	\$25,000
City of Rancho Cucamonga	\$250,000
Rancho Cucamonga Fire Protection District	\$75,000
City of Rancho Santa Margarita	\$25,000
City of San Juan Bautista	\$25,000
City of South Lake Tahoe	\$100,000
City of Tehama	\$25,000
City of Trinidad	\$25,000
City of Truckee	\$25,000
City of Twentynine Palms	\$25,000
City of Watsonville	\$250,000
City of West Hollywood	\$250,000
City of Wheatland	\$25,000
City of Wildomar	\$25,000
Town of Yountville	\$25,000
City of Yucaipa	\$50,000
Town of Yucca Valley	\$100,000

Public Entity Risk Management Authority (PERMA)

	COVERED PARTY	RETENTION
	City of Adelanto	\$250,000
	City of Banning	\$25,000
	City of Barstow	\$25,000
	City of Canyon Lake	\$25,000
	City of Cathedral City	\$25,000
	City of Coachella	\$25,000
	City of Desert Hot Springs	\$25,000
	City of Eastvale	\$25,000
	City of Hesperia	\$50,000
	City of Holtville	\$25,000
	Imperial County Transportation Commission	\$25,000
	City of Jurupa Valley	\$25,000
	City of La Mesa	\$25,000
	City of Murrieta	\$100,000
	Palm Springs Aerial Tramway	\$25,000
	City of Perris	\$25,000
	San Diego Regional Training Center	\$25,000
	City of San Jacinto	\$25,000
	City of Stanton	\$25,000
	SunLine Transit Agency	\$50,000
	Victor Valley Transit Authority	\$25,000
	City of Victorville	\$25,000

Small Cities Organized Risk Effort (SCORE)

COVERED PARTY	RETENTION
City of Biggs	\$25,000
City of Colfax	\$25,000
City of Live Oak	\$25,000
City of Mt. Shasta	\$25,000
City of Portola	\$25,000
City of Rio Dell	\$25,000
City of Shasta Lake	\$25,000
City of Susanville	\$25,000
City of Tulelake	\$25,000
Town of Fort Jones	\$25,000
Town of Loomis	\$25,000
City of Weed	\$100,000
City of Yreka	\$25,000

Vector Control Joint Powers Agency (VCJPA)

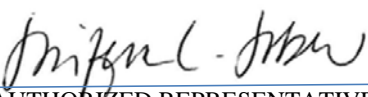
COVERED PARTY	RETENTION
Alameda County Mosquito Abatement District	\$25,000
Burney Basin Mosquito Abatement District	\$25,000
Butte County Mosquito and Vector Control District	\$25,000
Coachella Valley Mosquito and Vector Control District	\$25,000
Colusa Mosquito Abatement District	\$25,000
Compton Creek Mosquito Abatement District	\$25,000
Consolidated Mosquito Abatement District	\$25,000
Contra Costa Mosquito and Vector Control District	\$25,000
Delta Vector Control District	\$25,000
Durham Mosquito Abatement District	\$25,000
Fresno Mosquito and Vector Control District	\$25,000
Glenn County Mosquito and Vector Control District	\$25,000
Greater Los Angeles County Vector Control District	\$25,000
Kings Mosquito Abatement District	\$25,000
Lake County Vector Control District	\$25,000
Los Angeles County West Vector Control District	\$25,000
Marin-Sonoma Mosquito and Vector Control District	\$25,000
Mosquito and Vector Management District of Santa Barbara County	\$25,000
Napa County Mosquito Abatement District	\$25,000
Northwest Mosquito and Vector Control District	\$25,000
Orange County Mosquito and Vector Control District	\$25,000
Oroville Mosquito Abatement District	\$25,000
Placer Mosquito and Vector Control District	\$25,000
Sacramento-Yolo Mosquito and Vector Control District	\$25,000
San Gabriel Valley Mosquito and Vector Control District	\$25,000
San Joaquin County Mosquito and Vector Control District	\$25,000
San Mateo County Mosquito Abatement District	\$25,000
Shasta Mosquito and Vector Control District	\$25,000
Sutter-Yuba Mosquito and Vector Control District	\$25,000
Tehama County Mosquito and Vector Control District	\$25,000
Turlock Mosquito Abatement District	\$25,000
West Valley Mosquito and Vector Control District	\$25,000

Individual Entities

COVERED PARTY	RETENTION
Oakland Housing Authority	\$50,000
Contra Costa County Housing Authority	\$50,000

| Effective Date: ~~January~~ July 1, 2019

Endorsement No.: 1



AUTHORIZED REPRESENTATIVE

**EMPLOYMENT RISK MANAGEMENT AUTHORITY
MEMORANDUM OF COVERAGE
ENDORSEMENT #2**

This endorsement, effective 12:01 a.m. ~~17~~/1/2019, forms a part of ERMA 201~~89~~-1EPL.

It is understood that the definition of "Covered Party" in Section II is amended to include the following entities and any officer, director or employee while in the course and scope of their duties for the following entities:

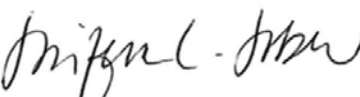
Bay Cities Joint Powers Insurance Authority (BCJPIA)
California Transit Indemnity Pool (CalTIP)
Central San Joaquin Valley Risk Management Authority (CSJVRMA)
Employment Risk Management Authority (ERMA)
Exclusive Risk Management Authority of California (ERMAC)
Public Agency Risk Sharing Authority of California (PARSAC)
Public Entity Risk Management Authority (PERMA)
Monterey Bay Area Self Insurance Authority (MBASIA)
Municipal Pooling Authority (MPA)
Small Cities Organized Risk Effort (SCORE)
Vector Control Joint Powers Agency (VCJPA)

The retained limit for the coverage provided by this endorsement is \$25,000.

It is further understood that no other person, organization, or entity shall be deemed to be a "Covered Party" under this endorsement except for those expressly identified herein.

Effective Date: ~~January~~-July 1, 2019

Endorsement No.: 2



AUTHORIZED REPRESENTATIVE

**EMPLOYMENT RISK MANAGEMENT AUTHORITY
MEMORANDUM OF COVERAGE
ENDORSEMENT #3**

| This endorsement, effective 12:01 a.m. ~~4/~~7/1/2019, forms a part of ERMA 201~~89~~-1EPL.

It is understood that for the following Covered Parties, the limit of coverage is \$500,000 per *Occurrence*.

Small Cities Organized Risk Effort (SCORE)

COVERED PARTY	RETENTION
City of Biggs	\$25,000
City of Colfax	\$25,000
City of Live Oak	\$25,000
City of Portola	\$25,000
City of Mt. Shasta	\$25,000
City of Shasta Lake	\$25,000
City of Susanville	\$25,000
City of Tulelake	\$25,000
City of Rio Dell	\$25,000
Town of Fort Jones	\$25,000
Town of Loomis	\$25,000
City of Weed	\$100,000
City of Yreka	\$25,000

| Effective Date: ~~January~~ July 1, 2019

Endorsement No.: 3



AUTHORIZED REPRESENTATIVE

CLAIMS MATTERS

SUBJECT: Closed Session Pursuant to Government Code Section 54956.95(a) to Discuss Claims

BACKGROUND AND STATUS:

The confidential Litigation Manager's Report will be distributed to the Board of Directors under separate cover. The Board will discuss the claims listed below during the closed session.

Claim	Page Number
Aldoud v. City of Adelanto	p. 80
Tisdale v. City of Adelanto	p. 17
Newman v. City of Rialto	p. 68

RECOMMENDATION:

None

REFERENCE MATERIALS ATTACHED:

- Confidential Litigation Manager's Report (distributed under separate cover; copies to be turned in at the meeting)

ADMINISTRATIVE MATTERS

SUBJECT: 2019/20 Goals and Objectives Update

BACKGROUND AND STATUS:

At the February 2019 Annual Workshop, the Board of Directors established three goals and objectives for the 2019/20 Program Year, as follows:

Goal #1: Ad Hoc Training Committee to focus upon tasks identified by the Board relative to:

- Management, distribution and addition of Capital Contribution Fund monies.
- Development of guidelines to identify and aid member agencies with personnel policy updates and human resources training.
- Development and implementation of an ERMA Management Academy.

COMPLETED: The Ad Hoc Training Committee comprised of Scott Ellerbrock, John Gillison, Stuart Schillinger and Linda Cox met with staff on May 23, 2019, and will provide the Board with an update and recommendations under a later agenda item.

Goal #2: Complete proposed revisions and amendments to ERMA governing documents.

COMPLETED: Staff prepared and presented recommended revisions and amendments to the ERMA Memorandum of Coverage, Master Program Document and various resolutions of the Board of Directors.

Goal #3: Identify eDiscovery vendor options.

IN PROGRESS: Staff will research vendor options and present findings to the Board of Directors at the November 4, 2019, meeting.

RECOMMENDATION:

None.

ADMINISTRATIVE MATTERS

SUBJECT: Claims Audit Prepared by Tim Farley

BACKGROUND AND STATUS:

Enclosed is the Employment Practices Liability Claims Audit Report prepared by Tim Farley, Farley Consulting Services. Mr. Farley will participate telephonically to present his audit findings to the Board and answer any questions.

RECOMMENDATION:

Staff recommends the Board of Directors accept and file the Employment Practices Liability Claims Audit Report.

REFERENCE MATERIALS ATTACHED:

- Employment Practices Liability Claims Audit Report dated April 18, 2019
- Response to Audit Report from ERMA dated May 19, 2019

Employment Practices Liability Claims Audit – 2019

for

Employment Risk Management Authority



April 18, 2019



**F A R L E Y
CONSULTING SERVICES, LLC**

2311 Birdie Street ~ Oceanside, CA 92056
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farleyconsulting@cox.net

**An Independent Claims Management
Consulting Firm**



April 18, 2019

Employment Risk Management Authority
% York Risk Services
1750 Creekside Oaks Drive, Suite 200
Sacramento, California 95833

Attn: Ms. Jennifer Jobe
Executive Director

by email: jennifer.jobe@yorkrisk.com

2019 Employment Practices Liability Claims Audit

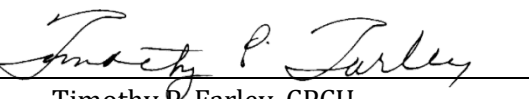
This report presents the results of an audit of employment practices liability claims administration for the Employment Risk Management Authority (ERMA).

The Executive Summary summarizes each major point. The remainder of the report discusses those points and other findings in more detail.

FCS appreciates the opportunity to provide this analysis to ERMA.

Respectfully submitted,

FARLEY CONSULTING SERVICES

by 
Timothy P. Farley, CPCU
President

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Appendix

Audit List

I. Executive Summary

York Risk Services (York) is the administrator of ERMA claims. Throughout this report, *administrator* will be used to identify the entity conducting day-to-day employment-related claims administration for ERMA.

FCS's review of 40 employment liability claims incurred by ERMA members reveals that the administrator continues to conduct effective claims administration, despite significant staffing changes since the 2017 audit project. Minor deficiencies are observed in the key area of diary maintenance.

Specific observations and recommendations are:

1. The administrator is properly staffed to administer the ERMA account. Ms. Mona Nicolae assumed daily claims administration duties roughly 1 month before this audit. She maintains an active caseload of 140 claims. This is acceptable.
2. All claims reviewed are accurately reserved. No case reserve deficiencies are identified.
3. The administrator and Ms. Kathy Maylin, ERMA Litigation Manager, continue to accurately interpret coverage on ERMA claims. Additionally, the determination of coverage and the criteria used to establish or deny coverage are clearly documented in the claims management information system. This has been a finding in all prior audits.
4. The administrator is complying with industry standards for the investigation of public entity employment-related claims. The utilization of legal personnel and specialized workplace investigative vendors to conduct most investigation is logical due to the unique nature and complexity of the types of employment-related claims routinely received by ERMA members.

No investigation or investigation assignment irregularities are identified.
5. Nearly every claim reviewed involved some element of litigation. This is anticipated based on the complexity of employment-related claims.

Assigned defense attorneys are not consistently providing timely status updates to the administrator. An example is discussed on page 5.
6. All documentation necessary to conduct this audit was obtained via access to ERMA's Origami information system while on site at York. York augmented that data by supplying a thumb drive with detailed claim handling information. The audit identified no claim documentation/information system deficiencies.
7. The administrator is maintaining appropriate diary on all, but one of the claims reviewed. The deficient claim is discussed on page 6.

These and other elements of this study are discussed in more detail in the remainder of this report.

II. Audit Results

This audit and the findings generated from it that are documented in this report fulfill the accreditation requirements for the California Association of Joint Powers Authorities (CAJPA).

A. Background and Methodology

ERMA was formed on July 1, 1999 to provide California public entities with tailored employment practices liability coverage for its 212 public entity members including 10 joint powers authorities (JPAs) and 2 direct members:

- Bay Cities Joint Powers Insurance Authority (BCJPIA)
- California Transit Indemnity Pool (CalTIP)
- Central San Joaquin Valley Risk Management Authority (CSJVRMA)
- Exclusive Risk Management Authority of California (ERMAC)
- Housing Authority of Contra Costa County (IND)
- Monterey Bay Area Self Insurance Authority (MBASIA)
- Municipal Pooling Authority (MPA)
- Oakland Housing Authority (IND)
- Public Agency Risk Sharing Authority of California (PARSAC)
- Public Entity Risk Management Authority (PERMA)
- Small Cities Organized Risk Effort (SCORE)
- Vector Control Joint Powers Agency (VCJPA)

Employment-related claims for all of these underlying entities are administered in Sacramento. Liability claims administration for these underlying pools are handled by a variety of self-administered units or outside independent adjusting firms, including the ERMA administrator.

ERMA's goal is to obtain a thorough analysis of the effectiveness of the claims administration exhibited by its administrator.

FCS reviewed 40 employment liability claims at the administrator's office in Sacramento on April 9-10, 2019. A list of all open claims and the financial information associated with them (outstanding reserves and amounts paid to date) was provided by the administrator. The claims audited were chosen by FCS prior to the on-site review. That list was communicated to the administrator roughly two weeks before the audit.

The primary contacts at the administrator throughout the course of the audit were Ms. Mona Nicolae and Ms. Kathy Maylin. An exit discussion of audit findings was conducted with Ms. Nicolae on April 10, 2019. A follow-up discussion was conducted with Ms. Maylin on April 12, 2019.

The administrator submitted a detailed response via electronic mail to audit inquiries on April 15, 2019. That response was considered when preparing this report.

The last comprehensive audit of ERMA claims was conducted in March 2017.

B. Case Reserves

All claims were reviewed to evaluate the accuracy of any initial reserves established and subsequent reserve changes. The audit also sought to confirm that established reserves are based on:

- A consideration of all potential immunities for the involved ERMA member.
- An evaluation of the validity of any claim for damages. This analysis required a unique perspective since the predominant alleged cause of loss made upon the ERMA member is subjective. Rarely does the loss involve a claim for objective bodily injury.
- The extent of liability attributable to the member.
- A consideration of all other investigative material and the interpretation of potential violations of various employment-related legislation that could assist the administrator when evaluating exposure to the member.
- Settlement trends of the venue in which the loss occurred.

It is the administrator's and ERMA's policy to establish a reserve from "dollar one," regardless of the reserve's potential to penetrate above the involved ERMA member's self-insured retention (SIR). This reserving policy is logical and has been applicable during all prior audits. A separate reserve category termed "SIR" is established. Costs associated with each claim are extracted from that category up to the member's specific SIR.

All claims reviewed are accurately reserved. No case reserve deficiencies are observed.

C. Coverage Determination

The primary resources when evaluating this element of administrator claims handling for ERMA are the various Memoranda of Coverage for the policy years for which ERMA has existed.

The application of coverage for claims presented against the ERMA member requires extensive scrutiny of the applicable coverage document and an in-depth analysis of the criteria used to establish coverage or pursue a coverage/defense position following the issuance of a reservation of rights document to the ERMA member. The ERMA coverage documents provided clearly define the definitions of important concepts such as:

- Claim
- Coverage period
- Covered party
- Damages
- Defense costs
- Limit of coverage
- Occurrence
- Retained limit

There are additional extensive definitions in the coverage documents pertaining to perils that can conceivably generate the application of coverage.

Based on a literal interpretation of the language of the coverage documents and the review of the 40 claims, FCS concludes that the administrator continues to consistently and accurately apply coverage based on a fair and reasonable interpretation of the coverage documents. Other tools of coverage determination consistently seen in the claim files include the utilization of ERMA Litigation Manager Ms. Kathy Maylin to provide ERMA's position regarding the potential of coverage under the memoranda of coverage.

Coverage interpretations include the following components to support the decision to either apply coverage or deny it:

- A clear description of the background and allegations of the complaint.
- An understanding of the need to confirm that the incident occurred within the coverage period.
- A clear reiteration of applicable portions of the particular memorandum of coverage to support the coverage decision. This includes a reiteration of involved definitions of potentially covered perils (e.g., workplace tort, wrongful termination, and any other wrongful employment practices).
- An understanding and documentation of the requirement that the duty to provide a defense for a legal action against a member is broader than the duty to apply coverage.

Positive coverage application findings have been consistent in all audits.

D. Investigation

The assessment of this component of claims handling utilized:

- Resolution No. 2017-8 – Resolution of the Board of Directors of the Employment Risk Management Authority Establishing Criteria for the Approval of Investigators.

The audit also sought to confirm that the administrator is complying with the following industry standards for the investigation of public entity liability claims:

- Identifying and contacting witnesses.
- Timely contact of claimants or their representatives (if applicable).
- Obtaining police reports (if applicable).
- Indexing injured parties to obtain a history of previous related injuries.
- Obtaining signed releases from the claimant at the time of settlement.
- An accurate interpretation of medical data to determine injury severity.

Previous discussions with the administrator identified an extensive list of outside investigation resources. Nearly all of the entities on that list are law firms or individual attorneys. Workplace investigation vendors are also used periodically. This is understandable due to the unique nature and complexity of the types of employment-related claims that ERMA members routinely receive.

The “ERMA Investigation Guidelines” document clearly sets forth:

- When to investigate
- The process of selecting an investigator
- The criteria and methodology for interviewing witnesses
- The requirements for preparing an investigation report

The review of 40 claims found no claims investigation deficiencies by the administrator. The administrator is consistently utilizing its own investigation guidelines document and is complying with industry standards unique to investigation of employment-related claims. This has been a key finding for all past audits.

E. Litigation Management

The following claims administration tools were used to assist in evaluating administrator performance in this category.

- Resolution No. 2018-1 – Resolution of the Board of Directors of the Employment Risk Management Authority Establishing a Litigation Management Program

A prior section of this report commented on the utilization of Ms. Maylin for coverage determination.

Nearly all of the claims reviewed involve some element of litigation. This is not unexpected due to the nature of employment-related claims. ERMA continues to receive competent litigation assistance. The litigation management program document clearly sets forth the requirement that defense counsel provide the following periodic information:

- An acknowledgement of assignment letter to the Litigation Manager – within 7 days of receiving the case assignment.
- A case analysis and litigation budget – within 60 days of retention in each case.
- Mandatory status reports – every 90 days. The status report requirement also clearly sets forth the required contents of any status reports. These are also presented in the litigation management program document.

Status updates from defense counsel are not consistently timely. Claim number PERMA-2018-020 (City of Victorville) was referred to counsel on 1/10/19. No initial summary or anticipated litigation budget has been received from counsel as of the day the claim was reviewed (4/10/19). Three other claims reviewed exhibit similar deficiencies:

- BCJPIA-2016-032
- BCJPIA-2017-077
- PARSAC-2015-038

Extensive correspondence from/to counsel is issued via email. This is an acceptable process. Periodic status updates from defense counsel are required in those instances generating civil litigation.

F. Claim Data Organization and Documentation Clarity

The administrator's Origami claims management system is efficient. No documentation deficiencies were identified. The administrator also provided a thumb drive of data.

G. Claim Closure/Diary

Industry standards require that any active claim generate some adjustor activity every 30 days. Claims awaiting the expiration of a statute following formal rejection or claims still under consideration by DFEH can maintain a longer diary (e.g., 30 days past the statute date or 1 year for DFEH claims).

The administrator is adhering to industry standards for diary review on all, but one of the claims reviewed:

- PARSAC-2016-005 (City of Rialto) – This race/age discrimination claim was resolved and a suit dismissal received in October 2018. The claim was still open as of the day of this audit. The claim should have been closed months ago.

Appendix

Open Claims

Claim Number	JPA
1. E-BCJPIA-2016-032	BCJPA
2. E-BCJPIA-2017-077	BCJPA
3. E-BCJPIA-2018-010	BCJPA
4. E-CSJVRMA-2014-054	CSJVRMA
5. E-CSJVRMA-2016-040	CSJVRMA
6. E-CSJVRMA-2017-066	CSJVRMA
7. E-CSJVRMA-2017-071	CSJVRMA
8. E-CSJVRMA-2017-075	CSJVRMA
9. E-CSJVRMA-2018-015	CSJVRMA
10. E-CSJVRMA-2018-017	CSJVRMA
11. E-IND-2017-047	IND
12. E-IND-2017-053	IND
13. E-IND-2018-005	IND
14. E-IND-2018-013	IND
15. E-MBASIA-2017-062	MBASIA
16. E-MBASIA-2017-063	MBASIA
17. E-MPA-2013-047-1	MPA
18. E-MPA-2014-044	MPA
19. E-MPA-2015-051	MPA
20. E-MPA-2016-049	MPA
21. E-MPA-2018-016	MPA
22. E-MPA-2018-021-02	MPA
23. E-2018-PARSAC-019	PARSAC
24. E-PARSAC-2015-038	PARSAC
25. E-PARSAC-2016-005-1	PARSAC
26. E-PARSAC-2017-052	PARSAC
27. E-PARSAC-2017-056	PARSAC
28. E-PARSAC-2017-066	PARSAC
29. E-PARSAC-2017-074	PARSAC
30. E-PARSAC-2018-023-1	PARSAC
31. E-PARSAC-2018-024	PARSAC
32. E-PERMA-2014-049-1	PERMA
33. E-PERMA-2016-018	PERMA
34. E-PERMA-2017-076-1	PERMA
35. E-PERMA-2018-012-01	PERMA
36. E-PERMA-2018-018-01	PERMA
37. E-PERMA-2018-020	PERMA
38. E-SCORE-2017-063	SCORE
39. E-VCJPA-2015-010	VCJPA
40. E-VCJPIA-2018-006	VCJPA

DATE: May 19, 2019

TO: ERMA Board of Directors

FROM: Kathy Maylin, Litigation Manager

RE: Response to Employment Practices Liability Claims Audit – 2019

The Employment Practices Liability Claims Audit Report is overall quite positive. It concludes that the ERMA administrator continues to conduct effective claims administration. However, minor deficiencies were observed in the area of diary maintenance. Specifically, two issues were raised:

1. Assigned defense attorney are not consistently providing timely status updates to the administrator (four claims); and,
2. The administrator is maintaining appropriate diary on all but one of the claims reviewed.

We agree with, explain, or refute the identified deficiencies as follows:

1. Inconsistent updates.
 - A. PERMA–2018-020. This claim was noted to have a minor deficiency because “no initial summary or anticipated litigation budget has been received from counsel as of the day the claim was reviewed (4/10/19).” In response to that conclusion, we note that this claim has always resided as a pre-litigation claim, and thus no litigation budget was required. As to the summary being untimely (30 days late), ERMA agrees with the audit findings that no formal report had been provided; however, defense counsel, the member, and the LM had been in telephone contact regarding the initial handling of the claim (providing the personnel file and deciding against an investigation), and had agreed upon a plan to await the next move by claimant’s counsel. Nonetheless, the audit conclusion is noted, and we have communicated with defense counsel to timely provide formal reports, as consistent with the terms of the LMP.

- B. BCJPIA–2016-032. This claim was noted to have a similar minor deficiency. In response to that conclusion, ERMA agrees that there have been some inconsistencies in defense counsel providing formal 60-day status reports throughout the life of this claim. However, our review of the claim file shows that there have been extensive email and teleconference communications between defense counsel, the member, and the LM throughout almost every month of this two-year claim. Indeed, there were 65 communications in 2017 (since Aug. 2017), over 80 in 2018, and over 40 thus far in 2019. The audit notes that “[e]xtensive correspondence from/to counsel is issued via email. This is an acceptable process.” Nonetheless, the audit conclusion is noted, and we have communicated with defense counsel to timely provide formal reports, as consistent with the terms of the LMP.
- C. PARSAC–2015-038. This claim was noted to have a similar minor deficiency. In response to that conclusion, ERMA agrees that there had been some inconsistencies in defense counsel providing formal 60-day status reports throughout the life of this claim. However, our review of the claim file shows that there had been extensive email and teleconference communications between defense counsel, the member, and the LM throughout almost every month of this claim. The audit notes that “[e]xtensive correspondence from/to counsel is issued via email. This is an acceptable process.” Nonetheless, the audit conclusion is noted, and we have communicated with defense counsel to timely provide formal reports, as consistent with the terms of the LMP.
- D. BCJPIA–2017-077. This claim was noted to have a similar minor deficiency. In response, ERMA refutes this conclusion. This pre-litigation claim was reported on 1/31/2019, and an assignment letter was issued to defense counsel on 2/11/2019. Less than 60 days later, an initial report via email was provided on 4/2/2019. A more formal report/evaluation was provided on 4/4/2019. A final report was submitted on 5/10/2019, with the recommendation to close the claim, which is currently in process. We can find no reporting deficiency by defense counsel in this claim.

2. Inappropriate diary documentation.

- A. PARSAC–2016-005. This claim was noted to have a minor deficiency regarding diary review, in that the claim was resolved in Oct. 2018 but still open as of the day of the audit. ERMA agrees that closing the claim was delayed, but the delay occurred because staff was awaiting the final closing report and self-evaluation form from defense counsel, despite two reminders to counsel to do so (Feb. 13, 2019 and April

5, 2019). Those activities are billable, and thus we anticipated some residual billing to occur in relation to those two tasks, which would require the claim to remain open. Nonetheless, the audit conclusion is noted, and we have communicated with defense counsel to timely provide required reports, as consistent with the terms of the LMP.



ADMINISTRATIVE MATTERS

SUBJECT: Request for Proposal for Board and Coverage Counsel Services

BACKGROUND AND STATUS:

ERMA contracts with several third party service providers, including that of Board and Coverage Counsel, provided by Greg O'Dea of Longyear, O'Dea and Lavra since September 2013. As with all service provider contracts and as a matter of due diligence, staff recommends the Board of Directors review and determine the need for ERMA to issue a Request for Proposal (RFP) for Board and Coverage Counsel services. Performing a periodic review of legal providers allows the Board an opportunity to review the skills and experience of other firms providing such services to risk pools, and determine whether the rates being charged are in line with the industry norms.

Should the Board elect to issue an RFP, staff recommends the formation of an ad hoc committee to work with staff to develop the proposal and determine the list of recipients, review received proposals, conduct in-person interviews, and provide a recommendation to the Board of Directors.

Following is a proposed timeline for the RFP process:

- Ad hoc committee review RFP and list of recipients: by July 31st
- Distribute RFP: by August 9th
- RFPs due: no later than September 6th
- Evaluate RFPs and schedule interviews: week of September 23rd
- Conduct interviews: week of October 14th
- Committee provide recommendation to the Board: November 4, 2019, meeting

Following is a list of potential recipients of the RFP:

- Greg O'Dea, Longyear, O'Dea & Lavra
- Craig Farmer, Farmer, Smith & Lane
- Richard Shanahan, Bartkiewicz, Kronick & Shanahan
- Doug Alliston, Murphy, Campbell, Guthrie, Alliston
- Greg Rubens, Legal Counsel, Aaronson, Dickerson, Cohn & Lanzone

RECOMMENDATION:

Staff recommends the Board of Directors approve the formation of an ad hoc committee to select Board and Coverage Counsel and direct the committee to provide a recommendation at the November 4, 2019, meeting.

Agenda Item 9.C.

COVERAGE MATTERS

SUBJECT: Discussion and Action Regarding Excess Coverage for the 2019/20 Program Year

BACKGROUND AND STATUS:

ERMA has obtained excess coverage through RSUI in the amount of \$1M excess of \$1M for each member per claim, \$2M per member aggregate, and \$10M policy aggregate since the 2010/11 program year.

In an effort to ensure fair pricing and coverage, Alliant Insurance Services (Alliant) marketed the 2018/19 program year excess renewal placement. Following presentation of the marketing results, the Board of Directors elected to continue coverage placement with RSUI and increased ERMA's limits to \$2M per claim/\$4M per member aggregate/\$10M policy aggregate.

Attached is a renewal proposal from Seth Cole, Alliant, for the 2019/20 program year. The renewal premium, at expiring limits, is \$311,540, a 4.2% increase over the expiring premium of \$298,737.

Mr. Cole will be in attendance to discuss the renewal with the Board.

RECOMMENDATION:

Staff recommends the Board of Directors authorize binding excess coverage through RSUI for the 2019/20 Program Year with the same terms and limits as expiring.

REFERENCE MATERIALS ATTACHED:

- Alliant Renewal Proposal

May 22, 2019

Jennifer Jobe, Executive Director
ERMA c/o York
1750 Creekside Oaks Drive, Suite 200
Sacramento, CA 95833

Employment Risk Management Authority (ERMA) Renewal Proposal: July 1, 2019-2020

Dear Jennifer:

We are pleased to present our renewal proposal for ERMA's optional Excess Employment Practices Liability program effective July 1, 2019. RSUI currently provides \$2,000,000 in limits Each Claim per Member (with a \$4,000,000 Per Member Aggregate and \$10,000,000 Policy Aggregate) excess of ERMA's Retained Limit of \$1,000,000.

As reported to the Board in April, we were successful in negotiating a renewal offer from RSUI at the **expiring rate and terms**. The renewal premium is \$311,540; a 4.2% increase over the expiring premium. This is because the payroll for members of this optional coverage is up \$31,228,248 (4.2%).

We are pleased to present this excellent outcome in a difficult market environment for employment practices liability, and especially in light of the recent claim activity reported to RSUI. Keeping the continuity of coverage with the same carrier multiple years can many times create price advantages as we can see from the success of this year's renewal

We look forward to reviewing with you and the Board on June 11th.

Sincerely,



Seth Cole, ARM
Senior Vice President
scole@alliant.com

cc: Michael Simmons, Vice Chairman – Public Entities
msimmons@alliant.com

Excess Employment Practices Liability Coverage

INSURANCE COMPANY:	RSUI Indemnity Company
A.M. BEST RATING:	A+(Superior), Financial Size Category: XIV (\$1.5 Billion to \$2 Billion) as of 11/2/18
STANDARD & POOR'S RATING:	A+ (Strong) pulled as of 5/17/19
STATE COVERED STATUS:	Admitted
POLICY/COVERAGE TERM:	July 1, 2019 – July 1, 2020
Coverage Form:	Claims Made & Reported Coverage; Follow Form Excess
Members Covered:	CSJVRMA, MBASIA, MPA, VCJPA, Oakland Housing Authority, Housing Authority of the County of Contra Costa, CalTIP (6 members: Livermore Amador Valley Transit Authority, Mendocino Transit Authority, San Luis Obispo Regional Transit Authority, South County Area Transit, Tahoe Transportation District, Yolo County Transportation District), Town of Fort Jones
Limits:	
Per Claim	\$2,000,000 Each Claim Per Member
Per Member Aggregate	\$4,000,000 Per Member Aggregate
Policy Aggregate	\$10,000,000 Policy Aggregate
ERMA's Retention:	\$1,000,000 per occurrence of loss and claims expense, inclusive of member's deductibles
Retroactive Date:	7/1/10 except for MBASIA which is 7/1/11; City of Patterson, City of Mendota, City of Lemoore, City of Sonora, City of Tehachapi which are 7/1/13; City of Sanger which is 4/18/16; City of Woodlake, City of Dinuba, City of Farmersville which is 7/1/16; CalTIP (6 members) which is 7/1/17; Town of Fort Jones which is 1/1/19.
Definitions:	Wrongful Act, Loss and Claim shall each have the same meaning as defined in the Primary Policy
Defense Inside/Outside the Limits:	Inside
Who has the Duty to Defend:	Insurer

Excess Employment Practices Liability Coverage – Continued

Endorsement & Exclusions (including but not limited to):

- Additional Named Insured Endorsement
- Amendatory Endorsement-Claims Made and Reported and Limit of Liability
- Amended Declarations-\$2MM per claim per member city/\$4MM aggregate per member/\$10MM policy aggregate
- Cap on Losses From Certified Acts of Terrorism
- Disclosure pursuant to Terrorism Risk Insurance Act
- Prior Acts Exclusion-Wrongful Acts that occurred prior to 7/1/10; 7/1/11 for MBASIA; 7/1/13 for City of Patterson, City of Mendota, City of Lemoore, City of Sonora, City of Tehachapi; 4/18/16 for City of Sanger; 7/1/16 for City of Woodlake, City of Dinuba, City of Farmersville; 7/1/17 for CalTIP (6 members); 1/1/19 for Town of Fort Jones
- Prior and/or Pending Litigation Exclusion-Litigation that occurred prior to 7/1/10; 7/1/11 for MBASIA; 7/1/13 for City of Patterson, City of Mendota, City of Lemoore, City of Sonora, City of Tehachapi; 4/18/16 for City of Sanger; 7/1/16 for City of Woodlake, City of Dinuba, City of Farmersville; 7/1/17 for CalTIP (6 members); 1/1/19 for Town of Fort Jones
- Specific Entities Exclusion-BCJPIA, PARSAC, PERMA, SCORE excluded from coverage
- Exclusion-Telecommunications Claims
- Three Year Bilateral Discovery Period - If the policy is not renewed or is cancelled, insured has option to purchase Discovery period in which to give notice of claims: One Year @ 100% of annual premium; Two Years @ 150% of annual premium; Three Years @ 175% of annual premium.

Premium:

Annual Premium - **\$311,540** Flat
Rate per \$100 of payroll is .04
Based on annual payroll of \$778,849,859

Quote Valid Until:

July 1, 2019

Binding Conditions:

See Binding Requirements Recap Page

See Disclaimer Page for Important Notices and Acknowledgement

Disclosures

This proposal of insurance is provided as a matter of convenience and information only. All information included in this proposal, including but not limited to personal and real property values, locations, operations, products, data, automobile schedules, financial data and loss experience, is based on facts and representations supplied to Alliant Insurance Services, Inc. by you. This proposal does not reflect any independent study or investigation by Alliant Insurance Services, Inc. or its agents and employees.

Please be advised that this proposal is also expressly conditioned on there being no material change in the risk between the date of this proposal and the inception date of the proposed policy (including the occurrence of any claim or notice of circumstances that may give rise to a claim under any policy which the policy being proposed is a renewal or replacement). In the event of such change of risk, the insurer may, at its sole discretion, modify, or withdraw this proposal, whether or not this offer has already been accepted.

This proposal is not confirmation of insurance and does not add to, extend, amend, change, or alter any coverage in any actual policy of insurance you may have. All existing policy terms, conditions, exclusions, and limitations apply. For specific information regarding your insurance coverage, please refer to the policy itself. Alliant Insurance Services, Inc. will not be liable for any claims arising from or related to information included in or omitted from this proposal of insurance.

Alliant embraces a policy of transparency with respect to its compensation from insurance transactions. Details on our compensation policy, including the types of income that Alliant may earn on a placement, are available on our website at www.alliant.com. For a copy of our policy or for any inquiries regarding compensation issues pertaining to your account you may also contact us at: Alliant Insurance Services, Inc., Attention: General Counsel, 701 B Street, 6th Floor, San Diego, CA 92101.

Analyzing insurers' over-all performance and financial strength is a task that requires specialized skills and in-depth technical understanding of all aspects of insurance company finances and operations. Insurance brokerages such as Alliant Insurance typically rely upon rating agencies for this type of market analysis. Both A.M. Best and Standard and Poor's have been industry leaders in this area for many decades, utilizing a combination of quantitative and qualitative analysis of the information available in formulating their ratings.

A.M. Best has an extensive database of nearly 6,000 Life/Health, Property Casualty and International companies. You can visit them at www.ambest.com. For additional information regarding insurer financial strength ratings visit Standard and Poor's website at www.standardandpoors.com.

Our goal is to procure insurance for you with underwriters possessing the financial strength to perform. Alliant does not, however, guarantee the solvency of any underwriters with which insurance or reinsurance is placed and maintains no responsibility for any loss or damage arising from the financial failure or insolvency of any insurer. We encourage you to review the publicly available information collected to enable you to make an informed decision to accept or reject a particular underwriter. To learn more about companies doing business in your state, visit the Department of Insurance website for that state.

NY Regulation 194

Alliant Insurance Services, Inc. is an insurance producer licensed by the State of New York. Insurance producers are authorized by their license to confer with insurance purchasers about the benefits, terms and conditions of insurance contracts; to offer advice concerning the substantive benefits of particular insurance contracts; to sell insurance; and to obtain insurance for purchasers. The role of the producer in any particular transaction typically involves one or more of these activities.

Compensation will be paid to the producer, based on the insurance contract the producer sells. Depending on the insurer(s) and insurance contract(s) the purchaser selects, compensation will be paid by the insurer(s) selling the insurance contract or by another third party. Such compensation may vary depending on a number of factors, including the insurance contract(s) and the insurer(s) the purchaser selects. In some cases, other factors such as the volume of business a producer provides to an insurer or the profitability of insurance contracts a producer provides to an insurer also may affect compensation.

The insurance purchaser may obtain information about compensation expected to be received by the producer based in whole or in part on the sale of insurance to the purchaser, and (if applicable) compensation expected to be received based in whole or in part on any alternative quotes presented to the purchaser by the producer, by requesting such information from the producer.

Other Disclosures / Disclaimers

FATCA:

The Foreign Account Tax Compliance Act (FATCA) requires the notification of certain financial accounts to the United States Internal Revenue Service. Alliant does not provide tax advice so please contact your tax consultant for your obligation regarding FATCA.

Claims Reporting:

Your policy will come with specific claim reporting requirements. Please make sure you understand these obligations. Contact your Alliant Service Team with any questions.

Claims Made Policy:

(Applicable to any coverage that is identified as claims made)

This claims-made policy contains a requirement stating that this policy applies only to any claim first made against the Insured and reported to the insurer during the policy period or applicable extended reporting period. Claims must be submitted to the insurer during the policy period, or applicable extended reporting period, as required pursuant to the Claims/Loss Notification Clause within the policy in order for coverage to apply. Late reporting or failure to report pursuant to the policy's requirements could result in a disclaimer of coverage by the insurer.

Other Disclosures / Disclaimers = Continued

Claims Made Policy (D&O/EPL)

(Applicable to any coverage that is identified as claims made)

This claims-made policy contains a requirement stating that this policy applies only to any claim first made against the Insured and reported to the insurer during the policy period or applicable extended reporting period. Claims must be submitted to the insurer during the policy period, or applicable extended reporting period, as required pursuant to the Claims/Loss Notification Clause within the policy in order for coverage to apply. Late reporting or failure to report pursuant to the policy's requirements could result in a disclaimer of coverage by the insurer.

Any Employment Practices Liability (EPL) or Directors & Officers (D&O) with EPL coverage must give notice to the insurer of any charges / complaints brought by any state / federal agency (i.e. EEOC and similar proceedings) involving an employee. To preserve your rights under the policy, it is important that timely notice be given to the insurer, whether or not a right to sue letter has been issued.

NRRA:

(Applicable if the insurance company is non-admitted)

The Non-Admitted and Reinsurance Reform Act (NRRA) went into effect on July 21, 2011. Accordingly, surplus lines tax rates and regulations are subject to change which could result in an increase or decrease of the total surplus lines taxes and/or fees owed on this placement. If a change is required, we will promptly notify you. Any additional taxes and/or fees must be promptly remitted to Alliant Insurance Services, Inc.

Changes and Developments

It is important that we be advised of any changes in your operations, which may have a bearing on the validity and/or adequacy of your insurance. The types of changes that concern us include, but are not limited to, those listed below:

- Changes in any operations such as expansion to another states, new products, or new applications of existing products.
- Travel to any state not previously disclosed.
- Mergers and/or acquisition of new companies and any change in business ownership, including percentages.
- Any newly assumed contractual liability, granting of indemnities or hold harmless agreements.
- Any changes in existing premises including vacancy, whether temporary or permanent, alterations, demolition, etc. Also, any new premises either purchased, constructed or occupied
- Circumstances which may require an increased liability insurance limit.
- Any changes in fire or theft protection such as the installation of or disconnection of sprinkler systems, burglar alarms, etc. This includes any alterations to the system.
- Immediate notification of any changes to a scheduled of equipment, property, vehicles, electronic data processing, etc.
- Property of yours that is in transit, unless previously discussed and/or currently insured.

Other Disclosures / Disclaimers = Continued

Certificates / Evidence of Insurance

A certificate is issued as a matter of information only and confers no rights upon the certificate holder. The certificate does not affirmatively or negatively amend, extend or alter the coverage afforded by a policy. Nor does it constitute a contract between the issuing insurer(s), authorized representative, producer or certificate holder.

You may have signed contracts, leases or other agreements requiring you to provide this evidence. In those agreements, you may assume obligations and/or liability for others (Indemnification, Hold Harmless) and some of the obligations that are not covered by insurance. We recommend that you and your legal counsel review these documents.

In addition to providing a certificate of insurance, you may be required to name your client or customer on your policy as an additional insured. This is only possible with permission of the insurance company, added by endorsement and, in some cases, an additional premium.

By naming the certificate holder as additional insured, there are consequences to your risks and insurance policy including:

- Your policy limits are now shared with other entities; their claims involvement may reduce or exhaust your aggregate limit.
- Your policy may provide higher limits than required by contract; your full limits can be exposed to the additional insured.
- There may be conflicts in defense when your insurer has to defend both you and the additional insured.

See Request to Bind Coverage page for acknowledgment of all disclaimers and disclosures.

Binding Requirements Recap

Below is a recap by Line of Coverage. **ALL** coverage(s) require the following:

- A written request to bind coverage
- A signed and dated Client Notification of Carrier Ratings Policy, Guidelines and Practices letter is required prior to binding (only if the carrier rating is below a B+, or not rated)
- All Surplus Lines Taxes/Fees are Fully Earned (only applies to a non-admitted carrier)

Coverage Line and Description of Subjectivity(ies)	Effective Date
Excess Employment Practices Liability <ul style="list-style-type: none">• Copy of 19-20 ERMA MOC	July 1, 2019

In order to complete the underwriting process, we require that you send us any additional information requested above. We are not required to bind coverage prior to our receipt and underwriting acceptance of the above information. However, if we do bind coverage prior to such acceptance, the terms and conditions as indicated above may be amended until such receipt and acceptance. Any agreement to bind coverage in connection with this proposal must be in writing from an authorized employee of the Insurer

Request to Bind Coverage

Employment Risk Management Authority (ERMA)

We have reviewed the proposal and agree to the terms and conditions of the coverages presented. We are requesting coverage to be bound as outlined by coverage line below:

Coverage Line	Bind Coverage for:
Excess Employment Practices Liability	<input type="checkbox"/>

This Authorization to Bind Coverage also acknowledges receipt and review of all disclaimers and disclosures, including exposures used to develop insurance terms, contained within this proposal.

Signature

Date

Title

Printed / Typed Name

This proposal does not constitute a binder of insurance. Binding is subject to final carrier approval. *The actual terms and conditions of the policy will prevail.*

MEMBERSHIP MATTERS

SUBJECT: Update Regarding the City of Adelanto's (PERMA) Termination of Participation as a Member of ERMA

BACKGROUND AND STATUS:

Following the January 10, 2019, Notice of Appeal from the City of Adelanto (City) regarding ERMA's Termination of Membership, effective June 30, 2019, the ERMA Board of Directors placed the City on a Performance Improvement Plan (Plan). The goal of the Plan is to provide the City with the opportunity to remain a member of ERMA.

Regular updates as to the activities and actions associated with both the City's risk assessment, subsequent Notice of Termination and the terms of the PIP were provided to the Board at the November 5, 2018, February 8, 2019, and April 30, 2019 meetings.

Following are the requirements of the Plan and the status of each, to-date:

REQUIREMENT	DATE COMPLETED	NOTES
ERMA staff meet with City Manager to discuss the terms of the Plan prior to consideration by the ERMA Board of Directors.	Jan. 22, 2019	Teleconference - Tom Madruga, Victor Ponto, Jessie Flores, Geriann Kingslan, Teri Nelson, Brenda Lopez, Jennifer Jobe, and Kathy Maylin.
All Council members and City Manager complete specific training on council relations regarding the scope and limits of public official authority as identified by ERMA no later than 30 days after adoption of the Plan.	March 10, 2019	Training conducted by Gerry Preciado, 34 th St. Consulting.
All Council members and City Manager complete specific training on preventing discrimination, harassment and retaliation as identified by ERMA no later than 30 days after adoption of the Plan.	March 10, 2019	Training conducted by Gerry Preciado, 34 th St. Consulting.
City Manager retain and actively partner with an advisor via the League of California Cities Senior Advisor Program within 30 days of the effective date of the Agreement.	April 12, 2019	Initial telephone discussion held with CA League Sr. Advisor , with plan to meet "soon".
All City management staff complete "Management 101" training no later than 60 days after adoption of the Plan.	April 9, 2019	Training conducted by Gerry Preciado, 34 th St. Consulting.

ERMA
BOARD OF DIRECTORS MEETING
June 11, 2019

REQUIREMENT	DATE COMPLETED	NOTES
City retains an ERMA-recommended employment attorney from the defense panel to provide City ongoing advice and counsel on any/all personnel matters. Advice and counsel services to be sought before City takes personnel action. Should any specific advice and counsel recommendation wish to be disregarded by City, City to confer with the Litigation Manager prior to taking personnel action.	March 8, 2019	City Council voted without consultation per Plan, on March 5, 2019, re: personnel matter with an effective date March 11, 2019.
City withdraw and dismiss coverage appeals to Board of Directors regarding: Elliott, Gabriel and Herrera, Cindy.	March 5, 2019	N/A
City Council to adopt Plan by resolution no later than 30 days following adoption of the Plan by the ERMA Board of Directors.	March 5, 2019	N/A
City Manager meet with ERMA staff telephonically no later than 30 days after adoption of the Plan by the City Council to establish timelines for completion of identified actions.	Feb, 28, 2019*; April 11, 2019** & May 2, 2019**	Teleconference - Victor Ponto, *Socorro Cisneros, Brenda Lopez, Jennifer Jobe, Kathy Maylin, and **Jessie Flores

Staff was advised in February 2019, the City provided a Notice of Intent to Withdraw from PERMA and submitted an application for participation in the Independent Cities Risk Management Authority (ICRMA). On May 29, 2019, staff was provided verbal notice the ICRMA Board of Directors voted to accept the City as a participating member, effective July 1, 2019.

Staff will provide the Board with an overview of the City's activities to-date and answer any questions from the Board.

RECOMMENDATION:

Staff recommends the Board of Directors provide direction.

REFERENCE MATERIALS ATTACHED:

- City of Adelanto Performance Improvement Agreement

City of Adelanto Performance Improvement Agreement

THIS AGREEMENT (Agreement) is made and effective as of January 23, 2019, between the Employment Risk Management Authority ("Authority"), and the City of Adelanto ("City"), sometimes collectively referred to as the "Parties".

On November 5, 2018, the Board of Directors of ERMA voted to terminate the City's status as a Member of ERMA effective July 1, 2019. The ERMA Board made this decision because of significant concerns regarding the City's governance, risk management practices, concerns regarding the adequacy of training, claims history and employment practices.

On January 10, 2019, the City requested reconsideration of ERMA's decision. In response, ERMA proposes the City enter into a Performance Improvement Plan ("Plan"), which if the conditions of the Plan are met within the term of the Agreement, the ERMA Board of Directors will reconsider its decision to terminate the City's participation as a Member in ERMA.

Upon the express consideration arising by reason of the Board of Director's decision to reconsider its decision to terminate the City's participation in ERMA, which consideration is expressly acknowledged and relied upon by City, and upon express consideration of the City's agreement to participate in and complete the Plan, which consideration is expressly acknowledged and relied upon by ERMA, the Parties agree as follows:

Performance Improvement Plan

- ERMA staff to meet with City Manager to discuss the terms of the Plan prior to consideration by the ERMA Board of Directors.
- All Council members and City Manager are required to complete specific training on council relations regarding the scope and limits of public official authority as identified by ERMA no later than 30 days after adoption of the Plan.
- All Council members and City Manager are required to complete specific training on preventing discrimination, harassment and retaliation as identified by ERMA no later than 30 days after adoption of the Plan.
- City Manager is required to retain and actively partner with an adviser via the League of California Cities Senior Advisor program within 30 days of the effective date of this Agreement.

- All City management staff is required to complete "Management 101" training as identified by ERMA no later than 60 days after adoption of the Plan.
- City shall retain an ERMA-recommended employment attorney from the ERMA defense panel to provide City ongoing advice and counsel on any/all personnel matters that have the potential to become an ERMA claim. Such personnel matters include, but are not limited to, termination, lay-off, job/position elimination, demotion, transfer, significant discipline, administrative leave, ADA/religion interactive process communication, and personnel investigation. Advice and counsel services shall be sought before City takes personnel action. Should any specific advice and counsel recommendation wish to be disregarded by City, City shall first confer with the ERMA Litigation Manager prior to taking the particular personnel action.
- City shall withdraw and dismiss coverage appeals to ERMA Board of Directors regarding: Elliott, Gabriel v. City of Adelanto and Herrera, Cindy v. City of Adelanto.
- City Council to adopt the Plan by resolution no later than 30 days following adoption of the Plan by the ERMA Board of Directors.
- City Manager to meet with ERMA staff telephonically no later than 30 days after adoption of the Plan by the City Council to establish timelines for completion of identified actions. Dates of completion for all items must be completed as specified in the Plan and in no event beyond the term of the Plan, which date shall be June 11, 2019, unless extended as provided below.
- City Manager to meet with ERMA staff telephonically every 30 days in order to review the status and progress of the Plan. Dates to be established following adoption of the Plan by the City Council.

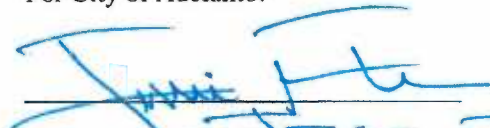
In the event the ERMA Board of Directors rescinds its termination of the City as a Member, ERMA reserves the right to continue implementation of the Plan until such time as ERMA determines that the City's employment practices are consistent with and in compliance with the City's obligations as a Member of ERMA.

For ERMA:


Jennifer Jobe, Executive Director

Date: 2/11, 2019

For City of Adelanto:


JESSIE FLORES
CITY MANAGER
(name/title)

Date: January 23, 2019

COVERAGE MATTERS

SUBJECT: Request from the Central Marin Fire Authority (BCJPIA) to Reduce Self-Insured Retention

BACKGROUND AND STATUS:

In accordance with ERMA's Bylaws, the Board of Directors must approve any request by a member to reduce a self-insured retention (SIR). Staff received a request from the Central Marin Fire Authority (BCJPIA), to reduce their SIR from \$250,000 to \$100,000, effective July 1, 2019. Upon approval of CMFA's participation in ERMA in December 2018, the Board was advised of their intent to request an SIR reduction, effective July 1, 2019. CMFA currently has payroll of \$6,189,890 and the request for a \$100,000 SIR falls in line with ERMA's Underwriting Guidelines.

In November 2018, CMFA provided a letter attesting to "No Known Losses" and since the January 1, 2019, effective date of ERMA participation, they have incurred no losses.

RECOMMENDATION:

Staff recommends the Board of Directors approve the request from the Central Marin Fire Authority to reduce their self-insured retention from \$250,000 to \$100,000, effective July 1, 2019.

REFERENCE MATERIALS ATTACHED:

- Email from the Central Marin Fire Authority Requesting an SIR reduction

Xiong, Chee <chee.xiong@yorkrisk.com>

Fwd: Central Marin Fire SIR - 2019-20

1 message

McCulligan, Jaesa <jaesa.mcculligan@yorkrisk.com>

Mon, May 6, 2019 at 8:57 AM

To: Nancy Broadhurst <nancy.broadhurst@yorkrisk.com>, Jennifer Jobe <jennifer.job@yorkrisk.com>

Cc: Chee Xiong <chee.xiong@yorkrisk.com>

Hi Nancy and Jeni,

Please see the request below from Central Marin Fire Authority to reduce their ERMA SIR to \$100,000.

Thank you,
Jaesa

Jaesa McCulligan, ARM

Pool Administrator

o. 916.244.1130

m. 916.708.8780

1750 Creekside Oaks Drive, Suite 200
Sacramento, CA 95833

YORKRISK.COM

----- Forwarded message -----

From: **Daria Carrillo** <dcarrillo@tcmmail.org>

Date: Sat, May 4, 2019 at 1:37 PM

Subject: RE: Central Marin Fire SIR - 2019-20

To: McCulligan, Jaesa <jaesa.mcculligan@yorkrisk.com>, Todd Cusimano <tcusimano@tcmmail.org>

Hi Jaesa,

Yes, we requested the \$100,000 SIR for ERMA for CMFA. Thank you

Daria

Daria Carrillo

Finance Director

Town of Corte Madera

300 Tamalpais Drive

Corte Madera, CA 94925

(415) 927-5054

From: McCulligan, Jaesa <jaesa.mcculligan@yorkrisk.com>
Sent: Friday, May 3, 2019 1:58 PM
To: Todd Cusimano <tcusimano@tcmmail.org>; Daria Carrillo <dcarrillo@tcmmail.org>
Subject: Central Marin Fire SIR - 2019-20

This message was sent securely using Zix[®]

Hi Todd and Daria,

Please find the ERMA indication for CMFA attached. We have previously discussed reducing their SIR to \$100,000 for the 2019/20 program year. Please confirm this requested change and we will let ERMA know.

Thanks,

Jaesa

Jaesa McCulligan, ARM

Pool Administrator

o. 916.244.1130

m. 916.708.8780

1750 Creekside Oaks Drive, Suite 200

Sacramento, CA 95833

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FINANCIAL MATTERS

SUBJECT: Proposed Administrative and Operating Budget for the 2019/20 Program Year

BACKGROUND AND STATUS:

Attached for the Board's consideration is the Proposed Annual Budget for the 2019/20 program year. The budget features funding at the 80% confidence level (CL), the same CL used in the 2018/19 Approved Budget. The featured discount rate continues to be 2.0%.

The recommended 2019/20 Proposed Draft Budget at the 80% CL represents an overall increase of 8.6%, or \$615,221, over the 2018/19 Approved Budget. There are two drivers in the overall increase:

- The increase in payroll of 6.2%; and
- The increase in the funding rate of 5.4%. For ease of review, a comparison has been added to the Table of Rates on the Member Summary page.

Total premium reflects the following assumptions and significant factors:

- Funding for losses at the 80% CL at the actuarially-determined rate of .503 per \$100 of payroll (\$50,000 SIR); a 5.4% increase over last year's rate at the 80% CL;
- Discount factor of 2.0%;
- Funding for losses to \$1 million in excess of individual member's SIR;
- Optional excess insurance coverage to \$2 million excess of \$1 million at the expiring rate of .040;
- Actual payroll as of December 31, 2018;
- An increase in payroll of 6.2%;
- A 40.2% increase in the Loss Prevention and Training portion of the budget due to the increase of Customized Training/Workshops (Twenty additional trainings were approved by the Board mid-year for the 2018/19 program year, and are also included in the 2019/20 Budget);
- A 1.3% increase in the Administration portion of the budget. Variances from last year's budget include:
 - Program Administration – 1.6% increase which consists of the 2% contractual increase with York based on the ending ABCP from the prior year (increases during the year due to three new members in the program), mitigated by the withdrawal of three members for the 2019/20 program year;
 - Legal Services – 11.1%, or \$5,000, increase due to increased usage of attorney's time for coverage opinions;
 - Financial Audit – 2.5%, or \$250, contractual increase with Sampson and Sampson (second year of a three year contract);
 - Claims Audit – Biennial funded line item – budgeted in 2018/19;
 - Memberships and Conferences - \$800 increase due to increase in CAJPA dues; and
 - Fidelity Bonds – \$100 increase due to actual expected expense.

ERMA
BOARD OF DIRECTORS MEETING
June 11, 2019

- The withdrawal of West Hollywood from PARSAC;
- The addition of Central Marin Fire Authority in BCJPIA (Larkspur and Corte Madera fire departments withdrew from the cities to form a new JPA. Payroll for the cities decreased accordingly);
- The addition of Santa Maria in ERMAC (effective 1/1/2019);
- The addition of Ft. Jones in SCORE (effective 1/1/2019);

Changes since the Preliminary Budget approved in April:

- ✓ The decrease in SIR from \$250,000 to \$100,000 for CMFA in BCJPIA;
- ✓ The withdrawal of Adelanto from PERMA effective 7/1/2019; and
- ✓ The withdrawal of Parlier in CSJVRMA effective 7/1/2019.

Experience Modification Calculation:

Continuing the methodology that has been employed for the past ten years, the proposed budget utilizes a three-tiered experience modification factor (ex-mod) calculation:

- The first calculates the ex-mod at the JPA level and determines each JPA's premium contribution to ERMA;
- A secondary calculation reflects the effects of each underlying member's individual loss experience in the premium each individual member pays to its JPA, as it utilizes the "pure" ex-mod, rather than the credibility-factored ex-mod used in the primary JPA calculation, capped at .75 on the low end and 1.50 on the high end; and
- A third calculation attempts to correct significant swings by capping individual ex-mod changes to .25 from the previous year's ex-mod.

Please note that ERMA assumes the budgeted premium calculation methodology for any future calculations of individual member target performance ratios, as well as retained earnings calculations that determine retrospective adjustments.

RECOMMENDATION:

Staff recommends the Board of Directors approve the 2019/20 Proposed Operating Budget at the 80% Confidence Level.

REFERENCE MATERIALS ATTACHED:

- 2019/20 Proposed Annual Budget at the 80% Confidence Level

Employment Risk Management Authority

~ 2019/2020 Proposed Operating Budget ~

~ 80% Confidence Level ~ 2.0% Discount Factor ~

~ Excess Insurance \$2 million x \$1 million ~ \$4 million / \$10 million Aggregate ~

	Prior Year - 2018/2019		2019/2020 Proposed Budget	Increase/(Dec) Over Prior Year Budget	Percentage Change
	Projected Actual	Approved Budget			
<u>Claims Expense:</u>					
Funding for Pooled Losses (SIR to \$1M)	\$5,897,762	\$5,897,762	\$6,446,930	\$549,168	9.31%
Excess Insurance	299,049	299,049	311,540	12,491	4.18%
Total Claims Costs	\$6,196,810	\$6,196,810	\$6,758,470	\$561,660	9.06%
<u>Loss Prevention and Training:</u>					
Employee Reporting Mechanism	10,000	9,500	10,500	1,000	10.53%
Web-based Training: AB1825 & AB1234	18,000	18,000	18,000	0	0.00%
Training Bulletins	6,000	6,000	6,000	0	0.00%
Additional Web-based Training	12,000	12,000	12,000	0	0.00%
Hotline Services - Jackson Lewis & LCW	6,200	7,000	6,500	(500)	-7.14%
Misc. Training Expenses	3,000	6,000	5,000	(1,000)	-16.67%
Customized Training / Workshops	90,300	47,300	90,300	43,000	90.91%
Total Loss Prevention and Training	\$145,500	\$105,800	\$148,300	\$42,500	40.17%
<u>Administration:</u>					
Program Management	\$709,942	\$698,706	\$709,517	\$10,811	1.55%
Includes:					
• Training Workshops					
(Inhouse as per York contract - 25 x \$1,800 = \$36,000)					
Risk Assessments	3,000	10,000	10,000	0	0.00%
Claims System	5,000	5,000	5,000	0	0.00%
Legal Services	43,500	45,000	50,000	5,000	11.11%
Actuarial Study	9,950	9,950	9,950	0	0.00%
Financial Audit	9,700	9,950	10,200	250	2.51%
Claims Audit	5,900	5,900	0	(5,900)	
Board Meetings & Retreat	24,500	30,000	30,000	0	0.00%
Memberships and Conferences	6,700	6,700	7,500	800	11.94%
Accreditation	1,417	1,500	1,500	0	0.00%
Fidelity Bonds	1,282	1,200	1,300	100	8.33%
E & O Coverage	1,941	2,500	2,500	0	0.00%
Investment Management Services	27,000	30,000	30,000	0	0.00%
Other Expenses	4,000	4,000	4,000	0	0.00%
Total Administration	\$853,832	\$860,406	\$871,467	\$11,061	1.29%
Total Deposit Premium	\$7,196,142	\$7,163,016	\$7,778,237	\$615,221	8.59%

2019/2020 member changes from prior year before April 30, 2019:

- ~ Withdrawal of West Hollywood in PARSAC (effective 7/1/19)
- ~ Addition of CMFA in BCJPIA
(Larkspur and Corte Madera payroll decreased accordingly)
- ~ Addition of Santa Maria in ERMAC (effective 1/1/19) - 2019/20 First Full Year
- ~ Addition of Ft. Jones in SCORE (effective 1/1/19) - 2019/20 First Full Year

2019/2020 member changes since April 30, 2019:

- ~ Decrease in SIR from \$250,000 to \$100,000 for CMFA in BCJPIA
- ~ Withdrawal of Adelanto from PERMA effective 7/1/2019
- ~ Withdrawal of Parlier in CSJVRMA effective 7/1/2019

Employment Risk Management Authority

~ 2019/2020 Proposed Operating Budget ~

Member Summary

~ 80% Confidence Level ~ 2.0% Discount Factor ~

									Deposit Premium			Prior Year Comparison		
									Deposit Premium Adjusted for Off-Bal Factor	Excess Insurance \$2M x \$1M	TOTAL Deposit Premium			
Member Entities	Actual 2018 Payroll	Funding For Losses *	Loss Prevention & Training	Admin. Costs	Deposit Premium	Experience Modification Factor	Adjusted for Ex Mod	Off-Balance Factor				Prior Yr. Deposit Premium	Percentage Change	Percentage Change Net of Payroll
BCJPIA	229,699,946	914,677	21,099	123,983	1,059,759	0.808	855,813	1.004	858,951		858,951	743,804	15.5%	12.0%
CalTIP	21,654,834	105,941	1,989	11,688	119,619	0.889	106,369	1.004	106,759	5,354	112,114	102,596	9.3%	9.3%
CSJVRMA	282,678,764	1,378,628	25,965	152,579	1,557,172	1.250	1,946,465	1.004	1,953,604	113,072	2,066,676	1,906,006	8.4%	6.2%
ERMAC	153,114,547	133,159	14,064	82,646	229,869	0.920	211,446	1.004	212,221		212,221	102,249	107.6%	107.6%
MBASIA	57,382,172	45,732	5,271	30,973	81,975	1.060	86,932	1.004	87,251	22,953	110,204	96,130	14.6%	6.8%
MPA	331,210,310	1,474,141	30,423	178,775	1,683,338	0.871	1,466,380	1.004	1,471,758	132,484	1,604,242	1,264,411	26.9%	22.0%
PARSAC	222,082,602	838,935	20,399	119,872	979,206	0.981	960,607	1.004	964,130		964,130	1,220,212	-21.0%	-12.8%
PERMA	200,610,549	988,606	18,427	108,282	1,115,315	0.990	1,104,521	1.004	1,108,572		1,108,572	1,086,865	2.0%	-1.1%
SCORE	21,910,292	88,861	2,013	11,826	102,699	0.883	90,676	1.004	91,009		91,009	80,652	12.8%	6.3%
VCJPA	59,467,956	303,583	5,462	32,099	341,144	1.187	405,049	1.004	406,535	23,787	430,322	367,045	17.2%	10.2%
Oakland H.A.	29,405,018	147,907	2,701	15,872	166,480	1.062	176,831	1.004	177,479	11,762	189,241	164,697	14.9%	11.7%
Contra Costa H.A.	5,320,183	26,761	489	2,872	30,121	0.940	28,322	1.004	28,426	2,128	30,554	28,350	7.8%	5.9%
Total	\$1,614,537,173	\$6,446,930	\$148,300	\$871,467	\$7,466,697		\$7,439,412		\$7,466,697	\$311,540	\$7,778,237	\$7,163,016	8.6%	2.4%

* Includes JPA Participation Credit

2017 Actual Payroll	\$1,520,381,818
2018 Actual Payroll	\$1,614,537,173
Percent Change	6.19%

Table of Rates			
Budget Item	Rates	Prior Year Rate	% Change
Funding for Losses - 2.0% Discounted 80% Confidence Level	\$0.5030	\$0.4770	5.45%
Excess Insurance: \$2M x \$1M ~ \$4M / \$10M Aggregate	0.0400	0.0400	0.00%
Loss Prevention & Training	0.0092	0.0070	31.22%
Administration	0.0540	0.0566	-4.64%

Employment Risk Management Authority

~ 2019/2020 Proposed Operating Budget ~

Prior Year Comparison

Member Entities	DEPOSIT PREMIUM CHANGE			CURRENT PAYROLL CHANGE			EX MOD CALCULATION								
	EX MOD CHANGE			AVERAGE PAYROLL CHANGE			AVERAGE LOSS CHANGE								
	Current Year TOTAL Deposit Premium	Prior Year Deposit Premium	Percentage Change	Current Year Payroll	Prior Year Payroll	Percentage Change	Current Year Ex Mod	Prior Year Ex Mod	Percentage Change	Current Year Average Payroll	Prior Year Average Payroll	Percentage Change	Current Year Average Losses	Prior Year Average Losses	Percentage Change
BCJPIA	\$858,951	\$743,804	15.5%	\$229,699,946	\$221,880,901	3.5%	0.808	0.773	4.5%	\$199,558,931	\$193,181,519	3.3%	150,051	\$137,383	9.2%
CalTIP	112,114	102,596	9.3%	21,654,834	20,638,603	4.9%	0.889	0.893	-0.4%	16,317,698	15,078,865	8.2%	-	-	
CSJVRMA	\$2,066,676	\$1,906,006	8.4%	\$282,678,764	\$276,492,646	2.2%	1.250	1.250	0.0%	\$244,755,988	\$236,375,000	3.5%	639,666	\$713,399	-10.3%
ERMAC	212,221	102,249	107.6%	153,114,547	85,959,423	78.1%	0.920	0.767	19.9%	86,242,169	82,095,031	5.1%	88,313	10,270	759.9%
MBASIA	\$110,204	\$96,130	14.6%	\$57,382,172	\$53,229,209	7.8%	1.060	1.025	3.5%	\$46,148,284	\$44,575,237	3.5%	91,348	\$87,741	4.1%
MPA	1,604,242	1,264,411	26.9%	331,210,310	315,821,765	4.9%	0.871	0.750	16.1%	276,988,274	267,197,597	3.7%	297,015	192,482	54.3%
PARSAC	\$964,130	\$1,220,212	-21.0%	\$222,082,602	\$241,906,438	-8.2%	0.981	1.250	-21.5%	\$193,215,258	\$209,183,254	-7.6%	274,341	\$587,926	-53.3%
PERMA	1,108,572	1,086,865	2.0%	200,610,549	194,633,979	3.1%	0.990	1.072	-7.6%	168,152,026	162,124,004	3.7%	244,437	337,904	-27.7%
SCORE	\$91,009	\$80,652	12.8%	\$21,910,292	\$20,557,794	6.6%	0.883	0.884	-0.1%	\$18,228,457	\$17,692,234	3.0%	-	-	
VCJPA	430,322	367,045	17.2%	59,467,956	55,554,010	7.0%	1.187	1.146	3.6%	49,737,272	48,102,084	3.4%	146,322	146,483	-0.1%
Oakland H.A.	\$189,241	\$164,697	14.9%	\$29,405,018	\$28,486,957	3.2%	1.062	1.006	5.6%	\$25,932,089	\$25,107,499	3.3%	56,006	\$45,287	23.7%
Contra Costa H.A.	30,554	28,350	7.8%	5,320,183	5,220,093	1.9%	0.940	0.940	0.0%	4,742,459	4,644,950	2.1%	-	-	
Total	\$7,778,237	\$7,163,017	8.6%	\$1,614,537,173	\$1,520,381,818	6.2%				\$1,330,018,904	\$1,305,357,274	1.9%	\$1,987,498	\$2,258,875	-12.0%

Employment Risk Management Authority
~ 2019/2020 Proposed Operating Budget ~
Program Administration Fee Worksheet

Original Contract Year					
2018/2019					
Percentage Increase over previous year					\$697,162 2.47%
Baseline as of 4/1/18		Date Joined	Payroll	Payroll Calc %age	BRS Fees
			1,516,245,035		697,162
PERMA	San Jacinto	7/1/2018	3,358,185	0.002215	1,544
ERMAC	Santa Maria	1/1/2019	23,973,813	0.015811	11,023
SCORE	Fort Jones	1/1/2019	462,893	0.000305	213
Totals as of 6/30/19			1,544,039,926		\$709,942

2019/2020					
Percentage Increase over previous year					\$724,141 2.00%
Baseline as of 7/1/19			Payroll	Payroll Calc %age	BRS Fees
			1,647,813,215		724,141
PARSAC	W. Hollywood		(27,353,542)	-0.016600	(12,021)
PERMA	Adelanto		(3,174,293)	-0.001926	(1,395)
CSJVRMA	Parlier		(2,748,207)	-0.001668	(1,208)
Totals as of 6/30/20			1,614,537,173		\$709,517

2020/2021					
Percentage Increase over previous year					\$723,707 2.00%
Baseline as of 7/1/20			Payroll	Payroll Calc %age	BRS Fees
					723,707
Totals as of 6/30/21			0		\$723,707

Approved contract is for a 5 year period. Final two years of contract are not shown.

Employment Risk Management Authority

~ 2019/2020 Proposed Operating Budget ~

~ BCJPIA ~

1									JPA Experience Mod Calculation <i>(Used in determining the JPA's premium to ERMA)</i>				Individual Experience Mod Calculation <i>(Used in determining each individual member's premium to their JPA)</i>						Prior Year Deposit Premium		Increase Decrease				
									2	3	4	5	6	7	8	Info Only: Prior Year (2018/2019) Experience Modification	9	11							
Member	Actual 2018 Payroll	SIR Selected	Funding For Losses	Loss Prevention & Training	Admin. Costs	Deposit Premium	JPA Participation Credit	Net Deposit Premium	JPA Experience Modification Factor	Dep Prem Adjusted for Experience Modification	Off-Balance Factor	Dep Prem Adjusted for Off Balance Factor	Individual Experience Modification Factor	Capped Individual Experience Modification	Ex Mod Including .25 capped change over prior year	Prior Year (2018/2019) Experience Modification	Deposit Adjusted for Experience Modification	Premium Adjusted for Off Balance Factor							
1 Albany/Albany JPA	\$10,821,075	\$50,000	\$54,430	\$994	\$5,841	\$61,265	(\$3,023)	\$58,242	0.808	\$47,034	1.004	\$47,206	0.000	0.750	0.750	0.750	\$43,681	\$41,969							
2 Brisbane	9,629,320	50,000	48,435	884	5,198	54,518	(2,690)	51,828	0.808	41,854	1.004	42,007	0.000	0.750	0.750	0.750	38,871	37,347							
3 CMFA (1/1/19)	6,189,890	100,000	25,531	569	3,341	29,440	(1,453)	27,988	0.808	22,602	1.004	22,685	0.000	0.750	1.000	0.750	27,988	26,891							
4 Central Marin PA	5,034,939	100,000	20,767	462	2,718	23,947	(1,182)	22,766	0.808	18,385	1.004	18,452	0.000	0.750	0.750	0.750	17,074	16,405							
5 Corte Madera (7/1/17)	3,277,001	100,000	13,516	301	1,769	15,586	(769)	14,817	0.808	11,966	1.004	12,009	0.000	0.750	0.750	0.750	11,113	10,677							
6 Emeryville	5,197,196	50,000	26,142	477	2,805	29,425	(1,452)	27,973	0.808	22,589	1.004	22,672	0.000	0.750	0.750	0.750	20,980	20,157							
7 Emeryville (MESA)	9,253,633	50,000	46,546	850	4,995	52,391	(2,585)	49,806	0.808	40,221	1.004	40,368	0.000	0.750	0.750	0.750	37,354	35,890							
8 Fairfax	2,888,425	50,000	14,529	265	1,559	16,353	(807)	15,546	0.808	12,554	1.004	12,601	0.000	0.750	0.750	0.750	11,660	11,203							
9 Larkspur	2,670,149	250,000	6,581	245	1,441	8,268	(408)	7,860	0.808	6,347	1.004	6,370	0.000	0.750	0.750	0.750	5,895	5,664							
10 Los Altos (07/01/12)	14,603,898	100,000	60,235	1,341	7,883	69,459	(3,427)	66,032	0.808	53,325	1.004	53,520	0.881	0.881	0.881	1.082	58,204	55,923							
11 Menlo Park (07/01/02)	29,278,317	250,000	72,162	2,689	15,803	90,655	(4,473)	86,182	0.808	69,597	1.004	69,852	1.929	1.500	1.000	0.750	86,182	82,803							
12 Mill Valley (07/01/01)	16,782,771	50,000	84,417	1,542	9,059	95,018	(4,688)	90,329	0.808	72,946	1.004	73,213	0.000	0.750	0.750	0.750	67,747	65,091							
13 Novato (09/01/07)	17,437,788	250,000	42,979	1,602	9,412	53,993	(2,664)	51,329	0.808	41,451	1.004	41,603	0.400	0.750	1.250	1.500	64,161	61,646							
14 Piedmont	13,485,707	50,000	67,833	1,239	7,279	76,351	(3,767)	72,584	0.808	58,615	1.004	58,830	2.934	1.500	1.250	1.000	90,730	87,173							
15 Pleasanton	43,193,719	75,000	195,538	3,967	23,314	222,820	(10,994)	211,826	0.808	171,061	1.004	171,688	0.000	0.750	0.750	0.750	158,869	152,641							
16 San Anselmo	3,426,853	50,000	17,237	315	1,850	19,402	(957)	18,444	0.808	14,895	1.004	14,949	0.000	0.750	0.750	0.750	13,833	13,291							
17 Sausalito	6,501,065	50,000	32,700	597	3,509	36,807	(1,816)	34,991	0.808	28,257	1.004	28,360	0.000	0.750	0.750	0.750	26,243	25,214							
18 Tiburon (7/1/11)	3,447,463	25,000	19,768	317	1,861	21,946	(1,083)	20,863	0.808	16,848	1.004	16,910	0.000	0.750	0.750	0.750	15,647	15,034							
19 Union City	26,580,737	75,000	120,331	2,442	14,347	137,120	(6,765)	130,354	0.808	105,268	1.004	105,654	0.000	0.750	0.750	0.750	97,766	93,933							
Total	\$229,699,946		\$969,679	\$21,099	\$123,983	\$1,114,761	(\$55,002)	\$1,059,759	\$855,813		\$858,951						\$893,999	\$858,951							
				(55,002)	JPA participation credit																				
			\$914,677	Net funding																					
									JPA Ex mod calc:		1 X 2 = 3; then 3 X 4 = 5											Individual Ex mod calc:		1 X 8 = 9; then 9 X 10 = 11	

Total JPA Payroll	\$465,549,212
Participating Payroll	229,699,946
Participation Credit	4.93%
2017 Payroll	\$221,880,901
2018 Payroll	229,699,946
Percentage Increase	3.52%

Retained Limit Rates - 80% C.L.		
SIR	Factor	Rates
\$25,000	1.14	\$0.573
50,000	1.00	0.503
75,000	0.90	0.453
100,000	0.82	0.412
250,000	0.49	0.246
500,000	0.19	0.096

Other Rates	
Description	Rates
Excess Insurance: \$2M x \$1M ~ \$4M / \$10M Aggregate	\$0.0400
Loss Prevention & Training	0.0092
Administration	0.0540

~ 2019/2020 Proposed Operating Budget ~

Total JPA Payroll	\$148,242,082
Participating Payroll	21,654,834
Participation Credit	1.46%
2017 Payroll	\$20,638,603
2018 Payroll	21,654,834
Percentage Increase	4.92%

<i>Other Rates</i>	
Description	Rates
Excess Insurance: \$2M x \$1M ~ \$4M / \$10M Aggregate	\$0.0400
Loss Prevention & Training	0.0092
Administration	0.0540

Employment Risk Management Authority
~ 2019/2020 Proposed Operating Budget ~
~ CSJVRMA ~

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Employment Risk Management Authority

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1										JPA Experience Mod Calculation (Used in determining the JPA's premium to ERMA)				Individual Experience Mod Calculation (Used in determining each individual member's premium to their JPA)									
										2	3	4	5	6	7	8	Info Only:	9	10	11	Prior Year		
										JPA Experience	Dep Prem Adjusted for Experience	Dep Prem Off-Balance	Dep Prem Adjusted for Off Balance	Individual Experience	Capped Individual Experience	Capped Ind. Ex Mod Including .25 capped change over prior year	Prior Year (2018/2019) Experience Modification	Deposit Adjusted for Experience	Off-Balance	Premium Adjusted for Off Balance	Prior Year Deposit Premium	Increase (Decrease)	
Member	Actual 2018 Payroll	SIR Selected	Payroll/100 Pool Rate	Funding For Losses	Loss Prevention & Training	Admin. Costs	Deposit Premium	JPA Participation Credit	Net Deposit Premium	Modification Factor	Modification	Off-Balance Factor	Off Balance Factor	Modification Factor	Experience Modification	capped change over prior year	Experience Modification	Experience Modification	Off-Balance Factor	Off Balance Factor	Prior Year Premium	Increase (Decrease)	
1 Hayward (7/1/16)	\$101,478,933	\$500,000	\$0.096	\$96,983	\$9,321	\$54,775	\$161,079	(\$14,896)	\$146,183	0.920	\$134,467	1.004	\$134,960	0.891	0.891	0.891	0.750	\$130,303	1.008	\$131,370	\$91,148	\$40,222	
2 Laguna Hills (7/1/16)	3,235,027	100,000	0.412	13,343	297	1,746	15,386	(1,423)	13,964	0.920	12,844	1.004	12,892	0.000	0.750	0.750	0.750	10,473	1.008	10,558	11,101	(543)	
3 Santa Maria (1/1/19)	48,400,587	500,000	0.096	46,256	4,446	26,125	76,827	(7,105)	69,722	0.920	64,134	1.004	64,369			1.000		69,722	1.008	70,293			
Total	\$153,114,547			\$156,583	\$14,064	\$82,646	\$253,293	(\$23,424)	\$229,869		\$211,446		\$212,221					\$210,498		\$212,221	\$102,249	\$39,679	
				(23,424)	JPA participation credit																		
				\$133,159	Net funding																		
										JPA Ex mod calc: 1 X 2 = 3; then 3 X 4 = 5				Individual Ex mod calc: 1 X 8 = 9; then 9 X 10 = 11									

Total JPA Payroll	\$165,569,280
Participating Payroll	153,114,547
Participation Credit	9.25%
2017 Payroll	\$91,114,972
2018 Payroll	153,114,547
Percentage Increase	68.05%

Retained Limit Rates - 80% C.L.		
SIR	Factor	Rates
\$25,000	1.14	\$0.573
50,000	1.00	0.503
75,000	0.90	0.453
100,000	0.82	0.412
250,000	0.49	0.246
500,000	0.19	0.096

Other Rates	
Description	Rates
Excess Insurance: \$2M x \$1M ~ \$4M / \$10M Aggregate	\$0.0400
Loss Prevention & Training	0.0092
Administration	0.0540

Employment Risk Management Authority
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~ MBASIA ~

1										JPA Experience Mod Calculation <i>(Used in determining the JPA's premium to ERMA)</i>				Individual Experience Mod Calculation <i>(Used in determining each individual member's premium to their JPA)</i>										
										2	3	4	5	6	7	8	Info Only:	9	10	11				
Member	Actual 2018 Payroll	SIR Selected	Funding For Losses	Loss Prevention & Training	Admin. Costs	Deposit Premium	JPA Participation Credit	Net Deposit Premium	JPA Experience Modification Factor	Dep Prem Adjusted for Experience Modification	Off-Balance Factor	Dep Prem Adjusted for Off Balance Factor	Individual Experience Modification Factor	Capped Individual Experience Modification	Capped ind. Ex Mod Including .25 capped change over prior year	Prior Year (2018/2019) Experience Modification	Deposit Adjusted for Experience Modification	Off-Balance Factor	Premium Adjusted for Off Balance Factor	Excess Insurance \$2M x \$1M	TOTAL Deposit Premium	Prior Year Deposit Premium	Increase (Decrease)	
1 Capitola	\$6,065,355	\$500,000	\$5,797	\$557	\$3,274	\$9,628	(\$963)	\$8,665	1.060	\$9,189	1.004	\$9,223	2.914	1.500	1.000	0.750	\$8,665	1.242	\$10,758	\$2,426	\$13,184	\$9,970	\$3,214	
2 Del Ray Oaks	1,383,297	500,000	1,322	127	747	2,196	(220)	1,976	1.060	2,096	1.004	2,103	10.271	1.500	1.250	1.000	2,470	1.242	3,067	553	3,620	2,115	1,505	
3 Gonzales	3,572,058	500,000	3,414	328	1,928	5,670	(567)	5,103	1.060	5,412	1.004	5,431	0.000	0.750	0.750	0.750	3,827	1.242	4,752	1,429	6,181	5,273	908	
4 Greenfield	5,262,120	500,000	5,029	483	2,840	8,353	(835)	7,517	1.060	7,972	1.004	8,001	4.448	1.500	1.500	1.500	11,276	1.242	14,000	2,105	16,105	13,251	2,854	
5 Hollister	16,466,251	500,000	15,737	1,512	8,888	26,137	(2,614)	23,523	1.060	24,946	1.004	25,037	0.000	0.750	0.750	0.750	17,643	1.242	21,905	6,587	28,491	24,629	3,862	
6 King City	3,009,891	500,000	2,877	276	1,625	4,778	(478)	4,300	1.060	4,560	1.004	4,577	0.000	0.750	0.750	0.750	3,225	1.242	4,004	1,204	5,208	4,733	475	
7 Marina	9,056,940	500,000	8,656	832	4,889	14,376	(1,438)	12,939	1.060	13,721	1.004	13,771	0.000	0.750	0.750	0.750	9,704	1.242	12,048	3,623	15,671	14,788	883	
8 Sand City	2,724,000	500,000	2,603	250	1,470	4,324	(432)	3,891	1.060	4,127	1.004	4,142	0.000	0.750	0.750	0.750	2,919	1.242	3,624	1,090	4,713	4,134	579	
9 Scotts Valley	5,350,683	500,000	5,114	491	2,888	8,493	(849)	7,644	1.060	8,106	1.004	8,136	0.000	0.750	0.750	0.750	5,733	1.242	7,118	2,140	9,258	8,492	766	
10 Soledad	4,491,577	500,000	4,293	413	2,424	7,130	(713)	6,417	1.060	6,805	1.004	6,830	0.000	0.750	0.750	1.000	4,812	1.242	5,975	1,797	7,772	8,745	(973)	
Total	\$57,382,172		\$54,840	\$5,271	\$30,973	\$91,084	(\$9,108)	\$81,975		\$86,932		\$87,251					\$70,274		\$87,251	\$22,953	\$110,204	\$96,130	\$14,074	
			(9,108)	JPA participation credit																				
			\$45,732	Net funding																				
									JPA Ex mod calc:				1 X 2 = 3; then 3 X 4 = 5				Individual Ex mod calc:						1 X 8 = 9; then 9 X 10 = 11	

Total JPA Payroll*	\$57,382,171
Participating Payroll	57,382,172
Participation Credit	10.00%
2017 Payroll	\$53,229,209
2018 Payroll	57,382,172
Percentage Increase	7.80%

Retained Limit Rates - 80% C.L.		
SIR	Factor	Rates
\$25,000	1.14	\$0.573
50,000	1.00	0.503
75,000	0.90	0.453
100,000	0.82	0.412
250,000	0.49	0.246
500,000	0.19	0.096

Other Rates	
Description	Rates
Excess Insurance: \$2M x \$1M ~ \$4M / \$10M Aggregate	\$0.0400
Loss Prevention & Training	0.0092
Administration	0.0540

Employment Risk Management Authority

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~ MPA ~

										JPA Experience Mod Calculation <i>(Used in determining the JPA's premium to ERMA)</i>				Individual Experience Mod Calculation <i>(Used in determining each individual member's premium to their JPA)</i>										
1										2	3	4	5	6	7	8	9	10	11					
Member	Actual 2018 Payroll	SIR Selected	Payroll/100 Pool Rate	Funding For Losses	Loss Prevention & Training	Admin. Costs	Deposit Premium	JPA Participation Credit	Net Deposit Premium	JPA Experience Modification Factor	Dep Prem Adjusted for Experience Modification	Dep Prem Off-Balance Factor	Dep Prem Adjusted for Off Balance Factor	Individual Experience Modification Factor	Capped Individual Experience Modification	Capped Ind. Ex Mod Including .25 capped change over prior year	Prior Year (2018/2019) Experience Modification	Deposit Adjusted for Experience Modification	Off-Balance Factor	Premium Adjusted for Off Balance Factor	Excess Insurance \$2M x \$1M	TOTAL Deposit Premium	Prior Year Deposit Premium	Increase (Decrease)
1 Antioch	\$32,077,410	\$50,000	\$0.503	\$161,349	\$2,946	\$17,314	\$181,610	(\$16,570)	\$165,040	0.871	\$143,769	1.004	\$144,296	0.000	0.750	0.750	0.750	\$123,780	0.939	\$116,210	\$12,831	\$129,041	\$108,995	\$20,046
2 Brentwood	32,742,510	50,000	0.503	164,695	3,007	17,673	185,376	(16,914)	168,462	0.871	146,750	1.004	147,288	0.775	0.775	0.775	0.750	130,640	0.939	122,651	13,097	135,748	104,458	31,290
3 Clayton	2,271,038	50,000	0.503	11,423	209	1,226	12,858	(1,173)	11,685	0.871	10,179	1.004	10,216	0.000	0.750	0.750	0.750	8,763	0.939	8,228	908	9,136	7,351	1,785
4 Danville	8,728,844	50,000	0.503	43,906	802	4,712	49,419	(4,509)	44,910	0.871	39,122	1.004	39,266	0.000	0.750	0.750	0.750	33,683	0.939	31,623	3,492	35,114	28,672	6,442
5 El Cerrito	20,838,781	50,000	0.503	104,819	1,914	11,248	117,981	(10,765)	107,217	0.871	93,398	1.004	93,740	0.000	0.750	0.750	0.750	80,412	0.939	75,495	8,336	83,830	67,249	16,581
6 Hercules	7,245,302	50,000	0.503	36,444	666	3,911	41,020	(3,743)	37,277	0.871	32,473	1.004	32,592	1.969	1.500	1.000	0.750	37,277	0.939	34,998	2,898	37,896	23,216	14,680
7 LaFayette	4,429,383	50,000	0.503	22,280	407	2,391	25,077	(2,288)	22,789	0.871	19,852	1.004	19,925	0.000	0.750	0.750	0.750	17,092	0.939	16,047	1,772	17,819	14,219	3,600
8 Manteca	37,885,634	50,000	0.503	190,565	3,480	20,449	214,494	(19,570)	194,923	0.871	169,801	1.004	170,423	1.655	1.500	1.339	1.089	261,003	0.939	245,041	15,154	260,195	174,592	85,603
9 Martinez	13,790,322	50,000	0.503	69,365	1,267	7,444	78,076	(7,124)	70,952	0.871	61,807	1.004	62,034	0.000	0.750	0.750	0.750	53,214	0.939	49,960	5,516	55,476	43,412	12,064
10 Moraga	3,858,750	50,000	0.503	19,410	354	2,083	21,847	(1,993)	19,853	0.871	17,295	1.004	17,358	0.000	0.750	0.750	0.750	14,890	0.939	13,980	1,544	15,523	11,940	3,583
11 Oakley (07/01/02)	9,130,868	50,000	0.503	45,928	839	4,929	51,695	(4,717)	46,979	0.871	40,924	1.004	41,074	0.000	0.750	0.750	1.000	35,234	0.939	33,079	3,652	36,732	35,253	1,479
12 Orinda	3,629,613	50,000	0.503	18,257	333	1,959	20,549	(1,875)	18,675	0.871	16,268	1.004	16,327	0.000	0.750	0.750	0.750	14,006	0.939	13,149	1,452	14,601	11,497	3,104
13 Pacifica (03/09/07)	18,018,205	75,000	0.453	81,568	1,655	9,726	92,949	(8,481)	84,468	0.871	73,582	1.004	73,851	0.000	0.750	0.750	0.750	63,351	0.939	59,477	7,207	66,684	56,708	9,976
14 Pinole	9,109,957	50,000	0.503	45,823	837	4,917	51,577	(4,706)	46,871	0.871	40,830	1.004	40,980	0.000	0.750	0.750	0.750	35,153	0.939	33,004	3,644	36,648	27,817	8,831
15 Pittsburg	27,352,663	50,000	0.503	137,584	2,512	14,764	154,860	(14,129)	140,731	0.871	122,593	1.004	123,042	2.465	1.500	1.500	1.500	211,096	0.939	198,187	10,941	209,128	163,972	45,156
16 Pleasant Hill	12,389,614	50,000	0.503	62,320	1,138	6,687	70,145	(6,400)	63,745	0.871	55,529	1.004	55,733	7.255	1.500	1.067	0.817	68,016	0.939	63,857	4,956	68,812	42,544	26,268
17 San Pablo	15,215,439	100,000	0.412	62,758	1,398	8,213	72,368	(6,603)	65,765	0.871	57,289	1.004	57,499	0.000	0.750	0.750	0.750	49,324	0.939	46,307	6,086	52,394	38,012	14,382
18 San Ramon	32,890,385	50,000	0.503	165,439	3,021	17,753	186,213	(16,990)	169,223	0.871	147,412	1.004	147,953	0.000	0.750	0.750	0.750	126,917	0.939	119,155	13,156	132,312	98,893	33,419
19 Walnut Creek	39,605,592	50,000	0.503	199,216	3,638	21,378	224,232	(20,459)	203,773	0.871	177,509	1.004	178,160	0.000	0.750	1.000	1.250	203,773	0.939	191,311	15,842	207,153	205,610	1,543
Total	\$331,210,310			\$1,643,149	\$30,423	\$178,775	\$1,852,346	(\$169,008)	\$1,683,338		\$1,466,380		\$1,471,758				\$1,567,625		\$1,471,758	\$132,484	\$1,604,242	\$1,264,410	\$339,832	

(169,008) JPA participation credit
\$1,474,141 Net funding

JPA Ex mod calc: 1 X 2 = 3; then 3 X 4 = 5

Individual Ex mod calc: 1 X 8 = 9; then 9 X 10 = 11

Total JPA Payroll	\$363,010,370
Participating Payroll	331,210,310
Participation Credit	9.12%
2017 Payroll	\$315,821,765
2018 Payroll	331,210,310
Percentage Increase	4.87%

Retained Limit Rates - 80% C.L.		
SIR	Factor	Rates
\$25,000	1.14	\$0.573
50,000	1.00	0.503
75,000	0.90	0.453
100,000	0.82	0.412
250,000	0.49	0.246
500,000	0.19	0.096

Other Rates	
Description	Rates
Excess Insurance: \$2M x \$1M ~ \$4M / \$10M Aggregate	\$0.0400
Loss Prevention & Training	0.0092
Administration	0.0540

Employment Risk Management Authority
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~ PARSAC ~

1										JPA Experience Mod Calculation (Used in determining the JPA's premium to ERMA)				Individual Experience Mod Calculation (Used in determining each individual member's premium to their JPA)											
										2	3	4	5	6	7	8	Info Only:	9	10	11					
										JPA Experience Modification Factor	Dep Prem Adjusted for Experience Modification	Dep Prem Off-Balance Factor	Dep Prem Adjusted for Off Balance Factor	Individual Experience Modification Factor	Capped Individual Experience Modification	Capped ind. Ex Mod Including .25 capped change over prior year	Prior Year (2018/2019) Experience Modification	Deposit Adjusted for Experience Modification	Off-Balance Factor	Premium Adjusted for Off Balance Factor	Prior Year Deposit Premium	Increase (Decrease)			
Member	Actual 2018 Payroll	SIR Selected	Funding For Losses	Loss Prevention & Training	Admin. Costs	Deposit Premium	JPA Participation Credit	Net Deposit Premium		JPA Experience Modification Factor	Dep Prem Adjusted for Experience Modification	Dep Prem Off-Balance Factor	Dep Prem Adjusted for Off Balance Factor	Individual Experience Modification Factor	Capped Individual Experience Modification	Capped ind. Ex Mod Including .25 capped change over prior year	Prior Year (2018/2019) Experience Modification	Deposit Adjusted for Experience Modification	Off-Balance Factor	Premium Adjusted for Off Balance Factor	Prior Year Deposit Premium	Increase (Decrease)			
1 Amador	\$40,620	\$25,000	\$233	\$4	\$22	\$259	(\$26)	\$233		0.981	\$228	1.004	\$229	0.000	0.750	0.750	0.750	\$175	1.083	\$189	\$212	(\$23)			
2 Avalon	6,475,507	25,000	37,132	595	3,495	41,222	(4,112)	37,110		0.981	36,405	1.004	36,538	0.000	0.750	0.750	0.750	27,832	1.083	30,149	36,060	(5,911)			
3 Belvedere (7/1/15)	2,351,741	25,000	13,485	216	1,269	14,971	(1,493)	13,477		0.981	13,221	1.004	13,270	0.000	0.750	0.750	0.750	10,108	1.083	10,949	13,116	(2,167)			
4 Blue Lake	450,698	25,000	2,584	41	243	2,869	(286)	2,583		0.981	2,534	1.004	2,543	0.000	0.750	0.750	0.750	1,937	1.083	2,098	2,348	(250)			
5 California City	6,595,411	100,000	27,203	606	3,560	31,369	(3,129)	28,240		0.981	27,703	1.004	27,805	6.954	1.500	1.500	1.500	42,360	1.083	45,885	54,643	(8,758)			
6 Calimesa	1,411,694	25,000	8,095	130	762	8,987	(896)	8,090		0.981	7,936	1.004	7,966	0.000	0.750	1.250	1.500	10,113	1.083	10,954	8,567	2,387			
7 Calistoga	5,703,945	25,000	32,708	524	3,079	36,310	(3,622)	32,688		0.981	32,067	1.004	32,185	0.000	0.750	0.750	0.750	24,516	1.083	26,556	29,161	(2,605)			
8 Citrus Heights	18,696,051	100,000	77,114	1,717	10,091	88,922	(8,871)	80,052		0.981	78,531	1.004	78,819	0.000	0.750	0.750	0.750	60,039	1.083	65,036	74,968	(9,932)			
9 Clearlake	3,892,585	25,000	22,321	358	2,101	24,779	(2,472)	22,307		0.981	21,884	1.004	21,964	0.612	0.750	0.750	0.750	16,731	1.083	18,123	19,526	(1,403)			
10 Coalinga	4,959,828	25,000	28,441	456	2,677	31,573	(3,150)	28,424		0.981	27,884	1.004	27,986	1.517	1.500	1.500	1.250	42,635	1.083	46,184	50,289	(4,105)			
11 Ferndale	656,777	25,000	3,766	60	355	4,181	(417)	3,764		0.981	3,692	1.004	3,706	0.000	0.750	0.750	0.750	2,823	1.083	3,058	3,604	(546)			
12 Grass Valley	7,227,435	25,000	41,444	664	3,901	46,009	(4,590)	41,419		0.981	40,632	1.004	40,781	0.000	0.750	0.750	0.750	31,064	1.083	33,649	35,003	(1,354)			
13 Highland	2,823,158	25,000	16,189	259	1,524	17,972	(1,793)	16,179		0.981	15,872	1.004	15,930	0.000	0.750	0.750	0.750	12,134	1.083	13,144	14,737	(1,593)			
14 Menifee (10/1/08)	6,100,132	25,000	34,979	560	3,293	38,832	(3,874)	34,958		0.981	34,294	1.004	34,420	0.000	0.750	1.000	1.250	34,958	1.083	37,868	47,559	(9,691)			
15 Nevada City	2,554,277	25,000	14,647	235	1,379	16,260	(1,622)	14,638		0.981	14,360	1.004	14,413	0.000	0.750	0.750	0.750	10,978	1.083	11,892	13,472	(1,580)			
16 Pacific Grove	6,590,870	50,000	33,152	605	3,558	37,315	(3,723)	33,592		0.981	32,954	1.004	33,075	0.000	0.750	0.750	0.750	25,194	1.083	27,291	31,012	(3,721)			
17 Placentia	12,175,819	100,000	50,220	1,118	6,572	57,911	(5,777)	52,134		0.981	51,143	1.004	51,331	0.000	0.750	0.750	1.250	39,100	1.083	42,354	77,483	(35,129)			
18 Placerville	6,459,088	50,000	32,489	593	3,486	36,569	(3,648)	32,921		0.981	32,295	1.004	32,414	0.000	0.750	0.750	0.750	24,691	1.083	26,746	29,424	(2,678)			
19 Plymouth	628,673	25,000	3,605	58	339	4,002	(399)	3,603		0.981	3,534	1.004	3,547	0.000	0.750	0.750	0.750	2,702	1.083	2,927	2,853	74			
20 Point Arena	364,741	25,000	2,091	34	197	2,322	(232)	2,090		0.981	2,051	1.004	2,058	0.000	0.750	1.000	1.250	2,090	1.083	2,264	2,730	(466)			
21 Rancho Cucamonga	30,893,097	250,000	76,142	2,838	16,675	95,655	(9,542)	86,112		0.981	84,477	1.004	84,787	2.224	1.500	1.000	0.750	86,112	1.083	93,279	78,172	15,107			
22 Rancho Cucamonga FPD (7/1/16)	17,732,745	75,000	80,276	1,629	9,571	91,476	(9,126)	82,351		0.981	80,787	1.004	81,083	0.000	0.750	0.750	0.750	61,763	1.083	66,903	77,173	(10,270)			
23 Rancho Santa Margarita (1/1/04)	2,649,876	25,000	15,195	243	1,430	16,869	(1,683)	15,186		0.981	14,897	1.004	14,952	0.000	0.750	0.750	0.750	11,389	1.083	12,337	14,205	(1,868)			
24 San Juan Bautista	588,647	25,000	3,375	54	318	3,747	(374)	3,373		0.981	3,309	1.004	3,321	0.000	0.750	0.750	0.750	2,530	1.083	2,741	2,690	51			
25 South Lake Tahoe	18,428,864	100,000	76,012	1,693	9,947	87,652	(8,744)	78,908		0.981	77,409	1.004	77,693	0.000	0.750	0.830	1.080	65,493	1.083	70,944	101,694	(30,750)			
26 Tehama	32,330	25,000	185	3	17	206	(21)	185		0.981	182	1.004	182	0.000	0.750	0.750	0.750	139	1.083	151	168	(17)			
27 Trinidad	345,867	25,000	1,983	32	187	2,202	(220)	1,982		0.981	1,944	1.004	1,952	0.000	0.750	0.750	0.750	1,487	1.083	1,610	1,850	(240)			
28 Truckee	9,592,170	25,000	55,003	881	5,177	61,062	(6,092)	54,970		0.981	53,926	1.004	54,124	0.000	0.750	0.750	0.750	41,228	1.083	44,659	49,968	(5,309)			
29 Twentynine Palms	2,565,482	25,000	14,711	236	1,385	16,331	(1,629)	14,702		0.981	14,423	1.004	14,476	0.000	0.750	0.750	0.750	11,027	1.083	11,944	12,590	(646)			
30 Watsonville	29,831,752	250,000	73,526	2,740	16,102	92,369	(9,215)	83,154		0.981	81,574	1.004	81,874	1.611	1.500	1.500	1.250	124,731	1.083	135,112	123,090	12,022			
32 Wheatland	1,635,694	25,000	9,379	150	883	10,413	(1,039)	9,374		0.981	9,196	1.004	9,229	0.000	0.750	0.750	0.750	7,030	1.083	7,615	8,169	(554)			
33 Wildomar (7/1/08)	1,223,142	25,000	7,014	112	660	7,786	(777)	7,010		0.981	6,876	1.004	6,902	0.000	0.750	0.750	0.750	5,257	1.083	5,695	6,271	(576)			
34 Yountville	3,363,749	25,000	19,288	309	1,816	21,413	(2,136)	19,277		0.981	18,911	1.004	18,980	0.000	0.750	1.250	1.500	24,096	1.083	26,102	28,261	(2,159)			
35 Yucaipa	4,879,316	50,000	24,543	448	2,634	27,625	(2,756)	24,869		0.981	24,397	1.004	24,486	0.000	0.750	0.750	0.750	18,652	1.083	20,204	21,303	(1,099)			
36 Yucca Valley	2,160,821	100,000	8,913	198	1,166	10,277	(1,025)	9,252		0.981	9,076	1.004	9,110	0.000	0.750	0.750	0.750	6,939	1.083	7,517	10,932	(3,415)			
Total	\$222,082,602		\$947,445	\$20,399	\$119,872	\$1,087,716	(\$108,510)	\$979,206		\$960,607		\$964,130						\$890,053		\$964,130	\$1,083,303	(\$119,173)			
										(108,510) JPA participation credit															
										\$838,935 Net funding				JPA Ex mod calc: 1 X 2 = 3; then 3 X 4 = 5				Individual Ex mod calc: 1 X 8 = 9; then 9 X 10 = 11							

Total JPA Payroll	\$222,617,573
Participating Payroll	222,082,602
Participation Credit	9.98%
2017 Payroll	\$241,906,438
2018 Payroll	222,082,602
Percentage Increase	-8.19%

Retained Limit Rates - 80% C.L.			
SIR	Factor	Rates	
\$25,000	1.14	\$0.573	
50,000	1.00	0.503	
75,000	0.90	0.453	
100,000	0.82	0.412	
250,000	0.49	0.246	
500,000	0.19	0.096	

Other Rates	
Description	Rates
Excess Insurance: \$2M x \$1M - \$4M / \$10M Aggregate	\$0.0400
Loss Prevention & Training	0.0092
Administration	0.0540

Employment Risk Management Authority

~ 2019/2020 Proposed Operating Budget ~

~ PERMA ~

											JPA Experience Mod Calculation <i>(Used in determining the JPA's premium to ERMA)</i>				Individual Experience Mod Calculation <i>(Used in determining each individual member's premium to their JPA)</i>									
1											2	3	4	5	6	7	8	Info Only:	9	10	11	Prior Year		
Member	Actual 2018 Payroll	SIR Selected	Payroll/100 Pool Rate	Funding For Losses	Loss Prevention & Training	Admin. Costs	Deposit Premium	JPA Participation Credit	Net Deposit Premium	JPA Experience Modification Factor	Dep Prem Adjusted for Experience Modification	Off-Balance Factor	Dep Prem Adjusted for Off Balance Factor	Individual Experience Modification Factor	Capped Individual Experience Modification	Capped ind. Ex Mod Including .25 capped change over prior year	Prior Year (2018/2019) Experience Modification	Deposit Adjusted for Experience Modification	Off-Balance Factor	Premium Adjusted for Off Balance Factor	Prior Year Deposit Premium	Increase (Decrease)		
1 Banning (02/14/02)	16,389,782	25,000	0.573	93,982	1,505	8,847	104,334	(8,533)	95,801	0.990	94,874	1.004	95,222	5.917	1.500	1.500	1.500	143,702	1.080	155,132	156,207	(1,075)		
2 Barstow (02/04/02)	15,598,520	25,000	0.573	89,445	1,433	8,419	99,297	(8,121)	91,176	0.990	90,294	1.004	90,625	5.627	1.500	1.250	1.000	113,970	1.080	123,036	103,582	19,454		
3 Canyon Lake (7/1/11)	494,702	25,000	0.573	2,837	45	267	3,149	(258)	2,892	0.990	2,864	1.004	2,874	0.000	0.750	0.750	0.750	2,169	1.080	2,341	2,447	(106)		
4 Cathedral City (02/14/01)	22,999,326	25,000	0.573	131,883	2,113	12,414	146,409	(11,974)	134,435	0.990	133,134	1.004	133,623	0.815	0.815	0.815	0.750	109,562	1.080	118,276	106,566	11,710		
5 Coachella (10/01/00)	5,963,822	25,000	0.573	34,198	548	3,219	37,965	(3,105)	34,860	0.990	34,522	1.004	34,649	0.000	0.750	0.750	0.750	26,145	1.080	28,224	29,966	(1,742)		
6 Desert Hot Springs (07/01/01)	5,517,435	25,000	0.573	31,638	507	2,978	35,123	(2,873)	32,250	0.990	31,938	1.004	32,055	0.000	0.750	0.750	0.750	24,188	1.080	26,112	23,081	3,031		
7 Eastvale (7/1/15)	1,385,475	25,000	0.573	7,945	127	748	8,820	(721)	8,098	0.990	8,020	1.004	8,049	0.000	0.750	0.750	0.750	6,074	1.080	6,557	4,233	2,324		
8 Hesperia (7/1/10)	12,301,998	50,000	0.503	61,879	1,130	6,640	69,649	(5,696)	63,953	0.990	63,334	1.004	63,566	0.018	0.750	0.750	0.750	47,965	1.080	51,780	53,707	(1,927)		
9 Holtville (7/1/08)	1,268,229	25,000	0.573	7,272	116	685	8,073	(660)	7,413	0.990	7,341	1.004	7,368	0.000	0.750	0.750	0.750	5,560	1.080	6,002	6,426	(424)		
10 ICTC (7/1/12)	644,765	25,000	0.573	3,697	59	348	4,104	(336)	3,769	0.990	3,732	1.004	3,746	0.000	0.750	0.750	0.750	2,827	1.080	3,051	2,809	242		
11 Jurupa Valley (11/2/15)	1,471,695	25,000	0.573	8,439	135	794	9,369	(766)	8,602	0.990	8,519	1.004	8,550	0.000	0.750	0.750	0.750	6,452	1.080	6,965	6,432	533		
12 La Mesa (07/01/02)	24,012,160	25,000	0.573	137,691	2,206	12,961	152,857	(12,502)	140,355	0.990	138,997	1.004	139,507	0.152	0.750	0.750	0.750	105,267	1.080	113,640	116,679	(3,039)		
13 Murrieta (07/01/01)	26,173,617	100,000	0.412	107,956	2,404	14,128	124,487	(10,181)	114,306	0.990	113,200	1.004	113,615	0.000	0.750	0.750	0.750	85,730	1.080	92,549	94,197	(1,648)		
14 Palm Sps Tram (11/01/05)	4,906,556	25,000	0.573	28,135	451	2,648	31,234	(2,555)	28,680	0.990	28,402	1.004	28,506	0.000	0.750	0.750	0.750	21,510	1.080	23,221	23,113	108		
15 Perris (09/25/00)	7,175,027	25,000	0.573	41,143	659	3,873	45,675	(3,736)	41,939	0.990	41,533	1.004	41,686	0.000	0.750	0.750	0.750	31,455	1.080	33,956	32,756	1,200		
16 San Jacinto (07/01/18)	3,824,668	25,000	0.573	21,931	351	2,064	24,347	(1,991)	22,356	0.990	22,140	1.004	22,221	0.000	0.750	0.750	1.000	16,767	1.080	18,101	22,459	(4,358)		
17 SDRTC (11/04/13)	589,513	25,000	0.573	3,380	54	318	3,753	(307)	3,446	0.990	3,412	1.004	3,425	0.000	0.750	0.750	1.000	2,584	1.080	2,790	4,572	(1,782)		
18 Stanton (07/01/01)	3,474,381	25,000	0.573	19,923	319	1,875	22,117	(1,809)	20,308	0.990	20,112	1.004	20,186	0.000	0.750	0.750	0.750	15,231	1.080	16,443	15,538	905		
19 SunLine (11/04/13)	16,474,031	50,000	0.503	82,864	1,513	8,892	93,270	(7,628)	85,642	0.990	84,813	1.004	85,124	1.814	1.500	1.500	1.250	128,462	1.080	138,680	125,461	13,219		
20 Victorville (07/01/01)	28,539,240	25,000	0.573	163,650	2,621	15,404	181,676	(14,858)	166,817	0.990	165,203	1.004	165,809	0.000	0.750	0.750	0.750	125,113	1.080	135,064	139,163	(4,099)		
21 VVTA (7/1/12)	1,405,607	25,000	0.573	8,060	129	759	8,948	(732)	8,216	0.990	8,137	1.004	8,166	0.000	0.750	0.750	0.750	6,162	1.080	6,652	6,179	473		
Total	\$200,610,549			\$1,087,948	\$18,427	\$108,282	\$1,214,657	(\$99,342)	\$1,115,315	\$1,104,521				\$1,108,572				\$1,026,892				\$1,108,572	\$1,075,573	\$32,999
				(99,342)	JPA participation credit																			
				\$988,606	Net funding																			
										JPA Ex mod calc: 1 X 2 = 3; then 3 X 4 = 5				Individual Ex mod calc: 1 X 8 = 9; then 9 X 10 = 11										

Total JPA Payroll	\$245,287,928
Participating Payroll	200,610,549
Participation Credit	8.18%
2017 Payroll	\$194,633,979
2018 Payroll	200,610,549
Percentage Increase	3.07%

Retained Limit Rates - 80% C.L.		
SIR	Factor	Rates
\$25,000	1.14	\$0.573
50,000	1.00	0.503
75,000	0.90	0.453
100,000	0.82	0.412
250,000	0.49	0.246
500,000	0.19	0.096

Other Rates	
Description	Rates
Excess Insurance: \$2M x \$1M ~ \$4M / \$10M Aggregate	\$0.0400
Loss Prevention & Training	0.0092
Administration	0.0540

Employment Risk Management Authority
~ 2019/2020 Proposed Operating Budget ~
~ SCORE ~

										JPA Experience Mod Calculation <i>(Used in determining the JPA's premium to ERMA)</i>				Individual Experience Mod Calculation <i>(Used in determining each individual member's premium to their JPA)</i>												
1										2	3	4	5	6	7	8	Info Only:	9	10	11						
Member	Actual 2018 Payroll	SIR Selected	Payroll/100 Pool Rate	Funding For Losses	Loss Prevention & Training	Admin. Costs	Deposit Premium	JPA Participation Credit	Net Deposit Premium	JPA Experience Modification Factor	Dep Prem Adjusted for Experience Modification	Off-Balance Factor	Dep Prem Adjusted for Off Balance Factor	Individual Experience Modification Factor	Capped Individual Experience Modification	Capped Ind. Ex Mod Including .25 capped change over prior year	Prior Year (2018/2019) Experience Modification	Deposit Adjusted for Experience Modification	Off-Balance Factor	Premium Adjusted for Off Balance Factor	Prior Year Deposit Premium	Increase (Decrease)				
1 Biggs (7/1/17)	\$401,784	\$25,000	\$0.465	\$1,869	\$37	\$217	\$2,123	(\$193)	\$1,929	0.883	1,704	1.004	1,710	0.000	0.750	0.750	0.750	1,447	1.172	1,696	1,591	105				
2 Colfax	686,920	25,000	0.465	3,195	63	371	3,629	(330)	3,299	0.883	2,913	1.004	2,923	0.000	0.750	0.750	0.750	2,474	1.172	2,899	3,175	(276)				
3 Fort Jones (1/1/19)	529,759	25,000	0.465	2,464	49	286	2,799	(255)	2,544	0.883	2,246	1.004	2,254	0.000	0.750	1.000	0.750	2,544	1.172	2,981						
4 Live Oak (07/01/04)	1,386,600	25,000	0.465	6,449	127	748	7,325	(666)	6,659	0.883	5,879	1.004	5,901	0.000	0.750	0.750	0.750	4,994	1.172	5,853	5,593	260				
5 Loomis (7/1/12)	945,312	25,000	0.465	4,397	87	510	4,994	(454)	4,540	0.883	4,008	1.004	4,023	0.000	0.750	0.750	0.750	3,405	1.172	3,990	3,438	552				
6 Mt. Shasta (07/01/01)	2,187,871	25,000	0.465	10,176	201	1,181	11,558	(1,051)	10,507	0.883	9,277	1.004	9,311	0.000	0.750	0.750	0.750	7,880	1.172	9,235	8,349	886				
7 Portola	690,092	25,000	0.465	3,210	63	372	3,646	(332)	3,314	0.883	2,926	1.004	2,937	0.000	0.750	0.750	0.750	2,486	1.172	2,913	3,004	(91)				
8 Rio Dell (07/01/02)	1,017,410	25,000	0.465	4,732	93	549	5,375	(489)	4,886	0.883	4,314	1.004	4,330	0.000	0.750	0.750	0.750	3,664	1.172	4,294	4,090	204				
9 Shasta Lake	4,059,564	25,000	0.465	18,882	373	2,191	21,446	(1,951)	19,495	0.883	17,213	1.004	17,276	0.000	0.750	0.750	0.750	14,621	1.172	17,134	15,680	1,454				
10 Susanville (07/01/04)	3,992,735	25,000	0.465	18,571	367	2,155	21,093	(1,919)	19,174	0.883	16,929	1.004	16,992	0.000	0.750	0.750	0.750	14,381	1.172	16,852	15,945	907				
11 Tulelake (7/1/15)	398,502	25,000	0.465	1,854	37	215	2,105	(191)	1,914	0.883	1,690	1.004	1,696	0.000	0.750	0.750	0.750	1,435	1.172	1,682	1,497	185				
12 Weed (7/1/15)	2,123,163	100,000	0.335	7,103	195	1,146	8,444	(768)	7,676	0.883	6,778	1.004	6,802	0.000	0.750	0.750	0.750	5,757	1.172	6,747	5,448	1,299				
13 Yreka	3,490,580	25,000	0.465	16,235	321	1,884	18,440	(1,677)	16,763	0.883	14,800	1.004	14,855	0.000	0.750	0.750	0.750	12,572	1.172	14,733	12,841	1,892				
Total	\$21,910,292			\$99,137	\$2,013	\$11,826	\$112,976	(\$10,277)	\$102,699	\$90,676					\$91,009					\$77,661	\$91,009	\$80,651	\$7,377			

Employment Risk Management Authority

~ 2019/2020 Proposed Operating Budget ~

~ VCJPA ~

											JPA Experience Mod Calculation (Used in determining the JPA's premium to ERMA)				Individual Experience Mod Calculation (Used in determining each individual member's premium to their JPA)										
1											2	3	4	5	6	7	8	Info Only:	9	10	11			Prior Year	
Actual		Payroll/100		Funding	Loss		JPA		Net	JPA	Dep Prem	Dep Prem	Individual	Capped	Capped Ind.	Prior Year	Deposit	Adjusted for	Off-Balance	Premium	Excess	TOTAL	Prior Year		
Member	2018	SIR	Pool	For	Prevention	Admin.	Deposit	Participation	Deposit	Experience	Adjusted for	Adjusted for	Experience	Individual	Ex Mod	Experience	Experience	Off-Balance	Adjusted for	Insurance	Deposit	Deposit	Increase		
	Payroll	Selected	Rate	Losses	& Training	Costs	Premium	Credit	Premium	Modification	Experience	Off-Balance	Modification	Experience	change over	Modification	Experience	Off-Balance	Off-Balance	\$2M x \$1M	Premium	Premium	(Decrease)		
1 Alameda County	\$1,676,675	\$25,000	\$0.573	\$9,614	\$154	\$905	\$10,673	(\$1,055)	\$9,618	1.187	\$11,420	1.004	\$11,462	0.000	0.750	1.000	1.250	\$9,618	1.407	\$13,529	\$671	\$14,200	\$14,762	(\$562)	
2 Burney Basin	55,802	25,000	0.573	320	5	30	355	(35)	320	1.187	380	1.004	381	0.000	0.750	0.750	0.750	240	1.407	338	22	360	294	66	
3 Butte County	1,425,928	25,000	0.573	8,177	131	770	9,077	(897)	8,180	1.187	9,712	1.004	9,748	0.000	0.750	0.750	0.750	6,135	1.407	8,629	570	9,200	7,844	1,356	
4 Coachella Valley (09/14/00)	4,827,948	25,000	0.573	27,684	443	2,606	30,734	(3,038)	27,696	1.187	32,884	1.004	33,005	0.000	0.750	0.750	0.750	20,772	1.407	29,217	1,931	31,148	27,080	4,068	
5 Colusa	211,902	25,000	0.573	1,215	19	114	1,349	(133)	1,216	1.187	1,443	1.004	1,449	0.000	0.750	0.750	0.750	912	1.407	1,282	85	1,367	1,170	197	
6 Compton Creek	127,470	25,000	0.573	731	12	69	811	(80)	731	1.187	868	1.004	871	0.000	0.750	0.750	0.750	548	1.407	771	51	822	695	127	
7 Consolidated	1,802,644	25,000	0.573	10,337	166	973	11,475	(1,134)	10,341	1.187	12,278	1.004	12,323	0.000	0.750	0.750	0.750	7,756	1.407	10,909	721	11,630	8,627	3,003	
8 Contra Costa County	3,449,660	25,000	0.573	19,781	317	1,862	21,960	(2,171)	19,789	1.187	23,496	1.004	23,583	1.403	1.403	1.403	1.250	27,764	1.407	39,051	1,380	40,431	31,085	9,346	
9 Delta VCD (7/1/08)	1,408,611	25,000	0.573	8,077	129	760	8,967	(886)	8,081	1.187	9,594	1.004	9,630	0.000	0.750	0.750	0.750	6,060	1.407	8,524	563	9,088	6,984	2,104	
10 Durham (8/26/02)	69,762	25,000	0.573	400	6	38	444	(44)	400	1.187	475	1.004	477	0.000	0.750	0.750	0.750	300	1.407	422	28	450	395	55	
11 Fresno	991,283	25,000	0.573	5,684	91	535	6,310	(624)	5,687	1.187	6,752	1.004	6,777	0.000	0.750	0.750	0.750	4,265	1.407	5,999	397	6,395	5,263	1,132	
12 Glenn County	102,012	25,000	0.573	585	9	55	649	(64)	585	1.187	695	1.004	697	0.000	0.750	0.750	0.750	439	1.407	617	41	658	524	134	
13 Greater Los Angeles	6,337,607	25,000	0.573	36,341	582	3,421	40,344	(3,988)	36,356	1.187	43,167	1.004	43,325	0.000	0.750	0.750	0.750	27,267	1.407	38,353	2,535	40,888	34,596	6,292	
14 Kings Mosquito A.D. (7/1/09)	1,119,661	25,000	0.573	6,420	103	604	7,128	(705)	6,423	1.187	7,626	1.004	7,654	0.000	0.750	0.750	0.750	4,817	1.407	6,776	448	7,224	5,727	1,497	
15 Lake County VCD (2/1/04)	568,221	25,000	0.573	3,258	52	307	3,617	(358)	3,260	1.187	3,870	1.004	3,884	0.000	0.750	0.750	0.750	2,445	1.407	3,439	227	3,666	3,267	399	
16 Los Angeles County West	3,210,592	25,000	0.573	18,410	295	1,733	20,438	(2,020)	18,418	1.187	21,868	1.004	21,948	0.000	0.750	0.750	0.750	13,813	1.407	19,430	1,284	20,714	17,582	3,132	
17 Marin-Sonoma	3,370,957	25,000	0.573	19,330	310	1,820	21,459	(2,121)	19,338	1.187	22,960	1.004	23,045	0.000	0.750	0.750	0.750	14,503	1.407	20,400	1,348	21,748	18,793	2,955	
18 Napa County	777,705	25,000	0.573	4,460	71	420	4,951	(489)	4,461	1.187	5,297	1.004	5,317	0.000	0.750	0.750	0.750	3,346	1.407	4,706	311	5,018	4,392	626	
19 Northwest	1,790,673	25,000	0.573	10,268	164	967	11,399	(1,127)	10,272	1.187	12,197	1.004	12,241	0.000	0.750	0.750	0.750	7,704	1.407	10,837	716	11,553	10,036	1,517	
20 Orange County	6,800,125	25,000	0.573	38,993	625	3,670	43,288	(4,279)	39,010	1.187	46,317	1.004	46,487	0.000	0.750	0.750	0.750	29,257	1.407	41,152	2,720	43,872	35,325	8,547	
21 Oroville (7/1/02)	35,296	25,000	0.573	202	3	19	225	(22)	202	1.187	240	1.004	241	0.000	0.750	0.750	0.750	152	1.407	214	14	228	379	(151)	
22 Placer County	1,633,740	25,000	0.573	9,368	150	882	10,400	(1,028)	9,372	1.187	11,128	1.004	11,169	0.000	0.750	0.750	0.750	7,029	1.407	9,887	653	10,540	8,943	1,597	
23 Sacramento Yolo	4,970,259	25,000	0.573	28,500	457	2,683	31,640	(3,127)	28,512	1.187	33,853	1.004	33,978	0.000	0.750	0.750	0.750	21,384	1.407	30,079	1,988	32,067	27,057	5,010	
24 San Gabriel Valley	2,475,684	25,000	0.573	14,196	227	1,336	15,760	(1,558)	14,202	1.187	16,862	1.004	16,924	49,582	1.500	1.500	1.500	21,303	1.407	29,964	990	30,954	26,015	4,939	
25 San Joaquin County	2,506,529	25,000	0.573	14,373	230	1,353	15,956	(1,577)	14,379	1.187	17,073	1.004	17,135	0.000	0.750	1.250	1.500	17,974	1.407	25,281	1,003	26,284	27,690	(1,406)	
26 San Mateo County	2,239,040	25,000	0.573	12,839	206	1,209	14,253	(1,409)	12,844	1.187	15,251	1.004	15,307	0.000	0.750	0.750	0.750	9,633	1.407	13,550	896	14,446	12,209	2,237	
27 Santa Barbara County	414,392	25,000	0.573	2,376	38	224	2,638	(261)	2,377	1.187	2,823	1.004	2,833	0.000	0.750	0.750	0.750	1,783	1.407	2,508	166	2,674	2,521	153	
28 Shasta	1,121,528	25,000	0.573	6,431	103	605	7,139	(706)	6,434	1.187	7,639	1.004	7,667	0.000	0.750	0.750	0.750	4,825	1.407	6,787	449	7,236	6,108	1,128	
29 Sutter-Yuba	1,198,663	25,000	0.573	6,873	110	647	7,630	(754)	6,876	1.187	8,164	1.004	8,194	0.000	0.750	0.750	0.750	5,157	1.407	7,254	479	7,733	6,040	1,693	
30 Tehama County	352,442	25,000	0.573	2,021	32	190	2,244	(222)	2,022	1.187	2,401	1.004	2,409	0.000	0.750	0.750	0.750	1,516	1.407	2,133	141	2,274	2,014	260	
31 Turlock	961,645	25,000	0.573	5,514	88	519	6,122	(605)	5,517	1.187	6,550	1.004	6,574	0.000	0.750	0.750	0.750	4,137	1.407	5,820	385	6,204	5,501	703	
32 West Valley	1,433,500	25,000	0.573	8,220	132	774	9,125	(902)	8,223	1.187	9,764	1.004	9,800	0.000	0.750	0.750	0.750	6,168	1.407	8,675	573	9,249	8,128	1,121	
Total	\$59,467,956			\$341,001	\$5,462	\$32,099	\$378,562	(\$37,418)	\$341,144		\$405,049		\$406,535					\$289,025		\$406,535	\$23,787	\$430,322	\$367,046	\$63,276	
					JPA participation credit																				
					Net funding										JPA Ex mod calc: 1 X 2 = 3; then 3 X 4 = 5										
															Individual Ex mod calc: 1 X 8 = 9; then 9 X 10 = 11										

Total JPA Payroll	\$60,163,759
Participating Payroll	59,467,956
Participation Credit	-9.88%
2017 Payroll	\$55,554,010
2018 Payroll	59,467,956
Percentage Increase	7.05%

Retained Limit Rates - 80% C.L.		
SIR	Factor	Rates
\$25,000	1.14	\$0.573
50,000	1.00	0.503
75,000	0.90	0.453
100,000	0.82	0.412
250,000	0.49	0.246
500,000	0.19	0.096

Other Rates	
Description	Rates
Excess Insurance: \$2M x \$1M ~ \$4M / \$10M Aggregate	\$0.0400
Loss Prevention & Training	0.0092
Administration	0.0540

Employment Risk Management Authority

~ 2019/2020 Proposed Operating Budget ~

~ Oakland Housing Authority ~

Member	Actual 2018 Payroll	SIR Selected	Funding For Losses	Loss Prevention & Training	Admin. Costs	Deposit Premium	JPA Participation Credit	Net Deposit Premium	Experience Modification Factor	Deposit Premium Adjusted for Experience Modification	Off-Balance Factor	Deposit Premium Adjusted for Off Balance Factor	Excess Insurance \$2M x \$1M	TOTAL Deposit Premium	Prior Year Deposit Premium	Increase (Decrease)
Oakland H.A.	\$29,405,018	\$50,000	\$147,907	\$2,701	\$15,872	\$166,480		\$166,480	1.062	\$176,831	1.004	\$177,479	\$11,762	\$189,241	\$164,697	\$24,544
Total	\$29,405,018		\$147,907	\$2,701	\$15,872	\$166,480	\$0	\$166,480		\$176,831		\$177,479	\$11,762	\$189,241	\$164,697	\$24,544

Participation Credit N/A

2017 Payroll	\$28,486,957
2018 Payroll	29,405,018
Percentage Increase	3.22%

Retained Limit Rates - 80% C.L.		
SIR	Factor	Rates
\$25,000	1.14	\$0.573
50,000	1.00	0.503
75,000	0.90	0.453
100,000	0.82	0.412
250,000	0.49	0.246
500,000	0.19	0.096

Other Rates	
Description	Rates
Excess Insurance: \$2M x \$1M ~ \$4M / \$10M Aggregate	\$0.0400
Loss Prevention & Training	0.0092
Administration	0.0540

Employment Risk Management Authority

~ 2019/2020 Proposed Operating Budget ~

~ Contra Costa County Housing Authority ~

Member	Actual 2018 Payroll	SIR Selected	Funding For Losses	Loss Prevention & Training	Admin. Costs	Deposit Premium	JPA Participation Credit	Net Deposit Premium	Experience Modification Factor	Adjusted for Experience Modification	Off-Balance Factor	Adjusted for Off Balance Factor	Excess Insurance \$2M x \$1M	TOTAL Deposit Premium	Prior Year Deposit Premium	Increase (Decrease)
Contra Costa H.A.	\$5,320,183	\$50,000	\$26,761	\$489	\$2,872	\$30,121		\$30,121	0.940	\$28,322	1.004	\$28,426	\$2,128	\$30,554	\$28,350	\$2,204
Total	\$5,320,183		\$26,761	\$489	\$2,872	\$30,121	\$0	\$30,121		\$28,322		\$28,426	\$2,128	\$30,554	\$28,350	\$2,204

Participation Credit N/A

2017 Payroll	\$5,220,093
2018 Payroll	5,320,183
Percentage Increase	1.92%

Retained Limit Rates - 80% C.L.		
SIR	Factor	Rates
\$25,000	1.14	\$0.573
50,000	1.00	0.503
75,000	0.90	0.453
100,000	0.82	0.412
250,000	0.49	0.246
500,000	0.19	0.096

Other Rates	
Description	Rates
Excess Insurance: \$2M x \$1M ~ \$4M / \$10M Aggregate	\$0.0400
Loss Prevention & Training	0.0092
Administration	0.0540

**Employment Risk Management Authority
Experience Modification Calculation
~ 2019/2020 Proposed Operating Budget ~**

Calendar Year Payroll						Incurred Losses at 12/31/18 Individual Losses from \$25k and Capped at \$500k						Experience Modification Calculation										Prior Year
Member	Actual 2013 Payroll	Actual 2014 Payroll	Actual 2015 Payroll	Actual 2016 Payroll	(Not Used) Actual 2017 Payroll	(Not Used or Updated) Program Year 2013/2014	Program Year 2014/2015	Program Year 2015/2016	Program Year 2016/2017	Program Year 2017/2018	(Not Used) Program Year 2018/2019	4 Year Average Payroll	4 Year Average Losses	4 Year Loss Rate \$100/PR	Average Expected Losses	Member Experience Ratio	Credibility Factor	Deviation from Norm Multiplied by Credibility	Factored Experience Modifier	JPA Capped* Factored Experience Modifier	Ind. Capped** Ex Mod (No factor applied)	JPA Capped* Factored Experience Modifier
BCJPIA																						
1 Albany/Albany JPA	\$ 8,509,376	\$ 8,872,594	\$ 9,780,063	\$ 9,800,501		-	-	-	-	-		\$ 9,240,634	\$ -	-	\$ 13,809	-	0.083	-0.083	0.917		0.750	
2 Brisbane	6,889,424	7,374,403	8,491,299	8,700,279		-	-	-	-	-		7,863,851	-	-	11,751	-	0.077	-0.077	0.923		0.750	
3 Central Marin PA (formerly Twin Cities) +	5,544,993	5,503,543	4,902,795	4,680,063		-	-	-	-	-		5,157,849	-	-	7,708	-	0.062	-0.062	0.938		0.750	
4 Corte Madera (7/1/17)	5,151,163	5,515,504	5,390,374	5,778,674		-	-	-	-	-		5,458,929	-	-	8,157	-	0.064	-0.064	0.936		0.750	
5 Emeryville (Includes MESA)	10,729,725	11,322,378	12,699,712	12,998,017		-	-	-	-	-		11,937,458	-	-	17,839	-	0.095	-0.095	0.905		0.750	
6 Emeryville MESA Inc.		Inc.	Inc.	Inc.		-	-	-	-	-		2,480,324	-	-	3,706	-	0.043	-0.043	0.957		0.750	
7 Fairfax	2,358,747	2,456,789	2,469,190	2,636,569		-	-	-	-	-		5,570,267	-	-	8,324	-	0.065	-0.065	0.935		0.750	
8 Larkspur	5,366,320	5,435,284	5,774,706	5,704,758		-	-	-	-	-		11,507,420	15,158	0.132	17,196	0.881	0.093	-0.011	0.989		0.881	
9 Los Altos (7/1/12)	11,299,928	11,531,648	12,491,902	10,706,200		26,785	11,013	49,617	-	-		24,039,634	69,280	0.288	35,923	1.929	0.134	0.125	1.125		1.500	
10 Menlo Park (7/1/02)	22,404,763	22,490,925	24,010,597	27,252,249		-	-	-	277,119	-		14,534,846	-	-	21,720	-	0.105	-0.105	0.895		0.750	
11 Mill Valley (7/1/01)	13,516,069	14,187,706	15,381,285	15,054,322		-	-	-	-	-		16,154,784	9,652	0.060	24,141	0.400	0.110	-0.066	0.934		0.750	
12 Novato (9/1/07)	15,291,222	15,522,912	17,155,164	16,649,838		147,115	-	38,608	-	-		11,405,328	50,000	0.438	17,043	2.934	0.093	0.179	1.179		1.500	
13 Piedmont	10,662,110	11,376,475	11,664,074	11,918,651		-	-	175,000	-	25,000		38,122,798	-	-	56,968	-	0.169	-0.169	0.831		0.750	
14 Pleasanton	36,121,288	37,455,483	38,992,201	39,922,220		-	-	-	-	-		2,536,759	-	-	3,791	-	0.044	-0.044	0.956		0.750	
15 San Anselmo +	2,549,000	2,520,527	2,486,777	2,590,732		-	-	-	-	-		5,852,870	-	-	8,746	-	0.066	-0.066	0.934		0.750	
16 Sausalito	5,787,599	5,840,302	5,962,361	5,821,219		-	-	-	-	-		3,222,189	-	-	4,815	-	0.049	-0.049	0.951		0.750	
17 Tiburon (7/1/11)	3,259,487	3,122,699	3,259,507	3,247,062		-	-	-	-	-		24,472,994	-	-	36,571	-	0.136	-0.136	0.864		0.750	
18 Union City	22,924,548	23,948,742	24,113,227	26,905,460		-	-	-	-	-												
BCJPIA Total	188,365,762	194,477,914	205,025,234	210,366,814		173,900	11,013	263,225	277,119	25,000		199,558,931	150,051	0.075	298,209	0.503	0.387	-0.192	0.808	0.808		0.773
CalTIP (7/1/17)																						
1 El Dorado County TA	2,370,266	2417671.80	2,466,025.24	3,083,889.00			-	-	-	-		\$ 2,584,463	\$ -	-	\$ 3,862	-	0.044	-0.044	0.956		0.750	
2 Humboldt Transit	1,796,448	1832377.20	1,869,024.75	2,204,675.00			-	-	-	-		1,925,631	-	-	2,878	-	0.038	-0.038	0.962		0.750	
3 Livermore Amador Valley TA	2,824,332	2880818.53	2,938,434.90	1,308,339.00			-	-	-	-		2,487,981	-	-	3,718	-	0.043	-0.043	0.957		0.750	
4 Mendocino Transit	2,200,162	2244165.02	2,289,048.32	2,440,587.00			-	-	-	-		2,293,491	-	-	3,427	-	0.042	-0.042	0.958		0.750	
5 Morongo Basin TA	1,113,377	1135644.27	1,158,357.16	1,193,205.00			-	-	-	-		1,150,146	-	-	1,719	-	0.029	-0.029	0.971		0.750	
6 San Luis Obispo Regional TA	3,048,494	3109463.64	3,171,652.91	4,402,713.00			-	-	-	-		3,433,081	-	-	5,130	-	0.051	-0.051	0.949		0.750	
7 South County Transit	353,291	360357.19	367,564.34	419,832.00			-	-	-	-		375,261	-	-	561	-	0.017	-0.017	0.983		0.750	
8 Tahoe Transportation District	261,245	266470.38	271,799.79	1,751,626.00			-	-	-	-		637,785	-	-	953	-	0.022	-0.022	0.978		0.750	
9 Western Contra Costa TA	613,534	625804.62	638,320.71	890,176.00			-	-	-	-		691,959	-	-	1,034	-	0.023	-0.023	0.977		0.750	
10 Yolo County Trans. District	676,838	690374.88	704,182.38	880,203.00			-	-	-	-		737,900	-	-	1,103	-	0.024	-0.024	0.976		0.750	
CalTIP Total	15,257,988	15,563,148	15,874,411	18,575,245			-	-	-	-		16,317,698	-	-	24,384	-	0.111	-0.111	0.889	0.889		0.893

**Employment Risk Management Authority
Experience Modification Calculation
~ 2019/2020 Proposed Operating Budget ~**

Calendar Year Payroll						Incurred Losses at 12/31/18 Individual Losses from \$25k and Capped at \$500k						Experience Modification Calculation										Prior Year
Member	Actual 2013 Payroll	Actual 2014 Payroll	Actual 2015 Payroll	Actual 2016 Payroll	(Not Used) Actual 2017 Payroll	(Not Used or Updated) Program Year 2013/2014	Program Year 2014/2015	Program Year 2015/2016	Program Year 2016/2017	Program Year 2017/2018	(Not Used) Program Year 2018/2019	4 Year Average Payroll	4 Year Average Losses	4 Year Loss Rate \$100/PR	Average Expected Losses	Member Experience Ratio	Credibility Factor	Deviation from Norm Multiplied by Credibility	Factored Experience Modifier	JPA Capped* Factored Experience Modifier	Ind. Capped** Ex Mod (No factor applied)	JPA Capped* Factored Experience Modifier
CSJVRMA																						
1 Angels Camp	\$ 2,388,203	\$ 2,562,119	\$ 2,907,392	\$3,153,794		-	-	-	-	-		\$ 2,752,877	\$ -	-	\$ 4,114	-	0.045	-0.045	0.955		0.750	
2 Atwater (7/1/00)	4,647,868	5,207,953	5,301,545	5,439,893		276,493	112,519	-	-	-		5,149,315	28,130	0.546	7,695	3.656	0.062	0.165	1.165		1.500	
3 Ceres	14,346,800	14,308,514	14,988,712	15,590,041		482,651	-	-	14,129	-		14,808,517	3,532	0.024	22,129	0.160	-0.089	0.911		0.750		
4 Chowchilla (7/1/01)	3,576,926	3,920,401	3,710,943	3,651,982		-	-	-	-	-		3,715,063	-	-	5,552	-	0.053	-0.053	0.947		0.750	
5 Corcoran	4,140,115	4,118,108	3,948,137	3,914,771		-	-	-	-	-		4,030,283	-	-	6,023	-	0.055	-0.055	0.945		0.750	
6 Delano	10,973,343	14,761,274	17,210,292	17,453,033		245,666	-	-	140,000	-		15,099,486	35,000	0.232	22,564	1.551	0.107	0.059	1.059		1.500	
7 Dinuba (7/1/16)	9,361,965	10,356,233	10,309,110	11,079,439		-	-	-	-	-		10,276,687	-	-	15,357	-	0.088	-0.088	0.912		0.750	
8 Dos Palos (12/1/10)*	1,091,312	1,173,846	1,267,581	1,298,263		-	-	-	-	-		1,207,751	-	-	1,805	-	0.030	-0.030	0.970		0.750	
9 Escalon	1,603,824	1,548,275	1,688,219	1,805,937		-	-	-	-	-		1,661,564	-	-	2,483	-	0.035	-0.035	0.965		0.750	
10 Farmersville (7/1/16)	1,624,599	1,829,600	2,045,154	2,385,811		-	-	-	-	-		1,971,291	-	-	2,946	-	0.038	-0.038	0.962		0.750	
11 Fowler	1,808,461	1,871,921	1,936,485	1,915,691		-	-	-	-	75,000		1,883,140	18,750	0.996	2,814	6.663	0.038	0.213	1.213		1.500	
12 Gustine	1,374,796	1,423,103	1,459,712	1,535,290		-	-	-	-	-		1,448,225	-	-	2,164	-	0.033	-0.033	0.967		0.750	
13 Hughson	830,982	833,570	917,729	995,296		-	124,828	-	-	-		894,394	31,207	3.489	1,337	23.349	0.026	0.580	1.580		1.500	
14 Huron (7/1/10)	999,518	854,739	1,048,253	1,127,219		-	-	-	-	-		1,007,432	-	-	1,505	-	0.028	-0.028	0.972		0.750	
15 Kerman	3,370,295	3,356,825	3,385,695	3,553,492		-	26,871	-	-	-		3,416,577	6,718	0.197	5,106	1.316	0.051	0.016	1.016		1.316	
16 Kingsburg (7/1/05)	2,972,419	3,219,466	3,306,373	3,274,608		-	-	-	125,831	-		3,193,217	31,458	0.985	4,772	6.593	0.049	0.274	1.274		1.500	
17 Lathrop (10/4/05)	4,778,870	5,160,267	5,261,035	5,900,778		-	-	-	-	-		5,275,238	-	-	7,883	-	0.063	-0.063	0.937		0.750	
18 Lemoore (7/1/13)	5,385,992	5,410,228	5,603,912	5,747,492		-	-	-	-	-		5,536,906	-	-	8,274	-	0.065	-0.065	0.935		0.750	
19 Livingston	3,182,393	2,969,071	3,092,642	3,493,421		-	-	-	-	-		3,184,382	-	-	4,759	-	0.049	-0.049	0.951		0.750	
20 Madera	13,785,177	14,238,573	15,568,388	16,743,464		-	-	-	-	-		15,083,901	-	-	22,540	-	0.106	-0.106	0.894		0.750	
21 McFarland	2,119,540	2,304,673	2,269,813	2,627,754		-	-	298,050	72,283	-		2,330,445	92,583	3.973	3,482	26.585	0.042	1.071	2.071		1.500	
22 Mendota (7/1/13)	1,711,073	1,828,943	2,070,990	2,219,972		-	-	-	-	-		1,957,745	-	-	2,926	-	0.038	-0.038	0.962		0.750	
23 Merced (7/1/03)	30,275,008	30,499,971	30,955,378	31,885,102		-	-	-	-	18,006		30,903,865	4,502	0.015	46,181	0.097	0.152	-0.138	0.862		0.750	
24 Newman	2,022,439	2,092,360	2,194,234	2,416,386		-	-	-	-	-		2,181,355	-	-	3,260	-	0.040	-0.040	0.960		0.750	
25 Oakdale (8/1/12)	7,448,496	6,839,102	6,235,119	7,129,086		-	-	65,002	-	-		6,912,951	16,251	0.235	10,330	1.573	0.072	0.041	1.041		1.500	
26 Orange Cove (7/1/07)	2,211,271	1,974,145	1,949,408	1,851,368		-	-	-	-	-		1,996,548	-	-	2,984	-	0.039	-0.039	0.961		0.750	
27 Parlier (withdrew 7/1/19)						-	-	-	-	-		6,192,632	-	-	9,254	-	0.068	-0.068	0.932		0.750	
28 Patterson (7/1/13)	5,526,487	5,909,430	6,304,647	7,029,962		-	-	-	-	-		18,330,289	-	-	27,392	-	0.117	-0.117	0.883		0.750	
29 Porterville	17,442,036	17,836,658	18,468,067	19,574,393		-	-	-	-	-		7,297,929	-	-	10,906	-	0.074	-0.074	0.926		0.750	
30 Reedley	6,802,580	6,988,388	7,741,870	7,658,877		-	-	-	-	-		3,381,207	-	-	5,053	-	0.050	-0.050	0.950		0.750	
31 Riverbank (7/1/12)	3,298,425	3,252,997	3,503,656	3,469,749		-	250,071	253,089	-	-		6,818,443	125,790	1.845	10,189	12.346	0.072	0.812	1.812		1.500	
32 Sanger (4/18/16)	6,444,390	6,465,687	6,629,207	7,734,489		-	-	-	-	-		705,336	-	-	1,054	-	0.023	-0.023	0.977		0.750	
33 San Joaquin (8/8/03)*	644,529	729,644	740,692	706,478		-	-	-	-	-		5,849,838	-	-	8,742	-	0.066	-0.066	0.934		0.750	
34 Selma	5,477,133	5,736,948	6,196,694	5,988,578		-	-	-	-	-		9,858,255	17,196	0.174	14,732	1.167	0.086	0.014	1.014		1.167	
35 Shafter	6,021,976	10,005,223	11,139,254	12,266,567		220,209	-	68,782	-	-		3,014,511	-	-	4,505	-	0.048	-0.048	0.952		0.750	
36 Sonora 7/1/13)	2,904,692	2,938,019	2,926,436	3,288,898		-	-	-	-	-		6,070,966	9,712	0.160	9,072	1.071	0.068	0.005	1.005		1.071	
37 Taft	3,417,435	6,088,753	7,133,598	7,644,079		-	-	38,849	-	-		4,189,752	-	-	6,261	-	0.056	-0.056	0.944		0.750	
38 Tehachapi (7/1/13)	3,950,483	4,213,434	4,218,007	4,377,082		-	-	-	-	-		20,694,550	3,750	0.018	30,925	0.121	0.125	-0.110	0.890		0.750	
39 Tulare (7/1/12)	20,225,035	20,238,901	20,704,062	21,610,202		-	-	-	-	15,000		2,983,797	68,750	2.304	4,459	15.419	0.047	0.683	1.683		1.500	
40 Wasco	2,872,006	2,806,714	2,946,769	3,309,700		-	-	275,000	-	-		1,489,334	-	-	2,226	-	0.033	-0.033	0.967		0.750	
41 Woodlake (7/1/16)	1,330,300	1,432,988	1,589,029	1,605,018		-	-	-	-	-												
CSJVRMA Total	224,389,192	239,307,064	250,874,239	264,453,455		1,225,019	514,289	998,772	352,243	108,006		244,755,988	639,666	0.261	365,748	1.749	0.429	0.321	1.321	1.250		1.250
ERMAC (7/1/16)																						
1 Hayward	\$ 76,538,447	\$ 76,627,164	\$ 87,545,215	\$90,791,035		-	-	-	441,564	-		\$ 82,875,465	\$ 110,391	0.133	\$ 123,844	0.891	0.250	-0.027	0.973		0.891	
2 Laguna Hills	3,255,162	3,331,103	3,569,757	3,310,792		-	-	-	-	-		3,366,704	-	-	5,031	-	0.050	-0.050	0.950		0.750	
ERMAC Total	79,793,609	79,958,267	91,114,972	94,101,827		-	-	-	441,564	-		86,242,169	88,313	0.1024009	128,875	0.685	0.255	-0.080	0.920	0.920		0.767
MBASIA (7/1/11)																						
1 Capitola	\$ 5,015,075	\$ 5,395,766	\$ 5,444,913	\$5,959,658		-	-	-	-	95,000		\$ 5,453,853	\$ 23,750	0.435	\$ 8,150	2.914	0.064	0.123	1.123		1.500	
2 Del Ray Oaks	870,138	982,823	1,049,636	1,009,975		-	-	-	60,052	-		978,143	15,013	1.535	1,462	10.271	0.027	0.251	1.251		1.500	
3 Gonzales	2,495,106	2,448,561	2,593,836	2,799,904		-	-	-	-	-		2,584,352	-	-	3,862	-	0.044	-0.044	0.956		0.750	
4 Greenfield	2,663,048	2,932,982	2,839,735	3,300,449		223,687	-	50,000	-	28,000		2,934,054	19,500	0.665	4,384	4.448	0.047	0.162	1.162		1.500	
5 Hollister	10,707,459	11,751,525	12,303,341	13,640,783		-	-	-	-	-		12,100,777	-	-	18,083	-	0.095	-0.095	0.905		0.750	
6 King City	2,331,485	2,677,571	2,609,217	2,627,976		-	-	-	-	-		2,561,562	-	-	3,828	-	0.044	-0.044	0.956		0.750	
7 Marina	8,587,783	8,189,375	8,635,588	8,595,638		-	-	-	-	-		8,502,096	-	-	12,705	-	0.080	-0.080	0.920		0.750	
8 Sand City	2,248,538	2,196,214	2,259,091	2,407,301		-	-	-	-	-		2,277,786	-	-	3,404	-	0.041	-0.041	0.959		0.750	
9 Scotts Valley	4,557,847	4,665,790	5,094,611	5,127,056		-	-	-	-	-		4,861,326	-	-	7,264	-	0.060	-0.060	0.940		0.750	
10 Soledad	3,744,568	3,636,196	4,057,572	4,139,005		-	-	-	-	-		3,894,335	-	-	5,8							

**Employment Risk Management Authority
Experience Modification Calculation
~ 2019/2020 Proposed Operating Budget ~**

Calendar Year Payroll						Incurred Losses at 12/31/18 Individual Losses from \$25k and Capped at \$500k						Experience Modification Calculation										Prior Year
Member	Actual 2013 Payroll	Actual 2014 Payroll	Actual 2015 Payroll	Actual 2016 Payroll	(Not Used) Actual 2017 Payroll	(Not Used or Updated) Program Year 2013/2014	Program Year 2014/2015	Program Year 2015/2016	Program Year 2016/2017	Program Year 2017/2018	(Not Used) Program Year 2018/2019	4 Year Average Payroll	4 Year Average Losses	4 Year Loss Rate \$100/PR	Average Expected Losses	Member Experience Ratio	Credibility Factor	Deviation from Norm Multiplied by Credibility	Factored Experience Modifier	JPA Capped* Factored Experience Modifier	Ind. Capped** Ex Mod (No factor applied)	JPA Capped* Factored Experience Modifier
MPA																						
1 Antioch	\$ 25,006,196	\$ 26,961,175	\$ 26,819,735	\$27,369,276		-	-	-	-	-		\$ 26,539,096	\$ -	-	\$ 39,658	-	0.141	-0.141	0.859		0.750	
2 Brentwood	25,786,575	25,776,874	27,636,761	28,666,125		-	-	-	-	125,000		26,966,584	31,250	0.116	40,297	0.775	0.142	-0.032	0.968		0.775	
3 Clayton	2,080,121	2,051,793	2,103,188	2,062,344		-	-	-	-	-		2,074,362	-	-	3,100	-	0.039	-0.039	0.961		0.750	
4 Danville	7,120,634	7,649,030	7,878,120	7,918,011		-	-	-	-	-		7,641,449	-	-	11,419	-	0.076	-0.076	0.924		0.750	
5 El Cerrito	16,650,173	17,083,275	17,746,500	18,840,958		11,225	-	-	-	-		17,580,227	-	-	26,271	-	0.115	-0.115	0.885		0.750	
6 Hercules	5,562,411	5,835,313	5,784,403	6,294,550		-	-	-	69,070	-		5,869,169	17,268	0.294	8,771	1.969	0.066	0.064	1.064		1.500	
7 LaFayette	3,637,718	3,821,626	3,884,001	4,100,552		-	-	-	-	-		3,860,974	-	-	5,770	-	0.054	-0.054	0.946		0.750	
8 Manteca	28,865,743	29,625,913	32,088,700	35,434,889		-	188,674	45,000	-	-		31,503,811	77,891	0.247	47,077	1.655	0.154	0.101	1.101		1.500	
9 Martinez	11,839,409	11,420,417	9,379,375	10,528,583		-	-	-	-	-		10,791,946	-	-	16,127	-	0.090	-0.090	0.910		0.750	
10 Moraga	3,155,568	3,188,207	3,259,021	3,122,572		-	-	-	-	-		3,181,342	-	-	4,754	-	0.049	-0.049	0.951		0.750	
11 Oakley (7/1/02)	2,062,579	2,953,654	3,135,326	6,482,454		-	-	-	-	-		3,658,503	-	-	5,467	-	0.052	-0.052	0.948		0.750	
12 Orinda	2,842,289	3,072,768	3,208,063	3,355,987		-	-	-	-	-		3,119,777	-	-	4,662	-	0.048	-0.048	0.952		0.750	
13 Pacifica (3/9/07)	16,296,512	16,582,762	17,312,674	17,328,037		-	-	-	-	-		16,879,996	-	-	25,224	-	0.113	-0.113	0.887		0.750	
14 Pinole	8,869,832	8,951,254	8,558,756	7,600,654		-	-	-	-	-		8,495,124	-	-	12,695	-	0.080	-0.080	0.920		0.750	
15 Pittsburg	20,823,410	21,789,503	23,359,152	24,783,244		215,808	-	259,344	75,000	-		22,688,827	83,586	0.368	33,905	2.465	0.131	0.191	1.191		1.500	
16 Pleasant Hill	10,442,498	10,935,656	11,113,716	11,324,440		-	-	475,000	-	-		10,954,078	118,750	1.084	16,369	7.255	0.091	0.568	1.568		1.500	
17 San Pablo	13,132,240	14,201,126	13,901,596	14,881,003		-	-	-	-	-		14,028,991	-	-	20,964	-	0.103	-0.103	0.897		0.750	
18 San Ramon	24,193,743	24,849,020	27,011,123	28,982,280		-	-	-	-	-		26,259,042	-	-	39,240	-	0.141	-0.141	0.859		0.750	
19 Walnut Creek	30,961,642	32,766,735	33,680,557	36,414,063		-	-	-	-	-		33,455,749	-	-	49,994	-	0.159	-0.159	0.841		0.750	
20 MPA JPA Staff	1,327,263	1,494,922	1,523,765	1,410,962		-	-	20,952	-	-		1,439,228	5,238	0.364	2,151	2.435	0.033	0.047	1.047		1.500	
MPA Total	260,656,556	271,011,023	279,384,532	296,900,984		227,033	188,674	800,296	144,070	125,000		276,988,274	297,015	0.107	413,914	0.718	0.456	-0.129	0.871	0.871		0.750
PARSAC																						
1 Amador	42,886	38,076	31,707	35,858		-	-	-	-	-		\$ 37,132	\$ -	-	\$ 55	-	0.005	-0.005	0.995		0.750	
2 Avalon	4,752,228	4,974,142	5,239,817	5,423,728		-	-	-	-	-		5,097,482	-	-	7,617	-	0.062	-0.062	0.938		0.750	
3 Belvedere (7/1/15)	2,115,189	2,199,898	2,274,560	2,334,006		-	-	-	-	-		2,230,913	-	-	3,334	-	0.041	-0.041	0.959		0.750	
4 Blue Lake	414,716	435,003	413,448	426,713		-	-	-	-	-		422,470	-	-	631	-	0.018	-0.018	0.982		0.750	
5 California City	5,730,694	5,780,471	6,942,695	7,158,119		-	-	-	41,139	225,000		6,402,995	66,535	1.039	9,568	6.954	0.069	0.413	1.413		1.500	
6 Calimesa	751,080	722,020	825,910	740,142		390,527	-	-	-	-		759,788	-	-	1,135	-	0.024	-0.024	0.976		0.750	
7 Calistoga	4,171,029	4,195,992	4,334,096	4,756,533		-	-	-	-	-		4,364,413	-	-	6,522	-	0.057	-0.057	0.943		0.750	
8 Citrus Heights	16,711,963	17,220,540	18,923,855	18,789,739		-	-	-	-	-		17,911,524	-	-	26,766	-	0.116	-0.116	0.884		0.750	
9 Clearlake	2,729,741	2,383,066	2,923,436	3,347,602		-	-	-	-	10,405		2,845,961	2,601	0.091	4,253	0.612	0.046	-0.018	0.982		0.750	
10 Coalinga	5,691,324	5,808,964	5,243,776	5,319,362		-	-	-	-	50,000		5,515,857	12,500	0.227	8,243	1.517	0.064	0.033	1.033		1.500	
11 Ferndale	516,449	603,325	632,475	643,269		-	-	-	-	-		598,880	-	-	895	-	0.021	-0.021	0.979		0.750	
12 Grass Valley	6,318,048	6,414,324	6,246,152	6,467,533		-	-	-	-	-		6,361,514	-	-	9,506	-	0.069	-0.069	0.931		0.750	
13 Highland	2,484,588	2,560,238	2,575,511	2,597,995		-	-	-	-	-		2,554,583	-	-	3,817	-	0.044	-0.044	0.956		0.750	
14 Menifee (10/1/08)	2,557,032	3,297,137	4,125,444	4,730,530		-	-	-	-	-		3,677,536	-	-	5,495	-	0.053	-0.053	0.947		0.750	
15 Nevada City	1,819,013	1,989,087	2,170,024	2,377,877		-	-	-	-	-		2,089,000	-	-	3,122	-	0.040	-0.040	0.960		0.750	
16 Pacific Grove	6,997,865	6,259,907	5,871,348	5,942,571		-	-	-	-	-		6,267,923	-	-	9,366	-	0.069	-0.069	0.931		0.750	
17 Placencia	10,839,489	10,928,431	9,999,751	11,245,111		-	-	-	-	-		10,753,196	-	-	16,069	-	0.090	-0.090	0.910		0.750	
18 Placerville	4,948,313	5,203,080	5,633,955	6,146,313		-	-	-	-	-		5,482,915	-	-	8,193	-	0.064	-0.064	0.936		0.750	
19 Plymouth	446,703	513,725	536,871	555,144		-	-	-	-	-		513,111	-	-	767	-	0.020	-0.020	0.980		0.750	
20 Point Arena	257,260	232,074	245,593	291,096		-	-	-	-	-		256,506	-	-	383	-	0.014	-0.014	0.986		0.750	
21 Rancho Cucamonga	27,442,074	28,998,641	28,258,081	29,333,940		-	-	-	379,000	-		28,508,184	94,750	0.332	42,601	2.224	0.146	0.179	1.179		1.500	
22 Rancho Cucamonga FPD (7/1/16)	14,201,040	14,950,740	15,968,875	16,417,869		-	-	-	-	-		15,384,631	-	-	22,990	-	0.108	-0.108	0.892		0.750	
23 Rancho Santa Margarita (1/1/04)	2,031,160	1,949,053	2,333,843	2,560,400		-	-	-	-	-		2,218,614	-	-	3,315	-	0.041	-0.041	0.959		0.750	
24 San Juan Bautista	317,324	362,243	413,178	473,213		-	-	-	-	-		391,490	-	-	585	-	0.017	-0.017	0.983		0.750	
25 South Lake Tahoe	14,771,542	15,789,827	16,219,949	17,215,677		-	-	-	-	-		15,999,249	-	-	23,908	-	0.110	-0.110	0.890		0.750	
26 Tehama	44,414	44,468	37,731	33,714		-	-	-	-	-		40,082	-	-	60	-	0.005	-0.005	0.995		0.750	
27 Trinidad	282,133	293,696	309,516	320,282		-	-	-	-	-		301,407	-	-	450	-	0.015	-0.015	0.985		0.750	
28 Truckee	7,945,359	8,558,216	7,799,707	8,525,098		-	-	-	-	-		8,207,095	-	-	12,264	-	0.079	-0.079	0.921		0.750	
29 Twenty-nine Palms	2,475,048	2,064,330	2,126,882	2,256,892		-	-	-	-	-		2,230,788	-	-	3,334	-	0.041	-0.041	0.959		0.750	
30 Watsonville	24,319,820	24,220,252	25,360,911	27,248,330		-	-	243,566	-	-		25,287,328	60,892	0.241	37,788	1.611	0.138	0.084	1.084		1.500	
31 Wheatland	1,173,144	1,256,933	1,327,896	1,461,750		-	-	-	-	-		1,304,931	-	-	1,950	-	0.031	-0.031	0.969		0.750	
32 Wildomar (7/1/08)	664,043	763,436	967,518	1,024,591		-	-	-	-	-		854,897	-	-	1,278	-	0.025	-0.025	0.975		0.750	
33 Yountville	1,766,406	1,838,992	1,955,270	1,882,338		32,068	-	-	-	-		1,860,752	-	-	2,781	-	0.037	-0.037	0.963		0.750	
34 Yucaipa	3,467,793	3,747,105	3,902,227	4,304,666		-	-	-	-	-		3,855,448	-	-	5,761	-	0.054	-0.054	0.946		0.750	
35 Yucca Valley	2,902,088	2,427,844	2,576,259	2,600,479		-	-	-	-	-		2,626,668	-	-	3,925	-	0.044	-0.044	0.956		0.750	
PARSAC Total	184,099,009	189,025,276	194,748,267	204,988,480		422,595	-	243,566	420,139	285,405		193,215,258	274,341	0.142								

**Employment Risk Management Authority
Experience Modification Calculation
~ 2019/2020 Proposed Operating Budget ~**

Calendar Year Payroll						Incurred Losses at 12/31/18 Individual Losses from \$25k and Capped at \$500k						Experience Modification Calculation										Prior Year
Member	Actual 2013 Payroll	Actual 2014 Payroll	Actual 2015 Payroll	Actual 2016 Payroll	(Not Used) Actual 2017 Payroll	(Not Used or Updated) Program Year 2013/2014	Program Year 2014/2015	Program Year 2015/2016	Program Year 2016/2017	Program Year 2017/2018	(Not Used) Program Year 2018/2019	4 Year Average Payroll	4 Year Average Losses	4 Year Loss Rate \$100/PR	Average Expected Losses	Member Experience Ratio	Credibility Factor	Deviation from Norm Multiplied by Credibility	Factored Experience Modifier	JPA Capped* Factored Experience Modifier	Ind. Capped** Ex Mod (No factor applied)	JPA Capped* Factored Experience Modifier
PERMA																						
1 Adelanto (7/1/03) Withdrew 7/1/19						-																
2 Banning (2/14/02)	13,350,074	13,073,020	13,270,275	14,252,065		-	42,212	409,761	25,000	-		13,486,358	119,243	0.884	20,153	5.917	0.101	0.495	1.495		1.500	
3 Barstow (2/04/02)	14,755,158	14,011,746	12,928,713	14,789,478		-	475,000	-	-	-		14,121,274	118,750	0.841	21,102	5.627	0.103	0.477	1.477		1.500	
4 Canyon Lake (7/1/11) from PARSAC	347,409	386,675	388,656	439,435		-	-	-	-	-		390,544	-	-	584	-	0.017	-0.017	0.983		0.750	
5 Cathedral City (2/14/01)	16,108,886	16,784,452	18,565,939	20,175,933		-	-	-	87,241	-		17,908,803	21,810	0.122	26,762	0.815	0.116	-0.021	0.979		0.815	
6 Coachella (10/01/00)	5,045,456	5,240,721	5,707,821	5,635,149		-	-	-	-	-		5,407,287	-	-	8,080	-	0.064	-0.064	0.936		0.750	
7 Desert Hot Springs (yr.3)	6,413,645	3,985,102	3,481,082	3,892,237		-	-	-	-	-		4,443,016	-	-	6,639	-	0.058	-0.058	0.942		0.750	
8 Eastvale (7/1/15)	692,048	873,544	755,018	784,796		-	-	-	-	-		776,351	-	-	1,160	-	0.024	-0.024	0.976		0.750	
9 Hesperia (7/1/10) From PARSAC	11,446,006	12,645,910	11,815,631	11,543,778		-	-	1,274	-	-		11,862,831	319	0.003	17,727	0.018	0.094	-0.093	0.907		0.750	
10 Holtville (7/1/08)	1,158,422	1,173,765	1,160,755	1,184,853		-	-	-	-	-		1,169,449	-	-	1,748	-	0.030	-0.030	0.970		0.750	
11 ICTC (7/1/12)	409,347	468,749	468,578	509,701		-	-	-	-	-		464,094	-	-	694	-	0.019	-0.019	0.981		0.750	
12 Jurupa Valley (11/2/15) - No Staff until 9/2015	-	555,000	1,090,219	1,071,916		-	-	-	-	-		679,284	-	-	1,015	-	0.023	-0.023	0.977		0.750	
13 La Mesa (7/1/02)	20,263,077	20,632,210	20,916,633	22,037,448		-	19,041	-	-	-		20,962,342	4,760	0.023	31,325	0.152	0.126	-0.106	0.894		0.750	
14 Murrieta (7/1/01)	22,729,026	23,722,451	23,422,177	24,532,558		-	-	-	-	-		23,601,553	-	-	35,269	-	0.133	-0.133	0.867		0.750	
15 Palm Sps Tram (11/1/05)	3,775,505	3,914,503	4,475,625	4,798,159		-	-	-	4,246	-		4,240,948	1,062	-	6,337	-	0.056	-0.056	0.944		0.750	
16 Perris (9/25/00)	4,637,423	5,545,431	5,701,034	6,196,159		-	-	-	-	-		5,520,012	-	-	8,249	-	0.064	-0.064	0.936		0.750	
17 San Jacinto (7/1/18)	3,383,810	3,489,178	2,653,364	2,782,506		-	-	-	-	-		3,077,215	-	1.000	4,598	1.000	0.048	0.000	1.000		1.000	
18 SDRTC (11/4/13)	517,864	462,019	580,983	667,310		-	-	-	-	-		557,044	-	-	832	-	0.020	-0.020	0.980		0.750	
19 Stanton (7/1/01)	2,220,842	2,474,931	2,585,078	2,744,578		-	-	-	-	-		2,506,357	-	-	3,745	-	0.043	-0.043	0.957		0.750	
20 Sunline (11/4/13)	13,039,508	14,052,659	15,285,967	16,071,138		-	-	131,458	26,951	-		14,612,318	39,602	0.271	21,836	1.814	0.105	0.085	1.085		1.500	
21 Victorville (7/1/01)	17,857,047	20,554,844	21,901,180	25,971,469		-	-	-	-	-		21,571,135	-	-	32,235	-	0.127	-0.127	0.873		0.750	
22 VVTA (7/1/12)	581,701	719,684	864,702	1,009,164		-	-	-	-	-		793,813	-	-	1,186	-	0.024	-0.024	0.976		0.750	
PERMA Total	158,732,253	164,766,594	168,019,429	181,089,830		-	536,253	542,493	143,438	-		168,152,026	244,437	0.145	251,276	0.973	0.356	-0.010	0.990	0.990		1.072
SCORE																						
1 Biggs (7/1/17)	\$ 383,142	\$ 383,261	\$ 380,549	\$ 386,860		-	-	-	-	-		\$ 383,453	\$ -	-	\$ 573	-	0.017	-0.017	0.983		0.750	
2 Colfax	498,059	444,870	445,047	645,079		-	-	-	-	-		508,264	-	-	760	-	0.020	-0.020	0.980		0.750	
3 Live Oak (7/1/04)	1,262,596	1,243,636	1,281,001	1,357,810		-	-	-	-	-		1,286,261	-	-	1,922	-	0.031	-0.031	0.969		0.750	
4 Loomis (7/1/12)	707,003	706,570	738,548	735,943		-	-	-	-	-		722,016	-	-	1,079	-	0.023	-0.023	0.977		0.750	
5 Mt. Shasta (7/1/01)	1,595,079	1,708,545	1,764,123	1,943,730		-	-	-	-	-		1,752,869	-	-	2,619	-	0.036	-0.036	0.964		0.750	
6 Portola	650,959	618,406	721,331	796,713		-	-	-	-	-		696,852	-	-	1,041	-	0.023	-0.023	0.977		0.750	
7 Rio Dell (7/1/02)	940,699	962,896	978,061	1,006,121		-	-	-	-	-		971,944	-	-	1,452	-	0.027	-0.027	0.973		0.750	
8 Shasta Lake	3,193,800	3,226,333	3,431,994	3,587,737		-	-	-	-	-		3,359,966	-	-	5,021	-	0.050	-0.050	0.950		0.750	
9 Susanville (7/1/04)	3,540,390	3,524,068	3,674,289	3,972,225		-	-	-	-	-		3,677,743	-	-	5,496	-	0.053	-0.053	0.947		0.750	
10 Tulelake (7/1/15)	305,853	310,702	349,348	354,832		-	-	-	-	-		330,184	-	-	493	-	0.016	-0.016	0.984		0.750	
11 Weed (7/1/15)	1,542,006	1,658,551	1,541,803	1,699,522		-	-	-	-	-		1,610,471	-	-	2,407	-	0.035	-0.035	0.965		0.750	
12 Yreka	2,885,795	3,014,230	2,827,360	2,986,353		-	-	-	-	-		2,928,435	-	-	4,376	-	0.047	-0.047	0.953		0.750	
SCORE Total	17,505,381	17,802,068	18,133,454	19,472,925		-	-	-	-	-		18,228,457	-	-	27,239	-	0.117	-0.117	0.883	0.883		0.884

**Employment Risk Management Authority
Experience Modification Calculation
~ 2019/2020 Proposed Operating Budget ~**

Calendar Year Payroll						Incurred Losses at 12/31/18 Individual Losses from \$25k and Capped at \$500k						Experience Modification Calculation										Prior Year
Member	Actual 2013 Payroll	Actual 2014 Payroll	Actual 2015 Payroll	Actual 2016 Payroll	(Not Used) Actual 2017 Payroll	(Not Used or Updated) Program Year 2013/2014	Program Year 2014/2015	Program Year 2015/2016	Program Year 2016/2017	Program Year 2017/2018	(Not Used) Program Year 2018/2019	4 Year Average Payroll	4 Year Average Losses	4 Year Loss Rate \$100/PR	Average Expected Losses	Member Experience Ratio	Credibility Factor	Deviation from Norm Multiplied by Credibility	Factored Experience Modifier	JPA Capped* Factored Experience Modifier	Ind. Capped** Ex Mod (No factor applied)	JPA Capped* Factored Experience Modifier
VCJPA																						
1 Alameda County	\$ 1,033,233	\$ 1,336,568	\$ 1,334,976	\$ 1,447,199		6,858	-	-	-	-		\$ 1,287,994	\$ -	-	\$ 1,925	-	0.031	-0.031	0.969		0.750	
2 Burney Basin	79,932	94,116	54,817	48,172		-	-	-	-	-		69,259	-	-	103	-	0.007	-0.007	0.993		0.750	
3 Butte County	1,238,865	1,105,237	1,216,804	1,305,293		-	-	-	-	-		1,216,550	-	-	1,818	-	0.030	-0.030	0.970		0.750	
4 Coachella Valley (9/14/00)	3,649,461	3,826,348	4,405,282	4,434,691		-	-	-	-	-		4,078,945	-	-	6,095	-	0.055	-0.055	0.945		0.750	
5 Colusa	172,786	170,986	197,876	207,436		-	-	-	-	-		187,271	-	-	280	-	0.012	-0.012	0.988		0.750	
6 Compton Creek	87,227	94,076	96,876	110,501		-	-	-	-	-		97,170	-	-	145	-	0.009	-0.009	0.991		0.750	
7 Consolidated	1,156,938	1,183,261	1,304,677	1,341,775		-	-	-	-	-		1,246,663	-	-	1,863	-	0.031	-0.031	0.969		0.750	
8 Contra Costa County	2,800,224	2,903,940	3,023,168	3,162,039		-	24,926	-	-	-		2,972,343	6,232	0.210	4,442	1.403	0.047	0.019	1.019		1.403	
9 Delta VCD (7/1/08)	1,080,525	1,065,957	1,113,971	1,212,742		-	-	-	-	-		1,118,299	-	-	1,671	-	0.029	-0.029	0.971		0.750	
10 Durham (8/26/02)	60,541	63,765	59,646	63,249		-	-	-	-	-		61,800	-	-	92	-	0.007	-0.007	0.993		0.750	
11 Fresno	596,127	597,425	678,547	783,378		-	-	-	-	-		663,869	-	-	992	-	0.022	-0.022	0.978		0.750	
12 Glenn County	118,822	115,962	126,759	131,002		-	-	-	-	-		123,136	-	-	184	-	0.010	-0.010	0.990		0.750	
13 Greater Los Angeles	5,041,115	5,273,515	5,409,424	5,647,762		-	-	-	-	-		5,342,954	-	-	7,984	-	0.063	-0.063	0.937		0.750	
14 Kings MAD (7/1/09)	827,451	844,340	850,186	898,298		-	-	-	-	-		855,069	-	-	1,278	-	0.025	-0.025	0.975		0.750	
15 Lake County (2/1/04)	546,366	553,390	563,489	577,729		-	-	-	-	-		560,244	-	-	837	-	0.021	-0.021	0.979		0.750	
16 Los Angeles County West	2,685,477	2,532,089	2,605,775	2,943,903		-	-	-	-	-		2,691,811	-	-	4,022	-	0.045	-0.045	0.955		0.750	
17 Marin-Sonoma	3,210,667	3,151,665	3,055,514	3,010,559		-	-	-	-	-		3,107,101	-	-	4,643	-	0.048	-0.048	0.952		0.750	
18 Napa County	665,804	657,683	688,943	710,647		-	-	-	-	-		680,769	-	-	1,017	-	0.023	-0.023	0.977		0.750	
19 Northwest	1,243,499	1,384,784	1,518,556	1,622,363		-	-	-	-	-		1,442,301	-	-	2,155	-	0.033	-0.033	0.967		0.750	
20 Orange County	5,231,404	5,135,555	5,966,908	6,199,879		-	-	-	-	-		5,633,437	-	-	8,418	-	0.065	-0.065	0.935		0.750	
21 Oroville (7/1/02)	66,520	62,071	72,566	74,370		-	-	-	-	-		68,882	-	-	103	-	0.007	-0.007	0.993		0.750	
22 Placer County	1,177,254	1,259,077	1,357,506	1,421,940		-	-	-	-	-		1,303,944	-	-	1,949	-	0.031	-0.031	0.969		0.750	
23 Sacramento Yolo	4,222,298	4,322,281	4,265,067	4,353,798		-	-	-	-	-		4,290,861	-	-	6,412	-	0.057	-0.057	0.943		0.750	
24 San Gabriel Valley	1,699,414	1,841,425	1,868,251	2,108,694		16,307	185,647	371,362	-	-		1,879,446	139,252	7.409	2,809	49.582	0.038	1.826	2.826		1.500	
25 San Joaquin County	2,189,688	2,294,215	2,401,289	2,372,822		126,510	-	-	-	-		2,314,503	-	-	3,459	-	0.042	-0.042	0.958		0.750	
26 San Mateo County	1,538,771	1,796,171	1,930,469	1,956,127		-	-	-	-	-		1,805,384	-	-	2,698	-	0.037	-0.037	0.963		0.750	
27 Santa Barbara County	405,425	376,374	417,616	427,538		-	-	-	-	-		406,738	-	-	608	-	0.017	-0.017	0.983		0.750	
28 Shasta	1,165,708	1,012,122	969,818	980,333		-	-	-	-	-		1,031,995	-	-	1,542	-	0.028	-0.028	0.972		0.750	
29 Sutter-Yuba	978,461	1,000,725	960,126	1,000,006		-	-	-	-	-		984,830	-	-	1,472	-	0.027	-0.027	0.973		0.750	
30 Tehama County	306,007	316,645	326,106	331,540		-	-	-	-	-		320,075	-	-	478	-	0.016	-0.016	0.984		0.750	
31 Turlock	737,212	781,807	821,556	844,600		-	-	-	-	-		796,294	-	-	1,190	-	0.024	-0.024	0.976		0.750	
32 West Valley	983,222	1,039,942	1,092,739	1,273,438		-	-	-	-	-		1,097,335	-	-	1,640	-	0.029	-0.029	0.971		0.750	
VCJPA Total	46,996,445	48,193,517	50,755,303	53,003,823		149,675	210,573	371,362	-	-		49,737,272	146,322	0.294	74,324	1.969	0.193	0.187	1.187	1.187		1.146
Oakland H.A.	\$ 24,933,479	\$ 25,427,490	\$ 26,500,365	\$ 26,867,023		181,149	25,000	-	199,025	-		\$ 25,932,089	\$ 56,006	0.216	\$ 38,751	1.445	0.140	0.062	1.062	1.062		1.006
Contra Costa H.A.	\$ 4,501,350	\$ 4,487,553	\$ 4,773,630	\$ 5,207,303		-	-	-	-	-		\$ 4,742,459	-	-	\$ 7,087	-	0.060	-0.060	0.940	0.940		0.940
Totals	1,248,452,071	1,294,896,717	1,352,091,375	1,424,635,453		2,603,058	1,485,802	3,269,714	2,037,650	666,411		1,330,018,904	1,987,498	0.149	1,987,498	1.000	1.000	0.000	1.000			

FINANCIAL MATTERS

SUBJECT: Review of Annual Retrospective Adjustment Calculation

BACKGROUND AND STATUS:

ERMA is currently in its 20th year of operation. As of March 31, 2019, ERMA's surplus is \$14,075,239 at the expected confidence level (CL).

ERMA continues to be in an excellent financial position, and is funded well above the 90% CL. ERMA's Financial Stability Plan (Plan), and specifically the Retrospective Adjustment Process (Process), calls for adjusting only program years that are a full five years old. Per the Process amended on May 1, 2018:

“...if an eligible program year is in a surplus position, the Board would consider issuing dividends (in whole or part at the Board's discretion) for any equity amount that exceeds the 90% confidence level to allow for continuing claims development in future years.

If a current program year not yet eligible to receive a retrospective adjustment is in a deficit position at any confidence level, the negative equity at that confidence level will be subtracted from the “Total Distribution Available” at that confidence level.”

Open program years fully five years old, and therefore “eligible” for adjustment, are 2011/12 through 2013/14. Based on the March 31, 2019, retained earnings balances, total equity at the 90% CL for all program years results in a surplus of \$8,642,769 (see the attached “Calculation of the Annual Retrospective Adjustment”).

Equity at the 90% CL for “eligible” program years, less the deficit balances from the 2015/16 and 2017/18 through 2018/19 program years, yields a possible equity return to the membership in the amount of \$7,220,909. If that entire amount were to be returned to the membership in the form of a dividend, equity of \$1,421,860 at the 90% CL would remain. This satisfies the Plan, and specifically the Process, which maintains that:

“...the ERMA Program as a whole, must remain funded at the 90% confidence level after the issuance of the dividend.”

In addition, per the Plan, and specifically the Process:

“If no IBNR remains in a year in which all claims are closed, the Board would consider issuing dividends or levying an assessment to officially close out that year.”

Program year 2011/12 is eligible to be closed under this provision.

ERMA
BOARD OF DIRECTORS MEETING
June 11, 2019

At last year's May Board meeting, the Board considered an available and eligible dividend in the amount of \$7.19 million, and approved the release of \$3.0 million from which \$150,000 was netted and placed in the Capital Contribution Fund (Fund).

In line with last year's distribution philosophy, staff is recommending a dividend release in the amount of \$3.0 million. The recommended allocation for the \$3.0 million equity distribution is as follows:

2011/12 *	2,373,286
2012/13	626,714
Total	<u>3,000,000</u>

* Program Year 2011/12 would be formally closed by the Board.

RECOMMENDATION:

Staff recommends the Board of Directors approve a dividend release in the amount of \$3,000,000. Staff further recommends that program year 2011/12 be formally closed.

REFERENCE MATERIALS ATTACHED:

- Calculation of the Annual Retrospective Adjustment

Employment Risk Management Authority
Program Retained Earnings by Member
As of March 31, 2019

Calculation of the Annual Retrospective Adjustment

Member	Retrospective Adjustment Eligible Program Years ~ Fully Five Years Old				Total Distribution Available**	~ Program Years Not Yet Eligible for Adjustment ~						Total All Program Years
	2011/12 Program Year	2012/13 Program Year	2013/14 Program Year	Member Subtotals		2014/15 Program Year	2015/16 Program Year	2016/17 Program Year	2017/18 Program Year	2018/19 Program Year	Member Subtotals	
BCJPIA	\$ 337,920	\$ 478,215	\$ 332,335	\$ 1,148,470		\$ 85,594	\$ 74,287	\$ 199,515	\$ 150,917	\$ 129,510	\$ 639,823	\$ 1,788,293
CalTIP									15,465	14,051	29,516	29,516
CSJVRMA	534,641	908,991	542,879	1,986,511		91,485	78,177	375,046	229,634	222,171	996,513	2,983,024
ERMAL								39,881	20,798	15,125	75,804	75,804
MBASIA	29,821	49,041	38,460	117,322		5,719	4,782	18,363	10,583	11,205	50,652	167,974
MPA	441,910	705,338	441,981	1,589,229		71,024	69,874	268,846	155,772	147,385	712,901	2,302,130
PARSAC	403,180	649,527	482,860	1,535,567		119,108	98,680	343,897	227,565	212,461	1,001,711	2,537,278
PERMA	448,250	603,731	485,709	1,537,690		126,367	83,560	200,348	158,230	189,243	757,748	2,295,438
SCORE	36,362	44,477	33,084	113,923		8,566	7,672	19,456	14,687	13,951	64,332	178,255
VCJPA	83,546	189,661	123,827	397,034		18,937	15,131	71,354	39,254	42,784	187,460	584,494
Oakland HA	43,924	94,758	58,052	196,734		9,055	6,572	28,522	22,298	19,198	85,645	282,379
Contra Costa County HA	13,733	22,871	14,884	51,488		2,031	1,274	5,729	3,563	3,305	15,902	67,390
Capital Fund												783,264
Totals:												
Equity at Expected C.L.	\$ 2,373,286	\$ 3,746,610	\$ 2,554,071	\$ 8,673,967	\$ 8,673,967	\$ 537,886	\$ 440,010	\$ 1,570,955	\$ 1,048,766	\$ 1,020,389	\$ 4,618,006	\$ 14,075,239
Equity at 90% C.L.	\$2,373,286	\$3,706,631	\$2,491,252	\$8,571,169	\$ 7,220,909	\$185,667	(\$29,978)	\$452,930	(\$809,208)	(\$511,074)	(\$711,663)	\$ 8,642,769

** Negative equity in current program years is included in Total Distribution Available

Additional Information:				Subtotals:							Subtotals:	Totals:
IBNR at Expected as of 03/31/19:	0	75,088	200,296	\$ 275,384		544,483	908,238	1,688,412	3,715,830	3,485,174	\$ 10,342,137	\$ 10,617,521
Open claims as of 3/31/19:	0	1	1	2		2	4	15	9	1	31	33
Confidence Level Funding:	75%	80%	80%			80%	80%	80%	80%	80%		

Program year with no open claims and no actuarial IBNR. Available for formal closure.

TRAINING/LOSS PREVENTION MATTERS

SUBJECT: Risk Assessment Update – Oakland Housing Authority

BACKGROUND AND STATUS:

Kathy Maylin, Litigation Manager, reported at the November 5, 2018, Board meeting that during the 2016/17 Program Year, the Oakland Housing Authority exceeded parameters of ERMA's Target Ratio Calculations. Ms. Maylin advised a risk assessment would be beneficial for the Authority and advised a report of her findings would be presented at the June 2019, Board meeting.

Ms. Maylin will be in attendance to provide a report and answer any questions of the Board.

RECOMMENDATION:

None

TRAINING/LOSS PREVENTION MATTERS

SUBJECT: Ad Hoc Training Committee Update

BACKGROUND AND STATUS:

At the annual workshop held in February, staff was directed to work with the Ad Hoc Training Committee to focus upon tasks identified by the Board relative to:

- Management, distribution and addition of Capital Contribution Fund monies.
- Development of guidelines to identify and aid member agencies with personnel policy updates and human resources training.
- Development and implementation of an ERMA Management Academy.

The Ad Hoc Training Committee comprised of President Scott Ellerbrock, Vice President John Gillison, and Board Members, Stuart Schillinger, Linda Cox and staff met on May 23, 2019, to outline objectives to achieve the tasks identified by the Board of Directors.

Ms. Jobe will provide an update and answer any questions from the Board.

RECOMMENDATION:

None

REFERENCE MATERIALS ATTACHED:

- Ad Hoc Training Committee Action Plan Summary

ERMA Training Committee @ 5/23/19

ACTION ITEMS

TASK	NOTES
Determine common issue areas within ERMA membership.	Utilize policy review survey response data and top issues as identified by reviewing law firms.
Determine significant issues within the primary pools.	Utilize policy review survey response data and top issues as identified by reviewing law firms.
Establish library of model policies.	Pending determination of common, significant issues.
Develop list of recommended HR and employment-related resources and associated costs.	Pending outcome and determination of Tasks #1 & #2.
Determine allocation of Capital Contribution Fund (CCF) monies.	Pending outcome and determination of Tasks #1 & #2, Board should consider best allocation of monies from CCF.
Determine scope and cost of high-level executive training program.	Staff to work with ERMA partner attorney firms to outline scope and associated costs for Board review and consideration.