



**EMPLOYMENT RISK MANAGEMENT AUTHORITY
BOARD OF DIRECTORS MEETING
AGENDA**

**Friday, January 24, 2025
10:00 a.m.**

**Napa Valley Marriott
3425 Solano Avenue
Napa, CA 95858**

Public comments may be submitted in advance of the meeting by emailing Yvette Flama at yvette.flama@sedgwick.com. Alternatively, members of the public may offer spoken comments when public comment is requested, either at the beginning of the meeting as to non-agenda items, or regarding an agenda item at the time that item is considered.

In compliance with the Americans with Disabilities Act, if you need a disability–related modification or accommodation to participate in this meeting, please contact Yvette Flama at (916) 290-4629 or via [email](#). 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.

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|--------------------|---|
| | 1. CALL TO ORDER; INTRODUCTIONS |
| | 2. APPROVAL OF AGENDA AS POSTED (OR AMENDED) |
| | 3. 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. |

5 **4. CONSENT CALENDAR**

If a Board member would like to discuss any item listed, it may be pulled from the Consent Calendar.

- 6 *A. Minutes of the June 3, 2024, Board of Directors Meeting
- 15 *B. General Warrants from October 1, 2024, through December 31, 2024
- 16 *C. Claims Payments from October 1, 2024, through December 31, 2024
- 22 *D. Treasurer's Reports as of September 30, 2024
- 28 *E. Internal Financial Statements for the Quarter Ending December 31, 2024
- 62 F. Target Net Position Benchmarking Ratios as of June 30, 2024
- 70 *G. Financial Stability Plan
- 75 *H. Defense Panel
- 77 *I. Investigator Panel

Recommendation: Staff recommends the Board of Directors approve the Consent Calendar as presented.

82 **5. ADMINISTRATIVE MATTERS**

- A. Consideration of Goals and Objectives Established at the 25th Annual Workshop
Recommendation: Staff recommends the Board of Directors provide direction and prioritize the 2025/26 Goals and Objectives.

- 83 B. Review and Consideration of Other Administrative Items Arising from the Annual Workshop Discussions
Recommendation: Staff will provide any pertinent recommendations at the meeting.

- 84 **C Discussion of Claims and Litigation Management Staffing
Recommendation: Staff will not be making a recommendation on this matter as Sedgwick has a financial stake in the outcome.

- 85 *D. Draft Resolution 2024-1, Establishing Meeting Dates for the 2025/26 Program Year
Recommendation: Staff recommends the Board of Directors approve Resolution 2024-1, establishing the meeting dates for the 2025/26 program year.

6. MEMBERSHIP MATTERS

- 87 *A. Consideration of Prospective Member Application, City of Parlier (CSJVRMA JPA)
Recommendation: The Underwriting Committee and Staff recommend unconditional approval of the City of Parlier (CSJVRMA) at a \$100,000 SIR, effective January 1, 2025.

7. TRAINING AND LOSS PREVENTION MATTERS

- 93 *A. Presentation of iLearning Engines Quarterly Report
Recommendation: None.

* Reference materials enclosed with staff report.

** Reference materials may be handed out at the meeting

- 94 *B. Training Update
Recommendation: None.
- 97 *C. Update on Member Employment Practices Policy Survey Initiative
Recommendation: None.
- 101 *D. Update on Regional Elected Officials Training Initiative
Recommendation: None.
- 108 *E. Update on ERMA Investigators Forum 2025
Recommendation: None.
- 115 *F. Review of Draft Resolution No. 2024-1, Establishing Competitive Rates for Investigators
Recommendation: Staff recommends the Board of Directors approve Resolution No. 2024-1, Establishing Competitive Rates for Investigators, effective January 24, 2025.

8. COVERAGE MATTERS

- 121 *A. Excess Coverage and Marketing Strategy for the 2025/26 Program Year
Recommendation: None.

9. FINANCIAL MATTERS

- 123 *A. Draft Audited Financial Statements for the Fiscal Year Ended June 30, 2024
Recommendation: Staff recommends the Board of Directors accept and file the ERMA Audited Financial Statements for the Fiscal Year Ended June 30, 2024.
- 161 *B Member SIR Study
Recommendation: Staff recommends the Board consider adding a \$150K member SIR option, that it maintain the current \$25k SIR option for small members, but that it not allow new members to join ERMA at anything lower than a \$50K SIR. With respect to current member SIRs, staff will make a recommendation following discussion at the meeting.

10. CLAIMS MATTERS

- 244 A. Closed Session – Pursuant to Government Code Section §54956.95(a), the Board of Directors will recess to Closed Session to discuss the following claims:
- Booth v. City of Tehachapi (CSJVRMA)
 - Cramer v. City of Corcoran (CSJVRMA)
- 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.

11. 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.

* Reference materials enclosed with staff report.

** Reference materials may be handed out at the meeting

- A. Board of Directors
- B. Staff

12. ADJOURNMENT

NOTICES:

The next meetings of the Executive Committee and Board of Directors will be held on the following dates:

- Friday, April 4, 2025, at 10:00 a.m. – Executive Committee Meeting, TBD
- Monday, June 2, 2025, at 10:00 a.m. – Board of Directors Meeting, TBD

* Reference materials enclosed with staff report.

** Reference materials may be handed out at the meeting

CONSENT CALENDAR

SUBJECT: Consent Calendar

RECOMMENDATION: *Staff recommends the Board of Directors approve the consent calendar as presented.*

BACKGROUND AND STATUS:

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

REFERENCE MATERIALS ATTACHED:

- *A. Minutes of the June 3, 2024, Board of Directors Meeting
- *B. General Warrants from October 1, 2024, through December 31, 2024
- *C. Claims Payments from October 1, 2024, through December 31, 2024
- *D. Treasurer's Reports as of September 30, 2024
- *E. Internal Financial Statements for the Quarter Ending June 30, 2024
- *F. Target Net Position Benchmarking Ratios as of June 30, 2024
- *G. Financial Stability Plan
- *H. Defense Panel
- *I. Investigator Panel

Recommendation: Staff recommends the Board of Directors approve the Consent Calendar.

EMPLOYMENT RISK MANAGEMENT AUTHORITY (ERMA)

**MINUTES OF THE BOARD OF DIRECTORS MEETING
OF JUNE 3, 2024**

A regular meeting of the Board of Directors of ERMA was held on June 3, 2024, via Zoom.

BOARD MEMBERS PRESENT:

Beth Lyons, PERMA
Bryan Whitemyer, Vice President, CSJVRMA
Charlene Calica, CCCHA
Jeremy Wittie, Treasurer, VCJPA
Jason Castleberry, BCJPIA
John Gillison, President, CIRA
Linda Cox, MPA
Muriel Howarth Terrell, SCORE
Kevin Bryant, PLAN
Paul Wood, MBASIA
Robert Thompson, CalTIP

BOARD MEMBERS ABSENT:

Drew Felder, (OHA)
Thomas Watson, ERMAC

ALTERNATE MEMBERS PRESENT:

Amy Conley, CIRA
George Fink, CalTIP
Jamie Scott, VCJPA
Melissa Guerrero, ERMAC
Nataline Jindoian, CCCHA

ALTERNATE MEMBERS ABSENT:

Becky Padron, CSJVRMA
George Rodericks, PLAN
Jon Maginot, BCJPIA
Steve Adams, MBASIA
Sukari Beshears, MPA
Wendy Howard, SCORE
Yumi Augustus, PERMA

OTHERS PRESENT:

Chee Xiong, Finance Manager
Chrissy Mack, CalTIP & VCJPA Executive Director
Conor Boughey, MBASIA
Doug Alliston, Board Counsel
Elizabeth Arce, Liebert Cassidy Whitmore
Eric Dahlen, PLAN
Jaesa Cusimano, BCJPIA
Jeanette Workman, CSJVRMA
Michael Christian, Jackson Lewis

Michelle Minnick, Alliant/SCORE
Rob Kramer, ERMA Executive Director
Seth Cole, Alliant
Shadi Jalali, Alliant
Stacey Sullivan, Litigation Manager
Yvette Flama, Board Secretary

1. CALL TO ORDER; INTRODUCTIONS

The June 3, 2024, Board of Directors Meeting was called to order at 10:15 a.m. by President John Gillison.

2. APPROVAL OF AGENDA AS POSTED (OR AMENDED)

Linda Cox moved, seconded by Bryan Whitemeyer, to approve the agenda as amended. A roll call vote was conducted, and the motion passed unanimously with no nays or abstentions.

3. PUBLIC COMMENTS

There were no public comments.

4. CONSENT CALENDAR

President Gillison drew attention to the Consent Calendar and asked if there were any questions regarding any specific items listed on the calendar.

Linda Cox moved, seconded by Jeremy Wittie, to approve the following Consent Calendar items: (A) Minutes of the April 23, 2024, Board of Directors Meeting (B) Summary of Action Items of the April 23, 2024, Board of Directors Meeting, C) General Warrants from April 1, 2024, through April 30, 2024, (D) Claims Payments from April 1, 2024, through April 30, 2024, (E) Treasurer Report as of March 31, 2024, (F) Internal Financial Statements as of March 31, 2024, (G) PFM Quarterly Investment Report as of March 31, 2024, (H) 2024/25 Excess Coverage Renewal Agreement, (I) ERMA Defense Panel – Update May 2024, (J) ERMA Investigators Panel – Updated May 2024, (K) Praxis Claims Consulting Contract for Claims Auditing Services, (L) Tahoe Transportation District Change EPL Coverage Decision Letter, (M) ERMA Training Bulletin – SB 553 Workplace Violence Prevention Plan. A roll call vote was conducted, and the motion passed unanimously with no nays or abstentions.

5. FINANCIAL MATTERS

A. Review of Annual Retrospective Adjustment Calculation

Per the Financial Stability Plan (Plan), the retrospective adjustment calculation is reviewed annually by the Board of Directors. Ms. Chee Xiong, ERMA Finance Manager, defined the ERMA retrospective adjustment process in which the Board may return surplus contribution to the members if certain conditions are met. At the time of the calculation, the total program net position was at 90% confidence level and therefore the 2014/15, 2016/17, 2017/18, and 2018/19 program years were eligible for surplus return. Ms. Chee went on to recommend to the Board approve a release of surplus in the amount of \$1,700,000 from the program years 2014/15, 2016/17, and 2017/18. Staff further recommends closure of the program year 2014/15 as there are currently no open claims, reserves, or Incurred But Not Report (IBNR) reserves in this year.

Linda Cox moved, seconded by Jason Castleberry, to release the surplus in the amount of \$1,700,000. A roll call vote was conducted, and the motion passed unanimously with no nays or abstentions.

B. Review of Administrative and Operating Budget for the 2024/25 Program Year

Ms. Chee Xiong, ERMA Finance Manager, presented the proposed administrative and operating budget to the Board. She recommended the Board set the funding rates at the 80% CL and utilize a discount factor of 2.0%. The prior year's budget was approved at the 80% CL and discounted at 1.5%. Funding for Losses is estimated at \$10.1 million and \$9.0 million for the 2024/25 and 2023/24 years, respectively, a 12.1% increase over the prior year's approved budget. This is primarily due to an increase in payroll of 13.0%, offset by a small decrease in rates. The 2024/25 baseline \$50,000 retention rate slightly decreased. She informed the Board the loss prevention and training administrative expense is estimated to be 1.6 million, a 3.4% increase over the preliminary budget, and this is because of the additions of the new Member and mainly in program management. She went on to inform the Board the actual calendar year 2023 payroll, which is used to determine member contributions, increased by 13.0% over the prior year.

Jeremy Wittie moved, seconded by Linda Cox, to approve the administrative and operating budget for the 2024/25 program year with losses funded at 80% and discounted at 2%, subject to verification of final payroll numbers. A roll call vote was conducted, and the motion passed unanimously with no nays or abstentions.

C. Review of ERMA SIR Attachment Point

Mr. Rob Kramer, ERMA Executive Director, reminded the Board at the Annual Workshop on February 1, 2024, there were two items the Board wanted ERMA staff to review. First, the self-insured options that we offer to ERMA members. Staff will engage Bickmore Actuarial to conduct a study on this matter later in the program year. Second, is how much ERMA risk

shares. ERMA risk shares up to \$1,000,000 and the Board wanted to know if it was worth ERMA taking on a higher self-insured limit. Staff worked with Alliant, who provided indications from our UI as to what the reduction in cost would be if we took a higher retention. After review, Staff discovered it was not a significant amount, less than \$100,000 in savings. Mr. Kramer went on to inform the Board that would mean in order to take on another \$1,000,000 in risk, we would have to fund that much or more for 10 years to cover one loss. Mr. Kramer went on to inform the Board that the market is in a good state and there is no significant financial advantage for ERMA to take on a higher layer as well as the fact that there would be other issues because not every ERMA member participates in the excess layer. Ms. Chee Xiong went on to review the data that was prepared for the Board.

The Board took no formal action.

6. ADMINISTRATIVE MATTERS

A. Review of the ERMA By-Laws and Master Program Document

Mr. Rob Kramer, Executive Director of ERMA, informed the Board that following the April 23, 2024 Board of Directors meeting, the Board identified changes they would like to make. ERMA staff posted the required 30-day notice to officially change the By-Laws. Mr. Kramer asked Mr. Doug Alliston, Board Counsel, to review the changes made. Mr. Alliston noted the changes to By-Laws is facilitating an Executive Committee. Mr. Alliston informed the Board the By-Laws already had a provision for an Executive Committee. Mr. Alliston pointed the officers are appointed in odd numbered years, and the committee is made up of the officers of the Board and two at-large members; the at-large members will be elected in even numbered years. Staff appealed the Executive Committee actions to allow matters to be heard allow to be heard at the next regular or special meeting.

Mr. Rob Kramer then pointed out in the Master Program Document, Staff increased the litigation managers authority to \$150,000 form \$100,000, changed the terminology in the document from premiums to contributions to sound less like insurance, all of which was recommended by the Board in April. Mr. Kramer went on to inform the Board the Executive Committee will have authority up to \$1,000,000 when the Board of Directors is not meeting.

Ms. Linda Cox, Board representative for the Municipal Pooling Authority (MPA) asked Staff to clarify what the role of the Executive committee will be. Mr. Kramer confirmed the role is the same as the Board. The Executive committee has authority in special meeting instances and can approve matters up to \$1,000,000. If a member is not satisfied with the actions of the Executive Committee, the member can ask for an appeal to the full Board of Directors.

Linda Cox moved, seconded by Bryan Whitemeyer, approve the changes to the ERMA By-Laws and Master Program Document. A roll call vote was conducted, and the motion passed unanimously with no nays or abstentions.

B. Draft Resolution 2023-2, Establishing Meeting Dates for the 2024/25 Program Year

Ms. Yvette Flama, ERMA Board Secretary presented the draft resolution to the Board. She noted the Board asked at the April Board meeting for the Annual Workshop and Board Meeting to be held in January 2025 instead of February as in previous years. Ms. Flama went on to inform the Board the suggested meeting dates include the Executive Committee meetings along with the Board of Directors meetings.

Ms. Chrissy Mack, Executive Director for Vector Control Joint Powers Agency (VCJPA) informed Staff the proposed dates for the Annual Workshop conflict with dates for Central San Joaquin Valley Risk Management Authority (CSJVRMA). Mr. Kramer, ERMA Executive Director, advised the Board they can ask for more dates so a members is not excluded.

Ms. Linda Cox, Board representative for MPA, noted she usually waits for CARMA and ERMA to set dates before scheduling the MPA workshop. Mr. Kramer suggested Staff will send a Doodle to potentially find another date. He also recommended the Board take action on the remaining meeting dates, and Staff will bring the matter back at the November Executive Committee meeting or before to set a final date.

John Gillison moved, seconded by Linda Cox, to approve the Draft Resolution 2023-2, Establishing the Meeting Dates for the 2024/25 Program Year, less the dates of January 23, 2025 and January 24, 2025. A roll call vote was conducted, and the motion passed unanimously with no nays or abstentions.

7. GOVERNANCE MATTERS

A. Election of Executive Committee Members

Mr. Kramer informed the Board we will now vote to activate the Executive Committee. Staff sent out a notice to the Board seeking interest in filling the two at-large positions. Staff informed the Board two Board representatives express interest in the positions. Mr. Kramer informed the Board Staff's recommendation includes the two volunteers or anyone from the floor. Mr. John Gillison, ERMA President, to ask the Board to formally activate the Executive Committee.

Linda Cox moved, seconded by Beth Lyons, to formally activate the Executive Committee. A roll call vote was conducted, and the motion passed unanimously with no nays or abstentions.

Mr. Kramer went on to move the two-at large representatives that we need to fill for the executive committee. We have two individuals, Jason Castleberry, and Linda Cox, that have expressed interest in the positions. Mr. Kramer solicited for any additional nominations that anyone would like to make from the floor. Mr. Gillison noted there were not additional recommendations from the floor.

John Gillison moved, seconded by Amy Conley, to formally approve Jason Castleberry and Linda Cox to fill the two at-large positions of the Executive Committee. A roll call vote was conducted, and the motion passed unanimously with no nays or abstentions.

Mr. Gillison noted for the record, the balance of the Executive committee is the officers. ERMA now has an Executive committee with our five members. Mr. Gillison went on to note that when we have the meetings, there will be links so that Board members that are interested can join.

8. MEMBERSHIP MATTERS

A. Review of Prospective New Member Application – City of Suisun City (PLAN JPA)

Mr. Kramer informed the Board Staff and the Underwriting Committee recommend the City be approved conditionally at a SIR of no less than \$50k, effective July 1, 2024, with the condition of having the personnel policies and procedures be required to be reviewed by legal counsel with expertise in public sector employment law within 24 months of joining ERMA.

Bryan Whitemyer moved, seconded by Linda Cox, to approve the City of Suisun City effective, July 1, 2024. A roll call vote was conducted, and the motion passed unanimously with no nays or abstentions.

B. Review of Prospective New Member Application – City of San Carlos (PLAN JPA)

Mr. Kramer informed the Board Staff and the Underwriting Committee recommend the City be approved conditionally at a SIR of no less than \$50k, effective July 1, 2024, with the condition of having the personnel policies and procedures be required to be reviewed by legal counsel with expertise in public sector employment law within 24 months of joining ERMA.

Kevin Bryant moved, seconded by Jamie Scott, to approve to approve the City of San Carlos effective, July 1, 2024. A roll call vote was conducted, and the motion passed unanimously with no nays or abstentions.

C. Review of Prospective New Member Application – Consolidated Fire Agencies (CONFIRE) (CIRA)

Mr. Kramer informed the Board Staff and the Underwriting Committee recommend the agency be approved conditionally at a SIR of no less than \$50k, effective July 1, 2024, with the condition of having the personnel policies and procedures be required to be reviewed by legal counsel with expertise in public sector employment law within 24 months of joining ERMA.

Amy Conley moved, seconded by Jeremy Wittie, to approve to approve CONFIRE effective, July 1, 2024. A roll call vote was conducted, and the motion passed unanimously with no nays or abstentions.

D. Review of Prospective Member Application, Pajaro Regional Flood Management Agency (PRFMA) (CIRA)

Mr. Kramer informed the Board Staff and the Underwriting Committee recommend the agency be approved conditionally at a SIR of no less than \$50k, effective July 1, 2024, with the condition of having the personnel policies and procedures be required to be reviewed by legal counsel with expertise in public sector employment law within 24 months of joining ERMA.

Jamie Scott moved, seconded by Linda Cox, to approve to approve PRFMA effective, July 1, 2024. A roll call vote was conducted, and the motion passed unanimously with no nays or abstentions.

E. Review of Prospective Member Application, City of Mountain House, (MPA)

Mr. Kramer informed the Board Staff and the Underwriting Committee recommend the City be approved conditionally at a SIR of no less than \$50k, effective July 1, 2024, with the condition of having the personnel policies and procedures be required to be reviewed by legal counsel with expertise in public sector employment law within 24 months of joining ERMA.

Linda Cox moved, seconded by Bryan Whitemeyer, to approve to approve the City of Mountain House effective, July 1, 2024. A roll call vote was conducted, and the motion passed unanimously with no nays or abstentions.

F. Review of Prospective Member Application, City of Upland (CIRA)

Mr. Kramer informed the Board Staff and the Underwriting Committee recommend the City be approved conditionally at a SIR of no less than \$500k, effective July 1, 2024, with the condition of having the personnel policies and procedures be required to be reviewed by legal counsel with expertise in public sector employment law within 24 months of joining ERMA.

Jeremy Wittie moved, seconded by Jason Castleberry, to approve to approve the City of Upland effective, July 1, 2024. A roll call vote was conducted, and the motion passed unanimously with no nays or abstentions.

G. Review of Prospective Member Application, City of Moreno Valley (PERMA)

Mr. Kramer informed the Board, Staff and the Underwriting Committee recommend the City be unconditionally approved at a SIR of no less than \$250k, effective July 1, 2024.

Beth Lyons moved, seconded by Linda Cox, to approve to approve the City of Moreno Valley effective, July 1, 2024. A roll call vote was conducted, and the motion passed unanimously with no nays or abstentions.

9. TRAINING AND LOSS PREVENTION MATTERS

A. Training Topics for the 2024-25 Program Year

Ms. Yvette Flama presented the proposed training topics to the Board. She noted the topic Staff added was the Diversity & Inclusion topic the Board agreed should be offered to members during the annual workshop.

Linda Cox moved, seconded by Jason Castleberry, to approve to training topics for the 2024/25 program year. A roll call vote was conducted, and the motion passed unanimously with no nays or abstentions.

10. EXECUTIVE DIRECTOR'S REPORT

Mr. Kramer provided an update to the Board on what Staff had done to satisfy the Boards request to provide members with support regarding the new Workplace Violence SB 553. Mr. Kramer noted staff prepared and extensive bulletin that included information, guides, and vendors they can contact for additional support. Mr. Kramer then went on to update the Board on the Diversity training resources members will have access to through ERMAnet. Regarding the Employment Practices Policy Review program, Mr. Kramer informed the Board Liebert Cassidy Whitmore and Jackson Lewis have agreed that Liebert Cassidy Whitmore will handle all of the survey reviews. Mr. Kramer went on to note that the attorney firm has begun reviewing members surveys and providing guidance.

Mr. Kramer then went on to seek direction from the Board on how ERMA handled in-house staffed JPA support in the past. He informed the Board some parent JPA's were seeking to utilize the reimbursement program, training options, etc. The Board members advised Mr. Kramer it had always been an option for parent JPA's to take advantage of the benefits of ERMA. Finally, Mr. Kramer provided a brief overview of how Staff plans to host the Investigators Panel Forum at the direction of the Board at the February Annual Workshop.

The Board took no formal action.

11. 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 12:15 p.m. to discuss the following claims:

- Sabrina Ellis v. City of Barstow (PERMA JPA)
- Craig v. City of California City (CIRA)
- Vega v. City of Placentia (CIRA)

The Board reconvened to Open Session at 12:45 p.m. by Doug Alliston, Board Counsel, advised no reportable action was taken in Closed Session.

11. CLOSING COMMENTS

A. Board of Directors

None

B. Staff

None.

12. ADJOURNMENT

The June 3, 2024, ERMA Board of Directors Meeting adjourned at 12:50 p.m. by general consent.

Yvette Flama

Yvette Flama, Board Secretary

Employment Risk Management Authority Check register

Date	Vendor	Document no.	Amount
	Bank: 10000_CBT General - California Bank & Trust	Account no: 1030041601	
	12/18/2024		
12/18/2024	VEND00028--City of Calistoga	10143	1,599.00
12/18/2024	VEND00153--SLORTA	10144	790.00
12/18/2024	VEND00224--Sampson, Sampson & Patterson, LLP	122232100000085	6,000.00
12/18/2024	VEND00089--Liebert Cassidy Whitmore	122232100000086	1,975.00
12/18/2024	VEND00007--Alliston Law Office	122232100000087	822.50
12/18/2024	VEND00003--in2vate, LLC	122232100000088	6,972.50
12/18/2024	VEND00209--Sedgwick Claims Management Services, Inc	122232100000089	262.00
	Total for 12/18/2024		18,421.00
	12/16/2024		
12/16/2024	VEND00016--BankCard Center		8,000.00
	Total for 12/16/2024		8,000.00
	11/21/2024		
11/21/2024	VEND00025--CAJPA	10142	3,500.00
11/21/2024	VEND00050--Alliant Insurance Services, Inc.	122232100000082	2,394.00
11/21/2024	VEND00007--Alliston Law Office	122232100000083	94.00
11/21/2024	VEND00045--CSJVRMA	122232100000084	30.00
	Total for 11/21/2024		6,018.00
	10/30/2024		
10/30/2024	VEND00132--City of Reedley	10140	1,599.00
10/30/2024	VEND00052--El Dorado County Transit Authority	10141	1,189.00
10/30/2024	VEND00050--Alliant Insurance Services, Inc.	122232100000078	4,631.87
10/30/2024	VEND00089--Liebert Cassidy Whitmore	122232100000079	26,195.00
10/30/2024	VEND00209--Sedgwick Claims Management Services, Inc	122232100000080	294,986.75
10/30/2024	VEND00007--Alliston Law Office	122232100000081	423.00
	Total for 10/30/2024		329,024.62
	Total for 10000_CBT General		361,463.62



Employment Risk Management Authority

Filters Selected:

Check Register Detail

Indemnity Claim
 Defined: By System
 Code Pay
 Category:

Date Paid from 10/1/24 to 10/31/24 as of 10/31/2024

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Document Number	Allocation Amount	Date Issued	Document Type	Payee Name	Claimant Full Name	Date of Loss
10199	\$5,400.00	10/02/2024	Check	Liebert Cassidy Whitmore	Brooke Dunn	12/18/2022
10200	\$34.50	10/02/2024	Check	Jackson Lewis P.C.	Anthony Garcia	09/09/2021
10201	\$2,976.00	10/04/2024	Check	Liebert Cassidy Whitmore	Ron D'Alessandro	05/01/2023
10202	\$135.35	10/04/2024	Check	Liebert Cassidy Whitmore	Eva Lara	11/21/2023
10203	\$4,899.96	10/07/2024	Check	Burke, Williams & Sorensen, LLP	Thomas Krolczyk	05/28/2023
10204	\$525,000.00	10/09/2024	Check	City of Pleasant Hill	Mario Moreno	04/23/2021
10205	\$345,000.00	10/11/2024	Check	City of Merced	Travis Lawrie	09/17/2018
10206	\$1,939.50	10/11/2024	Check	Liebert Cassidy Whitmore	Ron D'Alessandro	05/01/2023
10207	\$4,812.00	10/11/2024	Check	Liebert Cassidy Whitmore	Ana Moreno	12/01/2020
10208	\$5,245.50	10/17/2024	Check	JL Group, LLC	Marisa Kelling	01/01/2020
10209	\$91.00	10/23/2024	Check	Liebert Cassidy Whitmore	Ana Moreno	12/01/2020
10210	\$14,410.78	10/30/2024	Check	Angelica Jimenez	Angelica Jimenez	10/14/2021
10211	\$30,589.22	10/30/2024	Check	Haig B. Kazandjian Lawyers, APC	Angelica Jimenez	10/14/2021
10212	\$15,593.15	10/30/2024	Check	Liebert Cassidy Whitmore	Tom Miller	01/23/2024
10213	\$150.50	10/30/2024	Check	Bertrand, Fox, Elliot, Osman & Wenzel	Clay Salzman	11/01/2020
10214	\$958.86	10/30/2024	Check	Bertrand, Fox, Elliot, Osman & Wenzel	Megan McClain	03/01/2023
10215	\$132.50	10/30/2024	Check	Bertrand, Fox, Elliot, Osman & Wenzel	John Markle	11/16/2021
10216	\$236.60	10/30/2024	Check	Burke, Williams & Sorensen, LLP	Thomas Krolczyk	05/28/2023
10217	\$121.00	10/30/2024	Check	Jackson Lewis P.C.	Travis Lawrie	09/17/2018
10218	\$6,350.50	10/30/2024	Check	Jackson Lewis P.C.	Sabrina Ellis	11/13/2021
10219	\$9,398.00	10/30/2024	Check	Jackson Lewis P.C.	Angelica Jimenez	10/14/2021
10220	\$435.81	10/30/2024	Check	Liebert Cassidy Whitmore	Peter McNeff	02/04/2022
10221	\$12,097.00	10/31/2024	Check	Burke, Williams & Sorensen, LLP	Dan Repp	06/30/2023
10222	\$77,498.50	10/31/2024	Check	Jackson Lewis P.C.	Mario Moreno	04/23/2021
10223	\$1,560.00	10/31/2024	Check	Burke, Williams & Sorensen, LLP	Thomas Krolczyk	05/28/2023
10224	\$21,894.00	10/31/2024	Check	Jackson Lewis P.C.	Mario Moreno	04/23/2021
10225	\$8,906.88	10/31/2024	Check	Jackson Lewis P.C.	Angelica Jimenez	10/14/2021



Employment Risk Management Authority

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Filters Selected:

Indemnity Claim
Defined: By System
Code Pay
Category:

Document Number	Allocation Amount	Date Issued	Document Type	Payee Name	Claimant Full Name	Date of Loss
10226	\$3,725.04	10/31/2024	Check	Lozano Smith Attorneys at Law	Brooke Dunn	12/18/2022
10227	\$18,571.24	10/31/2024	Check	Lozano Smith Attorneys at Law	Jacqueline Craig	07/01/2020
10228	\$565.74	10/31/2024	Check	Lozano Smith Attorneys at Law	Amber Moreno	02/03/2020
10229	\$162.50	10/31/2024	Check	Lozano Smith Attorneys at Law	John Markle	11/16/2021
10230	\$4,603.49	10/31/2024	Check	Lozano Smith Attorneys at Law	Reyes, T Reynolds Reyes	04/10/2023
10231	\$172.50	10/31/2024	Check	Sloan Sakai Attorneys at Law	Miranda Lutzow	09/01/2020



Employment Risk Management Authority

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Filters Selected:

Indemnity Claim
Defined: By System
Code Pay
Category:

Document Number	Allocation Amount	Date Issued	Document Type	Payee Name	Claimant Full Name	Date of Loss
10232	\$7,714.50	11/01/2024	Check	Jackson Lewis P.C.	Sabrina Ellis	11/13/2021
10233	\$63.50	11/01/2024	Check	Lozano Smith Attorneys at Law	Teresa Reynolds Reyes	04/10/2023
10234	\$18,942.40	11/05/2024	Check	Jackson Lewis P.C.	Mario Moreno	04/23/2021
10235	\$1,612.00	11/06/2024	Check	Jackson Lewis P.C.	Megan McClain	03/01/2023
10236	\$1,242.00	11/06/2024	Check	Jackson Lewis P.C.	Megan McClain	03/01/2023
10237	\$1,533.72	11/06/2024	Check	Lozano Smith Attorneys at Law	Wapinder Kang	10/27/2023
10237	-\$1,533.72	11/06/2024	Check	Lozano Smith Attorneys at Law	Wapinder Kang	10/27/2023
10238	\$658.40	11/07/2024	Check	Lozano Smith Attorneys at Law	Teresa Reynolds Reyes	04/10/2023
10239	\$1,962.00	11/07/2024	Check	Lozano Smith Attorneys at Law	Teresa Reynolds Reyes	04/10/2023
10240	\$7,127.78	11/07/2024	Check	Lozano Smith Attorneys at Law	Teresa Reynolds Reyes	04/10/2023
10241	\$717.10	11/07/2024	Check	City of Eastvale	Ron D'Alessandro	05/01/2023
10242	\$1,374.50	11/07/2024	Check	PARRISH REPORTING	Dan Repp	06/30/2023
10243	\$275,000.00	11/22/2024	Check	California IOLTA Trust Accounts	Erica Vega	09/09/2020
10244	\$159.00	11/27/2024	Check	Bertrand, Fox, Elliot, Osman & Wenzel	John Markle	11/16/2021



Employment Risk Management Authority

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Document Number	Allocation Amount	Date Issued	Document Type	Payee Name	Claimant Full Name	Date of Loss
10245	\$14,282.50	12/02/2024	Check	Bertrand, Fox, Elliot, Osman & Wenzel	Clay Salzman	11/01/2020
10246	\$7,757.00	12/02/2024	Check	Bertrand, Fox, Elliot, Osman & Wenzel	Clay Salzman	11/01/2020
10247	\$5,949.24	12/02/2024	Check	Bertrand, Fox, Elliot, Osman & Wenzel	Megan McClain	03/01/2023
10248	\$116.00	12/02/2024	Check	Buchalter	John Markle	11/16/2021
10249	\$162.00	12/02/2024	Check	Buchalter	Jacqueline Craig	07/01/2020
10250	\$6,506.62	12/02/2024	Check	Buchalter	Erica Vega	09/09/2020
10251	\$3,511.50	12/02/2024	Check	Buchalter	Martin Alcon	02/01/2021
10252	\$42,058.95	12/02/2024	Check	Buchalter	Jose Ramirez	08/01/2020
10253	\$1,352.00	12/02/2024	Check	Burke, Williams & Sorensen, LLP	Thomas Krolczyk	05/28/2023
10254	\$125.95	12/02/2024	Check	Jackson Lewis P.C.	Travis Lawrie	09/17/2018
10255	\$71.00	12/02/2024	Check	Jackson Lewis P.C.	Julia Coronado	08/01/2016
10256	\$5,075.00	12/02/2024	Check	Jackson Lewis P.C.	Sabrina Ellis	11/13/2021
10257	\$71.00	12/02/2024	Check	Jackson Lewis P.C.	Dena Burhans	02/25/2020
10258	\$794.80	12/02/2024	Check	Jackson Lewis P.C.	Angelica Jimenez	10/14/2021
10259	\$14,650.90	12/02/2024	Check	Burke, Williams & Sorensen, LLP	Dan Repp	06/30/2023
10260	\$7,407.35	12/02/2024	Check	Liebert Cassidy Whitmore	Chris Oppenheimer	11/10/2022
10261	\$3,126.10	12/02/2024	Check	Liebert Cassidy Whitmore	Peter McNeff	02/04/2022
10262	\$8,693.50	12/02/2024	Check	Liebert Cassidy Whitmore	Tom Miller	01/23/2024
10263	\$4,850.97	12/03/2024	Check	Bertrand, Fox, Elliot, Osman & Wenzel	Clay Salzman	11/01/2020
10264	\$466.50	12/03/2024	Check	Liebert Cassidy Whitmore	Corwin DeV eas	02/22/2022
10265	\$2,525.00	12/03/2024	Check	Liebert Cassidy Whitmore	Eva Lara	11/21/2023
10266	\$2,921.00	12/03/2024	Check	Liebert Cassidy Whitmore	Ron D'Alessandro	05/01/2023
10267	\$3,959.00	12/03/2024	Check	Liebert Cassidy Whitmore	Ross Hobson	05/23/2023
10268	\$710.00	12/03/2024	Check	Liebert Cassidy Whitmore	Vernon Franklin	05/12/2017
10269	\$9,951.50	12/03/2024	Check	Liebert Cassidy Whitmore	Kimberly Wilson	06/15/2020



Employment Risk Management Authority

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Document Number	Allocation Amount	Date Issued	Document Type	Payee Name	Claimant Full Name	Date of Loss
10270	\$3,577.50	12/03/2024	Check	Liebert Cassidy Whitmore	Lindsay Booth	07/01/2021
10271	\$142.00	12/03/2024	Check	Liebert Cassidy Whitmore	Brooke Dunn	12/18/2022
10272	\$7,663.00	12/03/2024	Check	Liebert Cassidy Whitmore	Amber Moreno	02/03/2020
10273	\$21,679.50	12/03/2024	Check	Buchalter	Martin Alcon	02/01/2021
10274	\$31,005.40	12/03/2024	Check	Burke, Williams & Sorensen, LLP	Dan Repp	06/30/2023
10275	\$17,610.15	12/03/2024	Check	Liebert Cassidy Whitmore	Miranda Lutzow	09/01/2020
10276	\$11,686.00	12/03/2024	Check	Liebert Cassidy Whitmore	Ana Moreno	12/01/2020
10277	\$392.25	12/03/2024	Check	Lozano Smith Attorneys at Law	Wapinder Kang	10/27/2023
10278	\$5,294.50	12/03/2024	Check	Skane Mills LLP	Sabrina Ellis	11/13/2021
10279	\$22,251.00	12/03/2024	Check	Van Dermyden Makus Law Corporation	Lacy Kane	07/01/2022
10280	\$1,367.00	12/03/2024	Check	Van Dermyden Makus Law Corporation	Jose Ramirez	08/01/2020
10281	\$1,237.00	12/04/2024	Check	Bertrand, Fox, Elliot, Osman & Wenzel	Clay Salzman	11/01/2020
10282	\$6,174.50	12/04/2024	Check	Jackson Lewis P.C.	Megan McClain	03/01/2023
10283	\$5,538.35	12/04/2024	Check	Lozano Smith Attorneys at Law	Wapinder Kang	10/27/2023
10284	\$254.20	12/04/2024	Check	Buchalter	Brett Watson	01/20/2022
10285	\$7,082.50	12/04/2024	Check	Liebert Cassidy Whitmore	Lacy Kane	07/01/2022
10286	\$213.00	12/04/2024	Check	Liebert Cassidy Whitmore	Michelle Yoo	09/14/2021
10287	\$1,074.63	12/05/2024	Check	Buchalter	Brett Watson	01/20/2022
10288	\$97.50	12/06/2024	Check	Best Best & Krieger Attorney at Law	(Merced) Anonymous	04/01/2022
10289	\$426.09	12/06/2024	Check	Buchalter	Brett Watson	01/20/2022
10290	\$4,345.50	12/06/2024	Check	Bertrand, Fox, Elliot, Osman & Wenzel	JL Lagos	05/17/2023
10291	\$1,243.97	12/10/2024	Check	Buchalter	Brett Watson	01/20/2022
10292	\$12,898.10	12/10/2024	Check	City of Dos Palos	Jenelle Muniz	02/26/2024
10293	\$9,413.80	12/10/2024	Check	Van Dermyden Makus Law Corporation	Jose Ramirez	08/01/2020
10294	\$12,093.00	12/10/2024	Check	Van Dermyden Makus Law Corporation	Lacy Kane	07/01/2022



Employment Risk Management Authority

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Document Number	Allocation Amount	Date Issued	Document Type	Payee Name	Claimant Full Name	Date of Loss
10295	\$145.98	12/11/2024	Check	Van Dermyden Makus Law Corporation	Jose Ramirez	08/01/2020
10296	\$2,246.80	12/12/2024	Check	City of Banning	Linda Jimenez	05/04/2023
10297	\$1,483.00	12/12/2024	Check	City of Hughson	Larissa Sianez	06/02/2021
10298	\$10,877.97	12/12/2024	Check	Town Of Tiburon	Clay Salzman	11/01/2020
10299	\$10,030.23	12/12/2024	Check	Van Dermyden Makus Law Corporation	Lacy Kane	07/01/2022
10300	\$4,978.50	12/13/2024	Check	Liebert Cassidy Whitmore	Lacy Kane	07/01/2022
10301	\$2,564.13	12/13/2024	Check	Van Dermyden Makus Law Corporation	Jose Ramirez	08/01/2020
10302	\$266.00	12/13/2024	Check	Liebert Cassidy Whitmore	Michelle Yoo	09/14/2021
10303	\$2,225.50	12/17/2024	Check	City of Dos Palos	Jenelle Muniz	02/26/2024
10304	\$203.00	12/17/2024	Check	Van Dermyden Makus Law Corporation	Lacy Kane	07/01/2022
10305	\$1,141.47	12/18/2024	Check	City of Livingston	Wapinder Kang	10/27/2023
10306	\$257,000.00	12/20/2024	Check	The Law Offices of Lawrence J. King	Amber Moreno	02/03/2020
10307	\$1,215.00	12/24/2024	Check	Liebert Cassidy Whitmore	Marisa Kelling	01/01/2020
10308	\$250,000.00	12/31/2024	Check	Steven H. Haney, A LAW CORPORATION	Martin Alcon	02/01/2021



Cash & Investment Report
September 30, 2024

<u>Accounts</u>	<u>Book Value</u>	<u>Market Value *</u>	<u>% of Total</u>	<u>Effective Yield</u>
California Bank & Trust - Administration ¹	3,506	3,506	0.01%	0.00%
California Bank & Trust - General Operating ¹	2,166,935	2,166,935	4.40%	0.00%
California Bank & Trust - Claims Payment ²	(513,393)	(513,393)	-1.04%	0.00%
Local Agency Investment Fund	5,137	5,148	0.01%	4.71%
CAMP - Liquidity Account	12,025,233	12,025,233	24.43%	5.29%
CAMP - Money Market	685,369	685,369	1.39%	5.29%
CAMP - Investments managed by PFMAM	34,348,642	34,857,838	70.81%	3.75%
Total	\$ 48,721,428	\$ 49,230,635		4.16%

* 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 (PFMAM), 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.

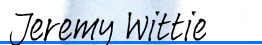
This report reflects all cash and investments and is in conformity with the investment policy of the Authority. The investment program shown herein is sufficient to meet the Authority's expenditure requirements over the next six months.

Respectfully submitted,



 Rob Kramer, Executive Director

Accepted,



 Jeremy Wittie, Treasurer

**ERMA
LAIF Market Value
9/30/2024**

Adjustment for Market Value	
LAIF Statement Balance	\$ 5,137.12
Fair Value Factor per LAIF Performance Report	<u>1.002061084</u>
Adjusted Market Value	<u><u>\$ 5,147.71</u></u>



PMIA/LAIF Performance Report as of 10/16/24



Quarterly Performance Quarter Ended 09/30/24

LAIF Apportionment Rate ⁽²⁾ :	4.71
LAIF Earnings Ratio ⁽²⁾ :	0.00012912073474208
LAIF Administrative Cost ^{(1)*} :	TBD
LAIF Fair Value Factor ⁽¹⁾ :	1.002061084
PMIA Daily ⁽¹⁾ :	4.58
PMIA Quarter to Date ⁽¹⁾ :	4.56
PMIA Average Life ⁽¹⁾ :	231

PMIA Average Monthly Effective Yields⁽¹⁾

September	4.575
August	4.579
July	4.516
June	4.480
May	4.332
April	4.272

Pooled Money Investment Account Monthly Portfolio Composition ⁽¹⁾ 9/30/24 \$161.6 billion

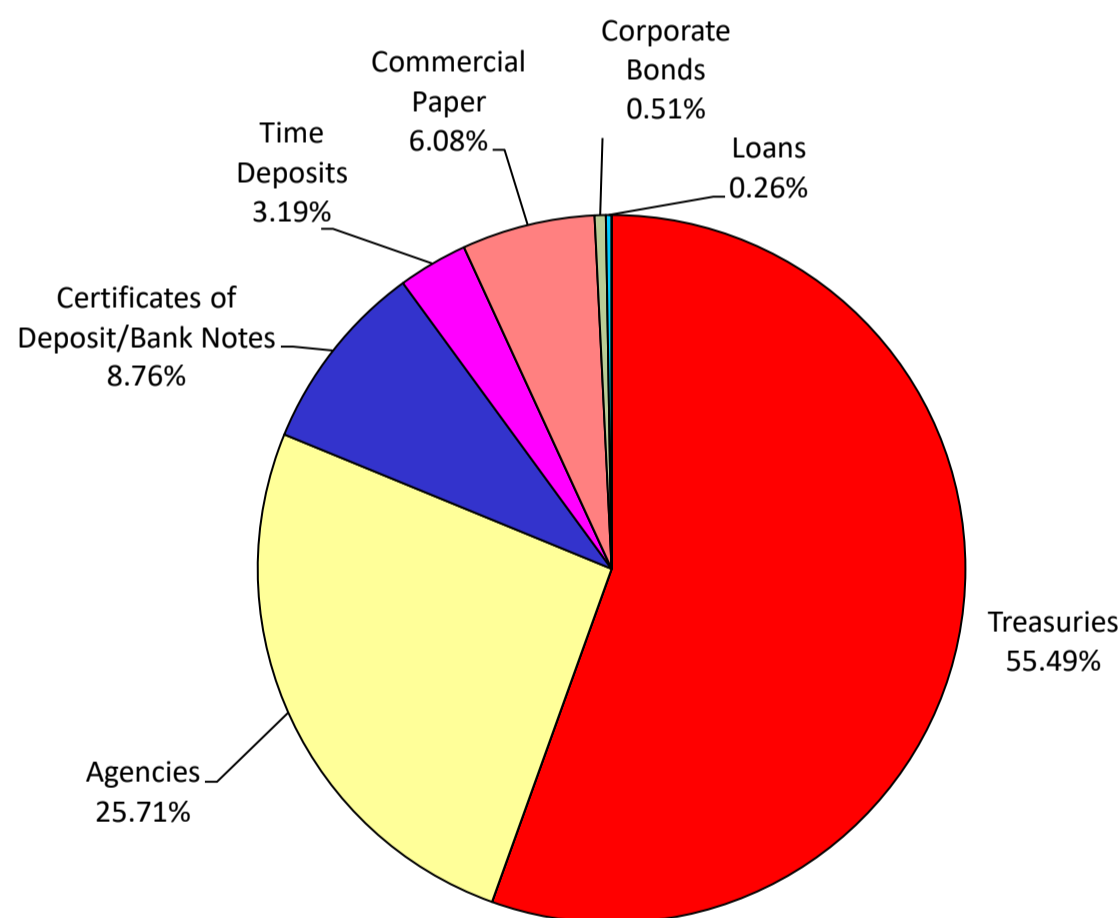


Chart does not include \$1,343,000.00 in mortgages, which equates to 0.001%. Percentages may not total 100% due to rounding.

Daily rates are now available here. [View PMIA Daily Rates](#)

Notes: The apportionment rate includes interest earned on the CalPERS Supplemental Pension Payment pursuant to Government Code 20825 (c)(1) and interest earned on the Wildfire Fund loan pursuant to Public Utility Code 3288 (a).

*The percentage of administrative cost equals the total administrative cost divided by the quarterly interest earnings. The law provides that administrative costs are not to exceed 5% of quarterly EARNINGS of the fund. However, if the 13-week Daily Treasury Bill Rate on the last day of the fiscal year is below 1%, then administrative costs shall not exceed 8% of quarterly EARNINGS of the fund for the subsequent fiscal year.

Source:

⁽¹⁾ State of California, Office of the Treasurer

⁽²⁾ State of California, Office of the Controller

California State Treasurer *Fiona Ma, CPA*



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

October 02, 2024

[LAIF Home](#)
[PMIA Average Monthly Yields](#)

EMPLOYMENT RISK MANAGEMENT AUTHORITY

ASSISTANT TREASURER
1750 CREEKSIDE OAKS DRIVE
SACRAMENTO, CA 95833

[Tran Type Definitions](#)

//

Account Number: 35-34-011

September 2024 Statement

Account Summary

Total Deposit:	0.00	Beginning Balance:	5,137.12
Total Withdrawal:	0.00	Ending Balance:	5,137.12

California State Treasurer *Fiona Ma, CPA*



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

September 03, 2024

[LAIF Home](#)
[PMIA Average Monthly Yields](#)

EMPLOYMENT RISK MANAGEMENT AUTHORITY

ASSISTANT TREASURER
1750 CREEKSIDE OAKS DRIVE
SACRAMENTO, CA 95833

[Tran Type Definitions](#)

//

Account Number: 35-34-011

August 2024 Statement

Account Summary

Total Deposit:	0.00	Beginning Balance:	5,137.12
Total Withdrawal:	0.00	Ending Balance:	5,137.12

California State Treasurer *Fiona Ma, CPA*



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

August 02, 2024

[LAIF Home](#)
[PMIA Average Monthly Yields](#)

EMPLOYMENT RISK MANAGEMENT AUTHORITY

ASSISTANT TREASURER
1750 CREEKSIDE OAKS DRIVE
SACRAMENTO, CA 95833

[Tran Type Definitions](#)

Account Number: 35-34-011

July 2024 Statement

Effective Date	Transaction Date	Tran Type	Confirm Number	Web Confirm Number	Authorized Caller	Amount
7/15/2024	7/12/2024	QRD	1755683	N/A	SYSTEM	57.32

Account Summary

Total Deposit:	57.32	Beginning Balance:	5,079.80
Total Withdrawal:	0.00	Ending Balance:	5,137.12



Account Statement

For the Month Ending **September 30, 2024**

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					12,573,154.50
09/03/24	09/03/24	Redemption - ACH Redemption	1.00	(600,000.00)	11,973,154.50
09/30/24	10/01/24	Accrual Income Div Reinvestment - Distributions	1.00	52,078.58	12,025,233.08
Closing Balance					12,025,233.08

	Month of September	Fiscal YTD January-September		
Opening Balance	12,573,154.50	9,301,047.41	Closing Balance	12,025,233.08
Purchases	52,078.58	10,799,185.67	Average Monthly Balance	12,014,890.45
Redemptions (Excl. Checks)	(600,000.00)	(8,075,000.00)	Monthly Distribution Yield	5.29%
Check Disbursements	0.00	0.00		
Closing Balance	12,025,233.08	12,025,233.08		
Cash Dividends and Income	52,078.58	299,185.67		



Account Statement

For the Month Ending **August 31, 2024**

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					3,123,493.10
08/08/24	08/08/24	Purchase - ACH Purchase	1.00	10,500,000.00	13,623,493.10
08/13/24	08/13/24	Redemption - ACH Redemption	1.00	(500,000.00)	13,123,493.10
08/26/24	08/26/24	Redemption - ACH Redemption	1.00	(600,000.00)	12,523,493.10
08/30/24	09/03/24	Accrual Income Div Reinvestment - Distributions	1.00	49,661.40	12,573,154.50
Closing Balance					12,573,154.50

	Month of August	Fiscal YTD January-August		
Opening Balance	3,123,493.10	9,301,047.41	Closing Balance	12,573,154.50
Purchases	10,549,661.40	10,747,107.09	Average Monthly Balance	10,833,148.67
Redemptions (Excl. Checks)	(1,100,000.00)	(7,475,000.00)	Monthly Distribution Yield	5.41%
Check Disbursements	0.00	0.00		
Closing Balance	12,573,154.50	12,573,154.50		
Cash Dividends and Income	49,661.40	247,107.09		



Account Statement

For the Month Ending **July 31, 2024**

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					3,109,183.65
07/31/24	08/01/24	Accrual Income Div Reinvestment - Distributions	1.00	14,309.45	3,123,493.10
Closing Balance					3,123,493.10

	Month of July	Fiscal YTD January-July
Opening Balance	3,109,183.65	9,301,047.41
Purchases	14,309.45	197,445.69
Redemptions (Excl. Checks)	0.00	(6,375,000.00)
Check Disbursements	0.00	0.00
Closing Balance	3,123,493.10	3,123,493.10
Cash Dividends and Income	14,309.45	197,445.69

Closing Balance	3,123,493.10
Average Monthly Balance	3,109,645.25
Monthly Distribution Yield	5.43%



Account Statement - Transaction Summary

For the Month Ending **September 30, 2024**

EMPLOYMENT RISK MANAGEMENT AUTHORITY - ERMA - 596-00

CAMP Pool	
Opening Market Value	1,349,178.90
Purchases	876,961.09
Redemptions	(1,540,770.76)
Unsettled Trades	0.00
Change in Value	0.00

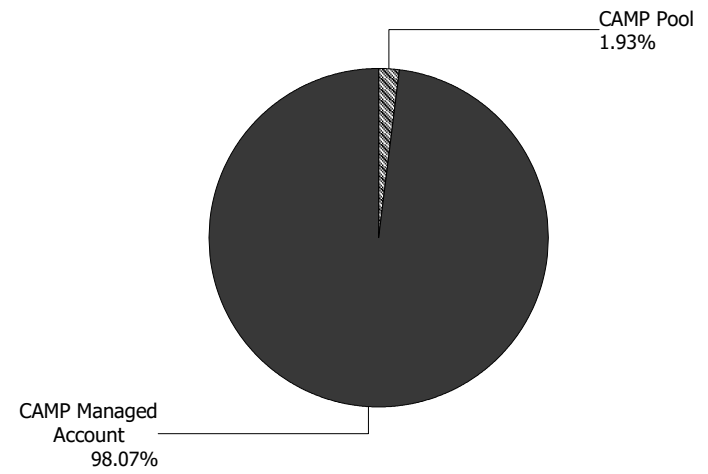
Closing Market Value	\$685,369.23
Cash Dividends and Income	4,411.10

CAMP Managed Account	
Opening Market Value	34,295,302.76
Purchases	1,130,750.03
Redemptions	(772,708.83)
Unsettled Trades	0.00
Change in Value	204,494.31

Closing Market Value	\$34,857,838.27
Cash Dividends and Income	75,985.40

Asset Summary		
	September 30, 2024	August 31, 2024
CAMP Pool	685,369.23	1,349,178.90
CAMP Managed Account	34,857,838.27	34,295,302.76
Total	\$35,543,207.50	\$35,644,481.66

Asset Allocation





Managed Account Detail of Securities Held

For the Month Ending **September 30, 2024**

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

Security Type/Description	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 N/B DTD 12/31/2019 1.750% 12/31/2024	912828YY0	175,000.00	AA+	Aaa	08/05/20	08/07/20	187,044.92	0.18	773.95	175,682.07	173,742.28
US TREASURY N/B DTD 12/31/2019 1.750% 12/31/2024	912828YY0	275,000.00	AA+	Aaa	07/01/20	07/06/20	292,960.94	0.28	1,216.20	275,997.22	273,023.58
US TREASURY N/B DTD 02/15/2022 1.500% 02/15/2025	91282CDZ1	1,900,000.00	AA+	Aaa	03/14/23	03/15/23	1,797,726.56	4.45	3,639.95	1,880,069.05	1,878,995.50
US TREASURY N/B DTD 06/30/2020 0.250% 06/30/2025	912828ZW3	325,000.00	AA+	Aaa	04/01/21	04/05/21	318,703.13	0.71	205.33	323,892.86	315,778.12
US TREASURY N/B DTD 06/30/2020 0.250% 06/30/2025	912828ZW3	425,000.00	AA+	Aaa	03/01/21	03/04/21	419,006.84	0.58	268.51	423,967.61	412,940.62
US TREASURY N/B DTD 12/31/2020 0.375% 12/31/2025	91282CBC4	100,000.00	AA+	Aaa	11/02/21	11/04/21	97,269.53	1.05	94.77	99,179.78	95,804.70
US TREASURY N/B DTD 12/31/2020 0.375% 12/31/2025	91282CBC4	125,000.00	AA+	Aaa	06/02/21	06/07/21	123,164.06	0.70	118.46	124,498.09	119,755.88
US TREASURY N/B DTD 12/31/2020 0.375% 12/31/2025	91282CBC4	175,000.00	AA+	Aaa	07/01/21	07/07/21	171,561.52	0.82	165.85	174,042.77	167,658.23
US TREASURY N/B DTD 12/31/2020 0.375% 12/31/2025	91282CBC4	275,000.00	AA+	Aaa	05/04/21	05/06/21	270,348.63	0.75	260.61	273,752.34	263,462.93
US TREASURY N/B DTD 04/30/2021 0.750% 04/30/2026	91282CBW0	70,000.00	AA+	Aaa	02/10/22	02/14/22	66,694.14	1.92	219.70	68,760.30	66,814.44
US TREASURY N/B DTD 04/30/2021 0.750% 04/30/2026	91282CBW0	375,000.00	AA+	Aaa	01/04/22	01/06/22	365,859.38	1.33	1,176.97	371,657.14	357,934.50
US TREASURY N/B DTD 08/02/2021 0.625% 07/31/2026	91282CCP4	300,000.00	AA+	Aaa	05/03/22	05/05/22	271,500.00	3.03	315.90	287,701.55	283,875.00
US TREASURY N/B DTD 08/02/2021 0.625% 07/31/2026	91282CCP4	325,000.00	AA+	Aaa	08/01/22	08/04/22	299,203.13	2.74	342.22	313,172.75	307,531.25
US TREASURY N/B DTD 08/02/2021 0.625% 07/31/2026	91282CCP4	350,000.00	AA+	Aaa	06/02/22	06/06/22	318,513.67	2.94	368.55	336,126.08	331,187.50



Managed Account Detail of Securities Held

For the Month Ending **September 30, 2024**

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 N/B DTD 08/02/2021 0.625% 07/31/2026	91282CCP4	425,000.00	AA+	Aaa	07/05/22	07/08/22	389,057.62	2.84	447.52	408,821.08	402,156.25
US TREASURY N/B DTD 08/02/2021 0.625% 07/31/2026	91282CCP4	550,000.00	AA+	Aaa	08/08/22	08/15/22	500,843.75	3.04	579.14	527,291.58	520,437.50
US TREASURY N/B DTD 11/15/2016 2.000% 11/15/2026	912828U24	425,000.00	AA+	Aaa	10/05/22	10/11/22	391,697.27	4.10	3,210.60	407,747.58	410,805.85
US TREASURY N/B DTD 11/15/2016 2.000% 11/15/2026	912828U24	625,000.00	AA+	Aaa	01/04/23	01/06/23	581,469.73	3.96	4,721.47	601,056.81	604,126.25
US TREASURY N/B DTD 11/15/2016 2.000% 11/15/2026	912828U24	725,000.00	AA+	Aaa	12/05/22	12/07/22	674,618.16	3.92	5,476.90	697,865.93	700,786.45
US TREASURY N/B DTD 05/02/2022 2.750% 04/30/2027	91282CEN7	700,000.00	AA+	Aaa	01/31/23	02/03/23	673,996.09	3.70	8,055.71	684,182.50	685,426.00
US TREASURY N/B DTD 08/01/2022 2.750% 07/31/2027	91282CFB2	100,000.00	AA+	Aaa	07/03/23	07/07/23	94,273.44	4.30	463.32	96,016.47	97,742.20
US TREASURY N/B DTD 08/01/2022 2.750% 07/31/2027	91282CFB2	275,000.00	AA+	Aaa	06/02/23	06/06/23	262,259.77	3.97	1,274.12	266,318.83	268,791.05
US TREASURY N/B DTD 08/01/2022 2.750% 07/31/2027	91282CFB2	625,000.00	AA+	Aaa	03/02/23	03/06/23	583,227.54	4.44	2,895.72	598,164.83	610,888.75
US TREASURY N/B DTD 08/01/2022 2.750% 07/31/2027	91282CFB2	675,000.00	AA+	Aaa	05/01/23	05/05/23	652,192.38	3.62	3,127.38	659,780.19	659,759.85
US TREASURY N/B DTD 08/01/2022 2.750% 07/31/2027	91282CFB2	1,050,000.00	AA+	Aaa	03/14/23	03/15/23	998,320.31	3.98	4,864.81	1,016,613.43	1,026,293.10
US TREASURY N/B DTD 11/30/2022 3.875% 11/30/2027	91282CFZ9	200,000.00	AA+	Aaa	12/01/23	12/05/23	197,351.56	4.24	2,604.51	197,899.07	201,679.60
US TREASURY N/B DTD 11/30/2022 3.875% 11/30/2027	91282CFZ9	375,000.00	AA+	Aaa	01/02/24	01/05/24	373,564.45	3.98	4,883.45	373,836.45	378,149.25
US TREASURY N/B DTD 02/28/2023 4.000% 02/29/2028	91282CGP0	200,000.00	AA+	Aaa	02/02/24	02/06/24	200,835.94	3.89	685.08	200,701.87	202,640.60



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For the Month Ending **September 30, 2024**

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

Security Type/Description	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 N/B DTD 02/28/2023 4.000% 02/29/2028	91282CGP0	500,000.00	AA+	Aaa	05/01/24	05/06/24	486,406.25	4.79	1,712.71	487,730.06	506,601.50
US TREASURY N/B DTD 06/30/2021 1.250% 06/30/2028	91282CCH2	125,000.00	AA+	Aaa	07/01/24	07/03/24	110,356.45	4.49	394.87	111,185.42	114,799.75
US TREASURY N/B DTD 06/30/2021 1.250% 06/30/2028	91282CCH2	200,000.00	AA+	Aaa	08/01/24	08/05/24	180,609.38	3.96	631.79	181,326.48	183,679.60
US TREASURY N/B DTD 06/30/2021 1.250% 06/30/2028	91282CCH2	225,000.00	AA+	Aaa	09/04/24	09/06/24	206,358.40	3.59	710.77	206,669.16	206,639.55
US TREASURY N/B DTD 06/30/2021 1.250% 06/30/2028	91282CCH2	525,000.00	AA+	Aaa	06/06/24	06/11/24	464,399.41	4.39	1,658.46	468,610.63	482,158.95
Security Type Sub-Total		13,720,000.00					13,021,394.35	3.39	57,565.30	13,320,317.98	13,312,066.58
Municipal Bond / Note											
NY ST URBAN DEV-F-1 DTD 12/23/2020 0.870% 03/15/2025	650036DT0	250,000.00	NR	NR	12/16/20	12/23/20	250,000.00	0.87	96.67	250,000.00	245,798.00
UNIV OF CALIFORNIA-BG (CALLABLE) DTD 07/16/2020 0.883% 05/15/2025	91412HGE7	70,000.00	AA	Aa2	07/10/20	07/16/20	70,000.00	0.88	233.50	70,000.00	68,530.21
FLORIDA ST BRD OF ADM DTD 09/16/2020 1.258% 07/01/2025	341271AD6	50,000.00	AA	Aa3	09/03/20	09/16/20	50,353.50	1.11	157.25	50,055.33	48,806.05
FLORIDA ST BRD OF ADM DTD 09/16/2020 1.258% 07/01/2025	341271AD6	65,000.00	AA	Aa3	09/03/20	09/16/20	65,430.95	1.12	204.43	65,067.45	63,447.87
FLORIDA ST BRD OF ADM DTD 09/16/2020 1.258% 07/01/2025	341271AD6	125,000.00	AA	Aa3	09/03/20	09/16/20	125,000.00	1.26	393.13	125,000.00	122,015.13
MINNESOTA ST-F-UNREF DTD 08/25/2020 0.630% 08/01/2025	60412AK85	80,000.00	AAA	Aaa	05/07/24	05/07/24	80,000.00	0.63	84.00	80,000.00	77,741.60
CALIFORNIA ST UNIV-B DTD 07/29/2021 0.862% 11/01/2025	13077DOD7	65,000.00	AA-	Aa2	07/09/21	07/29/21	65,000.00	0.86	233.46	65,000.00	62,690.94
CA ST DTD 03/15/2023 4.846% 03/01/2027	13063D3N6	100,000.00	AA-	Aa2	03/09/23	03/15/23	100,000.00	4.85	403.83	100,000.00	102,180.20



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For the Month Ending **September 30, 2024**

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
Municipal Bond / Note												
Security Type Sub-Total			805,000.00					805,784.45	1.45	1,806.27	805,122.78	791,210.00
Federal Agency Commercial Mortgage-Backed Security												
FHMS K043 A2	DTD 03/01/2015 3.062% 12/01/2024	3137BGK24	156,125.82	AA+	Aaa	03/19/20	03/25/20	163,858.93	1.91	398.38	156,505.69	155,233.09
FHMS K054 A2	DTD 04/01/2016 2.745% 01/01/2026	3137BNGT5	175,000.00	AA+	Aaa	04/11/23	04/14/23	167,753.91	4.32	400.31	171,568.78	171,733.80
FHMS K058 A2	DTD 11/01/2016 2.653% 08/01/2026	3137BSP72	350,000.00	AA+	Aaa	04/06/23	04/12/23	335,261.72	3.98	773.79	341,689.21	341,194.70
FHMS K061 A2	DTD 01/01/2017 3.347% 11/01/2026	3137BTUM1	235,444.25	AA+	Aaa	05/19/23	05/24/23	228,196.97	4.29	656.69	230,995.88	231,873.74
FHMS K064 A2	DTD 05/01/2017 3.224% 03/01/2027	3137BXQY1	350,000.00	AA+	Aaa	08/16/23	08/18/23	330,148.44	4.94	940.33	336,316.66	344,137.15
FHMS K065 A2	DTD 07/01/2017 3.243% 04/01/2027	3137F1G44	350,000.00	AA+	Aaa	06/08/23	06/13/23	335,384.77	4.42	945.88	340,298.51	343,575.75
FHMS KJ48 A1	DTD 12/01/2023 4.858% 05/01/2028	3137HBC69	276,229.69	AA+	Aaa	12/06/23	12/14/23	276,227.47	4.86	1,118.27	276,227.84	282,437.40
FHMS KJ46 A1	DTD 07/01/2023 4.777% 06/01/2028	3137HAD45	277,740.01	AA+	Aaa	07/19/23	07/27/23	277,733.04	4.78	1,105.64	277,734.71	282,097.19
FHMS K505 A2	DTD 07/01/2023 4.819% 06/01/2028	3137HACX2	350,000.00	AA+	Aaa	07/13/23	07/20/23	353,495.80	4.59	1,405.54	352,646.96	359,017.75
FNA 2023-M6 A2	DTD 07/01/2023 4.190% 07/01/2028	3136BODE6	334,445.12	AA+	Aaa	07/18/23	07/31/23	328,775.23	4.58	1,167.77	330,102.63	335,662.50
FHMS K508 A2	DTD 10/01/2023 4.740% 08/01/2028	3137HA074	350,000.00	AA+	Aaa	10/11/23	10/19/23	342,322.40	5.25	1,382.50	343,672.30	358,797.25
FHMS K506 A2	DTD 09/01/2023 4.650% 08/01/2028	3137HAMH6	550,000.00	AA+	Aaa	09/07/23	09/14/23	541,863.85	4.99	2,131.25	543,417.82	561,419.65



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For the Month Ending **September 30, 2024**

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
Federal Agency Commercial Mortgage-Backed Security												
FHMS K509 A2	DTD 10/01/2023 4.850% 09/01/2028	3137HAST4	265,000.00	AA+	Aaa	10/25/23	10/31/23	256,551.01	5.60	1,071.04	257,850.25	272,480.16
FHMS K507 A2	DTD 09/01/2023 4.800% 09/01/2028	3137HAMS2	350,000.00	AA+	Aaa	09/20/23	09/28/23	345,816.45	5.07	1,400.00	346,524.77	359,004.10
FHMS K510 A2	DTD 11/01/2023 5.069% 10/01/2028	3137HB3D4	125,000.00	AA+	Aaa	11/14/23	11/21/23	124,638.63	5.14	528.02	124,695.30	129,501.00
FHMS K511 A2	DTD 12/01/2023 4.860% 10/01/2028	3137HB3G7	195,000.00	AA+	Aaa	11/28/23	12/07/23	194,439.77	4.93	789.75	194,524.12	200,611.13
FHMS K514 A2	DTD 02/01/2024 4.572% 12/01/2028	3137HBLV4	200,000.00	AA+	Aaa	02/01/24	02/08/24	201,999.80	4.34	762.00	201,759.71	203,760.40
FHMS K524 A2	DTD 07/01/2024 4.720% 05/01/2029	3137HDV56	280,000.00	AA+	Aaa	07/16/24	07/25/24	281,719.48	4.58	1,101.33	281,687.84	287,531.16
FHMS K522 A2	DTD 06/01/2024 4.803% 05/01/2029	3137HDJJ0	350,000.00	AA+	Aaa	06/05/24	06/13/24	349,998.95	4.80	1,400.88	350,000.00	360,342.15
FHMS K526 A2	DTD 08/01/2024 4.543% 07/01/2029	3137HDXL9	315,000.00	AA+	Aaa	08/07/24	08/15/24	317,946.51	4.33	1,192.54	317,878.60	321,264.40
Security Type Sub-Total			5,834,984.88					5,754,133.13	4.66	20,671.91	5,776,097.58	5,901,674.47

Federal Agency Bond / Note												
FEDERAL HOME LOAN BANK	DTD 04/16/2020 0.500% 04/14/2025	3130AJHU6	250,000.00	AA+	Aaa	04/15/20	04/16/20	248,760.00	0.60	579.86	249,866.90	244,951.75
FANNIE MAE	DTD 04/24/2020 0.625% 04/22/2025	3135G03U5	250,000.00	AA+	Aaa	04/22/20	04/24/20	249,485.00	0.67	690.10	249,942.43	244,952.75
FREDDIE MAC	DTD 07/23/2020 0.375% 07/21/2025	3137EAEU9	325,000.00	AA+	Aaa	07/21/20	07/23/20	323,381.50	0.48	236.98	324,738.95	315,666.65
FANNIE MAE	DTD 08/27/2020 0.375% 08/25/2025	3135G05X7	275,000.00	AA+	Aaa	08/25/20	08/27/20	273,713.00	0.47	103.13	274,768.08	266,093.58
FEDERAL HOME LOAN BANK	DTD 09/11/2020 0.375% 09/04/2025	3130AK5E2	115,000.00	AA+	Aaa	09/10/20	09/11/20	114,655.00	0.44	32.34	114,935.93	111,213.74



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For the Month Ending **September 30, 2024**

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
Federal Agency Bond / Note												
FREDDIE MAC DTD 09/25/2020 0.375% 09/23/2025		3137EAEX3	275,000.00	AA+	Aaa	09/23/20	09/25/20	274,172.25	0.44	22.92	274,837.95	265,488.30
FANNIE MAE DTD 11/12/2020 0.500% 11/07/2025		3135G06G3	275,000.00	AA+	Aaa	11/09/20	11/12/20	274,015.50	0.57	550.00	274,782.81	264,630.58
Security Type Sub-Total			1,765,000.00					1,758,182.25	0.53	2,215.33	1,763,873.05	1,712,997.35
Corporate Note												
AMAZON.COM INC DTD 04/13/2022 3.000% 04/13/2025		023135CE4	125,000.00	AA	A1	04/11/22	04/13/22	124,801.25	3.06	1,750.00	124,964.67	123,990.00
HOME DEPOT INC (CALLABLE) DTD 03/28/2022 2.700% 04/15/2025		437076CM2	20,000.00	A	A2	03/24/22	03/28/22	19,965.00	2.76	249.00	19,993.81	19,785.34
CINTAS CORPORATION NO. 2 (CALLABLE) DTD 05/03/2022 3.450% 05/01/2025		17252MAP5	60,000.00	A-	A3	04/26/22	05/03/22	59,986.80	3.46	862.50	59,997.43	59,554.98
APPLE INC (CALLABLE) DTD 05/11/2020 1.125% 05/11/2025		037833DT4	450,000.00	AA+	Aaa	05/11/20	05/13/20	450,904.50	1.08	1,968.75	450,097.20	440,877.60
NATIONAL AUSTRALIA BK/NY DTD 06/09/2022 3.500% 06/09/2025		63254ABD9	250,000.00	AA-	Aa2	05/31/22	06/09/22	250,000.00	3.50	2,722.22	250,000.00	248,218.00
NATIONAL RURAL UTIL COOP DTD 05/04/2022 3.450% 06/15/2025		63743HFE7	45,000.00	A-	A2	04/27/22	05/04/22	44,987.85	3.92	457.13	44,997.25	44,672.67
IBM CORP DTD 07/27/2022 4.000% 07/27/2025		459200KS9	200,000.00	A-	A3	07/20/22	07/27/22	200,000.00	4.00	1,422.22	200,000.00	199,122.00
UNITEDHEALTH GROUP INC (CALLABLE) DTD 05/19/2021 1.150% 05/15/2026		91324PEC2	200,000.00	A+	A2	05/17/21	05/19/21	199,652.00	1.19	868.89	199,886.84	191,212.00
BANK OF AMERICA CORP (CALLABLE) DTD 06/19/2020 1.319% 06/19/2026		06051GJD2	200,000.00	A-	A1	07/23/21	07/27/21	200,918.00	1.22	747.43	200,168.93	195,068.00
AMERICAN EXPRESS CO (CALLABLE) DTD 11/04/2021 1.650% 11/04/2026		025816CM9	200,000.00	BBB+	A2	11/19/21	11/23/21	199,696.00	1.68	1,347.50	199,871.47	190,124.00



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

Security Type/Description	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											
JPMORGAN CHASE & CO (CALLABLE) DTD 11/19/2020 1.045% 11/19/2026	46647PBT2	150,000.00	A-	A1	11/24/21	11/29/21	145,593.00	1.66	574.75	148,109.18	144,132.15
CATERPILLAR FINL SERVICE DTD 01/10/2022 1.700% 01/08/2027	14913R2U0	200,000.00	A	A2	01/11/22	01/13/22	198,990.00	1.81	783.89	199,540.30	190,436.00
TARGET CORP (CALLABLE) DTD 01/24/2022 1.950% 01/15/2027	87612EBM7	35,000.00	A	A2	01/19/22	01/24/22	34,940.50	1.99	144.08	34,972.63	33,614.63
BANK OF NY MELLON CORP (CALLABLE) DTD 01/26/2022 2.050% 01/26/2027	06406RBA4	375,000.00	A	A1	01/26/22	01/28/22	374,167.50	2.10	1,388.02	374,613.38	358,984.88
MICROSOFT CORP (CALLABLE) DTD 02/06/2017 3.300% 02/06/2027	594918BY9	500,000.00	AAA	Aaa	03/14/23	03/17/23	481,295.00	4.36	2,520.83	488,702.13	495,300.00
BERKSHIRE HATHAWAY FIN (CALLABLE) DTD 03/15/2022 2.300% 03/15/2027	084664CZ2	375,000.00	AA	Aa2	03/15/22	03/17/22	367,965.00	2.70	383.33	371,541.19	362,862.75
BANK OF NY MELLON CORP (CALLABLE) DTD 04/26/2023 4.947% 04/26/2027	06406RBO9	150,000.00	A	A1	04/19/23	04/26/23	150,000.00	4.95	3,194.94	150,000.00	151,443.30
TEXAS INSTRUMENTS INC (CALLABLE) DTD 11/18/2022 4.600% 02/15/2028	882508BV5	55,000.00	A+	Aa3	05/11/23	05/18/23	56,322.20	4.04	323.28	55,933.50	56,146.42
MASTERCARD INC (CALLABLE) DTD 03/09/2023 4.875% 03/09/2028	57636OAW4	250,000.00	A+	Aa3	03/14/23	03/16/23	251,270.00	4.76	744.79	250,870.20	258,143.50
HERSHEY COMPANY (CALLABLE) DTD 05/04/2023 4.250% 05/04/2028	427866BH0	250,000.00	A	A1	05/16/23	05/18/23	251,920.00	4.08	4,338.54	251,380.96	253,226.00
LOCKHEED MARTIN CORP (CALLABLE) DTD 05/25/2023 4.450% 05/15/2028	539830BZ1	40,000.00	A-	A2	05/23/23	05/25/23	39,928.00	4.49	672.44	39,947.55	40,628.48
JOHN DEERE CAPITAL CORP DTD 07/14/2023 4.950% 07/14/2028	24422EXB0	250,000.00	A	A1	07/21/23	07/25/23	251,910.00	4.78	2,646.88	251,455.19	258,162.25
CITIBANK NA (CALLABLE) DTD 09/29/2023 5.803% 09/29/2028	17325FBB3	500,000.00	A+	Aa3	10/02/23	10/04/23	497,520.00	5.92	161.19	497,958.10	528,966.00
TOYOTA MOTOR CREDIT CORP DTD 01/05/2024 4.650% 01/05/2029	89236TLL7	105,000.00	A+	A1	01/03/24	01/05/24	104,861.40	4.68	1,166.38	104,880.02	107,111.66



Managed Account Detail of Securities Held

For the Month Ending **September 30, 2024**

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

Security Type/Description	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											
TOYOTA MOTOR CREDIT CORP DTD 01/05/2024 4.650% 01/05/2029	89236TLL7	145,000.00	A+	A1	01/02/24	01/05/24	144,801.35	4.68	1,610.71	144,828.22	147,916.10
AIR PRODUCTS & CHEMICALS (CALLABLE) DTD 02/08/2024 4.600% 02/08/2029	009158BH8	225,000.00	A	A2	02/06/24	02/08/24	224,700.75	4.63	1,523.75	224,735.83	230,324.18
CISCO SYSTEMS INC (CALLABLE) DTD 02/26/2024 4.850% 02/26/2029	17275RBR2	270,000.00	AA-	A1	02/21/24	02/26/24	269,905.50	4.86	1,273.13	269,916.38	279,125.73
BLACKROCK FUNDING INC (CALLABLE) DTD 03/14/2024 4.700% 03/14/2029	09290DAA9	30,000.00	AA-	Aa3	03/05/24	03/14/24	29,945.70	4.74	66.58	29,951.15	30,839.55
BLACKROCK FUNDING INC (CALLABLE) DTD 03/14/2024 4.700% 03/14/2029	09290DAA9	470,000.00	AA-	Aa3	03/06/24	03/14/24	470,230.30	4.69	1,043.14	470,209.32	483,152.95
ADOBE INC (CALLABLE) DTD 04/04/2024 4.800% 04/04/2029	00724PAF6	115,000.00	A+	A1	04/02/24	04/04/24	114,848.20	4.83	2,714.00	114,861.72	118,720.83
ADOBE INC (CALLABLE) DTD 04/04/2024 4.800% 04/04/2029	00724PAF6	135,000.00	A+	A1	04/01/24	04/04/24	134,798.85	4.83	3,186.00	134,816.59	139,367.93
NATIONAL RURAL UTIL COOP (CALLABLE) DTD 05/10/2024 5.150% 06/15/2029	63743HFS6	100,000.00	A-	A2	09/09/24	09/16/24	103,874.00	4.24	2,017.08	103,842.87	103,748.00
NATIONAL RURAL UTIL COOP (CALLABLE) DTD 05/10/2024 5.150% 06/15/2029	63743HFS6	150,000.00	A-	A2	09/09/24	09/16/24	155,889.00	4.23	3,025.63	155,842.14	155,622.00
HOME DEPOT INC (CALLABLE) DTD 06/25/2024 4.750% 06/25/2029	437076DC3	85,000.00	A	A2	06/17/24	06/25/24	84,451.75	4.90	1,076.67	84,477.92	87,555.02
HOME DEPOT INC (CALLABLE) DTD 06/25/2024 4.750% 06/25/2029	437076DC3	165,000.00	A	A2	06/18/24	06/25/24	164,094.15	4.88	2,090.00	164,137.75	169,959.74
AMERICAN HONDA FINANCE DTD 09/05/2024 4.400% 09/05/2029	02665WFO9	250,000.00	A-	A3	09/03/24	09/05/24	249,700.00	4.43	794.44	249,704.11	250,927.00
Security Type Sub-Total		7,125,000.00					7,104,833.55	3.75	51,860.11	7,117,205.93	7,149,041.64
Certificate of Deposit											
TORONTO DOMINION BANK NY DTD 10/31/2022 5.600% 10/27/2025	89115B6K1	350,000.00	A	A1	10/27/22	10/31/22	350,000.00	5.60	18,620.00	350,000.00	355,910.80



Managed Account Detail of Securities Held

For the Month Ending **September 30, 2024**

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												
NORDEA BANK ABP NEW YORK DTD 11/03/2022 5.530% 11/03/2025		65558UYF3	350,000.00	AA-	Aa3	11/02/22	11/03/22	350,000.00	5.53	7,957.06	350,000.00	355,689.95
Security Type Sub-Total			700,000.00					700,000.00	5.57	26,577.06	700,000.00	711,600.75
Bank Note												
MORGAN STANLEY BANK NA (CALLABLE) DTD 07/19/2024 4.968% 07/14/2028		61690U8E3	350,000.00	A+	Aa3	07/18/24	07/19/24	350,350.00	4.94	3,477.60	350,328.65	357,000.70
Security Type Sub-Total			350,000.00					350,350.00	4.94	3,477.60	350,328.65	357,000.70
Asset-Backed Security												
TAOT 2021-B A3 DTD 06/14/2021 0.260% 11/17/2025		89190GAC1	16,487.03	AAA	NR	06/08/21	06/14/21	16,485.25	0.26	1.91	16,486.58	16,426.26
HAROT 2021-3 A3 DTD 08/25/2021 0.410% 11/18/2025		43815EAC8	15,794.15	AAA	NR	08/17/21	08/25/21	15,793.92	0.41	2.34	15,794.09	15,676.96
HART 2021-B A3 DTD 07/28/2021 0.380% 01/15/2026		44934KAC8	9,320.97	AAA	NR	07/20/21	07/28/21	9,318.91	0.38	1.57	9,320.37	9,293.88
CARMX 2021-2 A3 DTD 04/21/2021 0.520% 02/17/2026		14314QAC8	5,735.17	AAA	NR	04/13/21	04/21/21	5,733.93	0.52	1.33	5,734.81	5,713.66
MBART 2021-1 A3 DTD 09/22/2021 0.460% 06/15/2026		58772WAC7	26,831.36	AAA	Aaa	09/15/21	09/22/21	26,827.84	0.46	5.49	26,830.09	26,520.38
CARMX 2021-3 A3 DTD 07/28/2021 0.550% 06/15/2026		14317DAC4	41,025.53	AAA	Aaa	07/21/21	07/28/21	41,018.79	0.56	10.03	41,023.18	40,438.42
GMCAR 2021-3 A3 DTD 07/21/2021 0.480% 06/16/2026		380140AC7	19,545.02	AAA	NR	07/13/21	07/21/21	19,543.82	0.48	3.91	19,544.60	19,361.79
COPAR 2021-1 A3 DTD 10/27/2021 0.770% 09/15/2026		14044CAC6	26,039.67	AAA	Aaa	10/19/21	10/27/21	26,039.18	0.77	8.91	26,039.47	25,642.72
GMCAR 2021-4 A3 DTD 10/21/2021 0.680% 09/16/2026		362554AC1	21,193.20	AAA	Aaa	10/13/21	10/21/21	21,192.67	0.68	6.00	21,192.99	20,879.61



Managed Account Detail of Securities Held

For the Month Ending **September 30, 2024**

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											
CARMX 2022-3 A3 DTD 07/20/2022 3.970% 04/15/2027	14318MAD1	132,648.03	AAA	NR	07/12/22	07/20/22	132,644.90	3.97	234.05	132,646.35	132,040.63
FORDO 2023-A A3 DTD 03/31/2023 4.650% 02/15/2028	344928AD8	90,000.00	AAA	NR	03/28/23	03/31/23	89,990.61	4.65	186.00	89,993.50	90,225.27
HAROT 2023-3 A3 DTD 08/22/2023 5.410% 02/18/2028	43815QAC1	225,000.00	AAA	NR	08/15/23	08/22/23	224,953.61	5.42	439.56	224,965.06	228,235.73
DCENT 2023-A1 A DTD 04/11/2023 4.310% 03/15/2028	254683CY9	225,000.00	NR	Aaa	04/04/23	04/11/23	224,986.95	4.31	431.00	224,990.85	225,394.20
BACCT 2023-A1 A1 DTD 06/16/2023 4.790% 05/15/2028	05522RDG0	120,000.00	AAA	NR	06/08/23	06/16/23	119,972.83	4.79	255.47	119,979.97	121,225.32
AMXCA 2023-1 A DTD 06/14/2023 4.870% 05/15/2028	02582JJZ4	130,000.00	AAA	NR	06/07/23	06/14/23	129,988.47	4.87	281.38	129,991.51	131,548.43
DCENT 2023-A2 A DTD 06/28/2023 4.930% 06/15/2028	254683CZ6	245,000.00	AAA	Aaa	06/21/23	06/28/23	244,966.90	4.93	536.82	244,975.29	248,055.64
HAROT 2023-4 A3 DTD 11/08/2023 5.670% 06/21/2028	438123AC5	60,000.00	NR	Aaa	11/01/23	11/08/23	59,989.43	5.67	94.50	59,991.36	61,392.66
HAROT 2024-1 A3 DTD 02/21/2024 5.210% 08/15/2028	437918AC9	205,000.00	AAA	Aaa	02/13/24	02/21/24	204,991.08	5.21	474.69	204,992.83	208,618.05
FITAT 2023-1 A3 DTD 08/23/2023 5.530% 08/15/2028	31680EAD3	245,000.00	AAA	Aaa	08/15/23	08/23/23	244,984.81	5.53	602.16	244,988.18	248,473.12
CHAIT 2023-A1 A DTD 09/15/2023 5.160% 09/15/2028	161571HT4	280,000.00	AAA	NR	09/07/23	09/15/23	279,922.38	5.17	642.13	279,937.01	286,047.16
AMXCA 2023-3 A DTD 09/19/2023 5.230% 09/15/2028	02582JKD1	290,000.00	AAA	NR	09/12/23	09/19/23	289,987.04	5.24	674.09	289,853.18	296,638.97
BACCT 2023-A2 A2 DTD 12/14/2023 4.980% 11/15/2028	05522RDH8	125,000.00	NR	Aaa	12/07/23	12/14/23	124,983.21	4.98	276.67	124,986.05	127,501.50
NAROT 2024-A A3 DTD 05/22/2024 5.280% 12/15/2028	65479UAD0	270,000.00	NR	Aaa	05/14/24	05/22/24	269,974.78	5.28	633.60	269,976.63	275,764.23



Managed Account Detail of Securities Held

For the Month Ending **September 30, 2024**

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											
CHAIT 2024-A1 A DTD 01/31/2024 4.600% 01/16/2029	161571HV9	305,000.00	AAA	NR	01/24/24	01/31/24	304,953.55	4.60	623.56	304,959.69	308,844.22
WFCIT 2024-A1 A DTD 03/01/2024 4.940% 02/15/2029	92970QAA3	350,000.00	AAA	Aaa	02/21/24	03/01/24	349,905.01	4.95	720.42	349,941.03	357,283.50
TAOT 2024-C A3 DTD 07/30/2024 4.880% 03/15/2029	89237QAD2	140,000.00	AAA	NR	07/23/24	07/30/24	139,999.92	4.88	303.64	140,000.00	142,418.64
HAROT 2024-3 A3 DTD 08/21/2024 4.570% 03/21/2029	43813YAC6	215,000.00	NR	Aaa	08/09/24	08/21/24	214,966.22	4.57	272.93	214,967.01	217,044.44
AMXCA 2024-1 A DTD 04/23/2024 5.230% 04/16/2029	02582JKH2	315,000.00	AAA	NR	04/16/24	04/23/24	314,935.43	5.23	732.20	314,935.43	324,331.56
BACCT 2024-A1 A DTD 06/13/2024 4.930% 05/15/2029	05522RDJ4	290,000.00	AAA	Aaa	06/06/24	06/13/24	289,983.73	4.93	635.42	289,985.64	296,662.75
ALLYA 2024-2 A3 DTD 09/27/2024 4.140% 07/16/2029	02007NAC2	105,000.00	AAA	NR	09/24/24	09/27/24	104,989.14	4.14	48.30	104,989.52	104,971.78
COMET 2024-A1 A DTD 09/24/2024 3.920% 09/17/2029	14041NGE5	310,000.00	AAA	NR	09/17/24	09/24/24	309,939.49	3.92	236.29	309,940.00	309,575.30
Security Type Sub-Total		4,854,620.13					4,853,963.80	4.74	9,376.37	4,853,952.27	4,922,246.78
Managed Account Sub-Total		35,154,605.01					34,348,641.53	3.75	173,549.95	34,686,898.24	34,857,838.27
Joint Powers Authority											
CAMP Pool		685,369.23	AAA	NR			685,369.23		0.00	685,369.23	685,369.23
Liquid Sub-Total		685,369.23					685,369.23		0.00	685,369.23	685,369.23
Securities Sub-Total		\$35,839,974.24					\$35,034,010.76	3.75%	\$173,549.95	\$35,372,267.47	\$35,543,207.50
Accrued Interest											\$173,549.95
Total Investments											\$35,716,757.45



Managed Account Security Transactions & Interest

For the Month Ending **September 30, 2024**

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										
09/03/24	09/05/24	AMERICAN HONDA FINANCE DTD 09/05/2024 4.400% 09/05/2029	02665WFQ9	250,000.00	(249,700.00)	0.00	(249,700.00)			
09/04/24	09/06/24	US TREASURY N/B DTD 06/30/2021 1.250% 06/30/2028	91282CCH2	225,000.00	(206,358.40)	(519.70)	(206,878.10)			
09/09/24	09/16/24	NATIONAL RURAL UTIL COOP (CALLABLE) DTD 05/10/2024 5.150% 06/15/2029	63743HFS6	150,000.00	(155,889.00)	(2,703.75)	(158,592.75)			
09/09/24	09/16/24	NATIONAL RURAL UTIL COOP (CALLABLE) DTD 05/10/2024 5.150% 06/15/2029	63743HFS6	100,000.00	(103,874.00)	(1,802.50)	(105,676.50)			
09/17/24	09/24/24	COMET 2024-A1 A DTD 09/24/2024 3.920% 09/17/2029	14041NGE5	310,000.00	(309,939.49)	0.00	(309,939.49)			
09/24/24	09/27/24	ALLYA 2024-2 A3 DTD 09/27/2024 4.140% 07/16/2029	02007NAC2	105,000.00	(104,989.14)	0.00	(104,989.14)			
Transaction Type Sub-Total				1,140,000.00	(1,130,750.03)	(5,025.95)	(1,135,775.98)			

INTEREST										
09/01/24	09/01/24	CA ST DTD 03/15/2023 4.846% 03/01/2027	13063D3N6		0.00	2,423.00	2,423.00			
09/01/24	09/25/24	FHMS K514 A2 DTD 02/01/2024 4.572% 12/01/2028	3137HBLV4		0.00	762.00	762.00			
09/01/24	09/25/24	FHMS K509 A2 DTD 10/01/2023 4.850% 09/01/2028	3137HAST4		0.00	1,071.04	1,071.04			
09/01/24	09/25/24	FHMS K043 A2 DTD 03/01/2015 3.062% 12/01/2024	3137BGK24		0.00	428.80	428.80			
09/01/24	09/25/24	FHMS K065 A2 DTD 07/01/2017 3.243% 04/01/2027	3137F1G44		0.00	945.88	945.88			
09/01/24	09/25/24	FHMS K505 A2 DTD 07/01/2023 4.819% 06/01/2028	3137HACX2		0.00	1,405.54	1,405.54			
09/01/24	09/25/24	FHMS K510 A2 DTD 11/01/2023 5.069% 10/01/2028	3137HB3D4		0.00	528.02	528.02			
09/01/24	09/25/24	FHMS KJ48 A1 DTD 12/01/2023 4.858% 05/01/2028	3137HBC69		0.00	1,120.43	1,120.43			



Managed Account Security Transactions & Interest

For the Month Ending **September 30, 2024**

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										
09/01/24	09/25/24	FHMS K524 A2 DTD 07/01/2024 4.720% 05/01/2029	3137HDV56		0.00	1,101.33	1,101.33			
09/01/24	09/25/24	FHMS K058 A2 DTD 11/01/2016 2.653% 08/01/2026	3137BSP72		0.00	773.79	773.79			
09/01/24	09/25/24	FHMS K064 A2 DTD 05/01/2017 3.224% 03/01/2027	3137BXOY1		0.00	940.33	940.33			
09/01/24	09/25/24	FNA 2023-M6 A2 DTD 07/01/2023 4.190% 07/01/2028	3136BQDE6		0.00	1,222.08	1,222.08			
09/01/24	09/25/24	FHMS K526 A2 DTD 08/01/2024 4.543% 07/01/2029	3137HDXL9		0.00	1,192.54	1,192.54			
09/01/24	09/25/24	FHMS K522 A2 DTD 06/01/2024 4.803% 05/01/2029	3137HDJJ0		0.00	1,400.88	1,400.88			
09/01/24	09/25/24	FHMS K054 A2 DTD 04/01/2016 2.745% 01/01/2026	3137BNGT5		0.00	400.31	400.31			
09/01/24	09/25/24	FHMS K507 A2 DTD 09/01/2023 4.800% 09/01/2028	3137HAMS2		0.00	1,400.00	1,400.00			
09/01/24	09/25/24	FHMS K511 A2 DTD 12/01/2023 4.860% 10/01/2028	3137HB3G7		0.00	789.75	789.75			
09/01/24	09/25/24	FHMS K506 A2 DTD 09/01/2023 4.650% 08/01/2028	3137HAMH6		0.00	2,131.25	2,131.25			
09/01/24	09/25/24	FHMS K508 A2 DTD 10/01/2023 4.740% 08/01/2028	3137HAQ74		0.00	1,382.50	1,382.50			
09/01/24	09/25/24	FHMS K061 A2 DTD 01/01/2017 3.347% 11/01/2026	3137BTUM1		0.00	657.97	657.97			
09/01/24	09/25/24	FHMS KJ46 A1 DTD 07/01/2023 4.777% 06/01/2028	3137HAD45		0.00	1,106.35	1,106.35			
09/04/24	09/04/24	FEDERAL HOME LOAN BANK DTD 09/11/2020 0.375% 09/04/2025	3130AK5E2		0.00	215.63	215.63			
09/06/24	09/06/24	WALT DISNEY COMPANY/THE (CALLABLE) DTD 09/06/2019 1.750% 08/30/2024	254687FK7		0.00	(24.31)	(24.31)			
09/09/24	09/09/24	MASTERCARD INC (CALLABLE) DTD 03/09/2023 4.875% 03/09/2028	57636QAW4		0.00	6,093.75	6,093.75			



Managed Account Security Transactions & Interest

For the Month Ending **September 30, 2024**

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										
09/14/24	09/14/24	BLACKROCK FUNDING INC (CALLABLE) DTD 03/14/2024 4.700% 03/14/2029	09290DAA9		0.00	11,750.00	11,750.00			
09/15/24	09/15/24	CARMX 2021-2 A3 DTD 04/21/2021 0.520% 02/17/2026	14314OAC8		0.00	3.85	3.85			
09/15/24	09/15/24	CHAIT 2023-A1 A DTD 09/15/2023 5.160% 09/15/2028	161571HT4		0.00	1,204.00	1,204.00			
09/15/24	09/15/24	CARMX 2022-3 A3 DTD 07/20/2022 3.970% 04/15/2027	14318MAD1		0.00	471.12	471.12			
09/15/24	09/15/24	BACCT 2023-A1 A1 DTD 06/16/2023 4.790% 05/15/2028	05522RDG0		0.00	479.00	479.00			
09/15/24	09/15/24	HAROT 2024-1 A3 DTD 02/21/2024 5.210% 08/15/2028	437918AC9		0.00	890.04	890.04			
09/15/24	09/15/24	NY ST URBAN DEV-F-1 DTD 12/23/2020 0.870% 03/15/2025	650036DT0		0.00	1,087.50	1,087.50			
09/15/24	09/15/24	MBART 2021-1 A3 DTD 09/22/2021 0.460% 06/15/2026	58772WAC7		0.00	11.96	11.96			
09/15/24	09/15/24	AMXCA 2023-3 A DTD 09/19/2023 5.230% 09/15/2028	02582JKD1		0.00	1,263.92	1,263.92			
09/15/24	09/15/24	TAOT 2024-C A3 DTD 07/30/2024 4.880% 03/15/2029	89237OAD2		0.00	569.33	569.33			
09/15/24	09/15/24	BACCT 2024-A1 A DTD 06/13/2024 4.930% 05/15/2029	05522RDJ4		0.00	1,191.42	1,191.42			
09/15/24	09/15/24	DCENT 2021-A1 A1 DTD 09/27/2021 0.580% 09/15/2026	254683CP8		0.00	74.92	74.92			
09/15/24	09/15/24	WFCIT 2024-A1 A DTD 03/01/2024 4.940% 02/15/2029	929700AA3		0.00	1,440.83	1,440.83			
09/15/24	09/15/24	NAROT 2024-A A3 DTD 05/22/2024 5.280% 12/15/2028	65479UAD0		0.00	1,188.00	1,188.00			
09/15/24	09/15/24	TAOT 2021-B A3 DTD 06/14/2021 0.260% 11/17/2025	89190GAC1		0.00	5.56	5.56			
09/15/24	09/15/24	FORDO 2023-A A3 DTD 03/31/2023 4.650% 02/15/2028	344928AD8		0.00	348.75	348.75			
09/15/24	09/15/24	COPAR 2021-1 A3 DTD 10/27/2021 0.770% 09/15/2026	14044CAC6		0.00	18.84	18.84			



Managed Account Security Transactions & Interest

For the Month Ending **September 30, 2024**

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										
09/15/24	09/15/24	CARMX 2021-3 A3 DTD 07/28/2021 0.550% 06/15/2026	14317DAC4		0.00	21.62	21.62			
09/15/24	09/15/24	FITAT 2023-1 A3 DTD 08/23/2023 5.530% 08/15/2028	31680EAD3		0.00	1,129.04	1,129.04			
09/15/24	09/15/24	DCENT 2023-A2 A DTD 06/28/2023 4.930% 06/15/2028	254683CZ6		0.00	1,006.54	1,006.54			
09/15/24	09/15/24	BACCT 2023-A2 A2 DTD 12/14/2023 4.980% 11/15/2028	05522RDH8		0.00	518.75	518.75			
09/15/24	09/15/24	AMXCA 2024-1 A DTD 04/23/2024 5.230% 04/16/2029	02582JKH2		0.00	1,372.88	1,372.88			
09/15/24	09/15/24	HART 2021-B A3 DTD 07/28/2021 0.380% 01/15/2026	44934KAC8		0.00	5.21	5.21			
09/15/24	09/15/24	BERKSHIRE HATHAWAY FIN (CALLABLE) DTD 03/15/2022 2.300% 03/15/2027	084664CZ2		0.00	4,312.50	4,312.50			
09/15/24	09/15/24	AMXCA 2023-1 A DTD 06/14/2023 4.870% 05/15/2028	02582JJZ4		0.00	527.58	527.58			
09/15/24	09/15/24	DCENT 2023-A1 A DTD 04/11/2023 4.310% 03/15/2028	254683CY9		0.00	808.13	808.13			
09/15/24	09/15/24	CHAIT 2024-A1 A DTD 01/31/2024 4.600% 01/16/2029	161571HV9		0.00	1,169.17	1,169.17			
09/16/24	09/16/24	GMCAR 2021-4 A3 DTD 10/21/2021 0.680% 09/16/2026	362554AC1		0.00	13.46	13.46			
09/16/24	09/16/24	GMCAR 2021-3 A3 DTD 07/21/2021 0.480% 06/16/2026	380140AC7		0.00	9.33	9.33			
09/18/24	09/18/24	HAROT 2023-3 A3 DTD 08/22/2023 5.410% 02/18/2028	43815QAC1		0.00	1,014.38	1,014.38			
09/18/24	09/18/24	HAROT 2021-3 A3 DTD 08/25/2021 0.410% 11/18/2025	43815EAC8		0.00	6.99	6.99			
09/21/24	09/21/24	HAROT 2024-3 A3 DTD 08/21/2024 4.570% 03/21/2029	43813YAC6		0.00	861.89	861.89			
09/21/24	09/21/24	HAROT 2023-4 A3 DTD 11/08/2023 5.670% 06/21/2028	438123AC5		0.00	283.50	283.50			



Managed Account Security Transactions & Interest

For the Month Ending **September 30, 2024**

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

Transaction Type	Trade	Settle	Security Description	CUSIP	Par	Principal Proceeds	Accrued Interest	Total	Realized G/L Cost	Realized G/L Amort Cost	Sale Method
INTEREST											
	09/23/24	09/23/24	INTER-AMERICAN DEVEL BK DTD 09/23/2021 0.500% 09/23/2024	4581X0DZ8		0.00	1,337.50	1,337.50			
	09/23/24	09/23/24	FREDDIE MAC DTD 09/25/2020 0.375% 09/23/2025	3137EAEX3		0.00	515.63	515.63			
	09/29/24	09/29/24	CITIBANK NA (CALLABLE) DTD 09/29/2023 5.803% 09/29/2028	17325FBB3		0.00	14,507.50	14,507.50			

Transaction Type Sub-Total						0.00	80,889.50	80,889.50			
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MATURITY											
	09/23/24	09/23/24	INTER-AMERICAN DEVEL BK DTD 09/23/2021 0.500% 09/23/2024	4581X0DZ8	535,000.00	535,000.00	0.00	535,000.00	395.90	0.00	

Transaction Type Sub-Total					535,000.00	535,000.00	0.00	535,000.00	395.90	0.00	
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PAYDOWNS											
	09/01/24	09/25/24	FHMS KJ46 A1 DTD 07/01/2023 4.777% 06/01/2028	3137HAD45	178.18	178.18	0.00	178.18	0.01	0.00	
	09/01/24	09/25/24	FNA 2023-M6 A2 DTD 07/01/2023 4.190% 07/01/2028	3136BODE6	15,554.88	15,554.89	0.00	15,554.89	263.71	206.38	
	09/01/24	09/25/24	FHMS KJ48 A1 DTD 12/01/2023 4.858% 05/01/2028	3137HBC69	533.09	533.09	0.00	533.09	0.00	0.00	
	09/01/24	09/25/24	FHMS K061 A2 DTD 01/01/2017 3.347% 11/01/2026	3137BTUM1	457.24	457.24	0.00	457.24	14.07	8.97	
	09/01/24	09/25/24	FHMS K043 A2 DTD 03/01/2015 3.062% 12/01/2024	3137BGK24	11,921.89	11,921.89	0.00	11,921.89	(590.51)	(39.37)	
	09/15/24	09/15/24	CARMX 2022-3 A3 DTD 07/20/2022 3.970% 04/15/2027	14318MAD1	9,755.66	9,755.66	0.00	9,755.66	0.23	0.12	
	09/15/24	09/15/24	CARMX 2021-2 A3 DTD 04/21/2021 0.520% 02/17/2026	14314OAC8	3,140.38	3,140.38	0.00	3,140.38	0.68	0.20	
	09/15/24	09/15/24	HART 2021-B A3 DTD 07/28/2021 0.380% 01/15/2026	44934KAC8	7,133.31	7,133.31	0.00	7,133.31	1.58	0.47	
	09/15/24	09/15/24	TAOT 2021-B A3 DTD 06/14/2021 0.260% 11/17/2025	89190GAC1	9,196.92	9,196.92	0.00	9,196.92	0.99	0.26	



Managed Account Security Transactions & Interest

For the Month Ending **September 30, 2024**

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									
PAYDOWNS										
09/15/24	09/15/24	DCENT 2021-A1 A1 DTD 09/27/2021 0.580% 09/15/2026	254683CP8	155,000.00	155,000.00	0.00	155,000.00	33.19	13.37	
09/15/24	09/15/24	MBART 2021-1 A3 DTD 09/22/2021 0.460% 06/15/2026	58772WAC7	4,359.05	4,359.05	0.00	4,359.05	0.57	0.21	
09/15/24	09/15/24	COPAR 2021-1 A3 DTD 10/27/2021 0.770% 09/15/2026	14044CAC6	3,317.76	3,317.76	0.00	3,317.76	0.06	0.03	
09/15/24	09/15/24	CARMX 2021-3 A3 DTD 07/28/2021 0.550% 06/15/2026	14317DAC4	6,141.78	6,141.78	0.00	6,141.78	1.01	0.36	
09/16/24	09/16/24	GMCAR 2021-4 A3 DTD 10/21/2021 0.680% 09/16/2026	362554AC1	2,566.10	2,566.10	0.00	2,566.10	0.06	0.03	
09/16/24	09/16/24	GMCAR 2021-3 A3 DTD 07/21/2021 0.480% 06/16/2026	380140AC7	3,788.65	3,788.65	0.00	3,788.65	0.23	0.08	
09/18/24	09/18/24	HAROT 2021-3 A3 DTD 08/25/2021 0.410% 11/18/2025	43815EAC8	4,663.93	4,663.93	0.00	4,663.93	0.07	0.02	
Transaction Type Sub-Total				237,708.82	237,708.83	0.00	237,708.83	(274.05)	191.13	
Managed Account Sub-Total					(358,041.20)	75,863.55	(282,177.65)	121.85	191.13	
Total Security Transactions					(358,041.20)	75,863.55	(282,177.65)	121.85	191.13	



Managed Account Security Transactions & Interest

For the Month Ending **August 31, 2024**

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										
08/01/24	08/05/24	US TREASURY N/B DTD 06/30/2021 1.250% 06/30/2028	91282CCH2	200,000.00	(180,609.38)	(244.57)	(180,853.95)			
08/07/24	08/15/24	FHMS K526 A2 DTD 08/01/2024 4.543% 07/01/2029	3137HDXL9	315,000.00	(317,946.51)	(556.52)	(318,503.03)			
08/09/24	08/21/24	HAROT 2024-3 A3 DTD 08/21/2024 4.570% 03/21/2029	43813YAC6	215,000.00	(214,966.22)	0.00	(214,966.22)			

Transaction Type Sub-Total **730,000.00** **(713,522.11)** **(801.09)** **(714,323.20)**

INTEREST										
08/01/24	08/01/24	MINNESOTA ST-F-UNREF DTD 08/25/2020 0.630% 08/01/2025	60412AK85		0.00	252.00	252.00			
08/01/24	08/25/24	FHMS K522 A2 DTD 06/01/2024 4.803% 05/01/2029	3137HDJJ0		0.00	1,400.88	1,400.88			
08/01/24	08/25/24	FHMS K061 A2 DTD 01/01/2017 3.347% 11/01/2026	3137BTUM1		0.00	659.24	659.24			
08/01/24	08/25/24	FHMS K043 A2 DTD 03/01/2015 3.062% 12/01/2024	3137BGK24		0.00	434.81	434.81			
08/01/24	08/25/24	FHMS K514 A2 DTD 02/01/2024 4.572% 12/01/2028	3137HBLV4		0.00	762.00	762.00			
08/01/24	08/25/24	FNA 2023-M6 A2 DTD 07/01/2023 4.190% 07/01/2028	3136BODE6		0.00	1,222.08	1,222.08			
08/01/24	08/25/24	FHMS KJ48 A1 DTD 12/01/2023 4.858% 05/01/2028	3137HBC69		0.00	1,122.23	1,122.23			
08/01/24	08/25/24	FHMS K509 A2 DTD 10/01/2023 4.850% 09/01/2028	3137HAST4		0.00	1,071.04	1,071.04			
08/01/24	08/25/24	FHMS K505 A2 DTD 07/01/2023 4.819% 06/01/2028	3137HACX2		0.00	1,405.54	1,405.54			
08/01/24	08/25/24	FHMS KJ46 A1 DTD 07/01/2023 4.777% 06/01/2028	3137HAD45		0.00	1,107.05	1,107.05			
08/01/24	08/25/24	FHMS K507 A2 DTD 09/01/2023 4.800% 09/01/2028	3137HAMS2		0.00	1,400.00	1,400.00			
08/01/24	08/25/24	FHMS K058 A2 DTD 11/01/2016 2.653% 08/01/2026	3137BSP72		0.00	773.79	773.79			



Managed Account Security Transactions & Interest

For the Month Ending **August 31, 2024**

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										
08/01/24	08/25/24	FHMS K506 A2 DTD 09/01/2023 4.650% 08/01/2028	3137HAMH6		0.00	2,131.25	2,131.25			
08/01/24	08/25/24	FHMS K508 A2 DTD 10/01/2023 4.740% 08/01/2028	3137HAO74		0.00	1,382.50	1,382.50			
08/01/24	08/25/24	FHMS K065 A2 DTD 07/01/2017 3.243% 04/01/2027	3137F1G44		0.00	945.88	945.88			
08/01/24	08/25/24	FHMS K054 A2 DTD 04/01/2016 2.745% 01/01/2026	3137BNGT5		0.00	400.31	400.31			
08/01/24	08/25/24	FHMS K524 A2 DTD 07/01/2024 4.720% 05/01/2029	3137HDV56		0.00	1,101.33	1,101.33			
08/01/24	08/25/24	FHMS K511 A2 DTD 12/01/2023 4.860% 10/01/2028	3137HB3G7		0.00	789.75	789.75			
08/01/24	08/25/24	FHMS K510 A2 DTD 11/01/2023 5.069% 10/01/2028	3137HB3D4		0.00	528.02	528.02			
08/01/24	08/25/24	FHMS K064 A2 DTD 05/01/2017 3.224% 03/01/2027	3137BXOY1		0.00	940.33	940.33			
08/06/24	08/06/24	MICROSOFT CORP (CALLABLE) DTD 02/06/2017 3.300% 02/06/2027	594918BY9		0.00	8,250.00	8,250.00			
08/08/24	08/08/24	AIR PRODUCTS & CHEMICALS (CALLABLE) DTD 02/08/2024 4.600% 02/08/2029	009158BH8		0.00	5,175.00	5,175.00			
08/15/24	08/15/24	TAOT 2024-C A3 DTD 07/30/2024 4.880% 03/15/2029	89237QAD2		0.00	284.67	284.67			
08/15/24	08/15/24	CARMX 2021-2 A3 DTD 04/21/2021 0.520% 02/17/2026	14314OAC8		0.00	5.20	5.20			
08/15/24	08/15/24	HAROT 2024-1 A3 DTD 02/21/2024 5.210% 08/15/2028	437918AC9		0.00	890.04	890.04			
08/15/24	08/15/24	CHAIT 2024-A1 A DTD 01/31/2024 4.600% 01/16/2029	161571HV9		0.00	1,169.17	1,169.17			
08/15/24	08/15/24	COPAR 2021-1 A3 DTD 10/27/2021 0.770% 09/15/2026	14044CAC6		0.00	21.00	21.00			
08/15/24	08/15/24	DCENT 2021-A1 A1 DTD 09/27/2021 0.580% 09/15/2026	254683CP8		0.00	74.92	74.92			



Managed Account Security Transactions & Interest

For the Month Ending **August 31, 2024**

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										
08/15/24	08/15/24	FORDO 2023-A A3 DTD 03/31/2023 4.650% 02/15/2028	344928AD8		0.00	348.75	348.75			
08/15/24	08/15/24	NAROT 2024-A A3 DTD 05/22/2024 5.280% 12/15/2028	65479UAD0		0.00	1,188.00	1,188.00			
08/15/24	08/15/24	US TREASURY N/B DTD 02/15/2022 1.500% 02/15/2025	91282CDZ1		0.00	14,250.00	14,250.00			
08/15/24	08/15/24	DCENT 2023-A1 A DTD 04/11/2023 4.310% 03/15/2028	254683CY9		0.00	808.13	808.13			
08/15/24	08/15/24	AMXCA 2023-1 A DTD 06/14/2023 4.870% 05/15/2028	02582JJZ4		0.00	527.58	527.58			
08/15/24	08/15/24	DCENT 2023-A2 A DTD 06/28/2023 4.930% 06/15/2028	254683CZ6		0.00	1,006.54	1,006.54			
08/15/24	08/15/24	MBART 2021-1 A3 DTD 09/22/2021 0.460% 06/15/2026	58772WAC7		0.00	13.76	13.76			
08/15/24	08/15/24	CARMX 2022-3 A3 DTD 07/20/2022 3.970% 04/15/2027	14318MAD1		0.00	501.42	501.42			
08/15/24	08/15/24	TEXAS INSTRUMENTS INC (CALLABLE) DTD 11/18/2022 4.600% 02/15/2028	882508BV5		0.00	1,265.00	1,265.00			
08/15/24	08/15/24	TAOT 2021-B A3 DTD 06/14/2021 0.260% 11/17/2025	89190GAC1		0.00	7.67	7.67			
08/15/24	08/15/24	AMXCA 2023-3 A DTD 09/19/2023 5.230% 09/15/2028	02582JKD1		0.00	1,263.92	1,263.92			
08/15/24	08/15/24	WFCIT 2024-A1 A DTD 03/01/2024 4.940% 02/15/2029	92970OAA3		0.00	1,440.83	1,440.83			
08/15/24	08/15/24	AMXCA 2024-1 A DTD 04/23/2024 5.230% 04/16/2029	02582JKH2		0.00	1,372.87	1,372.87			
08/15/24	08/15/24	HART 2021-B A3 DTD 07/28/2021 0.380% 01/15/2026	44934KAC8		0.00	7.45	7.45			
08/15/24	08/15/24	CARMX 2021-3 A3 DTD 07/28/2021 0.550% 06/15/2026	14317DAC4		0.00	24.40	24.40			
08/15/24	08/15/24	CHAIT 2023-A1 A DTD 09/15/2023 5.160% 09/15/2028	161571HT4		0.00	1,204.00	1,204.00			
08/15/24	08/15/24	BACCT 2023-A2 A2 DTD 12/14/2023 4.980% 11/15/2028	05522RDH8		0.00	518.75	518.75			



Managed Account Security Transactions & Interest

For the Month Ending **August 31, 2024**

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										
08/15/24	08/15/24	BACCT 2023-A1 A1 DTD 06/16/2023 4.790% 05/15/2028	05522RDG0		0.00	479.00	479.00			
08/15/24	08/15/24	BACCT 2024-A1 A DTD 06/13/2024 4.930% 05/15/2029	05522RDJ4		0.00	1,191.42	1,191.42			
08/15/24	08/15/24	FITAT 2023-1 A3 DTD 08/23/2023 5.530% 08/15/2028	31680EAD3		0.00	1,129.04	1,129.04			
08/16/24	08/16/24	GMCAR 2021-3 A3 DTD 07/21/2021 0.480% 06/16/2026	380140AC7		0.00	10.93	10.93			
08/16/24	08/16/24	GMCAR 2021-4 A3 DTD 10/21/2021 0.680% 09/16/2026	362554AC1		0.00	14.98	14.98			
08/18/24	08/18/24	HAROT 2023-3 A3 DTD 08/22/2023 5.410% 02/18/2028	43815QAC1		0.00	1,014.37	1,014.37			
08/18/24	08/18/24	HAROT 2021-3 A3 DTD 08/25/2021 0.410% 11/18/2025	43815EAC8		0.00	8.61	8.61			
08/21/24	08/21/24	HAROT 2023-4 A3 DTD 11/08/2023 5.670% 06/21/2028	438123AC5		0.00	283.50	283.50			
08/25/24	08/25/24	FANNIE MAE DTD 08/27/2020 0.375% 08/25/2025	3135G05X7		0.00	515.63	515.63			
08/26/24	08/26/24	CISCO SYSTEMS INC (CALLABLE) DTD 02/26/2024 4.850% 02/26/2029	17275RBR2		0.00	6,547.50	6,547.50			
08/30/24	08/30/24	WALT DISNEY COMPANY/THE (CALLABLE) DTD 09/06/2019 1.750% 08/30/2024	254687FK7		0.00	2,211.81	2,211.81			
08/31/24	08/31/24	US TREASURY N/B DTD 02/28/2023 4.000% 02/29/2028	91282CGP0		0.00	14,000.00	14,000.00			

Transaction Type Sub-Total **0.00** **88,855.89** **88,855.89**

MATURITY										
08/01/24	08/01/24	BB&T CORPORATION CORP BONDS DTD 07/29/2019 2.500% 08/01/2024	05531FBH5	250,000.00	250,000.00	3,125.00	253,125.00	(415.00)	0.00	
08/01/24	08/01/24	CHAFFEY UHSD, CA TXBL GO BONDS DTD 12/05/2019 2.101% 08/01/2024	157411TK5	60,000.00	60,000.00	630.30	60,630.30	0.00	0.00	
08/01/24	08/01/24	SAN JUAN CA UNIF SCH DTD 10/29/2020 0.702% 08/01/2024	798306WN2	125,000.00	125,000.00	438.75	125,438.75	0.00	0.00	



Managed Account Security Transactions & Interest

For the Month Ending **August 31, 2024**

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									
MATURITY										
08/09/24	08/09/24	JPMORGAN CHASE & CO CORP NOTES (CALLED, DTD 08/10/2021 0.768% 08/09/2024	46647PCM6	95,000.00	95,000.00	364.80	95,364.80	0.00	0.00	
08/09/24	08/09/24	PACCAR FINANCIAL CORP CORPORATE NOTES DTD 08/09/2021 0.500% 08/09/2024	69371RR40	105,000.00	105,000.00	262.50	105,262.50	56.70	0.00	
08/30/24	08/30/24	WALT DISNEY COMPANY/THE (CALLABLE) DTD 09/06/2019 1.750% 08/30/2024	254687FK7	250,000.00	250,000.00	0.00	250,000.00	1,020.00	0.00	

Transaction Type Sub-Total				885,000.00	885,000.00	4,821.35	889,821.35	661.70	0.00	
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PAYDOWNS										
08/01/24	08/25/24	FHMS K061 A2 DTD 01/01/2017 3.347% 11/01/2026	3137BTUM1	455.72	455.72	0.00	455.72	14.03	0.00	
08/01/24	08/25/24	FHMS KJ48 A1 DTD 12/01/2023 4.858% 05/01/2028	3137HBC69	444.66	444.66	0.00	444.66	0.00	0.00	
08/01/24	08/25/24	FHMS K043 A2 DTD 03/01/2015 3.062% 12/01/2024	3137BGK24	2,353.06	2,353.06	0.00	2,353.06	(116.55)	(9.82)	
08/01/24	08/25/24	FHMS KJ46 A1 DTD 07/01/2023 4.777% 06/01/2028	3137HAD45	177.23	177.23	0.00	177.23	0.01	0.00	
08/15/24	08/15/24	CARMX 2021-3 A3 DTD 07/28/2021 0.550% 06/15/2026	14317DAC4	6,076.80	6,076.80	0.00	6,076.80	1.00	0.00	
08/15/24	08/15/24	CARMX 2021-2 A3 DTD 04/21/2021 0.520% 02/17/2026	14314QAC8	3,135.79	3,135.79	0.00	3,135.79	0.68	0.00	
08/15/24	08/15/24	CARMX 2022-3 A3 DTD 07/20/2022 3.970% 04/15/2027	14318MAD1	9,159.24	9,159.24	0.00	9,159.24	0.22	0.00	
08/15/24	08/15/24	MBART 2021-1 A3 DTD 09/22/2021 0.460% 06/15/2026	58772WAC7	4,693.08	4,693.08	0.00	4,693.08	0.61	0.00	
08/15/24	08/15/24	HART 2021-B A3 DTD 07/28/2021 0.380% 01/15/2026	44934KAC8	7,084.43	7,084.43	0.00	7,084.43	1.56	0.00	
08/15/24	08/15/24	COPAR 2021-1 A3 DTD 10/27/2021 0.770% 09/15/2026	14044CAC6	3,362.74	3,362.74	0.00	3,362.74	0.06	0.00	
08/15/24	08/15/24	TAOT 2021-B A3 DTD 06/14/2021 0.260% 11/17/2025	89190GAC1	9,717.04	9,717.04	0.00	9,717.04	1.05	0.00	



Managed Account Security Transactions & Interest

For the Month Ending **August 31, 2024**

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									
PAYDOWNS										
08/16/24	08/16/24	GMCAR 2021-4 A3 DTD 10/21/2021 0.680% 09/16/2026	362554AC1	2,678.83	2,678.83	0.00	2,678.83	0.07	0.00	
08/16/24	08/16/24	GMCAR 2021-3 A3 DTD 07/21/2021 0.480% 06/16/2026	380140AC7	3,986.92	3,986.92	0.00	3,986.92	0.25	0.00	
08/18/24	08/18/24	HAROT 2021-3 A3 DTD 08/25/2021 0.410% 11/18/2025	43815EAC8	4,747.27	4,747.27	0.00	4,747.27	0.07	0.00	
Transaction Type Sub-Total				58,072.81	58,072.81	0.00	58,072.81	(96.94)	(9.82)	
Managed Account Sub-Total					229,550.70	92,876.15	322,426.85	564.76	(9.82)	
Total Security Transactions					\$229,550.70	\$92,876.15	\$322,426.85	\$564.76	(\$9.82)	



Managed Account Security Transactions & Interest

For the Month Ending July 31, 2024

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

Transaction Type					Principal	Accrued		Realized G/L	Realized G/L	Sale
Trade	Settle	Security Description	CUSIP	Par	Proceeds	Interest	Total	Cost	Amort Cost	Method
BUY										
07/01/24	07/03/24	US TREASURY NOTES DTD 06/30/2021 1.250% 06/30/2028	91282CCH2	125,000.00	(110,356.45)	(12.74)	(110,369.19)			
07/16/24	07/25/24	FHMS K524 A2 DTD 07/25/2024 4.720% 05/01/2029	3137HDV56	280,000.00	(281,719.48)	(881.07)	(282,600.55)			
07/18/24	07/19/24	MORGAN STANLEY BANK NA BANK NOTES (CALLA DTD 07/19/2024 4.968% 07/14/2028	61690U8E3	350,000.00	(350,350.00)	0.00	(350,350.00)			
07/23/24	07/30/24	TAOT 2024-C A3 DTD 07/30/2024 4.880% 03/15/2029	89237OAD2	140,000.00	(139,999.92)	0.00	(139,999.92)			

Transaction Type Sub-Total **895,000.00** **(882,425.85)** **(893.81)** **(883,319.66)**

INTEREST										
07/01/24	07/01/24	FL ST BOARD OF ADMIN TXBL REV BONDS DTD 09/16/2020 1.258% 07/01/2025	341271AD6	240,000.00	0.00	1,509.60	1,509.60			
07/01/24	07/25/24	FHMS K522 A2 DTD 06/01/2024 4.803% 05/01/2029	3137HDJJO	350,000.00	0.00	1,400.88	1,400.88			
07/01/24	07/25/24	FHMS K511 A2 DTD 12/01/2023 4.860% 10/01/2028	3137HB3G7	195,000.00	0.00	789.75	789.75			
07/01/24	07/25/24	FHMS KJ46 A1 DTD 07/01/2023 4.777% 06/01/2028	3137HAD45	278,275.83	0.00	1,107.77	1,107.77			
07/01/24	07/25/24	FHMS KJ48 A1 DTD 12/01/2023 4.858% 05/01/2028	3137HBC69	277,722.12	0.00	1,124.31	1,124.31			
07/01/24	07/25/24	FNA 2023-M6 A2 DTD 07/01/2023 4.190% 07/01/2028	3136BODE6	350,000.00	0.00	1,222.08	1,222.08			
07/01/24	07/25/24	FHMS K064 A2 DTD 05/15/2017 3.224% 03/01/2027	3137BXOY1	350,000.00	0.00	940.33	940.33			
07/01/24	07/25/24	FHMS K507 A2 DTD 09/01/2023 4.800% 09/01/2028	3137HAMS2	350,000.00	0.00	1,400.00	1,400.00			
07/01/24	07/25/24	FHMS K514 A2 DTD 02/01/2024 4.572% 12/01/2028	3137HBLV4	200,000.00	0.00	762.00	762.00			
07/01/24	07/25/24	FHMS K043 A2 DTD 03/01/2015 3.062% 12/01/2024	3137BGK24	170,708.26	0.00	435.59	435.59			



Managed Account Security Transactions & Interest

For the Month Ending **July 31, 2024**

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										
07/01/24	07/25/24	FHMS K058 A2 DTD 11/09/2016 2.653% 08/01/2026	3137BSP72	350,000.00	0.00	773.79	773.79			
07/01/24	07/25/24	FHMS K054 A2 DTD 04/20/2016 2.745% 01/01/2026	3137BNGT5	175,000.00	0.00	400.31	400.31			
07/01/24	07/25/24	FHMS K510 A2 DTD 11/01/2023 5.069% 10/01/2028	3137HB3D4	125,000.00	0.00	528.02	528.02			
07/01/24	07/25/24	FHMS K508 A2 DTD 10/01/2023 4.740% 08/01/2028	3137HAQ74	350,000.00	0.00	1,382.50	1,382.50			
07/01/24	07/25/24	FHLMC MULTIFAMILY STRUCTURED P DTD 07/01/2017 3.243% 04/01/2027	3137F1G44	350,000.00	0.00	945.88	945.88			
07/01/24	07/25/24	FHMS K505 A2 DTD 07/01/2023 4.819% 06/01/2028	3137HACX2	350,000.00	0.00	1,405.54	1,405.54			
07/01/24	07/25/24	FHMS K061 A2 DTD 01/30/2017 3.347% 11/01/2026	3137BTUM1	236,839.64	0.00	660.59	660.59			
07/01/24	07/25/24	FHMS K509 A2 DTD 10/01/2023 4.850% 09/01/2028	3137HAST4	265,000.00	0.00	1,071.04	1,071.04			
07/01/24	07/25/24	FHMS K506 A2 DTD 09/01/2023 4.650% 08/01/2028	3137HAMH6	550,000.00	0.00	2,131.25	2,131.25			
07/05/24	07/05/24	TOYOTA MOTOR CREDIT CORP CORPORATE NOTES DTD 01/05/2024 4.650% 01/05/2029	89236TLL7	250,000.00	0.00	5,812.50	5,812.50			
07/08/24	07/08/24	CATERPILLAR FINL SERVICE CORPORATE NOTES DTD 01/10/2022 1.700% 01/08/2027	14913R2U0	200,000.00	0.00	1,700.00	1,700.00			
07/14/24	07/14/24	JOHN DEERE CAPITAL CORP CORPORATE NOTES DTD 07/14/2023 4.950% 07/14/2028	24422EXB0	250,000.00	0.00	6,187.50	6,187.50			
07/15/24	07/15/24	CHAIT 2024-A1 A DTD 01/31/2024 4.600% 01/15/2027	161571HV9	305,000.00	0.00	1,169.17	1,169.17			
07/15/24	07/15/24	BACCT 2023-A1 A1 DTD 06/16/2023 4.790% 05/15/2028	05522RDG0	120,000.00	0.00	479.00	479.00			
07/15/24	07/15/24	BACCT 2023-A2 A2 DTD 12/14/2023 4.980% 11/15/2028	05522RDH8	125,000.00	0.00	518.75	518.75			



Managed Account Security Transactions & Interest

For the Month Ending **July 31, 2024**

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										
07/15/24	07/15/24	TAOT 2021-B A3 DTD 06/14/2021 0.260% 11/17/2025	89190GAC1	44,764.19	0.00	9.70	9.70			
07/15/24	07/15/24	DCENT 2023-A1 A DTD 04/11/2023 4.310% 03/15/2028	254683CY9	225,000.00	0.00	808.13	808.13			
07/15/24	07/15/24	AMXCA 2023-3 A DTD 09/19/2023 5.230% 09/15/2028	02582JKD1	290,000.00	0.00	1,263.92	1,263.92			
07/15/24	07/15/24	CARMX 2022-3 A3 DTD 07/20/2022 3.970% 04/15/2027	14318MAD1	160,569.55	0.00	531.22	531.22			
07/15/24	07/15/24	HART 2021-A A3 DTD 04/28/2021 0.380% 09/15/2025	44933LAC7	1,930.30	0.00	0.61	0.61			
07/15/24	07/15/24	AMXCA 2024-1 A DTD 04/23/2024 5.230% 04/16/2029	02582JKH2	315,000.00	0.00	1,372.87	1,372.87			
07/15/24	07/15/24	FORDO 2023-A A3 DTD 03/31/2023 4.650% 02/15/2028	344928AD8	90,000.00	0.00	348.75	348.75			
07/15/24	07/15/24	DCENT 2021-A1 A1 DTD 09/27/2021 0.580% 09/15/2026	254683CP8	155,000.00	0.00	74.92	74.92			
07/15/24	07/15/24	NAROT 2024-A A3 DTD 05/22/2024 5.280% 12/15/2028	65479UAD0	270,000.00	0.00	1,188.00	1,188.00			
07/15/24	07/15/24	DCENT 2023-A2 A DTD 06/28/2023 4.930% 06/15/2028	254683CZ6	245,000.00	0.00	1,006.54	1,006.54			
07/15/24	07/15/24	COPAR 2021-1 A3 DTD 10/27/2021 0.770% 09/15/2026	14044CAC6	36,063.39	0.00	23.14	23.14			
07/15/24	07/15/24	CARMX 2021-3 A3 DTD 07/28/2021 0.550% 06/15/2026	14317DAC4	59,149.95	0.00	27.11	27.11			
07/15/24	07/15/24	TARGET CORP CORP NOTES (CALLABLE) DTD 01/24/2022 1.950% 01/15/2027	87612EBM7	35,000.00	0.00	341.25	341.25			
07/15/24	07/15/24	CARMX 2021-2 A3 DTD 04/21/2021 0.520% 02/17/2026	14314OAC8	15,216.51	0.00	6.59	6.59			
07/15/24	07/15/24	BACCT 2024-A1 A DTD 06/13/2024 4.930% 05/15/2029	05522RDJ4	290,000.00	0.00	1,270.84	1,270.84			
07/15/24	07/15/24	WFCIT 2024-A1 A DTD 03/01/2024 4.940% 02/15/2029	92970QAA3	350,000.00	0.00	1,440.83	1,440.83			



Managed Account Security Transactions & Interest

For the Month Ending July 31, 2024

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										
07/15/24	07/15/24	HART 2021-B A3 DTD 07/28/2021 0.380% 01/15/2026	44934KAC8	30,467.37	0.00	9.65	9.65			
07/15/24	07/15/24	CHAIT 2023-A1 A DTD 09/15/2023 5.160% 09/15/2028	161571HT4	280,000.00	0.00	1,204.00	1,204.00			
07/15/24	07/15/24	FITAT 2023-1 A3 DTD 08/23/2023 5.530% 08/15/2028	31680EAD3	245,000.00	0.00	1,129.04	1,129.04			
07/15/24	07/15/24	AMXCA 2023-1 A DTD 06/14/2023 4.870% 05/15/2028	02582JJZ4	130,000.00	0.00	527.58	527.58			
07/15/24	07/15/24	MBART 2021-1 A3 DTD 09/22/2021 0.460% 06/15/2026	58772WAC7	40,172.40	0.00	15.40	15.40			
07/15/24	07/15/24	HAROT 2024-1 A3 DTD 02/21/2024 5.210% 08/15/2028	437918AC9	205,000.00	0.00	890.04	890.04			
07/16/24	07/16/24	GMCAR 2021-3 A3 DTD 07/21/2021 0.480% 06/16/2026	380140AC7	31,299.58	0.00	12.52	12.52			
07/16/24	07/16/24	GMCAR 2021-4 A3 DTD 10/21/2021 0.680% 09/16/2026	362554AC1	29,072.35	0.00	16.47	16.47			
07/18/24	07/18/24	HAROT 2023-3 A3 DTD 08/22/2023 5.410% 02/18/2028	43815QAC1	225,000.00	0.00	1,014.37	1,014.37			
07/18/24	07/18/24	HAROT 2021-3 A3 DTD 08/25/2021 0.410% 11/18/2025	43815EAC8	29,717.43	0.00	10.15	10.15			
07/21/24	07/21/24	HAROT 2023-4 A3 DTD 11/08/2023 5.670% 06/21/2028	438123AC5	60,000.00	0.00	283.50	283.50			
07/21/24	07/21/24	FREDDIE MAC NOTES DTD 07/23/2020 0.375% 07/21/2025	3137EAEU9	325,000.00	0.00	609.38	609.38			
07/26/24	07/26/24	BANK OF NY MELLON CORP (CALLABLE) CORPOR DTD 01/26/2022 2.050% 01/26/2027	06406RBA4	375,000.00	0.00	3,843.75	3,843.75			
07/27/24	07/27/24	IBM CORP CORPORATE NOTES DTD 07/27/2022 4.000% 07/27/2025	459200KS9	200,000.00	0.00	4,000.00	4,000.00			
07/31/24	07/31/24	US TREASURY NOTES DTD 07/31/2022 2.750% 07/31/2027	91282CFB2	2,725,000.00	0.00	37,468.75	37,468.75			
07/31/24	07/31/24	US TREASURY NOTES DTD 07/31/2021 0.625% 07/31/2026	91282CCP4	1,950,000.00	0.00	6,093.75	6,093.75			
Transaction Type Sub-Total				16,226,968.87	0.00	102,700.92	102,700.92			



Managed Account Security Transactions & Interest

For the Month Ending **July 31, 2024**

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

Transaction Type	Trade	Settle	Security Description	CUSIP	Par	Principal Proceeds	Accrued Interest	Total	Realized G/L Cost	Realized G/L Amort Cost	Sale Method
MATURITY											
	07/01/24	07/01/24	CT ST TXBL GO BONDS DTD 06/11/2020 1.998% 07/01/2024	20772KJW0	50,000.00	50,000.00	499.50	50,499.50	0.00	0.00	
	07/08/24	07/08/24	GOLDMAN SACHS GROUP INC (CALLABLE) BONDS DTD 07/08/2014 3.850% 07/08/2024	38141EC23	250,000.00	250,000.00	4,812.50	254,812.50	(11,645.00)	0.00	
	07/15/24	07/15/24	COMET 2021-A1 A1 (CALLED, OMD 07/15/26) DTD 07/22/2021 0.550% 07/15/2024	14041NFW6	255,000.00	255,000.00	116.87	255,116.87	10.33	0.00	
Transaction Type Sub-Total					555,000.00	555,000.00	5,428.87	560,428.87	(11,634.67)	0.00	

PAYDOWNS											
	07/01/24	07/25/24	FHMS KJ46 A1 DTD 07/01/2023 4.777% 06/01/2028	3137HAD45	180.42	180.42	0.00	180.42	0.00	0.00	
	07/01/24	07/25/24	FHMS K061 A2 DTD 01/30/2017 3.347% 11/01/2026	3137BTUM1	482.43	482.43	0.00	482.43	14.85	0.00	
	07/01/24	07/25/24	FHMS K043 A2 DTD 03/01/2015 3.062% 12/01/2024	3137BGK24	307.49	307.49	0.00	307.49	(15.23)	0.00	
	07/01/24	07/25/24	FHMS KJ48 A1 DTD 12/01/2023 4.858% 05/01/2028	3137HBC69	514.67	514.67	0.00	514.67	0.00	0.00	
	07/15/24	07/15/24	TAOT 2021-B A3 DTD 06/14/2021 0.260% 11/17/2025	89190GAC1	9,363.20	9,363.20	0.00	9,363.20	1.01	0.00	
	07/15/24	07/15/24	COPAR 2021-1 A3 DTD 10/27/2021 0.770% 09/15/2026	14044CAC6	3,343.22	3,343.22	0.00	3,343.22	0.06	0.00	
	07/15/24	07/15/24	CARMX 2022-3 A3 DTD 07/20/2022 3.970% 04/15/2027	14318MAD1	9,006.63	9,006.63	0.00	9,006.63	0.21	0.00	
	07/15/24	07/15/24	MBART 2021-1 A3 DTD 09/22/2021 0.460% 06/15/2026	58772WAC7	4,288.91	4,288.91	0.00	4,288.91	0.56	0.00	
	07/15/24	07/15/24	CARMX 2021-3 A3 DTD 07/28/2021 0.550% 06/15/2026	14317DAC4	5,905.83	5,905.83	0.00	5,905.83	0.97	0.00	
	07/15/24	07/15/24	CARMX 2021-2 A3 DTD 04/21/2021 0.520% 02/17/2026	14314OAC8	3,205.17	3,205.17	0.00	3,205.17	0.69	0.00	
	07/15/24	07/15/24	HART 2021-A A3 DTD 04/28/2021 0.380% 09/15/2025	44933LAC7	1,930.30	1,930.30	0.00	1,930.30	0.20	0.00	








Managed Account Security Transactions & Interest




For the Month Ending **July 31, 2024**

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									
PAYDOWNS										
07/15/24	07/15/24	HART 2021-B A3 DTD 07/28/2021 0.380% 01/15/2026	44934KAC8	6,928.66	6,928.66	0.00	6,928.66	1.53	0.00	
07/16/24	07/16/24	GMCAR 2021-4 A3 DTD 10/21/2021 0.680% 09/16/2026	362554AC1	2,634.21	2,634.21	0.00	2,634.21	0.07	0.00	
07/16/24	07/16/24	GMCAR 2021-3 A3 DTD 07/21/2021 0.480% 06/16/2026	380140AC7	3,978.98	3,978.98	0.00	3,978.98	0.25	0.00	
07/18/24	07/18/24	HAROT 2021-3 A3 DTD 08/25/2021 0.410% 11/18/2025	43815EAC8	4,512.08	4,512.08	0.00	4,512.08	0.07	0.00	
Transaction Type Sub-Total				56,582.20	56,582.20	0.00	56,582.20	5.24	0.00	
Managed Account Sub-Total					(270,843.65)	107,235.98	(163,607.67)	(11,629.43)	0.00	
Total Security Transactions					(270,843.65)	107,235.98	(163,607.67)	(11,629.43)	0.00	

	= MET		= NOT MET		
	= INCREASE OVER PY		= DECREASE FROM PY		= UNCHANGED OVER PRIOR YEAR

SECTION ONE: FINANCIAL STATEMENTS

JUNE 2024		JUNE 2023	Change
ASSETS	38,593,528	37,056,852	 1,536,677
LIABILITIES	19,303,433	20,394,260	 (1,090,826)
NET POSITION	19,290,095	16,662,592	 2,627,503

- Assets increased over the prior year due to the collection of 2023/24 program year contributions and a decrease in provision for unrealized loss on investments.
- Provision for unrealized loss on investments was approximately \$307,000 and \$1,118,000 as of June 30, 2024, and 2023, respectively.
- Liabilities decreased from the prior year. This is mainly due to an increase in claim payments, which resulted in a decrease in claim liabilities, offset by a minimal increase in claim liabilities in prior program years and the introduction of 2023/24 program year claim liabilities.

June 2024	Budget (Target=100%)	June 2023
CONTRIBUTIONS 11,134,315	 11,075,015/100%	 10,720,917
INVESTMENT INCOME (LOSS) 2,056,596	--	 716,068
CLAIM EXPENSE 6,787,692	 8,974,638/76%	 3,767,724
EXCESS INSURANCE 560,164	 581,375/96%	 517,834
OPERATING EXPENSE 1,515,552	 1,519,002/96%	 1,210,044
NET INCOME 2,627,503	--	 3,442,385

- Contributions for the 2023/24 program year are higher than the prior year, due to an increase in payroll and additions of new members.
- Total interest earned from liquidity and investment accounts is approximately \$2.4 million offset by unrealized losses of \$307,000 for a total investment income of \$2.0 million as compared to the prior year of \$700,000.
- Claim payments were \$7.9 million and \$3.1 million for the year ended June 30, 2024, and 2023, respectively.
- Claims expense increased over the prior year, due to an increase in claims payments which resulted in a decrease in the change in claims liabilities. The actuary’s most recent ultimate loss estimates for prior program years increased slightly.
- Operating expenses are higher than the prior year due to contractual increases, mainly in program management.



STATEMENT OF NET POSITION

June 30, 2024 and 2023

	2024	2023
CURRENT ASSETS		
Cash and Cash Equivalents	3,856,698	2,956,616
Investments - Managed Portfolio	7,424,084	7,857,400
Provision for Unrealized Gain (Loss) on Investments	(86,327)	(171,593)
Accounts Receivable - Members	0	107,683
Accounts Receivable - Excess Insurance	0	4,225
Accounts Receivable - Miscellaneous	41,987	29,992
Interest Receivable	195,547	153,824
Prepaid Expense	20,721	572,618
TOTAL CURRENT ASSETS	11,452,710	11,510,765
NONCURRENT ASSETS		
Investments - Managed Portfolio	27,361,166	26,492,414
Provision for Unrealized Gain (Loss) on Investments	(220,347)	(946,327)
TOTAL NONCURRENT ASSETS	27,140,819	25,546,087
TOTAL ASSETS	38,593,528	37,056,852
CURRENT LIABILITIES		
Accounts Payable	143,532	101,234
Dividend Payable	0	0
Unearned Revenue	0	0
Case Reserves	4,634,383	4,784,199
Incurred But Not Reported and Unallocated Loss Adjustment Expenses	966,679	1,430,832
TOTAL CURRENT LIABILITIES	5,744,594	6,316,265
NONCURRENT LIABILITIES		
Incurred But Not Reported and Unallocated Loss Adjustment Expenses	13,558,839	14,077,995
TOTAL NONCURRENT LIABILITIES	13,558,839	14,077,995
TOTAL LIABILITIES	19,303,433	20,394,260
NET POSITION		
Net Position - Undesignated	18,523,136	15,755,537
Net Position - Capital Fund	766,959	907,055
TOTAL NET POSITION	19,290,095	16,662,592
TOTAL LIABILITIES AND NET POSITION	38,593,528	37,056,852



Statement of Revenues, Expenses, and Changes in Net Position
 For the Year Ended June 30, 2024

	Actual	2023-24 Budget	% Used	\$ Variance
REVENUES				
Deposit Premium	10,545,232	10,493,640	100%	51,592
Excess Insurance Premium	589,083	581,375	101%	7,708
Interest Income	2,056,596			2,056,596
Total Revenue	13,190,911	11,075,015	119%	2,115,896
EXPENSES				
Claims Expense				
Claims Paid	7,920,817	8,974,638	76%	(2,186,946)
Incr/(Decr) in Reserves	(1,133,125)			
Excess Insurance	560,164	581,375	96%	(21,211)
Total Claims Expense	7,347,856	9,556,013	77%	(2,208,157)
Loss Prevention & Training				
Online Training and Reporting (In2vate)	48,081	51,100	94%	(3,019)
Hotline Services	6,376	6,500	98%	(124)
Miscellaneous Training Expenses	0	6,000	0%	(6,000)
Customized Training / Workshop / Sedgwick Training	34,750	167,500	21%	(132,750)
Total Loss Prevention and Training	89,207	231,100	39%	(141,893)
Capital Fund Expenditures				
Policy Review	63,065			63,065
Training & Risk Management Consortium	122,745			122,745
Total Capital Fund Expenditures	185,810			185,810
General & Administrative Expenses				
Program Management	1,084,946	1,090,352	100%	(5,406)
Risk Assessments	984	10,000	10%	(9,016)
Board Meetings & Annual Workshop	49,715	55,000	90%	(5,285)
Memberships & Conferences	4,689	8,800	53%	(4,111)
Actuarial Study	11,350	11,350	100%	0
Legal Services	22,957	50,000	46%	(27,043)
Financial Audit	11,550	11,550	100%	0
Accreditation	1,917	1,750	110%	167
Fidelity Bond	2,394	3,000	80%	(606)
SLIP Insurance	4,015	3,600	112%	415
Investment Management Services	35,146	32,000	110%	3,146
Capital Adequacy Study	5,000	5,000	100%	0
Miscellaneous	5,873	5,500	107%	373
Total General and Administrative Expenses	1,240,536	1,287,902	96%	(47,366)
Dividend Expense	1,700,000			1,700,000
Total Expenses	10,563,408	11,075,015	95%	(511,607)
Change in Net Position	2,627,503	-		

Target Net Position Benchmarking Ratios:

Net Contribution to Net Position Target (< 2.0)	Program Year Ended June 30										
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Ratio	0.3	0.3	0.4	0.4	0.5	0.6	0.7	0.7	0.7	0.6	0.5
Result	MET	MET	MET	MET	MET	MET	MET	MET	MET	MET	MET
Trend	Improving	No Change	Worsening	No Change	Worsening	Worsening	Worsening	No Change	No Change	Improving	Improving

Loss Reserves to Net Position Target (< 3.0)	Program Year Ended June 30										
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Ratio	0.5	0.5	0.8	0.9	1.0	1.2	1.8	1.5	1.5	1.2	1.0
Result	MET	MET	MET	MET	MET	MET	MET	MET	MET	MET	MET
Trend	Improving	No Change	Worsening	Worsening	Worsening	Worsening	Worsening	Improving	No Change	Improving	Improving

Net Position to Self-Insured Retention Target (> 5.0)	Program Year Ended June 30										
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Ratio	18.5	16.5	14.7	13.9	12.5	11.8	10.3	12.1	13.2	16.7	19.3
Result	MET	MET	MET	MET	MET	MET	MET	MET	MET	MET	MET
Trend	Improving	Worsening	Worsening	Worsening	Worsening	Worsening	Worsening	Improving	Improving	Improving	Improving

Operating Ratio Target (< 100%)	Program Year Ended June 30										
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Ratio (exclude dividend)	17%	87%	104%	66%	77%	67%	105%	45%	68%	42%	59%
Result	MET	MET	NOT MET	MET	MET	MET	NOT MET	MET	MET	MET	MET
Trend	Worsening	Worsening	Worsening	Improving	Worsening	Improving	Worsening	Improving	Worsening	Improving	Worsening

One-Year Development Target (< 20%)	Program Year Ended June 30										
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Ratio	-6%	2%	3%	-1%	-1%	0%	2%	-4%	-3%	-3%	0%
Result	MET	MET	MET	MET	MET	MET	MET	MET	MET	MET	MET
Trend	Worsening	Worsening	Worsening	Improving	Improving	Worsening	Worsening	Improving	Improving	Improving	Worsening

Two-Year Development Target (< 20%)	Program Year Ended June 30										
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Ratio	-12%	-2%	4%	1%	-1%	-1%	0%	-2%	-7%	-5%	-3%
Result	MET	MET	MET	MET	MET	MET	MET	MET	MET	MET	MET
Trend	Worsening	Worsening	Worsening	Improving	Improving	No Change	Worsening	Improving	Improving	Worsening	Worsening

Change in Equity Target (< -10%)	Program Year Ended June 30										
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Ratio	-6%	-11%	-11%	-5%	-10%	-6%	-13%	18%	9%	26%	16%
Result	MET	NOT MET	NOT MET	MET	MET	MET	NOT MET	MET	MET	MET	MET
Trend	Worsening	Worsening	No Change	Improving	Worsening	Improving	Worsening	Improving	Worsening	Improving	Worsening

Additional Information:

Confidence Level	Program Year Ended June 30										
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Funding Confidence Level	80%	80%	80%	80%	80%	80%	80%	80%	80%	80%	80%
	↔	↔	↔	↔	↔	↔	↔	↔	↔	↔	↔

Discount Rate	Program Year Ended June 30										
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Outstanding Liabilities Discount Rate	2.0	2.0	2.0	2.0	2.0	2.0	2.0	1.5	1.5	1.5	2.0
Funding Rates	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	1.5	1.5	2.0
	↔	↔	↔	↔	↔	↔	↔	↔	↘	↔	↗

Net Position	Program Year Ended June 30										
	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Net Position (at expected CL)	18.5M	16.5M	14.7M	13.9M	12.5M	11.8M	10.3M	12.1M	13.2M	16.7M	19.3M
	↘	↘	↘	↘	↘	↘	↘	↗	↗	↗	↗


	= MET		= NOT MET
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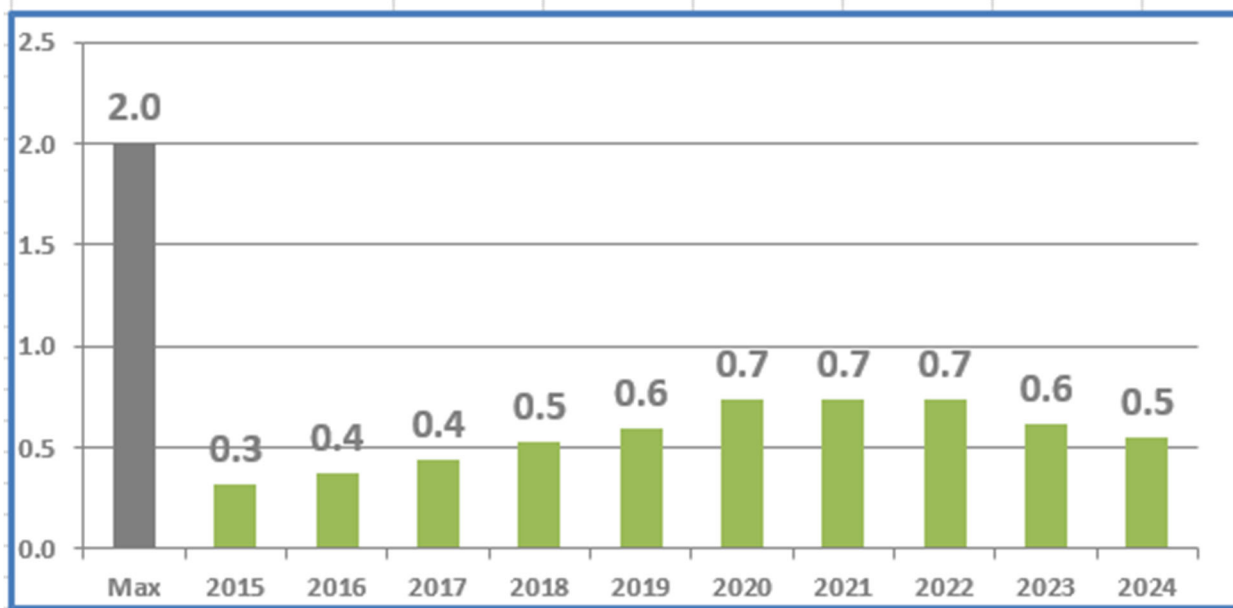
Target Net Position Ratios:

- Used as a tool by the Board to monitor the financial position and performance of ERMA.
- Assists the Board with decisions regarding dividends and assessments.
- Ratios are widely used in the pooling and insurance industry.
- Results are presented to the Board annually.

RATIO ANALYSIS:

Note: All items are actual for the 2023/24 fiscal year using the most recent actuarial study.

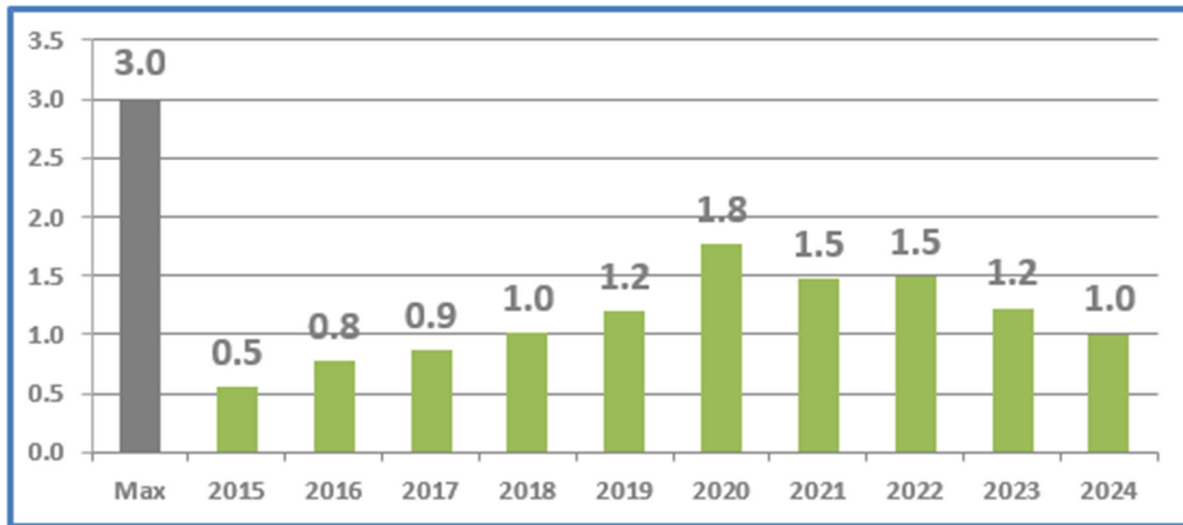
Net Contribution to Net Position						
	Net Contribution		Net Position	Ratio	Maximum	Result
June 2024	10,545,232	/	19,290,094	0.5	<2:1	



- Net Contribution ÷ Net Position
- Current year's contributions should not exceed 2 times the net position.
- This ratio is a Measure of how net position is leveraged against current funding inadequacies.
- The higher the net position, the lower the ratio. Hence a low ratio is desirable.

Loss Reserves to Net Position

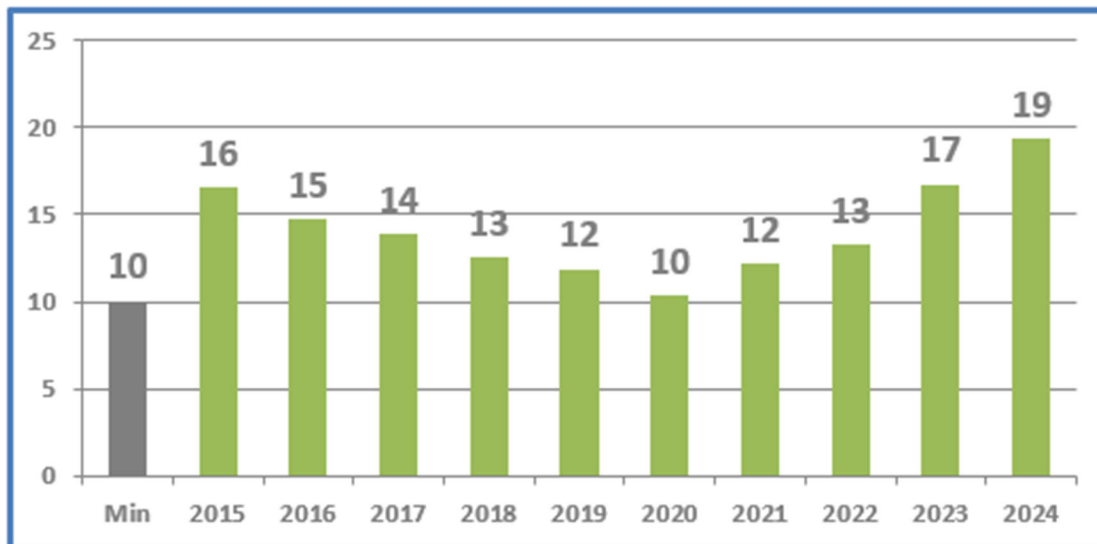
	Claim Liability		Net Position	Ratio	Maximum	Result
June 2024	19,159,901	/	19,290,094	1.0	<3:1	●



- Unpaid Claim Liability ÷ Net Position
- Outstanding liabilities should remain below 3 times the net position.
- This ratio is a Measure of how net position is leveraged against current reserve inadequacies.
- The lower the liabilities, and/or the higher the net position, the lower the ratio. Hence a low ratio is desirable.

Net Position to Self-Insured Retention

	Net Position		SIR	Ratio	Minimum	Result
June 2024	19,290,094	/	1,000,000	19	>10:1*	●

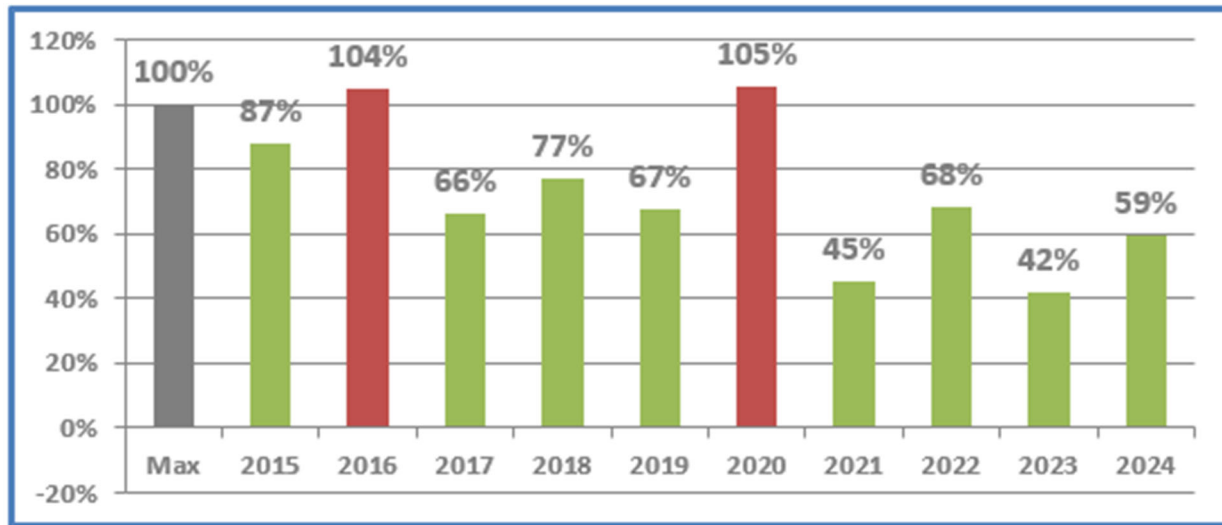


*Board approved target of 10:1, an increase from 5:1, at the February 2, 2024 meeting.

- Net Position ÷ Self-Insured Retention
- Net Position must be sufficient to cover 5 full limit losses.
- Review when increasing pool limits and/or when membership is growing.
- The higher the net position, the greater number of “full hits” the group can absorb. Hence, a high ratio is desirable.

Operating Ratio

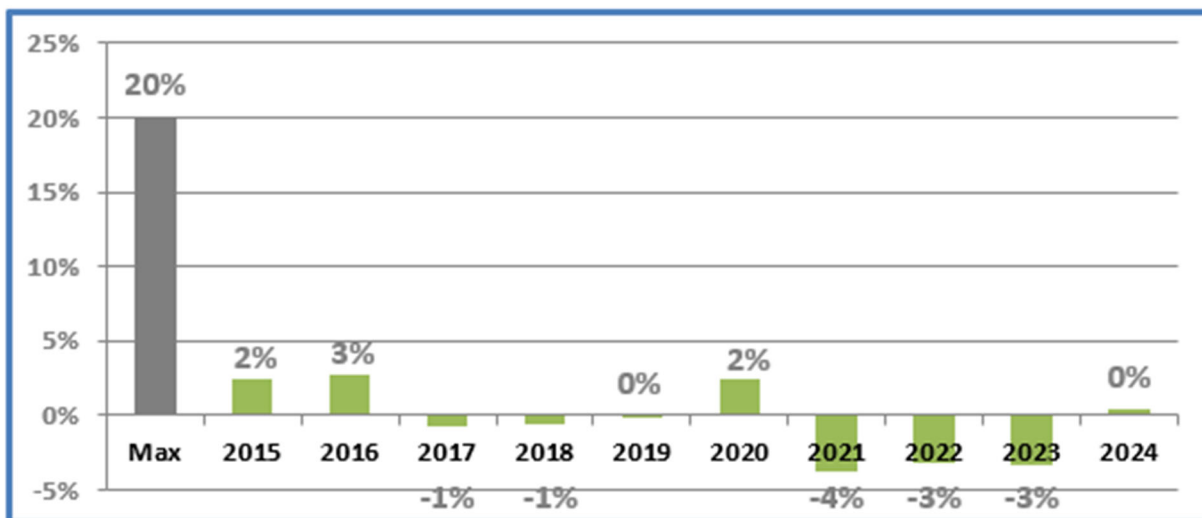
	Expenses (Less Investment Income) *		Net Contributions	Ratio	Maximum	Result
June 2024	6,246,649	/	10,545,232	59%	<100%	●



- $(\text{Expenses} - \text{Investment Income}) \div \text{Net Contributions}$
- Expenses include current and prior year claims and administrative expenses. *Dividend expense is excluded.*
- The higher the revenues, and/or the lower the expenses, the lower the ratio. Hence, an operating ratio of less than 100% is desirable.

One-Year Reserve Development

Change in Ultimate Loss from 2023 to 2024 Study *	Change in Ultimate Loss		6/30/2023 Total Ultimate Loss	Ratio	Maximum	Result
June 2024	248,445	/	81,211,768	0.31%	20%	●

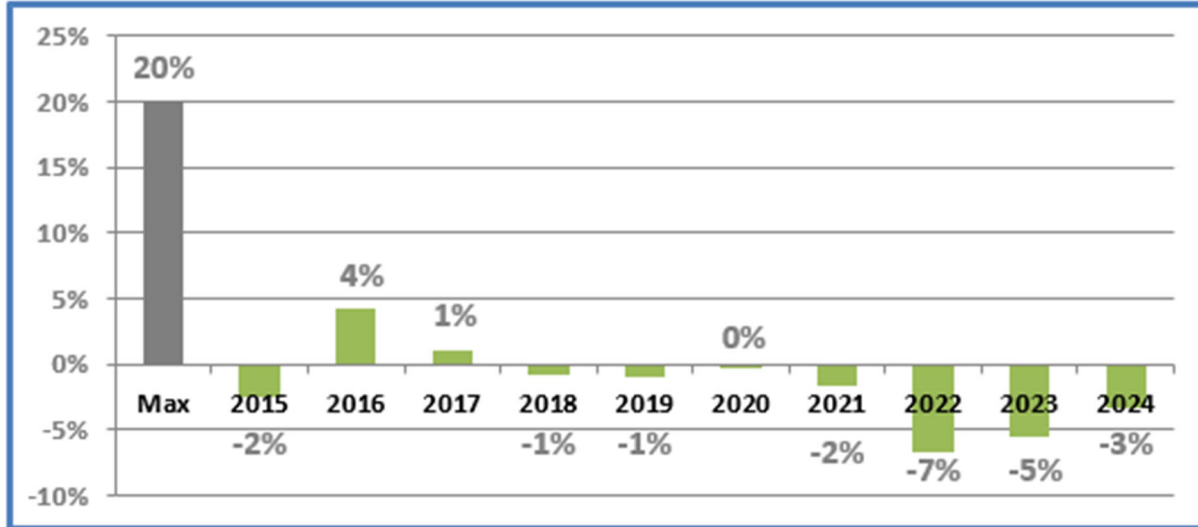


- $\text{Change in Ultimate Loss from prior year} \div \text{Net Position}$
- Change in estimates of ultimate value of claims over a one-year period (program years through 2022/23 valued as of 6/30/23 and 6/30/24).
- The smaller the change in liability, the more stable the program. Hence, a ratio of less than 20% is desirable.

Two-Year Reserve Development

Change in Ultimate Loss from 2022 to 2024 Study *

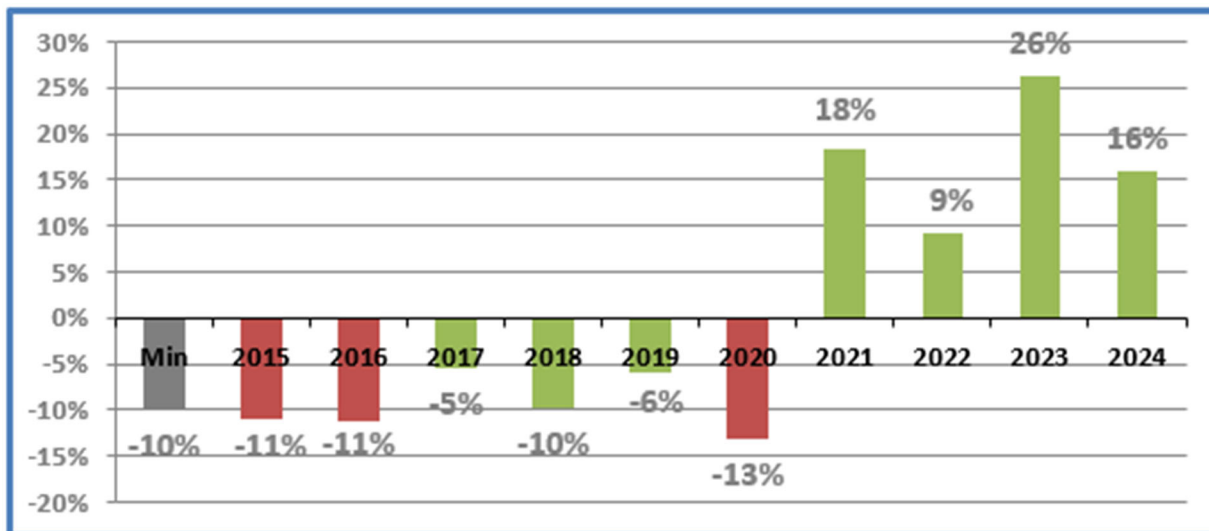
	Change in Ultimate Loss		6/30/2022 Total Ultimate Loss	Ratio	Maximum	Result
June 2024	(2,548,555)	/	77,702,768	(3%)	20%	●



- Change in Ultimate Loss from two years prior ÷ Net Position
- Change in estimates of ultimate value of claims over a two-year period (program years through 2021/22 valued as of 6/30/22 and 6/30/24)
- The smaller the change in liability, the more stable the program. Hence, a ratio of less than 20% is desirable.

Change in Equity

	June 2024		June 2023	Change	Minimum	Result
Net Position	19,290,095	/	16,662,592	16%	(10%)	●



- Measures change in total net position from one year to the next.
- This ratio measures the percentage change in net position from the prior year. A change of more than -10% may warrant action by the Board, such as an increase in annual contribution, or an assessment.

ERMA
FINANCIAL STABILITY PLAN
Approved Revision as of February 2, 2024

I. PURPOSE

The purpose of this Financial Stability Plan is to ensure the long-term financial viability and stability of the Employment Risk Management Authority (ERMA). It is intended to be used as a tool by the Board of Directors to guide them in their funding and net position decisions. The Plan is intentionally conservative to reflect the difficulty in accurately forecasting employment practices liability costs, to protect the program from adverse loss development, and to reduce the possibility of assessments in future program years. Components of this Plan include the following:

1. Retrospective Adjustment Process
To provide a formal process by which mature program years are adjusted;
2. Target Confidence Level Funding
To provide a course of action to build net position contingency margin;
3. Capital Fund
To provide value to the Pool by providing a benefit to the members as a whole;
4. Target Net position Benchmarking Ratios
To provide an annual calculation of ratios to assist the Board in making future funding and net position distribution decisions.
5. Budget Control Provision
To provide information to the Board regarding significant variances in budget to actual expense categories requiring board approval.

II. RETROSPECTIVE ADJUSTMENT PROCESS

As each program year is independent from the others, it is possible to assess each program year's deficit, or surplus, independently on an annual basis as each program year reaches a certain maturity threshold.

The Retrospective Adjustment Process was approved unanimously at ERMA's February 22, 2008, Board of Directors meeting. This process calls for the retrospective adjustment (assessment for a deficit year or dividend release for a surplus year) for each program year that is a full five years old (an "Eligible Program Year") according to the following methodology:

- Each year at its June Board of Directors' meeting, the ERMA Board would formally retrospectively adjust each eligible program year's retained earnings balance five full years after the inception of that program year and each year thereafter until the program year is closed (all claims have been settled, and no case or IBNR reserves remain).

- A deficit (in whole or part at the Board’s discretion) would be assessed to increase the net position in each eligible program year to at least the expected confidence level.
- Alternatively, if an eligible open program year is in a surplus position, the Board would consider issuing dividends (in whole or part at the Board’s discretion) for any net position 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 net position at that confidence level will be subtracted from the “Total Distribution Available” at that confidence level.
- 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.

Additional considerations:

- It is possible for program years to re-open, in which case a later assessment is possible.
- In the event of an overall program surplus, an individual program year or multiple program years would not be adjusted via a dividend, unless the ERMA program as a whole remained funded at the 90% confidence level after the issuance of the dividend.
- The current year March 31 financial statements will be utilized to determine each program year’s retained earnings balance, and net assessments/net dividends (due to the possibility of several program years being adjusted) will be invoiced/released on or before June 30.

III. TARGET CONFIDENCE LEVEL FUNDING

Each year an actuarial study is conducted by an accredited actuary. The study reflects a revaluation of the projected ultimate losses for the historical years and the expected losses for the upcoming year. The actuary also provides a margin for contingency which represents funding above the expected level. This margin is expressed in terms of various confidence levels. The ERMA Board of Directors does hereby establish the **70% confidence level** as the Minimum Target Confidence Level Funding (Target) for the Program.

The actuarial evaluation of the funding for historical years will be considered when setting rates for the next program year. If the funding for all historical years meets or exceeds the Target (The net position of the ERMA program as a whole is at the 70% confidence level), the Board of Directors will fund the next program year at a minimum of the target level (the 70% confidence level).

IV. CAPITAL FUND

ERMA's Capital Fund was created at the inception of the program to receive 15% of member contributions over a five-year period to "provide a margin for greater confidence in the program." All monies in the original Capital Fund were fully allocated as of June 30, 2010, and provided a benefit to all program years through 2009/2010.

The Capital Fund was re-activated in June, 2015, to receive \$300,000 from a dividend release for a future benefit.

The Capital Fund exists for the benefit of the pool with the purpose of providing a value to the members as a whole. It can also be used to further goals of becoming financially self-sufficient as net position increases.

The Capital Fund can collect premium from either a decrease in rates, an increase in confidence level, or a dividend release in order to retain the extra money as a reserve. Potential uses for the Capital Fund include:

- The implementation of a new program that will benefit all members,
- An offset against subsequent years' actuarial rate increases,
- Funding for excess coverage, and/or
- To provide the program with a greater contingency margin.

V. TARGET NET POSITION BENCHMARKING RATIOS

Benchmarking is a mechanism that provides an annual calculation of target net position ratios to assist the Board in making future funding and net position distribution decisions. The ratios are a tool to be used in determining the overall health of the program and to provide a comparison of various benchmarks from year to year. The ERMA Board of Directors will only return "Net position" to the members after evaluating and concluding the following ratios remain appropriate for the group prior to and following any potential return of "Net position". The intent of the ratios is not to mandate a particular course of action should ratios fall within or without the target parameters.

NET POSITION RATIOS

"Net Contribution" to "Net position" ratio:

Target \leq 2:1

- Compares current net position for all program years to the net contributions collected in the current year.
- This ratio is a measure of how "Net position" is leveraged against possible pricing inadequacies.
- The higher the net position, the lower the ratio. Hence a low ratio is desirable.

“Loss Reserves” to “Net position” ratio: Target \leq 3:1

- Compares current net position for all program years to total claims liability.
- This ratio is a measure of how “Net position” is leveraged against possible reserve inaccuracies.
- The lower the liabilities, and/or the higher the net position, the lower the ratio. Hence a low ratio is desirable.

“Net position” to “Self-Insured Retention” ratio: Target \geq 10:1

- Compares current net position for all program years to the group’s current self-insured retention.
- This ratio is a measure of the maximum amount that “Net position” could decline due to a single loss.
- The higher the net position, the greater number of “full hits” the group can absorb. Hence, a high ratio is desirable.

Operating ratio: Target \leq 100%

- Compares revenues to expenses during a given year.
- This ratio is a measure of the inflows versus the outflows in each program year.
- The higher the revenues, and/or the lower the expenses, the lower the ratio. Hence, an operating ratio of less than 100% is desirable.

Reserve Development: Target \leq 20%

- Compares changes in reserve liabilities from one year(s) to the next.
- This ratio is a measure of the change in aggregate ultimate losses from one valuation period to the prior valuation(s).
- The smaller the change in liability, the more stable the program. Hence, generally, both thresholds should be less than 20%.

Change in Net position: Target \geq -10%

- Measures change in total net position from one year to the next.
- This ratio measures if a decline in net position in excess of 10% warrants action by the Board, such as an increase in annual contribution, or an assessment.

VI. Budget Control Provision

A “Report of Line Items Expected to Exceed Budgeted Amount” (Report) is included with the quarterly internal financial statements, as an addendum to the Income Statement. Each line item within each spending category - Claims Expense, Loss Prevention & Training, and General and Administrative Expenses - is included in the Report, if it has, or it is anticipated that it will, exceed the budget by the end of the year.

If one or more of the spending categories exceeds, or is expected to exceed, the budget for that category, it will be brought to the Board for approval at its next regularly scheduled meeting. Approval by the Board of the variance in any category will be recorded in the minutes of that meeting, but will not necessitate further action.

- VII.** Staff will periodically bring to the Board a recommendation to conduct a separate Capital Adequacy Study when needed. Regardless of any recommendation(s) from staff, the Board will formally consider whether or not to conduct a separate Capital Adequacy Study at least once every five years.

The Board of Directors may re-evaluate this plan from time to time and make changes to it as deemed necessary by a majority vote of Board.

ERMA PANEL OF APPROVED DEFENSE COUNSEL

(Effective January 2025)

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ERMA INVESTIGATORS

(January 2025)

The individuals listed below are provided to ERMA members as a resource in choosing a workplace investigator. This is not a pre-approved list. Pursuant to ERMA Resolution No. 2021-7 (Establishing Criteria for Approval of Investigators), if an investigation pertains to an ERMA matter, you must first report the claim to ERMA and **obtain written approval from the Litigation Manager prior to engaging an investigator** in order for any expenses to count toward your agency's Self-Insured Retention. An investigator's hourly rate is capped at \$290 per hour for attorney investigators and \$200 per hour for non-attorney investigators.

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****Members are responsible for this investigator's hourly fees in excess of ERMA's capped hourly fees of \$290.**

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ADMINISTRATIVE MATTERS

SUBJECT: Consideration of Goals and Objectives Established at the 25th Annual Workshop - *Presented by Rob Kramer, Executive Director*

RECOMMENDATION: *Staff recommends the Board of Directors provide direction and prioritize the 2025/26 Goals and Objectives.*

BACKGROUND AND STATUS:

This time is reserved for the Board of Directors to consider any new or revised goals and objectives discussed during the strategic planning portion of the preceding 2025 Annual Workshop.

REFERENCE MATERIALS ATTACHED:

None.

ADMINISTRATIVE MATTERS

**SUBJECT: Review and Consideration of Other Administrative Items Arising
from the Annual Workshop Discussions
*Presented by Rob Kramer, Executive Director***

RECOMMENDATION: *Staff will provide any pertinent
recommendations at the meeting.*

BACKGROUND AND STATUS:

This time is reserved to take action on any administrative or other items discussed during the Annual Workshop the preceding day.

REFERENCE MATERIALS ATTACHED:

None.

ADMINISTRATIVE MATTERS

SUBJECT: Discussion of Claims and Litigation Management Staffing
Presented by Rob Kramer, Executive Director

RECOMMENDATION: *Staff will not be making a recommendation on this matter as Sedgwick has a financial stake in the outcome.*

BACKGROUND AND STATUS:

Since 2021, and likely coinciding with the US emerging from the COVID-19 pandemic, ERMA has seen a marked rise in the claims volume from its members. In addition, the ERMA membership continues to grow, further increasing the number of claims that need to be managed by the Litigation Management and Claims Team.

Staff previously discussed this material change in the scope of the Litigation Management and Claims Team case load and the need to support and leverage the efforts of the Litigation Manager as the case load expands.

The Executive Committee directed Sedgwick to prepare a draft proposal for the potential addition of staff under the Sedgwick agreement.

A representative from Sedgwick will be in attendance to present a draft proposal and answer any questions from the Board.

REFERENCE MATERIALS ATTACHED:

- *To be distributed at meeting.*

ADMINISTRATIVE MATTERS

SUBJECT: Draft Resolution 2024-2, Establishing Meeting Dates for the 2025/26 Program Year
Presented by Yvette Flama, Board Secretary

RECOMMENDATION: *Staff recommends the Board of Directors approve Resolution 2024-2, establishing the meeting dates for the 2025/26 program year.*

BACKGROUND AND STATUS:

Included in the agenda packet is a resolution with proposed meeting dates for the 2025/26 Program Year. The proposed dates are as follows:

I. Executive Committee Meetings

- Monday, November 10, 2025
- Friday, April 10, 2026

II. Board Meetings and Annual Workshop

- Thursday & Friday, March 5 & 6, 2026 (Annual Workshop/Board Meeting)
- Friday, June 12, 2026

Staff requests the Board of Directors review the proposed dates for potential scheduling conflicts. Additionally, Staff would like the Board of Directors to provide direction on keeping the workshop at the Napa Valley Marriott in Napa, CA or consider changing locations.

REFERENCE MATERIALS ATTACHED:

- Draft Resolution 2024-2, Establishing Meeting Dates for the 2025/26 Program Year

DRAFT RESOLUTION NO. 2024-2

**RESOLUTION OF THE BOARD OF DIRECTORS OF THE
EMPLOYMENT RISK MANAGEMENT AUTHORITY
ESTABLISHING MEETING DATES FOR THE 2025/26 FISCAL YEAR**

BE IT RESOLVED THAT:

The following meeting dates are hereby established for the 2025/26 fiscal year:

I. Executive Committee Meetings

- Monday, November 10, 2025
- Friday, April 10, 2025

II. Board of Directors Meetings

- Thursday & Friday, March 5th & 6th, 2026 (Annual Workshop/Board Meeting)
- Friday, June 12, 2026

This Resolution was adopted by the Board of Directors at a regular meeting of the Board on January 24, 2025 by the following vote:

AYES _____
NOES _____
ABSTAIN _____

PRESIDENT

ATTEST:

BOARD SECRETARY

MEMBERSHIP MATTERS

SUBJECT: Consideration of Prospective Member Application, City of Parlier (CSJVRMA JPA)
Presented by Rob Kramer, Executive Director

RECOMMENDATION: *The Underwriting Committee and Staff recommend unconditional approval of the City of Parlier (CSJVRMA) at a \$100,000 SIR, effective January 1, 2025.*

BACKGROUND AND STATUS:

The City of Parlier, an underlying member of the Central San Joaquin Valley Risk management Authority (CSJVRMA) JPA, provided an application and supporting documentation for participation in ERMA effective January 1, 2025, at a \$50,000 self-insured retention (SIR). The application materials have been reviewed by staff and are summarized as follows:

- The City reports a payroll of approximately \$4,089,762.50.00 for the 2023 calendar year and has 58 full-time employees and 7 part-time employees.
- The City fairly recently had its written personnel policies and procedures reviewed with a few noted exceptions.
- The City noted they do not have a procedure for obtaining information and following up on oral or written claims.
- The City is compliant with AB 1825, SB 1343, and SB 778 training requirements.
- The City is a previous member of ERMA. They withdrew as a member in 2019. When they were a member, they were at a \$50,000 SIR.

The City was previously a member of ERMA from 1999 until withdrawing in 2019 and is seeking to re-join the program after a change in executive staff at the city.

REFERENCE MATERIALS ATTACHED:

- City of Parlier Premium Indication
- City of Parlier Application for Participation

Name of Entity	City of Parlier
2023 Calendar Year Payroll	\$4,089,763
Coverage Period	July 1, 2024 to June 30, 2025

CALCULATION

Self-Insured Retention Option		\$50,000	\$75,000	\$100,000
Funding Rate		0.552	0.500	0.455
Funding for Losses		\$22,575	\$20,431	\$18,625
Loss Prevention & Training	0.0091	372	372	372
Administration	0.0542	2,215	2,215	2,215
Deposit Contribution		\$25,162	\$23,018	\$21,212
JPA Participation Credit	7.35%	(1,848)	(1,691)	(1,558)
Net Contribution		\$23,314	\$21,327	\$19,653
JPA Experience Mod Factor		1.005		
JPA Off-Balance Factor ⁽¹⁾		0.998		
Contribution Adj. for Off-Bal. Factor		\$23,373	\$21,381	\$19,703
Individual Experience Mod Factor ⁽²⁾		1.000		
Individual Off-Balance Factor ⁽¹⁾		1.075		
Contribution Adj. for Off-Bal. Factor		\$25,071	\$22,935	\$21,135
Excess Insurance \$3M x \$1M	0.0575	\$2,352	\$2,352	\$2,352
ERMA CONTRIBUTION ⁽³⁾		\$27,423	\$25,286	\$23,487
CSJVRMA Administration Fee *		\$1,371	\$1,264	\$1,174
TOTAL CONTRIBUTION		\$28,794	\$26,550	\$24,661

Notes:

(1) Off-Balance Factor: To ensure that ERMA collects the required total contribution from a member, which is determined by ERMA's consulting actuary, an off-balance factor is applied to the net contribution after the experience modification factor is applied to the net contribution. All underlying members within the same primary JPA receive the same off-balance factor.

(2) New members are assigned an experience modification factor of 1.000 their first year in ERMA.

(3) Contribution calculated using rates per the 2024/25 approved budget.

* Administration fee of 5% charged by the CSJVRMA.

**EMPLOYMENT RISK MANAGEMENT AUTHORITY (ERMA)
LIABILITY COVERAGE APPLICATION FOR PROSPECTIVE MEMBERS
OF A PARTICIPATING JOINT POWERS AUTHORITY**

If completed electronically, this application will adjust to allow space for any answers. If not completed electronically, then additional sheets may be needed.

PROGRAM YEAR: 2024/25

ENTITY NAME: <u>City of Parlier</u>	Date: <u>12/9/2024</u>	
EMPLOYMENT PRACTICES INFORMATION		
A. Policies and Procedures		
1.	Does the Entity have written personnel policies and procedures?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
2.	Does the Entity distribute the manual/rules to all employees?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
3.	Does the Entity have employees sign an acknowledgement form indicating they have read and understood the above-referenced policies?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
4.	Are the following policies or procedures included in the manual? Check all that apply:	
	<input checked="" type="checkbox"/> Hiring	<input checked="" type="checkbox"/> Termination <input type="checkbox"/> Suspension
	<input checked="" type="checkbox"/> Medical Leave	<input checked="" type="checkbox"/> Unpaid Leave <input type="checkbox"/> Grievance Procedures
	<input checked="" type="checkbox"/> Drug & Alcohol Testing	<input checked="" type="checkbox"/> Discipline <input checked="" type="checkbox"/> Attendance
	<input checked="" type="checkbox"/> Family Medical Leave Act	<input checked="" type="checkbox"/> Harassment, Discrimination, & Retaliation
	<input checked="" type="checkbox"/> Written Job Description for all Positions	<input checked="" type="checkbox"/> Workplace Violence Policies
	<input checked="" type="checkbox"/> Annual Written Performance Evaluations for all Employees	
	<input type="checkbox"/> Employee Hotline/Complaint Procedure	
5.	Do the policies/rules include all protected categories under the Fair Employment and Housing Act (FEHA), Ca. Gov't. Code section 12940)?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
6.	Does the Entity have legal counsel regularly review the manual/rules?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7.	Have the above-referenced policies been updated within the past five years?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	If no, when was the manual or rules last reviewed?	
8.	Were the above-referenced policies formally approved and adopted by council/governing board?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
9.	Does the Entity have legal counsel to provide advice regarding disciplinary matters?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
10.	Does the entity have an orientation program for all employees that addresses workplace conduct, EPL policies and practices, and grievance procedures?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<i>If you answered no to any of the above, please use this space to provide more information:</i>		
A review and update of the policies and procedures will be requested in 2025.		

B. Employee Information					
1.	Number of Full Time Employees: <u>58</u>				
2.	Number of Part time Employees: <u>7</u>				
3.	For each of the past five years, what has been your annual percentage turnover rate of employees?				
	2024 <u>2024</u> 6.9 %	2023 <u>2023</u> 25.17 %	2022 <u>2022</u> 15.4 %	2021 <u>2021</u> 13.75 %	2020 <u>2020</u> 14.6 %
4.	How many involuntary employment terminations have occurred in the past three years?				
	2024 <u>2024</u> Terminations: <u>1</u>	2023 <u>2023</u> Terminations: <u>2</u>	2022 <u>2022</u> Terminations: <u>2</u>		

	<i>Involuntary employment termination with respect to this questionnaire means notification to an employee that such employee will no longer be employed whether such notification is effective immediately or in the future. Involuntary employment termination shall also include actual or alleged constructive discharge.</i>	
5.	Percentage of Employees with salaries less than \$100,000 % 93	Should = 100%
6.	Percentage of Employees with salaries greater than \$100,000 % 7	

C. Employment Practices Claims Handling		
1.	Who in the Entity has been designated to handle claims?	
2.	(a) With respect to oral or written claims, do you have a written procedure for obtaining information and conducting required follow up on the claim? (b) Do you require written claims for EEO-related complaints?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	If yes to 2(a), describe the policy and procedure for receiving, reviewing, and responding to claims:	
3.	Does the Employment Claims handler coordinate with the Workers' Compensation Administrator on all claims involving actual or potential industrial injuries? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
4.	Has your entity received any claim in the previous 7 completed fiscal years, including the partial current fiscal year, (including but not limited to Tort Claim, any and all claims filed with the DFEH, EEOC, Department of Labor or Federal Department of Justice, any civil lawsuit or other written claim) alleging the following?	
	(a) Allegations of discrimination or harassment under FEHA, Title VII or any other federal or state law relating to discrimination based on race, sex, religion, disability, national origin, marital status, age, sexual orientation, retaliation or any other protected legal status;	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
	(b) Allegations of retaliation relating to an Employee engaging in protected activity involving any EEO-related complaint, protected leave status, worker's compensation claim, or any other protected activity or status;	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	(c) Actual or alleged 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;	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	(d) Allegations of negligent or wrongful evaluation, wrongful demotion, wrongful discipline, failure to promote, failure to grant tenure, or wrongful deprivation of career opportunity;	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	(e) Allegations of misrepresentation or defamation made by an <i>Employee</i> which arise from an employment decision to hire, fire, promote, demote or discipline;	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	(f) Allegations of infliction of emotional distress, mental injury, mental anguish, shock, sickness, disease or disability made by an <i>Employee</i> which arise from an employment decision to hire, fire, promote, demote or discipline;	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	(g) Allegations of false imprisonment, detention, or malicious prosecution made by an <i>Employee</i> which arise from an employment decision to hire, fire, promote, demote or discipline;	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

	(h) Allegations of libel, slander, defamation of character, invasion of privacy made by an <i>Employee</i> which arise from an employment decision to hire, fire, promote, demote or discipline; and	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	(i) Other personal injury allegations made by an <i>Employee</i> which arise from an employment decision to hire, fire, promote, demote or discipline.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
If the answer is yes to any of the above, please attach a listing of the loss(es) showing a full description of each claim, including the date filed, the substance of the allegations, the disposition of the claim, and any monetary amounts paid in connection with the claim.		

D. Employment Practices Risk Management		
1.	Does the applicant have a Human Resources or Personnel Department? If no, please describe handling of this function:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
2.	Do you have any established set of grievance or complaint procedures as an effective means of resolving disputes prior to litigation?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
3.	Do you anticipate any "layoffs" during the next 24 months? If yes, please provide details.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
4.	Have you had any "layoffs" in the past 36 months? If yes, please provide details.	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
5.	Is your entity in full compliance with the training requirements set forth in AB 1825, SB 1343 and SB 778? If no, please explain.	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
6.	Briefly describe the procedure for maintaining AB 1825 and SB 1343 training records:	
7.	Does your entity provide SB 1343 training?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8.	Are elected or appointed officials trained on the entity's policy regarding harassment, discrimination, and retaliation?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

E. DESIRED SELF-INSURED RETENTION							
<input type="checkbox"/> \$25K	<input checked="" type="checkbox"/> \$50K	<input type="checkbox"/> \$75K	<input type="checkbox"/> \$100K	<input type="checkbox"/> \$250K	<input type="checkbox"/> \$350K	<input type="checkbox"/> \$500K	
<i>Please attach the following:</i>							
<ul style="list-style-type: none"> • <i>EPL individual loss information (including Date of Loss and total incurred) for the previous 7 completed fiscal years, including the partial current fiscal year;</i> • <i>Payroll information for the previous 7 completed calendar years;</i> • <i>Completed resolution authorizing participation in ERMA;</i> • <i>Completed intent to participate; and</i> • <i>Most Recent Financial Audit.</i> 							

The undersigned declares that no fact, circumstance, or situation indicating the probability of a claim or action is now known to any person proposed for this coverage; and it is agreed by all concerned that if there be knowledge of any such fact, circumstance or situation, any claim or action subsequently emanating therefrom shall be excluded from coverage under the coverage for herewith being applied. The undersigned being authorized by, and acting on behalf of, the applicant and all persons or concerns seeking coverage, has read and understands this application, and declares all statements set forth herein are true, complete, and accurate, and include all material information.

The undersigned further declares and represents that any occurrence taking place prior to the inception of the coverage for which is being applied, which may render inaccurate, untrue or incomplete any statement made herein will immediately be reported in writing to ERMA. The undersigned acknowledges and agrees that the submission and ERMA's receipt of such report, prior to the inception of the coverage for which being applied, is a condition precedent to coverage.

The undersigned acknowledges:

- (1) ERMA does not require the submittal of the aforementioned policies and procedures. ERMA does, however, rely on the information provided by the applicant in review of the application and the undersigned, therefore, declares and represents that the policies and procedures as represented above are the current policies and procedures of the entity.
- (2) ERMA's Board of Directors may recommend a risk assessment of any new member within 60 days of joining ERMA and/or a higher self-insured retention from what was requested, if an application for membership is approved.

The undersigned further acknowledges and agrees this application contains requests for information and requests for data on a range of exposures, but such requests do not imply that coverage is afforded in the program for which is being applied.

City of Parlier

Agency or Entity Name

David Cerda

Applicant's Name (please print)

Acting City Manager

Applicant's Title



Applicant's Signature

12/12/2024

Date

TRAINING AND LOSS PREVENTION MATTERS

**SUBJECT: Presentation of iLearning Engines Quarterly Report
*Presented by Traci Maxi, iLearning Engines***

RECOMMENDATION: *None.*

BACKGROUND AND STATUS:

iLearning Engines (iLE) plays a critical role in supporting the training and loss prevention initiatives set forth by the Board of Directors. iLE delivers impactful online training through ERMAnet, expertly manages the Employee Protection Line, and executes comprehensive member surveys to ensure our commitment to the Board of Directors initiatives.

This time is reserved for reviewing ERMA's performance report for the 2024 calendar year.

REFERENCE MATERIALS ATTACHED:

- None

TRAINING AND LOSS PREVENTION MATTERS

SUBJECT: Training Update
Presented by Yvette Flama, Board Secretary

RECOMMENDATION: *None.*

BACKGROUND AND STATUS:

The Loss Prevention & Training Program fulfills the Board’s mission of reducing employment practices risk through comprehensive, innovative training, as well as providing additional loss prevention resources. By focusing on prevention, early reporting, intervention, and the resolution of claims, members successfully reduce their overall exposure to employment practices liability (EPL) risk.

We would like to focus on the following key components:

Live & Online Training:

During the 2023/24 program year, ERMA members completed 6,938 online trainings via ERMAnet (iLearning Engines). Additionally, the online training completed to date total 2,726. The following chart illustrates how many online training sessions were assigned by member agencies versus how many were completed during the 2023/24 program year:

JPA	Online Training Assigned	Online Training Completed
BCJPIA	1,452	1,326
CalTIP	92	93
CIRA	547	524
CSJVRMA	2,742	2,418
ERMAC	0	0
MBASIA	163	139
MPA	352	322
PERMA	1,410	1,279
PLAN	9	7
SCORE	291	240
VCJPA	509	482
Total	7,701	6,938

At present, seven (7) live trainings have been completed and five (5) are scheduled for the 2024/25 program year. This is on trend with the average number of trainings at this time in recent years (approximately 13). Of the seven (7) trainings, four (4) of them were AB 1825 and SB 1343 compliant training, and three (3) were focused on disabilities and diversity.

Training & Risk Management Program:

Beginning July 1, 2020, ERMA launched the Training & Risk Management Program, wherein members may seek reimbursement of up to \$2,500 annually for eligible employment-related training and loss control expenditures. During the 2023/24 program year, members requested \$107,958.09 in reimbursements.

Members have requested \$16,598.00 in reimbursements for the 2024/25 program year.

These reimbursements assist member agencies in offsetting the costs associated with activities such as mandated training, updates to employment policies, and attendance at various employment-related conferences and other events.

At the last ERMA Board of Directors meeting, the Board allowed a rollover of any grant funds not used during the 2023/24 program year on a “one-time” basis if needed/used for policy updates in 2024/25.

Training Compliance:

With respect to training compliance, the Memorandum of Coverage (MOC), Section VII, Conditions, Article 1 (F), requires that all covered parties within ERMA must provide proof of compliance with training, as outlined in California Government Code §12950.1. These trainings consist of:

- 1-hour SB 1343-compliant training for non-supervisory employees
- 2-hour AB 1825-compliant training for supervisory employees

Failure to maintain substantial compliance with training mandates may result in an increased SIR, as referenced in the MOC. In January 2024, a self-certification survey was launched, allowing member agencies to report compliance with mandated training. The following chart illustrates the response rate within each ERMA primary JPA.

	TOTAL AGENCIES	RESPONSES REC'D
BCJPIA	17	17
CalTIP	10	8
CCCHA	1	1
CIRA	55	48
CSJVRMA	42	42
MBASIA	10	10
MPA	21	19
OHA	1	1
PERMA	26	25
PLAN	8	4
SCORE	13	11
VCJPA	31	29

The following chart details the members who did not respond during the 2023/24 program year survey period (Please note, members who have participation conditions have not been included below):

JPA	AGENCY	RESPONSE
CalTip	Yolo County Trans. District	None
CalTip	San Joaquin Regional Transit District	None
CIRA	Amador	None
CIRA	Avalon	None
CIRA	Blue Lake	None
CIRA	Fortuna	None
CIRA	Plymouth	None
CIRA	Grass Valley	None
MPA	Hercules	None
PERMA	Hesperia Recreation & Parks District	None
PLAN	American Canyon	None
PLAN	Los Altos Hills	None
PLAN	Atherton	None
SCORE	Tulelake	None
SCORE	Loomis	None
VCJPA	Durham MAD	None
VCJPA	Burney Basin MAD	None

REFERENCE MATERIALS ATTACHED:

- None.

TRAINING AND LOSS PREVENTION MATTERS

**SUBJECT: Update on Member Employment Practices Policy Survey Initiative
Presented by Rob Kramer, Executive Director**

RECOMMENDATION: *None.*

BACKGROUND AND STATUS:

At the last ERMA Annual Workshop, the Board of Directors established goals and objectives related to ensuring all ERMA members are provided support related to the review and update of their agency Employment Practices Policies.

Staff and various service partners have been working diligently to get this accomplished by the end of the 2nd quarter of 2025.

Based on feedback from the Board at the June meeting, Liebert Cassidy Whitmore (LCW) has begun the process of reviewing the surveys completed by the members and providing a memorandum to each member based on their review of the policies.

Please recall that ERMA asked each member to complete a survey and upload the eight (8) previously identified policies the group felt were most critical to ensure the success of the members and the program.

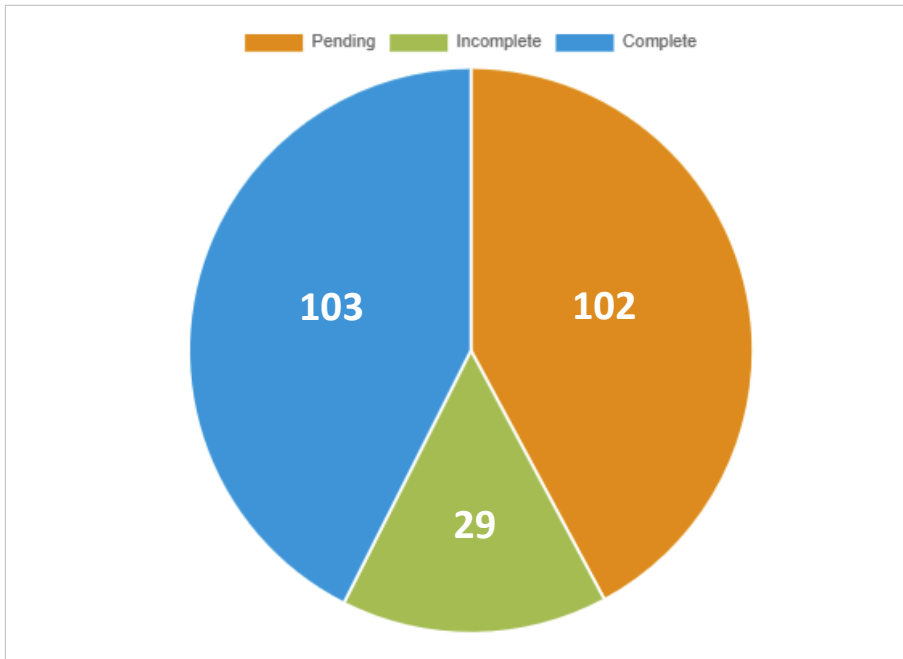
To date, one hundred and three (103) out of two hundred and thirty-four (234) members have completed the survey, that is 44% of our members. Of the members who completed the surveys, LCW has now completed the review of about fifty (50) of the one hundred and three (103) responses.

Staff has been following up with each of the JPA Administrators and individual members to continue to encourage further participation in the survey. Once the various memoranda for the members are completed, staff will be working with each member to make sure they are aware of the grant fund program as well as the other resources and service providers available to assist with policy changes should they be needed.

REFERENCE MATERIALS ATTACHED:

- Employment Practices Policy Data
- Liebert Cassidy Whitmore Report to the Board of Directors

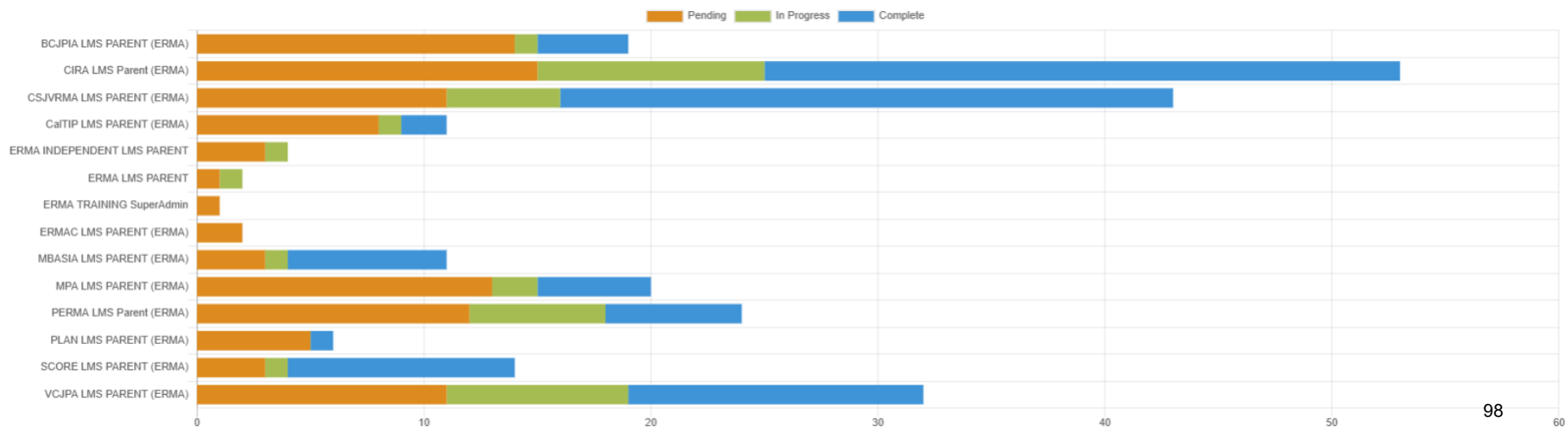
ERMA Employment Practices Policy Data



The data presented illustrates the number of completed trainings out of 234 members. Pending status indicates surveys members have started but have not completed. Incomplete status indicates surveys that members have not started.

So far, only one member has indicated they will not participate in the survey because they recently had their policies and procedures reviewed.

Assignment Status by Parent Organization



LIEBERT CASSIDY WHITMORE

MEMORANDUM

CONFIDENTIAL

DATE: January 15, 2025

CLIENT-MATTER NO.: BI040/001

TO: Rob Kramer, Director, Pool Administration

FROM: Leighton D. Henderson

RE: ERMA Policy Review Project Status Update

In preparation for the January 24, 2025 meeting of the ERMA Board of Directors, we are providing a status update regarding the ERMA Policy Review project. As of the date of this memo, 237 agencies initiated the survey. Of those, only 103 have completed the process. The following is a breakdown of the numbers by JPA:

JPA	Completed Process	Status of "Pending" or "In Progress" ¹	Total
BCJPIA	4	15	19
CalTIP	2	9	11
CIRA	28	25	53
CSJVRMA	27	16	43
ERMA Independent	0	4	4
MBASIA	7	4	11
MPA	5	15	20
PERMA	6	18	24
PLAN	1	5	6
SCORE	10	4	14
VCJPA	13	19	32
Total:	103	134	237

¹ We are unable to access the survey or documents of any agency that is shown as "pending" or "in progress."

Re: ERMA Policy Review Project Status Update
January 15, 2025
Page 2

As of the date of this memo, 19 recommended action memos have been sent out, and another 13 are close to completion.

We aim to have this project completed by April 2025, and have set internal deadlines in order to reach that goal.

Please let me know if you have any questions.

TRAINING AND LOSS PREVENTION MATTERS

SUBJECT: Update on Regional Elected Officials Training Initiative
Presented by Rob Kramer, Executive Director

RECOMMENDATION: *None.*

BACKGROUND AND STATUS:

At the last ERMA Annual Workshop, the Board of Directors established goals and objectives related to developing and implementing an ERMA training program specifically designed to support the Elected Officials of the ERMA membership.

With direction from the Executive Committee, Staff has been working with the ERMA service partners to develop the outline of the training program and an implementation plan. Staff is prepared to present the plan for formal consideration by the Board of Directors.

Staff will be prepared to discuss and receive feedback from the Board of Directors related to the draft Elected Officials Training Project Plan that includes information on:

1. Scope of Training to be Provided;
2. Expected Timing of the Trainings;
3. Anticipated Costs;
4. Compliance Recommendations; and
5. Other Items for Consideration.

The first of these trainings has already been scheduled and staff is actively working to round out the schedule of all the trainings in the next few months.

REFERENCE MATERIALS ATTACHED:

- Draft Elected Officials Training Project Plan Memorandum and Spreadsheet
- Draft Elected Officials Training Outline and Informational Flyer



January 15, 2025

TO: ERMA Board of Directors

FROM: Rob Kramer, Executive Director

SUBJECT: ERMA Elected Officials Training – Project Plan Memorandum

At the February 1st and 2nd, 2024, ERMA Annual Workshop and Board of Directors meeting, the ERMA Board established a strategic objective for the 2024/25 Program Year to develop and implement **tailored training for elected officials**.

With regard to the above-mentioned strategic initiative, please find below our status update and recommendations for this project moving forward.

ACHIEVEMENTS

Staff met on two separate occasions with the service partners from Liebert Cassidy Whitmore, Jackson Lewis and iLearning Engines to outline and discuss the scope and details of this initiative:

1. LCW took the lead in developing an outline and flier for the proposed training (attached).
2. ERMA staff developed a budget and timeline for the initial round of the proposed regional training (attached).
3. The Executive Committee approved the initial “Regional” training concept, which would take place between February and May of 2025. This would allow Elected Officials (including newly elected officials in November 2024) to access this training through ERMA within six months of the upcoming elections.

RECOMMENDATIONS

1. Staff is recommending the Board of Directors approve a longer-term plan, which would involve ongoing training and the ERMA “compliance” aspects.
2. Staff is recommending that the costs of approximately \$60,000 for 16 regional

ERMA Board of Directors

January 15, 2025

Page 2

sessions be taken from the Capital Contribution Fund but that any ongoing training be added to the 2025/26 Annual Budget.



ELECTED OFFICIALS TRAINING - COST PROJECTIONS

Prepared: January 8, 2025

II. Costs of Elected Official Regional Training - Qtr 1 of 2025 - 1/2 day training sessions with lunch

Description	Vendor	Cost	Average Cost	Members
Regional Training - Site #1 - Marin - BCJPIA/MPA/PLAN/VCJPA	LCW and JL	\$ 3,000		
Regional Training - Site #2 - Pleasanton - BCJPIA/MPA/PLAN/VCJPA/Hayward/Oakland HA	LCW and JL	\$ 3,000		
Regional Training - Site #3 - Burlingame - BCJPIA/MPA/PLAN/VCJPA	LCW and JL	\$ 3,000		
Regional Training - Site #4 - Walnut Creek - MPA/BCJPIA/PLAN/VCJPA/Contra Costa HA	LCW and JL	\$ 3,000		
Regional Training - Site #5 - Ceres -CSJVRMA/VCJPA	LCW and JL	\$ 3,000		
Regional Training - Site #6 - Fresno - CSJVRMA/BCJPIA/PLAN	LCW and JL	\$ 3,000		
Regional Training - Site #7 - Porterville - CSJVRMA/PERMA/CIRA/VCJPA	LCW and JL	\$ 3,000		
Regional Training - Site #8 - Sacramento - CIRA/CalTIP/VCJPA/SCORE	LCW and JL	\$ 3,000		
Regional Training - Site #9 - Williams - SCORE/CIRA/VCJPA/CalTIP	LCW and JL	\$ 3,000		
Regional Training - Site #10 - Ontario or Palm Desert - PERMA/CIRA/VCJPA	LCW and JL	\$ 3,000		
Regional Training - Site #11 - Petaluma/Santa Rosa - CIRA/CalTIP/VCJPA	LCW and JL	\$ 3,000		
Regional Training - Site #12 - San Benito - MBASIA/MPA/PLAN/VCJPA	LCW and JL	\$ 3,000		
Regional Training - Site #13 - Rancho Cucamonga - CIRA/CalTIP/CSJVRMA	LCW and JL	\$ 3,000		
Regional Training - Site #14 - Riverside County - CIRA/PERMA/VCJPA	LCW and JL	\$ 3,000		
Regional Training - Site #15 - Tehama - CIRA/CalTIP/SCORE/VCJPA	LCW and JL	\$ 3,000		
Regional Training - Site #16 - Fortuna - CIRA/CalTIP/SCORE	LCW and JL	\$ 3,000		
Facility and Meals - (16 sessions x \$3,000)	ERMA	\$ 48,000		
		\$ 48,000		194 Members

1200

ERMA Best Practices in Public Service – Two-Part Training Outline

Part I: Sexual harassment prevention training

Part II: Best Practices for Professionalism in Public Service. Part II will build on the legal requirements covered in the harassment prevention training to promote professionalism in public service. This part of the training will provide best practices for public service so that elected officials and members of legislative bodies can professionally, fairly, and effectively serve the public. Using case studies and discussion, the training will enhance critical “soft skills” of leadership, including confidentiality, courtesy, transparency, and fairness.

- A. Public Sector Responsibility and Accountability:** Professionalism in public service. What is your role, what values and practices should you bring to the job?
- B. Interpersonal Skills: Why They Are Important for Public Officials?**
 - a. What are interpersonal skills and why are they important?
 - b. Some of the most important skills (discussion and case studies) include:
 - i. *Communication:* Effective communicators clearly articulate their vision and inspire others to follow their lead. This requires communication with diverse stakeholders, including colleagues, constituents, and community members.
 - ii. *Empathy & Cultural Competence:* Being aware of our biases and understanding another person’s perspective.
 - iii. *Collaboration:* How to work with others effectively and respectfully.
 - iv. *Critical Thinking and Problem-Solving:* Effectively using information and awareness in approaching problems mindfully and intentionally.
 - v. *Decision-Making:* Being aware that the way you make decisions has an impact on others.
 - vi. *Professionalism:* Applying all these skills in a way that makes you a good role model, and someone that people you work with and represent respect and admire.
- C. Leadership Skills to Effectively Serve the Public**
 - a. What are important leadership skills and how to develop, maintain and practice them for the benefit of the people you serve. Addressing specific skills including:
 - i. *Growth Mindset:* Belief in your ability to become better through hard work, and help from others.
 - ii. *Emotional Intelligence:* The ability to identify, assess and manage emotions in one’s self and in others. People with high emotional intelligence have a good handle on their emotions and can self-regulate, which helps make them good leaders.
 - b. Effective techniques and tools to apply your leadership skills in service of others. Examples/case studies may include:
 - i. Mentoring, succession planning and knowledge transfer;
 - ii. Maximizing employee performance and job satisfaction;
 - iii. Promoting civility and effectiveness in public meetings.

AB-1234 – At each training, attendees will receive resources on what AB 1234 is, and resources for them to access the training. For example, members can utilize ERMAnet, Liebert Cassidy Whitmore, or Jackson Lewis.

WORKSHOP ANNOUNCEMENT

Elected Officials - Best Practices in Public Service – Comprehensive Two-Part Training

Elected and appointed officials and members of legislative bodies play a critically important role in their service to the public. Because of this, they are held to high standards and expectations under California law. To ensure these standards are met and to promote a culture of professionalism and respect, **the Government Code requires at least two hours of harassment prevention training and education within the first six months of taking office or commencing employment, then again, every two years.**

ERMA, with its strategic partners Liebert Cassidy Whitmore and Jackson Lewis, are pleased to offer this comprehensive two-part training. The first part of this training will cover the statutory requirements for preventing harassment, discrimination, and retaliation in public agencies.

Building on these expectations, the second part of this training will address best practices for elected officials to model respect, accountability, and professionalism and provide tools for developing and maintaining these important “soft skills” of leadership. This will be a three-hour training.

Part I of this interactive training will satisfy the two hours of sexual harassment prevention training required to be provided to all local agency officials or other designated employees by a local agency.

Part II will build on the legal requirements covered in the first two sessions and provide training on developing and maintaining best practices for acting in the best interest of the public. Using case studies and discussion, the training will enhance critical “soft skills” of leadership, including confidentiality, courtesy, transparency, and fairness. This part of the training will provide best practices for public service so that elected officials and members of legislative bodies can ethically, fairly, and effectively serve the public.

Who Should Attend?

Members of a Legislative Body, Elected & Appointed Officials, and employees designated by their employer.

MCLE Credit

LCW and Jackson Lewis are approved providers for Minimum Continuing Legal Education (MCLE) Credit. Attorneys attending this course will receive three (3) hours of MCLE credit. An MCLE sign-in sheet and certificate will be available at the workshop.

DATE:

TIME:

PRESENTER:

LOCATION:

RESERVATIONS: *Please register directly at www.ermajpa.org.*

TRAINING AND LOSS PREVENTION MATTERS

SUBJECT: Update on ERMA Investigators Forum 2025
Presented by Rob Kramer, Executive Director

RECOMMENDATION: *None.*

BACKGROUND AND STATUS:

At the last ERMA Annual Workshop, the Board of Directors established goals and objectives related to establishing an “ERMA Investigators Forum” to provide training and develop expectations for members of the ERMA Investigators Panel, as well as solicit feedback from those on the panel related to the ERMA program.

Staff has been working with the ERMA service partners to develop the program for the forum and has also met with the attorneys on the broader ERMA Defense Panel where we elicited feedback from that group.

Staff recently presented the plan for the forum with the Executive Committee and will be prepared to answer questions and receive feedback from the Board of Directors related to this initiative. Since the Executive Committee meeting in November 2024, Staff has worked diligently to secure a location and date for the forum. Staff is excited to announce the forum will be held on March 18, 2025, in Burlingame, CA.

Additionally, at the February 2024 board meeting, at the direction of the Board of Directors, Staff began reviewing the investigator's guidelines, seeking ways to improve the process for members, defense counsel, and Staff. Staff plans to present the modified guidelines at the forum and seek feedback from ERMA investigators. Staff will present a draft of the guidelines to the Executive Committee at the April 2025 meeting.

REFERENCE MATERIALS ATTACHED:

- Draft Investigators Forum Project Plan Memorandum and Spreadsheet
- ERMA Draft Forum Draft Agenda
- ERMA Forum Announcement Flyer



January 15, 2025

TO: ERMA Board of Directors

FROM: Rob Kramer, Executive Director

SUBJECT: ERMA Investigators Forum – Project Plan

At the February 1st and 2nd, 2024, ERMA Annual Workshop and Board of Directors meeting, the ERMA Board established a strategic objective for the 2024/25 Program Year to develop and hold an **ERMA Investigators Forum** to provide:

1. An overview of ERMA;
2. Deliver some high-level training to develop consistency and establish expectations; and
3. Solicit feedback from the investigators' panel on various matters.

With regard to the above-mentioned strategic initiative, please find below our status update and recommendations for this project moving forward.

ACHIEVEMENTS

Staff met on two separate occasions with the service partners from Liebert Cassidy Whitmore, Jackson Lewis, and iLearning Engines to outline and discuss the scope and details of this initiative. Staff also met for the first time with the entire ERMA Defense Panel as a group to discuss the Investigator Forum concept and solicit feedback:

1. ERMA staff took the lead in developing an outline for the Investigators Forum (attached).
2. ERMA staff developed a budget and timeline for the Investigators Forum to be held in late February or March of 2025 in the Bay Area. (attached).
3. The Executive Committee approve moving forward with the Investigators Forum as outlined above and in the attachments at the November Executive Committee meeting.

4. Staff successfully secured a venue for a date in March 2025. In December, staff announced and marketed the training, receiving an overwhelming response and positive feedback.

RECOMMENDATIONS

1. Staff recommends that the Board of Directors approve proceeding with the Investigators Forum as outlined above and, in the attachments, and to provide additional guidance as needed.
2. Staff is recommending that the costs of approximately \$6,000 for 1 forum be taken from the Capital Contribution Fund but that any ongoing training be added to the 2025/26 Annual Budget.



INVESTIGATORS PANEL - COST PROJECTIONS

Prepared: January 8, 2025

II. Costs of Investigators Forum - Qtr 1 of 2025 - 1/2 day training sessions with lunch

Description		Vendor	Cost	Average Cost	Attendees
Investigators Forum - Burlingame Community Center (March 18, 2025) (\$1200) - Approximately 50-60 attendees, Misc. (\$500)	Room rental (\$3500) Lunch	ERMA	\$ 5,200		
			<u>\$ 5,200</u>		<u> </u>

Employment Risk Management Authority (ERMA)

Investigator's Forum

March 18, 2025
10-2 p.m.

Burlingame Recreation Center
850 Burlingame Avenue
Burlingame, CA 94010

Agenda

Welcome & ERMA Overview

- Overview of ERMA program - Rob Kramer, ERMA Executive Director

Initial Considerations

- Investigation trigger – when to investigate
- ERMA coverage
- Designated outside counsel
- Investigator panel and selection
- Conflicts check
- Member contact during investigation for witness notification and documents

Investigators

- Who is designated investigator and issues related to those within investigator's firm who may assist
- Qualified
- Impartiality throughout investigation
- Clear written scope approved by designated counsel, member, and ERMA
- Scope letter, with division responsibilities between investigator and designated counsel
 - What if scope expands during investigation

- Only findings of fact – generally no policy determinations and unequivocally no legal conclusions

Investigation Best Practice

- CRD 2017 Harassment Prevention Guide for CA Employers (attached)
 - Standards for legally compliant investigation
 - Fair, thorough, prompt (starting and completing)
 - Effective witness interviews – virtual or in person?
 - Making credibility determinations
 - Analyzing evidence and making factual findings based on evidence collected
 - Writing report
- #1 Biggest Complaint – Timeliness!

Closing the Loop

- Legal conclusions and recommendations - designated counsel
- Closing loop via personnel policies and best practices
 - Notice to reporter (avoid “victim” and “complainant”)
 - Notice to respondent (avoid “alleged wrongdoer”) (may be NOI to discipline)
 - Notify ERMA
- When is ERMA no longer involved in matter

Disclosability and Discoverability of Report

- Confidentiality
- California Public Records Act Request
- Litigation

Investigators Panel Forum 2025

ERMA is hosting our first
Investigators Panel Forum

Event Information

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- **Date & Time:**
Tuesday, March 18, 2025
10:00 am - 2:00 pm
- **Location:**
Burlingame Community Center
850 Burlingame Avenue
Burlingame, CA 94010
- **Attendance Fee:**
Free (lunch will also be provided)

Register by February 1, 2025!
[Register Here](#)

Best Practices in the Public Sector

.....

- **Collaborate** - Work with ERMA to improve the overall investigation process
- **Train** - Learn about best practices when it comes to POBR/FBOR, recording interviews, SB-2 updates, and more
- **Lead** - Find out about the newest ERMA guidelines for investigators, new laws, and recent influential cases

Featured Speaker



Stacey Sullivan
ERMA Litigation Manager

TRAINING AND LOSS PREVENTION MATTERS

SUBJECT: Review of Draft Resolution No. 2024-1, Establishing Competitive Rates for Investigators
Presented by Rob Kramer, Executive Director

RECOMMENDATION: *Staff recommends the Board of Directors approve Resolution No. 2024-1, Establishing Competitive Rates for Investigators, effective January 24, 2025.*

BACKGROUND AND STATUS:

An important aspect of ERMA’s loss mitigation is the practice of conducting workplace investigations when appropriate. During this process, Staff works with the member agency and defense counsel to retain quality independent investigators in an expeditious fashion. This practice most often allows the member agency and ERMA to address complaints in the most proactive manner possible.

ERMA’s Litigation Manager annually reviews the panel to ensure the program continues to retain the most qualified investigators across the State. Staff was recently made aware the current rates under Resolution 2021-7, \$290 for attorney investigators and \$200 for non-attorney investigators, no longer remain competitive and may be impacting ERMA’s ability to retain quality investigators. Given the program’s continued growth and the subsequent increased demand for investigators to quickly engage, staff proposes the following rate increases:

INVESTIGATOR	CURRENT RATE	PROPOSED RATE	% INCREASE
Attorney	\$290	\$390	34%
Non-Attorney	\$200	\$280	40%

Additionally, Staff proposes the following rate increases for investigators who must testify:

INVESTIGATOR	CURRENT RATE	PROPOSED RATE	% INCREASE
Attorney	\$325	\$425	31%
Non-Attorney	\$245	\$333	36%

REFERENCE MATERIALS ATTACHED:

- Draft Resolution 2024-1, Establishing Employment Investigators Criteria and Investigation Guidelines

RESOLUTION NO. 2024-11-7

RESOLUTION OF THE BOARD OF DIRECTORS
OF THE EMPLOYMENT RISK MANAGEMENT AUTHORITY
ESTABLISHING COMPETITIVE RATES FOR INVESTIGATORS

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WHEREAS, the Employment Risk Management Authority, hereinafter ERMA, is a Joint Powers Authority organized and existing in accordance with the laws of the State of California, and

WHEREAS, one of the functions of ERMA is to operate a “Pooled Wrongful Employment Practices” “risk sharing” coverage program, and

WHEREAS, it is the desire of the Board of Directors to continue to reduce and control the costs and fees associated with the defense of claims, and

WHEREAS, the ERMA program has been in existence since 1999 and the Board of Directors previously established a panel of approved investigation firms to handle the employment practices investigations for ERMA and its members, and

WHEREAS, it is in the best interest of all members to ensure a thorough, good faith and impartial investigation of allegations of employment wrongdoing, when appropriate, to limit liability in an employment practices lawsuit, and

WHEREAS, it is in the best interest of all members to ensure professional, competent, and cost effective handling of investigations, and

WHEREAS, it is in the best interest of all members to have established professional criteria and a cap on the billable hourly rate an investigator may charge for the investigative services it provides, as well as investigation guidelines to ensure alignment of expectations between ERMA and the investigators themselves.

NOW, THEREFORE, BE IT RESOLVED THIS RESOLUTION REPLACES RESOLUTION 2021-7 as follows:

A. Panel

A referral panel of approved investigators is in place for the ERMA program. *With prior approval of the ERMA Litigation Manager*, a member may use any investigator listed on the referral panel, or other investigator not listed on the referral panel who meets and agrees to the Investigator Criteria set forth below.

B. Criteria to be Approved to Conduct Investigative Services for ERMA Member Entities

Investigators desiring to be approved to perform investigative services for ERMA Member Entities must meet and agree to the following provisions before the Litigation Manager may approve them to do work for an ERMA member. Failure to obtain approval by the ERMA Litigation Manager will result in the fees and costs incurred by the member not being counted toward the member entity's self-insured retention (SIR):

1. The outside investigator must be able to perform the investigation for the member entity in a neutral and unbiased manner;
2. The outside investigator must have at least five years' experience conducting employment practices investigations, and be familiar with laws applicable to the facts of the investigation and applicable to the particular member entity;
3. A significant percentage of the outside investigator's practice and experience (if the investigator is an attorney, a significant percentage of his or her investigation practice and experience) must involve conducting public sector employment practices investigations;
4. Unless the outside investigator is an attorney or otherwise exempt, he/she must comply with the requirements of the California's Private Investigator Act;
5. The outside investigator must be familiar with the Fair Credit Reporting Act;
6. The outside investigator is preferred to have attended and completed the Association of Workplace Investigators' Training Institute, and obtain a certificate of completion;
7. At the commencement of the investigation, the outside investigator must agree to sign an engagement letter which outlines the scope of the investigation and responsibilities of the investigator. The outside investigator must be advised and agree that his/her role is to conduct a fact-based investigation, where a member may also ask for conclusions/opinions by the outside investigator of whether the member's policy or practice has been violated. The outside investigator agrees to conduct the investigation within the parameters of the member's requested scope of the investigation, and will not exceed that scope unless first authorized by the member and Litigation Manager. The scope of the outside investigator's role shall not at any time include drawing legal conclusions;
8. The outside investigator shall provide a proposed budget for the investigation at the commencement of the investigator's retention. Should the investigation begin to exceed the budget, the investigator shall, as soon as reasonably foreseeable, provide an updated budget for approval by the Litigation Manager or member;

9. Investigators must first obtain approval by the Litigation Manager before the member will have any expenditures of the investigator counted toward the member's SIR;
10. The rate to be charged by the investigator shall not exceed ~~\$3290.00~~ per hour if the investigator is also an attorney. The rate to be charged by the investigator shall not exceed ~~\$28000.00~~ for non-attorney investigators. Investigators agree to not separately bill a member for any differential amount between the investigator's standard hourly rate (if higher than ERMA's maximum hourly rate) and ERMA's approved hourly rate;
11. Upon approval of the Litigation Manager, members may be permitted to retain investigators with higher billing rates than established ERMA rates. Members shall pay the differential directly to the investigator, but such payments will not erode the member's SIR;
12. Should a particular investigation result in litigation or other process where the investigator is called upon to provide post-investigation services, including but not limited to deposition testimony, trial testimony, or preparation for deposition or trial testimony, the rate to be charged by the investigator shall not exceed ~~\$425325.00~~ per hour for attorney investigators, and ~~\$335245.00~~ per hour for non-attorney investigators; and,
13. The outside investigator agrees to submit monthly bills unless otherwise approved by the Litigation Manager, and will describe the services and costs provided during the billing period. Bills shall include a brief description of services performed, the date the services were performed, and the number of hours, or fraction thereof, spent performing the services.

~~13.14.~~ Investigators agree to attend periodic ERMA Investigator Forums to assure alignment with ERMA expectations and the program.

Nothing in this resolution shall be construed to limit the right of a member entity to retain its own non-ERMA approved investigator to investigate allegations of employment wrongdoing. If, however, a member entity retains its own non-ERMA approved investigator, the member entity shall be solely responsible for that investigator's fees and costs, and the fees and costs will not be counted toward the member's SIR.

C. Evaluation of Investigators and Investigation Firms

The performance of investigators will be evaluated annually by the Litigation Management Staff. The Litigation Manager reserves the right to disapprove of any investigation firm or any investigator which would then preclude that investigator from doing additional work for a member entity that would count toward the member's SIR.

D. In-House Counsel, In-House Investigations, and Third-Party Investigators

Nothing in this Resolution should be construed to require member entities to engage and retain the services of third-party investigators for investigation of allegations of wrongful employment acts. A member entity has the right to utilize its own in-house investigators, in-house or outside counsel, employees, etc., to assist with or conduct an investigation for the member entity. However, no in-house or outside counsel or in-house investigator's fees or costs shall be applied towards the satisfaction of the member entity's SIR.

E.

This resolution was adopted by the Board of Directors at a regular meeting of the Board held on January 24, 2025 in Napa, California by the following vote:

AYES _____
NOES _____
ABSTAIN _____
ABSENT _____

PRESIDENT

ATTEST:

BOARD SECRETARY

COVERAGE MATTERS

SUBJECT: Excess Coverage and Marketing Strategy for the 2025/26 Program Year - Presented by Seth Cole, Alliant Insurance

RECOMMENDATION: *None.*

BACKGROUND AND STATUS:

Annually, representatives from Alliant Insurance Services, Inc. (Alliant) provide an update on the status of the current excess market and a plan for the upcoming renewal of ERMA's reinsurance and excess policies.

Seth Cole, Alliant, has provided ERMA with a marketing report for the 2025/26 program year. Mr. Cole will be present at the meeting to discuss this strategy as well as answer questions from the Board.

REFERENCE MATERIALS ATTACHED:

- ERMA 2025-26 Marketing Strategy Report from Alliant

January 7, 2025

Rob Kramer
Executive Director
ERMA c/o Sedgwick
1750 Creekside Oaks Drive, Suite 200
Sacramento, CA 95833

ERMA 2025/26 Program Year Marketing Report of Excess Liability Coverage

Dear Rob:

ERMA's excess liability coverage will renew July 1, 2025, and while much can happen between now and when coverage renews, the purpose of this letter is to provide you, and the ERMA Board, with our current thoughts on the employment practices liability insurance market and our renewal marketing strategy for the coming year.

In general, even for California, the Employment Practices Liability Insurance (EPLI) market has remained relatively stable after some adjustments during/after COVID (mostly due to concerns over layoffs or discrimination regarding returning to work). Claim activity has not slowed down, nor has the cost of settling or litigating claims, so premiums have not digressed. There are ongoing concerns still on remote workers, return to work mandates, and regulations on transgender, immigration, and the continued creative EPLI claims brought by the plaintiff bar.

RSUI currently provides \$2,000,000 in limits Each Claim Per Member with a \$4,000,000 Per Member Aggregate, and a \$10,000,000 Policy Aggregate excess of ERMA's Retained Limit of \$1,000,000. Ascot Specialty Insurance Company provides \$1,000,000 in limits per Member per Claim with a \$1,000,000 per Member Aggregate and a \$5,000,000 Policy Aggregate excess of the RSUI policy. The total excess limits are \$3,000,000 Each Claim per Member (with a \$5,000,000 per Member Aggregate, and \$15,000,000 Policy Aggregate) excess of ERMA's Retained Limit of \$1,000,000.

On risks the size of ERMA, the retention and limits separate the carriers with competitive premiums. RSUI and Ascot are both highly active in this space, and based on preliminary discussions with RSUI, we don't foresee any issues at renewal, barring new claim developments with ERMA or their own books of business. We believe that we have the right carriers on ERMA's program and are building long term relationships to weather storms if they do happen. If either RSUI or Ascot were to take a different position/approach to the renewal, we stand ready to explore alternatives.

We look forward to seeing everyone in Napa on January 24th.

Sincerely,



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

cc: Shadi Jalali

FINANCIAL MATTERS

SUBJECT: Draft Audited Financial Statements for the Fiscal Year Ended June 30, 2024
Presented by Nancy Broadhurst, Interim Finance Manager

RECOMMENDATION: *Staff recommends the Board of Directors accept and file the ERMA Audited Financial Statements for the Fiscal Year Ended June 30, 2024.*

BACKGROUND AND STATUS:

The financial audit for the year ending June 30, 2024, prepared by Sampson & Sampson, LLP, is attached for the Board's consideration. There are three sections within the audit report:

- Section One
 - Contains the independent auditor's report which states the auditor's opinion. The opinion on the financial audit report is unqualified, which means that the financial statements are presented fairly.
 - Contains the Management Discussion and Analysis (MD&A), which provides a detailed review of ERMA's financial dealings throughout the year.
 - Contains the Basic Financial Statements comprised of Statement of Net Position, Statement of Revenues, Expenses and Changes in Net Position, Statement of Cash Flows and Notes to the Financial Statements.
- Section Two contains required supplementary information such as the ten-year claims development information.
- Section Three contains the Report on Internal Control over Financial Reporting and Compliance and Other Matters.

In addition, the *Communication with Those Charged with Governance* is included for review by the Board. Allison Gregg from Sampson & Sampson, LLP, will be in attendance to review the financial audit with the Board and answer any questions.

REFERENCE MATERIALS ATTACHED:

- Draft 2023 Financial Audit Report
- Auditor's Letter to the Governing Board

EMPLOYMENT RISK MANAGEMENT AUTHORITY

REPORT ON AUDITED
FINANCIAL STATEMENTS
AND
REQUIRED SUPPLEMENTARY INFORMATION

YEAR ENDED JUNE 30, 2024

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INDEPENDENT AUDITOR'S REPORT

Governing Board
Employment Risk Management Authority
Sacramento, California

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of Employment Risk Management Authority (ERMA) as of and for the year ended June 30, 2024 and the related notes to the financial statements, which collectively comprise ERMA's basic financial statements as listed in the table of contents. The prior year comparative information has been derived from the financial statements of ERMA for the year ended June 30, 2023, and in our report dated November 6, 2023, we expressed an unmodified opinion on those financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of ERMA as of June 30, 2024, and the changes in financial position and cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America, as well as accounting systems prescribed by the State Controller's office and state regulations governing special districts.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America, the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States and the State Controller's Minimum Audit Requirements for California Special Districts. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of ERMA and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about ERMA's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibility for the Audit of the Financial Statement

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards, the *Government Auditing Standards* and the State Controller's Minimum Audit Requirements for California Special Districts will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, the *Government Auditing Standards* and the State Controller's Minimum Audit Requirements for California Special Districts, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of ERMA's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about ERMA's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis and claims development information, as listed in the table of contents, be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board, who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated , 2025 on our consideration of ERMA's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, agreements and other matters. The purpose of that report is to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of ERMA's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering ERMA's internal control over financial reporting and compliance.

Clovis, California
, 2025

EMPLOYMENT RISK MANAGEMENT AUTHORITY

MANAGEMENT’S DISCUSSION AND ANALYSIS

JUNE 30, 2024

The management of the Employment Risk Management Authority (ERMA) is pleased to present the following discussion and analysis of the operating results, financial condition, and liquidity of ERMA for the fiscal year ended June 30, 2024. This discussion should be read in conjunction with the financial statements and notes to the financial statements included with this report.

Overall Program Highlights

ERMA is a public entity joint powers authority (JPA), created in 1999 by and among various underlying joint powers authorities in California. ERMA provides the state’s only pooled approach to exclusively covering and providing loss prevention and litigation management services for the employment practices liability (EPL) exposure for California public entities. On June 30, 2024, ERMA consisted of thirteen primary members, comprised of eleven joint powers authorities and two independent housing authorities.

1. Bay Cities Joint Powers Insurance Authority (BCJPIA)
2. California Intergovernmental Risk Authority (CIRA)
3. California Transit Indemnity Pool (CalTIP)
4. Central San Joaquin Valley Risk Management Authority (CSJVRMA)
5. Exclusive Risk Management Authority of California (ERMAC)
6. Monterey Bay Area Self Insurance Authority (MBASIA)
7. Municipal Pooling Authority (MPA)
8. Pooled Liability Assurance Network Joint Powers Authority (PLAN JPA)
9. Public Entity Risk Management Authority (PERMA)
10. Small Cities Organized Risk Effort (SCORE)
11. Vector Control Joint Powers Authority (VCJPA)
12. Housing Authority of the County of Contra Costa
13. Oakland Housing Authority

The JPAs’ underlying members are also direct members of ERMA and are made up of municipalities and special districts. ERMA provides coverage from each underlying member’s self-insured retention (SIR) up to \$1.0 million. Members currently attach to the pool at SIRs ranging from \$25,000 to \$500,000.

Optional excess insurance of \$3.0 million for each claim per occurrence per member was available in both the 2023/2024 and 2022/2023 program years, structured as follows:

<p>Excess Insurance: \$3M x \$1M ~ \$5M / \$15M Aggregate</p> <p>\$2M x \$1M (\$4M/Member Aggregate - \$10M Policy Aggregate)</p> <p>\$1M x \$3M (\$1M/Member Aggregate - \$5M Policy Aggregate)</p>
--

ERMA contracts with Sedgwick, a global provider of technology-enabled risk, benefits, and integrated business solutions, to handle the day-to-day operations of ERMA. The firm’s employees provide general administrative, financial, accounting, underwriting, loss prevention, claims and litigation management oversight, risk management, and other services as necessary for the operations of ERMA.

EMPLOYMENT RISK MANAGEMENT AUTHORITY

MANAGEMENT'S DISCUSSION AND ANALYSIS

JUNE 30, 2024

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EPL remains a challenging coverage due to the continued development of employment law. The training of employees, supervisors, and managers is vital to effective claims management. ERMA provides a full complement of live and virtual trainings for all the mandated EPL training requirements in the State of California. Additionally, ERMA provides members with an anonymous reporting service and additional web-based training. ERMA's two primary attorney firm partners (Liebert Cassidy Whitmore and Jackson Lewis) offer regional topical training on a variety of employment-related topics and an attorney hotline for members to call if they have EPL-related questions.

ERMA has been a member of the California Association of Joint Powers Authorities (CAJPA) since 2011 and has consistently received accreditation with excellence through that body. The accreditation process involves an in-depth review of a JPA's operations, financial stability, performance, and overall management effectiveness. Every three years the accreditation process is repeated, and ERMA has received the distinguished designation of "Accreditation with Excellence" each time. This is the highest level of accreditation offered by CAJPA and places ERMA among the elite accredited JPAs in the State of California.

ERMA has been a participating member of the Association of Governmental Risk Pools (AGRiP), a national association since 2018. Through AGRiP, ERMA can access risk pooling intelligence, education, networking, best practices, and advocacy on the national level.

Program Highlights for the Fiscal Year Ended June 30, 2024

- **Membership Changes:** For inclusion in the 2023/2024 fiscal year, ERMA's Board of Directors accepted the following members.
 - Additions:
 - ❖ City of Beaumont, member in ERMAC effective 7/1/2023
 - ❖ City of Norco, member in PERMA effective 7/1/2023
 - ❖ City of Los Altos Hills, member in PLAN JPA effective 7/1/2023
 - Withdrawals:
 - ❖ City of Lindsay, member in CSJVRMA effective 6/30/2023
 - ❖ City of Laguna Hills, member in ERMAC effective 6/30/2023
- **Dividend:** In June 2024, the Board of Directors approved ERMA's twelfth dividend to its membership since the program began on July 1, 1999. The dividend was released in the amount of \$1.7 million for program years 2014/2015, 2016/2017, and 2017/2018. Net Position (Equity) of \$3,414,788 was available to be released for those funds above the 90% confidence level. As per the pool's Financial Stability Plan, ERMA's five most current years were not eligible for a retrospective adjustment.

EMPLOYMENT RISK MANAGEMENT AUTHORITY

MANAGEMENT’S DISCUSSION AND ANALYSIS

JUNE 30, 2024

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• **Training Program:**

- ❖ Continued oversight of the Training Program, including scheduling of AB 1825 and SB 1343-compliant and other employment-related training throughout the State
- ❖ Continued distribution of the ERMA Training Bulletin, a bi-monthly electronic communication containing training information relative to the program
- ❖ Continued promotion of the Training & Risk Management program, providing members with reimbursement of up to \$2,500 annually for eligible employment-related training and loss control activity expenditures. Review of member’s EPL policies with reimbursement of up to \$2,500 was added to the program in 2023/2024.
- ❖ Distribution of an annual survey to assess underlying member agencies’ compliance with state-mandated training.

Financial Highlights for the Fiscal Year Ended June 30, 2024

Assets	\$38.6 million	Total assets increased \$1.5 million, or 4.1%, over the prior year due to the retention of the current program year contributions, as each year is funded in advance but paid over an extended period of time, offset by an increase of cash used in the payment of dividends. The total increase was offset further by the reduction of member receivables and prepaid expenses.
Liabilities	\$19.3 million	Total liabilities decreased \$1.1 million, or 5.3%, from the prior year due to the decrease in claim liabilities of prior program years, offset by the introduction of the 2023/2024 program year claim liabilities.
Revenues	\$13.2 million	Total revenues increased \$1.8 million, or 15.3%, over the prior year. Operating revenues increased \$413,000 or 3.8% due to an increase in member and excess contributions. Non-operating revenues consist of investment income, which increased \$1.3 million.
Expenses	\$10.6 million	Total expenses increased \$2.6 million, or 32.1%, over the prior year. Operating expenses increased \$3.4 million, or 61.3% due to the significant increase in claims payments, as well as increases in excess insurance, loss prevention and training and general and administrative expenses, offset by a decrease in the change in claims liabilities. Non-operating expenses consist of the member dividend, which decreased by \$800,000.

EMPLOYMENT RISK MANAGEMENT AUTHORITY

MANAGEMENT'S DISCUSSION AND ANALYSIS

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Description of the Basic Financial Statements

ERMA's financial statements are prepared in conformity with generally accepted accounting principles and include certain amounts based upon reliable estimates and judgments. The financial statements include the Statement of Net Position; Statement of Revenues, Expenses, and Change in Net Position; and the Statement of Cash Flows along with accompanying Notes to Financial Statements.

The **Statement of Net Position** presents information on ERMA's assets and liabilities, with the difference between the two representing net position, or pool equity.

The **Statement of Revenues, Expenses, and Changes in Net Position** presents information regarding revenues versus expenses and how ERMA's net position changed during the fiscal year. All revenues and expenses are recognized as soon as the underlying event occurs, regardless of the timing of related cash flows. Thus, revenues and expenses are reported in this statement for some items that will result in the collection or disbursement of cash during future fiscal years (e.g.,

interest receivable and the expense associated with a change in claim liability, both involving cash transactions beyond the date of the financial statements).

The **Statement of Cash Flows** presents the changes in ERMA's cash and cash equivalents during the fiscal year. The statement identifies the sources and uses of ERMA's cash and cash equivalents into operating, capital, and related financing, and investing categories.

The **Notes to Financial Statements** provide additional information that is essential to a full understanding of the data provided in the financial statements. The notes describe the nature of ERMA's operations and significant accounting policies and clarify unique financial information.

Following the basic financial statements and footnotes is the **required supplementary information**, which provides further detail on claims activities.

ERMA's accounting system is organized so that each program year can be accounted for and evaluated independently. The assets, liabilities, revenues, and expenses are reported on a full-accrual basis. There were no significant accounting changes during the year.

EMPLOYMENT RISK MANAGEMENT AUTHORITY

MANAGEMENT’S DISCUSSION AND ANALYSIS

JUNE 30, 2024

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Analysis of Overall Financial Position and Results of Operations

ERMA Statement of Net Position			
	<u>June 30, 2024</u>	<u>June 30, 2023</u>	<u>Percentage Change</u>
Current Assets	11,452,710	11,510,765	-0.5%
Long-term Investments	27,140,818	25,546,087	6.2%
Total Assets	38,593,528	37,056,852	4.1%
Current Liabilities	5,744,594	6,316,265	-9.1%
Non-current Claims Liabilities	13,558,839	14,077,995	-3.7%
Total Liabilities	19,303,433	20,394,260	-5.3%
Net Position	19,290,095	16,662,592	15.8%

Pool Assets

Total assets increased \$1.5 million, or 4.1%, over the prior year, which was driven by the retention of the current program year contributions, as each year is funded in advance but paid over an extended period of time, offset by an increase of cash used in the payment of dividends. The total increase was offset further by the reduction of member receivables and prepaid expenses.

ERMA maintains liquid funds not immediately needed for the payment of claims and administrative expenses in the Local Agency Investment Fund (LAIF) and in the California Asset Management Program Trust (CAMP). LAIF is an external investment pool managed by the State Treasurer’s Office, while CAMP is a joint powers authority managed by PFM Asset Management, LLC (PFMAM) since August 2008. ERMA holds two CAMP accounts: one for the investment of liquid funds and one which is used as a pass-through for the purchases and sales of ERMA’s investments. The LAIF account and CAMP accounts balances were approximately \$5,000 and \$3.5 million at June 30, 2024, respectively, as compared to the respective balances of \$39,000 and \$2.9 million at June 30, 2023. The ERMA Board of Directors has directed that the majority of liquid funds be placed in the account with the highest yield. At June 30, 2024 the LAIF yield was 4.55%, while the CAMP yield was 5.43%.

ERMA’s excess funds are invested in the CAMP portfolio, actively managed by PFMAM. Custodial services are provided by U.S. Bank. Holdings in ERMA’s portfolio were \$34.5 million and \$33.2 million at June 30, 2024, and 2023, respectively. In 2022/2023, \$8.0 million of excess cash not immediately needed was moved to the portfolio. The managed portfolio consists of fixed-income securities in accordance with the ERMA’s investment policy and the California Government Code.

EMPLOYMENT RISK MANAGEMENT AUTHORITY

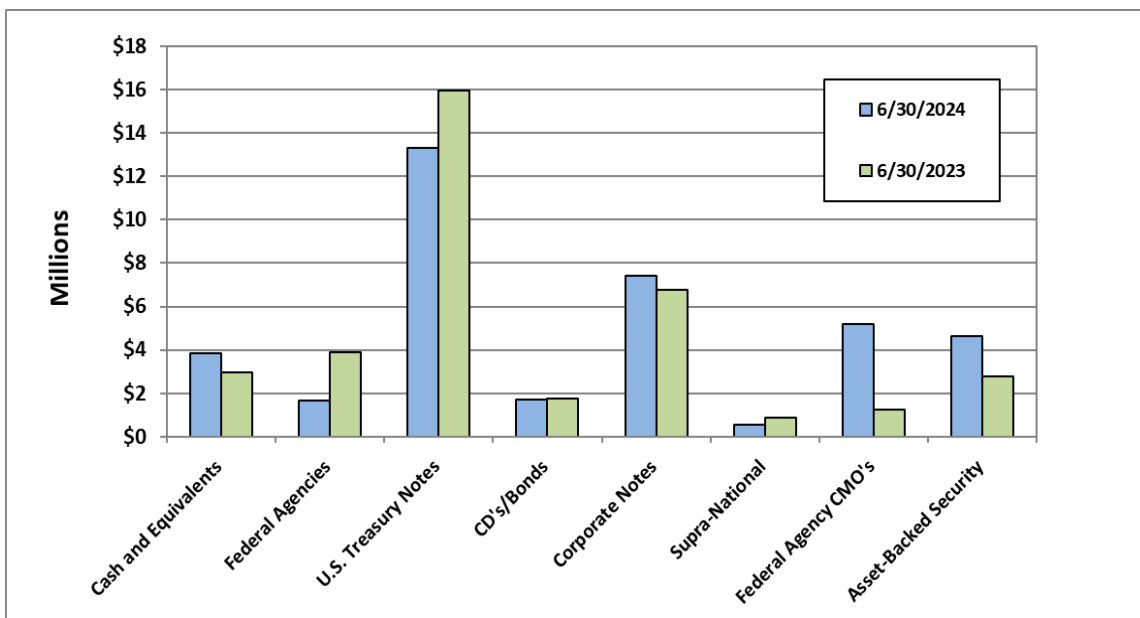
MANAGEMENT’S DISCUSSION AND ANALYSIS

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A complete discussion of the economic conditions affecting government agency portfolios is provided in the **Description of Facts or Conditions that are Expected to have a Significant Effect on Financial Position or Results of Operations** in the last section of this report. At June 30, 2024, the fair market value of ERMA’s investments were \$307,000 less than the book value, as compared to \$1.1 million as of June 30, 2023. The ability of ERMA’s excess funds to earn investment income has a direct effect on program rates, as this income is used to discount future claims liabilities. When investment yields fall short of projections, additional funding may be required to meet actuarial estimates. The chart below depicts the makeup of ERMA’s cash assets.

Total Cash by Category at June 30, 2024, and June 30, 2023



Pool Liabilities

As shown in the chart below, total claim liabilities decreased \$1.1 million, or 5.6%, from the prior year. Reserves for known claims decreased \$150,000 and reserves for Incurred But Not Reported (IBNR) claims decreased \$983,000. The net decrease in claim liability is attributable to claims payments of \$7.9 million, offset by a decrease in the ultimate loss estimates in prior program years of \$267,000 and the introduction of current year claims liabilities of \$7.1 million. A further discussion of this development is found under the **Provision for Insured Events** section of this report.

The portion of claims considered to be currently payable (less than one year) was actuarially determined. At June 30, 2024, ERMA’s current claims liability is projected to be \$5.6 million, a decrease of \$614,000, from the prior year. ERMA’s non-current claims liability is projected to be \$13.6 million, a decrease of \$519,000, from the prior year.

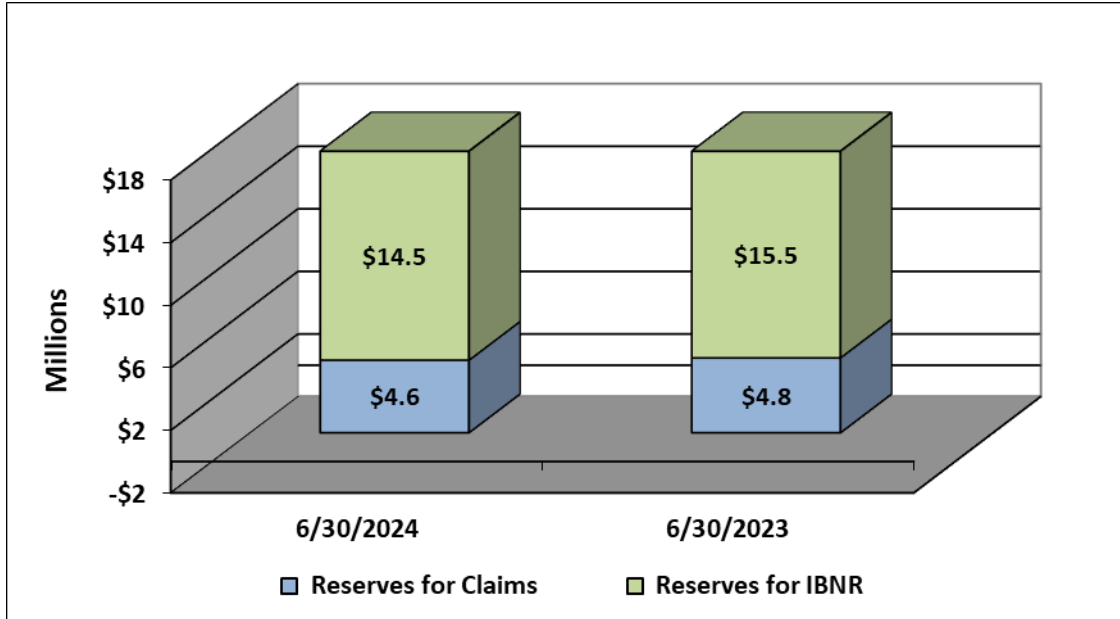
EMPLOYMENT RISK MANAGEMENT AUTHORITY

MANAGEMENT’S DISCUSSION AND ANALYSIS

JUNE 30, 2024

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Comparison of Claims Liabilities at June 30, 2024, and June 30, 2023



Capital Fund

ERMA’s Capital Fund was reactivated in April 2015 to receive an initial \$300,000 contribution, which was withheld from a dividend release. The purpose of the re-activated Fund was to build a reserve to eventually reach \$1.0 million and be used to finance initiatives developed by the ERMA Training Ad Hoc Committee and Board. The Fund was augmented the following three years until it reached its target total contributions of \$1.0 million in the 2017/2018 program year. An additional \$250,000 was added to the Fund via the dividend release in June 2022. The balance in the Capital Fund as of June 30, 2024, was \$766,959. The expenditures in the current year were reimbursements to members related to risk management & employment-related training, and individual member EPL policy review by LCW. The grid below shows the activity in the Fund for the past ten years.

ERMA Capital Contribution Fund Activity				
Program Year	Contributions	Expenditures	Accumulated Interest	Balance
2014/2015	\$300,000	\$0	\$0	\$300,000
2015/2016	400,000	0	8,522	708,522
2016/2017	150,000	(15,000)	4,134	847,656
2017/2018	150,000	(238,392)	3,843	763,107
2018/2019	0	(4,029)	30,685	789,763
2019/2020	0	0	38,544	828,307
2020/2021	0	(30,315)	2,702	800,694
2021/2022	250,000	(46,899)	(22,110)	981,685
2022/2023	0	(91,186)	16,556	907,055
2023/2024	0	(185,810)	45,714	766,959
Totals	\$1,250,000	(\$611,631)	\$128,590	\$766,959

EMPLOYMENT RISK MANAGEMENT AUTHORITY

MANAGEMENT’S DISCUSSION AND ANALYSIS

JUNE 30, 2024

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Revenues and Expenses

ERMA Statement of Revenues, Expenses, and Change in Net Position			
	<u>Fiscal Year Ended June 30, 2024</u>	<u>Fiscal Year Ended June 30, 2023</u>	<u>Percentage Change</u>
Revenues:			
Member Contributions	11,134,315	10,721,919	3.8%
Capital Fund Contribution	-	-	
Investment Income (Loss)	2,056,597	716,068	-187.2%
Total Revenues	13,190,912	11,437,987	15.3%
Expenses:			
Excess Insurance	560,164	517,834	8.2%
Claims Payments	7,920,817	3,072,588	157.8%
Change in Claims Reserves	(1,133,125)	695,136	-263.0%
Loss Prevention and Training	275,017	150,090	83.2%
General and Administration	1,240,536	1,059,954	17.0%
Total Operating Expenses	8,863,409	5,495,602	61.3%
Member Dividend	1,700,000	2,500,000	-32.0%
Change in Net Position	2,627,503	3,442,385	-23.7%
Net Position, Beginning of Year	16,662,592	13,220,207	26.0%
Net Position, End of Year	19,290,095	16,662,592	15.8%

Revenues consist of member contributions and investment income. Member contributions increased 3.8% over the prior year, due to an increase in payroll of 9.4%, offset by a decrease in the actuarially determined pooling rate of 7.8% from the prior year’s rate. The funding rate for the pooled layer decreased from 0.602 to 0.555, both at the 80% confidence level. Investment income increased \$1.3 million over the prior year, from \$716,000 to \$2.1 million. Investment income for 2023/2024 consisted of \$1.3 million in interest earned and \$811,000 in unrealized gains, offset by \$36,000 in realized losses.

In 2023/2024, revenues exceeded expenses by \$2.6 million. Net investment income was \$2.1 million. Actual claims expense (claims paid and changes in claims reserves) was \$2.2 million less than budgeted claim costs. The ERMA Board approved a dividend release in the amount of \$1.7 million to the membership. Total Loss Prevention and Training expenses (including Capital Fund expenditures) were \$43,617 more than budgeted. Unbudgeted Capital Fund expenditures were \$186,000, consisting of \$123,000 for Training and Risk Management Consortium reimbursements, and \$63,000 for policy review. General and Administration expenses are in line with the budget.

EMPLOYMENT RISK MANAGEMENT AUTHORITY

MANAGEMENT’S DISCUSSION AND ANALYSIS

JUNE 30, 2024

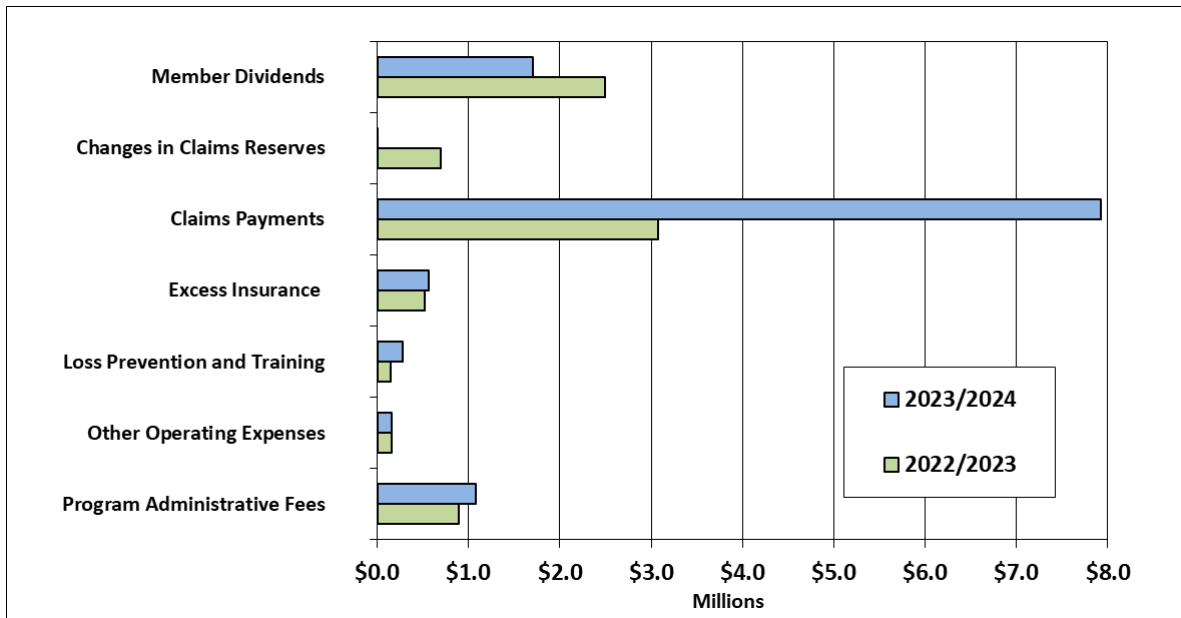
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As a result, the net position increased from \$16.7 million at June 30, 2023 to \$19.3 million at June 30, 2024.

By way of comparison, in 2022/2023, revenues had exceeded expenses by \$3.4 million. Net investment income was \$716,000. Actual claims expense (claims paid and changes in claims reserves) was \$5.1 million less than budgeted claim costs. The ERMA Board approved a dividend release in the amount of \$2.5 million to the membership. Loss Prevention and Training was \$110,000 less than budget, and Training and Risk Management Consortium expenditures were \$91,000. General and Administration expenses were in line with the budget. As a result, the net position increased from \$13.2 million at June 30, 2022, to \$16.7 million at June 30, 2023.

The chart below illustrates the differences between the apportionment of expenses for the current and prior year.

Expenses for the Years Ended June 30, 2024, and June 30, 2022



Provision for Insured Events

ERMA contracts with Bickmore Actuarial for an actuarial valuation of its outstanding claims liability as well as a recommendation of funding levels for the coming year. Funding for both 2023/2024 and 2022/2023 program years was calculated at the 80% confidence level and discounted at 1.50%. Claim liabilities were discounted at 1.5% at June 30, 2024, and 2023 to recognize the potential investment earnings in the current market.

Actuarial projections are adjusted each year as claims continue to develop. The chart on the next page illustrates the three components of claims activity, followed by commentary for each:

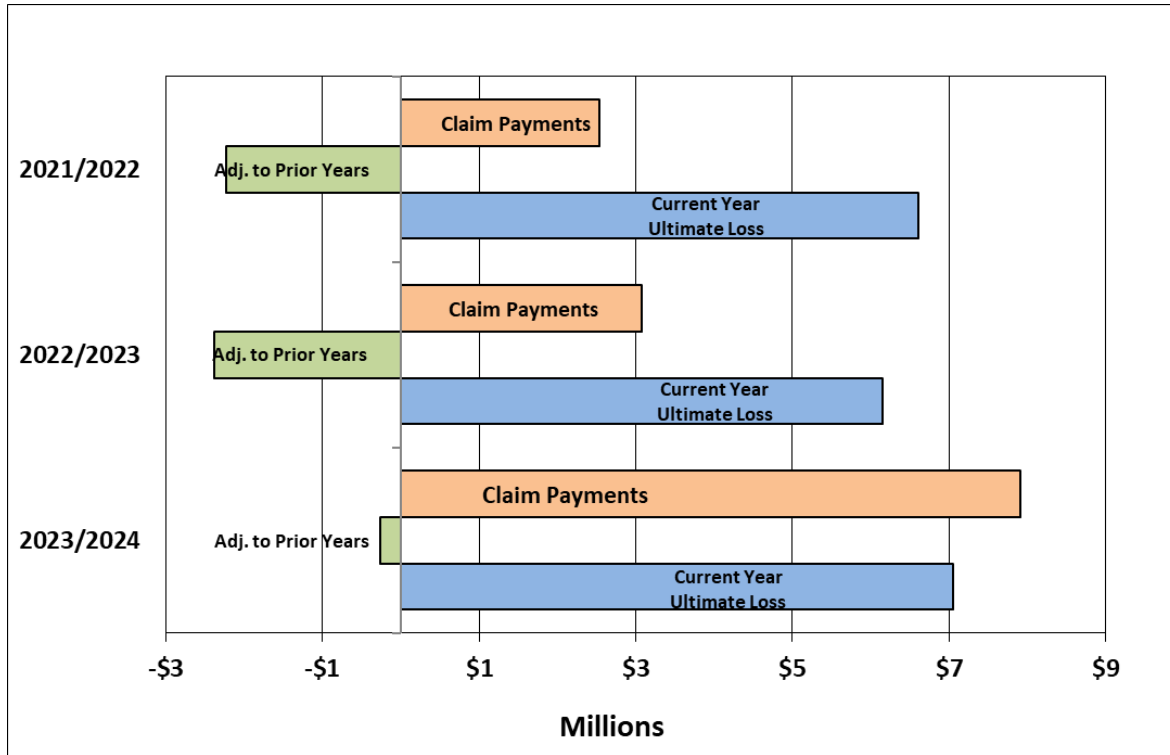
EMPLOYMENT RISK MANAGEMENT AUTHORITY

MANAGEMENT’S DISCUSSION AND ANALYSIS

JUNE 30, 2024

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**Claims Activity for the Years Ended
June 30, 2024, June 30, 2023, and June 30, 2022**



- Claim Payments: Claim payments increased from \$2.5 million in 2021/2022 to \$3.1 million in 2022/2023, then increased to \$7.9 million in 2023/2024. ERMA’s average annual claim payments over the past ten years has been \$3.7 million, therefore the current year payments exceed the average significantly.
- Adjustments to Prior Years: Ultimate loss estimates decreased in all three fiscal years due to favorable claims development in prior program years. Ultimate loss estimates for prior program years decreased \$2.2 million in the 2021/2022 fiscal year, \$2.4 million in 2022/2023, and \$267,000 in 2023/2024.
- Current Year Ultimate Loss: The initial ultimate loss estimates for the past three program years were: \$6.6 million for 2021/2022, \$6.2 million for 2022/2023, and \$7.1 million for 2023/2024.

EMPLOYMENT RISK MANAGEMENT AUTHORITY

MANAGEMENT'S DISCUSSION AND ANALYSIS

JUNE 30, 2024

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General Administrative Expenses

General administrative expenses (including the loss prevention and training program) increased \$306,000, over the prior year, mainly due to an increase in program administration fees as per the contract. Other expenses are line with the budget.

Total general administrative expenses as a percentage of total expenses were 14.3% and 15.1%, for the 2023/2024 and 2022/2023 fiscal years, respectively.

Economic Factors

In developing the budget for the fiscal year ending June 30, 2024, pool administration staff and the Board of Directors considered the factors that had significant potential to affect the budgeted figures, primarily the claims, investment, and insurance environments. Projections for investment income were also taken into consideration, as were the trends in the interest income generated by ERMA's cash and investments and the resulting effect on the funding levels.

ERMA enjoys the stability of a JPA which has been in operation for twenty-three years and carries a net position of \$16.7 million. Current funding appears to be sufficient to meet current and future obligations.

Description of Facts or Conditions that are Expected to have a Significant Effect on Financial Position or Results of Operations

Investment Arena:

The latter half of 2023 saw the Federal Reserve (Fed) reach the end of its rate hiking cycle with the Federal Funds Rate target range maintained at 5.25-5.50%. A "higher for longer" narrative persisted in the first half of 2024, based on "sticky" inflation and continuing economic strength. Markets are now expecting the Fed to begin its rate cutting cycle within the next three to six months based on recent inflation and employment data prints.

Inflation, as measured by the year-over-year change in the Consumer Price Index (CPI), peaked at 3.7% in August and September of 2023. CPI continued to move lower over the latter half of the year and into 2024. However, CPI reversed trend in February and March as services inflation—and shelter in particular—put upward pressure on overall inflation numbers. Recently, the CPI has begun moving lower again and ended June at 3.0%.

The labor market continued to show exceptional strength as the unemployment rate has remained at or near 4% for over three years. During 2023, an average of 251,000 new jobs were added per month, which has since dropped slightly to 222,000 new jobs per month through June 2024. The strength in the labor market has resulted in wages continuing to increase. Average hourly earnings are up by 3.9% on a year-over-year basis. However, the job market has started to come into better balance as the number of unfilled job openings declined to the lowest level since February 2021. The worker-demand gap, a measure of the number of jobs per unemployed worker, continues to fall from elevated levels during the pandemic.

EMPLOYMENT RISK MANAGEMENT AUTHORITY

MANAGEMENT'S DISCUSSION AND ANALYSIS

JUNE 30, 2024

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At the same time, strong consumer spending contributed to U.S. domestic production defying expectations. In fact, Q3 2023 Gross Domestic Product (GDP) growth of 4.9% was the strongest reading over the prior seven quarters and was followed up by a stronger-than-expected Q4 2023 GDP growth of 3.4%. Growth in GDP rose an average of 3.1% per quarter over calendar year 2023, an improvement from the prior four quarter average of 0.7%, and was mostly driven by strong consumer spending. Growth showed signs of slowing in Q1 2024, with the annualized quarterly GDP increase declining to 1.4%. Combined with the prior quarters' strength, GDP grew 2.9% from the year prior, still well above the Fed's long-term expectation of 1.8%.

Short-term rates remained elevated as the yield on the 3-month Treasury Bill have closed above 5% every trading day since mid-April 2023. This level continues to create opportunities for short-term investors to earn the highest yields in more than two decades. Meanwhile, the 2-year U.S. Treasury ended the fiscal year 22 bps higher. Underscoring elevated bond volatility during the year, the range of yields on the benchmark tenor was 107 bps, including a low of 4.15% in January and a high of 5.22% in October.

The stronger economic backdrop resulted in significant changes in market expectations for the timing and number of rate cuts in 2024. At the start of the year, the market was pricing in five or six rate cuts with the first cut in March. Now, the market expects one or two rate cuts, with the first cut occurring in September or December. In its most recent "dot plot" from June, the Fed's median forecast implies one rate cut by the end of 2024, which is two fewer than previously projected in March. The Fed's "dot plot" also implies four rate cuts in 2025, implying a target range of 4.00%-4.25% by the beginning of 2026.

During the year, ERMA's investment advisor, PFM Asset Management LLC, continued to manage ERMA's portfolio according to ERMA's investment objectives of safety, liquidity, and return on investment (in that order). The portfolio is of high credit quality and well diversified among sector, issuer, and maturity.

EMPLOYMENT RISK MANAGEMENT AUTHORITY

STATEMENT OF NET POSITION

(Prior Year Data for Comparison Purposes Only)

	June 30,	
	2024	2023
ASSETS:		
Current assets:		
Cash and cash equivalents	\$ 3,856,698	\$ 2,956,616
Investments	7,337,757	7,685,807
Receivables:		
Members		107,683
Excess receivable		4,225
Other	41,987	29,992
Interest	195,547	153,824
Prepaid expenses	<u>20,721</u>	<u>572,618</u>
Total current assets	<u>11,452,710</u>	<u>11,510,765</u>
Non-current assets:		
Investments	<u>27,140,818</u>	<u>25,546,087</u>
Total non-current assets	<u>27,140,818</u>	<u>25,546,087</u>
TOTAL ASSETS	<u>38,593,528</u>	<u>37,056,852</u>
<u>LIABILITIES AND NET POSITION</u>		
LIABILITIES:		
Current liabilities:		
Accounts payable	143,532	101,234
Current portion of claims liabilities	<u>5,601,062</u>	<u>6,215,031</u>
Total current liabilities	<u>5,744,594</u>	<u>6,316,265</u>
Non-current liabilities:		
Claims liabilities	<u>13,558,839</u>	<u>14,077,995</u>
Total non-current liabilities	<u>13,558,839</u>	<u>14,077,995</u>
TOTAL LIABILITIES	<u>19,303,433</u>	<u>20,394,260</u>
NET POSITION - Unrestricted	<u>\$19,290,095</u>	<u>\$16,662,592</u>

EMPLOYMENT RISK MANAGEMENT AUTHORITY

STATEMENT OF REVENUES, EXPENSES, AND
CHANGE IN NET POSITION

(Prior Year Data for Comparison Purposes Only)

	Years Ended June 30,	
	2024	2023
OPERATING REVENUES:		
Member contributions	\$ 10,545,232	\$ 10,185,486
Excess insurance contributions	589,083	535,431
Other income	<u> </u>	<u> 1,002</u>
TOTAL OPERATING REVENUES	11,134,315	10,721,919
 OPERATING EXPENSES:		
Claims paid	7,920,817	3,072,588
Change in claims liabilities	(1,133,125)	695,136
Excess insurance	560,164	517,834
Loss prevention and training	275,017	150,090
General and administration	<u>1,240,536</u>	<u>1,059,954</u>
TOTAL OPERATING EXPENSES	<u>8,863,409</u>	<u>5,495,602</u>
Operating Income	2,270,906	5,226,317
 NONOPERATING REVENUES (EXPENSES):		
Investment income	2,056,597	716,068
Member dividend	<u>(1,700,000)</u>	<u>(2,500,000)</u>
Total nonoperating revenues (expenses)	<u>356,597</u>	<u>(1,783,932)</u>
 CHANGE IN NET POSITION	2,627,503	3,442,385
 NET POSITION, BEGINNING OF YEAR	<u>16,662,592</u>	<u>13,220,207</u>
 NET POSITION, END OF YEAR	<u>\$ 19,290,095</u>	<u>\$ 16,662,592</u>

EMPLOYMENT RISK MANAGEMENT AUTHORITY

STATEMENT OF CASH FLOWS

(Prior Year Data for Comparison Purposes Only)

	Years Ended June 30,	
	2024	2023
CASH FLOWS FROM OPERATING ACTIVITIES:		
Cash received from members	\$ 11,134,315	\$ 10,721,919
Cash paid for claims	(7,863,620)	(3,094,341)
Cash paid for excess insurance	(9,267)	(1,068,731)
Cash paid for general and administration	<u>(1,429,539)</u>	<u>(1,256,204)</u>
Net cash provided by operating activities	1,831,889	5,302,643
CASH FLOWS FROM CAPITAL AND RELATED FINANCING ACTIVITIES:		
Member dividend	<u>(1,700,000)</u>	<u>(2,500,000)</u>
Net cash used by capital and related financing activities	(1,700,000)	(2,500,000)
CASH FLOWS FROM INVESTING ACTIVITIES:		
Investment income	1,203,629	690,719
Purchase of investment securities	(11,213,795)	(16,762,022)
Proceeds from sales and maturities of investment securities	<u>10,778,359</u>	<u>7,888,616</u>
Net cash provided (used) by investing activities	768,193	(8,182,687)
Net increase (decrease) in cash and cash equivalents	900,082	(5,380,044)
Cash and cash equivalents, beginning of year	<u>2,956,616</u>	<u>8,336,660</u>
Cash and cash equivalents, end of year	<u>\$ 3,856,698</u>	<u>\$ 2,956,616</u>
RECONCILIATION OF OPERATING INCOME TO NET CASH PROVIDED BY OPERATING ACTIVITIES:		
Net operating income	\$ 2,270,906	\$ 5,226,317
Adjustments to reconcile operating income to Net cash provided by operating activities:		
Changes in assets and liabilities:		
Member receivables	107,683	(107,683)
Excess receivable	4,225	22,842
Other receivables	(11,995)	(9,395)
Prepaid expenses	551,897	(555,382)
Accounts payable	42,298	30,808
Claims liabilities	<u>(1,133,125)</u>	<u>695,136</u>
Net cash provided by operating activities	<u>\$ 1,831,889</u>	<u>\$ 5,302,643</u>
SUPPLEMENTAL DISCLOSURES		
Noncash investing, capital and financing activities		
Change in unrealized loss on investments	<u>\$ 811,245</u>	<u>\$ (57,254)</u>

EMPLOYMENT RISK MANAGEMENT AUTHORITY

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2024

NOTE 1 - ORGANIZATION:

The Employment Risk Management Authority (ERMA) was established on July 1, 1999 as a California Joint Powers Authority under the provisions of Title 1, Division 7, Chapter 5, Article 1 (Section 6500, et. seq.) of the California Government Code. ERMA was established for the purpose of operating and maintaining a cooperative program of self-insurance and risk management to its member entities in the area of Employment Practices Liability. A Board of Directors governs ERMA, which is comprised of appointed representatives from the member agencies. During the year ended June 30, 2024, ERMA was comprised of thirteen members. ERMA currently has one pooled program available to its members, the Pooled Employment Practices Liability Program.

Pooled Employment Practices Liability Program

The Pooled Employment Practices Liability Program is organized and operates in accordance with a “Master Plan Document,” which includes the procedures, rules, and regulations applicable to the program. Each program year is accounted for separately. At the inception of each program year, members remit a contribution to fund the actuarially determined expected claims and estimated operating expenses for the life of the program year. Dividends may be declared by the Board of Directors beginning five years following the end of each program year providing they are funded in excess of the 90% confidence level. Assessments can also be made if the program, as a whole, is found to be actuarially unsound. A program year will be closed when the Board of Directors authorizes closure, being convinced that all known claims for the year are closed and any unobligated funds remaining may be returned to the member entities, and funds paid out in excess of the original contribution and allocated interest earnings are collected from the member entities.

Self-insured retention limits of \$25,000, \$50,000, \$75,000, \$100,000, \$250,000, \$350,000 or \$500,000 per occurrence up to \$1 million are established for each member entity. For years prior to 2002/2003, ERMA purchased reinsurance to cover 25% of ultimate net losses in excess of the members’ self-insured retention limits. Losses in excess of \$1 million up to \$4 million for 2002/2003 and 2003/2004 and \$10 million for years prior to 2002/2003 were entirely covered through purchased reinsurance. The Authority did not purchase reinsurance for 2004/2005 through 2009/2010. Beginning in the 2010/2011 program year, optional excess coverage of \$1 million in excess of the pool’s \$1 million pooled retention was available for members who chose to purchase that coverage. In 2022/2023 and 2023/2024, ERMA purchased excess coverage of \$3 million for each claim with a \$5 million per member aggregate subject to a \$15 million policy aggregate, for those members who chose to participate. ERMA’s administrator, Sedgwick, oversees and pays all claims and related costs once they exceed a member’s self-insured retention. Below is a table which summarizes ERMA’s historical coverage layers:

Coverage Period	Layer Between Retention and \$1,000,000	Coverage Excess of \$1,000,000
7/1/99-6/30/02	Quota Share: 75% ERMA 25% Commercial Coverage	Commercial Coverage \$9,000,000 Excess of \$1,000,000
7/1/02-6/30/04	No Quota Share: 100% ERMA	Commercial Coverage \$4,000,000 Excess of \$1,000,000
7/1/04-6/30/10	No Quota Share: 100% ERMA	No Commercial Coverage
7/1/10-6/30/18	No Quota Share: 100% ERMA	Optional Commercial Coverage \$1,000,000 Excess of \$1,000,000
7/1/18-6/30/22	No Quota Share: 100% ERMA	Optional Commercial Coverage \$2,000,000 Excess of \$1,000,000
7/1/22-Current	No Quota Share: 100% ERMA	Optional Commercial Coverage \$3,000,000 Excess of \$1,000,000

EMPLOYMENT RISK MANAGEMENT AUTHORITY

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2024

(Continued)

NOTE 2 - SIGNIFICANT ACCOUNTING POLICIES:

Accounting Method

The accompanying financial statements have been presented on the accrual basis of accounting. Under the accrual method, revenues are recognized when they are earned or become reasonably estimable. Expenses are recognized when they are incurred or become reasonably estimable. The accounts of ERMA are maintained in accordance with the principles of fund accounting in which separate funds are maintained for each program year. Since the Authority discounts claims liabilities, investment income is considered in determining if a funding deficiency exists.

Income Taxes

As a governmental agency, ERMA is exempt from both federal income taxes and California state franchise taxes.

Cash Equivalents

For the purpose of the statement of cash flows, cash equivalents include all highly liquid short-term investments with an original maturity of three months or less.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America required management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Classification of Revenues

ERMA has classified their revenues as either operating or non-operating revenues. Certain significant revenue streams relied upon for operations are recorded as non-operating revenues, as defined by GASB Statement 34. Revenues are classified according to the following criteria:

Operating revenues: Include activities that have the characteristics of exchange transactions, such as contributions for insured events.

Non-operating revenues: Include activities that have the characteristics of non-exchange transactions and other revenue sources described in GASB Statement 34 such as investment earnings.

Comparative Data

Selected information regarding the prior year has been included in the accompanying financial statements. This information has been included for comparison purposes only and does not represent a complete presentation in accordance with generally accepted accounting principles. Accordingly, such information should be read in conjunction with the prior year financial statements, from which this data was derived.

EMPLOYMENT RISK MANAGEMENT AUTHORITY

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2024

(Continued)

NOTE 3 - CASH AND INVESTMENTS:

Cash and investments as of June 30, 2024 are classified in the accompanying financial statements as follows:

Cash and cash equivalents:	
Cash deposits with financial institutions	\$ 386,943
CAMP pool – Money Market	355,510
CAMP pool – Liquidity	3,109,184
State investment pool – Local Agency Investment Fund (LAIF)	5,061
Total cash and cash equivalents	<u>\$ 3,856,698</u>
Investments:	
Current	\$ 7,337,757
Non-current	<u>27,140,818</u>
Total investments	<u>\$34,478,575</u>
Total cash and investments	<u>\$38,335,273</u>

Investments Authorized by the California Government Code and the Authority’s Investment Policy

The table below identifies the investment types that are authorized for the Authority by the California Government Code and its investment policy. The table also identifies certain provisions of the California Government Code that address interest rate risk, credit risk, and concentration of credit risk.

Authorized Investment Type	Maximum Maturity	Maximum Percentage of Portfolio	Maximum Investment in One Issuer
U.S. Treasury Obligations	5 years	None	None
U.S. Agency Securities	5 years	None	None
Banker’s Acceptances	180 days	40%	5%
Commercial Paper	270 days	25%	5%
Negotiable Certificates of Deposit	5 years	30%	5%
Time Certificates of Deposit	1 year	20%	5%
Corporate Notes	5 years	30%	5%
Municipal Bonds	5 years	None	5%
Repurchase Agreements	30 days	25%	5%
Money Market Mutual Funds	5 years	20%	10%
Asset Backed Securities	5 years	20%	5%
Local Agency Investment Fund (LAIF)	5 years	None	Statutory Limit
JPA Pools (other investment pools)	5 years	None	None
Supra-Nationals	5 years	30%	None

EMPLOYMENT RISK MANAGEMENT AUTHORITY

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2024

(Continued)

Disclosures Relating to Interest Rate Risk

Interest rate risk is the risk that changes in market interest rates will adversely affect the fair value of an investment. Generally, the longer the maturity of an investment, the greater the sensitivity of its fair value to changes in market interest rates. One of the ways ERMA manages its exposure to interest rate risk is by purchasing a combination of shorter term and longer term investments and by timing cash flows from maturities so that a portion of the portfolio is maturing or coming close to maturity evenly over time as necessary to provide the cash flow and liquidity needed for operations.

Information about the sensitivity of the fair values of ERMA’s investments to market interest rate fluctuations is provided by the following table that shows the distribution of ERMA’s investments by maturity.

<u>Investment Type</u>	<u>Amount</u>	<u>Remaining Maturity (in Months)</u>		
		<u>12 Months or Less</u>	<u>13-24 Months</u>	<u>25-60 Months</u>
U.S. Treasury Notes	\$ 13,318,128	\$3,837,250	\$ 1,044,905	\$ 8,435,973
U.S. Agency Securities	1,679,341	482,033	1,197,308	
Federal Agency Mortgage Backed Securities	5,186,334	168,628	168,858	4,848,848
Corporate Notes	7,409,019	1,776,736	669,308	4,962,975
Negotiable Certificates of Deposit	701,397		701,397	
Supra-Nationals	528,966	528,966		
Asset Backed Securities	4,643,040		248,791	4,394,249
Municipal Bonds	<u>1,012,350</u>	<u>544,144</u>	<u>368,024</u>	<u>100,182</u>
Total	<u>\$ 34,478,575</u>	<u>\$7,337,757</u>	<u>\$4,398,591</u>	<u>\$22,742,227</u>

Investments with Fair Values Highly Sensitive to Interest Rate Fluctuations

ERMA’s portfolio includes the following investments that are highly sensitive to interest rate fluctuations (to a greater degree than already indicated in the information provided above).

<u>Highly Sensitive Investments</u>	<u>Fair Value at Year End</u>
Callable Corporate Notes	\$5,764,308

These securities are subject to early payment in a period of declining interest rates. The resultant reduction in expected total cash flows affects the fair value of these securities and makes the fair value of these securities highly sensitive to changes in interest rates.

EMPLOYMENT RISK MANAGEMENT AUTHORITY

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2024

(Continued)

Disclosures Relating to Credit Risk

Generally, credit risk is the risk that an issuer of an investment will not fulfill its obligation to the holder of the investment. This is measured by the assignment of a rating by a nationally recognized statistical rating organization. Presented below is the Standard and Poors rating as of year end for each investment type.

Investment Type	Amount	Rating as of Year End				
		Not Rated	AAA	AA	A	BBB
U.S. Treasury Notes	\$13,318,128	\$	\$	\$13,318,128	\$	\$
U.S. Agency Securities	1,679,341			1,679,341		
Federal Agency Mortgage Backed Securities	5,186,334			5,186,334		
Corporate Notes	7,409,019		482,493	1,920,955	4,571,881	433,690
Negotiable Certificates of Deposit	701,397			350,083	351,314	
Supra-Nationals	528,966		528,966			
Asset Backed Securities	4,643,040	677,642	3,965,398			
Municipal Bonds	1,012,350	366,738	76,214	569,398		
Total	<u>\$34,478,575</u>	<u>\$1,044,380</u>	<u>\$5,053,071</u>	<u>\$22,199,239</u>	<u>\$4,923,195</u>	<u>\$ 433,690</u>

Concentration of Credit Risk

The investment policy of ERMA places limits on the amount that may be invested in any one issuer. Investments in any one issuer (other than U.S. Treasury securities, mutual funds, and external investment pools) that represent 5% or more of total ERMA investments are as follows:

Issuer	Investment Type	Amount
Freddie Mac	Federal Agency Securities	\$5,414,890

Custodial Credit Risk

Custodial credit risk for *deposits* is the risk that, in the event of the failure of a depository financial institution, a government will not be able to recover its deposits or will not be able to recover collateral securities that are in the possession of an outside party. The custodial credit risk for *investments* is the risk that, in the event of the failure of the counterparty (e.g., broker-dealer) to a transaction, a government will not be able to recover the value of its investment or collateral securities that are in the possession of another party. The California Government Code's investment policy does not contain legal or policy requirements that would limit the exposure to custodial credit risk for deposits or investments other than the following provision for deposits: The California Government Code requires that a financial institution secure deposits made by state or local governmental units by pledging securities in an undivided collateral pool held by a depository regulated under state law (unless so waived by the governmental unit). The market value of the pledged securities in the collateral pool must equal at least 110% of the total amount deposited by the public agencies. California law also allows financial institutions to secure public entity deposits by pledging the first trust deed mortgage notes having a value of 150% of the secured public deposits.

EMPLOYMENT RISK MANAGEMENT AUTHORITY

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2024

(Continued)

As of June 30, 2024, none of the Authority’s deposits in excess of FDIC limits were held in uncollateralized accounts.

None of ERMA’s investments were subject to custodial credit risk at June 30, 2024. With respect to investments, custodial credit risk generally applies only to direct investments in marketable securities. Custodial credit risk does not apply to a local government’s indirect investment in securities through the use of mutual funds or government investment pools (such as LAIF).

Managed Investment Pools

ERMA is a voluntary participant in the Local Agency Investment Fund (LAIF) that is regulated by the California Government Code under the oversight of the Treasurer of the State of California. The fair value of ERMA’s investment in this pool is reported in the accompanying financial statements at amounts based upon ERMA’s pro-rata share of the fair value provided by LAIF for the entire LAIF portfolio (in relation to the amortized cost of that portfolio). The balance available for withdrawal is based on the accounting records maintained by LAIF, which are recorded on an amortized cost basis.

As of June 30, 2024, ERMA’s investment in the California Asset Management Program (CAMP) pool was \$3,464,694. A board of seven trustees who are officials or employees of the public agencies has oversight responsibility for CAMP. The value of the pool shares in CAMP, which may be withdrawn, is determined on an amortized cost basis.

Fair Value Measurements

ERMA categorizes its fair value measurements within the fair value hierarchy established by generally accepted accounting principles. The hierarchy is based on the valuation inputs used to measure the fair value of the asset. Level 1 inputs are quoted prices in active markets for identical assets; Level 2 inputs are significant other observable inputs; Level 3 inputs are significant unobservable inputs.

ERMA has the following recurring fair value measurements as of June 30, 2024:

<u>Investment Type</u>	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
U.S. Treasury Notes	\$	\$13,318,128	\$	\$13,318,128
U.S. Agency Securities		1,679,341		1,679,341
Federal Agency Mortgage Backed Securities		5,186,334		5,186,334
Corporate Notes		7,409,019		7,409,019
Negotiable Certificates of Deposit		701,397		701,397
Supra-Nationals		528,966		528,966
Asset Backed Securities		4,643,040		4,643,040
Municipal Bonds		1,012,350		1,012,350

Investments classified in Level 2 of the fair value hierarchy are valued using a matrix pricing technique.

EMPLOYMENT RISK MANAGEMENT AUTHORITY

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2024

(Continued)

NOTE 4 - CLAIMS LIABILITIES:

ERMA has established a reserve for unpaid claims in the Pooled Employment Practices Liability Program, based on estimates of the ultimate cost of claims (including future claims adjustment expenses) that have been reported, but not settled, and of claims that have been incurred, but not reported. The incurred, but not reported claims have been estimated by management based upon an actuarial study performed by ERMA's consulting actuary at the expected confidence level and are discounted at 1.5% for 2023/2024 and 2022/2023. The claims reserves have been estimated by the litigation managers based upon prior experience with similar claims. Because actual costs depend on such factors as inflation, changes in doctrines of legal liability, and damage awards, the process used in computing claims liabilities does not necessarily result in an exact amount. Accordingly, the reserve for claims is recomputed periodically to produce current estimates that reflect recent settlements, claim frequency, and other economic and social factors. Adjustments to the reserves are recorded to expense in the period in which they are made. The face value (undiscounted) amount of unpaid claims at June 30, 2024 and 2023 was \$20,017,377 and \$20,846,978, respectively.

The following represents changes in the total reserves for unpaid claims of ERMA during the past two years:

	2023/2024	2022/2023
Claims liabilities at beginning of year	\$20,293,026	\$19,597,890
Incurred claims and claims adjustment expenses:		
Provision for insured events of the current year	7,054,235	6,157,444
Change in provision for insured events for prior years	<u>(266,543)</u>	<u>(2,389,720)</u>
Total incurred claims and claims adjustment expenses	<u>6,787,692</u>	<u>3,767,724</u>
Payments:		
Claims and claims adjustment expenses attributable to insured events of current fiscal year	13,863	
Claims and claims adjustment expenses attributable to insured events of prior years	<u>7,906,954</u>	<u>3,072,588</u>
Total payments	<u>7,920,817</u>	<u>3,072,588</u>
Total claims liabilities at end of year	<u>\$19,159,901</u>	<u>\$20,293,026</u>

The components of the claims liabilities as of June 30, 2024 and 2023 were as follows:

	2023/2024	2022/2023
Claims reserves	\$ 4,634,383	\$ 4,784,197
Claims incurred but not reported (IBNR)	13,562,851	14,615,639
Unallocated loss adjustment expenses (ULAE)	<u>962,667</u>	<u>893,190</u>
	<u>\$19,159,901</u>	<u>\$20,293,026</u>

EMPLOYMENT RISK MANAGEMENT AUTHORITY

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED JUNE 30, 2024

(Continued)

NOTE 5 - MEMBER DIVIDENDS:

In June, 2024, the Board of Directors approved the return of equity at the 90% confidence level totaling \$1,700,000 to members that participated in program years 2014/2015, 2016/2017, and 2017/2018. ERMA's retrospective adjustment policy provides for the return of equity at the discretion of the Board of Directors for eligible program years that are at least five years old provided that net position remains above the 90% confidence level after this distribution.

NOTE 6 - CAPITAL CONTRIBUTION FUND:

ERMA's Capital Contribution Fund had been used in ERMA's early years as a designated fund to be allocated to future program years in need of solvency. The Fund had previously been fully allocated in June, 2010, and had been inactive until its re-activation in April, 2015. The net position designated for the Capital Contribution Fund at June 30, 2024 was \$766,959.

NOTE 7 – SUBSEQUENT EVENTS:

ERMA's management evaluated its June 30, 2024 financial statements for subsequent events through 2025, the date the financial statements were issued. Management is not aware of any subsequent events that would require recognition or disclosure in the financial statements.

REQUIRED SUPPLEMENTARY INFORMATION

EMPLOYMENT RISK MANAGEMENT AUTHORITY

CLAIMS DEVELOPMENT INFORMATION

JUNE 30, 2024

The following table illustrates how the Employment Practices Liability Program earned revenue (net of reinsurance) and investment income compared to related costs of loss (net of loss assumed by reinsurers) and other expenses assumed by the Program for the last ten years. The rows of the table are defined as follows:

- (1) This line shows the total of each fiscal year's gross earned contributions and reported investment revenue amounts of contributions ceded and reported premiums (net of reinsurance) and reported investment revenue.
- (2) This line shows each fiscal year's other operating costs of the Program including overhead and loss adjustment expenses not allocable to individual claims.
- (3) This line shows the Program's gross incurred losses and allocated loss adjustment expense, losses assumed by reinsurers, and net incurred losses and loss adjustment expense (both paid and accrued) as originally reported at the end of the year in which the event that triggered coverage occurred (called program year).
- (4) This section of rows shows the cumulative net amounts paid as of the end of successive years for each program year.
- (5) This line shows the latest reestimated amount of losses assumed by reinsurers for each program year.
- (6) This section of rows shows how each program year's net amount of losses increased or decreased as of the end of successive years. (This annual reestimation results from new information received on known losses, reevaluation of existing information on known losses, and emergence of new losses not previously known.)
- (7) This line compares the latest reestimated net incurred losses amount to the amount originally established (line 3) and shows whether this latest estimate of losses is greater or less than originally thought. As data for individual program years mature, the correlation between original estimates and reestimated amounts is commonly used to evaluate the accuracy of net incurred losses currently recognized in less mature program years. The columns of the table show data for successive program years.

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EMPLOYMENT RISK MANAGEMENT AUTHORITY

CLAIMS DEVELOPMENT INFORMATION

JUNE 30, 2024

(Continued)

EMPLOYMENT PRACTICES LIABILITY PROGRAM

	<u>2014/2015</u>	<u>2015/2016</u>	<u>2016/2017</u>	<u>2017/2018</u>	<u>2018/2019</u>	<u>2019/2020</u>	<u>2020/2021</u>	<u>2021/2022</u>	<u>2022/2023</u>	<u>2023/2024</u>
1. Required contribution and investment revenue:										
Earned	\$5,360,293	\$5,570,519	\$6,305,939	\$6,656,049	\$7,186,334	\$7,807,782	\$9,140,672	\$10,001,860	\$10,720,917	\$11,134,315
Net assessments/(dividends)	(435,895)	(1,615,626)	(1,833,738)	(493,305)						
Ceded	<u>195,460</u>	<u>204,358</u>	<u>219,698</u>	<u>235,697</u>	<u>298,737</u>	<u>311,540</u>	<u>333,029</u>	<u>341,374</u>	<u>517,834</u>	<u>560,164</u>
Net earned before allocated interest	4,728,938	3,750,535	4,252,503	5,927,047	6,887,597	7,496,242	8,807,643	9,660,486	10,203,083	10,574,151
Allocated interest earned (expense)	<u>255,971</u>	<u>290,867</u>	<u>452,085</u>	<u>382,852</u>	<u>485,113</u>	<u>343,971</u>	<u>281,771</u>	<u>280,305</u>	<u>599,782</u>	<u>611,789</u>
Total net earned	4,984,909	4,041,402	4,704,588	6,309,899	7,372,710	7,840,213	9,089,414	9,940,791	10,802,865	11,185,940
2. Unallocated expenses	789,819	823,781	901,310	1,172,746	961,378	913,984	947,284	1,091,217	1,207,545	1,515,553
3. Estimated claims and expenses, end of program year:										
Incurred	3,082,575	3,436,639	4,090,426	4,312,735	4,734,368	5,971,321	6,418,061	6,613,478	6,157,444	7,054,235
Ceded										
Net incurred	<u>3,082,575</u>	<u>3,436,639</u>	<u>4,090,426</u>	<u>4,312,735</u>	<u>4,734,368</u>	<u>5,971,321</u>	<u>6,418,061</u>	<u>6,613,478</u>	<u>6,157,444</u>	<u>7,054,235</u>
4. Net paid (cumulative) as of:										
End of program year	3,154				27,980	18,345	70,963			13,863
One year later	571,386	549,594	202,129	163,454	578,825	989,719	460,544	386,716	544,656	
Two years later	1,138,422	1,422,765	1,210,214	3,079,649	1,397,468	1,403,579	907,969	2,300,436		
Three years later	2,749,312	3,032,900	1,866,797	3,493,915	1,993,678	2,592,342	2,071,797			
Four years later	3,367,741	3,055,127	2,141,826	4,005,710	2,543,680	4,005,530				
Five years later	3,413,372	3,214,567	2,714,928	4,350,869	4,479,521					
Six years later	4,047,591	3,217,101	2,752,266	5,152,642						
Seven years later	4,089,156	3,217,101	2,886,178							
Eight years later	4,206,344	3,217,101								
Nine years later	4,206,344									
5. Reestimated ceded claims and expenses		204,905		285,443	1,437,602					
6. Reestimated net incurred claims and expenses:										
End of program year	3,082,575	3,436,639	4,090,426	4,312,735	4,734,368	5,971,321	6,418,061	6,613,478	6,157,444	7,054,235
One year later	3,571,092	3,918,988	3,889,398	4,603,354	6,255,070	5,936,561	6,225,485	5,719,871	6,368,853	
Two years later	3,524,645	3,868,253	3,784,898	5,938,019	5,262,299	4,877,844	4,453,140	5,555,717		
Three years later	4,140,235	4,278,651	3,671,902	4,715,872	4,398,578	4,856,262	3,503,304			
Four years later	4,020,623	3,572,729	3,136,559	4,637,594	4,568,226	4,571,384				
Five years later	4,337,518	3,430,630	3,261,292	5,000,048	5,083,828					
Six years later	4,212,213	3,217,101	3,021,131	5,278,935						
Seven years later	4,251,215	3,217,101	3,093,268							
Eight years later	4,257,090	3,217,101								
Nine years later	4,316,344									
7. Increase (decrease) in estimated net incurred claims and expenses from end of program year	<u>\$ 1,233,769</u>	<u>\$ (219,538)</u>	<u>\$ (997,158)</u>	<u>\$ 966,200</u>	<u>\$ 349,460</u>	<u>\$ (1,399,937)</u>	<u>\$ (2,914,757)</u>	<u>\$ (1,057,761)</u>	<u>\$ (211,409)</u>	<u>\$ _____</u>

OTHER REPORT

INDEPENDENT AUDITOR’S REPORT ON INTERNAL CONTROL OVER
FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS
BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN
ACCORDANCE WITH *GOVERNMENT AUDITING STANDARDS*

Governing Board
Employment Risk Management Authority
Sacramento, California

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of Employment Risk Management Authority (ERMA) as of and for the year ended June 30, 2024, and the related notes to the financial statements, which collectively comprise ERMA’s basic financial statements, and have issued our report thereon dated , 2025.

Report on Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered ERMA’s internal control over financial reporting (internal control) to determine the audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of ERMA’s internal control. Accordingly, we do not express an opinion on the effectiveness of ERMA’s internal control.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. *A material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of ERMA’s financial statements will not be prevented, or detected and corrected on a timely basis. *A significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or, significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether ERMA’s financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations and contracts, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of ERMA’s internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering ERMA’s internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Clovis, California
, 2025



January 24, 2025

To the Governing Board
Employment Risk Management Authority
Sacramento, California

We have audited the financial statements of Employment Risk Management Authority (ERMA) for the year ended June 30, 2024. Professional standards require that we provide you with information about our responsibilities under generally accepted auditing standards and *Government Auditing Standards*, as well as certain information related to the planned scope and timing of our audit. We have communicated such information in our letter to you dated January 24, 2025. Professional standards also require that we communicate to you the following information related to our audit.

Significant Audit Matters

Qualitative Aspects of Accounting Practices

Management is responsible for the selection and use of appropriate accounting policies. The significant accounting policies used by ERMA are described in Note 2 to the financial statements. No new accounting policies were adopted and the application of existing policies was not changed during the year ended June 30, 2024. We noted no transactions entered into by ERMA during the year for which there is a lack of authoritative guidance or consensus. All significant transactions have been recognized in the financial statements in the proper period.

Accounting estimates are an integral part of the financial statements prepared by management and are based on management's knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ significantly from those expected. The most sensitive estimate affecting ERMA's financial statements was the provision for unpaid claims.

Management's estimate of the provision for unpaid claims is based on estimates of the ultimate cost of claims that have been reported but not settled and of claims that have been incurred but not reported. We evaluated the key factors and assumptions used to develop the provision for unpaid claims in determining that it is reasonable in relation to the financial statements taken as a whole.

The financial statements are neutral, consistent, and clear.

Difficulties Encountered in Performing the Audit

We encountered no significant difficulties in dealing with management in performing and completing our audit.

Corrected and Uncorrected Misstatements

Professional standards require us to accumulate all known and likely misstatements identified during the audit, other than those that are clearly trivial, and communicate them to the appropriate level of management. There were no misstatements detected as a result of audit procedures performed.

Disagreements with Management

For purposes of this letter, a disagreement with management is a financial accounting, reporting, or auditing matter, whether or not resolved to our satisfaction, that could be significant to the financial statements or the auditor's report. We are pleased to report that no such disagreements arose during the course of our audit.

Management Representations

We have requested certain representations from management that are included in the management representation letter dated January 24, 2025.

Management Consultations with Other Independent Accountants

In some cases, management may decide to consult with other accountants about auditing and accounting matters, similar to obtaining a "second opinion" on certain situations. If a consultation involves application of an accounting principle to ERMA's financial statements or a determination of the type of auditor's opinion that may be expressed on those statements, our professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts. To our knowledge, there were no such consultations with other accountants.

Other Audit Findings or Issues

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, with management each year prior to retention as ERMA's auditors. However, these discussions occurred in the normal course of our professional relationship and our responses were not a condition to our retention.

Other Matters

We applied certain limited procedures to the management's discussion and analysis and claims development information, which are required supplementary information (RSI) that supplements the basic financial statements. Our procedures consisted of inquiries of management regarding the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We did not audit the RSI and do not express an opinion or provide any assurance on the RSI.

Employment Risk Management Authority
January 24, 2025
Page 3

Restriction on Use

This information is intended solely for the information and use of the Board of Directors and management of ERMA and is not intended to be and should not be used by anyone other than these specified parties.

Very truly yours,

Sampson & Sampson, LLP

FINANCIAL MATTERS

SUBJECT: Member SIR Study
Presented by Mike Harrington, Bickmore Actuarial

RECOMMENDATION: *Staff recommends the Board consider adding a \$150K member SIR option, that it maintain the current \$25k SIR option for small members, but that it not allow new members to join ERMA at anything lower than a \$50K SIR. With respect to current member SIRs, staff will make a recommendation following discussion at the meeting.*

BACKGROUND AND STATUS:

At the last ERMA Annual Workshop, the Board of Directors established goals and objectives related to:

1. Analyzing member SIRs;
2. Determining the appropriate SIRs for the ERMA program and whether ERMA should continue with a \$25K SIR option for its members; and
3. Evaluating the ERMA Retained Limit before attaching to excess coverage.

The third item related to evaluating the ERMA retained limit was reviewed by the Board at its June 2024 meeting and it was determined not to change the current \$1M retention.

Bickmore actuarial was engaged to assist in the review with items 1 and 2. Their report and conclusions are attached for review and consideration by the Board.

Staff and a representative from Bickmore Actuarial will be available to present the report and answer questions from the Board.

REFERENCE MATERIALS ATTACHED:

- ERMA Actuarial Analysis of Member Retained Limits



Bickmore — Actuarial

Actuarial Review of the Self-Insured Employment Practices Liability Program

Analysis of Member Retained Limits

Presented to
Employment Risk Management Authority

December 18, 2024 - DRAFT

SCOPE AND SIGNATURE

Employment Risk Management Authority (“ERMA”) has engaged Bickmore Actuarial to conduct an actuarial review of the member retained limits (MRL) for its employment practices liability program using data valued as of December 31, 2023.

The specific objectives of the study are:

- Evaluate the member retained limits offered by ERMA
- Determine whether members of ERMA are at the appropriate MRL or if they should be moved to a different MRL.

We appreciate the opportunity to be of service to ERMA in preparing this report. Please feel free to call Mike Harrington at (916) 244-1162 or Derek Burkhalter at (916) 244-1167 with any questions you may have concerning this report.

Mike Harrington and Derek Burkhalter are members of the American Academy of Actuaries and Casualty Actuarial Society. They meet the *Qualification Standards for Actuaries Issuing Statements of Actuarial Opinion in the United States* of the American Academy of Actuaries to render the actuarial opinion contained herein.

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Mike Harrington, FCAS, MAAA
President and Managing Partner

DRAFT

Derek Burkhalter, ACAS, MAAA
Asst. Vice President and Partner

DRAFT

York Lee
Senior Actuarial Analyst

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EXECUTIVE SUMMARY

We have analyzed the member retained limits (MRL) for the current ERMA members. The table below summarizes the increases in MRL that are indicated by various methods. Members with indicated increases from all methods are highlighted with ***.

Summary of Indicated Increases in Member Retained Limit

Member	Current Retained Limit	Approach #1	Approach #2	Approach #3
		“Size” ¹	“Burn” ²	Member Equity – Number/Frequency ³
BCJPIA Piedmont	\$50,000		Increase	Increase
BCJPIA Pleasanton	75,000		Increase	
CSJVRMA Atwater ***	25,000	Increase	Increase	Increase
CSJVRMA Ceres	25,000	Increase	Increase	
CSJVRMA Delano ***	25,000	Increase	Increase	Increase
CSJVRMA Hughson	25,000			Increase
CSJVRMA Lathrop	25,000	Increase		
CSJVRMA Lemoore	25,000	Increase		
CSJVRMA Livingston ***	25,000	Increase	Increase	Increase
CSJVRMA Madera	25,000	Increase		
CSJVRMA Mcfarland	50,000			Increase
CSJVRMA Porterville ***	25,000	Increase	Increase	Increase
CSJVRMA Sanger	25,000	Increase		
CSJVRMA Selma	50,000			Increase
CSJVRMA Shafter ***	25,000	Increase	Increase	Increase
CSJVRMA Tehachapi	25,000			Increase
MPA Antioch	50,000		Increase	
MPA El Cerrito	50,000		Increase	Increase
MPA Manteca	50,000		Increase	
MPA Pleasant Hill	50,000			Increase
PERMA Banning ***	25,000	Increase	Increase	Increase
PERMA Barstow ***	25,000	Increase	Increase	Increase
PERMA Cathedral City	25,000	Increase		
PERMA Desert Hot Springs	25,000		Increase	Increase
PERMA Eastvale ***	25,000	Increase	Increase	Increase
PERMA La Mesa	25,000	Increase		
PERMA Perris	25,000	Increase		
PERMA PS Tramway	25,000	Increase	Increase	
PERMA SunLine	50,000		Increase	Increase
PERMA Victorville	25,000	Increase	Increase	
SCORE Yreka ***	25,000	Increase	Increase	Increase
VCJPA Contra Costa MVCD ***	25,000	Increase	Increase	Increase
VCJPA San Gabriel Valley MVCD	25,000			Increase

1. From Exhibit 1, Page 4.

2. From Exhibit 2, Page 7.

3. Member Equity – A annual number of pool claims greater than 0.25 and frequency greater than 0.019.

*** Members indicated for increase in retained limit based on all methods.

BACKGROUND

ERMA began its self-insured employment practices liability program on July 1, 1999. Its current self-insured retention is \$1,000,000, net of a baseline \$50,000 deductible from its members. Alternative member deductible amounts include \$25,000, \$75,000, \$100,000, \$250,000 and \$500,000.

The following table shows a history of ERMA's employment practices liability program.

Coverage Period	Layer Between Retention and \$1,000,000	Coverage Excess of \$1,000,000
7/1/99-6/30/02	Quota Share: 75% ERMA 25% Commercial Coverage	Commercial Coverage \$9,000,000 Excess of \$1,000,000
7/1/02-6/30/04	No Quota Share: 100% ERMA	Commercial Coverage \$4,000,000 Excess of \$1,000,000
7/1/04-6/30/10	No Quota Share: 100% ERMA	No Commercial Coverage
7/1/10-6/30/18	No Quota Share: 100% ERMA	Optional Commercial Coverage \$1,000,000 Excess of \$1,000,000
7/1/18-6/30/22	No Quota Share: 100% ERMA	Optional Commercial Coverage \$2,000,000 Excess of \$1,000,000
7/1/22-Current	No Quota Share: 100% ERMA	Optional Commercial Coverage \$3,000,000 Excess of \$1,000,000

With regard to the contribution rates, ERMA offers a credit for members that participate through JPAs. The credit is equal to 0.10 times the percentage of the JPA that participates in ERMA. For example, if 50% of a JPA (as measured by payroll) participates in ERMA, then each member of that JPA would receive a 5% ERMA rate credit ($5\% = 0.10 \times 50\%$). This credit applies to the overall rate that includes loss, loss adjustment expense, safety, administration, and other costs.

OBSERVATIONS AND ANALYSIS

We considered the current member retained limit (MRL) options offered (\$25K, \$50K, \$75K, \$100K, \$250K, and \$500K) and have the following observations and recommendations.

- The steps from one MRL option to the next progress from +\$25K for the first four options (e.g. \$25K to \$50K, \$50K to \$75K, etc), +\$150K for the fifth option, and +\$250K for the sixth option.
- It may be easier for members at the \$100K level to have an intermediate step up to \$150K (+\$50K) between the \$100K and \$250K options. This might encourage some members to take on a higher retention that otherwise would not do so with only the large step currently available.

We approached the appropriateness of the current member retained limit (MRL) from three perspectives.

- First, we compared the members' "size" using ground-up statistical measures. This approach provides a good benchmark for initial ordering of the MRLs.
- Second, we compared the members' "burn" using pool statistics. This approach identifies those pool members who have had more loss experience in the pool layer than others.
- Third, we examine the members' absolute number of claims and frequency of claims in the pool layer. This approach identifies members with annual claims exceeding 0.25 (i.e. 1 claim > MRL every four years), and also with average frequency of 0.019 claims per \$1 million of payroll.

The results of these approaches are documented in this report.

The "Size" Approach

Using the size approach, a number of statistics was considered.

1. Payroll – The payroll distribution is a general indicator of exposure. Generally, the greater the exposure, the greater the number of expected claims, and the higher the likelihood of a large loss. So, the MRL should generally increase as payrolls increase.
2. Reported Claims – Generally, the greater the number of total reported claims, the higher the likelihood of a large loss, and the larger the appropriate retained limit. We considered claims over a more stable 10-year period and a more responsive 5-year period.
3. Capped Losses – Generally, the greater the amount of loss dollars (paid or incurred), the higher the likelihood of a large loss, and the larger the appropriate retained limit. We considered losses capped at the pool's SIR of \$1,000,000 per claim over a 10-year (stable) and 5-year (responsive) period.

Aggregate and annualized size statistics based on ground up losses are shown on Exhibit 1, Page 1 and 2. The ranking of those statistics between the members is shown on Exhibit 1, Page 3. Rankings are re-indexed least (1) to greatest (228) on Exhibit 1, Page 4 relative to the ranking implied by their current retained limit. These statistics are based on loss data valued as of December 31, 2023.

The table below shows the 20 pool members with the highest differences between their indicated rank and their current rank. These members could be considered for increasing their retained limit based on the size approach method.

Member	Current Retained Limit	Indicated Rank	Current Rank	Indicated Versus Current
PERMA Victorville	\$25,000	227	90	+137
PERMA Banning	25,000	221	87	+134
CSJVRMA Porterville	25,000	211	86	+125
CSJVRMA Delano	25,000	204	82	+122
PERMA Barstow	25,000	207	85	+122
CSJVRMA Atwater	25,000	193	72	+121
CSJVRMA Sanger	25,000	195	76	+119
CSJVRMA Livingston	25,000	168	55	+113
PERMA Eastvale	25,000	169	59	+110
PERMA Cathedral City	25,000	197	88	+109
CSJVRMA Lemoore	25,000	183	75	+108
CSJVRMA Ceres	25,000	185	80	+105
PERMA La Mesa	25,000	194	89	+105
SCORE Yreka	25,000	166	61	+105
PERMA Perris	25,000	184	81	+103
CSJVRMA Shafter	25,000	179	78	+101
VCJPA Contra Costa MVCD	25,000	147	49	+98
PERMA PS Tramway	25,000	158	62	+96
CSJVRMA Madera	25,000	178	84	+94
CSJVRMA Lathrop	25,000	176	83	+93

The “Burn” Approach

Using the burn approach, a number of statistics were considered.

1. Pool Claims – The number of claims for which the loss amount (paid or incurred) has exceeded a member’s current retained limit is a measure of pool frequency. A member with an unusually high number of losses above its retained limit, or above a multiple of its retained limit, may be appropriate for a higher retained limit.
2. Pool Losses – Loss amounts (paid or incurred) that exceed the member’s retained limit are pooled and paid by all members; therefore, it might be appropriate that a member with an unusually high amount of loss in excess of its retained limit increase its retention.

Using current member retained limits, the annualized burn statistics based on claim counts are shown in Exhibit 2, Page 2 and the annualized burn statistics based on losses are shown in Exhibit 2, Page 4. These statistics are based on loss data valued as of December 31, 2023.

One way to gauge the appropriateness of a given member’s current retained limit is to compare burn statistics to pool averages. Claim indices are calculated in Exhibit 2, Page 5 based upon claim counts on Exhibit 2, Page 2. Loss indices are calculated in Exhibit 2, Page 6 based upon losses in Exhibit 2, Page 4. In this report, the loss index is determined by assigning a “-1” to member statistics which are 50% of the pool average for that statistic, and “+1” to member statistics which are greater than 150% of the pool average for that statistic.

Weighted indices are derived on Exhibit 2, Page 7. The claim count index is derived based upon the indices and weights shown on Exhibit 2, Page 5. The loss index is derived based upon the indices and weights shown on Exhibit 2, Page 6. These indices are then combined into a single index by weighting together the claim count and loss indices.

Weights are derived based upon the following assumptions:

- Statistics exceeding 2 times retained limit receive more weight than statistics exceeding 1 times retained limit, assuming those members who penetrate the pool layer more deeply should be considered more seriously for retained limit changes.
- Ten-year statistics receive more weight than Five-year statistics, assuming retained limit changes should be based more on long-term statistics than short-term. All statistics are annualized before indexing.
- Closed claim and paid loss statistics are given more weight than Reported claim and incurred loss statistics, assuming that retained limit changes should be based more on closed/paid losses given the uncertainty in case reserve estimates.
- Claim count statistics are given more weight than loss statistics assuming frequency should receive more weight than severity.

A combined index between -1.00 and 0.00 indicates a lower retained limit may be appropriate. A combined index between 0.00 and +1.00 indicates a higher retained limit may be appropriate. For stability, we recommend focusing attention on those members with a combined index between +0.70 and +1.0 for increases, and those members with a combined index between -0.70 and -1.0 for decreases.

It should be noted that changes in one member's retained limit, also changes the pool averages for all relevant statistics. As a result, the process of determining the appropriate retained limit for all members is iterative. Thus, although Member X may initially have a combined index between -0.70 and +0.70, indicating no significant need for change, the revision of Member Y's retained limit may change the pool statistics enough to result in a new combined index outside that range for Member X, indicating the need for a change in retained limit.

The table below shows the 20 pool members with the highest weighted indices. These members could be considered for increasing their retained limit based on the burn approach method.

Member	Current Retained Limit	Claim Count Index	Loss Index	Combined Index
BCJPIA Pleasanton	\$75,000	+1.00	+1.00	+1.00
CSJVRMA Ceres	25,000	+1.00	+1.00	+1.00
CSJVRMA Livingston	25,000	+1.00	+1.00	+1.00
MPA Antioch	50,000	+1.00	+1.00	+1.00
MPA Manteca	50,000	+1.00	+1.00	+1.00
PERMA Banning	25,000	+1.00	+1.00	+1.00
PERMA Barstow	25,000	+1.00	+1.00	+1.00
PERMA SunLine	50,000	+1.00	+1.00	+1.00
PERMA Victorville	25,000	+1.00	+1.00	+1.00
SCORE Yreka	25,000	+1.00	+1.00	+1.00
PERMA Eastvale	25,000	+1.00	+0.82	+0.96
MPA El Cerrito	50,000	+0.91	+1.00	+0.93
BCJPIA Piedmont	50,000	+1.00	+0.44	+0.86
CSJVRMA Atwater	25,000	+0.80	+1.00	+0.85
CSJVRMA Delano	25,000	+0.80	+1.00	+0.85
CSJVRMA Porterville	25,000	+0.80	+1.00	+0.85
PERMA Desert Hot Springs	25,000	+0.91	+0.33	+0.77
CSJVRMA Shafter	25,000	+0.78	+0.67	+0.75
PERMA PS Tramway	25,000	+1.00		+0.75
VCJPA Contra Costa MVCD	25,000	+1.00		+0.75

The “Member Equity” Approach

A summary of the number of reported claims above various MRLs is shown below. The table shows the average annual number of claims during the 15 year period from 2008-09 through 2022-23 that each member would have ceded to the pool if (a) the member had been in the pool the entire 15 year period, (b) the member’s MRL had always been equal to its current MRL, and (c) the pool’s SIR had always been equal to its current SIR.

Table of Claims Ceded to Pool

The following table shows the average annual number of non-zero claims ceded to the pool during the most recent 15 year period, for members with at least 1 claim every four years.

Member	Annual Claims
PERMA SunLine	1.00
PERMA Banning	0.93
CSJVRMA Delano	0.80
DIRECT MEMBER Oakland HA	0.80
MPA Antioch	0.73
CSJVRMA Porterville	0.67
PERMA Barstow	0.60
CSJVRMA Mcfarland	0.53
MPA El Cerrito	0.53
PERMA Eastvale	0.53
BCJPIA Pleasanton	0.47
CIRA Watsonville	0.47
PERMA Victorville	0.47
CSJVRMA Atwater	0.40
MPA Manteca	0.40
MPA Walnut Creek	0.40
BCJPIA Piedmont	0.33
MPA Pleasant Hill	0.33
MPA San Ramon	0.33
PERMA Desert Hot Springs	0.33
PERMA Murrieta	0.33
CSJVRMA Ceres	0.27
CSJVRMA Hughson	0.27
CSJVRMA Livingston	0.27
CSJVRMA Selma	0.27
CSJVRMA Shafter	0.27
CSJVRMA Tehachapi	0.27
CSJVRMA Tracy	0.27
MPA Brentwood	0.27
MPA Martinez	0.27
MPA Pittsburg	0.27
PERMA Hesperia	0.27
PERMA La Mesa	0.27
SCORE Yreka	0.27
VCJPA Contra Costa MVCD	0.27
VCJPA San Gabriel Valley MVCD	0.27

Average Annual Frequency of Claims Ceded to Pool

The following table shows the average annual frequency of claims ceded to the pool per \$1 million of payroll, for members with at least 1 claim every four years. Only the 20 pool members with the highest frequency are shown. These members could be considered for increasing their retained limit based on the member equity approach method.

Member	Annual Frequency
CSJVRMA Hughson	0.229
CSJVRMA Mcfarland	0.129
PERMA Eastvale	0.093
VCJPA San Gabriel Valley MVCD	0.081
VCJPA Contra Costa MVCD	0.071
CSJVRMA Livingston	0.051
PERMA SunLine	0.047
CSJVRMA Atwater	0.045
SCORE Yreka	0.045
CSJVRMA Delano	0.043
CSJVRMA Tehachapi	0.036
PERMA Banning	0.033
MPA Pleasant Hill	0.029
PERMA Barstow	0.029
PERMA Desert Hot Springs	0.026
CSJVRMA Porterville	0.025
CSJVRMA Shafter	0.021
MPA El Cerrito	0.021
CSJVRMA Selma	0.021
BCJPIA Piedmont	0.019

CONDITIONS AND LIMITATIONS

It is important to recognize that the projections in this report are estimates at one point in time and are subject to future changes. Since the emergence and settlement of claims are subject to uncertainty, actual developments likely will vary, perhaps significantly, from the amounts carried in this report. No warranty is expressed or implied that such variance will not occur. The accuracy of the conclusions in this report depends on many factors, including the following:

Loss Activity since the Evaluation Date: The losses in this study were valued as of December 31, 2023. It is possible that there has been significant loss activity that has occurred since that date which would change the findings of this report.

Data Accuracy: This report relies on unaudited loss and exposure information provided by ERMA. The accuracy of our projections relies on the accuracy of this data.

Loss Development: The appropriateness of ERMA's historical and industry loss development patterns in projecting future loss development.

Trend Changes: The appropriateness of the trend indices used to adjust historical losses.

Discounting/Net Present Value: Our estimates that are discounted to reflect net present value assume a certain investment return on assets. This adjustment to reflect net present value is inaccurate to the extent that actual investment returns deviate from the assumed returns.

Insurance: Our estimates assume that all excess insurance is valid and collectible. Further, our funding recommendations do not include a provision for losses greater than ERMA's excess coverage.

Future Law Changes: We cannot predict, nor have we attempted to predict, the impact of future law changes and court rulings on claims costs.

New Classes of Claims: Our projections make no provision for the extraordinary future emergence of new classes of loss or types of loss not sufficiently represented in ERMA's historical data, or which are not yet quantifiable.

DISTRIBUTION AND USE

This report was prepared for the sole use of Employment Risk Management Authority and its auditors. This report is neither intended nor necessarily suitable for any other use. It may be forwarded to regulatory authorities as required by law. Any other distribution of this report requires the express written consent of Bickmore Actuarial. If such consent is granted, the report should be forwarded in its entirety, including all exhibits and appendices. It should also be understood that Bickmore Actuarial would be available to answer any questions regarding this report and its conclusions.

GLOSSARY OF ACTUARIAL TERMS

Accident Year – Year during which the accidents that generate a group of claims occurs, regardless of when the claims are reported, payments are made, or reserves are established.

Allocated Loss Adjustment Expenses (ALAE) – Expense incurred in settling claims that can be directly attributed to specific individual claims (e.g., legal fees, investigative fees, court charges, utilization review, bill review, etc.)

Case Reserve – The amount left to be paid on an open claim, as estimated by the claims administrator.

Claim Count Development Factor – A factor that is applied to the number of claims reported in a particular accident period in order to estimate the number of claims that will ultimately be reported.

Claim Frequency – Number of claims per \$1 million of payroll.

Confidence Level – An estimated probability that a given level of funding will be adequate to pay actual claims costs. For example, the 85% confidence level refers to an estimate for which there is an 85% chance that the amount will be sufficient to pay loss costs.

Discount Factor – A factor to adjust estimated loss costs to reflect net present value.

Expected Losses – The best estimate of the full, ultimate value of losses.

Exposure Base – An objective and easily measurable quantity that is correlated with loss. Commonly used exposure bases include payroll, population, revenue, number of employees (FTE), average daily attendance (ADA), number of vehicles and total insured value (TIV).

Incurred but not Reported (IBNR) Losses – This is the ultimate value of losses less any amount that has been paid to date or set up as a case reserve by the claims adjuster. It includes amounts for claims incurred but not yet received by the administrator as well as loss development on already reported claims.

Loss Adjustment Expense – The sum of Allocated Loss Adjustment Expense (ALAE) and Unallocated Loss Adjustment Expense (ULAE).

Loss Development Factor – A factor applied to losses for a particular accident period to reflect the fact that reported and paid losses do not reflect final values until all claims are settled. See the Methodology section.

Loss Rate – Ultimate losses per \$100 of payroll.

Non-Claims Related Expenses – Program expenses not directly associated with claims settlement and administration, such as excess insurance, safety program expenses, and general overhead. These exclude expenses associated with loss settlements (Indemnity/Medical, BI/PD), legal expenses associated with individual claims (ALAE), and claims administration (ULAE).

Outstanding Losses – Losses that have been incurred but not paid. This is the ultimate value of losses less any amount that has been paid.

Paid Losses – Losses actually paid on all reported claims.

Program Losses – Losses, including ALAE, limited to the SIR for each occurrence.

Reported Losses – The total expected value of losses as estimated by the claims administrator. This is the sum of paid losses and case reserves.

Self-Insured Retention (SIR) – The level at which an excess insurance policy is triggered to begin payments on a claim. Financially, this is similar to an insurance deductible.

Severity – Average claim cost.

Ultimate Losses – The value of claim costs at the time when all claims have been settled. This amount must be estimated until all claims are actually settled.

Unallocated Loss Adjustment Expenses (ULAE) – Claim settlement expenses that cannot be directly attributed to individual claims (e.g., claims administration expenses, taxes, etc.)

EXHIBITS AND APPENDICES

Employment Risk Management Authority

Employment Practices Liability

Member Retained Limit Analysis - Ground Up Losses
Exposure, Claim Count, and Loss Statistics (Aggregate)

Member (A)	Entity (B)	Current Retained Limit (C)	2024-2025 Payroll (D)	13/14-22/23 Non-Zero Reported Claims (E)	18/19-22/23 Non-Zero Reported Claims (F)	13/14-22/23 Non-Zero Closed Claims (G)	18/19-22/23 Non-Zero Closed Claims (H)	13/14-22/23 Incurred Losses Capped at \$1M (I)	18/19-22/23 Incurred Losses Capped at \$1M (J)	13/14-22/23 Paid Losses Capped at \$1M (K)	18/19-22/23 Paid Losses Capped at \$1M (L)
BCJPIA	BCJPIA Albany	50,000	15,787,183	5	2	4	1	84,991	32,655	65,925	13,589
BCJPIA	BCJPIA Brisbane	50,000	14,118,825	1	1	1	1	9,320	9,320	9,320	9,320
BCJPIA	BCJPIA Central Marin Fire Authority	100,000	6,598,464	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Central Marin Police Authority fma Twin Cities PA	100,000	6,662,027	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Corte Madera (Town of)	100,000	4,622,423	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Emeryville	50,000	6,390,165	4	3	4	3	28,098	23,848	28,098	23,848
BCJPIA	BCJPIA Emeryville Mesa	50,000	9,561,261	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Fairfax (Town of)	50,000	3,914,900	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Larkspur	250,000	4,416,192	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Los Altos	100,000	18,675,053	11	2	11	2	219,369	8,996	219,369	8,996
BCJPIA	BCJPIA Menlo Park	250,000	33,361,212	10	2	10	2	267,753	15,388	267,753	15,388
BCJPIA	BCJPIA Mill Valley	50,000	15,313,366	2	2	1	1	339,517	339,517	207,499	207,499
BCJPIA	BCJPIA Novato	250,000	23,850,195	8	3	7	2	1,440,330	38,450	1,420,330	18,450
BCJPIA	BCJPIA Piedmont	50,000	17,397,060	7	3	6	2	653,445	211,173	618,617	176,345
BCJPIA	BCJPIA Pleasanton	75,000	56,342,886	7	6	2	1	786,652	522,054	575,063	310,466
BCJPIA	BCJPIA San Anselmo (Town of)	50,000	4,508,091	1	1	1	1	3,228	3,228	3,228	3,228
BCJPIA	BCJPIA Tiburon (Town of)	25,000	4,616,460	1	1	-	-	35,000	35,000	23,337	23,337
BCJPIA	BCJPIA Union City	75,000	34,412,841	3	3	3	3	11,417	11,417	11,417	11,417
CALTIP	CALTIP El Dorado County Transit Agency	50,000	3,147,047	3	3	2	2	205,640	205,640	178,717	178,717
CALTIP	CALTIP Humboldt Transit Authority	75,000	3,940,609	-	-	-	-	-	-	-	-
CALTIP	CALTIP Livermore Amador Valley Transit Authority	50,000	1,790,900	-	-	-	-	-	-	-	-
CALTIP	CALTIP Mendocino Transit Authority	50,000	4,016,994	-	-	-	-	-	-	-	-
CALTIP	CALTIP Morongo Basin Transit Authority	50,000	2,513,723	-	-	-	-	-	-	-	-
CALTIP	CALTIP San Joaquin Regional Transit District	75,000	21,013,304	-	-	-	-	-	-	-	-
CALTIP	CALTIP San Luis Obispo Regional Transit Authority	50,000	7,888,377	-	-	-	-	-	-	-	-
CALTIP	CALTIP Tahoe Transportation District	50,000	4,230,664	1	1	-	-	205,496	205,496	85,496	85,496
CALTIP	CALTIP Western Contra Costa Transit Authority	50,000	1,174,945	-	-	-	-	-	-	-	-
CALTIP	CALTIP Yolo County Transportation District	50,000	1,492,337	-	-	-	-	-	-	-	-
CIRA	CIRA Amador City	250,000	91,097	-	-	-	-	-	-	-	-
CIRA	CIRA Arcata	250,000	11,699,272	2	2	-	-	455,000	455,000	348,364	348,364
CIRA	CIRA Avalon	250,000	6,652,003	2	-	2	-	205,781	-	205,781	-
CIRA	CIRA Belvedere	250,000	2,746,059	2	2	1	1	64,379	64,379	51,422	51,422
CIRA	CIRA Blue Lake	250,000	788,246	-	-	-	-	-	-	-	-
CIRA	CIRA Calimesa	250,000	3,104,201	2	1	2	1	488,164	72,636	488,164	72,636
CIRA	CIRA Calistoga	250,000	8,041,223	2	1	2	1	6,160	1,309	6,160	1,309
CIRA	CIRA Citrus Heights	250,000	20,702,145	12	9	8	6	609,581	342,079	433,259	219,576
CIRA	CIRA Clearlake	250,000	5,598,022	4	1	4	1	224,003	8,484	224,003	8,484
CIRA	CIRA Cloverdale	250,000	5,178,021	-	-	-	-	-	-	-	-
CIRA	CIRA Coalinga	250,000	7,231,923	8	6	6	4	321,490	125,386	282,434	86,330
CIRA	CIRA Cotati	250,000	4,756,715	-	-	-	-	-	-	-	-
CIRA	CIRA Eureka	250,000	16,199,338	7	7	4	4	118,804	118,804	45,823	45,823
CIRA	CIRA Ferndale	250,000	978,274	1	-	1	-	7,221	-	7,221	-
CIRA	CIRA Foresthill Fire Protection District	250,000	1,215,162	-	-	-	-	-	-	-	-

Employment Risk Management Authority

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Member Retained Limit Analysis - Ground Up Losses
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CIRA	CIRA Fort Bragg	250,000	4,763,328	3	3	2	2	27,627	27,627	10,748	10,748
CIRA	CIRA Fortuna	250,000	5,931,340	1	1	-	-	200,000	200,000	91,894	91,894
CIRA	CIRA Grass Valley	250,000	11,183,113	1	-	1	-	5,420	-	5,420	-
CIRA	CIRA Healdsburg	250,000	19,446,698	1	1	1	1	4,374	4,374	4,374	4,374
CIRA	CIRA Highland	250,000	4,263,926	-	-	-	-	-	-	-	-
CIRA	CIRA Lakeport	250,000	4,292,604	-	-	-	-	-	-	-	-
CIRA	CIRA Menifee	250,000	26,228,468	18	17	16	15	556,005	546,074	490,520	480,589
CIRA	CIRA Mosquito Fire Protection District	250,000	374,755	-	-	-	-	-	-	-	-
CIRA	CIRA Nevada City	250,000	3,483,092	3	1	3	1	24,298	16,604	24,298	16,604
CIRA	CIRA Placencia	250,000	22,837,446	4	4	3	3	480,614	480,614	420,930	420,930
CIRA	CIRA Placerville	250,000	7,763,734	-	-	-	-	-	-	-	-
CIRA	CIRA Plymouth	250,000	970,198	1	1	1	1	1,891	1,891	1,891	1,891
CIRA	CIRA Point Arena	250,000	482,590	1	1	-	-	30,000	30,000	6,038	6,038
CIRA	CIRA Rancho Cucamonga	250,000	33,389,563	22	17	21	16	581,767	177,277	561,767	157,277
CIRA	CIRA Rancho Cucamonga Fire	250,000	28,453,143	-	-	-	-	-	-	-	-
CIRA	CIRA Rancho Santa Margarita	250,000	3,255,667	-	-	-	-	-	-	-	-
CIRA	CIRA Rohnert Park	250,000	28,786,631	2	2	2	2	10,412	10,412	10,412	10,412
CIRA	CIRA San Juan Bautista	250,000	1,236,324	1	1	-	-	20,000	20,000	-	-
CIRA	CIRA Sebastopol	250,000	6,585,948	3	3	-	-	75,000	75,000	11,128	11,128
CIRA	CIRA Sierra Madre	250,000	8,623,288	-	-	-	-	-	-	-	-
CIRA	CIRA So. Lake Tahoe	250,000	25,727,790	6	4	5	3	87,494	45,322	59,200	17,028
CIRA	CIRA Sonoma	250,000	3,741,562	2	2	-	-	140,000	140,000	88,516	88,516
CIRA	CIRA St Helena	250,000	9,188,950	-	-	-	-	-	-	-	-
CIRA	CIRA Tehama	250,000	80,978	-	-	-	-	-	-	-	-
CIRA	CIRA Trinidad	250,000	652,889	2	2	-	-	55,000	55,000	28,023	28,023
CIRA	CIRA Truckee	250,000	15,415,926	1	1	-	-	35,000	35,000	14,842	14,842
CIRA	CIRA Twentynine Palms	250,000	3,688,033	4	3	4	3	318,611	307,248	318,611	307,248
CIRA	CIRA Ukiah	250,000	27,459,718	4	4	3	3	62,777	62,777	35,348	35,348
CIRA	CIRA Watsonville	250,000	40,727,529	19	14	11	6	1,206,356	634,813	1,014,592	443,049
CIRA	CIRA Wheatland	250,000	2,123,313	1	1	1	1	3,654	3,654	3,654	3,654
CIRA	CIRA Wheatland Fire Authority	250,000	350,805	-	-	-	-	-	-	-	-
CIRA	CIRA Wildomar	250,000	2,995,319	-	-	-	-	-	-	-	-
CIRA	CIRA Willits	250,000	4,445,510	4	4	-	-	125,000	125,000	11,917	11,917
CIRA	CIRA Windsor	250,000	11,201,463	2	2	1	1	36,203	36,203	6,484	6,484
CIRA	CIRA Yountville	250,000	4,803,659	1	-	1	-	57,068	-	57,068	-
CIRA	CIRA Yucaipa	250,000	9,119,204	-	-	-	-	-	-	-	-
CIRA	CIRA Yucca Valley	250,000	4,266,190	1	1	1	1	53,532	53,532	53,532	53,532
CSJVRMA	CSJVRMA Angels Camp	25,000	2,704,869	1	1	1	1	102,136	102,136	102,136	102,136
CSJVRMA	CSJVRMA Atwater	25,000	8,826,022	11	6	7	3	1,789,130	1,001,195	1,611,721	913,636
CSJVRMA	CSJVRMA Ceres	25,000	14,362,812	6	1	6	1	899,807	168,374	899,807	168,374
CSJVRMA	CSJVRMA Chowchilla	25,000	6,050,966	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Corcoran	25,000	5,633,910	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Delano	25,000	18,473,739	13	6	9	2	767,702	359,063	597,840	189,202

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Member Retained Limit Analysis - Ground Up Losses
Exposure, Claim Count, and Loss Statistics (Aggregate)

Member (A)	Entity (B)	Current Retained Limit (C)	2024-2025 Payroll (D)	13/14-22/23 Non-Zero Reported Claims (E)	18/19-22/23 Non-Zero Reported Claims (F)	13/14-22/23 Non-Zero Closed Claims (G)	18/19-22/23 Non-Zero Closed Claims (H)	13/14-22/23 Incurred Losses Capped at \$1M (I)	18/19-22/23 Incurred Losses Capped at \$1M (J)	13/14-22/23 Paid Losses Capped at \$1M (K)	18/19-22/23 Paid Losses Capped at \$1M (L)
CSJVRMA	CSJVRMA Dinuba	100,000	11,227,108	4	1	3	-	57,104	35,000	25,963	3,859
CSJVRMA	CSJVRMA Dos Palos	25,000	2,482,422	2	2	2	2	19,111	19,111	19,111	19,111
CSJVRMA	CSJVRMA Escalon	25,000	2,595,369	3	3	1	1	96,723	96,723	43,499	43,499
CSJVRMA	CSJVRMA Exeter	25,000	3,011,538	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Farmersville	75,000	3,466,107	1	1	-	-	20,000	20,000	4,038	4,038
CSJVRMA	CSJVRMA Fowler	25,000	2,807,961	3	1	3	1	268,655	18,092	268,655	18,092
CSJVRMA	CSJVRMA Gustine	25,000	2,013,232	1	-	1	-	3,573	-	3,573	-
CSJVRMA	CSJVRMA Hughson	25,000	1,166,060	2	1	1	-	184,828	35,000	164,621	14,793
CSJVRMA	CSJVRMA Huron	25,000	1,936,416	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Kerman	25,000	5,287,110	4	2	4	2	149,363	25,486	149,363	25,486
CSJVRMA	CSJVRMA Kingsburg	25,000	6,919,703	3	1	2	1	416,393	3,438	338,476	3,438
CSJVRMA	CSJVRMA Lathrop	25,000	20,120,821	3	3	3	3	16,096	16,096	16,096	16,096
CSJVRMA	CSJVRMA Lemoore	25,000	9,532,633	6	6	5	5	140,117	140,117	109,233	109,233
CSJVRMA	CSJVRMA Livingston	25,000	5,266,984	8	6	4	2	661,861	653,673	514,326	506,138
CSJVRMA	CSJVRMA Madera	25,000	20,250,926	4	3	3	2	45,285	43,568	10,285	8,568
CSJVRMA	CSJVRMA Mcfarland	50,000	4,148,109	5	-	5	-	408,771	-	408,771	-
CSJVRMA	CSJVRMA Mendota	25,000	3,495,524	1	-	1	-	7,432	-	7,432	-
CSJVRMA	CSJVRMA Merced	100,000	46,304,995	18	11	11	4	926,148	870,858	342,599	287,309
CSJVRMA	CSJVRMA Newman	25,000	4,009,858	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Oakdale	50,000	8,450,156	4	2	4	2	139,936	28,335	139,936	28,335
CSJVRMA	CSJVRMA Orange Cove	50,000	3,185,846	1	1	-	-	35,000	35,000	2,468	2,468
CSJVRMA	CSJVRMA Patterson	50,000	15,466,428	3	1	3	1	159,680	151,292	159,680	151,292
CSJVRMA	CSJVRMA Porterville	25,000	27,198,642	11	8	3	1	2,520,053	1,854,814	1,789,686	1,142,310
CSJVRMA	CSJVRMA Reedley	25,000	11,555,950	3	2	2	1	46,077	32,727	36,750	23,401
CSJVRMA	CSJVRMA Riverbank	50,000	4,880,004	3	2	2	1	40,134	21,226	20,134	1,226
CSJVRMA	CSJVRMA San Joaquin	25,000	1,115,691	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Sanger	25,000	10,366,326	11	10	8	7	419,994	345,150	298,986	224,142
CSJVRMA	CSJVRMA Selma	50,000	12,973,430	10	9	7	6	525,172	509,683	223,654	208,166
CSJVRMA	CSJVRMA Shafter	25,000	12,803,848	6	1	5	1	1,169,068	31,461	1,149,862	31,461
CSJVRMA	CSJVRMA Sonora	25,000	4,258,144	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Taft	25,000	6,315,630	2	1	2	1	91,625	22,299	91,625	22,299
CSJVRMA	CSJVRMA Tehachapi	25,000	7,429,951	5	3	2	-	188,251	155,000	101,398	68,147
CSJVRMA	CSJVRMA Tracy	100,000	56,506,307	7	7	2	2	177,405	177,405	46,569	46,569
CSJVRMA	CSJVRMA Tulare	100,000	34,057,688	6	1	6	1	51,925	16,715	51,925	16,715
CSJVRMA	CSJVRMA Wasco	50,000	5,228,918	1	-	1	-	121,775	-	121,775	-
CSJVRMA	CSJVRMA Woodlake	25,000	3,221,427	-	-	-	-	-	-	-	-
DIRECT MEMBER	DIRECT MEMBER Contra Costa HA	50,000	7,504,467	8	6	7	5	83,062	72,794	63,190	52,922
DIRECT MEMBER	DIRECT MEMBER Oakland HA	50,000	42,171,504	27	16	22	11	915,047	434,273	764,939	284,165
ERMAC	ERMAC Beaumont	500,000	23,435,594	-	-	-	-	-	-	-	-
ERMAC	ERMAC Hayward	500,000	116,289,074	21	18	16	13	1,098,511	570,365	962,089	433,943
ERMAC	ERMAC Santa Maria	500,000	68,773,322	11	11	5	5	215,861	215,861	49,305	49,305
MBASIA	MBASIA Capitola	500,000	8,096,706	1	-	1	-	148,690	-	148,690	-
MBASIA	MBASIA Del Rey Oaks	500,000	1,661,133	5	3	3	1	842,086	739,681	687,455	585,049

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Member Retained Limit Analysis - Ground Up Losses
Exposure, Claim Count, and Loss Statistics (Aggregate)

Member (A)	Entity (B)	Current Retained Limit (C)	2024-2025 Payroll (D)	13/14-22/23 Non-Zero Reported Claims (E)	18/19-22/23 Non-Zero Reported Claims (F)	13/14-22/23 Non-Zero Closed Claims (G)	18/19-22/23 Non-Zero Closed Claims (H)	13/14-22/23 Incurred Losses Capped at \$1M (I)	18/19-22/23 Incurred Losses Capped at \$1M (J)	13/14-22/23 Paid Losses Capped at \$1M (K)	18/19-22/23 Paid Losses Capped at \$1M (L)
MBASIA	MBASIA Gonzales	500,000	4,504,827	-	-	-	-	-	-	-	-
MBASIA	MBASIA Greenfield	500,000	9,981,963	7	3	5	1	958,995	74,090	917,816	32,911
MBASIA	MBASIA Hollister	500,000	24,089,922	10	10	5	5	444,119	444,119	310,309	310,309
MBASIA	MBASIA King City	500,000	4,602,573	-	-	-	-	-	-	-	-
MBASIA	MBASIA Marina	500,000	12,422,148	7	5	4	2	233,928	211,288	149,004	126,363
MBASIA	MBASIA Sand City	500,000	3,091,358	-	-	-	-	-	-	-	-
MBASIA	MBASIA Scotts Valley	500,000	7,809,305	3	3	1	1	662,060	662,060	605,630	605,630
MBASIA	MBASIA Soledad	500,000	8,086,791	2	1	2	1	7,357	3,130	7,357	3,130
MPA	MPA Antioch	50,000	43,249,802	19	19	7	7	918,981	918,981	559,459	559,459
MPA	MPA Brentwood	50,000	42,498,921	13	10	10	7	1,247,049	236,328	1,182,833	172,112
MPA	MPA Clayton	50,000	3,150,759	-	-	-	-	-	-	-	-
MPA	MPA Danville	50,000	10,648,947	4	1	4	1	145,999	11,023	145,999	11,023
MPA	MPA El Cerrito	50,000	25,666,995	31	28	22	19	1,288,803	1,225,720	1,124,029	1,060,947
MPA	MPA Hercules	50,000	9,001,099	4	2	3	1	123,207	37,891	96,405	11,090
MPA	MPA Lafayette	50,000	6,432,392	-	-	-	-	-	-	-	-
MPA	MPA Manteca	50,000	46,946,095	14	8	11	5	1,043,621	759,020	898,097	613,496
MPA	MPA Martinez	50,000	18,752,138	18	10	13	5	236,281	197,030	92,738	53,487
MPA	MPA Moraga	50,000	5,674,312	1	1	-	-	215,000	215,000	187,022	187,022
MPA	MPA Oakley	50,000	13,977,414	2	2	1	1	53,167	53,167	25,548	25,548
MPA	MPA Orinda	50,000	4,752,717	-	-	-	-	-	-	-	-
MPA	MPA Pacifica	75,000	23,175,863	-	-	-	-	-	-	-	-
MPA	MPA Pinole	50,000	13,197,857	4	4	2	2	86,289	86,289	51,779	51,779
MPA	MPA Pittsburg	50,000	37,596,787	10	4	9	3	620,565	35,354	601,289	16,079
MPA	MPA Pleasant Hill	50,000	11,365,835	4	3	2	1	1,153,260	153,260	1,068,260	68,260
MPA	MPA San Pablo	100,000	22,252,129	2	2	1	1	230,744	230,744	182,396	182,396
MPA	MPA San Ramon	50,000	41,197,151	9	6	6	4	109,587	80,992	47,285	38,690
MPA	MPA Walnut Creek	50,000	49,770,915	8	5	7	4	564,728	71,999	535,172	42,443
PERMA	PERMA Banning	25,000	28,491,166	19	15	12	8	2,053,071	1,450,627	1,826,554	1,224,109
PERMA	PERMA Barstow	25,000	20,589,712	10	7	5	2	2,442,329	1,870,436	1,479,583	907,689
PERMA	PERMA Canyon Lake	25,000	2,454,830	1	-	1	-	5,729	-	5,729	-
PERMA	PERMA Cathedral City	25,000	29,747,648	5	3	3	1	844,073	67,777	811,205	34,908
PERMA	PERMA Coachella	25,000	8,187,427	2	2	-	-	63,083	63,083	28,083	28,083
PERMA	PERMA Colton	500,000	37,967,597	1	1	-	-	20,000	20,000	-	-
PERMA	PERMA Desert Hot Springs	25,000	12,883,239	2	1	2	1	170,320	169,154	170,320	169,154
PERMA	PERMA Eastvale	25,000	5,723,369	9	9	3	3	514,464	514,464	395,378	395,378
PERMA	PERMA Hesperia	50,000	14,718,619	17	8	14	5	302,202	169,716	223,672	91,185
PERMA	PERMA Holtville	25,000	1,481,052	-	-	-	-	-	-	-	-
PERMA	PERMA ICTC	25,000	621,809	-	-	-	-	-	-	-	-
PERMA	PERMA Jurupa Valley	25,000	9,030,698	1	1	1	1	35,902	35,902	35,902	35,902
PERMA	PERMA La Mesa	25,000	33,937,449	4	2	4	2	160,298	59,611	160,298	59,611
PERMA	PERMA Murrieta	100,000	64,686,551	9	7	5	3	273,969	239,522	167,519	133,072
PERMA	PERMA Norco	100,000	7,864,970	-	-	-	-	-	-	-	-
PERMA	PERMA Perris	25,000	15,488,471	4	4	1	1	381,870	381,870	255,378	255,378

Employment Risk Management Authority

Employment Practices Liability

Member Retained Limit Analysis - Ground Up Losses
Exposure, Claim Count, and Loss Statistics (Aggregate)

Member (A)	Entity (B)	Current Retained Limit (C)	2024-2025 Payroll (D)	13/14-22/23 Non-Zero Reported Claims (E)	18/19-22/23 Non-Zero Reported Claims (F)	13/14-22/23 Non-Zero Closed Claims (G)	18/19-22/23 Non-Zero Closed Claims (H)	13/14-22/23 Incurred Losses Capped at \$1M (I)	18/19-22/23 Incurred Losses Capped at \$1M (J)	13/14-22/23 Paid Losses Capped at \$1M (K)	18/19-22/23 Paid Losses Capped at \$1M (L)
PERMA	PERMA PS Tramway	25,000	6,020,777	5	3	4	2	199,008	163,754	138,732	103,479
PERMA	PERMA Rancho Mirage	50,000	9,439,208	-	-	-	-	-	-	-	-
PERMA	PERMA San Diego RTC	25,000	691,408	-	-	-	-	-	-	-	-
PERMA	PERMA San Jacinto	25,000	8,051,881	-	-	-	-	-	-	-	-
PERMA	PERMA SunLine	50,000	21,355,185	38	34	25	21	1,475,497	1,169,943	1,039,721	734,167
PERMA	PERMA Victor Valley Transit Authority	25,000	2,294,748	1	1	1	1	10,879	10,879	10,879	10,879
PERMA	PERMA Victorville	25,000	57,470,912	18	17	12	11	705,170	703,554	515,964	514,348
PLAN	PLAN American Canyon	50,000	9,449,000	-	-	-	-	-	-	-	-
PLAN	PLAN Atherton (Town of)	100,000	8,033,128	2	2	2	2	334,674	334,674	334,674	334,674
PLAN	PLAN Burlingame	100,000	27,337,776	-	-	-	-	-	-	-	-
PLAN	PLAN Los Altos Hills	75,000	3,638,644	-	-	-	-	-	-	-	-
PLAN	PLAN Woodside (Town of)	50,000	2,296,812	-	-	-	-	-	-	-	-
SCORE	SCORE Biggs	25,000	628,608	-	-	-	-	-	-	-	-
SCORE	SCORE Colfax	25,000	675,593	1	1	1	1	3,017	3,017	3,017	3,017
SCORE	SCORE Dunsmuir	50,000	1,074,665	-	-	-	-	-	-	-	-
SCORE	SCORE Live Oak	25,000	2,259,686	-	-	-	-	-	-	-	-
SCORE	SCORE Loomis	25,000	1,342,747	-	-	-	-	-	-	-	-
SCORE	SCORE Mount Shasta	25,000	3,486,758	3	2	3	2	515,534	15,534	515,534	15,534
SCORE	SCORE Portola	25,000	967,340	-	-	-	-	-	-	-	-
SCORE	SCORE Rio Dell	25,000	1,635,348	-	-	-	-	-	-	-	-
SCORE	SCORE Shasta Lake	25,000	5,728,707	1	1	1	1	531	531	531	531
SCORE	SCORE Susanville	25,000	5,636,806	1	-	1	-	189,878	-	189,878	-
SCORE	SCORE Tulelake	25,000	613,855	1	1	1	1	7,070	7,070	7,070	7,070
SCORE	SCORE Weed	100,000	2,631,274	-	-	-	-	-	-	-	-
SCORE	SCORE Yreka	25,000	5,943,275	6	5	3	2	496,609	495,814	388,779	387,984
VCJPA	VCJPA Alameda Co. MAD	25,000	2,201,677	1	-	1	-	31,858	-	31,858	-
VCJPA	VCJPA Burney Basin MAD	25,000	70,558	-	-	-	-	-	-	-	-
VCJPA	VCJPA Butte Co. MVCD	25,000	1,620,783	-	-	-	-	-	-	-	-
VCJPA	VCJPA Coachella Valley MVCD	25,000	6,141,106	-	-	-	-	-	-	-	-
VCJPA	VCJPA Colusa MAD	25,000	219,354	-	-	-	-	-	-	-	-
VCJPA	VCJPA Compton Creek MAD	25,000	219,321	-	-	-	-	-	-	-	-
VCJPA	VCJPA Consolidated MAD	25,000	1,961,340	3	3	3	3	54,827	54,827	54,827	54,827
VCJPA	VCJPA Contra Costa MVCD	25,000	3,778,803	6	3	6	3	192,780	113,810	192,780	113,810
VCJPA	VCJPA Delta VCD	25,000	1,962,409	2	2	2	2	49,295	49,295	49,295	49,295
VCJPA	VCJPA Durham MAD	25,000	65,900	-	-	-	-	-	-	-	-
VCJPA	VCJPA Fresno MVCD	25,000	946,101	1	-	1	-	5,836	-	5,836	-
VCJPA	VCJPA Glenn Co. MVCD	25,000	131,488	-	-	-	-	-	-	-	-
VCJPA	VCJPA Greater La Co. VCD	25,000	9,437,826	5	4	1	-	125,620	110,000	36,291	20,671
VCJPA	VCJPA Kings MAD	25,000	1,569,508	-	-	-	-	-	-	-	-
VCJPA	VCJPA La Co. West VCD	25,000	3,823,552	3	2	1	-	216,326	145,000	74,495	3,169
VCJPA	VCJPA Lake County VCD	25,000	616,576	-	-	-	-	-	-	-	-
VCJPA	VCJPA Marin-Sonoma MVCD	25,000	4,153,519	1	1	-	-	35,000	35,000	2,726	2,726
VCJPA	VCJPA MVMD Of Santa Barbara County	25,000	523,061	-	-	-	-	-	-	-	-

Employment Risk Management Authority

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Member Retained Limit Analysis - Ground Up Losses
Exposure, Claim Count, and Loss Statistics (Aggregate)

Member (A)	Entity (B)	Current Retained Limit (C)	2024-2025 Payroll (D)	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23
				Non-Zero Reported Claims (E)	Non-Zero Reported Claims (F)	Non-Zero Closed Claims (G)	Non-Zero Closed Claims (H)	Incurred Losses Capped at \$1M (I)	Incurred Losses Capped at \$1M (J)	Paid Losses Capped at \$1M (K)	Paid Losses Capped at \$1M (L)
VCJPA	VCJPA Napa Co. MAD	25,000	918,518	-	-	-	-	-	-	-	-
VCJPA	VCJPA Northwest MVCD	25,000	2,093,043	-	-	-	-	-	-	-	-
VCJPA	VCJPA Orange Co. VCD	25,000	8,130,480	1	1	-	-	20,000	20,000	1,790	1,790
VCJPA	VCJPA Placer County MAD	25,000	2,425,851	-	-	-	-	-	-	-	-
VCJPA	VCJPA Sac-Yolo Co. MVCD	25,000	6,493,874	-	-	-	-	-	-	-	-
VCJPA	VCJPA San Gabriel Valley MVCD	25,000	3,302,373	5	1	5	1	672,860	19,648	672,860	19,648
VCJPA	VCJPA San Joaquin Co. MVCD	25,000	3,135,275	1	-	1	-	151,510	-	151,510	-
VCJPA	VCJPA San Mateo Co. MAD	25,000	3,224,940	-	-	-	-	-	-	-	-
VCJPA	VCJPA Shasta MVCD	25,000	1,531,359	-	-	-	-	-	-	-	-
VCJPA	VCJPA Sutter-Yuba MVCD	25,000	1,459,474	1	1	-	-	35,000	35,000	4,920	4,920
VCJPA	VCJPA Tehama Co. MVCD	25,000	454,196	-	-	-	-	-	-	-	-
VCJPA	VCJPA Turlock MAD	25,000	1,060,158	1	1	1	1	16,854	16,854	16,854	16,854
VCJPA	VCJPA West Valley MVCD	25,000	1,872,858	2	2	2	2	86,507	86,507	86,507	86,507
Total			2,582,142,325	825	584	576	341	50,201,711	29,301,039	40,561,036	19,939,018

(C) Provided by ERMA.

(D) Provided by ERMA.

(E) thru (L) From Data as of December 31, 2023.

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Member Retained Limit Analysis - Ground Up Losses
Exposure, Claim Count, and Loss Statistics (Annual)

Member (A)	Entity (B)	Current Retained Limit (C)	2024-2025 Payroll (D)	13/14-22/23 Non-Zero Reported Claims (E)	18/19-22/23 Non-Zero Reported Claims (F)	13/14-22/23 Non-Zero Closed Claims (G)	18/19-22/23 Non-Zero Closed Claims (H)	13/14-22/23 Incurred Losses Capped at \$1M (I)	18/19-22/23 Incurred Losses Capped at \$1M (J)	13/14-22/23 Paid Losses Capped at \$1M (K)	18/19-22/23 Paid Losses Capped at \$1M (L)
BCJPIA	BCJPIA Albany	50,000	15,787,183	0.5	0.4	0.4	0.2	8,499	6,531	6,592	2,718
BCJPIA	BCJPIA Brisbane	50,000	14,118,825	0.1	0.2	0.1	0.2	932	1,864	932	1,864
BCJPIA	BCJPIA Central Marin Fire Authority	100,000	6,598,464	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Central Marin Police Authority fma Twin Cities PA	100,000	6,662,027	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Corte Madera (Town of)	100,000	4,622,423	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Emeryville	50,000	6,390,165	0.4	0.6	0.4	0.6	2,810	4,770	2,810	4,770
BCJPIA	BCJPIA Emeryville Mesa	50,000	9,561,261	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Fairfax (Town of)	50,000	3,914,900	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Larkspur	250,000	4,416,192	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Los Altos	100,000	18,675,053	1.1	0.4	1.1	0.4	21,937	1,799	21,937	1,799
BCJPIA	BCJPIA Menlo Park	250,000	33,361,212	1.0	0.4	1.0	0.4	26,775	3,078	26,775	3,078
BCJPIA	BCJPIA Mill Valley	50,000	15,313,366	0.2	0.4	0.1	0.2	33,952	67,903	20,750	41,500
BCJPIA	BCJPIA Novato	250,000	23,850,195	0.8	0.6	0.7	0.4	144,033	7,690	142,033	3,690
BCJPIA	BCJPIA Piedmont	50,000	17,397,060	0.7	0.6	0.6	0.4	65,345	42,235	61,862	35,269
BCJPIA	BCJPIA Pleasanton	75,000	56,342,886	0.7	1.2	0.2	0.2	78,665	104,411	57,506	62,093
BCJPIA	BCJPIA San Anselmo (Town of)	50,000	4,508,091	0.1	0.2	0.1	0.2	323	646	323	646
BCJPIA	BCJPIA Tiburon (Town of)	25,000	4,616,460	0.1	0.2	-	-	3,500	7,000	2,334	4,667
BCJPIA	BCJPIA Union City	75,000	34,412,841	0.3	0.6	0.3	0.6	1,142	2,283	1,142	2,283
CALTIP	CALTIP El Dorado County Transit Agency	50,000	3,147,047	0.3	0.6	0.2	0.4	20,564	41,128	17,872	35,743
CALTIP	CALTIP Humboldt Transit Authority	75,000	3,940,609	-	-	-	-	-	-	-	-
CALTIP	CALTIP Livermore Amador Valley Transit Authority	50,000	1,790,900	-	-	-	-	-	-	-	-
CALTIP	CALTIP Mendocino Transit Authority	50,000	4,016,994	-	-	-	-	-	-	-	-
CALTIP	CALTIP Morongo Basin Transit Authority	50,000	2,513,723	-	-	-	-	-	-	-	-
CALTIP	CALTIP San Joaquin Regional Transit District	75,000	21,013,304	-	-	-	-	-	-	-	-
CALTIP	CALTIP San Luis Obispo Regional Transit Authority	50,000	7,888,377	-	-	-	-	-	-	-	-
CALTIP	CALTIP Tahoe Transportation District	50,000	4,230,664	0.1	0.2	-	-	20,550	41,099	8,550	17,099
CALTIP	CALTIP Western Contra Costa Transit Authority	50,000	1,174,945	-	-	-	-	-	-	-	-
CALTIP	CALTIP Yolo County Transportation District	50,000	1,492,337	-	-	-	-	-	-	-	-
CIRA	CIRA Amador City	250,000	91,097	-	-	-	-	-	-	-	-
CIRA	CIRA Arcata	250,000	11,699,272	0.2	0.4	-	-	45,500	91,000	34,836	69,673
CIRA	CIRA Avalon	250,000	6,652,003	0.2	-	0.2	-	20,578	-	20,578	-
CIRA	CIRA Belvedere	250,000	2,746,059	0.2	0.4	0.1	0.2	6,438	12,876	5,142	10,284
CIRA	CIRA Blue Lake	250,000	788,246	-	-	-	-	-	-	-	-
CIRA	CIRA Calimesa	250,000	3,104,201	0.2	0.2	0.2	0.2	48,816	14,527	48,816	14,527
CIRA	CIRA Calistoga	250,000	8,041,223	0.2	0.2	0.2	0.2	616	262	616	262
CIRA	CIRA Citrus Heights	250,000	20,702,145	1.2	1.8	0.8	1.2	60,958	68,416	43,326	43,915
CIRA	CIRA Clearlake	250,000	5,598,022	0.4	0.2	0.4	0.2	22,400	1,697	22,400	1,697
CIRA	CIRA Cloverdale	250,000	5,178,021	-	-	-	-	-	-	-	-
CIRA	CIRA Coalinga	250,000	7,231,923	0.8	1.2	0.6	0.8	32,149	25,077	28,243	17,266
CIRA	CIRA Cotati	250,000	4,756,715	-	-	-	-	-	-	-	-
CIRA	CIRA Eureka	250,000	16,199,338	0.7	1.4	0.4	0.8	11,880	23,761	4,582	9,165
CIRA	CIRA Ferndale	250,000	978,274	0.1	-	0.1	-	722	-	722	-
CIRA	CIRA Foresthill Fire Protection District	250,000	1,215,162	-	-	-	-	-	-	-	-

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CIRA	CIRA Fort Bragg	250,000	4,763,328	0.3	0.6	0.2	0.4	2,763	5,525	1,075	2,150
CIRA	CIRA Fortuna	250,000	5,931,340	0.1	0.2	-	-	20,000	40,000	9,189	18,379
CIRA	CIRA Grass Valley	250,000	11,183,113	0.1	-	0.1	-	542	-	542	-
CIRA	CIRA Healdsburg	250,000	19,446,698	0.1	0.2	0.1	0.2	437	875	437	875
CIRA	CIRA Highland	250,000	4,263,926	-	-	-	-	-	-	-	-
CIRA	CIRA Lakeport	250,000	4,292,604	-	-	-	-	-	-	-	-
CIRA	CIRA Menifee	250,000	26,228,468	1.8	3.4	1.6	3.0	55,600	109,215	49,052	96,118
CIRA	CIRA Mosquito Fire Protection District	250,000	374,755	-	-	-	-	-	-	-	-
CIRA	CIRA Nevada City	250,000	3,483,092	0.3	0.2	0.3	0.2	2,430	3,321	2,430	3,321
CIRA	CIRA Placencia	250,000	22,837,446	0.4	0.8	0.3	0.6	48,061	96,123	42,093	84,186
CIRA	CIRA Placerville	250,000	7,763,734	-	-	-	-	-	-	-	-
CIRA	CIRA Plymouth	250,000	970,198	0.1	0.2	0.1	0.2	189	378	189	378
CIRA	CIRA Point Arena	250,000	482,590	0.1	0.2	-	-	3,000	6,000	604	1,208
CIRA	CIRA Rancho Cucamonga	250,000	33,389,563	2.2	3.4	2.1	3.2	58,177	35,455	56,177	31,455
CIRA	CIRA Rancho Cucamonga Fire	250,000	28,453,143	-	-	-	-	-	-	-	-
CIRA	CIRA Rancho Santa Margarita	250,000	3,255,667	-	-	-	-	-	-	-	-
CIRA	CIRA Rohnert Park	250,000	28,786,631	0.2	0.4	0.2	0.4	1,041	2,082	1,041	2,082
CIRA	CIRA San Juan Bautista	250,000	1,236,324	0.1	0.2	-	-	2,000	4,000	-	-
CIRA	CIRA Sebastopol	250,000	6,585,948	0.3	0.6	-	-	7,500	15,000	1,113	2,226
CIRA	CIRA Sierra Madre	250,000	8,623,288	-	-	-	-	-	-	-	-
CIRA	CIRA So. Lake Tahoe	250,000	25,727,790	0.6	0.8	0.5	0.6	8,749	9,064	5,920	3,406
CIRA	CIRA Sonoma	250,000	3,741,562	0.2	0.4	-	-	14,000	28,000	8,852	17,703
CIRA	CIRA St Helena	250,000	9,188,950	-	-	-	-	-	-	-	-
CIRA	CIRA Tehama	250,000	80,978	-	-	-	-	-	-	-	-
CIRA	CIRA Trinidad	250,000	652,889	0.2	0.4	-	-	5,500	11,000	2,802	5,605
CIRA	CIRA Truckee	250,000	15,415,926	0.1	0.2	-	-	3,500	7,000	1,484	2,968
CIRA	CIRA Twentynine Palms	250,000	3,688,033	0.4	0.6	0.4	0.6	31,861	61,450	31,861	61,450
CIRA	CIRA Ukiah	250,000	27,459,718	0.4	0.8	0.3	0.6	6,278	12,555	3,535	7,070
CIRA	CIRA Watsonville	250,000	40,727,529	1.9	2.8	1.1	1.2	120,636	126,963	101,459	88,610
CIRA	CIRA Wheatland	250,000	2,123,313	0.1	0.2	0.1	0.2	365	731	365	731
CIRA	CIRA Wheatland Fire Authority	250,000	350,805	-	-	-	-	-	-	-	-
CIRA	CIRA Wildomar	250,000	2,995,319	-	-	-	-	-	-	-	-
CIRA	CIRA Willits	250,000	4,445,510	0.4	0.8	-	-	12,500	25,000	1,192	2,383
CIRA	CIRA Windsor	250,000	11,201,463	0.2	0.4	0.1	0.2	3,620	7,241	648	1,297
CIRA	CIRA Yountville	250,000	4,803,659	0.1	-	0.1	-	5,707	-	5,707	-
CIRA	CIRA Yucaipa	250,000	9,119,204	-	-	-	-	-	-	-	-
CIRA	CIRA Yucca Valley	250,000	4,266,190	0.1	0.2	0.1	0.2	5,353	10,706	5,353	10,706
CSJVRMA	CSJVRMA Angels Camp	25,000	2,704,869	0.1	0.2	0.1	0.2	10,214	20,427	10,214	20,427
CSJVRMA	CSJVRMA Atwater	25,000	8,826,022	1.1	1.2	0.7	0.6	178,913	200,239	161,172	182,727
CSJVRMA	CSJVRMA Ceres	25,000	14,362,812	0.6	0.2	0.6	0.2	89,981	33,675	89,981	33,675
CSJVRMA	CSJVRMA Chowchilla	25,000	6,050,966	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Corcoran	25,000	5,633,910	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Delano	25,000	18,473,739	1.3	1.2	0.9	0.4	76,770	71,813	59,784	37,840

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CSJVRMA	CSJVRMA Dinuba	100,000	11,227,108	0.4	0.2	0.3	-	5,710	7,000	2,596	772
CSJVRMA	CSJVRMA Dos Palos	25,000	2,482,422	0.2	0.4	0.2	0.4	1,911	3,822	1,911	3,822
CSJVRMA	CSJVRMA Escalon	25,000	2,595,369	0.3	0.6	0.1	0.2	9,672	19,345	4,350	8,700
CSJVRMA	CSJVRMA Exeter	25,000	3,011,538	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Farmersville	75,000	3,466,107	0.1	0.2	-	-	2,000	4,000	404	808
CSJVRMA	CSJVRMA Fowler	25,000	2,807,961	0.3	0.2	0.3	0.2	26,866	3,618	26,866	3,618
CSJVRMA	CSJVRMA Gustine	25,000	2,013,232	0.1	-	0.1	-	357	-	357	-
CSJVRMA	CSJVRMA Hughson	25,000	1,166,060	0.2	0.2	0.1	-	18,483	7,000	16,462	2,959
CSJVRMA	CSJVRMA Huron	25,000	1,936,416	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Kerman	25,000	5,287,110	0.4	0.4	0.4	0.4	14,936	5,097	14,936	5,097
CSJVRMA	CSJVRMA Kingsburg	25,000	6,919,703	0.3	0.2	0.2	0.2	41,639	688	33,848	688
CSJVRMA	CSJVRMA Lathrop	25,000	20,120,821	0.3	0.6	0.3	0.6	1,610	3,219	1,610	3,219
CSJVRMA	CSJVRMA Lemoore	25,000	9,532,633	0.6	1.2	0.5	1.0	14,012	28,023	10,923	21,847
CSJVRMA	CSJVRMA Livingston	25,000	5,266,984	0.8	1.2	0.4	0.4	66,186	130,735	51,433	101,228
CSJVRMA	CSJVRMA Madera	25,000	20,250,926	0.4	0.6	0.3	0.4	4,529	8,714	1,029	1,714
CSJVRMA	CSJVRMA Mcfarland	50,000	4,148,109	0.5	-	0.5	-	40,877	-	40,877	-
CSJVRMA	CSJVRMA Mendota	25,000	3,495,524	0.1	-	0.1	-	743	-	743	-
CSJVRMA	CSJVRMA Merced	100,000	46,304,995	1.8	2.2	1.1	0.8	92,615	174,172	34,260	57,462
CSJVRMA	CSJVRMA Newman	25,000	4,009,858	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Oakdale	50,000	8,450,156	0.4	0.4	0.4	0.4	13,994	5,667	13,994	5,667
CSJVRMA	CSJVRMA Orange Cove	50,000	3,185,846	0.1	0.2	-	-	3,500	7,000	247	494
CSJVRMA	CSJVRMA Patterson	50,000	15,466,428	0.3	0.2	0.3	0.2	15,968	30,258	15,968	30,258
CSJVRMA	CSJVRMA Porterville	25,000	27,198,642	1.1	1.6	0.3	0.2	252,005	370,963	178,969	228,462
CSJVRMA	CSJVRMA Reedley	25,000	11,555,950	0.3	0.4	0.2	0.2	4,608	6,545	3,675	4,680
CSJVRMA	CSJVRMA Riverbank	50,000	4,880,004	0.3	0.4	0.2	0.2	4,013	4,245	2,013	245
CSJVRMA	CSJVRMA San Joaquin	25,000	1,115,691	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Sanger	25,000	10,366,326	1.1	2.0	0.8	1.4	41,999	69,030	29,899	44,828
CSJVRMA	CSJVRMA Selma	50,000	12,973,430	1.0	1.8	0.7	1.2	52,517	101,937	22,365	41,633
CSJVRMA	CSJVRMA Shafter	25,000	12,803,848	0.6	0.2	0.5	0.2	116,907	6,292	114,986	6,292
CSJVRMA	CSJVRMA Sonora	25,000	4,258,144	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Taft	25,000	6,315,630	0.2	0.2	0.2	0.2	9,162	4,460	9,162	4,460
CSJVRMA	CSJVRMA Tehachapi	25,000	7,429,951	0.5	0.6	0.2	-	18,825	31,000	10,140	13,629
CSJVRMA	CSJVRMA Tracy	100,000	56,506,307	0.7	1.4	0.2	0.4	17,741	35,481	4,657	9,314
CSJVRMA	CSJVRMA Tulare	100,000	34,057,688	0.6	0.2	0.6	0.2	5,192	3,343	5,192	3,343
CSJVRMA	CSJVRMA Wasco	50,000	5,228,918	0.1	-	0.1	-	12,178	-	12,178	-
CSJVRMA	CSJVRMA Woodlake	25,000	3,221,427	-	-	-	-	-	-	-	-
DIRECT MEMBER	DIRECT MEMBER Contra Costa HA	50,000	7,504,467	0.8	1.2	0.7	1.0	8,306	14,559	6,319	10,584
DIRECT MEMBER	DIRECT MEMBER Oakland HA	50,000	42,171,504	2.7	3.2	2.2	2.2	91,505	86,855	76,494	56,833
ERMAL	ERMAL Beaumont	500,000	23,435,594	-	-	-	-	-	-	-	-
ERMAL	ERMAL Hayward	500,000	116,289,074	2.1	3.6	1.6	2.6	109,851	114,073	96,209	86,789
ERMAL	ERMAL Santa Maria	500,000	68,773,322	1.1	2.2	0.5	1.0	21,586	43,172	4,930	9,861
MBASIA	MBASIA Capitola	500,000	8,096,706	0.1	-	0.1	-	14,869	-	14,869	-
MBASIA	MBASIA Del Rey Oaks	500,000	1,661,133	0.5	0.6	0.3	0.2	84,209	147,936	68,745	117,010

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MBASIA	MBASIA Gonzales	500,000	4,504,827	-	-	-	-	-	-	-	-
MBASIA	MBASIA Greenfield	500,000	9,981,963	0.7	0.6	0.5	0.2	95,900	14,818	91,782	6,582
MBASIA	MBASIA Hollister	500,000	24,089,922	1.0	2.0	0.5	1.0	44,412	88,824	31,031	62,062
MBASIA	MBASIA King City	500,000	4,602,573	-	-	-	-	-	-	-	-
MBASIA	MBASIA Marina	500,000	12,422,148	0.7	1.0	0.4	0.4	23,393	42,258	14,900	25,273
MBASIA	MBASIA Sand City	500,000	3,091,358	-	-	-	-	-	-	-	-
MBASIA	MBASIA Scotts Valley	500,000	7,809,305	0.3	0.6	0.1	0.2	66,206	132,412	60,563	121,126
MBASIA	MBASIA Soledad	500,000	8,086,791	0.2	0.2	0.2	0.2	736	626	736	626
MPA	MPA Antioch	50,000	43,249,802	1.9	3.8	0.7	1.4	91,898	183,796	55,946	111,892
MPA	MPA Brentwood	50,000	42,498,921	1.3	2.0	1.0	1.4	124,705	47,266	118,283	34,422
MPA	MPA Clayton	50,000	3,150,759	-	-	-	-	-	-	-	-
MPA	MPA Danville	50,000	10,648,947	0.4	0.2	0.4	0.2	14,600	2,205	14,600	2,205
MPA	MPA El Cerrito	50,000	25,666,995	3.1	5.6	2.2	3.8	128,880	245,144	112,403	212,189
MPA	MPA Hercules	50,000	9,001,099	0.4	0.4	0.3	0.2	12,321	7,578	9,641	2,218
MPA	MPA Lafayette	50,000	6,432,392	-	-	-	-	-	-	-	-
MPA	MPA Manteca	50,000	46,946,095	1.4	1.6	1.1	1.0	104,362	151,804	89,810	122,699
MPA	MPA Martinez	50,000	18,752,138	1.8	2.0	1.3	1.0	23,628	39,406	9,274	10,697
MPA	MPA Moraga	50,000	5,674,312	0.1	0.2	-	-	21,500	43,000	18,702	37,404
MPA	MPA Oakley	50,000	13,977,414	0.2	0.4	0.1	0.2	5,317	10,633	2,555	5,110
MPA	MPA Orinda	50,000	4,752,717	-	-	-	-	-	-	-	-
MPA	MPA Pacifica	75,000	23,175,863	-	-	-	-	-	-	-	-
MPA	MPA Pinole	50,000	13,197,857	0.4	0.8	0.2	0.4	8,629	17,258	5,178	10,356
MPA	MPA Pittsburg	50,000	37,596,787	1.0	0.8	0.9	0.6	62,056	7,071	60,129	3,216
MPA	MPA Pleasant Hill	50,000	11,365,835	0.4	0.6	0.2	0.2	115,326	30,652	106,826	13,652
MPA	MPA San Pablo	100,000	22,252,129	0.2	0.4	0.1	0.2	23,074	46,149	18,240	36,479
MPA	MPA San Ramon	50,000	41,197,151	0.9	1.2	0.6	0.8	10,959	16,198	4,729	7,738
MPA	MPA Walnut Creek	50,000	49,770,915	0.8	1.0	0.7	0.8	56,473	14,400	53,517	8,489
PERMA	PERMA Banning	25,000	28,491,166	1.9	3.0	1.2	1.6	205,307	290,125	182,655	244,822
PERMA	PERMA Barstow	25,000	20,589,712	1.0	1.4	0.5	0.4	244,233	374,087	147,958	181,538
PERMA	PERMA Canyon Lake	25,000	2,454,830	0.1	-	0.1	-	573	-	573	-
PERMA	PERMA Cathedral City	25,000	29,747,648	0.5	0.6	0.3	0.2	84,407	13,555	81,120	6,982
PERMA	PERMA Coachella	25,000	8,187,427	0.2	0.4	-	-	6,308	12,617	2,808	5,617
PERMA	PERMA Colton	500,000	37,967,597	0.1	0.2	-	-	2,000	4,000	-	-
PERMA	PERMA Desert Hot Springs	25,000	12,883,239	0.2	0.2	0.2	0.2	17,032	33,831	17,032	33,831
PERMA	PERMA Eastvale	25,000	5,723,369	0.9	1.8	0.3	0.6	51,446	102,893	39,538	79,076
PERMA	PERMA Hesperia	50,000	14,718,619	1.7	1.6	1.4	1.0	30,220	33,943	22,367	18,237
PERMA	PERMA Holtville	25,000	1,481,052	-	-	-	-	-	-	-	-
PERMA	PERMA ICTC	25,000	621,809	-	-	-	-	-	-	-	-
PERMA	PERMA Jurupa Valley	25,000	9,030,698	0.1	0.2	0.1	0.2	3,590	7,180	3,590	7,180
PERMA	PERMA La Mesa	25,000	33,937,449	0.4	0.4	0.4	0.4	16,030	11,922	16,030	11,922
PERMA	PERMA Murrieta	100,000	64,686,551	0.9	1.4	0.5	0.6	27,397	47,904	16,752	26,614
PERMA	PERMA Norco	100,000	7,864,970	-	-	-	-	-	-	-	-
PERMA	PERMA Perris	25,000	15,488,471	0.4	0.8	0.1	0.2	38,187	76,374	25,538	51,076

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Member Retained Limit Analysis - Ground Up Losses
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Member (A)	Entity (B)	Current Retained Limit (C)	2024-2025 Payroll (D)	13/14-22/23 Non-Zero Reported Claims (E)	18/19-22/23 Non-Zero Reported Claims (F)	13/14-22/23 Non-Zero Closed Claims (G)	18/19-22/23 Non-Zero Closed Claims (H)	13/14-22/23 Incurred Losses Capped at \$1M (I)	18/19-22/23 Incurred Losses Capped at \$1M (J)	13/14-22/23 Paid Losses Capped at \$1M (K)	18/19-22/23 Paid Losses Capped at \$1M (L)
PERMA	PERMA PS Tramway	25,000	6,020,777	0.5	0.6	0.4	0.4	19,901	32,751	13,873	20,696
PERMA	PERMA Rancho Mirage	50,000	9,439,208	-	-	-	-	-	-	-	-
PERMA	PERMA San Diego RTC	25,000	691,408	-	-	-	-	-	-	-	-
PERMA	PERMA San Jacinto	25,000	8,051,881	-	-	-	-	-	-	-	-
PERMA	PERMA SunLine	50,000	21,355,185	3.8	6.8	2.5	4.2	147,550	233,989	103,972	146,833
PERMA	PERMA Victor Valley Transit Authority	25,000	2,294,748	0.1	0.2	0.1	0.2	1,088	2,176	1,088	2,176
PERMA	PERMA Victorville	25,000	57,470,912	1.8	3.4	1.2	2.2	70,517	140,711	51,596	102,870
PLAN	PLAN American Canyon	50,000	9,449,000	-	-	-	-	-	-	-	-
PLAN	PLAN Atherton (Town of)	100,000	8,033,128	0.2	0.4	0.2	0.4	33,467	66,935	33,467	66,935
PLAN	PLAN Burlingame	100,000	27,337,776	-	-	-	-	-	-	-	-
PLAN	PLAN Los Altos Hills	75,000	3,638,644	-	-	-	-	-	-	-	-
PLAN	PLAN Woodside (Town of)	50,000	2,296,812	-	-	-	-	-	-	-	-
SCORE	SCORE Biggs	25,000	628,608	-	-	-	-	-	-	-	-
SCORE	SCORE Colfax	25,000	675,593	0.1	0.2	0.1	0.2	302	603	302	603
SCORE	SCORE Dunsmuir	50,000	1,074,665	-	-	-	-	-	-	-	-
SCORE	SCORE Live Oak	25,000	2,259,686	-	-	-	-	-	-	-	-
SCORE	SCORE Loomis	25,000	1,342,747	-	-	-	-	-	-	-	-
SCORE	SCORE Mount Shasta	25,000	3,486,758	0.3	0.4	0.3	0.4	51,553	3,107	51,553	3,107
SCORE	SCORE Portola	25,000	967,340	-	-	-	-	-	-	-	-
SCORE	SCORE Rio Dell	25,000	1,635,348	-	-	-	-	-	-	-	-
SCORE	SCORE Shasta Lake	25,000	5,728,707	0.1	0.2	0.1	0.2	53	106	53	106
SCORE	SCORE Susanville	25,000	5,636,806	0.1	-	0.1	-	18,988	-	18,988	-
SCORE	SCORE Tulelake	25,000	613,855	0.1	0.2	0.1	0.2	707	1,414	707	1,414
SCORE	SCORE Weed	100,000	2,631,274	-	-	-	-	-	-	-	-
SCORE	SCORE Yreka	25,000	5,943,275	0.6	1.0	0.3	0.4	49,661	99,163	38,878	77,597
VCJPA	VCJPA Alameda Co. MAD	25,000	2,201,677	0.1	-	0.1	-	3,186	-	3,186	-
VCJPA	VCJPA Burney Basin MAD	25,000	70,558	-	-	-	-	-	-	-	-
VCJPA	VCJPA Butte Co. MVCD	25,000	1,620,783	-	-	-	-	-	-	-	-
VCJPA	VCJPA Coachella Valley MVCD	25,000	6,141,106	-	-	-	-	-	-	-	-
VCJPA	VCJPA Colusa MAD	25,000	219,354	-	-	-	-	-	-	-	-
VCJPA	VCJPA Compton Creek MAD	25,000	219,321	-	-	-	-	-	-	-	-
VCJPA	VCJPA Consolidated MAD	25,000	1,961,340	0.3	0.6	0.3	0.6	5,483	10,965	5,483	10,965
VCJPA	VCJPA Contra Costa MVCD	25,000	3,778,803	0.6	0.6	0.6	0.6	19,278	22,762	19,278	22,762
VCJPA	VCJPA Delta VCD	25,000	1,962,409	0.2	0.4	0.2	0.4	4,930	9,859	4,930	9,859
VCJPA	VCJPA Durham MAD	25,000	65,900	-	-	-	-	-	-	-	-
VCJPA	VCJPA Fresno MVCD	25,000	946,101	0.1	-	0.1	-	584	-	584	-
VCJPA	VCJPA Glenn Co. MVCD	25,000	131,488	-	-	-	-	-	-	-	-
VCJPA	VCJPA Greater La Co. VCD	25,000	9,437,826	0.5	0.8	0.1	-	12,562	22,000	3,629	4,134
VCJPA	VCJPA Kings MAD	25,000	1,569,508	-	-	-	-	-	-	-	-
VCJPA	VCJPA La Co. West VCD	25,000	3,823,552	0.3	0.4	0.1	-	21,633	29,000	7,449	634
VCJPA	VCJPA Lake County VCD	25,000	616,576	-	-	-	-	-	-	-	-
VCJPA	VCJPA Marin-Sonoma MVCD	25,000	4,153,519	0.1	0.2	-	-	3,500	7,000	273	545
VCJPA	VCJPA MVMD Of Santa Barbara County	25,000	523,061	-	-	-	-	-	-	-	-

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Member Retained Limit Analysis - Ground Up Losses
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Member (A)	Entity (B)	Current Retained Limit (C)	2024-2025 Payroll (D)	13/14-22/23 Non-Zero Reported Claims (E)	18/19-22/23 Non-Zero Reported Claims (F)	13/14-22/23 Non-Zero Closed Claims (G)	18/19-22/23 Non-Zero Closed Claims (H)	13/14-22/23 Incurred Losses Capped at \$1M (I)	18/19-22/23 Incurred Losses Capped at \$1M (J)	13/14-22/23 Paid Losses Capped at \$1M (K)	18/19-22/23 Paid Losses Capped at \$1M (L)
VCJPA	VCJPA Napa Co. MAD	25,000	918,518	-	-	-	-	-	-	-	-
VCJPA	VCJPA Northwest MVCD	25,000	2,093,043	-	-	-	-	-	-	-	-
VCJPA	VCJPA Orange Co. VCD	25,000	8,130,480	0.1	0.2	-	-	2,000	4,000	179	358
VCJPA	VCJPA Placer County MAD	25,000	2,425,851	-	-	-	-	-	-	-	-
VCJPA	VCJPA Sac-Yolo Co. MVCD	25,000	6,493,874	-	-	-	-	-	-	-	-
VCJPA	VCJPA San Gabriel Valley MVCD	25,000	3,302,373	0.5	0.2	0.5	0.2	67,286	3,930	67,286	3,930
VCJPA	VCJPA San Joaquin Co. MVCD	25,000	3,135,275	0.1	-	0.1	-	15,151	-	15,151	-
VCJPA	VCJPA San Mateo Co. MAD	25,000	3,224,940	-	-	-	-	-	-	-	-
VCJPA	VCJPA Shasta MVCD	25,000	1,531,359	-	-	-	-	-	-	-	-
VCJPA	VCJPA Sutter-Yuba MVCD	25,000	1,459,474	0.1	0.2	-	-	3,500	7,000	492	984
VCJPA	VCJPA Tehama Co. MVCD	25,000	454,196	-	-	-	-	-	-	-	-
VCJPA	VCJPA Turlock MAD	25,000	1,060,158	0.1	0.2	0.1	0.2	1,685	3,371	1,685	3,371
VCJPA	VCJPA West Valley MVCD	25,000	1,872,858	0.2	0.4	0.2	0.4	8,651	17,301	8,651	17,301
Total			2,582,142,325	82.5	116.8	57.6	68.2	5,020,171	5,860,208	4,056,104	3,987,804

(C) Provided by ERMA.

(D) Provided by ERMA.

(E) thru (L) Exhibit 1, Page 1 divided by applicable years of exposure.

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Member Retained Limit Analysis - Ground Up Losses
Exposure, Claim Count, and Loss Statistics (Rankings)

Member (A)	Entity (B)	Current Retained Limit (C)	2024-2025 Payroll (D)	13/14-22/23 Non-Zero Reported Claims (E)	18/19-22/23 Non-Zero Reported Claims (F)	13/14-22/23 Non-Zero Closed Claims (G)	18/19-22/23 Non-Zero Closed Claims (H)	13/14-22/23 Incurred Losses Capped at \$1M (I)	18/19-22/23 Incurred Losses Capped at \$1M (J)	13/14-22/23 Paid Losses Capped at \$1M (K)	13/14-22/23 Paid Losses Capped at \$1M (L)	Weighted Rank (M)
BCJPIA	BCJPIA Albany	50,000	50	49	66	43	64	93	95	84	99	60.8
BCJPIA	BCJPIA Brisbane	50,000	57	110	91	93	64	132	121	123	108	82.8
BCJPIA	BCJPIA Central Marin Fire Authority	100,000	102	148	134	129	110	148	134	146	132	120.9
BCJPIA	BCJPIA Central Marin Police Authority fma Twin Cities PA	100,000	100	148	134	129	110	148	134	146	132	120.1
BCJPIA	BCJPIA Corte Madera (Town of)	100,000	128	148	134	129	110	148	134	146	132	131.3
BCJPIA	BCJPIA Emeryville	50,000	106	57	46	43	27	119	101	104	80	79.9
BCJPIA	BCJPIA Emeryville Mesa	50,000	73	148	134	129	110	148	134	146	132	109.3
BCJPIA	BCJPIA Fairfax (Town of)	50,000	145	148	134	129	110	148	134	146	132	138.1
BCJPIA	BCJPIA Larkspur	250,000	134	148	134	129	110	148	134	146	132	133.7
BCJPIA	BCJPIA Los Altos	100,000	46	18	66	11	40	57	122	52	109	48.9
BCJPIA	BCJPIA Menlo Park	250,000	21	23	66	15	40	52	116	47	96	38.4
BCJPIA	BCJPIA Mill Valley	50,000	54	89	66	93	64	45	29	53	30	60.7
BCJPIA	BCJPIA Novato	250,000	33	31	46	21	40	6	82	5	87	36.0
BCJPIA	BCJPIA Piedmont	50,000	48	36	46	27	40	27	38	20	35	40.1
BCJPIA	BCJPIA Pleasanton	75,000	6	36	27	72	64	21	17	24	21	26.5
BCJPIA	BCJPIA San Anselmo (Town of)	50,000	131	110	91	93	64	144	128	139	121	114.8
BCJPIA	BCJPIA Tiburon (Town of)	25,000	129	110	91	129	110	112	87	110	82	115.2
BCJPIA	BCJPIA Union City	75,000	17	73	46	55	27	129	117	117	101	50.1
CALTIP	CALTIP El Dorado County Transit Agency	50,000	161	73	46	72	40	62	39	59	34	97.2
CALTIP	CALTIP Humboldt Transit Authority	75,000	144	148	134	129	110	148	134	146	132	137.7
CALTIP	CALTIP Livermore Amador Valley Transit Authority	50,000	187	148	134	129	110	148	134	146	132	154.9
CALTIP	CALTIP Mendocino Transit Authority	50,000	142	148	134	129	110	148	134	146	132	136.9
CALTIP	CALTIP Morongo Basin Transit Authority	50,000	172	148	134	129	110	148	134	146	132	148.9
CALTIP	CALTIP San Joaquin Regional Transit District	75,000	39	148	134	129	110	148	134	146	132	95.7
CALTIP	CALTIP San Luis Obispo Regional Transit Authority	50,000	92	148	134	129	110	148	134	146	132	116.9
CALTIP	CALTIP Tahoe Transportation District	50,000	139	110	91	129	110	63	40	82	52	111.5
CALTIP	CALTIP Western Contra Costa Transit Authority	50,000	199	148	134	129	110	148	134	146	132	159.7
CALTIP	CALTIP Yolo County Transportation District	50,000	193	148	134	129	110	148	134	146	132	157.3
CIRA	CIRA Amador City	250,000	225	148	134	129	110	148	134	146	132	170.1
CIRA	CIRA Arcata	250,000	64	89	66	129	110	39	22	38	19	70.9
CIRA	CIRA Avalon	250,000	101	89	134	72	110	61	134	54	132	100.0
CIRA	CIRA Belvedere	250,000	168	89	66	93	64	96	71	92	62	114.5
CIRA	CIRA Blue Lake	250,000	209	148	134	129	110	148	134	146	132	163.7
CIRA	CIRA Calimesa	250,000	163	89	91	72	64	37	68	32	53	106.3
CIRA	CIRA Calistoga	250,000	90	89	91	72	64	137	132	129	129	94.0
CIRA	CIRA Citrus Heights	250,000	40	17	17	19	12	29	28	33	28	28.4
CIRA	CIRA Clearlake	250,000	118	57	91	43	64	56	123	49	111	89.7
CIRA	CIRA Cloverdale	250,000	122	148	134	129	110	148	134	146	132	128.9
CIRA	CIRA Coalinga	250,000	98	31	27	27	22	47	55	45	51	59.8
CIRA	CIRA Cotati	250,000	126	148	134	129	110	148	134	146	132	130.5
CIRA	CIRA Eureka	250,000	49	36	23	43	22	85	57	97	66	47.3
CIRA	CIRA Ferndale	250,000	204	110	134	93	110	135	134	126	132	152.7
CIRA	CIRA Foresthill Fire Protection District	250,000	198	148	134	129	110	148	134	146	132	159.3

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CIRA	CIRA Fort Bragg	250,000	125	73	46	72	40	120	99	120	106	95.4
CIRA	CIRA Fortuna	250,000	112	110	91	129	110	64	41	78	47	100.3
CIRA	CIRA Grass Valley	250,000	69	110	134	93	110	140	134	133	132	99.3
CIRA	CIRA Healdsburg	250,000	44	110	91	93	64	141	125	135	116	79.3
CIRA	CIRA Highland	250,000	137	148	134	129	110	148	134	146	132	134.9
CIRA	CIRA Lakeport	250,000	135	148	134	129	110	148	134	146	132	134.1
CIRA	CIRA Menifee	250,000	29	9	5	5	4	32	16	31	13	18.5
CIRA	CIRA Mosquito Fire Protection District	250,000	220	148	134	129	110	148	134	146	132	168.1
CIRA	CIRA Nevada City	250,000	153	73	91	55	64	121	113	109	92	111.3
CIRA	CIRA Placencia	250,000	36	57	38	55	27	38	21	34	16	37.6
CIRA	CIRA Placerville	250,000	95	148	134	129	110	148	134	146	132	118.1
CIRA	CIRA Plymouth	250,000	205	110	91	93	64	146	131	143	127	145.2
CIRA	CIRA Point Arena	250,000	218	110	91	129	110	118	97	130	114	154.2
CIRA	CIRA Rancho Cucamonga	250,000	20	4	5	4	3	30	44	25	39	16.5
CIRA	CIRA Rancho Cucamonga Fire	250,000	25	148	134	129	110	148	134	146	132	90.1
CIRA	CIRA Rancho Santa Margarita	250,000	156	148	134	129	110	148	134	146	132	142.5
CIRA	CIRA Rohnert Park	250,000	23	89	66	72	40	131	120	121	107	59.9
CIRA	CIRA San Juan Bautista	250,000	197	110	91	129	110	122	104	146	132	148.0
CIRA	CIRA Sebastopol	250,000	103	73	46	129	110	95	65	118	102	96.0
CIRA	CIRA Sierra Madre	250,000	83	148	134	129	110	148	134	146	132	113.3
CIRA	CIRA So. Lake Tahoe	250,000	30	42	38	33	27	90	80	86	89	43.3
CIRA	CIRA Sonoma	250,000	148	89	66	129	110	79	54	80	49	111.7
CIRA	CIRA St Helena	250,000	78	148	134	129	110	148	134	146	132	111.3
CIRA	CIRA Tehama	250,000	226	148	134	129	110	148	134	146	132	170.5
CIRA	CIRA Trinidad	250,000	212	89	66	129	110	101	75	106	77	142.2
CIRA	CIRA Truckee	250,000	53	110	91	129	110	112	87	115	97	85.8
CIRA	CIRA Twentynine Palms	250,000	149	57	46	43	27	48	31	42	23	84.1
CIRA	CIRA Ukiah	250,000	26	57	38	55	27	98	73	102	71	45.3
CIRA	CIRA Watsonville	250,000	14	6	10	11	12	9	14	11	14	11.9
CIRA	CIRA Wheatland	250,000	180	110	91	93	64	142	126	137	119	134.0
CIRA	CIRA Wheatland Fire Authority	250,000	221	148	134	129	110	148	134	146	132	168.5
CIRA	CIRA Wildomar	250,000	166	148	134	129	110	148	134	146	132	146.5
CIRA	CIRA Willits	250,000	133	57	38	129	110	82	56	116	100	104.3
CIRA	CIRA Windsor	250,000	68	89	66	93	64	110	84	128	113	80.2
CIRA	CIRA Yountville	250,000	124	110	134	93	110	100	134	87	132	117.0
CIRA	CIRA Yucaipa	250,000	79	148	134	129	110	148	134	146	132	111.7
CIRA	CIRA Yucca Valley	250,000	136	110	91	93	64	103	77	89	58	106.6
CSJVRMA	CSJVRMA Angels Camp	25,000	169	110	91	93	64	87	60	74	46	116.8
CSJVRMA	CSJVRMA Atwater	25,000	82	18	27	21	27	4	6	3	4	43.0
CSJVRMA	CSJVRMA Ceres	25,000	56	42	91	27	64	18	47	14	38	50.7
CSJVRMA	CSJVRMA Chowchilla	25,000	109	148	134	129	110	148	134	146	132	123.7
CSJVRMA	CSJVRMA Corcoran	25,000	117	148	134	129	110	148	134	146	132	126.9
CSJVRMA	CSJVRMA Delano	25,000	47	15	27	17	40	22	26	23	31	33.8

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CSJVRMA	CSJVRMA Dinuba	100,000	67	57	91	55	110	99	87	107	118	78.7
CSJVRMA	CSJVRMA Dos Palos	25,000	173	89	66	72	40	126	109	112	86	117.6
CSJVRMA	CSJVRMA Escalon	25,000	171	73	46	93	64	88	61	98	67	111.7
CSJVRMA	CSJVRMA Exeter	25,000	165	148	134	129	110	148	134	146	132	146.1
CSJVRMA	CSJVRMA Farmersville	75,000	154	110	91	129	110	122	104	136	117	129.6
CSJVRMA	CSJVRMA Fowler	25,000	167	73	91	55	64	51	110	46	88	109.9
CSJVRMA	CSJVRMA Gustine	25,000	182	110	134	93	110	143	134	138	132	144.9
CSJVRMA	CSJVRMA Hughson	25,000	200	89	91	93	110	69	87	62	98	134.1
CSJVRMA	CSJVRMA Huron	25,000	185	148	134	129	110	148	134	146	132	154.1
CSJVRMA	CSJVRMA Kerman	25,000	119	57	66	43	40	75	100	66	79	84.2
CSJVRMA	CSJVRMA Kingsburg	25,000	99	73	91	72	64	42	127	40	120	86.1
CSJVRMA	CSJVRMA Lathrop	25,000	43	73	46	55	27	128	114	114	93	59.8
CSJVRMA	CSJVRMA Lemoore	25,000	74	42	27	33	15	78	53	73	44	53.7
CSJVRMA	CSJVRMA Livingston	25,000	120	31	27	43	40	26	13	30	12	66.2
CSJVRMA	CSJVRMA Madera	25,000	42	57	46	55	40	108	81	122	110	57.7
CSJVRMA	CSJVRMA Mcfarland	50,000	141	49	134	33	110	43	134	35	132	106.2
CSJVRMA	CSJVRMA Mendota	25,000	151	110	134	93	110	133	134	124	132	131.3
CSJVRMA	CSJVRMA Merced	100,000	9	9	11	11	22	15	8	39	24	13.2
CSJVRMA	CSJVRMA Newman	25,000	143	148	134	129	110	148	134	146	132	137.3
CSJVRMA	CSJVRMA Oakdale	50,000	84	57	66	43	40	80	98	70	75	70.4
CSJVRMA	CSJVRMA Orange Cove	50,000	159	110	91	129	110	112	87	142	126	131.0
CSJVRMA	CSJVRMA Patterson	50,000	52	73	91	55	64	73	51	64	40	60.5
CSJVRMA	CSJVRMA Porterville	25,000	28	18	20	55	64	1	2	2	2	27.3
CSJVRMA	CSJVRMA Reedley	25,000	65	73	66	72	64	107	94	99	81	72.6
CSJVRMA	CSJVRMA Riverbank	50,000	123	73	66	72	64	109	103	111	130	99.4
CSJVRMA	CSJVRMA San Joaquin	25,000	201	148	134	129	110	148	134	146	132	160.5
CSJVRMA	CSJVRMA Sanger	25,000	71	18	13	19	9	41	27	44	27	41.3
CSJVRMA	CSJVRMA Selma	50,000	60	23	17	21	12	33	19	51	29	37.9
CSJVRMA	CSJVRMA Shafter	25,000	62	42	91	33	64	10	96	7	74	57.2
CSJVRMA	CSJVRMA Sonora	25,000	138	148	134	129	110	148	134	146	132	135.3
CSJVRMA	CSJVRMA Taft	25,000	107	89	91	72	64	89	102	79	83	92.1
CSJVRMA	CSJVRMA Tehachapi	25,000	97	49	46	72	110	68	49	75	55	78.9
CSJVRMA	CSJVRMA Tracy	100,000	5	36	23	72	40	70	43	96	65	32.8
CSJVRMA	CSJVRMA Tulare	100,000	18	42	91	27	64	105	112	90	91	49.5
CSJVRMA	CSJVRMA Wasco	50,000	121	110	134	93	110	84	134	72	132	114.2
CSJVRMA	CSJVRMA Woodlake	25,000	158	148	134	129	110	148	134	146	132	143.3
DIRECT MEMBER	DIRECT MEMBER Contra Costa HA	50,000	96	31	27	21	15	94	67	85	60	63.1
DIRECT MEMBER	DIRECT MEMBER Oakland HA	50,000	12	3	8	2	6	17	24	17	25	10.9
ERMAL	ERMAL Beaumont	500,000	34	148	134	129	110	148	134	146	132	93.7
ERMAL	ERMAL Hayward	500,000	1	5	4	5	5	12	15	12	15	5.0
ERMAL	ERMAL Santa Maria	500,000	2	18	11	33	15	59	35	93	63	21.0
MBASIA	MBASIA Capitola	500,000	87	110	134	93	110	76	134	68	132	100.0
MBASIA	MBASIA Del Rey Oaks	500,000	188	49	46	55	64	20	10	18	9	99.5

Employment Risk Management Authority

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Member Retained Limit Analysis - Ground Up Losses
Exposure, Claim Count, and Loss Statistics (Rankings)

Member (A)	Entity (B)	Current Retained Limit (C)	2024-2025 Payroll (D)	13/14-22/23 Non-Zero Reported Claims (E)	18/19-22/23 Non-Zero Reported Claims (F)	13/14-22/23 Non-Zero Closed Claims (G)	18/19-22/23 Non-Zero Closed Claims (H)	13/14-22/23 Incurred Losses Capped at \$1M (I)	18/19-22/23 Incurred Losses Capped at \$1M (J)	13/14-22/23 Paid Losses Capped at \$1M (K)	13/14-22/23 Paid Losses Capped at \$1M (L)	Weighted Rank (M)
MBASIA	MBASIA Gonzales	500,000	132	148	134	129	110	148	134	146	132	132.9
MBASIA	MBASIA Greenfield	500,000	72	36	46	33	64	14	66	13	73	55.0
MBASIA	MBASIA Hollister	500,000	32	23	13	33	15	40	23	43	22	27.6
MBASIA	MBASIA King City	500,000	130	148	134	129	110	148	134	146	132	132.1
MBASIA	MBASIA Marina	500,000	63	36	35	43	40	54	37	67	42	50.6
MBASIA	MBASIA Sand City	500,000	164	148	134	129	110	148	134	146	132	145.7
MBASIA	MBASIA Scotts Valley	500,000	94	73	46	93	64	25	12	21	8	68.5
MBASIA	MBASIA Soledad	500,000	88	89	91	72	64	134	129	125	123	92.4
MPA	MPA Antioch	50,000	10	6	3	21	9	16	7	26	10	10.9
MPA	MPA Brentwood	50,000	11	15	13	15	9	8	33	6	36	13.8
MPA	MPA Clayton	50,000	160	148	134	129	110	148	134	146	132	144.1
MPA	MPA Danville	50,000	70	57	91	43	64	77	118	69	104	71.9
MPA	MPA El Cerrito	50,000	31	2	2	2	2	7	4	8	3	14.3
MPA	MPA Hercules	50,000	81	57	66	55	64	83	83	76	103	73.9
MPA	MPA Lafayette	50,000	105	148	134	129	110	148	134	146	132	122.1
MPA	MPA Manteca	50,000	8	14	20	11	15	13	9	15	7	11.4
MPA	MPA Martinez	50,000	45	9	13	8	15	53	42	77	59	34.1
MPA	MPA Moraga	50,000	115	110	91	129	110	60	36	57	32	99.3
MPA	MPA Oakley	50,000	58	89	66	93	64	104	78	108	78	72.8
MPA	MPA Orinda	50,000	127	148	134	129	110	148	134	146	132	130.9
MPA	MPA Pacifica	75,000	35	148	134	129	110	148	134	146	132	94.1
MPA	MPA Pinole	50,000	59	57	38	72	40	92	63	91	61	59.7
MPA	MPA Pittsburg	50,000	16	23	38	17	27	28	86	22	94	28.4
MPA	MPA Pleasant Hill	50,000	66	57	46	72	64	11	50	9	54	56.5
MPA	MPA San Pablo	100,000	37	89	66	93	64	55	34	58	33	55.0
MPA	MPA San Ramon	50,000	13	28	27	27	22	86	64	95	69	31.3
MPA	MPA Walnut Creek	50,000	7	31	35	21	22	31	69	27	68	23.5
PERMA	PERMA Banning	25,000	24	6	9	9	8	3	3	1	1	13.2
PERMA	PERMA Barstow	25,000	41	23	23	33	40	2	1	4	5	28.9
PERMA	PERMA Canyon Lake	25,000	174	110	134	93	110	139	134	132	132	141.2
PERMA	PERMA Cathedral City	25,000	22	49	46	55	64	19	70	16	72	39.1
PERMA	PERMA Coachella	25,000	85	89	66	129	110	97	72	105	76	90.9
PERMA	PERMA Colton	500,000	15	110	91	129	110	122	104	146	132	75.2
PERMA	PERMA Desert Hot Springs	25,000	61	89	91	72	64	71	46	60	37	66.7
PERMA	PERMA Eastvale	25,000	114	28	17	55	27	35	18	36	17	63.6
PERMA	PERMA Hesperia	50,000	55	13	20	7	15	49	45	50	48	37.1
PERMA	PERMA Holtville	25,000	194	148	134	129	110	148	134	146	132	157.7
PERMA	PERMA ICTC	25,000	214	148	134	129	110	148	134	146	132	165.7
PERMA	PERMA Jurupa Valley	25,000	80	110	91	93	64	111	85	101	70	86.2
PERMA	PERMA La Mesa	25,000	19	57	66	43	40	72	74	63	56	41.5
PERMA	PERMA Murrieta	100,000	3	28	23	33	27	50	32	61	41	21.5
PERMA	PERMA Norco	100,000	93	148	134	129	110	148	134	146	132	117.3
PERMA	PERMA Perris	25,000	51	57	38	93	64	44	25	48	26	52.8

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Employment Practices Liability

Member Retained Limit Analysis - Ground Up Losses
Exposure, Claim Count, and Loss Statistics (Rankings)

Member (A)	Entity (B)	Current Retained Limit (C)	2024-2025 Payroll (D)	13/14-22/23 Non-Zero Reported Claims (E)	18/19-22/23 Non-Zero Reported Claims (F)	13/14-22/23 Non-Zero Closed Claims (G)	18/19-22/23 Non-Zero Closed Claims (H)	13/14-22/23 Incurred Losses Capped at \$1M (I)	18/19-22/23 Incurred Losses Capped at \$1M (J)	13/14-22/23 Paid Losses Capped at \$1M (K)	13/14-22/23 Paid Losses Capped at \$1M (L)	Weighted Rank (M)
PERMA	PERMA PS Tramway	25,000	110	49	46	43	40	65	48	71	45	73.3
PERMA	PERMA Rancho Mirage	50,000	76	148	134	129	110	148	134	146	132	110.5
PERMA	PERMA San Diego RTC	25,000	210	148	134	129	110	148	134	146	132	164.1
PERMA	PERMA San Jacinto	25,000	89	148	134	129	110	148	134	146	132	115.7
PERMA	PERMA SunLine	50,000	38	1	1	1	1	5	5	10	6	16.9
PERMA	PERMA Victor Valley Transit Authority	25,000	177	110	91	93	64	130	119	119	105	130.3
PERMA	PERMA Victorville	25,000	4	9	5	9	6	23	11	28	11	8.2
PLAN	PLAN American Canyon	50,000	75	148	134	129	110	148	134	146	132	110.1
PLAN	PLAN Atherton (Town of)	100,000	91	89	66	72	40	46	30	41	20	70.0
PLAN	PLAN Burlingame	100,000	27	148	134	129	110	148	134	146	132	90.9
PLAN	PLAN Los Altos Hills	75,000	150	148	134	129	110	148	134	146	132	140.1
PLAN	PLAN Woodside (Town of)	50,000	176	148	134	129	110	148	134	146	132	150.5
SCORE	SCORE Biggs	25,000	213	148	134	129	110	148	134	146	132	165.3
SCORE	SCORE Colfax	25,000	211	110	91	93	64	145	130	140	124	147.2
SCORE	SCORE Dunsmuir	50,000	202	148	134	129	110	148	134	146	132	160.9
SCORE	SCORE Live Oak	25,000	178	148	134	129	110	148	134	146	132	151.3
SCORE	SCORE Loomis	25,000	196	148	134	129	110	148	134	146	132	158.5
SCORE	SCORE Mount Shasta	25,000	152	73	66	55	40	34	115	29	95	97.9
SCORE	SCORE Portola	25,000	206	148	134	129	110	148	134	146	132	162.5
SCORE	SCORE Rio Dell	25,000	189	148	134	129	110	148	134	146	132	155.7
SCORE	SCORE Shasta Lake	25,000	113	110	91	93	64	147	133	145	131	108.8
SCORE	SCORE Susanville	25,000	116	110	134	93	110	67	134	56	132	110.6
SCORE	SCORE Tulelake	25,000	216	110	91	93	64	136	124	127	112	147.2
SCORE	SCORE Weed	100,000	170	148	134	129	110	148	134	146	132	148.1
SCORE	SCORE Yreka	25,000	111	42	35	55	40	36	20	37	18	67.2
VCJPA	VCJPA Alameda Co. MAD	25,000	179	110	134	93	110	117	134	103	132	140.6
VCJPA	VCJPA Burney Basin MAD	25,000	227	148	134	129	110	148	134	146	132	170.9
VCJPA	VCJPA Butte Co. MVCD	25,000	190	148	134	129	110	148	134	146	132	156.1
VCJPA	VCJPA Coachella Valley MVCD	25,000	108	148	134	129	110	148	134	146	132	123.3
VCJPA	VCJPA Colusa MAD	25,000	222	148	134	129	110	148	134	146	132	168.9
VCJPA	VCJPA Compton Creek MAD	25,000	223	148	134	129	110	148	134	146	132	169.3
VCJPA	VCJPA Consolidated MAD	25,000	184	73	46	55	27	102	76	88	57	109.9
VCJPA	VCJPA Contra Costa MVCD	25,000	147	42	46	27	27	66	58	55	43	84.1
VCJPA	VCJPA Delta VCD	25,000	183	89	66	72	40	106	79	94	64	117.1
VCJPA	VCJPA Durham MAD	25,000	228	148	134	129	110	148	134	146	132	171.3
VCJPA	VCJPA Fresno MVCD	25,000	207	110	134	93	110	138	134	131	132	154.3
VCJPA	VCJPA Glenn Co. MVCD	25,000	224	148	134	129	110	148	134	146	132	169.7
VCJPA	VCJPA Greater La Co. VCD	25,000	77	49	38	93	110	81	59	100	84	76.0
VCJPA	VCJPA Kings MAD	25,000	191	148	134	129	110	148	134	146	132	156.5
VCJPA	VCJPA La Co. West VCD	25,000	146	73	66	93	110	58	52	83	122	108.4
VCJPA	VCJPA Lake County VCD	25,000	215	148	134	129	110	148	134	146	132	166.1
VCJPA	VCJPA Marin-Sonoma MVCD	25,000	140	110	91	129	110	112	87	141	125	123.3
VCJPA	VCJPA MVMD Of Santa Barbara County	25,000	217	148	134	129	110	148	134	146	132	166.9

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Member Retained Limit Analysis - Ground Up Losses
Exposure, Claim Count, and Loss Statistics (Rankings)

Member (A)	Entity (B)	Current Retained Limit (C)	2024-2025 Payroll (D)	13/14-22/23 Non-Zero Reported Claims (E)	18/19-22/23 Non-Zero Reported Claims (F)	13/14-22/23 Non-Zero Closed Claims (G)	18/19-22/23 Non-Zero Closed Claims (H)	13/14-22/23 Incurred Losses Capped at \$1M (I)	18/19-22/23 Incurred Losses Capped at \$1M (J)	13/14-22/23 Paid Losses Capped at \$1M (K)	13/14-22/23 Paid Losses Capped at \$1M (L)	Weighted Rank (M)
VCJPA	VCJPA Napa Co. MAD	25,000	208	148	134	129	110	148	134	146	132	163.3
VCJPA	VCJPA Northwest MVCD	25,000	181	148	134	129	110	148	134	146	132	152.5
VCJPA	VCJPA Orange Co. VCD	25,000	86	110	91	129	110	122	104	144	128	103.3
VCJPA	VCJPA Placer County MAD	25,000	175	148	134	129	110	148	134	146	132	150.1
VCJPA	VCJPA Sac-Yolo Co. MVCD	25,000	104	148	134	129	110	148	134	146	132	121.7
VCJPA	VCJPA San Gabriel Valley MVCD	25,000	155	49	91	33	64	24	108	19	85	97.5
VCJPA	VCJPA San Joaquin Co. MVCD	25,000	162	110	134	93	110	74	134	65	132	129.8
VCJPA	VCJPA San Mateo Co. MAD	25,000	157	148	134	129	110	148	134	146	132	142.9
VCJPA	VCJPA Shasta MVCD	25,000	192	148	134	129	110	148	134	146	132	156.9
VCJPA	VCJPA Sutter-Yuba MVCD	25,000	195	110	91	129	110	112	87	134	115	144.4
VCJPA	VCJPA Tehama Co. MVCD	25,000	219	148	134	129	110	148	134	146	132	167.7
VCJPA	VCJPA Turlock MAD	25,000	203	110	91	93	64	127	111	113	90	139.1
VCJPA	VCJPA West Valley MVCD	25,000	186	89	66	72	40	91	62	81	50	115.3
Weight			40.0%	10.0%	10.0%	10.0%	10.0%	5.0%	5.0%	5.0%	5.0%	100.0%

(C) Provided by ERMA.

(D) thru (L) Exhibit 1, Page 2 ranked from greatest (1) to least (228).

(M) weighted average of (D) through (L).

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Employment Practices Liability

Member Retained Limit Analysis - Ground Up Losses
Current vs. Weighted Ranks for Indicated Change In Retained Limit

Member (A)	Entity (B)	Current Retained Limit (C)	Weighted Rank (D)	Current Rank (E)	Difference (F)	Indicator (G)
BCJPIA	BCJPIA Albany	50,000	171	127	+44	
BCJPIA	BCJPIA Brisbane	50,000	149	123	+26	
BCJPIA	BCJPIA Central Marin Fire Authority	100,000	86	148	-62	
BCJPIA	BCJPIA Central Marin Police Authority fma Twin Cities PA	100,000	87	149	-62	
BCJPIA	BCJPIA Corte Madera (Town of)	100,000	71	147	-76	
BCJPIA	BCJPIA Emeryville	50,000	151	109	+42	
BCJPIA	BCJPIA Emeryville Mesa	50,000	113	117	-4	
BCJPIA	BCJPIA Fairfax (Town of)	50,000	59	100	-41	
BCJPIA	BCJPIA Larkspur	250,000	68	182	-114	Decrease
BCJPIA	BCJPIA Los Altos	100,000	189	153	+36	
BCJPIA	BCJPIA Menlo Park	250,000	198	212	-14	
BCJPIA	BCJPIA Mill Valley	50,000	172	125	+47	
BCJPIA	BCJPIA Novato	250,000	202	206	-4	
BCJPIA	BCJPIA Piedmont	50,000	196	128	+68	
BCJPIA	BCJPIA Pleasanton	75,000	212	145	+67	
BCJPIA	BCJPIA San Anselmo (Town of)	50,000	98	104	-6	
BCJPIA	BCJPIA Tiburon (Town of)	25,000	97	54	+43	
BCJPIA	BCJPIA Union City	75,000	187	144	+43	
CALTIP	CALTIP El Dorado County Transit Agency	50,000	130	97	+33	
CALTIP	CALTIP Humboldt Transit Authority	75,000	60	141	-81	
CALTIP	CALTIP Livermore Amador Valley Transit Authority	50,000	30	94	-64	
CALTIP	CALTIP Mendocino Transit Authority	50,000	62	101	-39	
CALTIP	CALTIP Morongo Basin Transit Authority	50,000	39	96	-57	
CALTIP	CALTIP San Joaquin Regional Transit District	75,000	132	142	-10	
CALTIP	CALTIP San Luis Obispo Regional Transit Authority	50,000	93	112	-19	
CALTIP	CALTIP Tahoe Transportation District	50,000	105	103	+2	
CALTIP	CALTIP Western Contra Costa Transit Authority	50,000	21	92	-71	
CALTIP	CALTIP Yolo County Transportation District	50,000	25	93	-68	
CIRA	CIRA Amador City	250,000	4	161	-157	Decrease
CIRA	CIRA Arcata	250,000	162	200	-38	
CIRA	CIRA Avalon	250,000	123	191	-68	
CIRA	CIRA Belvedere	250,000	99	172	-73	
CIRA	CIRA Blue Lake	250,000	16	166	-150	Decrease
CIRA	CIRA Calimesa	250,000	117	174	-57	
CIRA	CIRA Calistoga	250,000	135	194	-59	
CIRA	CIRA Citrus Heights	250,000	209	204	+5	
CIRA	CIRA Clearlake	250,000	142	188	-46	
CIRA	CIRA Cloverdale	250,000	79	187	-108	Decrease
CIRA	CIRA Coalinga	250,000	175	192	-17	
CIRA	CIRA Cotati	250,000	75	184	-109	Decrease
CIRA	CIRA Eureka	250,000	190	202	-12	
CIRA	CIRA Ferndale	250,000	34	168	-134	Decrease
CIRA	CIRA Foresthill Fire Protection District	250,000	22	169	-147	Decrease

Employment Risk Management Authority

Employment Practices Liability

Member Retained Limit Analysis - Ground Up Losses
Current vs. Weighted Ranks for Indicated Change In Retained Limit

Member (A)	Entity (B)	Current Retained Limit (C)	Weighted Rank (D)	Current Rank (E)	Difference (F)	Indicator (G)
CIRA	CIRA Fort Bragg	250,000	133	185	-52	
CIRA	CIRA Fortuna	250,000	121	189	-68	
CIRA	CIRA Grass Valley	250,000	126	198	-72	
CIRA	CIRA Healdsburg	250,000	152	203	-51	
CIRA	CIRA Highland	250,000	64	179	-115	Decrease
CIRA	CIRA Lakeport	250,000	65	181	-116	Decrease
CIRA	CIRA Menifee	250,000	216	208	+8	
CIRA	CIRA Mosquito Fire Protection District	250,000	9	163	-154	Decrease
CIRA	CIRA Nevada City	250,000	107	176	-69	
CIRA	CIRA Placencia	250,000	200	205	-5	
CIRA	CIRA Placerville	250,000	88	193	-105	Decrease
CIRA	CIRA Plymouth	250,000	47	167	-120	Decrease
CIRA	CIRA Point Arena	250,000	32	164	-132	Decrease
CIRA	CIRA Rancho Cucamonga	250,000	218	213	+5	
CIRA	CIRA Rancho Cucamonga Fire	250,000	141	210	-69	
CIRA	CIRA Rancho Santa Margarita	250,000	53	175	-122	Decrease
CIRA	CIRA Rohnert Park	250,000	174	211	-37	
CIRA	CIRA San Juan Bautista	250,000	41	170	-129	Decrease
CIRA	CIRA Sebastopol	250,000	131	190	-59	
CIRA	CIRA Sierra Madre	250,000	101	195	-94	Decrease
CIRA	CIRA So. Lake Tahoe	250,000	192	207	-15	
CIRA	CIRA Sonoma	250,000	102	178	-76	
CIRA	CIRA St Helena	250,000	106	197	-91	
CIRA	CIRA Tehama	250,000	3	160	-157	Decrease
CIRA	CIRA Trinidad	250,000	54	165	-111	Decrease
CIRA	CIRA Truckee	250,000	145	201	-56	
CIRA	CIRA Twentynine Palms	250,000	148	177	-29	
CIRA	CIRA Ukiah	250,000	191	209	-18	
CIRA	CIRA Watsonville	250,000	223	214	+9	
CIRA	CIRA Wheatland	250,000	67	171	-104	Decrease
CIRA	CIRA Wheatland Fire Authority	250,000	8	162	-154	Decrease
CIRA	CIRA Wildomar	250,000	44	173	-129	Decrease
CIRA	CIRA Willits	250,000	119	183	-64	
CIRA	CIRA Windsor	250,000	150	199	-49	
CIRA	CIRA Yountville	250,000	92	186	-94	Decrease
CIRA	CIRA Yucaipa	250,000	103	196	-93	Decrease
CIRA	CIRA Yucca Valley	250,000	116	180	-64	
CSJVRMA	CSJVRMA Angels Camp	25,000	94	40	+54	
CSJVRMA	CSJVRMA Atwater	25,000	193	72	+121	Increase
CSJVRMA	CSJVRMA Ceres	25,000	185	80	+105	Increase
CSJVRMA	CSJVRMA Chowchilla	25,000	81	63	+18	
CSJVRMA	CSJVRMA Corcoran	25,000	80	57	+23	
CSJVRMA	CSJVRMA Delano	25,000	204	82	+122	Increase

Employment Risk Management Authority

Employment Practices Liability

Member Retained Limit Analysis - Ground Up Losses
Current vs. Weighted Ranks for Indicated Change In Retained Limit

Member (A)	Entity (B)	Current Retained Limit (C)	Weighted Rank (D)	Current Rank (E)	Difference (F)	Indicator (G)
CSJVRMA	CSJVRMA Dinuba	100,000	154	152	+2	
CSJVRMA	CSJVRMA Dos Palos	25,000	89	38	+51	
CSJVRMA	CSJVRMA Escalon	25,000	103	39	+64	
CSJVRMA	CSJVRMA Exeter	25,000	45	42	+3	
CSJVRMA	CSJVRMA Farmersville	75,000	78	139	-61	
CSJVRMA	CSJVRMA Fowler	25,000	111	41	+70	
CSJVRMA	CSJVRMA Gustine	25,000	48	31	+17	
CSJVRMA	CSJVRMA Hughson	25,000	66	19	+47	
CSJVRMA	CSJVRMA Huron	25,000	33	28	+5	
CSJVRMA	CSJVRMA Kerman	25,000	146	56	+90	
CSJVRMA	CSJVRMA Kingsburg	25,000	144	67	+77	
CSJVRMA	CSJVRMA Lathrop	25,000	176	83	+93	Increase
CSJVRMA	CSJVRMA Lemoore	25,000	183	75	+108	Increase
CSJVRMA	CSJVRMA Livingston	25,000	168	55	+113	Increase
CSJVRMA	CSJVRMA Madera	25,000	178	84	+94	Increase
CSJVRMA	CSJVRMA Mcfarland	50,000	118	102	+16	
CSJVRMA	CSJVRMA Mendota	25,000	72	48	+24	
CSJVRMA	CSJVRMA Merced	100,000	222	157	+65	
CSJVRMA	CSJVRMA Newman	25,000	61	51	+10	
CSJVRMA	CSJVRMA Oakdale	50,000	163	113	+50	
CSJVRMA	CSJVRMA Orange Cove	50,000	73	99	-26	
CSJVRMA	CSJVRMA Patterson	50,000	173	126	+47	
CSJVRMA	CSJVRMA Porterville	25,000	211	86	+125	Increase
CSJVRMA	CSJVRMA Reedley	25,000	160	77	+83	
CSJVRMA	CSJVRMA Riverbank	50,000	125	106	+19	
CSJVRMA	CSJVRMA San Joaquin	25,000	20	18	+2	
CSJVRMA	CSJVRMA Sanger	25,000	195	76	+119	Increase
CSJVRMA	CSJVRMA Selma	50,000	199	120	+79	
CSJVRMA	CSJVRMA Shafter	25,000	179	78	+101	Increase
CSJVRMA	CSJVRMA Sonora	25,000	63	53	+10	
CSJVRMA	CSJVRMA Taft	25,000	138	65	+73	
CSJVRMA	CSJVRMA Tehachapi	25,000	153	68	+85	
CSJVRMA	CSJVRMA Tracy	100,000	205	158	+47	
CSJVRMA	CSJVRMA Tulare	100,000	188	156	+32	
CSJVRMA	CSJVRMA Wasco	50,000	100	107	-7	
CSJVRMA	CSJVRMA Woodlake	25,000	51	44	+7	
DIRECT MEMBER	DIRECT MEMBER Contra Costa HA	50,000	170	111	+59	
DIRECT MEMBER	DIRECT MEMBER Oakland HA	50,000	226	134	+92	
ERMAL	ERMAL Beaumont	500,000	136	224	-88	
ERMAL	ERMAL Hayward	500,000	228	228		
ERMAL	ERMAL Santa Maria	500,000	215	227	-12	
MBASIA	MBASIA Capitola	500,000	122	221	-99	Decrease
MBASIA	MBASIA Del Rey Oaks	500,000	124	215	-91	

Employment Risk Management Authority

Employment Practices Liability

Member Retained Limit Analysis - Ground Up Losses
Current vs. Weighted Ranks for Indicated Change In Retained Limit

Member (A)	Entity (B)	Current Retained Limit (C)	Weighted Rank (D)	Current Rank (E)	Difference (F)	Indicator (G)
MBASIA	MBASIA Gonzales	500,000	69	217	-148	Decrease
MBASIA	MBASIA Greenfield	500,000	182	222	-40	
MBASIA	MBASIA Hollister	500,000	210	225	-15	
MBASIA	MBASIA King City	500,000	70	218	-148	Decrease
MBASIA	MBASIA Marina	500,000	186	223	-37	
MBASIA	MBASIA Sand City	500,000	46	216	-170	Decrease
MBASIA	MBASIA Scotts Valley	500,000	165	219	-54	
MBASIA	MBASIA Soledad	500,000	137	220	-83	
MPA	MPA Antioch	50,000	225	136	+89	
MPA	MPA Brentwood	50,000	220	135	+85	
MPA	MPA Clayton	50,000	50	98	-48	
MPA	MPA Danville	50,000	161	118	+43	
MPA	MPA El Cerrito	50,000	219	131	+88	
MPA	MPA Hercules	50,000	157	114	+43	
MPA	MPA Lafayette	50,000	84	110	-26	
MPA	MPA Manteca	50,000	224	137	+87	
MPA	MPA Martinez	50,000	203	129	+74	
MPA	MPA Moraga	50,000	127	108	+19	
MPA	MPA Oakley	50,000	159	122	+37	
MPA	MPA Orinda	50,000	74	105	-31	
MPA	MPA Pacifica	75,000	134	143	-9	
MPA	MPA Pinole	50,000	177	121	+56	
MPA	MPA Pittsburg	50,000	208	132	+76	
MPA	MPA Pleasant Hill	50,000	180	119	+61	
MPA	MPA San Pablo	100,000	181	154	+27	
MPA	MPA San Ramon	50,000	206	133	+73	
MPA	MPA Walnut Creek	50,000	213	138	+75	
PERMA	PERMA Banning	25,000	221	87	+134	Increase
PERMA	PERMA Barstow	25,000	207	85	+122	Increase
PERMA	PERMA Canyon Lake	25,000	55	37	+18	
PERMA	PERMA Cathedral City	25,000	197	88	+109	Increase
PERMA	PERMA Coachella	25,000	139	71	+68	
PERMA	PERMA Colton	500,000	156	226	-70	
PERMA	PERMA Desert Hot Springs	25,000	167	79	+88	
PERMA	PERMA Eastvale	25,000	169	59	+110	Increase
PERMA	PERMA Hesperia	50,000	201	124	+77	
PERMA	PERMA Holtville	25,000	24	22	+2	
PERMA	PERMA ICTC	25,000	13	10	+3	
PERMA	PERMA Jurupa Valley	25,000	143	73	+70	
PERMA	PERMA La Mesa	25,000	194	89	+105	Increase
PERMA	PERMA Murrieta	100,000	214	159	+55	
PERMA	PERMA Norco	100,000	90	150	-60	
PERMA	PERMA Perris	25,000	184	81	+103	Increase

Employment Risk Management Authority

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Member Retained Limit Analysis - Ground Up Losses
Current vs. Weighted Ranks for Indicated Change In Retained Limit

Member (A)	Entity (B)	Current Retained Limit (C)	Weighted Rank (D)	Current Rank (E)	Difference (F)	Indicator (G)
PERMA	PERMA PS Tramway	25,000	158	62	+96	Increase
PERMA	PERMA Rancho Mirage	50,000	109	115	-6	
PERMA	PERMA San Diego RTC	25,000	15	13	+2	
PERMA	PERMA San Jacinto	25,000	95	69	+26	
PERMA	PERMA SunLine	50,000	217	130	+87	
PERMA	PERMA Victor Valley Transit Authority	25,000	76	35	+41	
PERMA	PERMA Victorville	25,000	227	90	+137	Increase
PLAN	PLAN American Canyon	50,000	110	116	-6	
PLAN	PLAN Atherton (Town of)	100,000	164	151	+13	
PLAN	PLAN Burlingame	100,000	139	155	-16	
PLAN	PLAN Los Altos Hills	75,000	57	140	-83	
PLAN	PLAN Woodside (Town of)	50,000	37	95	-58	
SCORE	SCORE Biggs	25,000	14	11	+3	
SCORE	SCORE Colfax	25,000	42	12	+30	
SCORE	SCORE Dunsmuir	50,000	19	91	-72	
SCORE	SCORE Live Oak	25,000	36	34	+2	
SCORE	SCORE Loomis	25,000	23	20	+3	
SCORE	SCORE Mount Shasta	25,000	128	47	+81	
SCORE	SCORE Portola	25,000	18	16	+2	
SCORE	SCORE Rio Dell	25,000	29	26	+3	
SCORE	SCORE Shasta Lake	25,000	114	60	+54	
SCORE	SCORE Susanville	25,000	108	58	+50	
SCORE	SCORE Tulelake	25,000	42	8	+34	
SCORE	SCORE Weed	100,000	40	146	-106	Decrease
SCORE	SCORE Yreka	25,000	166	61	+105	Increase
VCJPA	VCJPA Alameda Co. MAD	25,000	56	33	+23	
VCJPA	VCJPA Burney Basin MAD	25,000	2	2		
VCJPA	VCJPA Butte Co. MVCD	25,000	28	25	+3	
VCJPA	VCJPA Coachella Valley MVCD	25,000	82	64	+18	
VCJPA	VCJPA Colusa MAD	25,000	7	5	+2	
VCJPA	VCJPA Compton Creek MAD	25,000	6	4	+2	
VCJPA	VCJPA Consolidated MAD	25,000	111	29	+82	
VCJPA	VCJPA Contra Costa MVCD	25,000	147	49	+98	Increase
VCJPA	VCJPA Delta VCD	25,000	91	30	+61	
VCJPA	VCJPA Durham MAD	25,000	1	1		
VCJPA	VCJPA Fresno MVCD	25,000	31	15	+16	
VCJPA	VCJPA Glenn Co. MVCD	25,000	5	3	+2	
VCJPA	VCJPA Greater La Co. VCD	25,000	155	74	+81	
VCJPA	VCJPA Kings MAD	25,000	27	24	+3	
VCJPA	VCJPA La Co. West VCD	25,000	115	50	+65	
VCJPA	VCJPA Lake County VCD	25,000	12	9	+3	
VCJPA	VCJPA Marin-Sonoma MVCD	25,000	83	52	+31	
VCJPA	VCJPA MVMD Of Santa Barbara County	25,000	11	7	+4	

Employment Risk Management Authority

Employment Practices Liability

Member Retained Limit Analysis - Ground Up Losses
Current vs. Weighted Ranks for Indicated Change In Retained Limit

Member (A)	Entity (B)	Current Retained Limit (C)	Weighted Rank (D)	Current Rank (E)	Difference (F)	Indicator (G)
VCJPA	VCJPA Napa Co. MAD	25,000	17	14	+3	
VCJPA	VCJPA Northwest MVCD	25,000	35	32	+3	
VCJPA	VCJPA Orange Co. VCD	25,000	120	70	+50	
VCJPA	VCJPA Placer County MAD	25,000	38	36	+2	
VCJPA	VCJPA Sac-Yolo Co. MVCD	25,000	85	66	+19	
VCJPA	VCJPA San Gabriel Valley MVCD	25,000	129	46	+83	
VCJPA	VCJPA San Joaquin Co. MVCD	25,000	77	43	+34	
VCJPA	VCJPA San Mateo Co. MAD	25,000	52	45	+7	
VCJPA	VCJPA Shasta MVCD	25,000	26	23	+3	
VCJPA	VCJPA Sutter-Yuba MVCD	25,000	49	21	+28	
VCJPA	VCJPA Tehama Co. MVCD	25,000	10	6	+4	
VCJPA	VCJPA Turlock MAD	25,000	58	17	+41	
VCJPA	VCJPA West Valley MVCD	25,000	96	27	+69	

(C) Provided by ERMA.

(D) Exhibit 1, Page 3 weighted rank from least (1) to greatest (228).

(E) Current SIR rank from least (1) to greatest (228).

(F) Difference in ranks from columns (D) and (E).

(G) Indicated Increase/Decrease if +/-93 or More in (F).

Employment Risk Management Authority

Employment Practices Liability

Member Retained Limit Analysis - Pooled Losses
Claim Count Statistics (Aggregate)

Member (A)	Entity (B)	Current Retained Limit (C)	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23
			Non-Zero Closed Claims Over Limit (D)	Non-Zero Closed Claims Over Limit (E)	Non-Zero Closed Claims Over 2x Limit (F)	Non-Zero Closed Claims Over 2x Limit (G)	Non-Zero Reported Claims Over Limit (H)	Non-Zero Reported Claims Over Limit (I)	Non-Zero Reported Claims Over 2x Limit (J)	Non-Zero Reported Claims Over 2x Limit (K)		
BCJPIA	BCJPIA Albany	50,000	-	-	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Brisbane	50,000	-	-	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Central Marin Fire Authority	100,000	-	-	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Central Marin Police Authority fma Twin Cities PA	100,000	-	-	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Corte Madera (Town of)	100,000	-	-	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Emeryville	50,000	-	-	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Emeryville Mesa	50,000	-	-	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Fairfax (Town of)	50,000	-	-	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Larkspur	250,000	-	-	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Los Altos	100,000	-	-	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Menlo Park	250,000	-	-	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Mill Valley	50,000	-	-	-	-	-	1	1	1	1	1
BCJPIA	BCJPIA Novato	250,000	2	-	1	-	2	-	2	-	1	-
BCJPIA	BCJPIA Piedmont	50,000	3	1	3	1	4	2	3	3	1	1
BCJPIA	BCJPIA Pleasanton	75,000	2	1	2	1	3	2	3	3	2	2
BCJPIA	BCJPIA San Anselmo (Town of)	50,000	-	-	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Tiburon (Town of)	25,000	-	-	-	-	1	1	-	-	-	-
BCJPIA	BCJPIA Union City	75,000	-	-	-	-	-	-	-	-	-	-
CALTIP	CALTIP El Dorado County Transit Agency	50,000	1	1	1	1	1	1	1	1	1	1
CALTIP	CALTIP Humboldt Transit Authority	75,000	-	-	-	-	-	-	-	-	-	-
CALTIP	CALTIP Livermore Amador Valley Transit Authority	50,000	-	-	-	-	-	-	-	-	-	-
CALTIP	CALTIP Mendocino Transit Authority	50,000	-	-	-	-	-	-	-	-	-	-
CALTIP	CALTIP Morongo Basin Transit Authority	50,000	-	-	-	-	-	-	-	-	-	-
CALTIP	CALTIP San Joaquin Regional Transit District	75,000	-	-	-	-	-	-	-	-	-	-
CALTIP	CALTIP San Luis Obispo Regional Transit Authority	50,000	-	-	-	-	-	-	-	-	-	-
CALTIP	CALTIP Tahoe Transportation District	50,000	-	-	-	-	1	1	1	1	1	1
CALTIP	CALTIP Western Contra Costa Transit Authority	50,000	-	-	-	-	-	-	-	-	-	-
CALTIP	CALTIP Yolo County Transportation District	50,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Amador City	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Arcata	250,000	-	-	-	-	1	1	-	-	-	-
CIRA	CIRA Avalon	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Belvedere	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Blue Lake	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Calimesa	250,000	1	-	-	-	1	-	-	-	-	-
CIRA	CIRA Calistoga	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Citrus Heights	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Clearlake	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Cloverdale	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Coalinga	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Cotati	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Eureka	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Ferndale	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Foresthill Fire Protection District	250,000	-	-	-	-	-	-	-	-	-	-

Employment Risk Management Authority

Employment Practices Liability

Member Retained Limit Analysis - Pooled Losses
Claim Count Statistics (Aggregate)

Member (A)	Entity (B)	Current Retained Limit (C)	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23
			Non-Zero Closed Claims Over Limit (D)	Non-Zero Closed Claims Over Limit (E)	Non-Zero Closed Claims Over 2x Limit (F)	Non-Zero Closed Claims Over 2x Limit (G)	Non-Zero Reported Claims Over Limit (H)	Non-Zero Reported Claims Over Limit (I)	Non-Zero Reported Claims Over 2x Limit (J)	Non-Zero Reported Claims Over 2x Limit (K)		
CIRA	CIRA Fort Bragg	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Fortuna	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Grass Valley	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Healdsburg	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Highland	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Lakeport	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Menifee	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Mosquito Fire Protection District	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Nevada City	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Placentia	250,000	-	-	-	-	-	1	1	-	-	-
CIRA	CIRA Placerville	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Plymouth	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Point Arena	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Rancho Cucamonga	250,000	1	-	-	-	-	1	-	-	-	-
CIRA	CIRA Rancho Cucamonga Fire	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Rancho Santa Margarita	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Rohnert Park	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA San Juan Bautista	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Sebastopol	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Sierra Madre	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA So. Lake Tahoe	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Sonoma	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA St Helena	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Tehama	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Trinidad	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Truckee	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Twentynine Palms	250,000	1	1	-	-	-	1	1	-	-	-
CIRA	CIRA Ukiah	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Watsonville	250,000	2	-	-	-	-	2	-	-	-	-
CIRA	CIRA Wheatland	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Wheatland Fire Authority	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Wildomar	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Willits	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Windsor	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Yountville	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Yucaipa	250,000	-	-	-	-	-	-	-	-	-	-
CIRA	CIRA Yucca Valley	250,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Angels Camp	25,000	1	1	1	1	1	1	1	1	1	1
CSJVRMA	CSJVRMA Atwater	25,000	3	-	3	-	6	2	5	1	-	-
CSJVRMA	CSJVRMA Ceres	25,000	3	1	2	1	3	1	2	1	-	-
CSJVRMA	CSJVRMA Chowchilla	25,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Corcoran	25,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Delano	25,000	3	-	3	-	7	4	5	2	-	-

Employment Risk Management Authority

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Member Retained Limit Analysis - Pooled Losses
Claim Count Statistics (Aggregate)

Member (A)	Entity (B)	Current Retained Limit (C)	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23
			Non-Zero Closed Claims Over Limit (D)	Non-Zero Closed Claims Over Limit (E)	Non-Zero Closed Claims Over 2x Limit (F)	Non-Zero Closed Claims Over 2x Limit (G)	Non-Zero Reported Claims Over Limit (H)	Non-Zero Reported Claims Over Limit (I)	Non-Zero Reported Claims Over 2x Limit (J)	Non-Zero Reported Claims Over 2x Limit (K)		
CSJVRMA	CSJVRMA Dinuba	100,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Dos Palos	25,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Escalon	25,000	-	-	-	-	2	2	1	1	-	-
CSJVRMA	CSJVRMA Exeter	25,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Farmersville	75,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Fowler	25,000	1	-	1	-	1	-	1	-	1	-
CSJVRMA	CSJVRMA Gustine	25,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Hughson	25,000	1	-	1	-	2	1	1	1	-	-
CSJVRMA	CSJVRMA Huron	25,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Kerman	25,000	1	-	1	-	1	-	1	-	1	-
CSJVRMA	CSJVRMA Kingsburg	25,000	1	-	1	-	2	-	2	-	2	-
CSJVRMA	CSJVRMA Lathrop	25,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Lemoore	25,000	2	2	-	-	3	3	1	1	1	1
CSJVRMA	CSJVRMA Livingston	25,000	1	1	1	1	4	4	3	3	3	3
CSJVRMA	CSJVRMA Madera	25,000	-	-	-	-	1	1	-	-	-	-
CSJVRMA	CSJVRMA Mcfarland	50,000	2	-	1	-	2	-	1	-	1	-
CSJVRMA	CSJVRMA Mendota	25,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Merced	100,000	-	-	-	-	1	1	1	1	1	1
CSJVRMA	CSJVRMA Newman	25,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Oakdale	50,000	1	-	-	-	1	-	-	-	-	-
CSJVRMA	CSJVRMA Orange Cove	50,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Patterson	50,000	1	1	1	1	1	1	1	1	1	1
CSJVRMA	CSJVRMA Porterville	25,000	1	-	1	-	7	6	5	4	4	4
CSJVRMA	CSJVRMA Reedley	25,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Riverbank	50,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA San Joaquin	25,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Sanger	25,000	1	-	1	-	4	3	3	2	2	2
CSJVRMA	CSJVRMA Selma	50,000	-	-	-	-	2	2	1	1	1	1
CSJVRMA	CSJVRMA Shafter	25,000	3	1	2	-	4	1	3	-	-	-
CSJVRMA	CSJVRMA Sonora	25,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Taft	25,000	1	-	1	-	1	-	1	-	1	-
CSJVRMA	CSJVRMA Tehachapi	25,000	1	-	-	-	4	3	1	1	1	1
CSJVRMA	CSJVRMA Tracy	100,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Tulare	100,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Wasco	50,000	1	-	1	-	1	-	1	-	1	-
CSJVRMA	CSJVRMA Woodlake	25,000	-	-	-	-	-	-	-	-	-	-
DIRECT MEMBER	DIRECT MEMBER Contra Costa HA	50,000	-	-	-	-	-	-	-	-	-	-
DIRECT MEMBER	DIRECT MEMBER Oakland HA	50,000	5	2	2	1	5	2	2	1	1	1
ERMAL	ERMAL Beaumont	500,000	-	-	-	-	-	-	-	-	-	-
ERMAL	ERMAL Hayward	500,000	-	-	-	-	-	-	-	-	-	-
ERMAL	ERMAL Santa Maria	500,000	-	-	-	-	-	-	-	-	-	-
MBASIA	MBASIA Capitola	500,000	-	-	-	-	-	-	-	-	-	-
MBASIA	MBASIA Del Rey Oaks	500,000	-	-	-	-	-	-	-	-	-	-

Employment Risk Management Authority

Employment Practices Liability

Member Retained Limit Analysis - Pooled Losses
Claim Count Statistics (Aggregate)

Member (A)	Entity (B)	Current Retained Limit (C)	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23
			Non-Zero Closed Claims Over Limit	Non-Zero Closed Claims Over Limit	Non-Zero Closed Claims Over 2x Limit	Non-Zero Closed Claims Over 2x Limit	Non-Zero Reported Claims Over Limit	Non-Zero Reported Claims Over Limit	Non-Zero Reported Claims Over 2x Limit	Non-Zero Reported Claims Over 2x Limit		
MBASIA	MBASIA Gonzales	500,000	-	-	-	-	-	-	-	-	-	-
MBASIA	MBASIA Greenfield	500,000	-	-	-	-	-	-	-	-	-	-
MBASIA	MBASIA Hollister	500,000	-	-	-	-	-	-	-	-	-	-
MBASIA	MBASIA King City	500,000	-	-	-	-	-	-	-	-	-	-
MBASIA	MBASIA Marina	500,000	-	-	-	-	-	-	-	-	-	-
MBASIA	MBASIA Sand City	500,000	-	-	-	-	-	-	-	-	-	-
MBASIA	MBASIA Scotts Valley	500,000	-	-	-	-	-	-	-	-	-	-
MBASIA	MBASIA Soledad	500,000	-	-	-	-	-	-	-	-	-	-
MPA	MPA Antioch	50,000	1	1	1	1	2	2	2	2	2	2
MPA	MPA Brentwood	50,000	2	1	1	-	2	1	1	1	-	-
MPA	MPA Clayton	50,000	-	-	-	-	-	-	-	-	-	-
MPA	MPA Danville	50,000	1	-	1	-	1	-	1	-	1	-
MPA	MPA El Cerrito	50,000	1	1	1	1	1	1	1	1	1	1
MPA	MPA Hercules	50,000	1	-	-	-	1	-	-	-	-	-
MPA	MPA Lafayette	50,000	-	-	-	-	-	-	-	-	-	-
MPA	MPA Manteca	50,000	3	1	2	1	4	2	3	2	2	2
MPA	MPA Martinez	50,000	-	-	-	-	-	-	-	-	-	-
MPA	MPA Moraga	50,000	-	-	-	-	1	1	1	1	1	1
MPA	MPA Oakley	50,000	-	-	-	-	-	-	-	-	-	-
MPA	MPA Orinda	50,000	-	-	-	-	-	-	-	-	-	-
MPA	MPA Pacifica	75,000	-	-	-	-	-	-	-	-	-	-
MPA	MPA Pinole	50,000	-	-	-	-	-	-	-	-	-	-
MPA	MPA Pittsburg	50,000	2	-	2	-	2	-	2	-	2	-
MPA	MPA Pleasant Hill	50,000	1	-	1	-	2	1	2	1	2	1
MPA	MPA San Pablo	100,000	-	-	-	-	1	1	1	1	1	1
MPA	MPA San Ramon	50,000	-	-	-	-	-	-	-	-	-	-
MPA	MPA Walnut Creek	50,000	2	-	2	-	2	-	2	-	2	-
PERMA	PERMA Banning	25,000	5	2	4	1	9	6	7	4	4	4
PERMA	PERMA Barstow	25,000	4	2	4	2	8	6	6	6	4	4
PERMA	PERMA Canyon Lake	25,000	-	-	-	-	-	-	-	-	-	-
PERMA	PERMA Cathedral City	25,000	2	-	2	-	3	1	2	-	-	-
PERMA	PERMA Coachella	25,000	-	-	-	-	1	1	-	-	-	-
PERMA	PERMA Colton	500,000	-	-	-	-	-	-	-	-	-	-
PERMA	PERMA Desert Hot Springs	25,000	1	1	1	1	1	1	1	1	1	1
PERMA	PERMA Eastvale	25,000	3	3	3	3	6	6	3	3	3	3
PERMA	PERMA Hesperia	50,000	-	-	-	-	-	-	-	-	-	-
PERMA	PERMA Holtville	25,000	-	-	-	-	-	-	-	-	-	-
PERMA	PERMA ICTC	25,000	-	-	-	-	-	-	-	-	-	-
PERMA	PERMA Jurupa Valley	25,000	1	1	-	-	1	1	-	-	-	-
PERMA	PERMA La Mesa	25,000	4	2	1	-	4	2	1	-	-	-
PERMA	PERMA Murrieta	100,000	-	-	-	-	-	-	-	-	-	-
PERMA	PERMA Norco	100,000	-	-	-	-	-	-	-	-	-	-
PERMA	PERMA Perris	25,000	-	-	-	-	3	3	2	2	2	2

Employment Risk Management Authority

Employment Practices Liability

Member Retained Limit Analysis - Pooled Losses
Claim Count Statistics (Aggregate)

Member (A)	Entity (B)	Current Retained Limit (C)	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23
			Non-Zero Closed Claims Over Limit (D)	Non-Zero Closed Claims Over Limit (E)	Non-Zero Closed Claims Over 2x Limit (F)	Non-Zero Closed Claims Over 2x Limit (G)	Non-Zero Reported Claims Over Limit (H)	Non-Zero Reported Claims Over Limit (I)	Non-Zero Reported Claims Over 2x Limit (J)	Non-Zero Reported Claims Over 2x Limit (K)		
PERMA	PERMA PS Tramway	25,000	2	1	1	1	3	2	2	2	2	
PERMA	PERMA Rancho Mirage	50,000	-	-	-	-	-	-	-	-	-	
PERMA	PERMA San Diego RTC	25,000	-	-	-	-	-	-	-	-	-	
PERMA	PERMA San Jacinto	25,000	-	-	-	-	-	-	-	-	-	
PERMA	PERMA SunLine	50,000	4	2	4	2	7	5	6	4	4	
PERMA	PERMA Victor Valley Transit Authority	25,000	-	-	-	-	-	-	-	-	-	
PERMA	PERMA Victorville	25,000	2	2	1	1	5	5	3	3	3	
PLAN	PLAN American Canyon	50,000	-	-	-	-	-	-	-	-	-	
PLAN	PLAN Atherton (Town of)	100,000	1	1	1	1	1	1	1	1	1	
PLAN	PLAN Burlingame	100,000	-	-	-	-	-	-	-	-	-	
PLAN	PLAN Los Altos Hills	75,000	-	-	-	-	-	-	-	-	-	
PLAN	PLAN Woodside (Town of)	50,000	-	-	-	-	-	-	-	-	-	
SCORE	SCORE Biggs	25,000	-	-	-	-	-	-	-	-	-	
SCORE	SCORE Colfax	25,000	-	-	-	-	-	-	-	-	-	
SCORE	SCORE Dunsmuir	50,000	-	-	-	-	-	-	-	-	-	
SCORE	SCORE Live Oak	25,000	-	-	-	-	-	-	-	-	-	
SCORE	SCORE Loomis	25,000	-	-	-	-	-	-	-	-	-	
SCORE	SCORE Mount Shasta	25,000	1	-	1	-	1	-	1	-	-	
SCORE	SCORE Portola	25,000	-	-	-	-	-	-	-	-	-	
SCORE	SCORE Rio Dell	25,000	-	-	-	-	-	-	-	-	-	
SCORE	SCORE Shasta Lake	25,000	-	-	-	-	-	-	-	-	-	
SCORE	SCORE Susanville	25,000	1	-	1	-	1	-	1	-	-	
SCORE	SCORE Tulelake	25,000	-	-	-	-	-	-	-	-	-	
SCORE	SCORE Weed	100,000	-	-	-	-	-	-	-	-	-	
SCORE	SCORE Yreka	25,000	2	2	2	2	4	4	3	3	3	
VCJPA	VCJPA Alameda Co. MAD	25,000	1	-	-	-	1	-	-	-	-	
VCJPA	VCJPA Burney Basin MAD	25,000	-	-	-	-	-	-	-	-	-	
VCJPA	VCJPA Butte Co. MVCD	25,000	-	-	-	-	-	-	-	-	-	
VCJPA	VCJPA Coachella Valley MVCD	25,000	-	-	-	-	-	-	-	-	-	
VCJPA	VCJPA Colusa MAD	25,000	-	-	-	-	-	-	-	-	-	
VCJPA	VCJPA Compton Creek MAD	25,000	-	-	-	-	-	-	-	-	-	
VCJPA	VCJPA Consolidated MAD	25,000	1	1	-	-	1	1	-	-	-	
VCJPA	VCJPA Contra Costa MVCD	25,000	3	2	1	1	3	2	1	1	1	
VCJPA	VCJPA Delta VCD	25,000	1	1	-	-	1	1	-	-	-	
VCJPA	VCJPA Durham MAD	25,000	-	-	-	-	-	-	-	-	-	
VCJPA	VCJPA Fresno MVCD	25,000	-	-	-	-	-	-	-	-	-	
VCJPA	VCJPA Glenn Co. MVCD	25,000	-	-	-	-	-	-	-	-	-	
VCJPA	VCJPA Greater La Co. VCD	25,000	-	-	-	-	2	2	-	-	-	
VCJPA	VCJPA Kings MAD	25,000	-	-	-	-	-	-	-	-	-	
VCJPA	VCJPA La Co. West VCD	25,000	1	-	1	-	2	1	2	1	1	
VCJPA	VCJPA Lake County VCD	25,000	-	-	-	-	-	-	-	-	-	
VCJPA	VCJPA Marin-Sonoma MVCD	25,000	-	-	-	-	1	1	-	-	-	
VCJPA	VCJPA MVMD Of Santa Barbara County	25,000	-	-	-	-	-	-	-	-	-	

Employment Risk Management Authority

Employment Practices Liability

Member Retained Limit Analysis - Pooled Losses
Claim Count Statistics (Aggregate)

Member (A)	Entity (B)	Current Retained Limit (C)	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23
			Non-Zero Closed Claims Over Limit	Non-Zero Closed Claims Over Limit	Non-Zero Closed Claims Over 2x Limit	Non-Zero Closed Claims Over 2x Limit	Non-Zero Reported Claims Over Limit	Non-Zero Reported Claims Over Limit	Non-Zero Reported Claims Over 2x Limit	Non-Zero Reported Claims Over 2x Limit		
VCJPA	VCJPA Napa Co. MAD	25,000	-	-	-	-	-	-	-	-	-	-
VCJPA	VCJPA Northwest MVCD	25,000	-	-	-	-	-	-	-	-	-	-
VCJPA	VCJPA Orange Co. VCD	25,000	-	-	-	-	-	-	-	-	-	-
VCJPA	VCJPA Placer County MAD	25,000	-	-	-	-	-	-	-	-	-	-
VCJPA	VCJPA Sac-Yolo Co. MVCD	25,000	-	-	-	-	-	-	-	-	-	-
VCJPA	VCJPA San Gabriel Valley MVCD	25,000	3	-	2	-	3	-	2	-	-	-
VCJPA	VCJPA San Joaquin Co. MVCD	25,000	1	-	1	-	1	-	1	-	-	-
VCJPA	VCJPA San Mateo Co. MAD	25,000	-	-	-	-	-	-	-	-	-	-
VCJPA	VCJPA Shasta MVCD	25,000	-	-	-	-	-	-	-	-	-	-
VCJPA	VCJPA Sutter-Yuba MVCD	25,000	-	-	-	-	1	1	-	-	-	-
VCJPA	VCJPA Tehama Co. MVCD	25,000	-	-	-	-	-	-	-	-	-	-
VCJPA	VCJPA Turlock MAD	25,000	-	-	-	-	-	-	-	-	-	-
VCJPA	VCJPA West Valley MVCD	25,000	1	1	1	1	1	1	1	1	1	1
Total				106	41	74	27	180	112	115	65	

(C) Provided by ERMA.

(D) thru (K) From Data as of December 31, 2023.

Employment Risk Management Authority

Employment Practices Liability

Member Retained Limit Analysis - Pooled Losses
Claim Count Statistics (Annual)

Member (A)	Entity (B)	Current Retained Limit (C)	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23
			Non-Zero Closed Claims Over Limit (D)	Non-Zero Closed Claims Over Limit (E)	Non-Zero Closed Claims Over 2x Limit (F)	Non-Zero Closed Claims Over 2x Limit (G)	Non-Zero Reported Claims Over Limit (H)	Non-Zero Reported Claims Over Limit (I)	Non-Zero Reported Claims Over 2x Limit (J)	Non-Zero Reported Claims Over 2x Limit (K)
BCJPIA	BCJPIA Albany	50,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Brisbane	50,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Central Marin Fire Authority	100,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Central Marin Police Authority fma Twin Cities PA	100,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Corte Madera (Town of)	100,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Emeryville	50,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Emeryville Mesa	50,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Fairfax (Town of)	50,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Larkspur	250,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Los Altos	100,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Menlo Park	250,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Mill Valley	50,000	-	-	-	-	0.10	0.20	0.10	0.20
BCJPIA	BCJPIA Novato	250,000	0.20	-	0.10	-	0.20	-	0.10	-
BCJPIA	BCJPIA Piedmont	50,000	0.30	0.20	0.30	0.20	0.40	0.40	0.30	0.20
BCJPIA	BCJPIA Pleasanton	75,000	0.20	0.20	0.20	0.20	0.30	0.40	0.30	0.40
BCJPIA	BCJPIA San Anselmo (Town of)	50,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Tiburon (Town of)	25,000	-	-	-	-	0.10	0.20	-	-
BCJPIA	BCJPIA Union City	75,000	-	-	-	-	-	-	-	-
CALTIP	CALTIP El Dorado County Transit Agency	50,000	0.10	0.20	0.10	0.20	0.10	0.20	0.10	0.20
CALTIP	CALTIP Humboldt Transit Authority	75,000	-	-	-	-	-	-	-	-
CALTIP	CALTIP Livermore Amador Valley Transit Authority	50,000	-	-	-	-	-	-	-	-
CALTIP	CALTIP Mendocino Transit Authority	50,000	-	-	-	-	-	-	-	-
CALTIP	CALTIP Morongo Basin Transit Authority	50,000	-	-	-	-	-	-	-	-
CALTIP	CALTIP San Joaquin Regional Transit District	75,000	-	-	-	-	-	-	-	-
CALTIP	CALTIP San Luis Obispo Regional Transit Authority	50,000	-	-	-	-	-	-	-	-
CALTIP	CALTIP Tahoe Transportation District	50,000	-	-	-	-	0.10	0.20	0.10	0.20
CALTIP	CALTIP Western Contra Costa Transit Authority	50,000	-	-	-	-	-	-	-	-
CALTIP	CALTIP Yolo County Transportation District	50,000	-	-	-	-	-	-	-	-
CIRA	CIRA Amador City	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Arcata	250,000	-	-	-	-	0.10	0.20	-	-
CIRA	CIRA Avalon	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Belvedere	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Blue Lake	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Calimesa	250,000	0.10	-	-	-	0.10	-	-	-
CIRA	CIRA Calistoga	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Citrus Heights	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Clearlake	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Cloverdale	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Coalinga	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Cotati	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Eureka	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Ferndale	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Foresthill Fire Protection District	250,000	-	-	-	-	-	-	-	-

Employment Risk Management Authority

Employment Practices Liability

Member Retained Limit Analysis - Pooled Losses
Claim Count Statistics (Annual)

Member (A)	Entity (B)	Current Retained Limit (C)	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23
			Non-Zero Closed Claims Over Limit (D)	Non-Zero Closed Claims Over Limit (E)	Non-Zero Closed Claims Over 2x Limit (F)	Non-Zero Closed Claims Over 2x Limit (G)	Non-Zero Reported Claims Over Limit (H)	Non-Zero Reported Claims Over Limit (I)	Non-Zero Reported Claims Over 2x Limit (J)	Non-Zero Reported Claims Over 2x Limit (K)
CIRA	CIRA Fort Bragg	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Fortuna	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Grass Valley	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Healdsburg	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Highland	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Lakeport	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Menifee	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Mosquito Fire Protection District	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Nevada City	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Placentia	250,000	-	-	-	-	0.10	0.20	-	-
CIRA	CIRA Placerville	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Plymouth	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Point Arena	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Rancho Cucamonga	250,000	0.10	-	-	-	0.10	-	-	-
CIRA	CIRA Rancho Cucamonga Fire	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Rancho Santa Margarita	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Rohnert Park	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA San Juan Bautista	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Sebastopol	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Sierra Madre	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA So. Lake Tahoe	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Sonoma	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA St Helena	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Tehama	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Trinidad	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Truckee	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Twentynine Palms	250,000	0.10	0.20	-	-	0.10	0.20	-	-
CIRA	CIRA Ukiah	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Watsonville	250,000	0.20	-	-	-	0.20	-	-	-
CIRA	CIRA Wheatland	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Wheatland Fire Authority	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Wildomar	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Willits	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Windsor	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Yountville	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Yucaipa	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Yucca Valley	250,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Angels Camp	25,000	0.10	0.20	0.10	0.20	0.10	0.20	0.10	0.20
CSJVRMA	CSJVRMA Atwater	25,000	0.30	-	0.30	-	0.60	0.40	0.50	0.20
CSJVRMA	CSJVRMA Ceres	25,000	0.30	0.20	0.20	0.20	0.30	0.20	0.20	0.20
CSJVRMA	CSJVRMA Chowchilla	25,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Corcoran	25,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Delano	25,000	0.30	-	0.30	-	0.70	0.80	0.50	0.40

Employment Risk Management Authority

Employment Practices Liability

Member Retained Limit Analysis - Pooled Losses
Claim Count Statistics (Annual)

Member (A)	Entity (B)	Current Retained Limit (C)	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23
			Non-Zero Closed Claims Over Limit (D)	Non-Zero Closed Claims Over Limit (E)	Non-Zero Closed Claims Over 2x Limit (F)	Non-Zero Closed Claims Over 2x Limit (G)	Non-Zero Reported Claims Over Limit (H)	Non-Zero Reported Claims Over Limit (I)	Non-Zero Reported Claims Over 2x Limit (J)	Non-Zero Reported Claims Over 2x Limit (K)		
CSJVRMA	CSJVRMA Dinuba	100,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Dos Palos	25,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Escalon	25,000	-	-	-	-	0.20	0.40	0.10	0.20	-	-
CSJVRMA	CSJVRMA Exeter	25,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Farmersville	75,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Fowler	25,000	0.10	-	0.10	-	0.10	-	0.10	-	0.10	-
CSJVRMA	CSJVRMA Gustine	25,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Hughson	25,000	0.10	-	0.10	-	0.20	0.20	0.10	0.10	-	-
CSJVRMA	CSJVRMA Huron	25,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Kerman	25,000	0.10	-	0.10	-	0.10	-	0.10	-	0.10	-
CSJVRMA	CSJVRMA Kingsburg	25,000	0.10	-	0.10	-	0.20	-	0.20	-	0.20	-
CSJVRMA	CSJVRMA Lathrop	25,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Lemoore	25,000	0.20	0.40	-	-	0.30	0.60	0.10	0.10	0.20	0.20
CSJVRMA	CSJVRMA Livingston	25,000	0.10	0.20	0.10	0.20	0.40	0.80	0.30	0.30	0.30	0.60
CSJVRMA	CSJVRMA Madera	25,000	-	-	-	-	0.10	0.20	-	-	-	-
CSJVRMA	CSJVRMA Mcfarland	50,000	0.20	-	0.10	-	0.20	-	0.10	0.10	-	-
CSJVRMA	CSJVRMA Mendota	25,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Merced	100,000	-	-	-	-	0.10	0.20	0.10	0.10	0.10	0.20
CSJVRMA	CSJVRMA Newman	25,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Oakdale	50,000	0.10	-	-	-	0.10	-	-	-	-	-
CSJVRMA	CSJVRMA Orange Cove	50,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Patterson	50,000	0.10	0.20	0.10	0.20	0.10	0.20	0.10	0.10	0.10	0.20
CSJVRMA	CSJVRMA Porterville	25,000	0.10	-	0.10	-	0.70	1.20	0.50	0.50	0.50	0.80
CSJVRMA	CSJVRMA Reedley	25,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Riverbank	50,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA San Joaquin	25,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Sanger	25,000	0.10	-	0.10	-	0.40	0.60	0.30	0.30	0.30	0.40
CSJVRMA	CSJVRMA Selma	50,000	-	-	-	-	0.20	0.40	0.10	0.10	0.10	0.20
CSJVRMA	CSJVRMA Shafter	25,000	0.30	0.20	0.20	-	0.40	0.20	0.30	0.30	-	-
CSJVRMA	CSJVRMA Sonora	25,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Taft	25,000	0.10	-	0.10	-	0.10	-	0.10	-	0.10	-
CSJVRMA	CSJVRMA Tehachapi	25,000	0.10	-	-	-	0.40	0.60	0.10	0.10	0.10	0.20
CSJVRMA	CSJVRMA Tracy	100,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Tulare	100,000	-	-	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Wasco	50,000	0.10	-	0.10	-	0.10	-	0.10	-	0.10	-
CSJVRMA	CSJVRMA Woodlake	25,000	-	-	-	-	-	-	-	-	-	-
DIRECT MEMBER	DIRECT MEMBER Contra Costa HA	50,000	-	-	-	-	-	-	-	-	-	-
DIRECT MEMBER	DIRECT MEMBER Oakland HA	50,000	0.50	0.40	0.20	0.20	0.50	0.40	0.20	0.20	0.20	0.20
ERMAL	ERMAL Beaumont	500,000	-	-	-	-	-	-	-	-	-	-
ERMAL	ERMAL Hayward	500,000	-	-	-	-	-	-	-	-	-	-
ERMAL	ERMAL Santa Maria	500,000	-	-	-	-	-	-	-	-	-	-
MBASIA	MBASIA Capitola	500,000	-	-	-	-	-	-	-	-	-	-
MBASIA	MBASIA Del Rey Oaks	500,000	-	-	-	-	-	-	-	-	-	-

Employment Risk Management Authority

Employment Practices Liability

Member Retained Limit Analysis - Pooled Losses
Claim Count Statistics (Annual)

Member (A)	Entity (B)	Current Retained Limit (C)	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23
			Non-Zero Closed Claims Over Limit (D)	Non-Zero Closed Claims Over Limit (E)	Non-Zero Closed Claims Over 2x Limit (F)	Non-Zero Closed Claims Over 2x Limit (G)	Non-Zero Reported Claims Over Limit (H)	Non-Zero Reported Claims Over Limit (I)	Non-Zero Reported Claims Over 2x Limit (J)	Non-Zero Reported Claims Over 2x Limit (K)
MBASIA	MBASIA Gonzales	500,000	-	-	-	-	-	-	-	-
MBASIA	MBASIA Greenfield	500,000	-	-	-	-	-	-	-	-
MBASIA	MBASIA Hollister	500,000	-	-	-	-	-	-	-	-
MBASIA	MBASIA King City	500,000	-	-	-	-	-	-	-	-
MBASIA	MBASIA Marina	500,000	-	-	-	-	-	-	-	-
MBASIA	MBASIA Sand City	500,000	-	-	-	-	-	-	-	-
MBASIA	MBASIA Scotts Valley	500,000	-	-	-	-	-	-	-	-
MBASIA	MBASIA Soledad	500,000	-	-	-	-	-	-	-	-
MPA	MPA Antioch	50,000	0.10	0.20	0.10	0.20	0.20	0.40	0.20	0.40
MPA	MPA Brentwood	50,000	0.20	0.20	0.10	-	0.20	0.20	0.10	-
MPA	MPA Clayton	50,000	-	-	-	-	-	-	-	-
MPA	MPA Danville	50,000	0.10	-	0.10	-	0.10	-	0.10	-
MPA	MPA El Cerrito	50,000	0.10	0.20	0.10	0.20	0.10	0.20	0.10	0.20
MPA	MPA Hercules	50,000	0.10	-	-	-	0.10	-	-	-
MPA	MPA Lafayette	50,000	-	-	-	-	-	-	-	-
MPA	MPA Manteca	50,000	0.30	0.20	0.20	0.20	0.40	0.40	0.30	0.40
MPA	MPA Martinez	50,000	-	-	-	-	-	-	-	-
MPA	MPA Moraga	50,000	-	-	-	-	0.10	0.20	0.10	0.20
MPA	MPA Oakley	50,000	-	-	-	-	-	-	-	-
MPA	MPA Orinda	50,000	-	-	-	-	-	-	-	-
MPA	MPA Pacifica	75,000	-	-	-	-	-	-	-	-
MPA	MPA Pinole	50,000	-	-	-	-	-	-	-	-
MPA	MPA Pittsburg	50,000	0.20	-	0.20	-	0.20	-	0.20	-
MPA	MPA Pleasant Hill	50,000	0.10	-	0.10	-	0.20	0.20	0.20	0.20
MPA	MPA San Pablo	100,000	-	-	-	-	0.10	0.20	0.10	0.20
MPA	MPA San Ramon	50,000	-	-	-	-	-	-	-	-
MPA	MPA Walnut Creek	50,000	0.20	-	0.20	-	0.20	-	0.20	-
PERMA	PERMA Banning	25,000	0.50	0.40	0.40	0.20	0.90	1.20	0.70	0.80
PERMA	PERMA Barstow	25,000	0.40	0.40	0.40	0.40	0.80	1.20	0.60	0.80
PERMA	PERMA Canyon Lake	25,000	-	-	-	-	-	-	-	-
PERMA	PERMA Cathedral City	25,000	0.20	-	0.20	-	0.30	0.20	0.20	-
PERMA	PERMA Coachella	25,000	-	-	-	-	0.10	0.20	-	-
PERMA	PERMA Colton	500,000	-	-	-	-	-	-	-	-
PERMA	PERMA Desert Hot Springs	25,000	0.10	0.20	0.10	0.20	0.10	0.20	0.10	0.20
PERMA	PERMA Eastvale	25,000	0.30	0.60	0.30	0.60	0.60	1.20	0.30	0.60
PERMA	PERMA Hesperia	50,000	-	-	-	-	-	-	-	-
PERMA	PERMA Holtville	25,000	-	-	-	-	-	-	-	-
PERMA	PERMA ICTC	25,000	-	-	-	-	-	-	-	-
PERMA	PERMA Jurupa Valley	25,000	0.10	0.20	-	-	0.10	0.20	-	-
PERMA	PERMA La Mesa	25,000	0.40	0.40	0.10	-	0.40	0.40	0.10	-
PERMA	PERMA Murrieta	100,000	-	-	-	-	-	-	-	-
PERMA	PERMA Norco	100,000	-	-	-	-	-	-	-	-
PERMA	PERMA Perris	25,000	-	-	-	-	0.30	0.60	0.20	0.40

Employment Risk Management Authority

Employment Practices Liability

Member Retained Limit Analysis - Pooled Losses
Claim Count Statistics (Annual)

Member (A)	Entity (B)	Current Retained Limit (C)	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23
			Non-Zero Closed Claims Over Limit (D)	Non-Zero Closed Claims Over Limit (E)	Non-Zero Closed Claims Over 2x Limit (F)	Non-Zero Closed Claims Over 2x Limit (G)	Non-Zero Reported Claims Over Limit (H)	Non-Zero Reported Claims Over Limit (I)	Non-Zero Reported Claims Over 2x Limit (J)	Non-Zero Reported Claims Over 2x Limit (K)
PERMA	PERMA PS Tramway	25,000	0.20	0.20	0.10	0.20	0.30	0.40	0.20	0.40
PERMA	PERMA Rancho Mirage	50,000	-	-	-	-	-	-	-	-
PERMA	PERMA San Diego RTC	25,000	-	-	-	-	-	-	-	-
PERMA	PERMA San Jacinto	25,000	-	-	-	-	-	-	-	-
PERMA	PERMA SunLine	50,000	0.40	0.40	0.40	0.40	0.70	1.00	0.60	0.80
PERMA	PERMA Victor Valley Transit Authority	25,000	-	-	-	-	-	-	-	-
PERMA	PERMA Victorville	25,000	0.20	0.40	0.10	0.20	0.50	1.00	0.30	0.60
PLAN	PLAN American Canyon	50,000	-	-	-	-	-	-	-	-
PLAN	PLAN Atherton (Town of)	100,000	0.10	0.20	0.10	0.20	0.10	0.20	0.10	0.20
PLAN	PLAN Burlingame	100,000	-	-	-	-	-	-	-	-
PLAN	PLAN Los Altos Hills	75,000	-	-	-	-	-	-	-	-
PLAN	PLAN Woodside (Town of)	50,000	-	-	-	-	-	-	-	-
SCORE	SCORE Biggs	25,000	-	-	-	-	-	-	-	-
SCORE	SCORE Colfax	25,000	-	-	-	-	-	-	-	-
SCORE	SCORE Dunsmuir	50,000	-	-	-	-	-	-	-	-
SCORE	SCORE Live Oak	25,000	-	-	-	-	-	-	-	-
SCORE	SCORE Loomis	25,000	-	-	-	-	-	-	-	-
SCORE	SCORE Mount Shasta	25,000	0.10	-	0.10	-	0.10	-	0.10	-
SCORE	SCORE Portola	25,000	-	-	-	-	-	-	-	-
SCORE	SCORE Rio Dell	25,000	-	-	-	-	-	-	-	-
SCORE	SCORE Shasta Lake	25,000	-	-	-	-	-	-	-	-
SCORE	SCORE Susanville	25,000	0.10	-	0.10	-	0.10	-	0.10	-
SCORE	SCORE Tulelake	25,000	-	-	-	-	-	-	-	-
SCORE	SCORE Weed	100,000	-	-	-	-	-	-	-	-
SCORE	SCORE Yreka	25,000	0.20	0.40	0.20	0.40	0.40	0.80	0.30	0.60
VCJPA	VCJPA Alameda Co. MAD	25,000	0.10	-	-	-	0.10	-	-	-
VCJPA	VCJPA Burney Basin MAD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Butte Co. MVCD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Coachella Valley MVCD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Colusa MAD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Compton Creek MAD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Consolidated MAD	25,000	0.10	0.20	-	-	0.10	0.20	-	-
VCJPA	VCJPA Contra Costa MVCD	25,000	0.30	0.40	0.10	0.20	0.30	0.40	0.10	0.20
VCJPA	VCJPA Delta VCD	25,000	0.10	0.20	-	-	0.10	0.20	-	-
VCJPA	VCJPA Durham MAD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Fresno MVCD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Glenn Co. MVCD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Greater La Co. VCD	25,000	-	-	-	-	0.20	0.40	-	-
VCJPA	VCJPA Kings MAD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA La Co. West VCD	25,000	0.10	-	0.10	-	0.20	0.20	0.20	0.20
VCJPA	VCJPA Lake County VCD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Marin-Sonoma MVCD	25,000	-	-	-	-	0.10	0.20	-	-
VCJPA	VCJPA MVMD Of Santa Barbara County	25,000	-	-	-	-	-	-	-	-

Employment Risk Management Authority

Employment Practices Liability

Member Retained Limit Analysis - Pooled Losses
Claim Count Statistics (Annual)

Member (A)	Entity (B)	Current Retained Limit (C)	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23
			Non-Zero Closed Claims Over Limit	Non-Zero Closed Claims Over Limit	Non-Zero Closed Claims Over 2x Limit	Non-Zero Closed Claims Over 2x Limit	Non-Zero Reported Claims Over Limit	Non-Zero Reported Claims Over Limit	Non-Zero Reported Claims Over 2x Limit	Non-Zero Reported Claims Over 2x Limit		
VCJPA	VCJPA Napa Co. MAD	25,000	-	-	-	-	-	-	-	-	-	-
VCJPA	VCJPA Northwest MVCD	25,000	-	-	-	-	-	-	-	-	-	-
VCJPA	VCJPA Orange Co. VCD	25,000	-	-	-	-	-	-	-	-	-	-
VCJPA	VCJPA Placer County MAD	25,000	-	-	-	-	-	-	-	-	-	-
VCJPA	VCJPA Sac-Yolo Co. MVCD	25,000	-	-	-	-	-	-	-	-	-	-
VCJPA	VCJPA San Gabriel Valley MVCD	25,000	0.30	-	0.20	-	0.30	-	0.20	-	-	-
VCJPA	VCJPA San Joaquin Co. MVCD	25,000	0.10	-	0.10	-	0.10	-	0.10	-	-	-
VCJPA	VCJPA San Mateo Co. MAD	25,000	-	-	-	-	-	-	-	-	-	-
VCJPA	VCJPA Shasta MVCD	25,000	-	-	-	-	-	-	-	-	-	-
VCJPA	VCJPA Sutter-Yuba MVCD	25,000	-	-	-	-	0.10	0.20	-	-	-	-
VCJPA	VCJPA Tehama Co. MVCD	25,000	-	-	-	-	-	-	-	-	-	-
VCJPA	VCJPA Turlock MAD	25,000	-	-	-	-	-	-	-	-	-	-
VCJPA	VCJPA West Valley MVCD	25,000	0.10	0.20	0.10	0.20	0.10	0.20	0.10	0.20	0.10	0.20
Total			10.60	8.20	7.40	5.40	18.00	22.40	11.50	13.00		
Average			0.05	0.04	0.03	0.02	0.08	0.10	0.05	0.06		
Lower Limit	50%		0.02	-	0.02	-	0.04	-	0.03	-		
Upper Limit	150%		0.07	0.05	0.05	0.04	0.12	0.15	0.08	0.09		

(C) Provided by ERMA.

(D) thru (K) Exhibit 2, Page 1 divided by applicable years of exposure.

Employment Risk Management Authority

Employment Practices Liability

Member Retained Limit Analysis - Pooled Losses
Loss Statistics (Aggregate)

Member (A)	Entity (B)	Current Retained Limit (C)	13/14-22/23 Paid Over Limit (D)	18/19-22/23 Paid Over Limit (E)	13/14-22/23 Paid Over 2x Limit (F)	18/19-22/23 Paid Over 2x Limit (G)	13/14-22/23 Incurred Over Limit (H)	18/19-22/23 Incurred Over Limit (I)	13/14-22/23 Incurred Over 2x Limit (J)	18/19-22/23 Incurred Over 2x Limit (K)
BCJPIA	BCJPIA Albany	50,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Brisbane	50,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Central Marin Fire Authority	100,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Central Marin Police Authority fma Twin Cities PA	100,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Corte Madera (Town of)	100,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Emeryville	50,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Emeryville Mesa	50,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Fairfax (Town of)	50,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Larkspur	250,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Los Altos	100,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Menlo Park	250,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Mill Valley	50,000	117,982	117,982	67,982	67,982	250,000	250,000	200,000	200,000
BCJPIA	BCJPIA Novato	250,000	641,157	-	296,836	-	641,157	-	296,836	-
BCJPIA	BCJPIA Piedmont	50,000	394,081	75,446	238,909	20,274	428,909	110,274	238,909	20,274
BCJPIA	BCJPIA Pleasanton	75,000	321,652	132,054	171,652	57,054	421,652	232,054	196,652	82,054
BCJPIA	BCJPIA San Anselmo (Town of)	50,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Tiburon (Town of)	25,000	-	-	-	-	10,000	10,000	-	-
BCJPIA	BCJPIA Union City	75,000	-	-	-	-	-	-	-	-
CALTIP	CALTIP El Dorado County Transit Agency	50,000	115,245	115,245	65,245	65,245	115,245	115,245	65,245	65,245
CALTIP	CALTIP Humboldt Transit Authority	75,000	-	-	-	-	-	-	-	-
CALTIP	CALTIP Livermore Amador Valley Transit Authority	50,000	-	-	-	-	-	-	-	-
CALTIP	CALTIP Mendocino Transit Authority	50,000	-	-	-	-	-	-	-	-
CALTIP	CALTIP Morongo Basin Transit Authority	50,000	-	-	-	-	-	-	-	-
CALTIP	CALTIP San Joaquin Regional Transit District	75,000	-	-	-	-	-	-	-	-
CALTIP	CALTIP San Luis Obispo Regional Transit Authority	50,000	-	-	-	-	-	-	-	-
CALTIP	CALTIP Tahoe Transportation District	50,000	35,496	35,496	-	-	155,496	155,496	105,496	105,496
CALTIP	CALTIP Western Contra Costa Transit Authority	50,000	-	-	-	-	-	-	-	-
CALTIP	CALTIP Yolo County Transportation District	50,000	-	-	-	-	-	-	-	-
CIRA	CIRA Amador City	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Arcata	250,000	71,606	71,606	-	-	150,000	150,000	-	-
CIRA	CIRA Avalon	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Belvedere	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Blue Lake	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Calimesa	250,000	165,527	-	-	-	165,527	-	-	-
CIRA	CIRA Calistoga	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Citrus Heights	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Clearlake	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Cloverdale	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Coalinga	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Cotati	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Eureka	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Ferndale	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Foresthill Fire Protection District	250,000	-	-	-	-	-	-	-	-

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CIRA	CIRA Fort Bragg	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Fortuna	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Grass Valley	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Healdsburg	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Highland	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Lakeport	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Menifee	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Mosquito Fire Protection District	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Nevada City	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Placencia	250,000	-	-	-	-	50,000	50,000	-	-
CIRA	CIRA Placerville	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Plymouth	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Point Arena	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Rancho Cucamonga	250,000	103,831	-	-	-	103,831	-	-	-
CIRA	CIRA Rancho Cucamonga Fire	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Rancho Santa Margarita	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Rohnert Park	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA San Juan Bautista	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Sebastopol	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Sierra Madre	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA So. Lake Tahoe	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Sonoma	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA St Helena	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Tehama	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Trinidad	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Truckee	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Twentynine Palms	250,000	30,608	30,608	-	-	30,608	30,608	-	-
CIRA	CIRA Ukiah	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Watsonville	250,000	33,020	-	-	-	33,020	-	-	-
CIRA	CIRA Wheatland	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Wheatland Fire Authority	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Wildomar	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Willits	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Windsor	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Yountville	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Yucaipa	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Yucca Valley	250,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Angels Camp	25,000	77,136	77,136	52,136	52,136	77,136	77,136	52,136	52,136
CSJVRMA	CSJVRMA Atwater	25,000	1,453,565	857,841	1,328,565	832,841	1,595,574	910,000	1,460,574	875,000
CSJVRMA	CSJVRMA Ceres	25,000	790,975	143,374	726,846	118,374	790,975	143,374	726,846	118,374
CSJVRMA	CSJVRMA Chowchilla	25,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Corcoran	25,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Delano	25,000	436,339	131,927	324,171	94,759	556,579	252,167	411,579	182,167

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CSJVRMA	CSJVRMA Dinuba	100,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Dos Palos	25,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Escalon	25,000	4,449	4,449	-	-	40,000	40,000	5,000	5,000
CSJVRMA	CSJVRMA Exeter	25,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Farmersville	75,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Fowler	25,000	214,205	-	189,205	-	214,205	-	189,205	-
CSJVRMA	CSJVRMA Gustine	25,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Hughson	25,000	124,828	-	99,828	-	134,828	10,000	99,828	-
CSJVRMA	CSJVRMA Huron	25,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Kerman	25,000	78,897	-	53,897	-	78,897	-	53,897	-
CSJVRMA	CSJVRMA Kingsburg	25,000	285,038	-	235,038	-	362,955	-	312,955	-
CSJVRMA	CSJVRMA Lathrop	25,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Lemoore	25,000	16,689	16,689	-	-	46,689	46,689	5,000	5,000
CSJVRMA	CSJVRMA Livingston	25,000	402,728	402,728	348,952	348,952	512,108	512,108	427,108	427,108
CSJVRMA	CSJVRMA Madera	25,000	-	-	-	-	10,000	10,000	-	-
CSJVRMA	CSJVRMA Mcfarland	50,000	300,333	-	223,050	-	300,333	-	223,050	-
CSJVRMA	CSJVRMA Mendota	25,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Merced	100,000	55,638	55,638	-	-	500,000	500,000	400,000	400,000
CSJVRMA	CSJVRMA Newman	25,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Oakdale	50,000	40,002	-	-	-	40,002	-	-	-
CSJVRMA	CSJVRMA Orange Cove	50,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Patterson	50,000	101,292	101,292	51,292	51,292	101,292	101,292	51,292	51,292
CSJVRMA	CSJVRMA Porterville	25,000	1,604,820	984,934	1,483,476	888,590	2,286,136	1,666,250	2,131,136	1,536,250
CSJVRMA	CSJVRMA Reedley	25,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Riverbank	50,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA San Joaquin	25,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Sanger	25,000	163,836	113,993	88,836	63,993	259,844	210,000	174,844	150,000
CSJVRMA	CSJVRMA Selma	50,000	22,460	22,460	-	-	270,000	270,000	200,000	200,000
CSJVRMA	CSJVRMA Shafter	25,000	1,046,246	6,461	964,785	-	1,065,451	6,461	983,991	-
CSJVRMA	CSJVRMA Sonora	25,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Taft	25,000	44,326	-	19,326	-	44,326	-	19,326	-
CSJVRMA	CSJVRMA Tehachapi	25,000	21,786	16,804	-	-	84,982	80,000	35,000	35,000
CSJVRMA	CSJVRMA Tracy	100,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Tulare	100,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Wasco	50,000	71,775	-	21,775	-	71,775	-	21,775	-
CSJVRMA	CSJVRMA Woodlake	25,000	-	-	-	-	-	-	-	-
DIRECT MEMBER	DIRECT MEMBER Contra Costa HA	50,000	-	-	-	-	-	-	-	-
DIRECT MEMBER	DIRECT MEMBER Oakland HA	50,000	323,176	72,280	117,454	11,215	323,176	72,280	117,454	11,215
ERMAL	ERMAL Beaumont	500,000	-	-	-	-	-	-	-	-
ERMAL	ERMAL Hayward	500,000	-	-	-	-	-	-	-	-
ERMAL	ERMAL Santa Maria	500,000	-	-	-	-	-	-	-	-
MBASIA	MBASIA Capitola	500,000	-	-	-	-	-	-	-	-
MBASIA	MBASIA Del Rey Oaks	500,000	-	-	-	-	-	-	-	-

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MBASIA	MBASIA Gonzales	500,000	-	-	-	-	-	-	-	-
MBASIA	MBASIA Greenfield	500,000	-	-	-	-	-	-	-	-
MBASIA	MBASIA Hollister	500,000	-	-	-	-	-	-	-	-
MBASIA	MBASIA King City	500,000	-	-	-	-	-	-	-	-
MBASIA	MBASIA Marina	500,000	-	-	-	-	-	-	-	-
MBASIA	MBASIA Sand City	500,000	-	-	-	-	-	-	-	-
MBASIA	MBASIA Scotts Valley	500,000	-	-	-	-	-	-	-	-
MBASIA	MBASIA Soledad	500,000	-	-	-	-	-	-	-	-
MPA	MPA Antioch	50,000	349,058	349,058	249,058	249,058	405,542	405,542	305,542	305,542
MPA	MPA Brentwood	50,000	971,568	21,568	900,000	-	971,568	21,568	900,000	-
MPA	MPA Clayton	50,000	-	-	-	-	-	-	-	-
MPA	MPA Danville	50,000	56,485	-	6,485	-	56,485	-	6,485	-
MPA	MPA El Cerrito	50,000	658,225	658,225	608,225	608,225	658,225	658,225	608,225	608,225
MPA	MPA Hercules	50,000	26,619	-	-	-	26,619	-	-	-
MPA	MPA Lafayette	50,000	-	-	-	-	-	-	-	-
MPA	MPA Manteca	50,000	587,509	442,710	432,886	342,710	700,339	555,540	545,716	455,540
MPA	MPA Martinez	50,000	-	-	-	-	-	-	-	-
MPA	MPA Moraga	50,000	137,022	137,022	87,022	87,022	165,000	165,000	115,000	115,000
MPA	MPA Oakley	50,000	-	-	-	-	-	-	-	-
MPA	MPA Orinda	50,000	-	-	-	-	-	-	-	-
MPA	MPA Pacifica	75,000	-	-	-	-	-	-	-	-
MPA	MPA Pinole	50,000	-	-	-	-	-	-	-	-
MPA	MPA Pittsburg	50,000	432,696	-	332,696	-	432,696	-	332,696	-
MPA	MPA Pleasant Hill	50,000	954,293	4,293	900,000	-	1,004,293	54,293	904,293	4,293
MPA	MPA San Pablo	100,000	81,652	81,652	-	-	130,000	130,000	30,000	30,000
MPA	MPA San Ramon	50,000	-	-	-	-	-	-	-	-
MPA	MPA Walnut Creek	50,000	386,446	-	286,446	-	386,446	-	286,446	-
PERMA	PERMA Banning	25,000	1,595,453	1,069,863	1,460,957	1,010,367	1,772,852	1,247,262	1,584,717	1,134,127
PERMA	PERMA Barstow	25,000	1,293,411	772,375	1,162,508	691,473	2,216,471	1,695,436	2,036,471	1,565,436
PERMA	PERMA Canyon Lake	25,000	-	-	-	-	-	-	-	-
PERMA	PERMA Cathedral City	25,000	726,297	-	676,297	-	736,297	10,000	676,297	-
PERMA	PERMA Coachella	25,000	3,083	3,083	-	-	18,083	18,083	-	-
PERMA	PERMA Colton	500,000	-	-	-	-	-	-	-	-
PERMA	PERMA Desert Hot Springs	25,000	144,154	144,154	119,154	119,154	144,154	144,154	119,154	119,154
PERMA	PERMA Eastvale	25,000	274,464	274,464	199,464	199,464	304,464	304,464	199,464	199,464
PERMA	PERMA Hesperia	50,000	-	-	-	-	-	-	-	-
PERMA	PERMA Holtville	25,000	-	-	-	-	-	-	-	-
PERMA	PERMA ICTC	25,000	-	-	-	-	-	-	-	-
PERMA	PERMA Jurupa Valley	25,000	10,902	10,902	-	-	10,902	10,902	-	-
PERMA	PERMA La Mesa	25,000	60,298	9,611	6,646	-	60,298	9,611	6,646	-
PERMA	PERMA Murrieta	100,000	-	-	-	-	-	-	-	-
PERMA	PERMA Norco	100,000	-	-	-	-	-	-	-	-
PERMA	PERMA Perris	25,000	191,962	191,962	141,962	141,962	300,128	300,128	240,128	240,128

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PERMA	PERMA PS Tramway	25,000	59,414	55,168	30,168	30,168	109,414	105,168	55,168	55,168
PERMA	PERMA Rancho Mirage	50,000	-	-	-	-	-	-	-	-
PERMA	PERMA San Diego RTC	25,000	-	-	-	-	-	-	-	-
PERMA	PERMA San Jacinto	25,000	-	-	-	-	-	-	-	-
PERMA	PERMA SunLine	50,000	470,058	293,159	209,357	132,458	629,065	452,167	282,438	205,539
PERMA	PERMA Victor Valley Transit Authority	25,000	-	-	-	-	-	-	-	-
PERMA	PERMA Victorville	25,000	319,961	319,961	233,146	233,146	454,839	454,839	358,024	358,024
PLAN	PLAN American Canyon	50,000	-	-	-	-	-	-	-	-
PLAN	PLAN Atherton (Town of)	100,000	229,563	229,563	129,563	129,563	229,563	229,563	129,563	129,563
PLAN	PLAN Burlingame	100,000	-	-	-	-	-	-	-	-
PLAN	PLAN Los Altos Hills	75,000	-	-	-	-	-	-	-	-
PLAN	PLAN Woodside (Town of)	50,000	-	-	-	-	-	-	-	-
SCORE	SCORE Biggs	25,000	-	-	-	-	-	-	-	-
SCORE	SCORE Colfax	25,000	-	-	-	-	-	-	-	-
SCORE	SCORE Dunsmuir	50,000	-	-	-	-	-	-	-	-
SCORE	SCORE Live Oak	25,000	-	-	-	-	-	-	-	-
SCORE	SCORE Loomis	25,000	-	-	-	-	-	-	-	-
SCORE	SCORE Mount Shasta	25,000	475,000	-	450,000	-	475,000	-	450,000	-
SCORE	SCORE Portola	25,000	-	-	-	-	-	-	-	-
SCORE	SCORE Rio Dell	25,000	-	-	-	-	-	-	-	-
SCORE	SCORE Shasta Lake	25,000	-	-	-	-	-	-	-	-
SCORE	SCORE Susanville	25,000	164,878	-	139,878	-	164,878	-	139,878	-
SCORE	SCORE Tulelake	25,000	-	-	-	-	-	-	-	-
SCORE	SCORE Weed	100,000	-	-	-	-	-	-	-	-
SCORE	SCORE Yreka	25,000	304,887	304,887	229,887	229,887	375,814	375,814	290,814	290,814
VCJPA	VCJPA Alameda Co. MAD	25,000	6,858	-	-	-	6,858	-	-	-
VCJPA	VCJPA Burney Basin MAD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Butte Co. MVCD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Coachella Valley MVCD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Colusa MAD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Compton Creek MAD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Consolidated MAD	25,000	16,300	16,300	-	-	16,300	16,300	-	-
VCJPA	VCJPA Contra Costa MVCD	25,000	87,615	62,689	30,639	30,639	87,615	62,689	30,639	30,639
VCJPA	VCJPA Delta VCD	25,000	12,718	12,718	-	-	12,718	12,718	-	-
VCJPA	VCJPA Durham MAD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Fresno MVCD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Glenn Co. MVCD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Greater La Co. VCD	25,000	-	-	-	-	20,000	20,000	-	-
VCJPA	VCJPA Kings MAD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA La Co. West VCD	25,000	46,326	-	21,326	-	146,326	100,000	96,326	75,000
VCJPA	VCJPA Lake County VCD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Marin-Sonoma MVCD	25,000	-	-	-	-	10,000	10,000	-	-
VCJPA	VCJPA MVMD Of Santa Barbara County	25,000	-	-	-	-	-	-	-	-

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VCJPA	VCJPA Napa Co. MAD	25,000	-	-	-	-	-	-	-	-	
VCJPA	VCJPA Northwest MVCD	25,000	-	-	-	-	-	-	-	-	
VCJPA	VCJPA Orange Co. VCD	25,000	-	-	-	-	-	-	-	-	
VCJPA	VCJPA Placer County MAD	25,000	-	-	-	-	-	-	-	-	
VCJPA	VCJPA Sac-Yolo Co. MVCD	25,000	-	-	-	-	-	-	-	-	
VCJPA	VCJPA San Gabriel Valley MVCD	25,000	562,561	-	496,254	-	562,561	-	496,254	-	
VCJPA	VCJPA San Joaquin Co. MVCD	25,000	126,510	-	101,510	-	126,510	-	101,510	-	
VCJPA	VCJPA San Mateo Co. MAD	25,000	-	-	-	-	-	-	-	-	
VCJPA	VCJPA Shasta MVCD	25,000	-	-	-	-	-	-	-	-	
VCJPA	VCJPA Sutter-Yuba MVCD	25,000	-	-	-	-	10,000	10,000	-	-	
VCJPA	VCJPA Tehama Co. MVCD	25,000	-	-	-	-	-	-	-	-	
VCJPA	VCJPA Turlock MAD	25,000	-	-	-	-	-	-	-	-	
VCJPA	VCJPA West Valley MVCD	25,000	58,207	58,207	33,207	33,207	58,207	58,207	33,207	33,207	
Total				21,593,196	9,110,038	16,843,996	6,941,210	26,319,237	13,649,108	20,566,234	10,476,476

(C) Provided by ERMA.

(D) thru (K) From Data as of December 31, 2023.

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BCJPIA	BCJPIA Albany	50,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Brisbane	50,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Central Marin Fire Authority	100,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Central Marin Police Authority fma Twin Cities PA	100,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Corte Madera (Town of)	100,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Emeryville	50,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Emeryville Mesa	50,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Fairfax (Town of)	50,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Larkspur	250,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Los Altos	100,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Menlo Park	250,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Mill Valley	50,000	11,798	23,596	6,798	13,596	25,000	50,000	20,000	40,000
BCJPIA	BCJPIA Novato	250,000	64,116	-	29,684	-	64,116	-	29,684	-
BCJPIA	BCJPIA Piedmont	50,000	39,408	15,089	23,891	4,055	42,891	22,055	23,891	4,055
BCJPIA	BCJPIA Pleasanton	75,000	32,165	26,411	17,165	11,411	42,165	46,411	19,665	16,411
BCJPIA	BCJPIA San Anselmo (Town of)	50,000	-	-	-	-	-	-	-	-
BCJPIA	BCJPIA Tiburon (Town of)	25,000	-	-	-	-	1,000	2,000	-	-
BCJPIA	BCJPIA Union City	75,000	-	-	-	-	-	-	-	-
CALTIP	CALTIP El Dorado County Transit Agency	50,000	11,525	23,049	6,525	13,049	11,525	23,049	6,525	13,049
CALTIP	CALTIP Humboldt Transit Authority	75,000	-	-	-	-	-	-	-	-
CALTIP	CALTIP Livermore Amador Valley Transit Authority	50,000	-	-	-	-	-	-	-	-
CALTIP	CALTIP Mendocino Transit Authority	50,000	-	-	-	-	-	-	-	-
CALTIP	CALTIP Morongo Basin Transit Authority	50,000	-	-	-	-	-	-	-	-
CALTIP	CALTIP San Joaquin Regional Transit District	75,000	-	-	-	-	-	-	-	-
CALTIP	CALTIP San Luis Obispo Regional Transit Authority	50,000	-	-	-	-	-	-	-	-
CALTIP	CALTIP Tahoe Transportation District	50,000	3,550	7,099	-	-	15,550	31,099	10,550	21,099
CALTIP	CALTIP Western Contra Costa Transit Authority	50,000	-	-	-	-	-	-	-	-
CALTIP	CALTIP Yolo County Transportation District	50,000	-	-	-	-	-	-	-	-
CIRA	CIRA Amador City	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Arcata	250,000	7,161	14,321	-	-	15,000	30,000	-	-
CIRA	CIRA Avalon	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Belvedere	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Blue Lake	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Calimesa	250,000	16,553	-	-	-	16,553	-	-	-
CIRA	CIRA Calistoga	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Citrus Heights	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Clearlake	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Cloverdale	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Coalinga	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Cotati	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Eureka	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Ferndale	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Foresthill Fire Protection District	250,000	-	-	-	-	-	-	-	-

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CIRA	CIRA Fort Bragg	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Fortuna	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Grass Valley	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Healdsburg	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Highland	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Lakeport	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Menifee	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Mosquito Fire Protection District	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Nevada City	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Placentia	250,000	-	-	-	-	5,000	10,000	-	-
CIRA	CIRA Placerville	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Plymouth	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Point Arena	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Rancho Cucamonga	250,000	10,383	-	-	-	10,383	-	-	-
CIRA	CIRA Rancho Cucamonga Fire	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Rancho Santa Margarita	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Rohnert Park	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA San Juan Bautista	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Sebastopol	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Sierra Madre	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA So. Lake Tahoe	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Sonoma	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA St Helena	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Tehama	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Trinidad	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Truckee	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Twentynine Palms	250,000	3,061	6,122	-	-	3,061	6,122	-	-
CIRA	CIRA Ukiah	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Watsonville	250,000	3,302	-	-	-	3,302	-	-	-
CIRA	CIRA Wheatland	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Wheatland Fire Authority	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Wildomar	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Willits	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Windsor	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Yountville	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Yucaipa	250,000	-	-	-	-	-	-	-	-
CIRA	CIRA Yucca Valley	250,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Angels Camp	25,000	7,714	15,427	5,214	10,427	7,714	15,427	5,214	10,427
CSJVRMA	CSJVRMA Atwater	25,000	145,357	171,568	132,857	166,568	159,557	182,000	146,057	175,000
CSJVRMA	CSJVRMA Ceres	25,000	79,098	28,675	72,685	23,675	79,098	28,675	72,685	23,675
CSJVRMA	CSJVRMA Chowchilla	25,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Corcoran	25,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Delano	25,000	43,634	26,385	32,417	18,952	55,658	50,433	41,158	36,433

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CSJVRMA	CSJVRMA Dinuba	100,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Dos Palos	25,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Escalon	25,000	445	890	-	-	4,000	8,000	500	1,000
CSJVRMA	CSJVRMA Exeter	25,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Farmersville	75,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Fowler	25,000	21,420	-	18,920	-	21,420	-	18,920	-
CSJVRMA	CSJVRMA Gustine	25,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Hughson	25,000	12,483	-	9,983	-	13,483	2,000	9,983	-
CSJVRMA	CSJVRMA Huron	25,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Kerman	25,000	7,890	-	5,390	-	7,890	-	5,390	-
CSJVRMA	CSJVRMA Kingsburg	25,000	28,504	-	23,504	-	36,295	-	31,295	-
CSJVRMA	CSJVRMA Lathrop	25,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Lemoore	25,000	1,669	3,338	-	-	4,669	9,338	500	1,000
CSJVRMA	CSJVRMA Livingston	25,000	40,273	80,546	34,895	69,790	51,211	102,422	42,711	85,422
CSJVRMA	CSJVRMA Madera	25,000	-	-	-	-	1,000	2,000	-	-
CSJVRMA	CSJVRMA Mcfarland	50,000	30,033	-	22,305	-	30,033	-	22,305	-
CSJVRMA	CSJVRMA Mendota	25,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Merced	100,000	5,564	11,128	-	-	50,000	100,000	40,000	80,000
CSJVRMA	CSJVRMA Newman	25,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Oakdale	50,000	4,000	-	-	-	4,000	-	-	-
CSJVRMA	CSJVRMA Orange Cove	50,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Patterson	50,000	10,129	20,258	5,129	10,258	10,129	20,258	5,129	10,258
CSJVRMA	CSJVRMA Porterville	25,000	160,482	196,987	148,348	177,718	228,614	333,250	213,114	307,250
CSJVRMA	CSJVRMA Reedley	25,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Riverbank	50,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA San Joaquin	25,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Sanger	25,000	16,384	22,799	8,884	12,799	25,984	42,000	17,484	30,000
CSJVRMA	CSJVRMA Selma	50,000	2,246	4,492	-	-	27,000	54,000	20,000	40,000
CSJVRMA	CSJVRMA Shafter	25,000	104,625	1,292	96,479	-	106,545	1,292	98,399	-
CSJVRMA	CSJVRMA Sonora	25,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Taft	25,000	4,433	-	1,933	-	4,433	-	1,933	-
CSJVRMA	CSJVRMA Tehachapi	25,000	2,179	3,361	-	-	8,498	16,000	3,500	7,000
CSJVRMA	CSJVRMA Tracy	100,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Tulare	100,000	-	-	-	-	-	-	-	-
CSJVRMA	CSJVRMA Wasco	50,000	7,178	-	2,178	-	7,178	-	2,178	-
CSJVRMA	CSJVRMA Woodlake	25,000	-	-	-	-	-	-	-	-
DIRECT MEMBER	DIRECT MEMBER Contra Costa HA	50,000	-	-	-	-	-	-	-	-
DIRECT MEMBER	DIRECT MEMBER Oakland HA	50,000	32,318	14,456	11,745	2,243	32,318	14,456	11,745	2,243
ERMAC	ERMAC Beaumont	500,000	-	-	-	-	-	-	-	-
ERMAC	ERMAC Hayward	500,000	-	-	-	-	-	-	-	-
ERMAC	ERMAC Santa Maria	500,000	-	-	-	-	-	-	-	-
MBASIA	MBASIA Capitola	500,000	-	-	-	-	-	-	-	-
MBASIA	MBASIA Del Rey Oaks	500,000	-	-	-	-	-	-	-	-

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MBASIA	MBASIA Gonzales	500,000	-	-	-	-	-	-	-	-
MBASIA	MBASIA Greenfield	500,000	-	-	-	-	-	-	-	-
MBASIA	MBASIA Hollister	500,000	-	-	-	-	-	-	-	-
MBASIA	MBASIA King City	500,000	-	-	-	-	-	-	-	-
MBASIA	MBASIA Marina	500,000	-	-	-	-	-	-	-	-
MBASIA	MBASIA Sand City	500,000	-	-	-	-	-	-	-	-
MBASIA	MBASIA Scotts Valley	500,000	-	-	-	-	-	-	-	-
MBASIA	MBASIA Soledad	500,000	-	-	-	-	-	-	-	-
MPA	MPA Antioch	50,000	34,906	69,812	24,906	49,812	40,554	81,108	30,554	61,108
MPA	MPA Brentwood	50,000	97,157	4,314	90,000	-	97,157	4,314	90,000	-
MPA	MPA Clayton	50,000	-	-	-	-	-	-	-	-
MPA	MPA Danville	50,000	5,648	-	648	-	5,648	-	648	-
MPA	MPA El Cerrito	50,000	65,823	131,645	60,823	121,645	65,823	131,645	60,823	121,645
MPA	MPA Hercules	50,000	2,662	-	-	-	2,662	-	-	-
MPA	MPA Lafayette	50,000	-	-	-	-	-	-	-	-
MPA	MPA Manteca	50,000	58,751	88,542	43,289	68,542	70,034	111,108	54,572	91,108
MPA	MPA Martinez	50,000	-	-	-	-	-	-	-	-
MPA	MPA Moraga	50,000	13,702	27,404	8,702	17,404	16,500	33,000	11,500	23,000
MPA	MPA Oakley	50,000	-	-	-	-	-	-	-	-
MPA	MPA Orinda	50,000	-	-	-	-	-	-	-	-
MPA	MPA Pacifica	75,000	-	-	-	-	-	-	-	-
MPA	MPA Pinole	50,000	-	-	-	-	-	-	-	-
MPA	MPA Pittsburg	50,000	43,270	-	33,270	-	43,270	-	33,270	-
MPA	MPA Pleasant Hill	50,000	95,429	859	90,000	-	100,429	10,859	90,429	859
MPA	MPA San Pablo	100,000	8,165	16,330	-	-	13,000	26,000	3,000	6,000
MPA	MPA San Ramon	50,000	-	-	-	-	-	-	-	-
MPA	MPA Walnut Creek	50,000	38,645	-	28,645	-	38,645	-	28,645	-
PERMA	PERMA Banning	25,000	159,545	213,973	146,096	202,073	177,285	249,452	158,472	226,825
PERMA	PERMA Barstow	25,000	129,341	154,475	116,251	138,295	221,647	339,087	203,647	313,087
PERMA	PERMA Canyon Lake	25,000	-	-	-	-	-	-	-	-
PERMA	PERMA Cathedral City	25,000	72,630	-	67,630	-	73,630	2,000	67,630	-
PERMA	PERMA Coachella	25,000	308	617	-	-	1,808	3,617	-	-
PERMA	PERMA Colton	500,000	-	-	-	-	-	-	-	-
PERMA	PERMA Desert Hot Springs	25,000	14,415	28,831	11,915	23,831	14,415	28,831	11,915	23,831
PERMA	PERMA Eastvale	25,000	27,446	54,893	19,946	39,893	30,446	60,893	19,946	39,893
PERMA	PERMA Hesperia	50,000	-	-	-	-	-	-	-	-
PERMA	PERMA Holtville	25,000	-	-	-	-	-	-	-	-
PERMA	PERMA ICTC	25,000	-	-	-	-	-	-	-	-
PERMA	PERMA Jurupa Valley	25,000	1,090	2,180	-	-	1,090	2,180	-	-
PERMA	PERMA La Mesa	25,000	6,030	1,922	665	-	6,030	1,922	665	-
PERMA	PERMA Murrieta	100,000	-	-	-	-	-	-	-	-
PERMA	PERMA Norco	100,000	-	-	-	-	-	-	-	-
PERMA	PERMA Perris	25,000	19,196	38,392	14,196	28,392	30,013	60,026	24,013	48,026

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PERMA	PERMA PS Tramway	25,000	5,941	11,034	3,017	6,034	10,941	21,034	5,517	11,034
PERMA	PERMA Rancho Mirage	50,000	-	-	-	-	-	-	-	-
PERMA	PERMA San Diego RTC	25,000	-	-	-	-	-	-	-	-
PERMA	PERMA San Jacinto	25,000	-	-	-	-	-	-	-	-
PERMA	PERMA SunLine	50,000	47,006	58,632	20,936	26,492	62,907	90,433	28,244	41,108
PERMA	PERMA Victor Valley Transit Authority	25,000	-	-	-	-	-	-	-	-
PERMA	PERMA Victorville	25,000	31,996	63,992	23,315	46,629	45,484	90,968	35,802	71,605
PLAN	PLAN American Canyon	50,000	-	-	-	-	-	-	-	-
PLAN	PLAN Atherton (Town of)	100,000	22,956	45,913	12,956	25,913	22,956	45,913	12,956	25,913
PLAN	PLAN Burlingame	100,000	-	-	-	-	-	-	-	-
PLAN	PLAN Los Altos Hills	75,000	-	-	-	-	-	-	-	-
PLAN	PLAN Woodside (Town of)	50,000	-	-	-	-	-	-	-	-
SCORE	SCORE Biggs	25,000	-	-	-	-	-	-	-	-
SCORE	SCORE Colfax	25,000	-	-	-	-	-	-	-	-
SCORE	SCORE Dunsmuir	50,000	-	-	-	-	-	-	-	-
SCORE	SCORE Live Oak	25,000	-	-	-	-	-	-	-	-
SCORE	SCORE Loomis	25,000	-	-	-	-	-	-	-	-
SCORE	SCORE Mount Shasta	25,000	47,500	-	45,000	-	47,500	-	45,000	-
SCORE	SCORE Portola	25,000	-	-	-	-	-	-	-	-
SCORE	SCORE Rio Dell	25,000	-	-	-	-	-	-	-	-
SCORE	SCORE Shasta Lake	25,000	-	-	-	-	-	-	-	-
SCORE	SCORE Susanville	25,000	16,488	-	13,988	-	16,488	-	13,988	-
SCORE	SCORE Tulelake	25,000	-	-	-	-	-	-	-	-
SCORE	SCORE Weed	100,000	-	-	-	-	-	-	-	-
SCORE	SCORE Yreka	25,000	30,489	60,977	22,989	45,977	37,581	75,163	29,081	58,163
VCJPA	VCJPA Alameda Co. MAD	25,000	686	-	-	-	686	-	-	-
VCJPA	VCJPA Burney Basin MAD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Butte Co. MVCD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Coachella Valley MVCD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Colusa MAD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Compton Creek MAD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Consolidated MAD	25,000	1,630	3,260	-	-	1,630	3,260	-	-
VCJPA	VCJPA Contra Costa MVCD	25,000	8,761	12,538	3,064	6,128	8,761	12,538	3,064	6,128
VCJPA	VCJPA Delta VCD	25,000	1,272	2,544	-	-	1,272	2,544	-	-
VCJPA	VCJPA Durham MAD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Fresno MVCD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Glenn Co. MVCD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Greater La Co. VCD	25,000	-	-	-	-	2,000	4,000	-	-
VCJPA	VCJPA Kings MAD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA La Co. West VCD	25,000	4,633	-	2,133	-	14,633	20,000	9,633	15,000
VCJPA	VCJPA Lake County VCD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Marin-Sonoma MVCD	25,000	-	-	-	-	1,000	2,000	-	-
VCJPA	VCJPA MVMD Of Santa Barbara County	25,000	-	-	-	-	-	-	-	-

Employment Risk Management Authority

Employment Practices Liability

Member Retained Limit Analysis - Pooled Losses
Loss Statistics (Annual)

Member (A)	Entity (B)	Current Retained Limit (C)	13/14-22/23 Paid Over Limit (D)	18/19-22/23 Paid Over Limit (E)	13/14-22/23 Paid Over 2x Limit (F)	18/19-22/23 Paid Over 2x Limit (G)	13/14-22/23 Incurred Over Limit (H)	18/19-22/23 Incurred Over Limit (I)	13/14-22/23 Incurred Over 2x Limit (J)	18/19-22/23 Incurred Over 2x Limit (K)
VCJPA	VCJPA Napa Co. MAD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Northwest MVCD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Orange Co. VCD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Placer County MAD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Sac-Yolo Co. MVCD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA San Gabriel Valley MVCD	25,000	56,256	-	49,625	-	56,256	-	49,625	-
VCJPA	VCJPA San Joaquin Co. MVCD	25,000	12,651	-	10,151	-	12,651	-	10,151	-
VCJPA	VCJPA San Mateo Co. MAD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Shasta MVCD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Sutter-Yuba MVCD	25,000	-	-	-	-	1,000	2,000	-	-
VCJPA	VCJPA Tehama Co. MVCD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA Turlock MAD	25,000	-	-	-	-	-	-	-	-
VCJPA	VCJPA West Valley MVCD	25,000	5,821	11,641	3,321	6,641	5,821	11,641	3,321	6,641
Total			2,159,320	1,822,008	1,684,400	1,388,242	2,631,924	2,729,822	2,056,623	2,095,295
<=50,000 SIR Average			14,391	12,332	11,772	9,789	17,293	17,865	14,140	14,253
<=50,000 SIR Lower Limit			50%	7,195	6,166	5,886	4,895	8,646	8,933	7,070
<=50,000 SIR Upper Limit			150%	21,586	18,498	17,659	14,684	25,939	26,798	21,210
>50,000 SIR Average			1,927	1,336	665	415	2,728	2,938	1,170	1,426
>50,000 SIR Lower Limit			50%	963	668	332	207	1,364	1,469	585
>50,000 SIR Upper Limit			150%	2,890	2,004	997	622	4,092	4,407	1,755

(C) Provided by ERMA.

(D) thru (K) Exhibit 2, Page 3 divided by applicable years of exposure.

Employment Risk Management Authority

Employment Practices Liability

Member Retained Limit Analysis - Pooled Losses
Change Index Based on Claim Count Statistics

Member (A)	Entity (B)	Current Retained Limit (C)	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23
			Non-Zero Closed Claims Over Limit (D)	Non-Zero Closed Claims Over Limit (E)	Non-Zero Closed Claims Over 2x Limit (F)	Non-Zero Closed Claims Over 2x Limit (G)	Non-Zero Reported Claims Over Limit (H)	Non-Zero Reported Claims Over Limit (I)	Non-Zero Reported Claims Over 2x Limit (J)	Non-Zero Reported Claims Over 2x Limit (K)		
BCJPIA	BCJPIA Albany	50,000	-1		-1			-1			-1	
BCJPIA	BCJPIA Brisbane	50,000	-1		-1			-1			-1	
BCJPIA	BCJPIA Central Marin Fire Authority	100,000	-1		-1			-1			-1	
BCJPIA	BCJPIA Central Marin Police Authority fma Twin Cities PA	100,000	-1		-1			-1			-1	
BCJPIA	BCJPIA Corte Madera (Town of)	100,000	-1		-1			-1			-1	
BCJPIA	BCJPIA Emeryville	50,000	-1		-1			-1			-1	
BCJPIA	BCJPIA Emeryville Mesa	50,000	-1		-1			-1			-1	
BCJPIA	BCJPIA Fairfax (Town of)	50,000	-1		-1			-1			-1	
BCJPIA	BCJPIA Larkspur	250,000	-1		-1			-1			-1	
BCJPIA	BCJPIA Los Altos	100,000	-1		-1			-1			-1	
BCJPIA	BCJPIA Menlo Park	250,000	-1		-1			-1			-1	
BCJPIA	BCJPIA Mill Valley	50,000	-1		-1				+1		+1	+1
BCJPIA	BCJPIA Novato	250,000	+1		+1			+1			+1	
BCJPIA	BCJPIA Piedmont	50,000	+1	+1	+1	+1	+1	+1	+1	+1	+1	+1
BCJPIA	BCJPIA Pleasanton	75,000	+1	+1	+1	+1	+1	+1	+1	+1	+1	+1
BCJPIA	BCJPIA San Anselmo (Town of)	50,000	-1		-1			-1			-1	
BCJPIA	BCJPIA Tiburon (Town of)	25,000	-1		-1				+1		-1	
BCJPIA	BCJPIA Union City	75,000	-1		-1			-1			-1	
CALTIP	CALTIP El Dorado County Transit Agency	50,000	+1	+1	+1	+1	+1		+1		+1	+1
CALTIP	CALTIP Humboldt Transit Authority	75,000	-1		-1			-1			-1	
CALTIP	CALTIP Livermore Amador Valley Transit Authority	50,000	-1		-1			-1			-1	
CALTIP	CALTIP Mendocino Transit Authority	50,000	-1		-1			-1			-1	
CALTIP	CALTIP Morongo Basin Transit Authority	50,000	-1		-1			-1			-1	
CALTIP	CALTIP San Joaquin Regional Transit District	75,000	-1		-1			-1			-1	
CALTIP	CALTIP San Luis Obispo Regional Transit Authority	50,000	-1		-1			-1			-1	
CALTIP	CALTIP Tahoe Transportation District	50,000	-1		-1				+1		+1	+1
CALTIP	CALTIP Western Contra Costa Transit Authority	50,000	-1		-1			-1			-1	
CALTIP	CALTIP Yolo County Transportation District	50,000	-1		-1			-1			-1	
CIRA	CIRA Amador City	250,000	-1		-1			-1			-1	
CIRA	CIRA Arcata	250,000	-1		-1				+1		-1	
CIRA	CIRA Avalon	250,000	-1		-1			-1			-1	
CIRA	CIRA Belvedere	250,000	-1		-1			-1			-1	
CIRA	CIRA Blue Lake	250,000	-1		-1			-1			-1	
CIRA	CIRA Calimesa	250,000	+1		-1						-1	
CIRA	CIRA Calistoga	250,000	-1		-1			-1			-1	
CIRA	CIRA Citrus Heights	250,000	-1		-1			-1			-1	
CIRA	CIRA Clearlake	250,000	-1		-1			-1			-1	
CIRA	CIRA Cloverdale	250,000	-1		-1			-1			-1	
CIRA	CIRA Coalinga	250,000	-1		-1			-1			-1	
CIRA	CIRA Cotati	250,000	-1		-1			-1			-1	
CIRA	CIRA Eureka	250,000	-1		-1			-1			-1	
CIRA	CIRA Ferndale	250,000	-1		-1			-1			-1	
CIRA	CIRA Foresthill Fire Protection District	250,000	-1		-1			-1			-1	

Employment Risk Management Authority

Employment Practices Liability

Member Retained Limit Analysis - Pooled Losses
Change Index Based on Claim Count Statistics

Member (A)	Entity (B)	Current Retained Limit (C)	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23
			Non-Zero Closed Claims Over Limit (D)	Non-Zero Closed Claims Over Limit (E)	Non-Zero Closed Claims Over 2x Limit (F)	Non-Zero Closed Claims Over 2x Limit (G)	Non-Zero Reported Claims Over Limit (H)	Non-Zero Reported Claims Over Limit (I)	Non-Zero Reported Claims Over 2x Limit (J)	Non-Zero Reported Claims Over 2x Limit (K)		
CIRA	CIRA Fort Bragg	250,000	-1		-1			-1			-1	
CIRA	CIRA Fortuna	250,000	-1		-1			-1			-1	
CIRA	CIRA Grass Valley	250,000	-1		-1			-1			-1	
CIRA	CIRA Healdsburg	250,000	-1		-1			-1			-1	
CIRA	CIRA Highland	250,000	-1		-1			-1			-1	
CIRA	CIRA Lakeport	250,000	-1		-1			-1			-1	
CIRA	CIRA Menifee	250,000	-1		-1			-1			-1	
CIRA	CIRA Mosquito Fire Protection District	250,000	-1		-1			-1			-1	
CIRA	CIRA Nevada City	250,000	-1		-1			-1			-1	
CIRA	CIRA Placentia	250,000	-1		-1				+1		-1	
CIRA	CIRA Placerville	250,000	-1		-1			-1			-1	
CIRA	CIRA Plymouth	250,000	-1		-1			-1			-1	
CIRA	CIRA Point Arena	250,000	-1		-1			-1			-1	
CIRA	CIRA Rancho Cucamonga	250,000	+1		-1						-1	
CIRA	CIRA Rancho Cucamonga Fire	250,000	-1		-1			-1			-1	
CIRA	CIRA Rancho Santa Margarita	250,000	-1		-1			-1			-1	
CIRA	CIRA Rohnert Park	250,000	-1		-1			-1			-1	
CIRA	CIRA San Juan Bautista	250,000	-1		-1			-1			-1	
CIRA	CIRA Sebastopol	250,000	-1		-1			-1			-1	
CIRA	CIRA Sierra Madre	250,000	-1		-1			-1			-1	
CIRA	CIRA So. Lake Tahoe	250,000	-1		-1			-1			-1	
CIRA	CIRA Sonoma	250,000	-1		-1			-1			-1	
CIRA	CIRA St Helena	250,000	-1		-1			-1			-1	
CIRA	CIRA Tehama	250,000	-1		-1			-1			-1	
CIRA	CIRA Trinidad	250,000	-1		-1			-1			-1	
CIRA	CIRA Truckee	250,000	-1		-1			-1			-1	
CIRA	CIRA Twentynine Palms	250,000	+1	+1	-1				+1		-1	
CIRA	CIRA Ukiah	250,000	-1		-1			-1			-1	
CIRA	CIRA Watsonville	250,000	+1		-1			+1			-1	
CIRA	CIRA Wheatland	250,000	-1		-1			-1			-1	
CIRA	CIRA Wheatland Fire Authority	250,000	-1		-1			-1			-1	
CIRA	CIRA Wildomar	250,000	-1		-1			-1			-1	
CIRA	CIRA Willits	250,000	-1		-1			-1			-1	
CIRA	CIRA Windsor	250,000	-1		-1			-1			-1	
CIRA	CIRA Yountville	250,000	-1		-1			-1			-1	
CIRA	CIRA Yucaipa	250,000	-1		-1			-1			-1	
CIRA	CIRA Yucca Valley	250,000	-1		-1			-1			-1	
CSJVRMA	CSJVRMA Angels Camp	25,000	+1	+1	+1	+1			+1		+1	+1
CSJVRMA	CSJVRMA Atwater	25,000	+1		+1			+1		+1	+1	+1
CSJVRMA	CSJVRMA Ceres	25,000	+1	+1	+1	+1		+1		+1	+1	+1
CSJVRMA	CSJVRMA Chowchilla	25,000	-1		-1			-1			-1	
CSJVRMA	CSJVRMA Corcoran	25,000	-1		-1			-1			-1	
CSJVRMA	CSJVRMA Delano	25,000	+1		+1			+1		+1	+1	+1

Employment Risk Management Authority

Employment Practices Liability

Member Retained Limit Analysis - Pooled Losses
Change Index Based on Claim Count Statistics

Member (A)	Entity (B)	Current Retained Limit (C)	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23
			Non-Zero Closed Claims Over Limit (D)	Non-Zero Closed Claims Over Limit (E)	Non-Zero Closed Claims Over 2x Limit (F)	Non-Zero Closed Claims Over 2x Limit (G)	Non-Zero Reported Claims Over Limit (H)	Non-Zero Reported Claims Over Limit (I)	Non-Zero Reported Claims Over 2x Limit (J)	Non-Zero Reported Claims Over 2x Limit (K)		
CSJVRMA	CSJVRMA Dinuba	100,000	-1		-1			-1			-1	
CSJVRMA	CSJVRMA Dos Palos	25,000	-1		-1			-1			-1	
CSJVRMA	CSJVRMA Escalon	25,000	-1		-1			+1	+1		+1	+1
CSJVRMA	CSJVRMA Exeter	25,000	-1		-1			-1			-1	
CSJVRMA	CSJVRMA Farmersville	75,000	-1		-1			-1			-1	
CSJVRMA	CSJVRMA Fowler	25,000	+1		+1						+1	
CSJVRMA	CSJVRMA Gustine	25,000	-1		-1			-1			-1	
CSJVRMA	CSJVRMA Hughson	25,000	+1		+1			+1	+1		+1	
CSJVRMA	CSJVRMA Huron	25,000	-1		-1			-1			-1	
CSJVRMA	CSJVRMA Kerman	25,000	+1		+1						+1	
CSJVRMA	CSJVRMA Kingsburg	25,000	+1		+1			+1			+1	
CSJVRMA	CSJVRMA Lathrop	25,000	-1		-1			-1			-1	
CSJVRMA	CSJVRMA Lemoore	25,000	+1	+1	-1			+1	+1		+1	+1
CSJVRMA	CSJVRMA Livingston	25,000	+1	+1	+1	+1		+1	+1		+1	+1
CSJVRMA	CSJVRMA Madera	25,000	-1		-1				+1		-1	
CSJVRMA	CSJVRMA Mcfarland	50,000	+1		+1			+1			+1	
CSJVRMA	CSJVRMA Mendota	25,000	-1		-1			-1			-1	
CSJVRMA	CSJVRMA Merced	100,000	-1		-1				+1		+1	+1
CSJVRMA	CSJVRMA Newman	25,000	-1		-1			-1			-1	
CSJVRMA	CSJVRMA Oakdale	50,000	+1		-1						-1	
CSJVRMA	CSJVRMA Orange Cove	50,000	-1		-1			-1			-1	
CSJVRMA	CSJVRMA Patterson	50,000	+1	+1	+1	+1			+1		+1	+1
CSJVRMA	CSJVRMA Porterville	25,000	+1		+1			+1	+1		+1	+1
CSJVRMA	CSJVRMA Reedley	25,000	-1		-1			-1			-1	
CSJVRMA	CSJVRMA Riverbank	50,000	-1		-1			-1			-1	
CSJVRMA	CSJVRMA San Joaquin	25,000	-1		-1			-1			-1	
CSJVRMA	CSJVRMA Sanger	25,000	+1		+1			+1	+1		+1	+1
CSJVRMA	CSJVRMA Selma	50,000	-1		-1			+1	+1		+1	+1
CSJVRMA	CSJVRMA Shafter	25,000	+1	+1	+1			+1	+1		+1	
CSJVRMA	CSJVRMA Sonora	25,000	-1		-1			-1			-1	
CSJVRMA	CSJVRMA Taft	25,000	+1		+1						+1	
CSJVRMA	CSJVRMA Tehachapi	25,000	+1		-1			+1	+1		+1	+1
CSJVRMA	CSJVRMA Tracy	100,000	-1		-1			-1			-1	
CSJVRMA	CSJVRMA Tulare	100,000	-1		-1			-1			-1	
CSJVRMA	CSJVRMA Wasco	50,000	+1		+1						+1	
CSJVRMA	CSJVRMA Woodlake	25,000	-1		-1			-1			-1	
DIRECT MEMBER	DIRECT MEMBER Contra Costa HA	50,000	-1		-1			-1			-1	
DIRECT MEMBER	DIRECT MEMBER Oakland HA	50,000	+1	+1	+1	+1		+1	+1		+1	+1
ERMAL	ERMAL Beaumont	500,000	-1		-1			-1			-1	
ERMAL	ERMAL Hayward	500,000	-1		-1			-1			-1	
ERMAL	ERMAL Santa Maria	500,000	-1		-1			-1			-1	
MBASIA	MBASIA Capitola	500,000	-1		-1			-1			-1	
MBASIA	MBASIA Del Rey Oaks	500,000	-1		-1			-1			-1	

Employment Risk Management Authority

Employment Practices Liability

Member Retained Limit Analysis - Pooled Losses
Change Index Based on Claim Count Statistics

Member (A)	Entity (B)	Current Retained Limit (C)	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23
			Non-Zero Closed Claims Over Limit (D)	Non-Zero Closed Claims Over Limit (E)	Non-Zero Closed Claims Over 2x Limit (F)	Non-Zero Closed Claims Over 2x Limit (G)	Non-Zero Reported Claims Over Limit (H)	Non-Zero Reported Claims Over Limit (I)	Non-Zero Reported Claims Over 2x Limit (J)	Non-Zero Reported Claims Over 2x Limit (K)		
MBASIA	MBASIA Gonzales	500,000	-1		-1			-1			-1	
MBASIA	MBASIA Greenfield	500,000	-1		-1			-1			-1	
MBASIA	MBASIA Hollister	500,000	-1		-1			-1			-1	
MBASIA	MBASIA King City	500,000	-1		-1			-1			-1	
MBASIA	MBASIA Marina	500,000	-1		-1			-1			-1	
MBASIA	MBASIA Sand City	500,000	-1		-1			-1			-1	
MBASIA	MBASIA Scotts Valley	500,000	-1		-1			-1			-1	
MBASIA	MBASIA Soledad	500,000	-1		-1			-1			-1	
MPA	MPA Antioch	50,000	+1	+1	+1	+1	+1	+1	+1	+1	+1	+1
MPA	MPA Brentwood	50,000	+1	+1	+1			+1	+1		+1	
MPA	MPA Clayton	50,000	-1		-1			-1			-1	
MPA	MPA Danville	50,000	+1		+1						+1	
MPA	MPA El Cerrito	50,000	+1	+1	+1	+1			+1		+1	+1
MPA	MPA Hercules	50,000	+1		-1						-1	
MPA	MPA Lafayette	50,000	-1		-1			-1			-1	
MPA	MPA Manteca	50,000	+1	+1	+1	+1	+1	+1	+1	+1	+1	+1
MPA	MPA Martinez	50,000	-1		-1			-1			-1	
MPA	MPA Moraga	50,000	-1		-1				+1		+1	+1
MPA	MPA Oakley	50,000	-1		-1			-1			-1	
MPA	MPA Orinda	50,000	-1		-1			-1			-1	
MPA	MPA Pacifica	75,000	-1		-1			-1			-1	
MPA	MPA Pinole	50,000	-1		-1			-1			-1	
MPA	MPA Pittsburg	50,000	+1		+1			+1			+1	
MPA	MPA Pleasant Hill	50,000	+1		+1			+1	+1		+1	+1
MPA	MPA San Pablo	100,000	-1		-1				+1		+1	+1
MPA	MPA San Ramon	50,000	-1		-1			-1			-1	
MPA	MPA Walnut Creek	50,000	+1		+1			+1			+1	
PERMA	PERMA Banning	25,000	+1	+1	+1	+1	+1	+1	+1	+1	+1	+1
PERMA	PERMA Barstow	25,000	+1	+1	+1	+1	+1	+1	+1	+1	+1	+1
PERMA	PERMA Canyon Lake	25,000	-1		-1			-1			-1	
PERMA	PERMA Cathedral City	25,000	+1		+1			+1	+1		+1	
PERMA	PERMA Coachella	25,000	-1		-1				+1		-1	
PERMA	PERMA Colton	500,000	-1		-1			-1			-1	
PERMA	PERMA Desert Hot Springs	25,000	+1	+1	+1	+1	+1		+1		+1	+1
PERMA	PERMA Eastvale	25,000	+1	+1	+1	+1	+1	+1	+1	+1	+1	+1
PERMA	PERMA Hesperia	50,000	-1		-1			-1			-1	
PERMA	PERMA Holtville	25,000	-1		-1			-1			-1	
PERMA	PERMA ICTC	25,000	-1		-1			-1			-1	
PERMA	PERMA Jurupa Valley	25,000	+1	+1	-1				+1		-1	
PERMA	PERMA La Mesa	25,000	+1	+1	+1			+1	+1		+1	
PERMA	PERMA Murrieta	100,000	-1		-1			-1			-1	
PERMA	PERMA Norco	100,000	-1		-1			-1			-1	
PERMA	PERMA Perris	25,000	-1		-1			+1	+1	+1	+1	+1

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Employment Practices Liability

Member Retained Limit Analysis - Pooled Losses
Change Index Based on Claim Count Statistics

Member (A)	Entity (B)	Current Retained Limit (C)	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23
			Non-Zero Closed Claims Over Limit (D)	Non-Zero Closed Claims Over Limit (E)	Non-Zero Closed Claims Over 2x Limit (F)	Non-Zero Closed Claims Over 2x Limit (G)	Non-Zero Reported Claims Over Limit (H)	Non-Zero Reported Claims Over Limit (I)	Non-Zero Reported Claims Over 2x Limit (J)	Non-Zero Reported Claims Over 2x Limit (K)		
PERMA	PERMA PS Tramway	25,000	+1	+1	+1	+1	+1	+1	+1	+1	+1	+1
PERMA	PERMA Rancho Mirage	50,000	-1		-1		-1		-1		-1	
PERMA	PERMA San Diego RTC	25,000	-1		-1		-1		-1		-1	
PERMA	PERMA San Jacinto	25,000	-1		-1		-1		-1		-1	
PERMA	PERMA SunLine	50,000	+1	+1	+1	+1	+1	+1	+1	+1	+1	+1
PERMA	PERMA Victor Valley Transit Authority	25,000	-1		-1		-1		-1		-1	
PERMA	PERMA Victorville	25,000	+1	+1	+1	+1	+1	+1	+1	+1	+1	+1
PLAN	PLAN American Canyon	50,000	-1		-1		-1		-1		-1	
PLAN	PLAN Atherton (Town of)	100,000	+1	+1	+1	+1	+1	+1	+1	+1	+1	+1
PLAN	PLAN Burlingame	100,000	-1		-1		-1		-1		-1	
PLAN	PLAN Los Altos Hills	75,000	-1		-1		-1		-1		-1	
PLAN	PLAN Woodside (Town of)	50,000	-1		-1		-1		-1		-1	
SCORE	SCORE Biggs	25,000	-1		-1		-1		-1		-1	
SCORE	SCORE Colfax	25,000	-1		-1		-1		-1		-1	
SCORE	SCORE Dunsmuir	50,000	-1		-1		-1		-1		-1	
SCORE	SCORE Live Oak	25,000	-1		-1		-1		-1		-1	
SCORE	SCORE Loomis	25,000	-1		-1		-1		-1		-1	
SCORE	SCORE Mount Shasta	25,000	+1		+1						+1	
SCORE	SCORE Portola	25,000	-1		-1		-1		-1		-1	
SCORE	SCORE Rio Dell	25,000	-1		-1		-1		-1		-1	
SCORE	SCORE Shasta Lake	25,000	-1		-1		-1		-1		-1	
SCORE	SCORE Susanville	25,000	+1		+1						+1	
SCORE	SCORE Tulelake	25,000	-1		-1		-1		-1		-1	
SCORE	SCORE Weed	100,000	-1		-1		-1		-1		-1	
SCORE	SCORE Yreka	25,000	+1	+1	+1	+1	+1	+1	+1	+1	+1	+1
VCJPA	VCJPA Alameda Co. MAD	25,000	+1		-1						-1	
VCJPA	VCJPA Burney Basin MAD	25,000	-1		-1		-1		-1		-1	
VCJPA	VCJPA Butte Co. MVCD	25,000	-1		-1		-1		-1		-1	
VCJPA	VCJPA Coachella Valley MVCD	25,000	-1		-1		-1		-1		-1	
VCJPA	VCJPA Colusa MAD	25,000	-1		-1		-1		-1		-1	
VCJPA	VCJPA Compton Creek MAD	25,000	-1		-1		-1		-1		-1	
VCJPA	VCJPA Consolidated MAD	25,000	+1	+1	-1				+1		-1	
VCJPA	VCJPA Contra Costa MVCD	25,000	+1	+1	+1	+1	+1	+1	+1	+1	+1	+1
VCJPA	VCJPA Delta VCD	25,000	+1	+1	-1				+1		-1	
VCJPA	VCJPA Durham MAD	25,000	-1		-1		-1		-1		-1	
VCJPA	VCJPA Fresno MVCD	25,000	-1		-1		-1		-1		-1	
VCJPA	VCJPA Glenn Co. MVCD	25,000	-1		-1		-1		-1		-1	
VCJPA	VCJPA Greater La Co. VCD	25,000	-1		-1		+1	+1	+1	+1	-1	
VCJPA	VCJPA Kings MAD	25,000	-1		-1		-1		-1		-1	
VCJPA	VCJPA La Co. West VCD	25,000	+1		+1		+1	+1	+1	+1	+1	+1
VCJPA	VCJPA Lake County VCD	25,000	-1		-1		-1		-1		-1	
VCJPA	VCJPA Marin-Sonoma MVCD	25,000	-1		-1				+1		-1	
VCJPA	VCJPA MVMD Of Santa Barbara County	25,000	-1		-1		-1		-1		-1	

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Member Retained Limit Analysis - Pooled Losses
Change Index Based on Claim Count Statistics

Member (A)	Entity (B)	Current Retained Limit (C)	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23	13/14-22/23	18/19-22/23
			Non-Zero Closed Claims Over Limit	Non-Zero Closed Claims Over Limit	Non-Zero Closed Claims Over 2x Limit	Non-Zero Closed Claims Over 2x Limit	Non-Zero Reported Claims Over Limit	Non-Zero Reported Claims Over Limit	Non-Zero Reported Claims Over 2x Limit	Non-Zero Reported Claims Over 2x Limit		
VCJPA	VCJPA Napa Co. MAD	25,000	-1		-1				-1			-1
VCJPA	VCJPA Northwest MVCD	25,000	-1		-1				-1			-1
VCJPA	VCJPA Orange Co. VCD	25,000	-1		-1				-1			-1
VCJPA	VCJPA Placer County MAD	25,000	-1		-1				-1			-1
VCJPA	VCJPA Sac-Yolo Co. MVCD	25,000	-1		-1				-1			-1
VCJPA	VCJPA San Gabriel Valley MVCD	25,000	+1		+1				+1			+1
VCJPA	VCJPA San Joaquin Co. MVCD	25,000	+1		+1							+1
VCJPA	VCJPA San Mateo Co. MAD	25,000	-1		-1				-1			-1
VCJPA	VCJPA Shasta MVCD	25,000	-1		-1				-1			-1
VCJPA	VCJPA Sutter-Yuba MVCD	25,000	-1		-1					+1		-1
VCJPA	VCJPA Tehama Co. MVCD	25,000	-1		-1				-1			-1
VCJPA	VCJPA Turlock MAD	25,000	-1		-1				-1			-1
VCJPA	VCJPA West Valley MVCD	25,000	+1	+1	+1	+1				+1	+1	+1
Weight			13.33%	6.67%	26.67%	13.33%	8.89%	4.44%	17.78%	8.89%		

(C) Provided by ERMA.

(D) thru (K) Based upon statistics and averages from Exhibit 2, Page 2. Member statistic < lower limit --> -1, Member statistic > upper limit --> +1

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Member Retained Limit Analysis - Pooled Losses
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Member (A)	Entity (B)	Current Retained Limit (C)	13/14-22/23 Paid Over Limit (D)	18/19-22/23 Paid Over Limit (E)	13/14-22/23 Paid Over 2x Limit (F)	18/19-22/23 Paid Over 2x Limit (G)	13/14-22/23 Incurred Over Limit (H)	18/19-22/23 Incurred Over Limit (I)	13/14-22/23 Incurred Over 2x Limit (J)	18/19-22/23 Incurred Over 2x Limit (K)
BCJPIA	BCJPIA Albany	50,000	-1	-1	-1	-1	-1	-1	-1	-1
BCJPIA	BCJPIA Brisbane	50,000	-1	-1	-1	-1	-1	-1	-1	-1
BCJPIA	BCJPIA Central Marin Fire Authority	100,000	-1	-1	-1	-1	-1	-1	-1	-1
BCJPIA	BCJPIA Central Marin Police Authority fma Twin Cities PA	100,000	-1	-1	-1	-1	-1	-1	-1	-1
BCJPIA	BCJPIA Corte Madera (Town of)	100,000	-1	-1	-1	-1	-1	-1	-1	-1
BCJPIA	BCJPIA Emeryville	50,000	-1	-1	-1	-1	-1	-1	-1	-1
BCJPIA	BCJPIA Emeryville Mesa	50,000	-1	-1	-1	-1	-1	-1	-1	-1
BCJPIA	BCJPIA Fairfax (Town of)	50,000	-1	-1	-1	-1	-1	-1	-1	-1
BCJPIA	BCJPIA Larkspur	250,000	-1	-1	-1	-1	-1	-1	-1	-1
BCJPIA	BCJPIA Los Altos	100,000	-1	-1	-1	-1	-1	-1	-1	-1
BCJPIA	BCJPIA Menlo Park	250,000	-1	-1	-1	-1	-1	-1	-1	-1
BCJPIA	BCJPIA Mill Valley	50,000		+1				+1		+1
BCJPIA	BCJPIA Novato	250,000		-1		-1		-1		-1
BCJPIA	BCJPIA Piedmont	50,000	+1		+1	-1	+1		+1	-1
BCJPIA	BCJPIA Pleasanton	75,000	+1	+1	+1	+1	+1	+1	+1	+1
BCJPIA	BCJPIA San Anselmo (Town of)	50,000	-1	-1	-1	-1	-1	-1	-1	-1
BCJPIA	BCJPIA Tiburon (Town of)	25,000								
BCJPIA	BCJPIA Union City	75,000	-1	-1	-1	-1	-1	-1	-1	-1
CALTIP	CALTIP El Dorado County Transit Agency	50,000		+1					-1	
CALTIP	CALTIP Humboldt Transit Authority	75,000	-1	-1	-1	-1	-1	-1	-1	-1
CALTIP	CALTIP Livermore Amador Valley Transit Authority	50,000	-1	-1	-1	-1	-1	-1	-1	-1
CALTIP	CALTIP Mendocino Transit Authority	50,000	-1	-1	-1	-1	-1	-1	-1	-1
CALTIP	CALTIP Morongo Basin Transit Authority	50,000	-1	-1	-1	-1	-1	-1	-1	-1
CALTIP	CALTIP San Joaquin Regional Transit District	75,000	-1	-1	-1	-1	-1	-1	-1	-1
CALTIP	CALTIP San Luis Obispo Regional Transit Authority	50,000	-1	-1	-1	-1	-1	-1	-1	-1
CALTIP	CALTIP Tahoe Transportation District	50,000	-1		-1	-1		+1		
CALTIP	CALTIP Western Contra Costa Transit Authority	50,000	-1	-1	-1	-1	-1	-1	-1	-1
CALTIP	CALTIP Yolo County Transportation District	50,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Amador City	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Arcata	250,000			-1	-1			-1	-1
CIRA	CIRA Avalon	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Belvedere	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Blue Lake	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Calimesa	250,000		-1	-1	-1		-1	-1	-1
CIRA	CIRA Calistoga	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Citrus Heights	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Clearlake	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Cloverdale	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Coalinga	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Cotati	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Eureka	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Ferndale	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Foresthill Fire Protection District	250,000	-1	-1	-1	-1	-1	-1	-1	-1

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CIRA	CIRA Fort Bragg	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Fortuna	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Grass Valley	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Healdsburg	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Highland	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Lakeport	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Menifee	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Mosquito Fire Protection District	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Nevada City	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Placencia	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Placerville	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Plymouth	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Point Arena	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Rancho Cucamonga	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Rancho Cucamonga Fire	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Rancho Santa Margarita	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Rohnert Park	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA San Juan Bautista	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Sebastopol	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Sierra Madre	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA So. Lake Tahoe	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Sonoma	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA St Helena	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Tehama	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Trinidad	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Truckee	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Twentynine Palms	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Ukiah	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Watsonville	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Wheatland	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Wheatland Fire Authority	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Wildomar	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Willits	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Windsor	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Yountville	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Yucaipa	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CIRA	CIRA Yucca Valley	250,000	-1	-1	-1	-1	-1	-1	-1	-1
CSJVRMA	CSJVRMA Angels Camp	25,000								
CSJVRMA	CSJVRMA Atwater	25,000	+1	+1	+1	+1	+1	+1	+1	+1
CSJVRMA	CSJVRMA Ceres	25,000	+1	+1	+1	+1	+1	+1	+1	+1
CSJVRMA	CSJVRMA Chowchilla	25,000								
CSJVRMA	CSJVRMA Corcoran	25,000								
CSJVRMA	CSJVRMA Delano	25,000	+1	+1	+1	+1	+1	+1	+1	+1

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Member (A)	Entity (B)	Current Retained Limit (C)	13/14-22/23 Paid Over Limit (D)	18/19-22/23 Paid Over Limit (E)	13/14-22/23 Paid Over 2x Limit (F)	18/19-22/23 Paid Over 2x Limit (G)	13/14-22/23 Incurred Over Limit (H)	18/19-22/23 Incurred Over Limit (I)	13/14-22/23 Incurred Over 2x Limit (J)	18/19-22/23 Incurred Over 2x Limit (K)
CSJVRMA	CSJVRMA Dinuba	100,000	-1	-1	-1	-1	-1	-1	-1	-1
CSJVRMA	CSJVRMA Dos Palos	25,000								
CSJVRMA	CSJVRMA Escalon	25,000								
CSJVRMA	CSJVRMA Exeter	25,000								
CSJVRMA	CSJVRMA Farmersville	75,000	-1	-1	-1	-1	-1	-1	-1	-1
CSJVRMA	CSJVRMA Fowler	25,000			+1					
CSJVRMA	CSJVRMA Gustine	25,000								
CSJVRMA	CSJVRMA Hughson	25,000								
CSJVRMA	CSJVRMA Huron	25,000								
CSJVRMA	CSJVRMA Kerman	25,000								
CSJVRMA	CSJVRMA Kingsburg	25,000	+1		+1		+1		+1	
CSJVRMA	CSJVRMA Lathrop	25,000								
CSJVRMA	CSJVRMA Lemoore	25,000								
CSJVRMA	CSJVRMA Livingston	25,000	+1	+1	+1	+1	+1	+1	+1	+1
CSJVRMA	CSJVRMA Madera	25,000								
CSJVRMA	CSJVRMA Mcfarland	50,000	+1	-1	+1	-1	+1	-1	+1	-1
CSJVRMA	CSJVRMA Mendota	25,000								
CSJVRMA	CSJVRMA Merced	100,000			-1	-1				
CSJVRMA	CSJVRMA Newman	25,000								
CSJVRMA	CSJVRMA Oakdale	50,000	-1	-1	-1	-1	-1	-1	-1	-1
CSJVRMA	CSJVRMA Orange Cove	50,000	-1	-1	-1	-1	-1	-1	-1	-1
CSJVRMA	CSJVRMA Patterson	50,000		+1	-1				-1	
CSJVRMA	CSJVRMA Porterville	25,000	+1	+1	+1	+1	+1	+1	+1	+1
CSJVRMA	CSJVRMA Reedley	25,000								
CSJVRMA	CSJVRMA Riverbank	50,000	-1	-1	-1	-1	-1	-1	-1	-1
CSJVRMA	CSJVRMA San Joaquin	25,000								
CSJVRMA	CSJVRMA Sanger	25,000		+1			+1	+1		+1
CSJVRMA	CSJVRMA Selma	50,000	-1	-1	-1	-1	+1	+1		+1
CSJVRMA	CSJVRMA Shafter	25,000	+1		+1		+1		+1	
CSJVRMA	CSJVRMA Sonora	25,000								
CSJVRMA	CSJVRMA Taft	25,000								
CSJVRMA	CSJVRMA Tehachapi	25,000								
CSJVRMA	CSJVRMA Tracy	100,000	-1	-1	-1	-1	-1	-1	-1	-1
CSJVRMA	CSJVRMA Tulare	100,000	-1	-1	-1	-1	-1	-1	-1	-1
CSJVRMA	CSJVRMA Wasco	50,000	-1	-1	-1	-1	-1	-1	-1	-1
CSJVRMA	CSJVRMA Woodlake	25,000								
DIRECT MEMBER	DIRECT MEMBER Contra Costa HA	50,000	-1	-1	-1	-1	-1	-1	-1	-1
DIRECT MEMBER	DIRECT MEMBER Oakland HA	50,000	+1			-1	+1			-1
ERMAC	ERMAC Beaumont	500,000	-1	-1	-1	-1	-1	-1	-1	-1
ERMAC	ERMAC Hayward	500,000	-1	-1	-1	-1	-1	-1	-1	-1
ERMAC	ERMAC Santa Maria	500,000	-1	-1	-1	-1	-1	-1	-1	-1
MBASIA	MBASIA Capitola	500,000	-1	-1	-1	-1	-1	-1	-1	-1
MBASIA	MBASIA Del Rey Oaks	500,000	-1	-1	-1	-1	-1	-1	-1	-1

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Member Retained Limit Analysis - Pooled Losses
Change Index Based on Loss Statistics

Member (A)	Entity (B)	Current Retained Limit (C)	13/14-22/23 Paid Over Limit (D)	18/19-22/23 Paid Over Limit (E)	13/14-22/23 Paid Over 2x Limit (F)	18/19-22/23 Paid Over 2x Limit (G)	13/14-22/23 Incurred Over Limit (H)	18/19-22/23 Incurred Over Limit (I)	13/14-22/23 Incurred Over 2x Limit (J)	18/19-22/23 Incurred Over 2x Limit (K)
MBASIA	MBASIA Gonzales	500,000	-1	-1	-1	-1	-1	-1	-1	-1
MBASIA	MBASIA Greenfield	500,000	-1	-1	-1	-1	-1	-1	-1	-1
MBASIA	MBASIA Hollister	500,000	-1	-1	-1	-1	-1	-1	-1	-1
MBASIA	MBASIA King City	500,000	-1	-1	-1	-1	-1	-1	-1	-1
MBASIA	MBASIA Marina	500,000	-1	-1	-1	-1	-1	-1	-1	-1
MBASIA	MBASIA Sand City	500,000	-1	-1	-1	-1	-1	-1	-1	-1
MBASIA	MBASIA Scotts Valley	500,000	-1	-1	-1	-1	-1	-1	-1	-1
MBASIA	MBASIA Soledad	500,000	-1	-1	-1	-1	-1	-1	-1	-1
MPA	MPA Antioch	50,000	+1	+1	+1	+1	+1	+1	+1	+1
MPA	MPA Brentwood	50,000	+1	-1	+1	-1	+1	-1	+1	-1
MPA	MPA Clayton	50,000	-1	-1	-1	-1	-1	-1	-1	-1
MPA	MPA Danville	50,000	-1	-1	-1	-1	-1	-1	-1	-1
MPA	MPA El Cerrito	50,000	+1	+1	+1	+1	+1	+1	+1	+1
MPA	MPA Hercules	50,000	-1	-1	-1	-1	-1	-1	-1	-1
MPA	MPA Lafayette	50,000	-1	-1	-1	-1	-1	-1	-1	-1
MPA	MPA Manteca	50,000	+1	+1	+1	+1	+1	+1	+1	+1
MPA	MPA Martinez	50,000	-1	-1	-1	-1	-1	-1	-1	-1
MPA	MPA Moraga	50,000		+1		+1		+1		+1
MPA	MPA Oakley	50,000	-1	-1	-1	-1	-1	-1	-1	-1
MPA	MPA Orinda	50,000	-1	-1	-1	-1	-1	-1	-1	-1
MPA	MPA Pacifica	75,000	-1	-1	-1	-1	-1	-1	-1	-1
MPA	MPA Pinole	50,000	-1	-1	-1	-1	-1	-1	-1	-1
MPA	MPA Pittsburg	50,000	+1	-1	+1	-1	+1	-1	+1	-1
MPA	MPA Pleasant Hill	50,000	+1	-1	+1	-1	+1		+1	-1
MPA	MPA San Pablo	100,000			-1	-1				
MPA	MPA San Ramon	50,000	-1	-1	-1	-1	-1	-1	-1	-1
MPA	MPA Walnut Creek	50,000	+1	-1	+1	-1	+1	-1	+1	-1
PERMA	PERMA Banning	25,000	+1	+1	+1	+1	+1	+1	+1	+1
PERMA	PERMA Barstow	25,000	+1	+1	+1	+1	+1	+1	+1	+1
PERMA	PERMA Canyon Lake	25,000								
PERMA	PERMA Cathedral City	25,000	+1		+1		+1		+1	
PERMA	PERMA Coachella	25,000								
PERMA	PERMA Colton	500,000	-1	-1	-1	-1	-1	-1	-1	-1
PERMA	PERMA Desert Hot Springs	25,000		+1		+1		+1		+1
PERMA	PERMA Eastvale	25,000	+1	+1	+1	+1	+1	+1		+1
PERMA	PERMA Hesperia	50,000	-1	-1	-1	-1	-1	-1	-1	-1
PERMA	PERMA Holtville	25,000								
PERMA	PERMA ICTC	25,000								
PERMA	PERMA Jurupa Valley	25,000								
PERMA	PERMA La Mesa	25,000								
PERMA	PERMA Murrieta	100,000	-1	-1	-1	-1	-1	-1	-1	-1
PERMA	PERMA Norco	100,000	-1	-1	-1	-1	-1	-1	-1	-1
PERMA	PERMA Perris	25,000		+1		+1	+1	+1	+1	+1

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Member Retained Limit Analysis - Pooled Losses
Change Index Based on Loss Statistics

Member (A)	Entity (B)	Current Retained Limit (C)	13/14-22/23 Paid Over Limit (D)	18/19-22/23 Paid Over Limit (E)	13/14-22/23 Paid Over 2x Limit (F)	18/19-22/23 Paid Over 2x Limit (G)	13/14-22/23 Incurred Over Limit (H)	18/19-22/23 Incurred Over Limit (I)	13/14-22/23 Incurred Over 2x Limit (J)	18/19-22/23 Incurred Over 2x Limit (K)
PERMA	PERMA PS Tramway	25,000								
PERMA	PERMA Rancho Mirage	50,000	-1	-1	-1	-1	-1	-1	-1	-1
PERMA	PERMA San Diego RTC	25,000								
PERMA	PERMA San Jacinto	25,000								
PERMA	PERMA SunLine	50,000	+1	+1	+1	+1	+1	+1	+1	+1
PERMA	PERMA Victor Valley Transit Authority	25,000								
PERMA	PERMA Victorville	25,000	+1	+1	+1	+1	+1	+1	+1	+1
PLAN	PLAN American Canyon	50,000	-1	-1	-1	-1	-1	-1	-1	-1
PLAN	PLAN Atherton (Town of)	100,000								
PLAN	PLAN Burlingame	100,000	-1	-1	-1	-1	-1	-1	-1	-1
PLAN	PLAN Los Altos Hills	75,000	-1	-1	-1	-1	-1	-1	-1	-1
PLAN	PLAN Woodside (Town of)	50,000	-1	-1	-1	-1	-1	-1	-1	-1
SCORE	SCORE Biggs	25,000								
SCORE	SCORE Colfax	25,000								
SCORE	SCORE Dunsmuir	50,000	-1	-1	-1	-1	-1	-1	-1	-1
SCORE	SCORE Live Oak	25,000								
SCORE	SCORE Loomis	25,000								
SCORE	SCORE Mount Shasta	25,000	+1		+1		+1		+1	
SCORE	SCORE Portola	25,000								
SCORE	SCORE Rio Dell	25,000								
SCORE	SCORE Shasta Lake	25,000								
SCORE	SCORE Susanville	25,000								
SCORE	SCORE Tulelake	25,000								
SCORE	SCORE Weed	100,000	-1	-1	-1	-1	-1	-1	-1	-1
SCORE	SCORE Yreka	25,000	+1	+1	+1	+1	+1	+1	+1	+1
VCJPA	VCJPA Alameda Co. MAD	25,000								
VCJPA	VCJPA Burney Basin MAD	25,000								
VCJPA	VCJPA Butte Co. MVCD	25,000								
VCJPA	VCJPA Coachella Valley MVCD	25,000								
VCJPA	VCJPA Colusa MAD	25,000								
VCJPA	VCJPA Compton Creek MAD	25,000								
VCJPA	VCJPA Consolidated MAD	25,000								
VCJPA	VCJPA Contra Costa MVCD	25,000								
VCJPA	VCJPA Delta VCD	25,000								
VCJPA	VCJPA Durham MAD	25,000								
VCJPA	VCJPA Fresno MVCD	25,000								
VCJPA	VCJPA Glenn Co. MVCD	25,000								
VCJPA	VCJPA Greater La Co. VCD	25,000								
VCJPA	VCJPA Kings MAD	25,000								
VCJPA	VCJPA La Co. West VCD	25,000								
VCJPA	VCJPA Lake County VCD	25,000								
VCJPA	VCJPA Marin-Sonoma MVCD	25,000								
VCJPA	VCJPA MVMD Of Santa Barbara County	25,000								

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Member Retained Limit Analysis - Pooled Losses
Change Index Based on Loss Statistics

Member (A)	Entity (B)	Current Retained Limit (C)	13/14-22/23 Paid Over Limit (D)	18/19-22/23 Paid Over Limit (E)	13/14-22/23 Paid Over 2x Limit (F)	18/19-22/23 Paid Over 2x Limit (G)	13/14-22/23 Incurred Over Limit (H)	18/19-22/23 Incurred Over Limit (I)	13/14-22/23 Incurred Over 2x Limit (J)	18/19-22/23 Incurred Over 2x Limit (K)
VCJPA	VCJPA Napa Co. MAD	25,000								
VCJPA	VCJPA Northwest MVCD	25,000								
VCJPA	VCJPA Orange Co. VCD	25,000								
VCJPA	VCJPA Placer County MAD	25,000								
VCJPA	VCJPA Sac-Yolo Co. MVCD	25,000								
VCJPA	VCJPA San Gabriel Valley MVCD	25,000	+1		+1		+1		+1	
VCJPA	VCJPA San Joaquin Co. MVCD	25,000								
VCJPA	VCJPA San Mateo Co. MAD	25,000								
VCJPA	VCJPA Shasta MVCD	25,000								
VCJPA	VCJPA Sutter-Yuba MVCD	25,000								
VCJPA	VCJPA Tehama Co. MVCD	25,000								
VCJPA	VCJPA Turlock MAD	25,000								
VCJPA	VCJPA West Valley MVCD	25,000								
Weight			13.33%	6.67%	26.67%	13.33%	8.89%	4.44%	17.78%	8.89%

(C) Provided by ERMA.

(D) thru (K) Based upon statistics and averages from Exhibit 2, Page 4. Member statistic < lower limit --> -1, Member statistic > upper limit --> +1

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Member Retained Limit Analysis - Pooled Losses
Weighted Indices for Indicated Change In Retained Limit

Member (A)	Entity (B)	Current Retained Limit (C)	Claim Count Index (D)	Loss Index (E)	Combined Index (F)	Indicator (G)
BCJPIA	BCJPIA Albany	50,000	-0.67	-1.00	-0.75	Decrease
BCJPIA	BCJPIA Brisbane	50,000	-0.67	-1.00	-0.75	Decrease
BCJPIA	BCJPIA Central Marin Fire Authority	100,000	-0.67	-1.00	-0.75	Decrease
BCJPIA	BCJPIA Central Marin Police Authority fma Twin Cities PA	100,000	-0.67	-1.00	-0.75	Decrease
BCJPIA	BCJPIA Corte Madera (Town of)	100,000	-0.67	-1.00	-0.75	Decrease
BCJPIA	BCJPIA Emeryville	50,000	-0.67	-1.00	-0.75	Decrease
BCJPIA	BCJPIA Emeryville Mesa	50,000	-0.67	-1.00	-0.75	Decrease
BCJPIA	BCJPIA Fairfax (Town of)	50,000	-0.67	-1.00	-0.75	Decrease
BCJPIA	BCJPIA Larkspur	250,000	-0.67	-1.00	-0.75	Decrease
BCJPIA	BCJPIA Los Altos	100,000	-0.67	-1.00	-0.75	Decrease
BCJPIA	BCJPIA Menlo Park	250,000	-0.67	-1.00	-0.75	Decrease
BCJPIA	BCJPIA Mill Valley	50,000	-0.09	+0.20	-0.02	
BCJPIA	BCJPIA Novato	250,000	+0.67	-0.33	+0.42	
BCJPIA	BCJPIA Piedmont	50,000	+1.00	+0.44	+0.86	Increase
BCJPIA	BCJPIA Pleasanton	75,000	+1.00	+1.00	+1.00	Increase
BCJPIA	BCJPIA San Anselmo (Town of)	50,000	-0.67	-1.00	-0.75	Decrease
BCJPIA	BCJPIA Tiburon (Town of)	25,000	-0.53		-0.40	
BCJPIA	BCJPIA Union City	75,000	-0.67	-1.00	-0.75	Decrease
CALTIP	CALTIP El Dorado County Transit Agency	50,000	+0.91	-0.11	+0.66	
CALTIP	CALTIP Humboldt Transit Authority	75,000	-0.67	-1.00	-0.75	Decrease
CALTIP	CALTIP Livermore Amador Valley Transit Authority	50,000	-0.67	-1.00	-0.75	Decrease
CALTIP	CALTIP Mendocino Transit Authority	50,000	-0.67	-1.00	-0.75	Decrease
CALTIP	CALTIP Morongo Basin Transit Authority	50,000	-0.67	-1.00	-0.75	Decrease
CALTIP	CALTIP San Joaquin Regional Transit District	75,000	-0.67	-1.00	-0.75	Decrease
CALTIP	CALTIP San Luis Obispo Regional Transit Authority	50,000	-0.67	-1.00	-0.75	Decrease
CALTIP	CALTIP Tahoe Transportation District	50,000	-0.09	-0.49	-0.19	
CALTIP	CALTIP Western Contra Costa Transit Authority	50,000	-0.67	-1.00	-0.75	Decrease
CALTIP	CALTIP Yolo County Transportation District	50,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Amador City	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Arcata	250,000	-0.53	-0.67	-0.57	
CIRA	CIRA Avalon	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Belvedere	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Blue Lake	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Calimesa	250,000	-0.31	-0.78	-0.43	
CIRA	CIRA Calistoga	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Citrus Heights	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Clearlake	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Cloverdale	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Coalinga	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Cotati	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Eureka	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Ferndale	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Foresthill Fire Protection District	250,000	-0.67	-1.00	-0.75	Decrease

Employment Risk Management Authority

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Member Retained Limit Analysis - Pooled Losses
Weighted Indices for Indicated Change In Retained Limit

Member (A)	Entity (B)	Current Retained Limit (C)	Claim Count Index (D)	Loss Index (E)	Combined Index (F)	Indicator (G)
CIRA	CIRA Fort Bragg	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Fortuna	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Grass Valley	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Healdsburg	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Highland	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Lakeport	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Menifee	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Mosquito Fire Protection District	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Nevada City	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Placencia	250,000	-0.53	-0.87	-0.62	
CIRA	CIRA Placerville	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Plymouth	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Point Arena	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Rancho Cucamonga	250,000	-0.31	-0.78	-0.43	
CIRA	CIRA Rancho Cucamonga Fire	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Rancho Santa Margarita	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Rohnert Park	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA San Juan Bautista	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Sebastopol	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Sierra Madre	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA So. Lake Tahoe	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Sonoma	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA St Helena	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Tehama	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Trinidad	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Truckee	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Twentynine Palms	250,000	-0.20	-0.67	-0.32	
CIRA	CIRA Ukiah	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Watsonville	250,000	-0.22	-0.78	-0.36	
CIRA	CIRA Wheatland	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Wheatland Fire Authority	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Wildomar	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Willits	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Windsor	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Yountville	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Yucaipa	250,000	-0.67	-1.00	-0.75	Decrease
CIRA	CIRA Yucca Valley	250,000	-0.67	-1.00	-0.75	Decrease
CSJVRMA	CSJVRMA Angels Camp	25,000	+0.91		+0.68	
CSJVRMA	CSJVRMA Atwater	25,000	+0.80	+1.00	+0.85	Increase
CSJVRMA	CSJVRMA Ceres	25,000	+1.00	+1.00	+1.00	Increase
CSJVRMA	CSJVRMA Chowchilla	25,000	-0.67		-0.50	
CSJVRMA	CSJVRMA Corcoran	25,000	-0.67		-0.50	
CSJVRMA	CSJVRMA Delano	25,000	+0.80	+1.00	+0.85	Increase

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Member Retained Limit Analysis - Pooled Losses
Weighted Indices for Indicated Change In Retained Limit

Member (A)	Entity (B)	Current Retained Limit (C)	Claim Count Index (D)	Loss Index (E)	Combined Index (F)	Indicator (G)
CSJVRMA	CSJVRMA Dinuba	100,000	-0.67	-1.00	-0.75	Decrease
CSJVRMA	CSJVRMA Dos Palos	25,000	-0.67		-0.50	
CSJVRMA	CSJVRMA Escalon	25,000	+0.00		+0.00	
CSJVRMA	CSJVRMA Exeter	25,000	-0.67		-0.50	
CSJVRMA	CSJVRMA Farmersville	75,000	-0.67	-1.00	-0.75	Decrease
CSJVRMA	CSJVRMA Fowler	25,000	+0.58	+0.27	+0.50	
CSJVRMA	CSJVRMA Gustine	25,000	-0.67		-0.50	
CSJVRMA	CSJVRMA Hughson	25,000	+0.71		+0.53	
CSJVRMA	CSJVRMA Huron	25,000	-0.67		-0.50	
CSJVRMA	CSJVRMA Kerman	25,000	+0.58		+0.43	
CSJVRMA	CSJVRMA Kingsburg	25,000	+0.67	+0.67	+0.67	
CSJVRMA	CSJVRMA Lathrop	25,000	-0.67		-0.50	
CSJVRMA	CSJVRMA Lemoore	25,000	+0.33		+0.25	
CSJVRMA	CSJVRMA Livingston	25,000	+1.00	+1.00	+1.00	Increase
CSJVRMA	CSJVRMA Madera	25,000	-0.53		-0.40	
CSJVRMA	CSJVRMA Mcfarland	50,000	+0.67	+0.33	+0.58	
CSJVRMA	CSJVRMA Mendota	25,000	-0.67		-0.50	
CSJVRMA	CSJVRMA Merced	100,000	-0.09	-0.40	-0.17	
CSJVRMA	CSJVRMA Newman	25,000	-0.67		-0.50	
CSJVRMA	CSJVRMA Oakdale	50,000	-0.31	-1.00	-0.48	
CSJVRMA	CSJVRMA Orange Cove	50,000	-0.67	-1.00	-0.75	Decrease
CSJVRMA	CSJVRMA Patterson	50,000	+0.91	-0.38	+0.59	
CSJVRMA	CSJVRMA Porterville	25,000	+0.80	+1.00	+0.85	Increase
CSJVRMA	CSJVRMA Reedley	25,000	-0.67		-0.50	
CSJVRMA	CSJVRMA Riverbank	50,000	-0.67	-1.00	-0.75	Decrease
CSJVRMA	CSJVRMA San Joaquin	25,000	-0.67		-0.50	
CSJVRMA	CSJVRMA Sanger	25,000	+0.80	+0.29	+0.67	
CSJVRMA	CSJVRMA Selma	50,000	+0.00	-0.38	-0.09	
CSJVRMA	CSJVRMA Shafter	25,000	+0.78	+0.67	+0.75	Increase
CSJVRMA	CSJVRMA Sonora	25,000	-0.67		-0.50	
CSJVRMA	CSJVRMA Taft	25,000	+0.58		+0.43	
CSJVRMA	CSJVRMA Tehachapi	25,000	+0.27		+0.20	
CSJVRMA	CSJVRMA Tracy	100,000	-0.67	-1.00	-0.75	Decrease
CSJVRMA	CSJVRMA Tulare	100,000	-0.67	-1.00	-0.75	Decrease
CSJVRMA	CSJVRMA Wasco	50,000	+0.58	-1.00	+0.18	
CSJVRMA	CSJVRMA Woodlake	25,000	-0.67		-0.50	
	DIRECT MEMBER DIRECT MEMBER Contra Costa HA	50,000	-0.67	-1.00	-0.75	Decrease
	DIRECT MEMBER DIRECT MEMBER Oakland HA	50,000	+1.00		+0.75	Increase
ERMAC	ERMAC Beaumont	500,000	-0.67	-1.00	-0.75	Decrease
ERMAC	ERMAC Hayward	500,000	-0.67	-1.00	-0.75	Decrease
ERMAC	ERMAC Santa Maria	500,000	-0.67	-1.00	-0.75	Decrease
MBASIA	MBASIA Capitola	500,000	-0.67	-1.00	-0.75	Decrease
MBASIA	MBASIA Del Rey Oaks	500,000	-0.67	-1.00	-0.75	Decrease

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Member Retained Limit Analysis - Pooled Losses
Weighted Indices for Indicated Change In Retained Limit

Member (A)	Entity (B)	Current Retained Limit (C)	Claim Count Index (D)	Loss Index (E)	Combined Index (F)	Indicator (G)
MBASIA	MBASIA Gonzales	500,000	-0.67	-1.00	-0.75	Decrease
MBASIA	MBASIA Greenfield	500,000	-0.67	-1.00	-0.75	Decrease
MBASIA	MBASIA Hollister	500,000	-0.67	-1.00	-0.75	Decrease
MBASIA	MBASIA King City	500,000	-0.67	-1.00	-0.75	Decrease
MBASIA	MBASIA Marina	500,000	-0.67	-1.00	-0.75	Decrease
MBASIA	MBASIA Sand City	500,000	-0.67	-1.00	-0.75	Decrease
MBASIA	MBASIA Scotts Valley	500,000	-0.67	-1.00	-0.75	Decrease
MBASIA	MBASIA Soledad	500,000	-0.67	-1.00	-0.75	Decrease
MPA	MPA Antioch	50,000	+1.00	+1.00	+1.00	Increase
MPA	MPA Brentwood	50,000	+0.78	+0.33	+0.67	
MPA	MPA Clayton	50,000	-0.67	-1.00	-0.75	Decrease
MPA	MPA Danville	50,000	+0.58	-1.00	+0.18	
MPA	MPA El Cerrito	50,000	+0.91	+1.00	+0.93	Increase
MPA	MPA Hercules	50,000	-0.31	-1.00	-0.48	
MPA	MPA Lafayette	50,000	-0.67	-1.00	-0.75	Decrease
MPA	MPA Manteca	50,000	+1.00	+1.00	+1.00	Increase
MPA	MPA Martinez	50,000	-0.67	-1.00	-0.75	Decrease
MPA	MPA Moraga	50,000	-0.09	+0.33	+0.02	
MPA	MPA Oakley	50,000	-0.67	-1.00	-0.75	Decrease
MPA	MPA Orinda	50,000	-0.67	-1.00	-0.75	Decrease
MPA	MPA Pacifica	75,000	-0.67	-1.00	-0.75	Decrease
MPA	MPA Pinole	50,000	-0.67	-1.00	-0.75	Decrease
MPA	MPA Pittsburg	50,000	+0.67	+0.33	+0.58	
MPA	MPA Pleasant Hill	50,000	+0.80	+0.38	+0.69	
MPA	MPA San Pablo	100,000	-0.09	-0.40	-0.17	
MPA	MPA San Ramon	50,000	-0.67	-1.00	-0.75	Decrease
MPA	MPA Walnut Creek	50,000	+0.67	+0.33	+0.58	
PERMA	PERMA Banning	25,000	+1.00	+1.00	+1.00	Increase
PERMA	PERMA Barstow	25,000	+1.00	+1.00	+1.00	Increase
PERMA	PERMA Canyon Lake	25,000	-0.67		-0.50	
PERMA	PERMA Cathedral City	25,000	+0.71	+0.67	+0.70	
PERMA	PERMA Coachella	25,000	-0.53		-0.40	
PERMA	PERMA Colton	500,000	-0.67	-1.00	-0.75	Decrease
PERMA	PERMA Desert Hot Springs	25,000	+0.91	+0.33	+0.77	Increase
PERMA	PERMA Eastvale	25,000	+1.00	+0.82	+0.96	Increase
PERMA	PERMA Hesperia	50,000	-0.67	-1.00	-0.75	Decrease
PERMA	PERMA Holtville	25,000	-0.67		-0.50	
PERMA	PERMA ICTC	25,000	-0.67		-0.50	
PERMA	PERMA Jurupa Valley	25,000	-0.20		-0.15	
PERMA	PERMA La Mesa	25,000	+0.78		+0.58	
PERMA	PERMA Murrieta	100,000	-0.67	-1.00	-0.75	Decrease
PERMA	PERMA Norco	100,000	-0.67	-1.00	-0.75	Decrease
PERMA	PERMA Perris	25,000	+0.00	+0.60	+0.15	

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Member Retained Limit Analysis - Pooled Losses
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Member (A)	Entity (B)	Current Retained Limit (C)	Claim Count Index (D)	Loss Index (E)	Combined Index (F)	Indicator (G)
PERMA	PERMA PS Tramway	25,000	+1.00		+0.75	Increase
PERMA	PERMA Rancho Mirage	50,000	-0.67	-1.00	-0.75	Decrease
PERMA	PERMA San Diego RTC	25,000	-0.67		-0.50	
PERMA	PERMA San Jacinto	25,000	-0.67		-0.50	
PERMA	PERMA SunLine	50,000	+1.00	+1.00	+1.00	Increase
PERMA	PERMA Victor Valley Transit Authority	25,000	-0.67		-0.50	
PERMA	PERMA Victorville	25,000	+1.00	+1.00	+1.00	Increase
PLAN	PLAN American Canyon	50,000	-0.67	-1.00	-0.75	Decrease
PLAN	PLAN Atherton (Town of)	100,000	+0.91		+0.68	
PLAN	PLAN Burlingame	100,000	-0.67	-1.00	-0.75	Decrease
PLAN	PLAN Los Altos Hills	75,000	-0.67	-1.00	-0.75	Decrease
PLAN	PLAN Woodside (Town of)	50,000	-0.67	-1.00	-0.75	Decrease
SCORE	SCORE Biggs	25,000	-0.67		-0.50	
SCORE	SCORE Colfax	25,000	-0.67		-0.50	
SCORE	SCORE Dunsmuir	50,000	-0.67	-1.00	-0.75	Decrease
SCORE	SCORE Live Oak	25,000	-0.67		-0.50	
SCORE	SCORE Loomis	25,000	-0.67		-0.50	
SCORE	SCORE Mount Shasta	25,000	+0.58	+0.67	+0.60	
SCORE	SCORE Portola	25,000	-0.67		-0.50	
SCORE	SCORE Rio Dell	25,000	-0.67		-0.50	
SCORE	SCORE Shasta Lake	25,000	-0.67		-0.50	
SCORE	SCORE Susanville	25,000	+0.58		+0.43	
SCORE	SCORE Tulelake	25,000	-0.67		-0.50	
SCORE	SCORE Weed	100,000	-0.67	-1.00	-0.75	Decrease
SCORE	SCORE Yreka	25,000	+1.00	+1.00	+1.00	Increase
VCJPA	VCJPA Alameda Co. MAD	25,000	-0.31		-0.23	
VCJPA	VCJPA Burney Basin MAD	25,000	-0.67		-0.50	
VCJPA	VCJPA Butte Co. MVCD	25,000	-0.67		-0.50	
VCJPA	VCJPA Coachella Valley MVCD	25,000	-0.67		-0.50	
VCJPA	VCJPA Colusa MAD	25,000	-0.67		-0.50	
VCJPA	VCJPA Compton Creek MAD	25,000	-0.67		-0.50	
VCJPA	VCJPA Consolidated MAD	25,000	-0.20		-0.15	
VCJPA	VCJPA Contra Costa MVCD	25,000	+1.00		+0.75	Increase
VCJPA	VCJPA Delta VCD	25,000	-0.20		-0.15	
VCJPA	VCJPA Durham MAD	25,000	-0.67		-0.50	
VCJPA	VCJPA Fresno MVCD	25,000	-0.67		-0.50	
VCJPA	VCJPA Glenn Co. MVCD	25,000	-0.67		-0.50	
VCJPA	VCJPA Greater La Co. VCD	25,000	-0.44		-0.33	
VCJPA	VCJPA Kings MAD	25,000	-0.67		-0.50	
VCJPA	VCJPA La Co. West VCD	25,000	+0.80		+0.60	
VCJPA	VCJPA Lake County VCD	25,000	-0.67		-0.50	
VCJPA	VCJPA Marin-Sonoma MVCD	25,000	-0.53		-0.40	
VCJPA	VCJPA MVMD Of Santa Barbara County	25,000	-0.67		-0.50	

Employment Risk Management Authority

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Member Retained Limit Analysis - Pooled Losses
Weighted Indices for Indicated Change In Retained Limit

Member (A)	Entity (B)	Current Retained Limit (C)	Claim Count Index (D)	Loss Index (E)	Combined Index (F)	Indicator (G)
VCJPA	VCJPA Napa Co. MAD	25,000	-0.67		-0.50	
VCJPA	VCJPA Northwest MVCD	25,000	-0.67		-0.50	
VCJPA	VCJPA Orange Co. VCD	25,000	-0.67		-0.50	
VCJPA	VCJPA Placer County MAD	25,000	-0.67		-0.50	
VCJPA	VCJPA Sac-Yolo Co. MVCD	25,000	-0.67		-0.50	
VCJPA	VCJPA San Gabriel Valley MVCD	25,000	+0.67	+0.67	+0.67	
VCJPA	VCJPA San Joaquin Co. MVCD	25,000	+0.58		+0.43	
VCJPA	VCJPA San Mateo Co. MAD	25,000	-0.67		-0.50	
VCJPA	VCJPA Shasta MVCD	25,000	-0.67		-0.50	
VCJPA	VCJPA Sutter-Yuba MVCD	25,000	-0.53		-0.40	
VCJPA	VCJPA Tehama Co. MVCD	25,000	-0.67		-0.50	
VCJPA	VCJPA Turlock MAD	25,000	-0.67		-0.50	
VCJPA	VCJPA West Valley MVCD	25,000	+0.91		+0.68	
Weight				75%	25%	100%

(C) Provided by ERMA.

(D) Claim Count Index based on indices and weights from Exhibit 2, Page 5.

(E) Loss Index based on indices and weights from Exhibit 2, Page 6.

(F) Combined Index based on indices and weights from columns (D) and (E).

(G) Indicated Increase/Decrease if +/-0.7 or More in (F).

CLAIMS MATTERS

SUBJECT: Closed Session - Pursuant to Government Code §54956.95(a) to Discuss Claims - *Presented by Stacey Sullivan, Litigation Manager*

RECOMMENDATION: *None.*

BACKGROUND AND STATUS:

The confidential Litigation Manager’s Report was distributed to the Board of Directors under separate cover. The Board will discuss the claims listed below during the Closed Session.

Claim
Booth v. City of Tehachapi (CSJVRMA)
Cramer v. City of Corcoran (CSJVRMA)

REFERENCE MATERIALS ATTACHED:

- Confidential Litigation Manager’s Report (distributed under separate cover; copies to be destroyed following completion of the meeting)