

UUA Employee Benefits Trust Trustees Meeting

MINUTES

OCTOBER 3, 2008

10:00 A.M.

CONFERENCE CALL
41 MT VERNON ST, BOSTON, MA 02108

ATTENDEES	Trustees: Brent Wilkes, Mindy Scharlin, David Tedesco, Dan Brody, Tim Brennan, Paul Bluestein, and Kathy Burek (Chair); UUA Staff: Jim Sargent (Health Plan Director), Richard Nugent (OCSF Director), Kati MacDonald (outgoing Health Plan Coordinator), Tracy Withy (incoming Health Plan Coordinator)
GUESTS	Rob Molla, UUA HR Director; Bill Thompson, Actuary, Milliman; Andrea Burrell, Actuary, Milliman

Agenda topics

10:00 AM

CHECK IN, INTRODUCTIONS AND AGENDA
CONFIRMATION

CONCLUSIONS	Introduction of Tracy Withy, the incoming Health Plan Coordinator and bill Thompson and Andrea Burrell, the presenting actuaries form Milliman. Agenda approved by all.
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10:10 AM

HEALTH PLAN DIRECTOR'S REPORT

JIM SARGENT

DISCUSSION	<p>Jim reviewed the financials as of the end of the 3rd quarter of 2008. Surplus running ahead of projections for both the period and projected year-end. Membership has passed the 700 employee mark for the first time, and congregational participation is strong. Jim reported that informal market testing of the proposed age-band changes was well received.</p> <p>Jim reviewed the plan design changes under consideration, as discussed at the previous EBT meeting. The only additional change under consideration is the application of the HD plan changes to all states, rather than MA-only. The trustees discussed that additional change. Decision to hold off final vote on plan changes until the EBT can hear the actuaries' report.</p> <p>Jim updated the EBT on the status of negotiations with reinsurers. The Trust sought competitive bids from 5 reinsures, including the incumbent HM Insurance, at current reinsurance levels and a variety of alternatives. Bid process was followed by negotiations led by he Director to get more favorable pricing.</p>
CONCLUSIONS	

10:30 AM -12:15 PM

PRESENTATION BY MILLIMAN

BILL THOMPSON AND ANDREA BURRELL

DISCUSSION	<p>Power point presentation on 2009 Projections, including 2008 YTD claims experience, impact of plan changes, projected medical cost trend, reinsurance cost, projected administration expenses, and margin options.</p> <p>Discussion followed regarding the interrelationship between stop-loss level and margin requirements.</p> <p>Discussion continued regarding the overall slope of the current rate structure compared to the emerging claims experience. That discussion set the stage for discussion of switching from 5-yr age bands to single-year bands. Milliman presented detailed scenarios for various combinations of margin, stop-loss level, and limits on the increase or decrease that any individual would receive from 2008 to 2009.</p>
CONCLUSIONS	The EBT settled on a 10% margin, 200K specific stop-loss, and a limit on +/- change of 5% from 2008 to 2009 due to the change from 5-yr to 1-year age banding. The net impact of this change is an overall 0% change in overall rates, fully supported by the actuarial analysis. Decision followed by a series of votes on the individual rating components.

RELATED VOTES		
<ul style="list-style-type: none"> To adopt the benefit design changes given preliminary approval at the Aug 9, 2008 EBT meeting: MH/SA changes to same as any other coverage; dependent eligibility changes to a model consistent with MA benefits, allowing continuation of coverage to age 26; the deductible is removed on injectables, implantables, and devices under the birth control benefit; all changes to take effect on January 1, 2009. Moved by Brent Wilkes, seconded by David Tedesco, approved unanimously by individual polling. To change the deductible in all HD plans to \$2,000 individual/\$4,000 family, and have the change apply in all states, at no additional cost to the pool of HD subscribers. Moved by Tim Brennan, seconded by David Tedesco, approved unanimously by individual polling. To adopt a 2009 rate structure based on actuarial projections of claims and expenses, a 10% margin, \$200K individual stop-loss, no change to the current aggregate stop-loss, switch to one-year age banding, and limit 2008 to 2009 changes at the individual level to +/- 5%. Moved by Brent Wilkes, seconded by Paul Bluestein, approved unanimously by individual polling. To retain HM Insurance as the stop-loss carrier. Moved by David Tedesco, seconded by Mindy Scharlin, approved unanimously by individual polling. 		

12:30 PM – 1:00 PM

OTHER BUSINESS

DISCUSSION	Review of Minutes from August 9, 2008 EBT Meeting	
Moved by Paul Bluestein, seconded by Mindy Scharlin to accept minutes of August 9, 2008. approved unanimously.		
OLD BUSINESS		
EBT – cost of goods/services purchased from the UUA. Jim Sargent reviewed a change in UUA pricing for FY09, resulting in a small increase in the cost for space and janitorial services.		

HOUSEKEEPING	Next meeting: Saturday, December 6, 2008, 8 am Schulz Room.
	Moved by Brent Wilkes, seconded by David Tedesco, Meeting adjourned at 1:10 PM