

UUA Employee Benefits Trust Trustees Meeting

MINUTES

MARCH 28, 2009

8:00 A.M.

GREELEY LIBRARY
25 BEACON ST,
BOSTON, MA 02108

ATTENDEES	Trustees: Brent Wilkes, David Tedesco, Dan Brody, Tim Brennan, Paul Bluestein (Chair), Mindy Scharlin, and Kathy Burek; UUA Staff: Jim Sargent
GUESTS	From Highmark Blue Cross blue Shield: Dr Robert Muscalus, Medical Director; Mike Moran, Client Manager; Donna Bell, Client Manager (Rx). From Strategic Benefit Advisors (afternoon session): Mark Abate and Theresa Flynn. From UUA: Kati MacDonald; Rob Molla

Absent: None

Agenda topics

8:00 AM CHECK IN, INTRODUCTIONS AND AGENDA REVIEW

CONCLUSIONS	Agenda approved by all.
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8:30 AM – 10:30 AM STRATEGIC DISCUSSION OF PLAN OPTIONS BASED ON TWO YEARS OF UTILIZATION EXPERIENCE HIGHMARK

DISCUSSION	<p>Dr. Muscalus stressed strategic opportunities, using two years of data analysis as support. Principal recommendations are:</p> <ol style="list-style-type: none"> 1. Increase member communications to promote greater use of web-based resources. 2. Consider changes to benefit plans to improve rate of annual physicals and decrease ER use 3. Increase use of Blues on Call for routine and chronic care management 4. Promote preventive schedule, and build wellness participation though HRA 5. Consider Rx modifications for maintenance drugs <p>Of these recommendations, launching a Health Risk Assessment should be the primary goal for 2009 as a gateway to the other communication initiatives.</p>
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ACTION ITEM	Director will develop an action plan for HRA launch.		
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10:45 AM – 11:00 AM	DIRECTOR'S REPORT & TREASURER'S REPORT	Jim Sargent	Tim Brennan
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DISCUSSION	<p>Jim Sargent reported the early results from CY2009 through week 9. The plan is performing slightly ahead of projections, but week 9 #'s are not a reliable predictor of the full year. The change to 150K stop loss in 2008 created a net savings to the plan of \$225,000, after deducting the cost of one claim that exceeded 100K. The Plan's 501 (c) (9) filing was approved by the IRS on March 12, 2009.</p> <p>Tim Brennan reviewed audit status for FY07 and FY08: all financials are complete and unchanged from prior versions; KPMG is focusing on field work at congregations. Form 5500 will be filed on time, but without financials.</p> <p>The 2008 yield on CD's is averaging 3.8%. All CD's are fully insured.</p>
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11:00 AM -11:30 AM REVIEW PROPOSED METRICS FOR 2009 JIM SARGENT & PAUL BLUESTEIN

DISCUSSION	<p>Jim & Paul reviewed draft of the 8 critical measures that will be used to evaluate Plan performance in 2009, with the related numerical goals for each measure and status as of January 2009.</p> <p>Members agreed that the measures are a good starting point and that the entire set should be viewed as a flexible work in progress that will be amended as the Plan matures and faces new challenges.</p>
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11:30 am – 12:00 PM BUSINESS ITEMS

DISCUSSION			
1. Approve Minutes of December 6, 2008	M- Kathy Burek, S- Dan Brody	Approved unanimously	

2. Technical update to Plan: Approve Resolution to amend Pan effective January 1, 2008 to reduce the hours-per-year requirement to 750, in accordance with the Plan amendment approved by the EBT at a meeting held on August 4, 2007.

M – Brent Wilkes, S – David Tedesco Approved unanimously

3. Update on potential UUA resolution to assign fiduciary oversight of the EBT to the President, Treasurer, and the Financial Advisor, with the President's slot delegated to Richard Nugent. Tim Brennan reported that this item will be on the agenda of the next Finance Committee meeting and is likely to be approved.

4. Update on the status of funds advanced to the EBT from GIP. Tim Brenan reported that the issue is still in discussion. While there is no apparent objection from an audit standpoint, ERISA rules appear to make returning the funds a very difficult proposition.

12:00 PM – 12:30 PM Review draft Purposes & Values statement as developed at the Dec 6, 2008 meeting. KATHY BUREK

DISCUSSION	Kathy Burek led discussion of the EBT's Purposes & Values Statement, which stresses Justice, Fairness and Equity, Fiscal Responsibility, Integrity, and Legality, in pursuit of the EBT's moral obligation to offer affordable, accessible, high quality health insurance.
RELATED VOTE	To send the draft to the UUA Trustees for comment, with a final version to be voted on at a future EBT meeting. M – Mindy Scharlin, S – Kathy Burek. Approved unanimously.
12:30 PM – 1:30 PM	Receive the report of the independent consultants: Mark Abate and Theresa Flynn of Strategic Benefit Advisors
DISCUSSION	The consultants presented analysis of the UUA Plan, including its formation, operations, and finances. Their conclusions were that the Plan had succeeded against some fairly daunting obstacles, is well-run and financially strong. There were no significant recommendations for changes at this time. Follow-up discussion clarified options around the design of a richer benefit plan and the optimum level for plan reserves.
RELATED VOTE	To accept the report of the independent consultant and have Paul Bluestein present the results to the UUA Trustees. M - Kathy Burek, S – Tim Brennan. Approved unanimously
1:30 PM – 2:00 PM	Executive Session – Discuss succession planning, staff retention, and compensation
2:00 PM – 2:15 PM	Adopt FY10 budget. 1 st half FY10 was approved in August, 2008 to allow for CY09 ratemaking. His approval keeps the EBT on the same FY budget schedule as the UUA.
RELATED VOTE	To approve the FY10 budget as presented. M – Mindy Scharlin, S – Brent Wilkes. No further discussion. Approved unanimously.

2:15 PM – 2:30 PM	New business: lay groundwork and confirm study group for discussion of subsidies
DISCUSSION	EBT will need to address issues of Plan financial resources, ability to dedicate resources to subsidies, methodology for choosing recipients, nature of grants, and how subsidies would rank in a hierarchy that includes rate stabilization, benefit improvement, and adjustments to the rating structure. At the request of the Chair for volunteers, Jim Sargent and Brent Wilkes were assigned to the study group.

HOUSEKEEPING	DATES FOR REMAINING 2009 MEETINGS
2:35 PM – 2:40 PM	Remaining 2009 meeting dates: Saturday, August 8 , Friday, October 2 (conference call), Friday, December 4

ADJOURNMENT	
2:45 PM	M- Tim Brennan, S – Kathy Burek. Approved unanimously.