

# ***UUA Employee Benefits Trust Trustees Meeting***

MINUTES

APRIL 30, 2012

9:00 AM

TELECONFERENCE

<b>ATTENDEES</b>	Trustees: Brent Wilkes (chair), Tim Brennan, Jan Sammons, Paul Bluestein, Kathy Burek, Dan Brody; UUA Staff: Jim Sargent, Liz Prager, Richard Nugent, Rob Molla, Ibrahim Essa.
<b>GUESTS</b>	Highmark: Rohit Agrawal, Chris Little, Donna Bell, Meghan Cartwright

## Agenda topics

9:00 AM

WEBEX PRESENTATION BY HIGHMARK (HM)

DR. ROHIT AGRAWAL, CHRIS LITTLE,  
DONNA BELL, MEGHAN CARTWRIGHT

<b>DISCUSSION</b>	<p>HM's presentation focused on Utilization, Clinical Drivers, Pharmacy Utilization, and Recommendations. Data under review included all of calendar years 2011 and 2010.</p> <p><i>Utilization</i></p> <p>Plan demographics were relatively stable between 2010 and 2011, despite a 5% increase in membership. The average members per contract increased slightly from 1.74 to 1.78, still well below HM's PPO book of business at 2.2</p> <p>The subscriber cost share decreased from 16.7% in 2010 to 15.2% in 2011. This trend should be viewed as an area for study in future plan design.</p> <p>The percent of in-network utilization dropped slightly from almost 100% to 97%.</p> <p>The percentage of claims attributable to high cost members (claims over \$50K) went up to 25.5% from 16.3%.</p> <p><i>Clinical Drivers</i></p> <p>The concurrent risk index, a measure of member health, is a favorable 2.01, compared to HM's book of business at 2.52.</p> <p>Adjusted prospective risk is approximately 12% lower than the HM book of business.</p> <p>The Plan's non-user rate is 10.% versus HM's 15.2%, an indication that more members are seeking treatment. A favorable variation in the % seeking preventive services was noted.</p> <p>Based on an analysis of disease treatment categories, depression continues to be an underlying cost driver, a common occurrence in the plans of religious organizations.</p> <p>52% of members successfully contacted were willing to talk with an HM health coaching RN. HM continues to promote strategies to improve that number.</p> <p><i>Considerations and Recommendations</i></p> <p>Continue to monitor the success of member outreach regarding wellness programs, coaching tools, and clinical support services, and consider implementation of more outreach-based programs.</p> <p>Likely market developments related to ACA are unknown at this point, as there is much uncertainty surrounding the pending Supreme Court decision and the coming elections.</p> <p><i>Pharmacy Utilization</i></p> <p>Inflation was the primary driver of increased drug expenditures, especially specialty drugs, which increased 29.2%.</p> <p>Generic drug use increased in 2011 to 73%.</p> <p>The member cost share decreased from 24.3% to 23.6% in 2011. HM's book of business is 18.9%.</p> <p>Changes to prescription co-pays introduced in 2012 will continue to bring the UUA more in line with HM norms.</p> <p>HM discussed the trend toward more limited pharmacy networks and more steeply tiered formularies.</p>
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11:10 AM	CHECK-IN FOR THE EBT-ONLY SEGMENT	BRENT WILKES
<b>DISCUSSION</b>	The Board welcomed Jan Sammons, the newest member of the EBT.	
11:15 AM	FY12 FINANCIALS THROUGH DECEMBER 2011	TIM BRENNAN
<b>DISCUSSION</b>	Tim Brennan reviewed the financials through December 2011. The transition to our new billing service has created a longer than anticipated learning curve in report generation, which we are confident will improve. Net surplus YTD is significantly lower than Dec 2010, a direct consequence of lowering margins. Surplus is in line with the budget.	
11:25 AM	HEALTH PLAN OPERATIONAL RESULTS, 1 <sup>ST</sup> Q 2012, PLUS APRIL PRELIMINARY #'S	JIM SARGENT
<b>DISCUSSION</b>	Claims were down prior to April 2012 by roughly \$200k, though that trend has been reversed in the partial results for April, putting the Plan very close to actuarial projections. Three-plus months is still too early to use as a reliable indicator.	
11:35 AM	SCORECARD RESULTS	JIM SARGENT
<b>DISCUSSION</b>	The scorecard has been updated through 12/2011. We have met all goals, except for successful independent tracking of customer satisfaction. As a proxy measure, we currently serve 30% of all congregations, and estimate that the Plan covers approximately 50% of all eligible staff.	
11:40 AM	DIRECTOR'S REPORT: BENEFIT CHANGES COMING ONLINE AUGUST 1, AN EARLY LOOK AT POSSIBLE BENEFIT ENHANCEMENTS FOR 2013, AND CBA UPDATE	JIM SARGENT
<b>DISCUSSION</b>	<p>For August 1:  All women's preventive care will be covered at 100% as mandated by ACA.  There will be 100% coverage for all preventive services mandated by ACA  The Council on Church Staff Finances has been given the opportunity to provide input on benefit changes for 2013.</p> <p>Milliman and HM have been asked to estimate the rate impact of including assisted fertilization procedures.</p> <p>Jim Sargent reported on recent Church Benefits Association analyses of ACA impacts. Much remains to be done at both the legislative and the regulation drafting level. At present, neither Church Plans nor self-insured MEWA's have any standing in the formation of Insurance Exchanges. The practical implication of this is that we need to evaluate and plan for the impact of exclusion on the size of our Subscribing Employer and membership base, while proceeding with implementation of all other parts of ACA, and proceeding with enough exploratory work that we would be ready IF we gained standing to participate in Exchanges.</p>	
11:50 AM	SPD REVISION, UPDATE OF TRUST AND PLAN DOCS, SBC PREPARATION, OTHER ACA PIPELINE ACTIVITIES	JIM SARGENT
<b>DISCUSSION</b>	<p>A new Summary Plan Description (SPD) must be written every five years. It will be published and include any plan amendments and trust documents. The SPD references the Plan and Trust Documents.</p> <p>By November 2012, a Summary of Benefits and Coverage (SBC), an 8 page document, must be sent out to members detailing our plan as part of the ACA regulations. Staff is working with the Plan attorney and HM on implementation.</p>	
12:05 PM	APPROVAL OF 12/9/2011 MINUTES, OTHER BUSINESS	BRENT WILKES
<b>DISCUSSION</b>	<p>Kathy Burek moved for approval, Dan Brody seconded.  Tim Brennan proposed a few corrections to the minutes.</p> <p>Kathy Burek accepted the amendments as friendly. APPROVED as amended.</p> <p>Kathy Burek motioned to adjourn the meeting, Tim Brennan seconded. ADJOURNED at 12:15.</p>	

