

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

MINUTES

OCTOBER 1, 2010

9:00 AM

FIFIELD ROOM  
ELIOT & PICKETT HOUSES  
6 MOUNT VERNON PLACE  
BOSTON, MA 02108

<b>ATTENDEES</b>	EBT Trustees: Brent Wilkes, David Tedesco, Tim Brennan, Mindy Scharlin, Dan Brody, and Paul Bluestein. UUA OCSF Staff: Jim Sargent, Richard Nugent, and Liz Oliver. UUA Staff: Rob Molla, Ibrahim Essa, Sarah Lammert, and Karen Wheeler
<b>PRESENTERS</b>	From Milliman (consulting actuaries): Bill Thompson, FSA and Andrea Burrell, FSA

## Agenda topics

9.00 CHECK IN AND GUEST INTRODUCTION PAUL BLUESTEIN

9:10 MILLIMAN PRESENTATION ON 2011 RATES ANDREA BURRELL AND BILL THOMPSON

<b>DISCUSSION</b>	<p>The 2010 claims experience is moving back to more favorable experience levels seen pre-2009. Market trend is 10-12% for medical and 7-9% for pharmacy. Net expenses for 2010 are based on contracts already in place, staff's budget estimates for internal costs, and preliminary figures for 2011 reinsurance costs, with options. At staff's direction, the actuaries prepared four scenarios, all actuarially valid, representing different approaches to weighting the impact of emerging experience. Discussion followed.</p> <p>Possible plan changes and related costs were reviewed, including a hearing aid benefit, additional coverage for childhood learning disabilities, the timing of changes to preventive care mandated by Healthcare Reform, the impact of indexing deductibles and out-of-pocket levels, the level of specific reinsurance to be carried for calendar year 2011, and continuing the process of smoothing irregularities in the age-rating curve.</p> <p>Separate <b>votes</b> were taken on each plan design feature:</p> <p><b>Plan Change 1</b> – Include a childhood disability benefit of up to \$2,500 per year. M/Tedesco, S/Wilkes, APPROVED unanimously.</p> <p><b>Plan Change 2</b> – Include a \$2,000 every two years hearing aid benefit. M/Scharlin, S/Bluestein, APPROVED unanimously.</p> <p><b>Plan Change 3</b> – As of 7/1/2011, amend the Plan to conform with mandates for preventive services. M/Brennan, S/Bluestein, APPROVED unanimously.</p> <p><b>Plan Change 4</b> – Continue year 2 of the three-year process to smooth the rate curve. M/Wilkes, S/Brennan, APPROVED unanimously</p> <p><b>Plan Change 5</b> – Change the specific stop loss insurance to \$300,000, with a \$2 million annual cap. M/Wilkes, S/Scharlin, APPROVED unanimously.</p> <p>Indexing of out-of-pocket amounts was discussed and deferred to 2011 to allow sufficient time for member communications.</p> <p>After discussion of all plan options for 2011, Moved by Brent Wilkes, Seconded by David Tedesco, to set the base rate increase for 2011 at 5%. APPROVED unanimously.</p>
<b>RELATED VOTE</b>	After discussion of all plan options for 2011, Moved by Brent Wilkes, Seconded by David Tedesco, to set the base rate increase for 2011 at 5%. APPROVED unanimously.

11.40 UUA METHODOLOGY FOR DETERMINING CHARGES FOR SERVICES TO THE EBT KAREN WHEELER

<b>DISCUSSION</b>	The UUA secured estimates for comparable market rates for all services provided to the EBT, plus comparables for office space in the Greater Boston area. Karen Wheeler's presentation was EBT Board's opportunity to periodically review all service costs and agree to the charges to be applied for FY11.
<b>RELATED VOTE</b>	M/Scharlin, S/Brody to accept the UUA Controller's analysis of market rate costs and to approve UUA costs to be charged to the EBT for FY11. APPROVED unanimously.

12:50 PLAN AMMENDMENT #3 JIM SARGENT AND ROB MOLLA

