

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

MINUTES

OCTOBER 1, 2011

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, Kathy Burek, Dan Brody, and Paul Bluestein. UUA OCSF Staff: Jim Sargent, Richard Nugent, and Liz Prager. UUA Staff: Rob Molla, Ibrahim Essa, and Sarah Lammert
<b>PRESENTERS</b>	From Milliman (consulting actuaries): Bill Thompson, FSA and Andrea Sheldon, FSA

## Agenda topics

9.00 CHECK IN AND GUEST INTRODUCTION PAUL BLUESTEIN

9:10 MILLIMAN PRESENTATION ON 2012 RATES ANDREA SHELDON & BILL THOMPSON

<b>DISCUSSION</b>	<p>Margin has steadily decreased yearly for the Plan: 10% in first years, 5% in 2010, and 2.5% in 2011. Claim trend for 2012 projections is 9%.</p> <p>Projected expenses for 2012 are down slightly; pharmacy rebates are down due a shift in the generic/brand mix; Stop Loss insurance costs will decrease substantially in 2012.</p> <p>Milliman, as they have done for past renewal analyses, presented several equally valid pricing scenarios for the EBT's consideration, plus their overall recommendation for 2012.</p> <p>After a discussion of the pricing alternatives, The Board settled on the mid-range projection favored by the actuaries, creating a negative 4% change to the base rates, before discussion of the final list of plan changes for 2012.</p> <p>The Board then discussed adjustments to various plan co-pays, the impact of PPACA women's health benefit changes to be introduced in August , and related margin adjustments.</p> <p>The Board then discussed the impact of raising the Stop-Loss attachment point.</p> <p>Finally, the Board discussed adjustments to the underlying age curves in preparation for Exchange requirements that would become effective for the 2014 open enrollment.</p>
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<b>RELATED VOTE</b>	<p>1. Benefit Plan changes for 2012, M - Tim Brennan; S - Kathy Burek:</p> <p>Decrease the generic drug co-pay to \$10 Decrease the co-pay for Physical Therapy/Occupational Therapy/Speech Therapy to \$20 Decrease the Out-patient Mental Health co-pay to \$20</p> <p>Approved unanimously</p>
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<b>RELATED VOTE</b>	<p>2. Change the Stop Loss specific attachment point to \$500,000 M - Dan Brody ; S - Kathy Burek Approved unanimously</p>
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<b>RELATED VOTE</b>	<p>3. a) The employee + spouse rate slope will be shifted to a 3:1 ratio and the other slopes will be left alone, aligning the Plan with the most likely Exchange scenario. b) The maximum rate increase for 2012 will be zero, net of a 5% base rate decrease and the impact of age adjustments. Margin will be adjusted to meet those parameters.</p> <p>M - Kathy Burek; S - Tim Brennan seconded. Approved unanimously</p>
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11:30 Bill Thompson presented Milliman's analysis of possible scenarios for the implementation of 2014 Insurance Exchanges. The Board will use the scenarios as a tool to plan strategies for 2012 – 2013.

11:40 UPDATE ON RESPONSE TO CALL FOR NEW BOARD MEMBER PAUL BLUESTEIN

<b>DISCUSSION</b>	Dan Brody briefed the Board on the current process and the relative responsibilities of the UUA Finance Committee and the COC. Paul Bluestein will follow up with Jean Pupke.
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11:50 FY11 AUDIT UPDATE AND CALENDAR CHECK FOR UUA JIM SARGENT & TIM BRENNAN  
AUDIT COMMITTEE MEETING.

<b>DISCUSSION</b>	The McGladrey auditors have completed their field work. The FY11 financials are nearing completion. The process of collecting confirmation information from congregations is expected to
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	be done soon and ahead of last year's schedule.
<b>CONCLUSIONS</b>	The EBT will participate in the November 3, 2011 UUA Audit Committee phone call with McGladrey present, if all work has been completed and the audit finalized. Otherwise, the joint call with the EBT and UUA Audit Committee will happen at the EBT's December meeting.
11:55	APPROVAL OF AUGUST 1, 2011 MINUTES; SET DATE FOR DECEMBER EBT MEETING <span style="float: right;">PAUL BLUESTEIN</span>
<b>DISCUSSION</b>	EBT's next meeting will be on either Friday, December 9 <sup>th</sup> or Friday, December 16 <sup>th</sup> via conference call, with the final date determined by the audit completion date.
<b>RELATED VOTE</b>	Moved to accept minutes - Kathy Burek; S - Tim Brennan seconded. Approved unanimously Meeting adjourned at 12:05 pm.