

# *UUA Employee Benefits Trust Trustees Meeting*

MINUTES

APRIL 25, 2019

10:00 A.M. EST

IN PERSON, AND  
ZOOM  
TELECONFERENCE

<b>ATTENDEES</b>	Trustees: Barbara Johnson (Chair), Karin Ferguson, John Vogt, Mike Wagner, Tim Brennan, Lucia Santini, Tom Loughrey  Staff: Jim Sargent, Patti Angelina, Richard Nugent, Rob. Molla, Kati Campopiano
<b>PRESENTER</b>	Highmark team: Gabby Gallucci, Rahul Anand, Vicki Scarci, Cheryl Gambier

## Agenda topics

### CALL TO ORDER

10:00 AM	Call to order and welcoming Highmark guest presenters	BARBARA JOHNSON
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10:05 AM      PRESENTATION OF 2018 ANNUAL CLINICAL REVIEW      HIGHMARK/ BOARD DISCUSSION

<b>PRESENTATION &amp; DISCUSSION</b>	<p>The Highmark team presented a detailed two-year analysis of cost and utilization for the UUA Health Plan, comparing calendar year 2018 to calendar year 2017 results. This annual presentation provides an opportunity to discuss important claim trends and possible future plan enhancements.</p> <p><b>Rahul Anand, R. Ph,</b> and <b>Vicki Scarci</b> reviewed pertinent financial and utilization measures for our prescription drug benefit. Comparing 2018 to 2017, overall drug spend was up by \$500K, and the year-over-year trend was 16%, well above the Highmark national book of business. Specialty drug trend and member cost share are both very close to national averages; non-specialty drugs, especially treatment HIV and diabetes, were a primary driver, with drugs for inflammatory conditions most affecting specialty spend.</p> <p>With prescription drug spending at 24% of total claims and trending significantly higher than the overall plan, Trustees asked for a large amount of supplementary data from Highmark, specifically for information on a collection of "Market Watch" programs, including high-cost drug approval protocols, OTC substitutions, diabetes medications, new-to-market drugs, and pulmonary care drugs. The Trustees would also like to explore issues around site of care for specialty drug administration.</p> <p><b>Gabby Gallucci</b>, Senior Client Manager and <b>Cheryl Gambier</b>, Clinical Sales Consultant presented a full review of changes in inpatient and outpatient utilization, analysis by population segment, major condition prevalence, a breakdown of non-user distribution and the potential impact on future claims, analysis of preventive care adherence rates, and other key metrics.</p> <p>There appear to be opportunities to: improve access to less expensive mental health services by enhancing our telemedicine benefit; providing more member education on using urgent care centers in place of emergency rooms for musculoskeletal services; and improving member education regarding centers of excellence for joint replacement procedures.</p> <p>At 12:15, Barbara Johnson thanked all of our Highmark guest presenters.</p>
12:30 PM	CONTINUATION WITH EBT MEMBERS-ONLY

DISCUSSION	<p>DIRECTOR'S REPORT</p> <p>Jim reviewed the emerging experience for CY 2019. Through March the Plan was running very close to projections. Jim offered two caveats: 13 weeks is far too early to judge where the year (or even the first 6 months, which becomes input to Milliman's evaluation of 2020 rates); and HM has alerted us that two large claims are in the pipeline, going through a financial validation process.</p> <p>Jim continues to work through the process of initiating a discussion of racial disparities in care delivered by the Plan. MFD co-Directors Sarah Lammert and Janice Marie Johnson are reviewing the proposal and considering how best to move the discussion forward with the Leadership Council.</p> <p>Jim discussed progress on the development of a "skills matrix". Materials will be distributed to all Trustees for their evaluation and completion.</p>	JIM SARGENT
	<p>FINANCIAL REPORT</p> <p>Tim reviewed the FY19 financial statements through February. Claims paid show some deterioration compared to the comparable period ending 2/28/18, though the paid claims are slightly better than the FY budget. Ending assets are a strong \$6.8 million, approximately \$100K ahead of FY18. Balance sheet was unremarkable, with the exception of Accrued Accounts Payable – GIP, which had been cleared by the time of the meeting.</p>	TIM BRENNAN
PLAN & TRUST AMENDMENTS, RELATED VOTES	<p>TECHNICAL CORRECTIONS TO THE PLAN DOCUMENTS</p> <p>Resolution to amend the Trust effective July 1, 2019 to clarify the definition of "Administrator", by saying that "Administrator" refers to the person or persons appointed by the Trustees.</p> <p><b>Vote:</b> M- Lucia; S - Karin <b>Approved unanimously.</b></p> <p>Resolution to amend the Plan effective July 1, 2019 to correct the Plan address and to update the list of available Plan booklets.</p> <p><b>Vote:</b> M – Lucia; S – Mike <b>Approved unanimously</b></p>	JIM SARGENT

1:00 PM	APPROVAL OF MINUTES OF FEB 1, 2019	BARBARA JOHNSON
	<p><b>VOTE: M-Tom, S-Karin,</b> to approve the Feb 1, 2019 Minutes. <b>Approved unanimously.</b></p>	

ADJOURNMENT	Meeting adjourned at 1:00	
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### Remaining meeting Dates for 2019

Possible Zoom meeting to discuss Highmark data on various options. Time/date TBD depending on HM response.

July 25 -26, in person, 24 Farnsworth Street. July 25 will include a dinner meeting. July 26 will be our first meeting with Milliman re: 2020 renewal. Plan for 9 – 1 ET.

October 3 -4, in person, 24 Farnsworth Street. Oct 3 will include a dinner meeting; Oct 4 will be our second meeting with Milliman re: 2020 renewal, 9 – 1 ET.

November 19: final time TBD. This will be a joint teleconference with the UUA Audit Committee and the EBT auditors.