

# **UUA Employee Benefits Trust Trustees Meeting**

MINUTES

FEBRUARY 7, 2014

10:00 A.M. EST

TELECONFERENCE

<b>ATTENDEES</b>	Trustees: Tim Brennan, Paul Bluestein, Jan Sammons, David Tedesco, Kathy Burek (Chair) Absent: Brent Wilkes, Larry Ladd UUA Staff: Jim Sargent, Richard Nugent, Ibrahim Essa. Rob Molla
<b>GUEST PRESENTERS</b>	None

## Agenda topics

10:10 AM

REVIEW OF PROGRESS REVIEW AGAINST BENCHMARKS

JIM SARGENT /  
BOARD DISCUSSION

<b>REPORT &amp; DISCUSSION</b>	<p>Jim Sargent reported on benchmark status as of January, 2014:</p> <p><b>Membership growth:</b> Benchmark: 5% net growth per year. Actual: compound growth rate of 7%</p> <p><b>% of congregations with staff in the Plan:</b> Benchmark 30%. Actual: 34%</p> <p><b>Maintain adequate financial reserves:</b> Benchmark: 5 to 7 months of premium in unrestricted surplus. Actual: 5.6 months</p> <p><b>Competitive premium pricing:</b> Benchmark: hold premium growth to medical inflation minus 2%. Actual: compound rate of medical inflation minus 5.3%.</p> <p><b>Member Health:</b> Benchmarks: outperform Highmark PPO benchmarks, and show year-over-year improvement in risk factor scores. Actual: Plan is performing well on all measures except for small deviations in measures for stress-related illness.</p> <p><b>% of congregational staff with coverage from some source:</b> Benchmark: 100%. Actual: With the advent of the ACA, 100% of staff have access.</p> <p><b>Member and congregation satisfaction with the Plan:</b> Benchmarks: # of disputes; billing issues; terminations. Actual: Plan met all goals.</p> <p><b>Enterprise risk management:</b> Benchmark: no avoidable legal or regulatory actions. Actual: zero actions.</p> <p>The Board directed staff to increase the focus on enterprise risk management, which is an area of interest for the UUA Audit Committee; Richard Nugent discussed OCSF plans for review.</p> <p>Paul Bluestein proposed adding an annual questionnaire to our member satisfaction analysis, based on the Net Promoter Score System.</p> <p>Tim Brennan asked staff to explore the feasibility of adding a question to the annual congregational survey.</p> <p>Motion to accept the Benchmark Review: M – Paul Bluestein; S- Jan Sammons; Approved unanimously</p>
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10:40 AM

DIRECTOR'S REPORT

JIM SARGENT

<b>DISCUSSION</b>	Jim Sargent reviewed the initial analysis of CY 2013 cash flow, the baseline comparison of Plan performance versus actuarial projections. The Plan had been priced in 2013 with zero margin, meaning that an "average" year would produce neither a gain nor a loss. Pending a final update of Plan receipts, CY results show a small surplus – less than 1% -- essentially a breakeven outcome, fully in line with
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