

UUA Employee Benefits Trust Trustees Meeting

MINUTES

FEBRUARY 13, 2015

10:00 A.M. EST

TELECONFERENCE

ATTENDEES	Trustees: Tim Brennan, Jan Sammons, Larry Ladd, Barbara Johnson (Chair), Kathy Burek, Tom Loughrey, Paul Bluestein UUA Staff: Jim Sargent, Patti Angelina, Richard Nugent, Rob Molla
GUEST PRESENTERS	None

Agenda topics

10:00 AM
10:10

CALL TO ORDER & CHECK-IN
REVIEW OF PROGRESS AGAINST BENCHMARKS, THROUGH Jan 2015

BARBARA JOHNSON
JIM SARGENT

DISCUSSION	<p>Jim Sargent presented the annual review of progress against the formal benchmarks established by the EBT Board and periodically updated. Results by each approved critical measure:</p> <ol style="list-style-type: none"> 1. Achieve increasing membership. Though the Plan saw some minor shrinkage with advent of competing plans on the ACA Insurance Exchanges, the 2015 open enrollment keeps total participation at a level consistent with actuarial and budget projections. 2. % of congregations participating. At 34%, continues to exceed the original 30% goal. 3. Adequate financial reserves. Reserves exceed the minimum target set by the EBT. 4. Competitive premium pricing. The 8-year compound growth rate continues well below the rate of medical inflation. 5. Member health. The Plan continues to outperform Highmark PPO benchmarks for all HEDIS measures. Year-over-year improvement has been more difficult to achieve, which underscores the importance of the decision to introduce enhanced clinical engagement programs for 2015. 6. Increase the percentage of congregational staff with access to health insurance. Before the advent of the ACA, the Plan significantly improved access to high quality, affordable health insurance. In theory, access is now at 100%. The Board, however, is not ready to declare 100% victory, until we can see reliable data from congregations that all staff have shown evidence of coverage. 7. Maintain a high level of member and congregation satisfaction with the Plan. Because Highmark member survey data is aggregated, and survey participation by UUA Plan subscribers does not reach a statistically valid level, the Plan relies on an analysis of member complaints and all problem resolution activities. All measures were satisfactory in 2014. 8. Improve enterprise risk management. This is an evolving measure. Currently, the Plan uses the standard "No avoidable legal or regulatory actions." Over the course of 2015, the Board will explore an expansion of the measures to include data protection from breaches such as occurred at Anthem Blue Cross and a formal assessment of the competitive risk posed by the ACA.
-------------------	--

10:55 AM

DIRECTOR'S REPORT

JIM SARGENT

DISCUSSION	<p>Jim Sargent reviewed the CY2014 year-end cash flow analysis, extending the figures that supported the final 2015 rate action. Over the final 12 weeks, claims showed some moderation, and the Plan was able to end the calendar year with 4.6 months of premium in unrestricted surplus.</p> <p>Jim then reported on the successful completion of the FY14 audit, with McGladery issuing the final documents in time to prepare the other required DOL filings.</p>
-------------------	--

11:10 AM

APPROVAL OF MINUTES OF DEC 12, 2014

BARBARA JOHNSON

DISCUSSION	VOTE: To accept the minutes of Dec 12, 2014. . M – Kathy Burek; S – Paul Bluestein. ACCEPTED unanimously.
-------------------	---

11:15 AM

OTHER BUSINESS

BARBARA JOHNSON

DISCUSSION	The board discussed progress on finding appropriate candidates to take the seats of Paul Bluestein and Kathy Burek. ADJOURNED at 11:20
-------------------	---

FUTURE DATES	Future meeting dates for 2015: April 24 , 10 -12+, telephone; July 30 , all-day retreat in Boston with current, new and retiring Board members; July 31 , 9 – 2, in person in Boston; October 2 , 9 – 2, in person, in Boston; December 11 , 10 – 12, telephone.
---------------------	---