

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

MINUTES

FEB 17, 2017

10:00 A.M. EST

TELECONFERENCE

<b>ATTENDEES</b>	EBT Trustees: Jan Sammons, Barbara Johnson (Chair), Tom Loughrey, Suzyn Smith Webb, John Vogt, Lucia Santini, Tim Brennan  Staff: Jim Sargent, Patti Angelina, Richard Nugent, Rob Molla, Kati Campopiano
<b>PRESENTER</b>	No outside presenters

## Agenda topics

10:00 AM	Called to order by Chair Barbara Johnson
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10:00 AM      REVIEW OF 2016 PROGRESS AGAINST EBT BENCHMARKS      Jim Sargent

<b>PRESENTATION &amp; DISCUSSION</b>	<p>The EBT has established a systemic review of eight benchmarks that helps assess the overall performance of the Health Plan. Jim Sargent reviewed each, with discussion from the Board.</p> <ol style="list-style-type: none"> <li>1. Increase membership – Under ACA and premium pricing pressure, the Plan shrank by about 4% during 20i5. Enrollment turned around completely in 2o6, recouping all past losses.</li> <li>2. Have 30% or more of all congregations with eligible staff active in the Plan – We have maintained at least that level of participation since 2012.</li> <li>3. Maintain adequate financial reserves – The Plan fully complies with actuarial recommendations for reserve levels equal to or better than insurance industry standards.</li> <li>4. Maintain competitive premium pricing – The Plan’s compound premium growth rate will remain below the rate of medical inflation for the foreseeable future. The 4.7% 2017 rate increase was well-received and contributed to early 2017 growth.</li> <li>5. Member health – The Plan reviews progress on industry-standard health measures each year, including year-over-year trend analysis. Past results have been good; the next review will be done in May 2017.</li> <li>6. Affordability for all congregations – This measure is currently in transition from one of availability to one of affordability. While the Plan’s rate of premium increases has been well below medical trend, we have moved to introduce less expensive coverage options to compete with plans available on the Insurance Exchanges. The increased enrollment for 2017 indicates the congregations perceive the range of plan offerings as competitive.</li> <li>7. Member satisfaction – Measured by review of all member complaints and formal appeals. Since 2013, the Plan has had no claims that failed on appeal. Billing issues remain minimal. Customer complaints about specific issues (typically claims processing) have been minimal, and usually resolved with two business days.</li> <li>8. Improve Enterprise Risk Management – In the past, progress has been measured by the incidence of avoidable legal or regulatory actions. The EBT is transitioning to using the stochastic risk analysis provided by Plan actuaries. Under both measures, the Plan was a success in 2016.</li> </ol>
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10:45      FY17 FINANCIAL STATEMENTS, YTD      TIM BRENNAN

	Tim reviewed financial statements through Dec 31, 2016.
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10:55      REPORT ON THE FY17 Audit      JIM SARGENT

	Jim reported that all remaining followups to the preliminary report of the Auditors have been completed, and that final documents will be ready for government filings.
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11:00 AM

REVISED CALCULATION OF UUA ADMINISTRATIVE FEE

TIM BRENNAN

<b>DISCUSSION</b>	Tim presented the updated calculation of the cost of services provided to the EBT by the UUA for Financial Services, IT Support, Human Resources, and Office Space. The Board discussed the detail of the proposed calculations for each cost category, to be applied to FY17.
<b>VOTE</b>	<b>RELATED VOTE: M-Suzyn smith-Webb, S-Jan Sammons,</b> to approve the methodology as developed by the UUA Finance Department for calculating the UUA Administrative Fee. <b>Approved unanimously.</b>

11:25 AM

OTHER EBT BUSINESS

BARBARA JOHNSON

<b>OTHER BUSINESS</b>	Lucia Santini reported that the meeting between the UUA Appointments Committee and members of the Office of Church Staff Finances was greatly appreciated by the Appointments Committee for creating a clear understanding of the skills needed to be an effective EBT Board member.  Lucia also requested that a review of EBT investment policy be added to a future agenda.
<b>ADJOURNMENT</b>	Adjourned at 11:30

**Remaining meeting Dates for 2017:**

May 5 – Zoom meeting, 10 – 1 ET, with Highmark for their annual update. **Note that Highmark is planning to be in Boston for this meeting. Those of you who work in Boston or would like to do a day trip, are warmly invited to be here in person.**

July 27-28, in person, 24 Farnsworth Street. July 27 will include a dinner meeting. July 28 will be our first meeting with Milliman re: 2018 renewal. Plan for 9 – 1 ET.

October 5 - 6, in person, 24 Farnsworth Street. Oct 5 will include a dinner meeting; Oct 6 will be our second meeting with Milliman re: 2018 renewal, 9 – 1 ET.

November 20: final time TBD. This will be a joint teleconference with the UUA Audit Committee and the EBT auditors.