

UUA Employee Benefits Trust Trustees Meeting

MINUTES

FEB 1, 2019

10:00 A.M. EST

ZOOM
TELECONFERENCE

ATTENDEES	Trustees: Barbara Johnson (Chair), Lucia Santini, Karin Ferguson, Michael Wagner, John Vogt, Tom Loughrey Staff: Jim Sargent, Patti Angelina, Richard Nugent, Kati Campopiano, Rob Molla
PRESENTER	No outside presenters

Agenda topics

10:00 AM	Welcome and check-in by Chair Barbara Johnson
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10:15 AM REVIEW OF 2018 PROGRESS AGAINST EBT BENCHMARKS Jim Sargent

PRESENTATION & DISCUSSION	<p>The EBT has established a systematic 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"> 1. Increase active membership – Year over year enrollment increased by 8.5%, reaching the highest level in Plan history. 2. The number of active congregations -- dropped slightly into mid-2016, then bounced back to about 325, about 30% of all congregations and to 350 to start 2018. The count has been stable since early 2018. 3. Maintain adequate financial reserves – The Plan fully complies with actuarial recommendations for reserve levels equal to or better than insurance industry standards. The plan ended 2018 with 7.3 months of unrestricted reserves. 4. Maintain competitive premium pricing – The Plan offered a slight decrease for 2018, drawing a very strong favorable reaction from congregations, followed by a zero percent base rate increase for 2019. Lucia requested further detail regarding historical results of medical inflation versus Plan rate changes, and that data will be provided at the EBT April meeting. 5. Member health – CY 2018 performance against benchmarks shows the Plan continuing to outperform the benchmarks on most critical measures. Our April meeting with Highmark will be devoted to performance details. Board members raised and discussed the issue of potential racial disparities in access to and provision of healthcare resources, and asked staff to come up with a plan to explore the topic, with a report to be provided at the April EBT meeting. 6. Affordability for all congregations – With the shift from “availability” to “affordability”, the clearest measure is current and potential member reaction to our pricing. Open Enrollment 2018 was our best enrollment gain since plan inception, and 2019 was our second-best year ever. 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. Due to some internal staffing issues, we saw a small increase in billing issues; the problems have largely been resolved, and we believe that service will normalize during the first half of 2019. Improve Enterprise Risk Management – Two years ago, our actuaries introduced the goal of 8. Enterprise Risk Management – Since adopting an actuarial approach based on risk modelling and comparison to NAIC standards, we have enjoyed a solid relationship with the UUA Audit Committee regarding our Risk Management activities.
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11:10

FINAL 2018 CASH FLOW ANALYSIS

JIM SARGENT

	Jim reviewed the (unaudited) cashflow results. CY 2018 exceeded expectations for surplus gain, due almost entirely to better-than-expected claims results. The Plan finished the year with just over \$7 million in unrestricted assets. Because 2020 rates will be based in part on the complete CY18 results, the results will become important as we engage our actuaries in July.
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11:20	REPORT ON THE FY18 Audit	JIM SARGENT
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	<p>Jim reported that the final FY18 audit is complete. The UUA Audit Committee heard the report of the auditors at their November 20 meeting and recommended acceptance, and the EBT voted previously to accept the Audit Committee recommendation.</p> <p>RELATED VOTE: To accept the Report of the Auditors for FY2018 M-Lucia; S-Mike APPROVED unanimously</p> <p>In followup discussion, the Board requested that staff begin to prepare a market check on audit firms qualified to assess MEWA performance, prior to the start of the FY19 audit cycle.</p>
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11:25 AM	UPDATE ON HIGHMARK UPDATED RX REPORTING CAPABILITY	JIM SARGENT
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DISCUSSION	Highmark has significantly upgraded their Rx date reporting capability. The general sense of the Board was that while there is a large amount of what may be useful data, the context and analysis is lacking. Staff was directed to have Highmark rectify this shortcoming at the April meeting.
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11:35 AM	OTHER BUSINESS	BARBARA JOHNSON
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APPROVAL OF NOV 19, 2018 MINUTES	M –Karin; S-Tom, to accept the minutes of the Nov 19, 2018 meeting. APPROVED unanimously
REVIEW OF UPCOMING TRUSTEE TERM EXPIRATIONS AND INTENT TO RENEW	Barbara encouraged those whose terms are set to expire to consider what they intend to do.

Meeting adjourned at 11:45

Remaining meeting Dates for 2019:

April 25 – Zoom meeting, 10 – 1 ET, with Highmark for their annual update on claims performance and clinical measures.

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: final date and time to be set later. This will be a joint teleconference with the UUA Audit Committee and the EBT auditors.