

NY44 Health Benefits Plan Trust Board Meeting

Minutes: Number 114, February 25, 2021

Opening of Meeting 3:05 PM

In attendance: Chair Jim Fregelette, Vice Chair Donna Walters, Trustees Elizabeth Freas, Kate Huber, John Pope, Deborah Piatek, Michelle Okal-Frink, Christa McHale, and Bob Giannicchi. Also attending: Darcie Falsioni, Esq., Representatives from Oswald Companies, Steve Baltas, Janet Lukacs, John Kertis, Medhat Kaldas, and Cindi Morris.

Not in Attendance: Trustee Candace Reimer

1. Public Comments and Questions

None

A. Presentations/ Informational Items

1. Fiscal Update

Finance and Enrollment Manager, Alice Riley, reported that cash & investments as of January 2021 total \$57.7M. Liabilities are \$7.8M, that is a static number throughout the year and is an IBNR (incurred but not reported). The Trust received \$5.7M in Rx rebates through the 2nd quarter of 2020 and will receive another rebate in May.

RDS has two active applications and the Trust received \$403K on 9/25/20 for Application #367514 and returned \$7,241 to RDS as overpayment on 11/18/20.

As of March 2021, there will be 330 less enrollments due to life events or retirement.

The full book of business indicates that the Trust is in a fiscally strong position this year.

Statement of Cash Flow shows revenue and expenses. Some months which have 5 weeks (highlighted in yellow) have more payments to the TPAs.

2. Proposed 2021/2022 Administrative Budget

The Administrative budget includes operational obligations of the Trust. The stand-alone budget is made up of the \$12 PEPM from the schools. There will be a 7% decrease from the 2021 budget. Salaries include benefits. There is a decrease in office space from last year. The auditor's fee is reduced because we will not be audited by the State this year. Technology has a substantial reduction due to less staff and a change in billing procedures by Erie1. Miscellaneous Operational Costs is based on the anticipation that we will have presentations and conferences.

B. Administrative Report

1. Open Enrollment Update

Trust staff will present a live presentation on 3/30/21 for the Benefit Administrators at the schools. The presentation will be recorded and posted to the NY44 website for those who

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could not attend the live session. An Open Enrollment Calendar has been shared with the Schools which indicates the timeline and deadlines.

2. Implementation of Wilmington Trust as Trust's Investment Manager

A meeting was held on February 23rd, wherein the Finance Committee recommended that Wilmington Trust handle the Trust's investments. The funds currently invested at Morgan Stanley will not need to be liquidated.

3. Guardian Dental Webinar

Information has been posted to the website and a FAQ from the webinar is in production and will also be posted. The webinars were well attended.

C. Consultant Report

1. Subcommittee Updates

a. Financial Committee

Medhat Kaldas reported on medical and Rx plan performance. December's \$1542 PEPM is 1.3% higher than the fiscal year. The recent quarter (\$1,433) is very close to the last calendar year (\$1435). 2019's PEPM was \$1407. Overall, there was not much difference from last year.

Since July 2020, 13 members had claims of \$200K or greater. Most of the high claims occurred in March and August. The dips (decreases) on the graph were due to receipt of Rx rebates. Since September, enrollment has been steady.

2,611 members were tested for COVID and 341 members sought treatment, with the plan paying \$322,661 in claims. From March 2019 – February 2020, 43 patients required ventilators and from March 2020 – December 2020, 23 patients required inpatient treatment requiring a ventilator.

Telehealth and office visits have leveled off since August while urgent care visits have remained relatively static since January 2020.

A decision was made by the Board of Trustees to waive ER co-payments for COVID testing. ER utilization in August was not much different than pre-pandemic numbers. Contact cost since August averages \$94.

b. Communications Committee

John Kertis reported on the website analytics. There were 378 new users. The snapshot shows the enrollees/western region is the most accessed page which indicates that enrollees are using the website the most.

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Dental updates have been added to the website as well as information regarding the mobile apps available from the TPAs and Board meeting Minutes and recordings.

During the February 2nd Open Forum meeting, customized landing pages for individual schools to increase ease of use for employees in navigating to their benefits was offered. Oswald received positive feedback on the landing page proposition. Schools that are interested should email Oswald and a landing page will be created for them.

In early March, an informational video for members regarding the new Rx vendor and FAQ will be posted to the website. In mid-March, a postcard will be mailed to members with more information regarding the Rx change. An Executive Session Meeting will be held on March 25th and the Finance Open Forum meeting will be held in March.

c. Population Health Committee

Cindi Morris reported that the Committee's focus is on managing chronic disease and they are collaborating with the Finance committee to create school specific dashboards to show a ranking of these conditions in each school. The monthly News Brief now also includes the Wellness newsletter. If there are any topics that you would like included in a future Wellness newsletter, please contact Cindy at Oswald.

Cindi also provided a reminder that the following resources are available:

- Oswell for HR which has articles, toolkits, fliers, etc.
- Spark UnPlug for employees which has workouts, recipes, etc. and can be found on the Trust website.

d. Innovation Committee

Janet Lukacs reported that effective 7/1/21, the Rx drug administration will change to Capital Rx. Informational webinars were held on 2/23 and 2/25 and a recording will be posted to the website. There will be future informational sessions to provide updates to the schools. The next meeting of the Innovations Committee will be held on 3/12

e. Benefits Committee

Steve Baltas reported that efforts continue to ensure a smooth transition to Guardian Dental. The committee recommended to the Trustees that coverage for family therapy be expanded and is currently reviewing the Trust's process regarding subrogation and out of network coverage. The Committee's next meeting is scheduled for 3/17.

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D. General Trust Business

1. Status of Districts

No changes to current district population.

E. Approval of Minutes

1. Meeting Number 113, January 21, 2021

The motion to approve the minutes from Meeting Number 113, January 21, 2021, was made by John Pope, seconded by Liz Freas and carried unanimously. **CARRIED (by both Management and Labor Units)**

F. Old Business

None

G. New Business

1. Vote on Board Resolutions:

a. Approval of 2021/2022 Administrative Budget

The motion to approve the 2021/2022 Administrative Budget, was made by Bob Giannicchi, seconded by Michelle Okal-Frink and carried unanimously. **CARRIED (by both Management and Labor Units)**

b. Sub-Committee Recommendations:

i. (Finance) Approval of Revisions to Trust Investment Policy

The motion to approve Revisions to Trust Investment Policy, was made by John Pope, seconded by Kate Huber and carried unanimously. **CARRIED (by both Management and Labor Units)**

ii. (Benefits) Approval of Changes to Family Therapy Coverage Under Medical Plan

The motion to approve Changes to Family Therapy Coverage, was made by Michelle Okal-Frink, seconded by Kate Huber and carried unanimously. **CARRIED (by both Management and Labor Units)**

iii. (Finance) Approval of Proposed 2021/2022 Medical and Dental Plan Rates

The motion to approve the Proposed 2021/2022 Medical and Dental Plan Rates, was made by Donna Walters, seconded by Michelle Okal-Frink and carried unanimously. **CARRIED (by both Management and Labor Units)**

2. Report on Board of Trustee Approval in Executive Session

a. Approval to create a full-time Benefits Specialist position for the Trust

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H. Adjournment

1. Next Board of Trustees' Meeting will be on Thursday, March 25, 2021, at 3 PM

The motion to adjourn at 4:05PM was made by Michelle Okal-Frink, seconded by Bob Giannicchi and unanimously approved. **CARRIED (by both Management and Labor Units)**

Trustees entered Executive Session at 2:35 PM. Executive Session adjourned at 2:57 PM

Respectfully Submitted,

Lora L. Schasel
Secretary to the Board of Trustees