

NY44 Health Benefits Plan Trust Board Meeting

Minutes: Number 116, May 20, 2021

Opening of Meeting 3:03 PM

In attendance: Chair Jim Fregelette, Vice Chair Donna Walters, Trustees, Kate Huber, Candace Reimer, 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 Elizabeth Freas

1. Public Comments and Questions

Vice Chair, Donna Walters advised it has been brought to her attention that there are concerns over Capital Rx using Walmart as the Trust's mail order pharmacy due to Walmart's labor practices. Chair Jim Fregelette advised that we will discuss with Capital Rx and see if there is any further information they can share regarding Walmart.

A. Presentations/ Informational Items

1. Fiscal Update

Finance and Enrollment Manager, Alice Riley, reported that cash & investments as of 4/30/21 were approximately \$53K and the equity position (assets minus liabilities) for 4/30/21 is \$45K

The transfer of the Morgan Stanley investments to Wilmington Trust has been complete. These investments currently total \$17M

The Trust has received Rx Rebates revenue so far this year totaling approximately \$7.4M

RDS changes – a 2% mandatory payment reduction will continue to be applied to the calculated Subsidy amounts for final costs incurred in all plan months prior to May 1, 2020 and in all plan months after December 31, 2021. This 2% reduction will be applied to the applications when requesting payment.

The Trust received \$403K on 9/25/20 for Application #367514 and returned \$7,241 to RDS on 11/18/20 as the 2% mandatory payment reduction.

There are 525 less enrollees at the end of this plan year than on 7/1/20

The statement of cash flow indicates that in March, five payments were made to MVP & 3 payments to IH/NOVA for medical and Rx so, there were more claims than in a typical month

The Dental fiscal report indicates a positive balance of \$124K

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B. Administrative Report

1. COBRA Subsidy Forms

Darcie Falsioni and Alice Riley conducted several webinars regarding the COBRA subsidy forms as a result of receiving new guidance. During these webinars, a question arose as to whether or not dental is included and it was determined that it is.

2. Capital Rx Implementation

Janet Lukacs indicated she will discuss the Capital Rx Implementation in the Innovations Committee Update portion of the meeting

3. Benefit Specialist Hiring

Alice Riley advised that the new Benefit Specialist, Stacey Porter, will come on board on June 1st. She has an extensive background in benefits.

4. Open Enrollment Update

Open enrollment is going smoothly with two districts utilizing the Employee Experience. This year is being done like last year with passive enrollment and Open Enrollment will close on 5/31.

C. Consultant Report

1. Subcommittee Updates

a. Financial Committee

Medhat Kaldas reported on medical and Rx plan performance. For the month of March, there was quite a bit of utilization due to the number of payments to the TPAs. These claims were 38% higher than the fiscal year but when blended into the actual quarter, it was 6% higher for the fiscal year. For the entire year, there is only a 1% difference in PEPM over last year.

There have been 14 claimants since July 2020 with claims of \$300K or more which is greater than normal. One of these claimants has reached the stop loss level of \$1 million

On the Medical and Rx Plan Performance chart, the dips in the line graph correspond with when the Rx rebates were received.

Through April 2021, 341 claimants tested positive and sought treatment with a principal diagnosis related to COVID-19.

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The number of COVID tests being performed in the ER are increasing. They were at 9 tests per month before the Trust waived the ER co-payment for testing. It currently costs \$110 on average per test vs. at the beginning of the pandemic when it was \$1187.

b. Communications Committee

John Kertis reported on the website analytics. There was a lot of traffic to the website due to the change in the pharmacy benefit manager. The snapshot shows that the Capital Rx page is the most accessed page. The website has a dedicated resource page and links to further information. A postcard was mailed out to enrollees concerning the change in Rx provider and videos have been produced which are posted on the website. The focus has been, and will continue to be, on providing enrollees with information to help ensure that prescriptions continue uninterrupted, and a Rx Mail Order video will be coming soon.

c. Population Health Committee

Cindi Morris reported that the Population Health Committee is collaborating with the Finance Committee to produce individual school dashboards with relevant population health data. The Committee will have a July open forum meeting where they will introduce the new dashboards and how to use them. May is mental health awareness month and skin cancer awareness month.

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. The transition team is making great progress to ensure everything is in place for enrollees on 7/1. More specific communication will be coming soon. Data from PBD will be shared with Capital Rx to determine enrollees who may be impacted by formulary changes, etc. and correspondence to affected individuals will go out by the end of this month. Payermatrix will also be sending out communication directly to members who utilize specialty drugs. All mailings will have the NY44 logo on them so that enrollees know who it's from and don't discard. Schools will be notified before these mailings go out so that they can alert employees that they are coming.

The subcommittee is currently researching programs to promote member engagement in their own healthcare and to increase healthy outcomes. A Direct Primary Care Network

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would assess a monthly flat fee per enrolled person to provide unlimited access to wellness & preventive care, injury care, treatment for acute and chronic medical condition, x-rays and lab work. Services would include physical therapy, cardiac testing, imaging, pulmonary, etc.

The focus is on Quality & Cost Transparency. The program locates the provider with the best outcomes and best price. Both IH and MVP offer online tools for members to utilize to conduct these searches currently. The Committee is exploring tools to provide members with financial incentives if they opt to use a highly rated provider with a lower cost.

e. Benefits Committee

Steve Baltas reported that the Committee has recommended a change to the medical plan SPD to limit the number of Chiropractic visits under all plan options to 30 visits In Network/15 visits Out of Network per calendar year. The Committee is evaluating the current benefits and programs to ensure we have the right access and right network discount for members. A lot of providers are using Telehealth visits and the Committee is looking at our existing virtual health programs offered by our TPAs.

D. General Trust Business

1. Status of Districts
2. Trustee Conflict of Interest Statements

No changes to current district population.

E. Approval of Minutes

1. Meeting Number 114, February 25, 2021

The motion to approve the minutes from Meeting Number 114, February 25, 2021, was made by John Pope, seconded by Michelle Okal-Frink and carried unanimously. **CARRIED (by both Management and Labor Units)**

2. Meeting Number 115, March 25, 2021

The motion to approve the minutes from Meeting Number 115, March 25, 2021, was made by Kate Huber, seconded by Debbie Piatek and carried unanimously. **CARRIED (by both Management and Labor Units)**

F. Old Business

None

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G. New Business

1. Report on Board of Trustee Approval in Executive Session

- a. Approval to renew MVP Administrative Services Agreement
- b. Approval to renew Davis Vision Administrative Services Agreement

2. Report of Board Approval in Lieu of a Meeting

- a. Approval via email to renew Fiduciary Liability Coverage

3. Vote on Board Resolutions:

- a. Approval of 2021/2022 Meeting Dates
The motion to approve the 2021/2022 Meeting Dates, was made by Bob Giannicchi seconded by Christa McHale and carried unanimously. **CARRIED (by both Management and Labor Units)**
- b. Termination of WellNow Urgent Care, P.C. Service Agreement
The motion to approve the Termination of WellNow Urgent Care, P.C. Service Agreement was made by Michelle Okal-Frink, seconded by Kate Huber and carried unanimously. **CARRIED (by both Management and Labor Units)**
- c. Sub-Committee Recommendations:
 - i. (Benefits) Approval of Change to Chiropractic Coverage
The Trustees discussed the need to look into other options to address the current issues regarding cost and utilization of the current chiropractic coverage. Any vote on changes to chiropractic coverage was tabled for further review with the medical third-party administrators and discussion within the Trust subcommittees.

Adjournment

1. Next Board of Trustees' Meeting will be on Thursday, June 24, 2021, at 3 PM

The motion to adjourn at 4:32 PM was made by Bob Giannicchi, seconded by Christa McHale and unanimously approved. **CARRIED (by both Management and Labor Units)**

Respectfully Submitted,

Lora L. Schasel
Secretary to the Board of Trustees