

**Executive Committee
Minutes – APPROVED
October 5, 2022 – 3:30 p.m.
Town of Ithaca/Remote via Zoom**

Present: Judy Drake (Chair); Rordan Hart; Lisa Holmes; Peter Salton (Arrived 3:39p)
Present via remote: Eric Snow*; Ed Fairbrother*; Bud Shattuck*
Excused: Steve Thayer; Gary Mutchler
Absent: Ray Bunce; Teri Apalovich, Finance Manager
Guests: Steve Locey, Paul Pelton, Rob Spenard, Locey & Cahill;
Staff: Elin Dowd, Executive Director; Lynne Sheldon, Clerk of the Board;

* - attended remotely due to extraordinary circumstances

Call to Order

Ms. Drake, Chair, called the meeting to order at 3:34 p.m.

Changes to the Agenda

The Committee Reports and Financial Update were removed. The other committees have not met since the Board of Directors Meeting on September 22, 2022, and the Financial Update will be presented at the upcoming Audit & Finance Committee meeting.

Approval of Minutes of September 7, 2022 (Executive Committee) and September 22, 2022 (Board of Directors)

It was MOVED by Ms. Drake seconded by Mr. Hart, and unanimously adopted by voice vote by members present, to approve the minutes of September 7, 2022 & September 22, 2022, as submitted. MINUTES APPROVED.

Chair's Report

Ms. Drake thanked the members who attended the Board of Directors meeting at Tompkins Cortland Community College in September and expressed it was nice to see individuals in person for questions and comments.

Executive Director's Report

Ms. Dowd reported that the Consortium has been spending a lot of time with new members, answering questions, sending data, and discussing plan selection(s). New members are looking forward to becoming members of the Consortium in 2023. She also reported that some current members are switching to new plans and Ms. Rodrigues has been holding presentations for those individuals. *(Mr. Salton arrived 3:39p)* The Consortium is also gearing up for open enrollment period of which Ms. Rodrigues is also holding Benefit Clerk trainings regarding pertinent information.

Ms. Dowd clarified the 2-year-old Locey & Cahill memo included in the agenda packet as a request from the Audit & Finance Committee. The memo was added as a point of reference to this Committee. Mr. Locey added that this document is part of what they are using to evaluate the current contract with ProAct, to confirm all the components and verify there were not any significant metric changes.

Ms. Dowd reported that Ms. Apalovich has sent out all the new premiums. All committee members should have received 2023 Premium notifications. Also, Ms. Apalovich has given the Department of Financial Services (DFS) all the information requested so far for the audit. The finance portion of the audit is supposed to begin this month.

Ms. Dowd explained that new large municipality members as well as existing municipalities are asking many questions about plan participation, such as having multiple plans and choices. This topic has created some concern with municipalities and their part with negotiations. The Consortium would like to move away from outdated, costly indemnity plans. Ms. Dowd said the Consortium is not planning to eliminate all indemnity plans, but would like to consolidate to the most common plan with the greatest population, such as a plan Tompkins County and Tompkins Cortland Community College are currently enrolled in. Ms. Dowd stated the Operations Committee is currently working on a resolution.

Ms. Dowd stated the Budget Amendment Process will include new members coming on board, plan changes, and how the investments look. A resolution will be put in place in the future and the Consortium is currently gathering information for that process.

Resolution to Adopt Medicare Advantage Plan Offerings

Ms. Dowd explained the Consortium has been discussing Medicare Advantage for an extended period. A Request for Proposal (RFP) went out to see what the market would offer. Tompkins County was not included in the RFP as they indicated they were not planning to switch from their current plan. United Health Care, Aetna, and Excellus all responded to the RFP and were very similar. The Consortium chose Aetna on the resolution due to the following reasons:

- Aetna would allow the Consortium to offer two plans. One plan mirrors the Platinum Plan, and the other plan mirrors the Medicare Supplement Plan
- If the Consortium is a Medicare provider, in network and out of network would be the same without any balance billing. Excellus and Aetna have a similar network, United did not.
- Excellus was more costly than Aetna

Mr. Salton questioned cost comparison and network between Excellus and Aetna. Ms. Dowd and Mr. Locey confirmed the cost of Excellus was greater than Aetna by approximately \$100 per month. The agenda handout packet (Pgs. 32-40) were referenced with the amounts per plan.

Ms. Dowd also discussed some additional information for consideration regarding the quotations received. The Consortium has 90 days from approving a quote to start the plan, and many municipalities will not be ready to make a move by January 1, 2023. She said the Consortium does not currently know which municipalities would like to move and when. Ms. Dowd also indicated that the price would be adjusted if less than the original 450 individuals

indicated on the quote adopted the plan. The Consortium also does not currently know what will happen with the active population, which is why the Consortium keeps talking about risk assessment, or changes to the level of RX Rebates going forward.

Mr. Salton asked if others knew what plan(s) our retirees currently enrolled with. Mr. Locey responded many individuals have plans separate from the Consortium and many of the Consortium's municipalities, along with their collective bargaining units, may have a significant difference in rates.

Ms. Dowd referred to the Medicare Advantage Plan resolution and outlined selections regarding Aetna and the two plans they offer.

Ms. Dowd said what is not mentioned in the resolution is a possible set up of the plan in stages. Stage one would be to see what happens if the Consortium offers the plan for 2023. In 2024, the Consortium would re-evaluate the risk assessment having more data and then decide. She said there are currently eight municipalities that are offering an outside plan and have new members who have not made any decisions.

Ms. Drake asked what will happen to those eight municipalities and when can they move. Ms. Dowd said they can start February or March 2023. If they have a current plan in place, they can drop in a 30- or 60-day period.

RESOLUTION NO. ____ – 2022 – AUTHORIZING MEDICARE ADVANTAGE PASS-THROUGH BENEFITS- AETNA

MOVED by Mr. Salton, seconded by Mr. Fairbrother.

WHEREAS, the Greater Tompkins County Municipal Health Insurance Consortium (GTCMHIC) is self-insured municipal cooperative health benefit plan operating pursuant to a Certificate of Authority issued by the New York State Department of Financial Services pursuant to Article 47 of the New York State Insurance Law, and

WHEREAS, the Consortium believes that offering a Medicare Supplement Plan is an appropriate option for Medicare eligible retirees; however, due to federal subsidies currently available to fully-insured plans the Consortium's Medicare Supplement Plan is unable to compete with the lower costs of some Medicare Advantage Plans, and

WHEREAS, although the Consortium cannot set up a Medicare Advantage program within the fund, the Consortium can provide a convenient, pass-through option as is done with other ancillary benefits offered through the Consortium, and

WHEREAS, the Executive Committee, has determined that it is in the Consortium's best interest to develop a relationship with Aetna to offer two Medicare Advantage Plan options to be solely administered by Aetna for medical and prescription claims.

WHEREAS, Aetna has agreed to give consideration in future years for Premium Rates to vary based on growth in enrollment numbers, now therefore be it

RESOLVED, That the Executive Committee, on behalf of the Board of Directors hereby approves the 2023 Medicare Advantage plans, Aetna Medicare S02 ESA PPO Plan and the Aetna Medicare C04 ESA PPO Plan; Medicare Advantage pass-through option, for inclusion in the Greater Tompkins County Municipal Health Insurance Consortium's available benefit plan menu to be effective January 1, 2023.

RESOLVED, That the Consortium, on behalf of the Consortium Board of Directors, will add an additional 2% administrative fee to the quoted Medicare Advantage plan premium to cover billing and benefit support expenses incurred by the Consortium.

RESOLVED, That any Consortium municipal member who offers the Consortium Medicare Advantage Plan option is obligated to pay a minimum of 50% cost share of the premium rate of the Medicare Advantage plan.

RESOLVED, further, That the Chair of the Board be authorized to execute the 2023 contract on behalf of the Consortium.

Ms. Drake also added that there is a 2% administrative fee added to the plan for the Consortium to cover billing and benefit support expenses incurred by the Consortium.

Mr. Fairbrother said his municipality is very happy with their Medicare Advantage Plan they currently have. It has saved individuals money and has had very little provider issues with individuals traveling to different areas. Mr. Shattuck added he is on board with the 2024 plan and added he liked Ms. Dowd's explanation of working through stages as it will be helpful to gain more information throughout 2023 to be fully prepared for 2024.

Mr. Salton voiced it has been clear that a lot of time has put into researching and writing this resolution. Ms. Holmes voiced that she felt this was a very positive decision for the consortium.

The resolution was unanimously adopted by voice vote of members present, visibly seen members via remote Satellite approved locations, and locations due to extraordinary circumstances

Ms. Dowd said that she will be talking with Aetna. She plans to speak with them that it is likely that there will be a 2024 start.

Mr. Salton asked if there is expectation of the premium significantly changing in 2024. Mr. Locey said based on experience, it may increase after the second year.

In closing, Ms. Dowd spoke of Ms. Drake and herself attending a New York State and Civil Servant conference. She said it was a positive experience getting the Consortium's name out to other municipalities. Based on conversations at the conference, it was discussed that one of the issues that may be affecting certain Municipalities joining the Consortium is the Consortium's partial name, "Tompkins County", intertwined with the Consortium's entire formal name. Discussion included would New York State allow the Consortium to change the name. Ms. Drake felt this would be a topic to start researching and changing of the Consortium's logo. Ms. Dowd included that Tompkins County would continue to support the Consortium's back office, such as email, etc. but, going forward, they will not be involved with the Consortium's Risk Assessment and Cyber Security due to the recent audit portion of the IT controls. Ms. Dowd included that Ms. Apalovich has been exploring new vendors for those roles.

Adjournment

The meeting adjourned at 4:34 p.m.

Next Meeting: December 7, 2022

Respectfully submitted by Lynne Sheldon, Clerk of the Board