



Greater Tompkins County Municipal Health Insurance Consortium

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"Individually and collectively we invest in realizing high quality, affordable, dependable health insurance."

Executive Committee Agenda

October 18, 2023 – 3:30 p.m.

Ithaca Town Hall – Aurora Room

- 1) Call to Order (3:30)
- 2) Changes to the Agenda
- 3) Approval of Minutes of September 13, 2023 (Executive Committee) and September 21, 2023 (Board of Directors)
- 4) Chair's Report (3:40) R. Hart
- 5) Executive Director's Report (3:45) E. Dowd
 - a. Executive Director Report
 - b. Finalized BOD Date: September 26, 2024
 - c. Resolution: Amendment of All Hearing Aid Benefits
 - d. Resolution: Approval of 2024 Consortium Cost of Living Wage Scale Increase
- 6) Strategic Initiatives Update – Premium Equivalent Rates and Premium Tier Analysis (3:55) S. Locey
- 7) Committee Reports/Resolutions: (4:25)
 - a. Executive Committee R. Hart

Resolution: Amendment to Resolution 031-2023 – Creation of 2024 Committee Structure and Appointments of Members: Henty (Finance); Brown (Claims and Appeals);
 - b. Nominations and Engagement E. Fairbrother
 - c. Claims and Appeals B. Shattuck
 - d. Audit and Finance J. Drake
 - e. Operations L. Granger
 - f. Joint Committee on Plan Structure and Design K. DeVoe
- 8) Financial Update (4:45)
 - a. Financial Dashboard Report T. Apalovich
- 9) Future Agenda Topics: (4:55)
- 10) Adjournment (5:00)

Next Meeting: December 20, 2023

**Executive Committee
Minutes – DRAFT
September 13, 2023 – 3:30 p.m.
Town of Ithaca – Aurora Room**

Present: Judy Drake; Kate DeVoe; Bud Shattuck; Steve Thayer
Peter Salton; Rordan Hart (Chair); Scott Steve
Present via remote* Eric Snow; Gary Mutchler; Ed Fairbrother (*arrived 3:41p*)
Excused: Lisa Holmes; Ray Bunce
Guests: Steve Locey, Paul Pelton, Locey & Cahill
Staff: Elin Dowd, Executive Director; Lynne Sheldon, Clerk of the Board; Kylie
Rodrigues, Benefits Specialist, Teri Apalovich, Finance Manager*

* - attended remotely due to extraordinary circumstances

Call to Order

Mr. Hart, Chair, called the meeting to order at 3:31 p.m.

Changes to the Agenda

There was a change to the agenda per Ms. Dowd. She stated Topic 7(c): Audit & Finance Motion to Rescind Resolution: Acceptance that the GTCMHIC No Longer Will Provide a Premium Discount When Making Adjustments Due to Actuarial Value Calculator does not need action, it will only be a discussion at the meeting.

Approval of Minutes of August 16, 2023

It was MOVED by Ms. Drake seconded by Mr. Steve, and unanimously adopted by voice vote by members present and via remotely, to approve the minutes of August 16, 2023, as submitted. MINUTES APPROVED.

Chair's Report

Mr. Hart reminded that the Board of Directors meeting is next Thursday, at Greek Peak and in-person attendance is requested.

Executive Director's Report

Ms. Dowd reported the Consortium currently has two municipalities that will be adding the Medicare Advantage Plan. One is a new municipality that has very low enrollment. Ms. Dowd has reached out to Aetna as to whether they will honor the premiums. She also said that she did not add a 2% administrative fee as she did not advertise as such, and a Resolution will be presented to the Committee in November regarding that administrative change for 2024.

Mr. Dowd said the Consortium is still participating in the audit by the Department of Financial Services (DFS). She said DFS has approved changes to the 2023 Municipal Cooperative Agreement (MCA) and has asked the Consortium to obtain from Municipalities new signatures and a new resolution approving the 2023 MCA again. Once DFS has this information from the Consortium, they will then send the Consortium a new Certificate of Authority. The Consortium will also be sending DFS the 2024 MCA shortly as well, and the Consortium will need to obtain signatures and resolutions for that.

(*Mr. Fairbrother arrived 3:41 p.m.*)

Ms. Dowd said she spoke with Mr. Schryver, President, from ProAct. He sent an aggressive proposal to the Consortium on the point of purchase discounting, and rebates for 2024, stating it was his best proposal to maintain the Consortium's business. Ms. Dowd said that she didn't want it to go unnoticed, that he asked to speak to the committee today to present the proposal himself. Locey & Cahill reviewed the proposal and said in 75%+ of the cases the Excellus proposal is stronger or equal to ProAct's and did not recommend a change. As such Ms. Dowd advised ProAct that due to the committee processes and the resolution that had already been put forth to the Board, that the Consortium would most likely be moving forward without interruption and transitioning to Excellus for PBM services. There was no opposition to this position.

Ms. Dowd spoke of the Consortium's Slate of Candidates. She said the Consortium is looking to move some meetings around in 2024, so that the Audit and Finance Committees are on the same day, on after the other, and hoping to move Operations Committee to Thursdays on the opposite months of Joint Committee. She said the hope is to have less meetings next year and not have repetitive information at meetings.

Resolution: Adoption of Revised Executive Bylaws to Include the Formation of the "Audit Committee" and "Finance Committee" for the GTCMHIC

Ms. Dowd explained that one of DFS's recommendations was to segregate the Audit and Finance Committee. Since the resolution to segregate the two was passed previously, the Executive Bylaws are also in need to reflect that change. Mr. Hart said the changes specifically enumerate the Audit Committee and Finance Committee separately, and then are described in Article VII as to what their responsibilities are.

RESOLUTION NO. XXX-2023 – ADOPTION OF REVISED EXECUTIVE COMMITTEE BYLAWS TO INCLUDE THE FORMATION OF THE "AUDIT COMMITTEE" AND "FINANCE COMMITTEE" FOR THE GREATER TOMPKINS COUNTY MUNICIPAL HEALTH INSURANCE CONSORTIUM (GTCMHIC) (See Red-lined copy of Bylaws for Changes & Corrections)

MOVED by Mr. Salton, seconded by Ms. Drake. This resolution was unanimously adopted by voice vote of members present, visibly seen members via remote locations due to extraordinary circumstances to approve the following resolution to move forward to the Board of Directors.

WHEREAS, the Executive Committee on behalf of the Board of Directors, approved Resolution 012-2023 which implemented the dissolution of the Audit and Finance Committee and approved the formation of an "Audit Committee" and "Finance Committee".

WHEREAS, as the Consortium continues to grow and improve its structure there will occasionally be amendments proposed to improve how it functions as an organization, now therefore be it

RESOLVED, on recommendation of the Executive Committee, That the Board of Directors hereby adopts the revised Executive Committee Bylaws effective September 21, 2023.

BYLAWS OF THE
GREATER TOMPKINS COUNTY MUNICIPAL HEALTH INSURANCE CONSORTIUM

EXECUTIVE COMMITTEE
(adopted 12/17/2020; revised 9/21/23)

ARTICLE I

PURPOSE

The Municipal Cooperative Agreement of the Greater Tompkins County Municipal Health Insurance Consortium (GTCMHIC) provides for the creation of an Executive Committee with powers and duties to conduct certain business operations on behalf of the Consortium, as delegated from time-to-time, by the Board of Directors. These Bylaws shall govern the operations of the Executive Committee in carrying out this grant.

ARTICLE II

MEMBERS, QUALIFICATIONS, TERMS OF OFFICE

Section 1. The Executive Committee of GTCMHIC shall consist of at least eleven (11) but no greater than fifteen (15) members (“Members”). The size of the Executive Committee may be increased or decreased by the Board of Directors (the “Board”), in its discretion, within these limits, without need to amend these Bylaws.

Section 2. A full slate of Executive Committee Members shall be elected from its Directors at each Annual Meeting. However, the Board Chairperson, Vice Chairperson, Chief Fiscal Officer, and Secretary shall be automatically designated as Members of the Executive Committee. In addition, the Chairperson of the Joint Committee on Plan Structure and Design (“Joint Committee”), shall also be automatically designated as a Member.

At the Annual Meeting, the Board shall also nominate the Chairs of each of the Standing Committees. Each such Chair shall also automatically be designated a Member of the Executive Committee.

Any vacant undesignated seat may be filled by an At-large member of the Board of Directors.

Section 3. The Nominations and Engagement Committee shall have the responsibility for nominating the full slate of Member candidates, which shall include all automatically-designated and at-large seats. The slate shall then be presented to the Board for approval.

Section 4. In the event that a vacancy occurs on the Executive Committee more than 45 days prior to any Annual Meeting of the Board, the Executive Committee may appoint a successor Member who shall serve until the next Annual Meeting.

Section 5. A Quorum of the Executive Committee shall consist of a simple majority of the fully-constituted Committee (e.g. an 11 Member committee would require a quorum of six (6); a 15 Member committee would require a quorum of eight (8)).

Section 6. The Chair of the Board of Directors may make temporary appointments to committees for quorum purposes. Temporary members only serve until a permanent member arrives. Temporary appointments will only occur when there is not a quorum.

ARTICLE III

COMMITTEE LEADERSHIP

Section 1. The Chair of the Board shall serve as the Chair of the Executive Committee. The Vice Chair of the Board shall serve as the Vice Chair of the Executive Committee.

Section 2. At the Annual Meeting, the Board Nomination and Engagement Committee shall, based on collaboration, outreach, and input from Directors, nominate a Chair for each of the Executive Committee Standing Committees which shall include: (i) **Audit** (ii) **Finance** (iii) Operations, (iv) Nominations and Engagement, (v) Claims and Appeals, and (vi) such additional committees as the Executive Committee may, from time to time, create through amendment to these Bylaws. The Standing Committee Chairs shall be nominated as part of the full slate of candidates for the Executive Committee, and, once elected, shall automatically be designated members of the Executive Committee. The Executive Committee has the authority to create temporary, ad-hoc committees as may be needed; but Chairs of these committees shall not be Members of the Executive Committee.

Section 3. Unless appointed as a voting member, the Chair of the Executive Committee shall serve as a non-voting ex-officio member of each Standing Committee.

ARTICLE IV

RESIGNATION, VACANCY

Section 1. Any Member may resign from the Executive Committee at any time by delivering a resignation in writing to the Chair. Such resignation will be effective upon delivery without regard to its acceptance.

Section 2. Should any Member cease to be a Director of the Consortium Board or otherwise cease to be qualified to serve in that capacity, he/she shall automatically cease to be a Member of the Executive Committee and the resulting vacancy shall be filled as provided in Article II, Section 4.

ARTICLE V

TERM LIMITS FOR OFFICERS AND STANDING COMMITTEE MEMBERS

Term limits shall be in place as follows and effective based on any full term starting on or after January 1, 2022.

- Operations, **Audit**, **Finance**, Nominations and Engagement, and the Claims and Appeals Committee membership – limit of three consecutive full two-year terms.
- Chairs of Standing Committees – limit of five one-year terms.
- Officers and Executive Committee Members – limit of five consecutive full one-year terms.

- Once a Chair of the Board has reached their term limit, they may continue to serve on the Executive Committee in an At-large seat for up to five consecutive one-year terms.
- Once an officer or committee member has termed out, there shall be a waiting period of one full year before becoming eligible to serve as a committee member and two full years before being eligible to serve as an officer.

By majority vote of the total number of Directors (including any unfilled seats), the Executive Committee may waive this term limit provision when necessary to maintain fully-constituted committees other than the Executive Committee. Action by the Board of Directors shall be required to waive terms limits for appointments to the Executive Committee.

ARTICLE VI RULES OF PROCEDURE

Section 1. The Chairperson shall preside at all meetings and, in his or her absence, the Vice-Chair shall preside.

Section 2. Provided a quorum is present, the Executive Committee shall act by an affirmative vote of a majority of the fully-constituted Executive Committee. Physical presence or videoconferencing participation is required to satisfy the quorum threshold.

Section 3. The Executive Committee shall have at least four (4) quarterly meetings each year.

Section 4. Special meetings may be called by the Chair or by any two Committee members.

Section 5. Dates for the Executive Committee meetings will be established during the Annual Meeting. Meeting dates of the Executive Committee meetings will be published on the GTCMHIC website.

Section 6. Notice of special meetings may be delivered to each Member of the Executive Committee or given orally, in person or by telephone or email, one (1) day prior to the date of such special meeting or may be mailed to the business or home address of each member of the Executive Committee at least three (3) days prior to the date of such special meeting. Waivers of notice may be signed prior to, at or subsequent to any such meeting, by any Member failing to receive a proper notice. At such a special meeting no business shall be considered other than that expressly designated in the notice, but if all the Members of the Executive Committee are present at the special meeting, with or without notice thereof, any and all business may be transacted at such special meeting.

Section 7. The basic rules of Parliamentary Procedure shall be followed for meetings of the Executive Committee.

ARTICLE VII COMMITTEES

Section 1. The Executive Committee shall operate with standing committees as defined and described below. Standing committee members shall be appointed by the Board for specified terms.

Standing committee membership will include Directors and may include other persons, as deemed as necessary. The structure and membership of standing committees shall be established by Resolution of the Board. Standing committees will work in collaboration with the Executive Director to develop and recommend policies which shall be submitted to the Executive Committee.

Section 2. Audit Committee: The Audit Committee will review audit filings, audit policies and procedures to be sure that the Consortium is in compliance with Article 47 and the Certificate of Authority and establish a list of all reports due to the Board and regulators and the process and timeline to insure accurate and timely reporting.

Section 3. Finance Committee: The Finance Committee will recommend a budget, recommend premium rates, review Jurat reports, recommend reinsurance and retention policies, and appropriate reserve levels in compliance with a municipal health care organization and any necessary policy and procedures relative to being fiscally prudent stewards of the organizations funds and assets.

Section 4. Operations Committee: The Operations Committee is responsible for oversight of Consortium operations and charged with review and oversight of any policies impacting the overall well-being of the organization. The Operations Committee may recommend changes to improve the efficiency of the organization's practices, policies, procedures, and the organizational structure, including personnel and staffing needs.

Section 5. Joint Committee on Plan Structure and Design: The Joint Committee shall review all prospective Board actions in connection with the benefit structure and design of the Plan(s), and shall develop findings and recommendations with respect to such matters.

Section 6. Nominations and Engagement Committee: The Nominations and Engagement Committee shall be responsible for presenting a slate of recommended Officers and Executive Committee members at the annual Board of Directors meeting for approval. The Committee will assist the Executive Committee in engaging Directors in finding meaningful ways to contribute to the organization, especially through the consideration of succession and long-term planning.

Section 7. Claims and Appeals Committee: The Claims and Appeals Committee will hear all appeals that come to the Board of Directors for action and recommend a determination to the Board. This Committee will also monitor claims data and trends and oversee all annual third-party administrator claim audits.

Section 8. Ad-Hoc Committees: The Executive Committee has the authority to create temporary, Ad-hoc committees as may be needed, with specific duties and terms. The Chair of any Ad-hoc committee shall not be a member of the Executive Committee, unless they are otherwise an at-large member of the Executive Committee.

ARTICLE VIII OPERATING BUDGET

Section 1. The objective of the GTCMHIC operation budgeting process is to provide for the insurance needs of its Participant enrollees and financial security to cover its liabilities. Each annual budget shall be carefully created to account and provide for: (i) projected claims, fees and taxes, (ii) funding of services provided by contractors and third-party administrators, (iii)

maintenance of all reserves, including those required by statute, (iv) purchase and maintenance of stop-loss insurance, and (v) a proper account of all major sources of revenue. The budget

shall be created in a form and a time sufficient to provide all parties with the necessary information for more effective planning and decision making.

Section 2. The following shall apply to the budget development process:

- (a) The Executive Director shall have the overall responsibility for overseeing the preparation of a recommended preliminary annual budget, in collaboration with Consortium consultants, the **Finance Committee**, and the **Finance Manager**.
- (b) The Finance Committee shall be responsible for the development of a preliminary annual budget and 5-year pro-forma analysis to be presented to the Executive Committee.
- (c) The preliminary budget shall be designed to reflect the Executive Committee's policies and objectives. It shall be approved by the Executive Committee for dissemination to the Board of Directors.
- (d) The Preliminary Budget shall be disseminated to the Board of Directors four (4) weeks in advance of the Board of Directors Annual meeting along with a detailed narrative of the essential elements of the budget and 5-year pro-forma analysis.

Section 3. Approval of Budget and Premium Equivalent Rates: The budget and premium equivalent rates for the ensuing fiscal year shall be thoroughly reviewed by the Board before its final adoption. The budget shall be adopted by majority vote of the Board of Directors at the Annual meeting.

Section 4. Budget Implementation: The administration of the annual budget shall be the responsibility of the Executive Director in consultation with the **Finance Committee**, Chief Financial Officer, and **Finance Manager**. Under the direction and control of the Executive Director, and in consultation with the **Finance Manager**, as needed, funds may be expended within budgetary appropriations without prior approval of the Executive Committee. Extra budgetary expenditures for discretionary expenses or unexpected expenses not accounted for in the budget, greater than a 10% change for any line item, shall require the approval of the Executive Committee, after review and recommendation of the **Finance Committee**.

ARTICLE IX

INDEMNIFICATION

The GTCMHIC shall defend and indemnify any committee member who is subject to any threatened, pending or completed action, suit or proceeding, whether civil, criminal, administrative or investigative relating to, or arising out of, his/her responsibilities relative to his/her position or activities on behalf of the Consortium. The provision of such defense and indemnity is contingent upon the provision of prompt notice to the Board of the threatened, pending or completed action, suit or proceeding. The Board, in its discretion, can refuse to provide such defense and indemnity if it determines that the claims against the individual have been initiated as a result of his/her bad faith, self-dealing, willful misconduct, or recklessness.

ARTICLE X
CONDUCT AND CONFLICT OF INTEREST POLICY

All committee members are bound by their membership to follow GTCMHIC Code of Conduct and Conflict of Interest Policy while performing their duties and the Consortium expects all committee members to avoid any personal, financial or other interests that might hinder their capability or willingness to perform their responsibilities.

ARTICLE XI
AMENDMENTS

These Bylaws may be amended or repealed only at a meeting of the Board for which at least ten (10) days written notice has been previously given to all of the members, and such notice expressly states that the meeting is called to consider certain amendments to the Bylaws of the Executive Committee in addition to such other regular business as may come before the Executive Committee.

Committee Reports/Resolutions

Nominations and Engagement:

Resolution: Creation of 2024 Committee Structure and Appointments of Members

Mr. Fairbrother referenced the resolution of names for the creation of our 2024 Committee Structure and Membership Resolution.

RESOLUTION NO. XXX-2023 – CREATION OF 2024 COMMITTEE STRUCTURE AND APPOINTMENTS OF MEMBERS

MOVED by Mr. Salton, seconded by Ms. Drake. This resolution was unanimously adopted by voice vote of members present, visibly seen members via remote locations due to extraordinary circumstances to approve the following resolution to move forward to the Board of Directors.

WHEREAS, the Board of Directors at its Annual Meeting established a Committee structure and appointed members to the Consortium's standing committees, and

RESOLVED, upon recommendation of the Consortium's Nominations and Engagement Committee, That the Executive Committee, on behalf of the Board of Directors, hereby appointments the following committee structure and membership to 2024 committees effective January 1, 2024:

EXECUTIVE COMMITTEE:

To be elected at annual meeting along with Chairs of standing committees.

MEMBERSHIP: Seats to be filled by Directors; 11-15 Members; one-year terms MEETINGS (subject to change): Bimonthly beginning in January on 3rd Wednesday

1. Board Chair (Hart)
2. Board Vice Chair (Holmes)
3. Chief Financial Officer (New Hire)
4. Secretary (Salton)
5. JCPSD Chair (DeVoe)
6. AFC Chair/At-large (Ray Bunce)
7. Operations Chair (Granger)
8. Nominations and Engagement Chair (Mutchler)
9. Claims and Appeals Chair (Shattuck)
10. At-large (Snow)
11. At-large (Vacant)
12. At-large (Steve)
13. Past Chair (Drake)

STANDING COMMITTEES:

Audit Committee

CHARGE: The Audit Committee shall be responsible to review audit filings, audit policies and procedures to be sure in compliance with Article 47 and the Certificate of Authority; establish a list of all reports due to the Board and regulators and the process and timeline to insure accurate and timely reporting.

MEMBERSHIP: Seats may be filled by Directors; 3 members-5 members; two-year staggered terms MEETINGS (subject to change): Monthly; 4th Tuesday

Terms Expiring 12/31/25

1. Judith Drake (Chair)
2. Mark Emerson
3. Tanya DeGennaro
4. Chad Hayden
5. Mary Bouchard

Finance Committee

CHARGE: The Finance Committee shall be responsible to recommend a budget, recommend premium rates, review Jurat reports, recommend reinsurance and retention policies, and appropriate reserve levels in compliance with a municipal health care organization and any necessary policy and procedures relative to being fiscally prudent stewards of the organizations funds and assets.

MEMBERSHIP: Seats may be filled by non-Directors; 9 members; two-year staggered terms MEETINGS (subject to change): Monthly; 4th Tuesday

Terms Expiring 12/31/24

1. Scott Steve

2. Eric Snow
3. Bud Shattuck

4. Peter Salton
5. Kate DeVoe (Labor)

- Terms Expiring 12/31/25
6. Judith Drake (Chair)
 7. Kerry Manion
 8. Amanda Anderson
 9. Rordan Hart (Vice Chair)

Operations Committee

CHARGE: The Operations Committee is responsible for oversight of Consortium operations and charged with review and oversight of any policies impacting the overall well-being of the organization. The Operations Committee may recommend changes to improve the efficiency of the organization's practices, policies, procedures, and the organizational structure, including personnel and staffing needs.

MEMBERSHIP: Seats may be filled by non-Directors; 8 members with two-year staggered terms
MEETINGS (subject to change): Bi-monthly beginning in January; 4th Monday

Terms Expiring 12/31/24

1. Ruby Pulliam
2. Laura Granger (Chair)
3. Schelley Michell-Nunn
4. Janine Bond
5. Judith Drake (Vice Chair)
6. Rita McCarthy
7. Brian Weinstein (Labor)

Terms Expiring 12/31/25

8. Kerrie Fusco
9. Sunday Earle
10. Mark Emerson

Nominations and Engagement Committee

CHARGE: The Nominations and Engagement Committee will assist the Executive Committee in engaging Directors in finding meaningful ways to contribute to the organization especially through the consideration of succession and long-term planning. The Committee shall:

1. Be responsible for presenting a slate of recommended Officers, Committee Chairs, and At-Large Executive Committee members at the annual Board of Directors meeting;
2. Be responsible for presenting a slate of recommended Nomination and Engagement Committee members;
3. Recommend to the Executive Director engagement strategies with:
 - a. the work of committees;
 - b. disseminating information ahead of and at the annual meeting in an interactive model and insuring a super-majority attendance at annual meeting; and
 - c. long-term leadership succession planning.

Membership: Seats may be filled by non-Directors; 5 Members with two-year staggered terms
MEETINGS: Approximately 4x/year.

Terms Expiring 12/31/24

1. Gary Mutchler, Chair
2. Vacant
3. Kate DeVoe, Labor

Terms Expiring 12/31/25

4. Judith Drake
5. Rordan Hart

Claims and Appeals Committee

CHARGE: The Claims and Appeals Committee will hear all appeals that come to the Board of Directors for action and recommend a determination to the Board. This Committee will also monitor claims data and trends and oversee all annual third-party administrator claim audits.

Membership: Seats may be filled by non-Directors; 5 Members with two-year terms
MEETINGS: As needed (2-4x/year)

Terms expire 12/31/24

1. Don Fischer, Vice Chair
2. Tanya DiGennaro
3. Vacant (Labor)
4. Mike Murphy

Terms expire 12/31/25

5. Bud Shattuck, Chair
6. Donna Dawson
7. Tom Brown

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Joint Committee on Plan Structure and Design

CHARGE: The JCPSD reviews all prospective Board actions in connection with the benefit structure and design of the Plan and develops findings and recommendations with respect to such matters. Committee may also consider wellness-related initiatives.

Membership: Each Participant and each labor group shall have one voting seat each. Quorum determined by Committee; No set terms.

MEETINGS (subject to change): Bi-monthly (beginning in February)
Chair and Vice Chair – to be selected by the membership of the JCPSD as outlined in the Committee’s Bylaws.

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Resolution: Election of 2024 Consortium Officers

Mr. Fairbrother referenced the resolution for names of the 2024 Consortium Officers.

RESOLUTION NO. XXX-2023 – ELECTION OF 2024 CONSORTIUM OFFICERS

MOVED by Ms. Drake, seconded by Ms. Granger. This resolution was unanimously adopted by voice vote of members present, visibly seen members via remote locations due to extraordinary circumstances to approve the following resolution to move forward to the Board of Directors.

RESOLVED, on recommendation of the Nominations and Engagement Committee, That the Board of Directors elects the following individuals to serve from January 1, 2024 through December 31, 2024 in the roles as follows:

- Chairperson - Rordan Hart
- Vice Chairperson – Lisa Holmes
- Chief Financial Officer – City Controller of the City of Ithaca
- Secretary – Peter Salton

Claims and Appeals:

Mr. Shattuck, Chair, did not have anything to report to the Committee at this time.

Audit and Finance Committees:

2024 Budget Presentation:

[Click here for: Locey & Cahill's 2024 Budget Presentation](#)

Locey & Cahill presented their 2024 Budget Presentation with the following budget recommendations:

1. Maintain the Surplus Account at 5% of the annual premium of the Consortium in compliance with §4706(a)(5) of the New York State Insurance Law. The value of this reserve, as projected for the 2024 Fiscal Year, is \$3,327,881.12. This will satisfy an Article 47 statutory reserve requirement.
2. Maintain the IBNR Claims Liability Reserve as required by §4706(a)(1) of the New York State Insurance Law at a value in line with the expected cost of "run-out" claims. We are recommending that this reserve continue to be funded at 12.0% of expected incurred claims consistent with the direction received by the Consortium from the New York State Department of Financial Services. Based on our projections, this reserve would equal approximately \$8,197,540.25 for the 2024 Fiscal Year.
3. Continue to evaluate the specific stop-loss insurance policy which recently increased the deductible to \$1,000,000 as of the 2021 Fiscal Year and maintain the Catastrophic Claims Reserve at an amount equal to \$4,500,000.00 for the 2023 Fiscal Year and adjust based on the Board Resolution for funding. This reserve is specifically designed to protect the cash flow of the Consortium from the effects of a significant increase in the number of individual high dollar claimants.
4. Utilize a portion of the Claims/Rate Stabilization Reserve, reducing it to 2.5% of 2024 estimated paid claims (\$1,707,820.89). These funds are projected to be restored over the next four budget cycles. It is important

to remember that this reserve fund was designed for this exact purpose of mitigate larger than desired premium rate increases.

5. Continue to negotiate reasonable increases to the administrative fees paid to Excellus BlueCross BlueShield as part of the annual renewal process.

6. Monitor and update the investment strategies of the Consortium to continue to maximize the interest earnings associated with the reserve and surplus funds while maintaining the flexibility needed in cash flow to prudently manage the Consortium's finances.

7. In consideration of the overall financial position of the Greater Tompkins County Municipal Health Insurance Consortium and its goals and objectives, Locey & Cahill, LLC is recommending that the Board of Directors approve an 8.0% increase in premiums for the 2024 Fiscal Year. As a point of information, a 1.0% increase in premiums paid equals approximately \$616,275 for the 2024 Fiscal Year.

In conclusion, the final thought that we offer to the Board of Directors of the Consortium at this time is to consider the views, opinions, and recommendations expressed above and to consider approving the recommended budget with an 8.0% increase in overall premium revenue. Our goal is to have steady/moderate premium growth over the next several fiscal periods. To accomplish this, we are recommending the short-term use of a modest amount of fund balance and reserves to mitigate premium increases for 2024.

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Resolution: Annual Premium Increase, Target and Utilization of the Rate Stabilization Reserve

Mr. Hart stated that this resolution will determine when the rate stabilization reservation will be used by the Consortium. He said this resolution will accomplish this by stating if the Consortium's regularly developed budget requires a premium increase greater than 8%, the rate stabilization reserve will be utilized. He said the goal is to keep the increase at 8%. He also said the Resolution states because it will be used this way, it will raise the rate stabilization reserve amount to 10% of annual premiums. He said when a year is flush, the Consortium will try to increase the rate stabilization reserve up to the larger number.

Mr. Hart noted that the Audit and Finance Committee had met the previous day and had also discussed this reserve. The Committee agreed when the Consortium's future years are very well, this will set guidance for future board members to understand the importance, and not be tempted by the possibility of having premium increases of zero. Mr. Hart said adding this

Resolution, the Consortium will now have guidance for every reserve fund, the unencumbered balance, and premium targeting from one year to the next year.

RESOLUTION NO. XXX-2023 – Annual Premium Increase Target and Utilization of the Rate Stabilization Reserve

MOVED by Mr. Shattuck, seconded by Mr. Snow, the resolution was adopted by voice vote of members present, and visibly seen members via remote locations due to extraordinary circumstances. (VOTE: 1 NAY, 0 Abstentions, Resolution Carried)

WHEREAS, Resolution No. 019-2014 adopted the 2015 Budget and established a Rate Stabilization Reserve at \$1.64 million “to protect the cash flow position of the Consortium should there be a year when claims cost exceed the prediction”; and

WHEREAS, The Rate Stabilization Reserve was updated to be funded at 7.5% of annual premiums with Resolution No. 034-2019; and

WHEREAS, It is the desire of the Audit and Finance Committees to define when and how the Rate Stabilization Reserve should be utilized and subsequently refunded; and

WHEREAS, It is the desire of the Audit and Finance Committees to refer to said resolution on an annual basis or deemed necessary during the yearly budget process, and shall approve any revisions by formal resolution; now therefore

BE IT RESOLVED, on recommendation of the Audit and Finance Committees, and the Executive Committee, that the Board of Directors authorizes the establishment of an Annual Premium Increase Target of 4% - 8%; and be it further

RESOLVED, that Resolution No. 034-2019 is amended to set a target for the Rate Stabilization Reserve of 10% of annual premiums; and be it further

RESOLVED, that when budgeted premium increases exceed 8%, a budget will be developed that funds the Rate Stabilization Reserve at a level less than the 10%-of-premium target, but no lower than 2.5%-of-premium level, with the goal of meeting all other budget requirements as outlined in Resolution No. 015-2020; and be it further

RESOLVED, that when the Rate Stabilization Reserve is funded below the 10%-of-premium target, the budget that is developed as a result will be created to support returning to the 10%-of-premium target funding level in subsequent years and as quickly as possible; and be it further

RESOLVED, that on behalf of the Audit and Finance Committees, and the Executive Committee, that the Board of Directors authorizes the Greater Tompkins County Municipal Health Insurance Consortium to set an Annual Premium Increase Target and Utilization of the Rate Stabilization Reserve as listed.

Discussion: Rescind Resolution: Acceptance that the GTCMHIC No Longer Will Provide a Premium Discount When Making Adjustments Due to Actuarial Value Calculator

A discussion was held regarding the rescind of the Resolution: Acceptance that the GTCMHIC No Longer Will Provide a Premium Discount When Making Adjustments Due to Actuarial Value Calculator at yesterday's Audit and Finance Committee meeting.

Mr. Hart reported that last month the Audit and Finance Committees resolved to bring this Resolution to the Executive Committee. The Resolution includes when the Consortium makes an actuarial value calculator change to the metal level plan, especially downwards, a commensurate change to premium would not be done. Mr. Hart said that there was some concern from Locey & Cahill, that the Consortium may not want to do this. The discussion at yesterday's Audit and Finance Committees said it would make more sense to wait until the Consortium has completed the Metal Level Plan premium study that Locey & Cahill is conducting. Mr. Hart also said at yesterday's Audit and Finance meeting, a vote was passed to rescind this resolution and wait for the study.

Mr. Locey spoke regarding his concerns about the Resolution. He said looking back at Excellus' history, they have rated all their different metal level plans, and the increases are reflective that the Gold, Silver, and Bronze have had significant plans changes, more upfront costs, such as deductible, which impacts the members using the program. He said they looked at fairness and equitability. Their conclusion was if a member is in a plan and their out of pocket remains flat, and asking another member to pay significantly more out of pocket than others, there may be some negative feedback.

Mr. Locey said there also have been many conversations when the Metal plans were first introduced to the Joint Committee, which includes union groups. He said the Consortium discussed with the Joint Committee that there would be a process with the actuarial value. He also added every time the Consortium makes a change to the benefit plan, there is some kind of commensurate offset in the premium, which has historically been done. He said there is concern that there could be past practice issues from the labor perspective having negotiated one of these programs, and if the Consortium stops this practice, there may be some issues.

Mr. Hart said the Audit and Finance Committees discussed that this is not a large dollar amount, but next year's adjustment could have a much more significant impact.

Ms. Drake questioned when Locey & Cahill will be finishing the Metal Level Study. Mr. Locey said by the end of September. Ms. Dowd said the report will be brought to the Executive Committee, but Audit and Finance will also have a role in reviewing.

RESOLUTION NO. XXX-2023 – Adoption of Budget, Premium Rates, and Reserve Amounts for 2024

MOVED by Mr. Salton, seconded by Mr. Shattuck, the resolution was adopted by voice vote

of members present, and visibly seen members via remote locations due to extraordinary circumstances. (VOTE: 1 NAY, 0 Abstentions, Resolution Carried)

WHEREAS, the Audit and Finance and Executive Committees have had detailed discussions and have considered the Consortium's 2024 budget and premium rates, and

WHEREAS, the Board of Directors has adopted a policy that provides guidance on targets for net income, fund balance, and both statutory and discretionary reserve levels, in addition to creating a mechanism by which excess net income/fund balance can be returned to members, and

WHEREAS, the 2024 proposed budget reflects the adopted budget guidelines (Resolution No. 015-2020) as follows:

- Maintain Incurred But Not Reported Claims Reserve at 12% of total claims;
- Maintain the Surplus Account at 5% of the annual premium of the Consortium in compliance with §4706(a)(5) of the New York State Insurance Law;
- Fund the Rate Stabilization Reserve at a level less than the 10%-of-premium target, but no lower than 2.5%-of-premium level,
- Set Catastrophic Claims Reserve to 2023 beginning balance of \$4,808,739.38 plus any earned interest and Stop Loss Insurance premium savings (between \$600,000 policy and the \$1,000,000 policy costs) in 2023 less any large claims between \$500,000 and \$1,000,000 for 12 months of 2023.
- If unencumbered fund balance goes less than 12% of expected premium, it will be returned to nothing less than 12% of expected premium by year four of the annual proforma calculation;
- Set the annual budget to accomplish a zero to two percent (2%) net income level; and
- Increase Premium Revenue by 8% in 2024 across all benefit plans, except for the Silver and Gold Plans which will be a Premium Revenue Increase of 6.89% and 6.83% respectively; now therefore be it

RESOLVED, on recommendation of the Audit and Finance and Executive Committees, That the Consortium's attached 2024 budget including premium equivalent rates and reserve amounts are hereby adopted by the Greater Tompkins County Municipal Health Insurance Consortium Board of Directors.

Operations

Ms. Granger, Chair, did not have anything to report to the Committee at this time.

Joint Committee on Plan Structure and Design

Ms. DeVoe, Chair, reported that the Joint Committee discussed changes and voted regarding the Silver and Gold plans. She reported that discussions regarding the EAP and Wellness Program activities took place.

Future Agenda Topics

Premium Equivalent Rates
Tiers Project
Annual Resolution Setting Wages

Adjournment

The meeting was adjourned at 4:48 p.m.

Respectfully submitted by Lynne Sheldon, Clerk of the Board

Next Meeting: October 18, 2023



Greater Tompkins County Municipal Health Insurance Consortium

P.O. Box 7 • Ithaca, New York 14851 • (607) 274-5590

Headquarters: 215 N. Tioga Street, Ithaca, NY 14850

www.healthconsortium.net • consortium@tompkins-co.org

"Individually and collectively we invest in realizing high quality, affordable, dependable health insurance."

Board of Directors Meeting – Minutes

September 21, 2023 – 12: 00p.m.

Greek Peak – Adirondack Room

Municipal Representatives: 38

Alex Patterson, Town of Aurelius
Mary Ellen Albrecht, Town of Lansing
Mark Witmer, Town of Caroline (12:37p)
Kevin Williams, Town of Homer
Kerry Mannion, Town of Dewitt (12:26p)
Gary Mutchler, Town of Scipio
Eric Snow, Town of Virgil
Peter Salton, Village of Cayuga Heights
Ashlyn McCarty, Village of Groton
Rex Vosburg, Town of DeRuyter
Rordan Hart, Village of Trumansburg, Chair
Rita McCarthy, Town of Erwin*
Amanda Anderson, Town of Dryden
Laura Granger, Seneca County
John Fatcheric, Town of Camillus
Luann King, Town of Cincinnatus
Chad Hayden, Town of Aurelius - A
Jessica Molter, Village of Horseheads
Scott Steve, City of Cortland

Judy Drake, Town of Ithaca*
Michael Murphy, Village of Dryden
Janine Bond, Town of Hector
Ed Wagner, Town of Owasco
Tiffany Middendorf, Town of Tioga*
Lisa DeVona, Village of Minoa
Tanya DiGennaro, Village of Homer
Donald Scheffler, Town of Groton
Ronny Hardaway, Village of Lansing
Schelley Michell-Nunn, City of Ithaca (12:25p)
Barb Peterson, Village of Watkins Glen
David Corey, Town of Montezuma
Mark Emerson, Town of Mentz
Tim Elliott, Town of Marathon
Ed Fairbrother, Town of Big Flats
Donna O'Hara, Village of Union Springs
Elizabeth Gossett, Lansing Community Library
Terrance Baxter, Town of Moravia
Laurie Walter, Village of Skaneateles

Labor Representatives: 7

Ian Tompkins, 4th Labor Representative
Kate DeVoe, 7th Labor Representative
Zack Nelson, 2nd Labor Representative
Brian Weinstein, 3rd Labor Representative

Jeanne Grace, 1st Labor Representative
Carolyn Sosnowski, 7th Labor Representative
Jonathan Munson, 9th Labor Representative*

Vacancy – Labor Representatives: 2 (5th Labor Representative, 10th Labor Representative)

Excused: 11

Steve Thayer, City of Ithaca
Kerrie Fusco, Dewitt Fire District
Dick Waterman, Village of Camillus
Joan Jayne, Town of Niles
Dave Schenck, Town of Springport
Tom Brown, Town of Truxton

Don Fischer, Town of Horseheads
Christine Laughlin, Town of Newfield
Richard Lewis, Town of Catherine
Ray Bunce, Town of Spencer
Eric Ridley, Town of Throop

Absent: 14

Laura Shawley, Town of Danby
Lou Anne Randall, Town of Cuyler
David Hertel, Town of Dix
Ruby Pulliam, Tompkins County
Craig Yerdon, Town of Hastings
Jim Doring, Town of Preble
Alvin Doty Jr., Town of Willet

Stephanie Redmond, Town of Enfield
Lorie Corsette, Village of Fayetteville
Miles McCarty, Village of Freeville
Richard Goldman, Town of Ulysses
Mike Baratta, Village of Owego
Tom Blair, Town of Sennett
Elizabeth Hujar, 8th Labor Representative

Others in attendance: 19

Elin Dowd, Executive Director
Kylie Rodrigues, Benefits Specialist
Sunday Earle, TC3*
Brandon Holt, Excellus
Lisa Henty, City of Cortland
Jennifer Slywka, City of Geneva
Joy Flood, Town of Camillus
John Carey, Town of Locke
Paul Pelton, Robert Spenard, Steve Locey, Locey & Cahill

Lynne Sheldon, Clerk of the Board
Teri Apalovich, Finance Manager
Amie Hendrix, City of Geneva
David Mastrangelo, ProAct
Courtney Bush, ProAct
Nick Schooley, ProAct
Krissie Brown, City of Cortland
Fred Mackey, Town of Locke

* Via remote location due to extraordinary circumstances, sickness, etc.

A = Alternate Director (vote did not count, due to two individuals representing municipality)

Call to Order

Mr. Hart, Chair, called the meeting to order at 12:20p.m.

Changes to the Agenda

There were no changes to the agenda.

Ratify Executive Committee Approval of September 22, 2022 Minutes

It was MOVED by Mr. Hardaway, seconded by Mr. Mutchler, and unanimously adopted by voice vote by members present and remote members, to approve the minutes of September 22, 2022, as submitted. MINUTES APPROVED.

Ms. Michell-Nunn arrived 12:25pm

Board Chair and Executive Committee Report

Mr. Hart thanked all members for attending and thanked Consortium staff members. He announced individuals in attendance who will be new to the Consortium starting 2024 and introduced the Locey & Cahill team.

Mr. Hart said that in his 20 years of working in government, the Consortium is the single greatest example of government doing something well that he has seen. He said the original municipalities that formed the Consortium have saved between 12 and 15 million dollars in health

insurance premiums since 2011. He explained that in New York, the Department of Financial Services (DFS), dictates to insurance companies how much they can raise premiums, where they are forced into a situation where premiums might be raised 2% one year and 15% the next. He said the Consortium members have the luxury to be able to work rate stability, which is the primary purpose of the Consortium.

Mr. Hart explained due to the unpredictability of the nature of health care and of health insurance, the Consortium has 4 Reserve accounts of which 3 of the 4 have rules of how they are used. He said two of the accounts are statutorily required. On the other hand, the Consortium developed the Catastrophic Claims Reserve, and how and when those funds will be used, and it is currently working well. He said the Rate Stabilization Reserve has not had a resolution of rules established, and the Consortium will be asking for the Director's support with adopting set rules during the meeting.

Mr. Hart added in terms of budgeting for next year, the Consortium has a mindset of keeping terms of cost as low and manageable as possible. He said the Consortium is beginning to look into the future as to how we can maintain stability and some predictability for the Consortium. During this process, the Consortium hired Locey & Cahill to conduct a premium equivalent rate study. He said many Consortium members have approached the Consortium and have asked to expand the Consortium's insurance to more than simply a single and family plan. Many municipalities are asking for plans that include a spouse or domestic partner with no kids, or a parent with one or more children. He said the Consortium is looking into what does adding these plans to the Consortium do from a financial standpoint.

Mr. Mannion arrived 12:27pm

Mr. Hart stated the Consortium's strategic planning continues to focus on how the Consortium grows. He said insurance is all about pooling risk. The more individuals in that pool, the more to spread risk around, and the hope is to offer less expensive insurance. Mr. Hart also said that another aspect involved in strategic planning is managing premiums correctly over time as more memberships come in. He said that the Consortium has been very fortunate over the last 12 years to have good board members, some with very long tenures with their municipalities. He said another part of strategic planning is succession planning because elections happen. Mr. Hart encouraged new members to participate and asked longtime committee members to encourage others to serve. He said that there is a concern about how to maintain an effective, involved board, especially at the Executive Committee level.

Mr. Hart read a resolution that had been previously approved, recognizing Steve Thayer, the City of Ithaca's Controller for 30 years. He said Mr. Thayer was involved in the beginning conversations and planning stages of the Consortium, and was one of the original 13 Board Members.

RESOLUTION NO. 011 - 2023 - RESOLUTION OF APPRECIATION OF STEVE THAYER'S DEDICATED YEARS OF SERVICE TO THE CONSORTIUM

MOVED by Ms. Drake, seconded by Mr. Shattuck. The resolution was unanimously adopted by voice vote of members present, and visibly seen members via remote locations to approve the following resolution.

WHEREAS, when the Tompkins County Council of Government started exploring a municipal cooperative self-funded health insurance program, they were fortunate to have the City of Ithaca

Board of Directors
September 21, 2023

Comptroller, Steve Thayer, involved in the beginning conversations and planning stages of the now Greater Tompkins County Municipal Health Insurance Consortium, and

WHEREAS, Steve, quickly was named the Chief Financial Officer for the Consortium and has served for a long time on the Audit & Finance Committee both as a member and as a Chair, and

WHEREAS, when some of the City's organized labor groups opposed joining the Consortium, Steve successfully championed the idea as a rate stabilized solution to unpredictable escalating insurance rates, and

WHEREAS, Steve has been known to attend many meetings and work several hours as a loyal supporter of the Consortium, and

WHEREAS, Steve has been an asset to the Consortium with his extensive background in finance, accounting and municipal law and is always a pleasure to work with due to his even and calm demeanor, and

WHEREAS, Steve is now at a stage in life where he can celebrate retirement both from the City of Ithaca as well as the Consortium, and

WHEREAS, Steve is wished much happiness as he steps down and finds time to explore other experiences that bring him joy with his friends and family, now therefore be it

RESOLVED, That the Board of Directors, staff, consultants, advisors, and associates, acknowledge the retirement of Steve Thayer and are appreciative for his many devoted and exemplary years of service,

RESOLVED, further, That on this 23rd day of May, 2023, the Audit and Finance Committee expresses its sincere gratitude to Steve Thayer for his distinguished and dedicated service to the Greater Tompkins County Municipal Health Insurance Consortium.

Executive Director's Report

In addition to referring to her written Executive Report, Ms. Dowd explained new services the Consortium offers to members of municipalities, such as:

- Medicare Advantage with group pricing. As more municipalities grow into that area, the Consortium will have better pricing.
- Cobra Administration for small member municipalities, as they are currently lacking staffing to remain compliant with legislation.
- Joint Committee supported providing an Employee Assistance Program (EAP) with group pricing. The full membership allows one to have access to additional services that aren't covered by the Consortium's healthcare program.

Ms. Dowd highlighted the ongoing customer service in-house provided by Consortium employees. She said staff continuously make sure that municipality's employees have access to the care they need when they need it. She also expressed that the Consortium is becoming much more of a professional organization. She said that she is celebrating her fifth year as the first employee of the Consortium, and now the Consortium has a professional staff to put policies and procedures in place.

Ms. Dowd said that the Department of Financial Services (DFS) is currently auditing the Consortium, to report on how the Consortium is running and what can be improved. She said once that statement is received by the Consortium, DFS will require action plans, if necessary. She added that municipalities will need to approve any proposed changes and add a response to the audit, if necessary.

Ms. Dowd also said that there will be changes for 2024 with the Pharmacy Benefit Manager (PBM). She explained that the Consortium's Operations Committee is recommending switching the PBM from ProAct to Excellus BCBS. The recommendation is to consolidate both medical and pharmacy benefit claims under the administration of Excellus BCBS. She said that there have been some technical programs going on with ProAct, such as accumulator issues, where individuals meet their deductible, if applicable, and still being charged a fee, but later reimbursed by a check. There also have been issues where dependents have dropped off individual's plans.

Ms. Dowd also included that DFS requested changes to the 2023 Municipal Cooperative Agreement (MCA). Last year, each municipality passed a resolution with their own board members to approve this MCA. Unfortunately, after the changes were made by the Consortium, DFS is requesting that all municipalities review and agree again to the new updates and submit a new resolution which acknowledges the 2023 MCA amendments made. She said information will be sent to municipalities following the meeting to accomplish this task. Ms. Dowd also added when the 2024 MCA is approved by DFS, this will also require a passed resolution by the municipality's boards. Ms. Dowd said the Code of Conduct will be sent out at the beginning of the year.

Ms. Dowd also reported that DFS has been reviewing Board of Director meeting attendance, as well as attendance from labor representatives. She said the Consortium is working on filling those empty seats.

Mr. Witmer arrived 12:37pm

Report from Executive Committee

Mr. Hart explained the Consortium has grown, the number of responsibilities and authorities were delegated to the Executive Committee, which handles most resolutions. However, some items presented must flow through the Standing Committees. He said the most recent audit, DFS informed that the Consortium should not have a combined Audit and Finance Committee.

RESOLUTION NO. 021-2023 – ADOPTION OF REVISED EXECUTIVE COMMITTEE BYLAWS TO INCLUDE THE FORMATION OF THE “AUDIT COMMITTEE” AND “FINANCE COMMITTEE” FOR THE GREATER TOMPKINS COUNTY MUNICIPAL HEALTH INSURANCE CONSORTIUM (GTCMHIC)

[Click here For BYLAWS](#)

MOVED by Mr. Mutchler, seconded by Mr. Hardaway, the resolution was unanimously adopted by voice vote of members present, visibly seen members via remote locations due to extraordinary circumstances.

WHEREAS, the Executive Committee on behalf of the Board of Directors, approved Resolution 012-2023 which implemented the dissolution of the Audit and Finance Committee and approved the formation of an "Audit Committee" and "Finance Committee".

WHEREAS, as the Consortium continues to grow and improve its structure there will occasionally be amendments proposed to improve how it functions as an organization, now therefore be it

RESOLVED, on recommendation of the Executive Committee, That the Board of Directors hereby adopts the revised Executive Committee Bylaws effective September 21, 2023.

Report from Operations Committee

Mr. Hart reported for Operations Chair, Ms. Granger. He said DFS requires the Consortium to ratify the admission of new members every year within the amended MCA.

RESOLUTION NO. 022 - 2023 – APPROVAL OF THE 2024 MUNICIPAL COOPERATIVE AGREEMENT (MCA) TO INCLUDE THE ADDITION OF NEW PARTICIPANTS IN SECTION A 2

Click here for 2024 MCA

MOVED by Mr. Steve, seconded by Mr. Fairbrother, the resolution was unanimously adopted by voice vote of members present, visibly seen members via remote locations due to extraordinary circumstances.

WHEREAS, the Greater Tompkins County Municipal Health Insurance Consortium (GTCMHIC) is a 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 GTCMHIC wishes to add new members to the list of Participants and the Municipal Cooperative Agreement will be updated once those members have been approved, now therefore be it

RESOLVED, to approve additions of 2024 new members as Participants in Section A 2 of the 2024 Municipal Cooperative Agreement and to circulate to all Participants for review and approval.

Mr. Hart explained that the Operations Committee advanced authorization to execute an agreement with Excellus BlueCross BlueShield as the Consortium's 2024 PBM.

Mr. Corey questioned who the current PBM is and what types of issues were the Consortium having. Mr. Hart said that ProAct is the current provider and there were concerns and issues with some services that employees and participant members were receiving. Mr. Hart said Consortium staff has worked with ProAct over the course of 2022 into 2023 to try to rectify some of those issues, some of which were improved and others not. He said in the interest of providing the best possible service to our members, the Operations Committee pursued a new provider. Mr. Hart added the Executive Committee had some hesitancy of having medical and prescription services under the same provider, however, given some of the issues were not resolved by ProAct, the Consortium is hoping this change will positively benefit employees, especially the large municipalities and bargaining units.

RESOLUTION NO. 023-2023: AUTHORIZATION TO EXECUTE AN AGREEMENT WITH EXCELLUS BCBS AS THE 2024 PHARMACY BENEFITS MANAGER FOR THE GREATER TOMPKINS COUNTY MUNICIPAL HEALTH INSURANCE CONSORTIUM (GTCMHIC)

MOVED by Ms. King, seconded by Ms. Bond, the resolution was unanimously adopted by voice vote of members present, visibly seen members via remote locations due to extraordinary circumstances.

WHEREAS, Excellus BCBS provided and presented Greater Tompkins County Municipal Health Insurance Consortium's Operations Committee pertinent pharmacy benefit information which was received and analyzed by the Operations Committee, and

WHEREAS, Operations Committee moved Motion No. 001-2023 to advance the pharmacy benefits proposal from Excellus BCBS to the Audit and Finance Committee for recommendation and approval, and

WHEREAS, the Audit and Finance Committee has gone through the proposal and analysis of the new program and has recommended that the Consortium enter into an agreement with Excellus BCBS as Pharmacy Benefits Manager, now therefore be it

RESOLVED, on recommendation of the Audit and Finance and Executive Committees, that the Board of Directors of the Greater Tompkins County Municipal Health Insurance Consortium hereby authorizes the Chair of the Consortium to execute a contract with Excellus BCBS as the 2024 Pharmacy Benefits Manager of the Greater Tompkins County Municipal Health Insurance Consortium effective January 1, 2024 through December 31, 2024 with the option to renew for two successive years.

Report from Audit and Finance Committees

Mr. Hart reported that the Towns of Brutus, West Monroe, and Locke, the City of Geneva, and the Village of Fair Haven, applied to become participants in the Consortium. He said the Consortium's

process is to review the application and financials and the application is accepted by various sub-committees.

RESOLUTION NO. 024-2023 - ACCEPTANCE OF APPLICATIONS BY THE TOWNS OF BRUTUS, WEST MONROE AND LOCKE, THE VILLAGE OF FAIRHAVEN, AND THE CITY OF GENEVA, TO BECOME PARTICIPANTS IN THE GREATER TOMPKINS COUNTY MUNICIPAL HEALTH INSURANCE CONSORTIUM EFFECTIVE JANUARY 1, 2024

MOVED by Mr. Steve, seconded by Mr. Salton, the resolution was unanimously adopted by voice vote of members present, visibly seen members via remote locations due to extraordinary circumstances.

WHEREAS, by Resolution No. 16 of 2019 the Consortium Board of Directors adopted a policy outlining a process of applying for membership to the Consortium, and

WHEREAS, the Towns of Brutus, West Monroe and Locke, the Village of Fairhaven, and the City of Geneva, have submitted an official application authorizing the joining of Consortium in accordance with the terms and conditions outlined in the Municipal Cooperative Agreement, and

WHEREAS, these applicants have complied with membership process and have submitted copies of financial reports which have been evaluated by the Finance Manager, and/or the Chief Financial Officer, and

WHEREAS, the City of Geneva will be bringing aged 65+ retirees who are already enrolled on a Medicare Plan, and

WHEREAS, Section A (5.) of the 2022 Amendment to the Municipal Cooperative Agreement (MCA) clarified retirees in relation to the MCA states that "Participation in the Medical Plan(s) by some, but not all, collective bargaining units or employee groups of a Participant shall not be permitted without a Board approved waiver",

WHEREAS, In the application process, the City of Geneva, requested an additional three-year extension with the GTCMHIC to be waived of compliance with section A.5. of the GTCMHIC's 2023 MCA, effective through December 31, 2027, now therefore be it

RESOLVED, on recommendation of the Audit and Finance Committees, That the Board of Directors hereby accepts and welcomes the Towns of Brutus, West Monroe and Locke, the Village of Fairhaven, and City of Geneva, as Municipal Participants in the Consortium, with health insurance coverage beginning January 1, 2024, pending receipt, additional analysis, and approval of all required documentation.

FURTHER RESOLVED, That the City of Geneva will receive an additional three-year extension with the GTCMHIC to be waived of compliance with section A.5. of the GTCMHIC's 2023 MCA, effective through December 31, 2027.

* * * * *

Mr. Hart stated that the Town of Onondaga withdrew their membership to the Consortium prior to the start of 2023. This requires a resolution to withdraw them from the MCA.

RESOLUTION NO. 025-2023 – ACCEPTANCE TO WITHDRAW THE TOWN OF ONONDAGA AS A PARTICIPANT IN THE GREATER TOMPKINS COUNTY MUNICIPAL HEALTH INSURANCE CONSORTIUM AND TO BE OMITTED WITHIN THE 2024 MUNICIPAL COOPERATIVE AGREEMENT

MOVED by Ms. Granger, seconded by Mr. Murphy, the resolution was unanimously adopted by voice vote of members present, visibly seen members via remote locations due to extraordinary circumstances.

WHEREAS, by Resolution No. 005 of 2012 and amended by Resolution No. 27 of 2014 the Consortium Board of Directors adopted a policy outlining a process of applying for membership to the Consortium, and

WHEREAS, the Town of Onondaga submitted an official resolution authorizing the Town of Onondaga to join the Consortium in accordance with the terms and conditions outlined in the Municipal Cooperative Agreement, and

WHEREAS, on recommendation of the Audit and Finance Committee of the Greater Tompkins County Municipal Health Insurance Consortium, the Board of Directors hereby accepted and welcomed the Town of Onondaga by Resolution No. 024-2022, as a municipal participant, with health insurance coverage beginning January 1, 2023, and

WHEREAS, immediately after being approved for membership by the Board of Directors and therefore included as a member in the 2023 GTCMHIC Municipal Cooperative Agreement (MCA), but prior to enrollment in the plan or commitment through signing the 2023 GTCMHIC MCA, the Town of Onondaga notified the Greater Tompkins County Municipal Health Insurance Consortium they would like to withdrawal their application and not enroll in the GTCMHIC effective January 1, 2023, and

WHEREAS, the Greater Tompkins County Municipal Health Insurance Consortium has not considered the Town of Onondaga a current participant and also has not considered, or will not consider any future events of insurance claims for the Town of Onondaga for calendar year 2023, and

WHEREAS, the Greater Tompkins County Municipal Health Insurance Consortium will prepare the 2024 Municipal Cooperative Agreement to exclude the Town of Onondaga for the future unless the Town of Onondaga submits a new application to GTCMHIC, now therefore be it,

RESOLVED, on recommendation of the Audit & Finance Committee and the Executive Committee, That the Board of Directors hereby authorizes the Greater Tompkins County Municipal Health Insurance Consortium to withdraw the Town of Onondaga as a participant of the Greater Tompkins County Municipal Health Insurance Consortium, and the Town of Onondaga will be omitted from the 2024 Amended Municipal Cooperative Agreement.

Mr. Hart introduced the next resolution, which included the Town of Niles. He said that the Town of Niles previously had one employee enrolled with the Consortium. However, that employee has since moved to a Teamsters Health Plan, leading to zero employees eligible for Consortium coverage.

RESOLUTION NO. 026-2023 – ACCEPTANCE TO WITHDRAW THE TOWN OF NILES AS A PARTICIPANT WITH THE GREATER TOMPKINS COUNTY MUNICIPAL HEALTH INSURANCE CONSORTIUM (Red-lined correction below)

MOVED by Mr. Mutchler, seconded by Mr. Fairbrother, the resolution was unanimously adopted by voice vote of members present, visibly seen members via remote locations due to extraordinary circumstances.

WHEREAS, by Resolution No. 005 of 2012 and amended by Resolution No. 27 of 2014 the Consortium Board of Directors adopted a policy outlining a process of applying for membership to the Consortium, and

WHEREAS, the Town of Niles submitted an official resolution authorizing the Town of Niles to join the Consortium in accordance with the terms and conditions outlined in the Municipal Cooperative Agreement, and

WHEREAS, on recommendation of the Audit and Finance Committee of the Greater Tompkins County Municipal Health Insurance Consortium, the Board of Directors hereby accepted and welcomed the **Town of Niles** by Resolution No. 019-2018, as a municipal participant, with health insurance coverage beginning January 1, 2019, and

WHEREAS, the Town of Niles has since notified the Greater Tompkins County Municipal Health Insurance Consortium that they no longer would like to be a municipal participant of health insurance coverage effective immediately.

WHEREAS, The Town of Niles is listed on the Consortium’s Municipal Cooperative Agreement for the calendar year 2023, and

WHEREAS, per the Town of Niles, the Greater Tompkins County Municipal Health Insurance Consortium will not consider any future events of insurance claims for the Town of Niles for calendar year 2023, now therefore be it

RESOLVED, on recommendation of the Audit & Finance Committee and the Executive Committee, That the Board of Directors hereby authorizes the Greater Tompkins County Municipal Health Insurance Consortium to withdraw the Town of Niles as a participant of the Greater Tompkins County Municipal Health Insurance Consortium immediately, and the Town of Niles will be omitted from the 2024 Municipal Cooperative Agreement.

* * * * *

Mr. Hart announced the formality of acceptance of the Consortium’s annual 2022 external audit report performed by Insero & Company, LLC. One of the responsibilities of the Consortium’s Board of Directors is to audit receipts and disbursements of the Consortium and provide for

Board of Directors
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independent audits and periodic financial and operational reports to participants in accordance with New York Insurance Law.

RESOLUTION NO. 027-2023 – ACCEPTANCE OF 2022 EXTERNAL AUDIT REPORT PERFORMED BY INSERO & CO

MOVED by Ms. DiGennaro, seconded by Mr. Fairbrother, the resolution was unanimously adopted by voice vote of members present, and visibly seen members via remote locations due to extraordinary circumstances.

WHEREAS, That one of the responsibilities of the Greater Tompkins County Municipal Health Insurance Consortium (GTCMHIC) Board of Directors is to audit receipts and disbursements of the Consortium and provide for independent audits, and periodic financial and operational reports to Participants in accordance with N.Y. Insurance Law § 4705 €(1), and

WHEREAS, N.Y. Insurance Law § 4705 €(1) includes the following provisions:

€ The municipal cooperation agreement shall provide for the following to be prepared and furnished to the governing board, to participating municipal corporations, to unions which are the exclusive bargaining representatives of employees covered by the plan and to the superintendent:

- (1) an annual audit, and opinions thereon, by an independent certified public accountant, of the financial condition, accounting procedures and internal control systems of the municipal cooperative health benefit plan;
- (2) an annual report and quarterly reports describing the plan's current financial status; and

WHEREAS, the Board of Directors entered into a contract for auditing services with Insero & Co., for the purpose of conducting an annual audit of the Consortium's financial records for fiscal year 2022, now therefore be it

RESOLVED, on recommendation of the Audit and Finance Committee, that the 2022 annual audit report prepared and presented to the Audit and Finance Committee by Insero & Co. is hereby accepted.

Mr. Hart explained the Consortium's Rate Stabilization Reserve. He said the Resolution brought forward establishes rules for how and when the reserve will be used as opposed to just being a large sum of money sitting in the bank without any rules attached to it. He said this Resolution also does establish, for the very first time, a target with what the Consortium is expecting, anticipating, or planning the budget for with respect to future premium increases.

A question was presented as to why an increase to the rate stability. Mr. Hart said the lowest premium increase in the Consortium's history was 3%, and the Consortium's average is about 6%. The goal of ideal stability is 5-8% over time for premium increases. It was lowered to 4% for some leeway, however, if the Consortium is overfunded, then there would be a lower premium increase. He said when the presentation today shows this year's budget without the Rate Stabilization Reserve, the Consortium would be seeing a premium increase larger than 8% this year, due to the claims experience seen this year. Mr. Hart said in the private sector,

Excellus BCBS petitioned New York State for a 12.5% increase approval from, and it was approved. He said smaller group plans are going up 15%.

Mr. Hart added that the move from 7% to 10% is based on the desire to target the premium increased amount. He said if the Consortium will use the rate stabilization on an ad hoc or discretionary basis, and the Consortium may not need to fund it as much as if the Consortium is willing to accept the 11% increase in a given year. Mr. Hart said that because the Consortium is narrowing the range of what the Consortium wants to accept in a normal premium increased range. He said narrowing that to 4% to 8%, the Consortium is targeting a larger back up, and that may have to be adjusted experientially if the Consortium finds that is not enough.

Ms. Dowd said the cost of claims is trending higher, and mentioned members will see this in the budget presentation by Locey & Cahill. She said the Consortium wants to make sure the Consortium can handle the increase with cost of claims expanding.

Mr. Hart added that from a risk management standpoint, health care costs are going up, and health insurance costs are going up. He said whomever the next Chair of the Board is, he would rather the Consortium be in a position 7 or 8 years from now that the Consortium overfunded the rate stabilization reserve, and the Consortium will never need the 10% and let us reduce it. He said he would rather not see the Consortium in a position where the Consortium did not fund enough to be able to maintain a stable rate between 4% and 8%.

Ms. Gossett asked about premium increases and why the premium rate increase was so high as it affects the budget for smaller groups, such as the Lansing Library being able to afford more books. Mr. Hart explained that the metal level plans themselves are defined by the Affordable Care Act (ACA) laws or they are a function of collective bargaining. He said the Consortium has done a fairly good job of trying to be as agnostic as possible with respect to what an employer chooses to offer their employees or bargains with a unit.

Mr. Salton said it is important to realize that the resolution can be changed, and there is language in the resolution to do so. He said the Consortium is at an inflection point and does not have many covered lives.

RESOLUTION NO. 028-2023 – Annual Premium Increase Target and Utilization of the Rate Stabilization Reserve

MOVED by Mr. Baxter, seconded by Mr. Hardaway, the resolution was adopted by voice vote of members present, and visibly seen members via remote locations due to extraordinary circumstances. (VOTE: 1 NAY, 0 Abstentions, Resolution Carried)

WHEREAS, Resolution No. 019-2014 adopted the 2015 Budget and established a Rate Stabilization Reserve at \$1.64 million “to protect the cash flow position of the Consortium should there be a year when claims cost exceed the prediction”; and

WHEREAS, The Rate Stabilization Reserve was updated to be funded at 7.5% of annual premiums with Resolution No. 034-2019; and

WHEREAS, It is the desire of the Audit and Finance Committees to define when and how the Rate Stabilization Reserve should be utilized and subsequently refunded; and

WHEREAS, It is the desire of the Audit and Finance Committees to refer to said resolution on an annual basis or deemed necessary during the yearly budget process, and shall approve any revisions by formal resolution; now therefore

BE IT RESOLVED, on recommendation of the Audit and Finance Committees, and the Executive Committee, that the Board of Directors authorizes the establishment of an Annual Premium Increase Target of 4% - 8%; and be it further

RESOLVED, that Resolution No. 034-2019 is amended to set a target for the Rate Stabilization Reserve of 10% of annual premiums; and be it further

RESOLVED, that when budgeted premium increases exceed 8%, a budget will be developed that funds the Rate Stabilization Reserve at a level less than the 10%-of-premium target, but no lower than 2.5%-of-premium level, with the goal of meeting all other budget requirements as outlined in Resolution No. 015-2020; and be it further

RESOLVED, that when the Rate Stabilization Reserve is funded below the 10%-of-premium target, the budget that is developed as a result will be created to support returning to the 10%-of-premium target funding level in subsequent years and as quickly as possible; and be it further

RESOLVED, that on behalf of the Audit and Finance Committees, and the Executive Committee, that the Board of Directors authorizes the Greater Tompkins County Municipal Health Insurance Consortium to set an Annual Premium Increase Target and Utilization of the Rate Stabilization Reserve as listed.

* * * * *

Prior to the budget presentation, Mr. Hart introduced Mr. Locey from Locey & Cahill. Mr. Locey said that Locey & Cahill has been involved with the Consortium since its inception. He said the Tompkins County Council of Governments (TCCOG) formed the group and said that the members should take great pride that the GTCMHIC is the only municipal consortium in New York State. He said the Consortium has grown immensely from the original 13 municipalities.

Mr. Locey said the number one job as a director is to manage the financial operations of the Consortium. He said from inception, the Consortium promised concepts. First, is rate stability, as the goal is to keep the rates manageable and modest every single year. He said there are some outside influences that do affect the Consortium, such as benefits mandates. He said there are many state and federal mandates based on New York State managing the Consortium as a not-for-profit organization, Article 47 entity. He said the Consortium offers 26 different benefit plans, whereas small employers, if out in the open market, are limited to 4 different levels of benefits. (Platinum, Gold, Silver, and Bronze). He said within those different levels, there may be slightly different options, but for the most part, the same offerings.

Mr. Locey said the budget presentation reflects a bit of hyperinflation with regards to claims. He said this is partially due to physician groups and hospitals renegotiating, contracts with insurance carriers driving up pricing, and many more catastrophic claims. Mr. Locey said years ago the Consortium built reserves which were set away for catastrophic claims for rate stabilization, and the Consortium will be using some of those reserves this year. He said the Consortium will be able to

Board of Directors
September 21, 2023

replenish some of those reserves, maybe even build a little bit more. Mr. Locey added this is not a year-by-year solution, it is a decade-by-decade solution.

Mr. Locey introduced Mr. Pelton and said that Locey & Cahill has principles that are considered each year when the Consortium compiles the budget: Net income goal, statutory reserve funds (Incurred but not reported (IBNR), surplus reserve, rate stabilization reserve fund, the catastrophic planning reserve, and fund balance target.

Mr. Pelton presented a 65-page 2023 Financial Update and the 2024 Budget Presentation to the Directors:

Click here: [2023 Financial Update and the 2024 Budget Presentation](#)

Mr. Salton left at 2:15pm

RESOLUTION NO. 029-2023 – ADOPTION OF BUDGET, PREMIUM RATES, AND RESERVE AMOUNTS FOR 2024

MOVED by Mr. Fairbrother, seconded by Ms. Molter, the resolution was unanimously adopted by voice vote of members present, and visibly seen members via remote locations due to extraordinary circumstances.

WHEREAS, the Audit and Finance and Executive Committees have had detailed discussions and have considered the Consortium's 2024 budget and premium rates, and

WHEREAS, the Board of Directors has adopted a policy that provides guidance on targets for net income, fund balance, and both statutory and discretionary reserve levels, in addition to creating a mechanism by which excess net income/fund balance can be returned to members, and

WHEREAS, the 2024 proposed budget reflects the adopted budget guidelines (Resolution No. 015-2020) as follows:

- Maintain Incurred But Not Reported Claims Reserve at 12% of total claims;
- Maintain the Surplus Account at 5% of the annual premium of the Consortium in compliance with §4706(a)(5) of the New York State Insurance Law;
- Maintain a rate stabilization Reserve not less than 2.5% of expected premium level through at least year four of the annual proforma calculation;
- Set Catastrophic Claims Reserve to 2023 beginning balance of \$4,808,739.38 plus any earned interest and Stop Loss Insurance premium savings (between \$600,000 policy and the \$1,000,000 policy costs) in 2023 less any Large claims between \$500,000 and \$1,000,000 for 12 months of 2023.
- If unencumbered fund balance go less than 12% of expected premium, it will be returned to nothing less than 12% of expected premium by year four of the annual proforma calculation;

Board of Directors
September 21, 2023

- Set the annual budget to accomplish a zero to two percent (2%) net income level; and
- Increase Premium Revenue by 8% in 2024 across all benefit plans, except for the Silver and Gold Plans which will be a Premium Revenue Increase of 6.89% and 6.83% respectively; now therefore be it

RESOLVED, on recommendation of the Audit and Finance and Executive Committees, That the Consortium's attached 2024 budget including premium equivalent rates and reserve amounts are hereby adopted by the Greater Tompkins County Municipal Health Insurance Consortium Board of Directors.

* * * * *

Report from Nominations and Engagement Committee

Mr. Hart reported for Nominations and Engagement Committee Chair, Ed Fairbrother. Mr. Hart introduced the resolutions for the 2024 Slate of Officer and Committee Membership to serve starting January 1, 2024:

RESOLUTION NO. 030-2023 – ELECTION OF 2024 CONSORTIUM OFFICERS

MOVED by Mr. Mutchler, seconded by Ms. Hardaway, the resolution was unanimously adopted by voice vote of members present, and visibly seen members via remote locations due to extraordinary circumstances.

RESOLVED, on recommendation of the Nominations and Engagement Committee, That the Board of Directors elects the following individuals to serve from January 1, 2024 through December 31, 2024 in the roles as follows:

Chairperson - Rordan Hart

Vice Chairperson – Lisa Holmes

Chief Financial Officer – City Controller of the City of Ithaca

Secretary – Peter Salton

RESOLUTION NO. XXX-2023 – CREATION OF 2024 COMMITTEE STRUCTURE AND APPOINTMENTS OF MEMBERS

MOVED, by Mr. Baxter, seconded by Ms. DeVoe, the resolution was unanimously adopted by voice vote of members present, and visibly seen members via remote locations due to extraordinary circumstances.

WHEREAS, the Board of Directors at its Annual Meeting established a Committee structure and appointed members to the Consortium’s standing committees, and

RESOLVED, upon recommendation of the Consortium’s Nominations and Engagement Committee, That the Executive Committee, on behalf of the Board of Directors, hereby appointments the following committee structure and membership to 2024 committees effective January 1, 2024:

EXECUTIVE COMMITTEE:

To be elected at annual meeting along with Chairs of standing committees

MEMBERSHIP: Seats to be filled by Directors; 11-15 Members; one-year terms MEETINGS (subject to change): Bimonthly, 3rd Wednesday (Includes Pre-Board September meeting)

- | | |
|---|--|
| 1. Board Chair (Hart) | 7. Operations Chair (Granger) |
| 2. Board Vice Chair (Holmes) | 8. Nominations and Engagement Chair (Mutchler) |
| 3. Chief Financial Officer (City
Controller of the City of Ithaca) | 9. Claims and Appeals Chair (Shattuck) |
| 4. Secretary (Salton) | 10. At-large (Snow) |
| 5. JCPSD Chair (DeVoe) | 11. At-large (Vacant) |
| 6. AFC Chair/At-large (Ray Bunce) | 12. At-large (Steve) |
| | 13. Past Chair (Drake) |

STANDING COMMITTEES:

Audit Committee

CHARGE: The Audit Committee shall be responsible to review audit filings, audit policies and procedures to be sure in compliance with Article 47 and the Certificate of Authority; establish a list of all reports due to the Board and regulators and the process and timeline to insure accurate and timely reporting.

MEMBERSHIP: Seats may be filled by Directors; 3 members to 5 members; two-year staggered terms MEETINGS: Meetings to be held as necessary prior to the Finance Committee Meeting

Terms Expiring 12/31/25

1. Judith Drake (Chair)
2. Mark Emerson
3. Tanya DeGennaro
4. Chad Hayden
5. Mary Bouchard

Finance Committee

CHARGE: The Finance Committee shall be responsible to recommend a budget, recommend premium rates, review Jurat reports, recommend reinsurance and retention policies, and appropriate

reserve levels in compliance with a municipal health care organization and any necessary policy and procedures relative to being fiscally prudent stewards of the organizations funds and assets.

MEMBERSHIP: Seats may be filled by non-Directors; 9 members; two-year staggered terms
MEETINGS (subject to change): Monthly; 4th Tuesday

Terms Expiring 12/31/24

1. Scott Steve
2. Eric Snow
3. Bud Shattuck
4. Peter Salton
5. Kate DeVoe (Labor)

Terms Expiring 12/31/25

6. Judith Drake (Chair)
7. Kerry Manion
8. Amanda Anderson
9. Rordan Hart (Vice Chair)

Operations Committee

CHARGE: The Operations Committee is responsible for oversight of Consortium operations and charged with review and oversight of any policies impacting the overall well-being of the organization. The Operations Committee may recommend changes to improve the efficiency of the organization's practices, policies, procedures, and the organizational structure, including personnel and staffing needs.

MEMBERSHIP: Seats may be filled by non-Directors; 10 members with two-year staggered terms
MEETINGS (subject to change): 1st Thursday quarterly

Terms Expiring 12/31/24

1. Ruby Pulliam
2. Laura Granger (Chair)
3. Schelley Michell-Nunn
4. Janine Bond
5. Judith Drake (Vice Chair)
6. Rita McCarthy
7. Brian Weinstein (Labor)

Terms Expiring 12/31/25

8. Kerrie Fusco
9. Sunday Earle
10. Mark Emerson

Nominations and Engagement Committee

CHARGE: The Nominations and Engagement Committee will assist the Executive Committee in engaging Directors in finding meaningful ways to contribute to the organization especially through the consideration of succession and long-term planning. The Committee shall:

1. Be responsible for presenting a slate of recommended Officers, Committee Chairs, and At-Large Executive Committee members at the annual Board of Directors meeting;
2. Be responsible for presenting a slate of recommended Nomination and Engagement Committee members;
3. Recommend to the Executive Director engagement strategies with:
 - a. the work of committees;
 - b. disseminating information ahead of and at the annual meeting in an interactive model and insuring a super-majority attendance at annual meeting; and
 - c. long-term leadership succession planning.

Membership: Seats may be filled by non-Directors; 5 Members with two-year staggered terms
MEETINGS: 2x/year - As needed

Terms Expiring 12/31/24

1. Gary Mutchler, Chair
2. Vacant
3. Kate DeVoe, Labor

Terms Expiring 12/31/25

4. Judith Drake
5. Rordan Hart

Claims and Appeals Committee

CHARGE: The Claims and Appeals Committee will hear all appeals that come to the Board of Directors for action and recommend a determination to the Board. This Committee will also monitor claims data and trends and oversee all annual third-party administrator claim audits.

Membership: Seats may be filled by non-Directors; 7 Members with two-year terms
MEETINGS: Meetings will be held as necessary.

Terms expire 12/31/24

1. Don Fischer, Vice Chair
2. Tanya DiGennaro
3. Vacant (Labor)
4. Mike Murphy

Terms expire 12/31/25

5. Bud Shattuck, Chair
6. Donna Dawson
7. Tom Brown

Joint Committee on Plan Structure and Design

CHARGE: The JCPSD reviews all prospective Board actions in connection with the benefit structure and design of the Plan and develops findings and recommendations with respect to such matters. Committee may also consider wellness-related initiatives.

Membership: Each Participant and each labor group shall have one voting seat each. Quorum determined by Committee; No set terms.

MEETINGS (subject to change): 2024 – To be held May, July, August, & November Chair and Vice Chair – to be selected by the membership of the JCPSD as outlined in the Committee’s Bylaws.

* * * * *

Report from Claims and Appeals Committee

Mr. Hart reported for Mr. Shattuck for the Claims and Appeals Committee. Mr. Hart references Resolution No. 015-2023, that was previously approved by the Executive Committee. This resolution references the authorization of the contract with BMI Auditing Services for plans year 2021, 2022, and YTD 2023 with terms and conditions agreed upon by the Committee.

Report from Joint Committee on Plan Structure and Design

Mr. Hart said, particularly with the metal level plans, the Consortium is required to stay within certain guidelines with respect to how much of the cost the user is paying versus how much the employer is paying. There is a formula, and when the Consortium runs outside of that range, the Consortium is no longer compliant. He used the example of the Gold plan having a certain percentage breakdown between the employer payment and the employee payment. When that percentage is not within the actuarial value range, the Consortium must correct the amounts. Mr. Hart said the Consortium's high deductible plans, Gold and Silver, will need to be adjusted for 2024. Mr. Hart referenced resolutions for both the Gold and Silver plans and they were voted on together.

RESOLUTION NO. 032-2023 – APPROVAL OF ADJUSTMENTS TO THE SILVER HIGH DEDUCTIBLE HEALTH PLAN

MOVED by Mr. Hardaway, seconded by Mr. Witmer, the resolution was unanimously adopted by voice vote of members present, and visibly seen members via remote locations due to extraordinary circumstances.

WHEREAS, the Greater Tompkins County Municipal Health Insurance Consortium (“GTCMHIC”) Board of Directors by their approval of Resolution No. 014-2015 adopted the “GTCMHIC Standard Silver Plan”, now known as the GTCMHIC Silver High Deductible Health Plan (“HDHP”) for inclusion in the GTCMHIC’s available benefit plan menu with an effective date of January 1, 2016, and

WHEREAS, the GTCMHIC in accordance with GTCMHIC Resolution No. 014-2015 annually reviews the actuarial value for its Silver HDHP to ensure it falls within its established range as set by the Centers for Medicare and Medicaid Services (“CMS”) of 70% +2% / -2%, subject to traditional mathematical rounding, and

WHEREAS, adjustments to the Silver HDHP have previously occurred in accordance with GTCMHIC Resolutions: 015-2016, 005-2018, 013-2020, 012-2020, and 029-2022, and

WHEREAS, upon entering data into the CMS actuarial value calculator for 2024 it has been determined that adjustments need to be made to the GTCMHIC Silver HDHP to get its actuarial value within its approved range, now therefore be it

RESOLVED, on recommendation of the Executive Committee and the Joint Committee on Plan Structure and Design, effective January 1, 2024, the following benefit plan adjustments will be made to the GTCMHIC’s Silver HDHP:

Silver HDHP	From In-Network	To In-Network	From Out-of-Network	To Out-of-Network
Deductible Single/Family	\$2,750/\$5,000	\$3,000/\$6,000	\$4,125/\$8,250	\$4,500/\$9,000
Out-of-Pocket Single/Family	\$7,000/\$14,000	\$7,500/\$15,000	\$10,500/\$21,000	\$11,250/\$22,500
Coinsurance	80%	80%	50%	60%
Actuarial Value	72.68%	71.57%	72.68%	71.57%

RESOLUTION NO. 033-2023 – APPROVAL OF ADJUSTMENTS TO THE GOLD HIGH DEDUCTIBLE HEALTH PLAN

MOVED by Mr. Hardaway, seconded by Mr. Witmer, the resolution was unanimously adopted by voice vote of members present, and visibly seen members via remote locations due to extraordinary circumstances.

WHEREAS, the Greater Tompkins County Municipal Health Insurance Consortium (“GTCMHIC”) Board of Directors by their approval of Resolution No. 014-2015 adopted the “GTCMHIC Standard Gold Plan”, now known as the GTCMHIC Gold High Deductible Health Plan (“HDHP”) for inclusion in the GTCMHIC’s available benefit plan menu with an effective date of January 1, 2016, and

WHEREAS, the GTCMHIC in accordance with GTCMHIC Resolution No. 014-2015 annually reviews the actuarial value for its Gold HDHP to ensure it falls within its established range as set by the Centers for Medicare and Medicaid Services (“CMS”) of 80% +2% / -2%, subject to traditional mathematical rounding, and

WHEREAS, adjustments to the Gold HDHP have previously occurred in accordance with GTCMHIC Resolutions 015-2016, 017-2017, 025-2018, 013-2020, and 012-2020, and

WHEREAS, upon entering data into the CMS actuarial value calculator for 2024 it has been determined that adjustments need to be made to the GTCMHIC Gold HDHP to get its actuarial value within its approved range, now therefore be it

RESOLVED, on recommendation of the Executive Committee and the Joint Committee on Plan Structure and Design, effective January 1, 2024, the following benefit plan adjustments will be made to the GTCMHIC’s Gold HDHP:

Gold HDHP	From In-Network	To In-Network	From Out-of-Network	To Out-of-Network
Deductible Single/Family	\$1,500/\$3,000	\$1,800/\$3,600	\$2,250/\$4,500	\$2,700/\$5,400
Out-of-Pocket Single/Family	\$3,500/\$7,000	\$3,600/\$7,200	\$5,250/\$10,500	\$5,400 /\$10,800
Coinsurance Amount	80%	80%	60%	60%
Actuarial Value	82.55%	81.38%	82.55%	81.38%

New Business

Mr. Hart said that the Annual Board of Directors meeting is currently to be determined due to the NYCOM meeting being held the same week next year. The Consortium will be sending out the date to everyone when that is confirmed.

Adjournment

The meeting adjourned at 2:37 p.m.

Respectfully submitted by Lynne Sheldon, Clerk of the Board



Greater Tompkins County Municipal Health Insurance Consortium

125 East Court Street • Ithaca, New York 14850 • (607)274-5590
www.healthconsortium.net • consortium@tompkins-co.org

“Individually and collectively we invest in realizing high quality, affordable, dependable health insurance.”

RESOLUTION NO. XXX- 2023 – AMENDMENT OF ALL HEARING AID BENEFITS

WHEREAS, the Board of Directors approved hearing benefits for all Metal Level Plans and all Medicare Supplement Plans in Resolution No. 048-2020, and

WHEREAS, New York State deems hearing aid benefits as an essential health benefit and advises that hearing aid benefits cannot be offered with a dollar amount restriction set on either pediatric nor adult benefits, and now let it be

RESOLVED, on recommendation of the Executive Committee, That the Board of Directors update all Consortium health plans that offer hearing aid benefits to adjust pediatric hearing aid benefits to cover once every twenty-four months, and let it be further be

RESOLVED, to update all Consortium hearing aid benefits to be updated to remove the \$3,500 dollar limit on claim payments effective January 1, 2024.



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RESOLUTION NO. XXX - 2023 – APPROVAL OF 2024 CONSORTIUM COST OF LIVING WAGE SCALE INCREASE

WHEREAS, the Board adopted the 2024 Budget which included a cost of living wage scale increase of 4% on September 21, 2023; and

RESOLVED, That the Executive Committee of GTCMHIC hereby establishes the wages for the staff based on the approved 2024 Wage Scale effective January 1, 2024, as detailed on file in the Human Resources Office.

* * * * *



Greater Tompkins County Municipal Health Insurance Consortium

P.O. Box 7 • Ithaca, New York 14851 • (607) 274-5590

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"Individually and collectively we invest in realizing high quality, affordable, dependable health insurance."

RESOLUTION NO. XXX-2023 –AMENDMENT TO RESOLUTION NO. 031-2023 - CREATION OF 2024 COMMITTEE STRUCTURE AND APPOINTMENTS OF MEMBERS: LISA HENTY TO FINANCE COMMITTEE AND EXECUTIVE COMMITTEE; KRISSIE BROWN TO CLAIMS AND APPEALS COMMITTEE

WHEREAS, the Board of Directors at its Annual Meeting established a Committee structure and appointed members to the Consortium's standing committees, and

RESOLVED, upon recommendation of the Consortium's Nominations and Engagement Committee, That the Executive Committee, on behalf of the Board of Directors, hereby appointments the following committee structure and membership to 2024 committees effective January 1, 2024:

EXECUTIVE COMMITTEE:

To be elected at annual meeting along with Chairs of standing committees

MEMBERSHIP: Seats to be filled by Directors; 11-15 Members; one-year terms

MEETINGS (subject to change): Bimonthly, 3rd Wednesday (Includes Pre-Board September meeting)

- | | |
|--|--|
| 1. Board Chair (Hart) | 7. Operations Chair (Granger) |
| 2. Board Vice Chair (Holmes) | 8. Nominations and Engagement Chair (Mutchler) |
| 3. Chief Financial Officer (City Controller of the City of Ithaca) | 9. Claims and Appeals Chair (Shattuck) |
| 4. Secretary (Salton) | 10. At-large (Snow) |
| 5. JCPSD Chair (DeVoe) | 11. At-large (Vacant) |
| 6. AFC Chair/At-large (Ray Bunce) | 12. At-large (Henty) Steve |
| | 13. Past Chair (Drake) |

STANDING COMMITTEES:

Audit Committee

CHARGE: The Audit Committee shall be responsible to review audit filings, audit policies and procedures to be sure in compliance with Article 47 and the Certificate of Authority; establish a list of all reports due to the Board and regulators and the process and timeline to insure accurate and timely reporting.

MEMBERSHIP: Seats may be filled by Directors; 3 members-5 members; two-year staggered terms MEETINGS: Meetings to be held as necessary prior to the Finance Committee Meeting

Terms Expiring 12/31/25

1. Judith Drake (Chair)
2. Mark Emerson
3. Tanya DeGennaro
4. Chad Hayden
5. Mary Bouchard

Finance Committee

CHARGE: The Finance Committee shall be responsible to recommend a budget, recommend premium rates, review Jurat reports, recommend reinsurance and retention policies, and appropriate reserve levels in compliance with a municipal health care organization and any necessary policy and procedures relative to being fiscally prudent stewards of the organizations funds and assets.

MEMBERSHIP: Seats may be filled by non-Directors; 9 members; two-year staggered terms

MEETINGS (subject to change): Monthly; 4th Tuesday

Terms Expiring 12/31/24

1. ~~Lisa Henty Scott Steve~~
2. Eric Snow
3. Bud Shattuck
4. Peter Salton
5. Kate DeVoe (Labor)

Terms Expiring 12/31/25

6. Judith Drake (Chair)
7. Kerry Manion
8. Amanda Anderson
9. Rordan Hart (Vice Chair)

Operations Committee

CHARGE: The Operations Committee is responsible for oversight of Consortium operations and charged with review and oversight of any policies impacting the overall well-being of the organization. The Operations Committee may recommend changes to improve the efficiency of the organization's practices, policies, procedures, and the organizational structure, including personnel and staffing needs.

MEMBERSHIP: Seats may be filled by non-Directors; 10 members with two-year staggered terms

MEETINGS (subject to change): 1st Thursday quarterly;

Terms Expiring 12/31/24

1. Ruby Pulliam
2. Laura Granger (Chair)
3. ~~Scholley Michell Nunn City of Ithaca Employee~~
4. Janine Bond
5. Judith Drake (Vice Chair)
6. Rita McCarthy
7. Brian Weinstein (Labor)

Terms Expiring 12/31/25

8. Kerrie Fusco
9. Sunday Earle
10. Mark Emerson

Nominations and Engagement Committee

CHARGE: The Nominations and Engagement Committee will assist the Executive Committee in engaging Directors in finding meaningful ways to contribute to the organization especially through the consideration of succession and long-term planning. The Committee shall:

1. Be responsible for presenting a slate of recommended Officers, Committee Chairs, and At-Large Executive Committee members at the annual Board of Directors meeting;
2. Be responsible for presenting a slate of recommended Nomination and Engagement Committee members;
3. Recommend to the Executive Director engagement strategies with:
 - a. the work of committees;
 - b. disseminating information ahead of and at the annual meeting in an interactive model and insuring a super-majority attendance at annual meeting; and
 - c. long-term leadership succession planning.

Membership: Seats may be filled by non-Directors; 5 Members with two-year staggered terms
MEETINGS: 2x/year - As needed

Terms Expiring 12/31/24

1. Gary Mutchler, Chair
2. Vacant
3. Kate DeVoe, Labor

Terms Expiring 12/31/25

4. Judith Drake
5. Rordan Hart

Claims and Appeals Committee

CHARGE: The Claims and Appeals Committee will hear all appeals that come to the Board of Directors for action and recommend a determination to the Board. This Committee will also monitor claims data and trends and oversee all annual third-party administrator claim audits.

Membership: Seats may be filled by non-Directors; 7 Members with two-year terms
MEETINGS: Meetings will be held as necessary.

Terms expire 12/31/24

1. Don Fischer, Vice Chair
2. Tanya DiGennaro
3. ~~Vacant (Labor)~~ Krissie Brown
4. Mike Murphy

Terms expire 12/31/25

5. Bud Shattuck, Chair
6. Donna Dawsons
7. Tom Brown

* * * * *

Joint Committee on Plan Structure and Design

CHARGE: The JCPSD reviews all prospective Board actions in connection with the benefit structure and design of the Plan and develops findings and recommendations with respect to such matters. Committee may also consider wellness-related initiatives.

Membership: Each Participant and each labor group shall have one voting seat each. Quorum determined by Committee; No set terms.

MEETINGS (subject to change): 2024 – To be held May, July, August, & November
Chair and Vice Chair – to be selected by the membership of the JCPSD as outlined in the Committee’s Bylaws.

* * * * *