

**Greater Tompkins County Municipal Health Insurance Consortium
Executive Committee
Minutes – APPROVED
October 18, 2023 – 3:30 p.m.
Town of Ithaca – Conference Room (Court Room)**

Present: Judy Drake; Steve Thayer; Rordan Hart (Chair); Gary Mutchler;
Present via remote* Eric Snow; Ed Fairbrother; Laura Granger; Scott Steve (*arrived 3:55pm*)
Excused: Lisa Holmes; Ray Bunce; Kate DeVoe; Peter Salton; Bud Shattuck;
Guests: Lisa Henty (City of Cortland); 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 3:33 p.m.

Changes to the Agenda

There were no changes to the agenda.

Approval of Minutes of September 13, 2023 (Executive Committee) and September 21, 2023 (Board of Directors)

It was MOVED by Mr. Mutchler, seconded by Mr. Thayer, and unanimously adopted by voice vote by members present and via remotely, to approve the minutes of September 13, 2023, and September 21, 2023, as submitted. MINUTES APPROVED.

Chair's Report

Mr. Hart did not have additional agenda topics to report.

Executive Director's Report

Ms. Dowd reported that the Consortium no longer has a Medicare Advantage partner. She said Aetna had anticipated that all Consortium members were joining the plan all together. When Aetna realized this would not be happening, they decided to rescind the potential agreement with the Consortium. Ms. Dowd said most of the current Consortium members have decided to stay with their current agreements, however, added the Consortium has two municipalities that the Consortium will need to search for a solution for of the 2024 year. She said the Consortium does currently have a resolution in place for the 2024, so once a solution has been established, that resolution will need to be revisited with a possible amendment.

Ms. Dowd 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. She explained that there seems to be a change as past practice included the Consortium accepting new members, all municipalities signing the MCA, and then sending all materials to DFS. DFS is now asking the Consortium to send a red-lined, MCA draft with new proposed members to them.

DFS will then approve those proposed new members, along with any other added changes. After the MCA approval from DFS, the Consortium will send the newly approved MCA to municipalities for them to then approve via resolution. Ms. Dowd will ask DFS to provide clarity on this new practice.

Ms. Dowd reported the new Consortium's Headquarters is slated to be open the beginning of November. She said the heat pump installation is in the works, and staff are looking forward to start working at the new space.

Ms. Dowd explained that the annual Board of Directors Meeting schedule has been conflicting with another meeting (NYCOM) that many members attend. Therefore, the Consortium has decided to hold the meeting a week further out on the calendar than in the past. Next year's meeting will be held on September 26th, with the time to be determined.

Ms. Dowd mentioned that the next Executive Committee meeting is scheduled for December 20th. However, some members will not be available due to the holiday season. Committee members agreed that it would be beneficial to reschedule the meeting one week earlier. The new meeting date will be December 13th.

Resolution: Amendment of All Hearing Aid Benefits

Ms. Rodrigues said due to New York State Regulations, offering a hearing aid benefit on the essential health benefits, restricts the Consortium on some of the limits. Ms. Rodrigues said the current benefit reads 50% coverage, one pair every 3 years, and up to a dollar limit of \$3,500. She explained the amendment brought forth will remove the dollar limit.

RESOLUTION NO. 034-2023 – AMENDMENT OF ALL HEARING AID BENEFITS

MOVED by Ms. Drake, seconded by Ms. Granger, 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 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: Approval of 2024 Consortium Cost of Living Wage Scale Increase

Ms. Dowd reported that the Town of Ithaca is the Consortium’s employer of record. She said Consortium’s cost of living increase of 4% was approved during budget approval, however, the Town of Ithaca requires the approval by resolution of the Consortium as well. The approved resolution promotes the Town of Ithaca to move through their own approval process.

RESOLUTION NO. 035 - 2023 – APPROVAL OF 2024 CONSORTIUM COST OF LIVING WAGE SCALE INCREASE

MOVED by Mr. Mutchler, seconded by Ms. Granger, 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 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.

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Strategic Initiatives Update – Premium Equivalent Rates and Premium Tier Analysis

Mr. Locey presented a 22-page report to the Committee to highlight the following to mirror BCBS Excellus rates:

- Baseline Data and Concepts
- Foundation of Consortium Data and History
- Current Premium Income – Existing Premium Rates
- 3-Tier Premium Rates
- 4-Tier Premium Rates
- Rate Model Change Issues and Considerations
- Metal Level Plan Premium Rate Corrections
- Segal Parallel Rating Analysis

Mr. Locey closed the presentation to the members with the following summary and conclusions:

Benefit Plan Migration: The premium rate model has worked to foster movement to the Metal Level Plans and the Medicare Supplement Plan. Allowing the Consortium to retire old ineffective plan models.

Metal Level Plan Premium Correction: While we understand and appreciate the concern with the metal level plan premiums, we feel any correction can be made through the organic process associated with the budget process.

Changing the Premium Rate Model: Altering the premium rate model from its current 2-tier model to a 3-tier or 4-tier model can be accomplished. However, it will take time and require a detailed and well-thought-out implementation process.

Mr. Locey also said that Locey & Cahill has additional work to add to the report, which will include additional claims data. Mr. Hart asked if the additional work information will include side-by-side data with the Excellus 4-tier rates. Mr. Locey concurred and indicated that they would also include individuals who previously came over years ago from the New York State Health Insurance Plan. Mr. Hart also inquired if it is true that there **should not** be a critical mass number needed to offer 4-tiers to some, but not all. Mr. Locey responded that if it's an employer with 30-40 employees, it would most likely be fine. However, if a municipality with 2-tier and 3-tier would join, there may be some imbalance of some paying less than another with 3 to 4 employees because the mix of contracts. He said smaller groups the effects would be more noticeable, whereas larger groups would even out and normalize the data.

Ms. Henty said that the challenge has been identified, and when municipalities start speaking to labor unions, is there an option to further refine the premium factors away from the industry benchmark that could be backed up with claims data the Consortium already has. Ms. Dowd explained that the report from Locey & Cahill is the preliminary report of the analysis, and the next steps is to look specifically at the data related to metal level plans only and then to do the Excellus BCBS comparison side by side, and do some analysis based on that. Ms. Henty also added that assuming family plans and individual plans stayed high, it is assumable that there would be a loss in membership, where individuals may switch to spouses plan and/or other plans.

Ms. Drake and Mr. Hart clarified that Locey & Cahill's further analysis should be focused on the metal level plans and Medicare supplement, along with side by side, hypothetical 4-tier plan with Excellus BCBS rates. The Committee will commence after the report from Locey & Cahill has been completed in full.

Executive Committee:

Resolution: Amendment to Resolution 031-2023 – Creation of 2024 Committee Structure and Appointments of Members: Henty (Finance); Brown (Claims and Appeals)

Ms. Dowd explained that Consortium approved a resolution at the annual Board of Director's meeting to include committee members. Since that meeting, there have been a few changes, including a seat on the Executive Committee.

**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**

MOVED by Ms. Granger, seconded by Ms. Drake, 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)

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| 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. Schelley 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

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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): 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.

Nominations and Engagement:

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

Claims and Appeals:

Ms. Dowd reported for Mr. Shattuck, Chair, that the Committee has not met recently for an update.

Audit and Finance Committees:

Ms. Dowd reported for Ms. Drake, Chair, that the Finance Committee would be meeting next week.

Operations

Ms. Dowd reported for Ms. Granger, Chair, that the Operations Committee would be meeting next week.

Joint Committee on Plan Structure and Design

Ms. Dowd reported for Ms. DeVoe, Chair, that Joint Committee will be meeting in November.

Financial Dashboard Report

Ms. Apalovich presented a newly designed financial dashboard for the Committee to view. ([Click here for report](#)) She asked the committee if there were any suggested additions/deletions, or add-ons for the new report. Mr. Hart recommended a few additional items Committee members to view for subsequent. Ms. Apalovich also said that the Consortium received a ProAct Rebate Check in the month of October. Mr. Locey said that a 2022 reconciliation check will also be coming soon, although it will not be as much as 2021 due to the Consortium receiving more rebate up front during the year.

Future Agenda Topics

Provider network issues

Adjournment

The meeting was adjourned at 4:47 p.m.

Respectfully submitted by Lynne Sheldon, Clerk of the Board

Executive Committee
October 18, 2023

Next Meeting: December 13, 2023