

**Clinton-Essex-Warren-Washington
Health Insurance Consortium**

P.O. Box 455
Plattsburgh, NY 12901

DATE: January 14, 2019

KIND OF MEETING: Board of Directors Meeting

PLACE: Instructional Services Center
Plattsburgh, NY

Board Members Present:

Mark Bessen
Mark Davey
Justin Gardner
Stephen Gratto
Jay Lebrun
Daniel Mannix
Daniel Mayberry
Joshua Meyer
Scott Osborne
Thomas Palmer
Jonathan Parks
Paul Savage

Board Members Absent:

Shari Brannock
Robb Garrard
William Larrow
Laura Marlow
John McDonald, Jr.

Vice-Chairperson (Presiding):

Dan Mannix

Secretary:

Jessie Moulton

Others Present:

Eric Bell
Brendan Foley
Jaci Kelleher, Esq.
Christine Myers
Hollis Palmer
Audience Members

MEETING
TO ORDER

Vice-Chairperson Mannix called the meeting to order at 9:31 a.m.

PUBLIC
COMMENT
SESSION

Chris Chandler (NYSUT) wished to applaud the Board of Directors; this moment has been 14 years in the making. He is looking forward to working together.

Emy Pombrio (CSEA) echoed Chris Chandler's comments. She is looking forward to providing valuable information.

MINUTES OF
PREVIOUS
MEETING

Mr. Osborne moved, seconded by Mr. Meyer, to adopt the minutes of the November 8, 2018 meeting. All Board Members present voted yes – motion carried.

FINANCIAL
UPDATE

Dr. Hollis Palmer stated that the Consortium is currently "treading water". We are not where we hoped to be, but we are stable, with revenues matching expenditures. November 2018 and January 2019 are both 5-week months, but the next won't be until May 2019.

The Consortium is on track to reach the \$2 million in prescription rebates from Excellus BC/BS. Brendan Foley (Segal) stated the market shows that we can achieve higher rebates than this.

There was discussion regarding trend and the budget. Brendan stated the current

average trend is 7 - 9%. He feels our increase will be higher than that as we also want to build reserves.

If the Consortium goes to Article 47, we would have to add another 4 – 5% to the increase due to the reserve requirements. It is still not clear how much of the reserves we need to have on hand in order to file the application for Article 47.

PRESENTATION
OF ADVISORY
COMMITTEE
RECOMMENDA-
TIONS

A. Mr. Lebrun moved, seconded by Dr. Davey, that the Advisory Committee be authorized to begin the process of changing from a Minimum Premium plan to an Article 47 plan.

Handout – Options for Health Insurance (Segal Consulting)

Brendan reviewed the handout.

It was clarified that this authorization is only for the Advisory Committee to begin to explore the process of changing to Article 47, and the change to Article 47 would not be binding until a final vote by the Board of Directors.

All Board Members present voted yes – motion carried.

B. Mr. Osborne moved, seconded by Mr. Mayberry, that the Advisory Committee be authorized to issue RFPs for both plan administration and prescription coverage.

All Board Members present voted yes – motion carried.

C. Telemedicine – Hollis Palmer explained that Excellus would have to be notified regarding the Board’s decision on telemedicine, and we would request that Excellus advertise the benefit.

Mr. Bessen moved, seconded by Mr. Parks, that the co-pay for TeleMed services be set at the lowest allowable rate and not subject to the plan deductibles.

All Board Members present voted yes – motion carried.

D. Mr. Lebrun moved, seconded by Mr. Gardner, that, based on the recommendation of the Advisory Committee, the attached language be added to the employee contracts in all districts covered by the Consortium’s plan.

Memorandum of Understanding

By virtue of the Board of Directors of the Clinton-Essex-Warren-Washington (CEWW) Health Insurance Consortium approved motion dated _____ and agreement of the _____ School District and the _____ Association:

For any plan changes to be made effective July 1, 2019, or thereafter, there shall be a

moratorium on negotiations, grievances, and Improper Labor Practice Charges for employee health insurance benefits Platinum Plan II/Classic Blue, which moratorium shall expire June 30, 2024. It is understood that local negotiations for contribution rates may continue. It is further understood that negotiations for successor agreements to contracts that expire on or after June 30, 2024 will not be affected by such moratorium. This moratorium does not extend to any other insurance benefits, such as dental, vision, life, disability, etc.

Platinum Plan II/Classic Blue is defined as the current (November, 2017) medical and prescription drug health insurance plan of the CEWW Health Insurance Consortium. The plan benefits for both medical and prescription drugs may only be changed through the following process, and the parties agree to accept such changes when implemented by the Consortium:

Plan changes must be recommended and approved by two thirds (2/3) of those present of the Advisory Committee of the Consortium as recognized by the Board at the November 2018 Board meeting. Plan changes are also required to have a 60% approval of the members of the Board of Directors of the Consortium. Plan changes must be provided to each collective bargaining unit, with impact analysis, at least thirty (30) days before any vote on such changes by the Board of Directors. No plan change(s) may be made that reduces aggregate benefits ratings below the aggregate benefits ratings of the New York State Health Insurance Plan (NYSHIP).

Any plan changes must continue to cover procedures and services now covered under the present plan. Only co-pays, co-insurance, deductibles, and total annual out of pocket expenses may be changed.

In the event consideration of plan changes other than those listed above becomes necessary such required changes must be recommended and approved by three fourths (3/4) of those present of the Advisory Committee of the Consortium as recognized by the Board at the November 2018 Board meeting.

For the District:

For the Association:

Date:

Date:

Hollis Palmer explained that this Memorandum of Understanding (MOU) provides the ability to make logical changes to the plan. The Advisory Committee has representatives and members from various associations. This agreement would help to avoid grievances. The Superintendent from each district would send a letter to the Consortium office to notify them that the MOU has been signed for their district. The Associations will choose who will fill the four (4) seats. This MOU applies to Platinum Plan 2 only.

All Board Members present voted yes – motion carried.

E. Mr. Parks moved, seconded by Mr. Meyer, that if the attached language is added to the employee contracts in at least fourteen (14) districts by April 1, 2019, that the Board

of Directors shall be increased by four (4) voting members and the Municipal Cooperation Agreement be amended. The additional four (4) members to be selected by the employees' associations.

All Board Members present voted yes – motion carried.

F. Mr. Parks moved, seconded by Mr. Mayberry, that Danielle McAfee be appointed to the Advisory Committee, replacing Scott Brow who is retiring, as of July 1, 2019.

All Board Members present voted yes – motion carried.

G. Mr. Parks moved, seconded by Dr. Davey, that Emy L. Pombrio, CSEA, be appointed to the Advisory Committee as a voting member, replacing Philip Lupe. Phil Lupe will remain on the Committee as a non-voting consultant.

All Board Members present voted yes – motion carried.

**PRESENTATION
OF ADVISORY
COMMITTEE
DISCUSSION
ITEMS**

Because of the merger of Elizabethtown-Lewis CSD and Westport CSD, the by-laws will be amended to reflect the elimination of the two districts and the addition of the new district.

The new district will not be conducting new business until July 1, 2019, so they cannot take any official action regarding the Consortium until July 1, 2019.

**UPCOMING
MEETINGS**

- A. Executive Committee – January 14, 2019
- B. Advisory Committee – January 22, February 5 and February 26, 2019
- C. Board of Directors – March 5, 2019

**PUBLIC
COMMENT
SESSION**

No comments.

ADJOURNMENT

Mr. Osborne moved, seconded by Mr. Lebrun, to adjourn the meeting at 10:30 a.m. All Board Members present voted yes – motion carried.

Jessie Moulton, Recording Secretary