



SLAIT Strategic Planning Meeting

Friday, December 3, 2021 – 9:00 AM

Agenda

1. Charlesworth Report (2018)
 - Several items have been addressed since the publication of this report, most recently the Administration RFP. Items listed in the report not specifically addressed included:
 - i. Including additional lines of cyber, crime, public official/EPL, & Fiduciary in Trust
 - ii. Purchasing group for ancillary products – dental, vision, critical illness, etc
 - iii. Updating membership applications to require additional information at renewal
 - iv. Deductible options for member entities
2. Standard Market Comparison Summary
 - Should we create a document that includes standard market comparison of rates/coverages/benefits that can be provided to Councils outlining benefits and differences for SLAIT
3. Fund Balance shifting of funds
 - Overall fund balance is positive but WC is negative. While a plan is in place to improve WC fund balance over time, should we consider doing an assessment for WC at the same time as a dividend to employee benefits to get WC to a positive balance sooner
4. Membership expansion desire/options
 - Should we actively target & recruit additional members, or continue to let them approach us
5. Charlesworth Proposal (2021)
 - Following the RFP, Charlesworth proposed to remain engaged with SLAIT on a retainer basis. There are 10 “services” listed on page 3 of the attached proposal.
6. Settlement Authority Procedure
 - Current authority for administrator is \$25,000, Trust Chairperson is \$50,000, and over \$50,000 the Board. This can be a challenge to grant authority prior to mediations. Should we increase authority, depend on e-mail correspondence, or plan on more zoom meetings for board settlement authority.
7. Employee Benefits Rating Structure
 - Previous Board discussion has included thoughts of converting all members to same rating structure. Discussion on desire for this as well as advantages/consequences.
8. Pharmacy Benefit Options
 - Plan design options to combat rising Rx costs and the impact this change would have to members as well as cost



9. Smaller Medical Network (Mercy Healthcare System)
 - Cost/benefit to expand a partnership(s) with smaller networks to reduce costs/deductibles/copays/coinsurance vs change to members options

10. Employee Benefits bundled/unbundled
 - Options of unbundling the network/stop loss/claims and impact this could have to cost and benefits

Executive Session

Subject to a motion duly made in open session and a roll call vote pursuant to Section 610.022 the Board of Directors may also hold a closed meeting, with a closed vote and record for one or more of the reasons as authorized by Section 610.021(1), (2) and (3) Revised Statutes of Missouri, relating to legal issues, real estate and/or personnel, negotiation of a contract pursuant to Section 610.021(12) RSMO., proprietary information pursuant to Section 610.021(15), and/or information related to public safety and security measures pursuant to Section 610.021(18) and (19) RSMO.