

Actions Taken at the 4/20/12 Welfare Board of Trustees Meeting:

1. Voted to terminate the Ullico Diversified International Fund and replace with the Black Rock Index Fund.
2. Approved COBRA Rates of \$749 for the Regular Plan and \$553 for the Alternative Plan effective June 1, 2012 (the rates remain unchanged from the prior year).
3. Voted to increase the Life/Accidental Death & Dismemberment Benefits effective 6/01/12 to the following:

	Previous Benefit	New Benefit
Base Plan – Active	\$10,000 / \$10,000	\$20,000 / \$20,000
Alternative Plan – Active	\$5,000 / \$5,000	\$10,000 / \$10,000
Base Plan – Retiree	\$2,500	\$5,000
Alternative Plan – Retiree	\$2,500	\$5,000

The cost of this increase is 2.0¢ per hour.

4. Voted to accept the language of Amendment No. 7. This amendment incorporates the changes to the chiropractic benefit approved at the last meeting.
5. Voted to approve a procedure change on the way Braces are paid for – the Fund will now pay up to the maximum amount (\$2,000.00) up front if the member has also paid in full up front. Previously the Fund would only pay 25% up front and then make monthly payments, even if the member had paid the entire amount up front.
6. Voted to change the RFP process to a 5 year review instead of a 4 year rotation.
7. The Steering Committee voted to perform an RFP on the Fund's Wellness Vendor. The Fund's current Wellness Vendor is Optum Health.
8. Voted to have Medco start handling more of the specialty drugs (mostly injectibles). Presently these drugs are paid through Major Medical and must go toward deductible. Segal and the Fund Office will review this to determine what co-pay should be used and bring back the recommendations to the Steering Committee in October.
9. Voted to have Medco use "personalized medicine" where a genetic test can be done to determine if a drug will work for an individual or not. This is a per person charge and not a per capita charge.
10. Diabetes medications (Novolin N & Novolin R) and Glaucoma medications (Travatan & Travatan Z) were added to the Step Therapy requirement.
11. Voted to approve a new "Audit Policy". This policy will increase the number of payroll audits to 5% per year, along with auditing 100% of new employers.
12. Bob Williams announced he plans to retire at the end of 2012. Steve Myers will take on the role of Fund Administrator and the Board of Directors will be seeking to fill the position of Assistant Fund Administrator.