

**PUBLIC SCHOOL RETIREMENT SYSTEM
OF THE CITY OF ST. LOUIS**
MINUTES OF THE BOARD OF TRUSTEES REGULAR MEETING
August 16, 2021

I. ROLL CALL AND ANNOUNCEMENT OF A QUORUM

The August meeting of the Board of Trustees of the Public School Retirement System of the City of St. Louis (PSRSSTL) was called to order at around 4:30 p.m. on Monday, August 16, 2021. The meeting was conducted by video conference through Zoom and a Livestream on YouTube. Louis Cross, Chairman of the Board of Trustees, was the presiding officer.

Roll Call was taken, and Angela Banks, Christina Bennett, Louis Cross, Donna Jones, Bobbie Richardson, Albert Sanders, and Justin Stein were present. The Board of Trustees had a quorum at the meeting. Trustees Antionette Cousins, Sheila Goodwin, and Yvette Levy joined the meeting in progress. Trustee Joseph Clark was absent.

Executive Director, Susan Kane, Attorney Representative, Matt Gierse, PSRS Accounting Specialist Terry Mayes, PSRS Insurance Specialist Dawn Waters, and Gallagher Benefit Consultant Mark Von Vogt were also present.

II. APPROVAL OF MINUTES FROM LAST MEETING

Bobbie Richardson made a motion, seconded by Christina Bennett, to approve the minutes of the Board of Trustees Meeting from June 21, 2021. By voice vote, motion carried.

III. READING OF COMMUNICATIONS TO THE BOARD OF TRUSTEES

None

IV. PRESENTATIONS BY INTERESTED PARTIES

None

V. CONSENT AGENDA

Bobbie Richardson made a motion, seconded by Christina Bennett, to approve the Retirements and Benefits of July and August 2021. By voice vote, motion carried.

Bobbie Richardson made a motion, seconded by Christina Bennett, to approve the Refunds and Bills of June and July 2021. By voice vote, motion carried.

VI. UNFINISHED BUSINESS

The Executive Director mentioned that the PSRS office currently remains closed to the public but that some initial preparations have been made regarding reopening. Quotes on plexiglass installation have been obtained. Staff have been meeting with some individuals on a very limited basis. Since the conditions of the pandemic and the guidelines are constantly changing, the situation will continue to be monitored before a final decision is made.

VII. REPORT OF THE CHAIRPERSON

Chairman Cross welcomed Trustee Antionette Cousins, who had been appointed by the Board of Education to replace Trustee Regina Fowler and recently sworn in by the Circuit Clerk. He then asked the Executive Director for any comments on the new phone system and expressed his appreciation that the new less expensive system was now in place. The Executive Director reported that the implementation had gone smoothly and the new system was operating well.

VIII. REPORT OF THE EXECUTIVE DIRECTOR

The Executive Director began by presenting a report regarding Overpayments Made to Deceased Retirees. This information will be updated and presented at each meeting. There was very little change since the report presented at the June Regular Board of Trustees Meeting. She also reported on a special mailing to retirees who are 90 years or older, asking them to verify their address or report any changes. The return rate from this group has been close to 50%.

The Executive Director also provided some phone statistics on calls received and live answered since implementation of the new phone system. She also reported that the parking lot work has been started. Finally, she provided the attendance numbers on the virtual Retirement Seminars conducted by the System in 2021.

Chairman Cross asked for the report from the Insurance Consultant. The Executive Director introduced Mark Von Vogt from Gallagher who then reported on renewal and RFP activity for the medical, dental, and vision plans offered by the System. After discussion was concluded, Antionette Cousins made a motion, seconded by Bobbie Richardson to adopt the insurance renewals for the United Healthcare PPO High, Low, and Gold Medicare Options, including the Healthy at Home program as presented by the Insurance Consultant.

A roll call vote was taken.

Angela Banks	Yes	Christina Bennett	Yes	Antionette Cousins	Yes
Louis Cross	Yes	Sheila Goodwin	Yes	Donna Jones	Yes
Yvette Levy	Yes	Bobbie Richardson	Yes	Albert Sanders	Yes
Justin Stein	Yes				

The motion carried with ten yes votes.

Antionette Cousins made a motion, seconded by Donna Jones, to adopt the insurance renewals for the two SLPS United Healthcare PPO Plans with Express Scripts Prescription Plan as presented by the Insurance Consultant.

Angela Banks	Yes	Christina Bennett	Yes	Antionette Cousins	Yes
Louis Cross	Yes	Sheila Goodwin	Yes	Donna Jones	Yes
Yvette Levy	Yes	Bobbie Richardson	Yes	Albert Sanders	Yes
Justin Stein	Yes				

The motion carried with ten yes votes.

Antionette Cousins made a motion to adopt the move to Delta Dental of MO for both the Dental High and Low Plan options as presented by the Insurance Consultant. The motion was seconded by Bobbie Richardson

Angela Banks	Yes	Antionette Cousins	Yes	Louis Cross	Yes
Sheila Goodwin	Yes	Donna Jones	Yes	Yvette Levy	Yes
Bobbie Richardson	Yes	Albert Sanders	Yes	Justin Stein	Yes

The motion carried with nine yes votes.

Antionette Cousins made a motion to adopt the move to EyeMed for the Vision Plan as presented by the Insurance Consultant. The motion was seconded by Bobbie Richardson

Angela Banks	Yes	Christina Bennett	Yes	Antionette Cousins	Yes
Louis Cross	Yes	Sheila Goodwin	Yes	Donna Jones	Yes
Yvette Levy	Yes	Bobbie Richardson	Yes	Albert Sanders	Yes
Justin Stein	Yes				

The motion carried with ten yes votes.

Antionette Cousins made a motion to adopt adding PSRS staff as a separate class for coverage under the Dental and Vision Plans.

Angela Banks	Yes	Christina Bennett	Yes	Antionette Cousins	Yes
Louis Cross	Yes	Sheila Goodwin	Yes	Donna Jones	Yes
Yvette Levy	Yes	Bobbie Richardson	Yes	Albert Sanders	Yes
Justin Stein	Yes				

The motion carried with ten yes votes.

IX. REPORT OF THE INVESTMENT CONSULTANT

None

X. REPORT OF THE ACTUARY

None

XI. REPORTS OF COMMITTEES OF THE BOARD OF TRUSTEES

The Chairman asked for reports from the Committees.

Benefits Committee

Co-Chair Bobbie Richardson mentioned that she was pleased with the outcome of the RFP process for the dental and vision plans.

Trustee Business Committee

Co-Chair Goodwin reported that she would like to reschedule the training on submitting vouchers for Trustee Travel expenses. The Executive Director indicated that there were additional training topics that the Trustees had developed in 2020 and perhaps the two trainings could be combined into a separate meeting.

Investment Committee

Investment Committee Co-Chair Christina Bennett reported that there will be busy September and October meetings with private equity managers and real estate managers scheduled to present.

Legislative, Rules and Regulation Committee

Chairman Cross announced that he was appointing Trustee Cousins as Co-Chair to this Committee. Co-Chair Stein commented that he enjoyed the visit to Jefferson City and looks forward to working on revised legislation to improve the funding of the system.

Personnel, Professional Services Contract

Co-Chair Banks reported that RFP responses for the Actuarial Services and Investment Consultant had been received and will be available for the Trustees to review soon.

XII. NEW BUSINESS

There was no new business.

XIII. REPORT OF THE ATTORNEY

The Attorney did have a report and wanted to discuss with the Trustees next steps in developing legislation regarding funding of the System but suggested that it be conducted in closed session. Donna Jones made the motion to close the meeting, and that all records and votes, to the extent permitted by law, pertaining to and/or resulting from this closed meeting be closed under R.S.Mo. §§ 610.021 (1) for the purpose of having a confidential or privileged communication with the Attorney. Antionette Cousins seconded the motion.

A roll call vote was taken.

Angela Banks	Yes	Christina Bennett	Yes	Antionette Cousins	Yes
Louis Cross	Yes	Sheila Goodwin	Yes	Donna Jones	Yes
Yvette Levy	Yes	Bobbie Richardson	Yes	Albert Sanders	Yes
Justin Stein	Yes				

The motion passed with ten yes votes. The meeting continued in closed session.

During the closed session, the Trustees discussed and voted on one motion. Justin Stein made the motion to authorize the Actuary to conduct a study regarding System funding and approved an initial amount of \$20,000 to pay for this study.

A roll call vote was taken.

Angela Banks	Yes	Christina Bennett	Yes	Antionette Cousins	Yes
Louis Cross	Yes	Sheila Goodwin	Yes	Donna Jones	Yes
Yvette Levy	Yes	Bobbie Richardson	Yes	Albert Sanders	Yes
Justin Stein	Yes				

The motion carried with ten yes votes.

After the closed meeting discussion, Justin Stein motioned to open the meeting pursuant to R. S. Mo. §610.021. The motion was seconded by Bobbie Richardson.

A roll call vote was taken.

Angela Banks	Yes	Christina Bennett	Yes	Antionette Cousins	Yes
Louis Cross	Yes	Sheila Goodwin	Yes	Donna Jones	Yes
Yvette Levy	Yes	Bobbie Richardson	Yes	Albert Sanders	Yes
Justin Stein	Yes				

The motion passed with ten yes votes and the meeting reopened at about 6:05 p.m.

XIV. ADJOURNMENT

Albert Sanders made a motion, seconded by Sheila Goodwin, to adjourn the meeting. By voice vote, motion carried, and the meeting adjourned at around 6:10 p.m.

Attachments:

- Retirements & Benefits: July and August 2021
- Refunds & Bills: June 2021 and July 2021
- Insurance Consultant Report

To be Authorized and Approved
by the Board of Trustees

APPLICATIONS FOR RETIREMENT

NAME \ POSITION	RETIREMENT DATE	TYPE	CREDITED SERVICE	FINAL AVG SALARY	MONTHLY BENEFIT
Brookie Blake Teacher	6/1/2021	Normal	20.0833	\$60,164.43	\$2,013.83
Katie Chandler Teacher Assistant	6/1/2021	Normal	30.0000	\$38,708.60	\$1,935.43
Sandra Davie Teacher	6/1/2021	Normal	26.0722	\$58,618.19	\$2,547.18
Debra Hendley Teacher	6/1/2021	Normal	30.0000	\$74,540.34	\$3,727.02
Stephen Herin Electrician	6/1/2021	Normal	4.7805	\$60,159.36	\$479.32
Frances Hummel Teacher	6/1/2021	Normal	30.0000	\$73,422.78	\$3,671.14
Tyrone Jones ICA	6/1/2021	Normal	26.0722	\$36,562.43	\$1,223.35
Alexandra Kavourinos Speech Language Diagnostician	6/1/2021	Normal	15.1680	\$39,705.03	\$800.98
Bridget Madden Teacher	6/1/2021	Normal	20.0888	\$59,928.46	\$2,006.49
D'Anne Tombs-Shelton Principal	6/1/2021	Normal	8.3702	\$107,539.45	\$1,500.21
Venetia Turner Teacher Assistant	6/1/2021	Normal	24.6389	\$33,018.93	\$1,355.92
Knoshia Wright Teacher	6/1/2021	Normal	30.0000	\$80,954.84	\$4,047.74

APPLICATIONS FOR RETIREMENT

NAME \ POSITION	RETIREMENT DATE	TYPE	CREDITED SERVICE	FINAL AVG SALARY	MONTHLY BENEFIT
Anitra Arms Teacher	7/1/2021	Normal	27.1055	\$85,414.69	\$3,858.68
Della Marie Bernard Secretary	7/1/2021	Normal	27.0037	\$36,043.81	\$1,622.19
Catherine Bright Teacher	7/1/2021	Normal	11.0833	\$61,937.56	\$921.02
Patricia Burton Teacher	7/1/2021	Normal	30.0000	\$100,359.31	\$5,017.97
Lori Carroll Teacher	7/1/2021	Normal	25.6333	\$77,971.17	\$3,331.10
Roger Cayce Deputy Sup of Operations	7/1/2021	Normal	5.6000	\$176,252.22	\$1,645.02
Helen Celestine-Bailey Librarian	7/1/2021	Normal	30.0000	\$111,490.00	\$5,011.48
Daniel Curran ICA	7/1/2021	Normal	12.8889	\$25,237.51	\$542.14
Angela Curtis Teacher	7/1/2021	Normal	8.6667	\$56,509.67	\$816.25
Robert Dagenais Teacher	7/1/2021	Normal	5.0778	\$49,403.58	\$418.10
Angela Dixon Speech-Language Pathologist	7/1/2021	Normal	30.0000	\$85,536.34	\$3,793.54
Shirley Eskridge Special Ed Teacher	7/1/2021	Normal	7.8889	\$57,898.20	\$761.26
David Glenn Sr Safety Officer	7/1/2021	Early	9.0479	\$65,427.08	\$718.03
Rose Gray Custodian	7/1/2021	Normal	15.6411	\$41,049.91	\$1,070.11
Shirley Green Teacher	7/1/2021	Normal	30.0000	\$83,412.77	\$3,211.39

NAME \ POSITION	RETIREMENT DATE	TYPE	CREDITED SERVICE	FINAL AVG SALARY	MONTHLY BENEFIT
Kathy Greene Teacher	7/1/2021	Normal	25.9491	\$81,431.39	\$3,521.79
Pamela Hampton Teacher Assistant	7/1/2021	Normal	19.9278	\$33,296.66	\$1,105.88
Corliss Henry Teacher	7/1/2021	Early	11.8024	\$53,679.15	\$774.30
Rose Howard Chief of Staff	7/1/2021	Normal	30.0000	\$135,590.23	\$6,779.51
Joseph Kenney Assistant Principal	7/1/2021	Normal	14.1776	\$89,934.79	\$2,125.10
Barbara Knapp Teacher	7/1/2021	Normal	16.7778	\$85,415.54	\$2,388.47
Varonda Landry Teacher	7/1/2021	Normal	20.1111	\$74,234.52	\$2,488.23
James Lapointe Computer Network Technician	7/1/2021	Normal	18.7391	\$66,932.99	\$1,697.44
Thomas Larosa School Psychologist	7/1/2021	Normal	15.1556	\$86,403.87	\$1,907.51
Louis Lee Custodian	7/1/2021	Early	9.8356	\$40,987.58	\$1,092.19
Chatauqua Leonard Counselor	7/1/2021	Normal	11.1889	\$85,415.54	\$1,592.84
Cecil Lesure Teacher	7/1/2021	Normal	22.5611	\$63,347.03	\$2,381.96
Shenetha Mack Librarian	7/1/2021	Normal	30.0000	\$108,539.13	\$5,426.96
Esther Mbugua Teacher	7/1/2021	Normal	15.3389	\$57,096.39	\$1,459.66
Betty McIntosh Teacher	7/1/2021	Normal	4.2223	\$53,284.96	\$374.97
Reginald Myers Safety Officer	7/1/2021	Normal	30.0000	\$61,149.85	\$3,057.49
William Perry Teacher	7/1/2021	Normal	30.0000	\$86,804.64	\$3,433.12

NAME \ POSITION	RETIREMENT DATE	TYPE	CREDITED SERVICE	FINAL AVG SALARY	MONTHLY BENEFIT
Sue Salas Interim Manager	7/1/2021	Normal	30.0000	\$70,829.10	\$3,141.28
Eleanor Sayles ICA	7/1/2021	Normal	26.1452	\$34,295.72	\$1,494.45
Patricia Stogsdill Teacher	7/1/2021	Normal	4.3612	\$35,533.11	\$258.28
Thomas Tiller Project Manager	7/1/2021	Normal	19.9672	\$80,458.48	\$2,024.23
Deadrienne Torrey Assistant Principal	7/1/2021	Normal	27.6230	\$89,892.04	\$4,138.48
Trudy True-Boschert ICA	7/1/2021	Normal	18.6945	\$33,637.59	\$1,048.06
Janice Ward Teacher	7/1/2021	Normal	12.1945	\$55,914.97	\$1,136.42
Laura White Occupational Therapist	7/1/2021	Normal	22.1167	\$61,123.70	\$2,253.09
Paula Wiley Teacher Assistante	7/1/2021	Normal	30.0000	\$39,057.89	\$1,952.89
Doris Wille Early Childhood Teacher Assistant	7/1/2021	Normal	16.8611	\$55,728.55	\$1,566.08
Mary Winfrey Teacher	7/1/2021	Normal	21.7223	\$74,780.03	\$2,707.32
Adrian Woodland Teacher	7/1/2021	Normal	30.0000	\$76,304.49	\$3,815.23
Pamela Zacher School Psychologist	7/1/2021	Normal	19.1111	\$94,503.75	\$2,507.43

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Distributions - July, 2021

CHECK NUMBER	CHECK DATE	LAST NAME	FIRST NAME/MI	GROSS (B+C)	FEDERAL TAXES W/H	NET PAY	STATUS A(ctive) R(etired)	REASON D(eath) S(eparation)	NOTES
077610	07/19/21	ABDI	ADDIKARIM	5,217.94	1,043.59	4,174.35	A	S	
077611	07/19/21	AGAR	JEFFREY S	10,677.79		10,677.79	A	S	
077612	07/19/21	AGAR	JEFFREY S	5,000.00	1,000.00	4,000.00	A	S	
077660	07/19/21	BARBRE	JOSHUA	14,459.77	2,891.95	11,567.82	A	S	
077614	07/19/21	BOCK	AMELIA	18,175.96		18,175.96	A	S	SLPS KIPP
077615	07/19/21	DEL BOSQUE	ANALIA	8,845.79		8,845.79	A	S	
077616	07/19/21	BOTTORFF	JUSTIN	4,033.85	806.77	3,227.08	A	S	CCC
077617	07/19/21	CHATMAN	THOMAS	8,507.83	1,701.57	6,806.26	A	S	
077618	07/19/21	COLVIN	GERALD	911.77	182.35	729.42	A	S	CA
077619	07/19/21	FAIN	JEREMY	9,386.60		9,386.60	A	S	GSA
077620	07/19/21	FLOOD	QA'SIM	5,685.72	1,137.14	4,548.58	A	S	
077621	07/19/21	FRANKLIN	RONALD	3,507.04	701.41	2,805.63	A	S	
077622	07/19/21	FERRELL	BRITTANY	4,113.57	822.72	3,290.85	A	S	
077623	07/19/21	GASTON	MICHELLE	18,867.82	3,773.56	15,094.26	A	S	
077624	07/19/21	GOLIDAY	MELVA	14,323.03	2,864.61	11,458.42	A	S	CA
077625	07/19/21	HAIR	KESHIA	9,432.52		9,432.52	A	S	
077626	07/19/21	HARDING	JERRY B	5,658.14	1,131.63	4,526.51	A	S	
077627	07/19/21	HAYNES	SHON	10,207.35	2,041.47	8,165.88	A	S	
077628	07/19/21	HENDERSON	KENYA	2,551.75	510.35	2,041.40	A	S	NSCS
077629	07/19/21	HESTER	SHANNON	4,319.60		4,319.60	A	S	
077630	07/19/21	JACKSON	SUSAN	6,178.07	1,235.61	4,942.46	A	S	CA SLPS
077631	07/19/21	JOYCE	MICHELLE	5,087.54		5,087.54	A	S	PREC SLLIS
077632	07/19/21	LAW	JENNIFER	9,155.92	1,831.18	7,324.74	A	S	
077633	07/19/21	MASON	SHERIAH	11,569.10	2,313.82	9,255.28	A	S	KIPP SLPS EAGLE
077634	07/19/21	MCALISTER	ASHEYA M	36,493.94		36,493.94	A	S	
077635	07/19/21	MCRIGHT	STEPHANIE	8,014.14		8,014.14	A	S	
077636	07/19/21	METHERD	MELANIE	3,677.85		3,677.85	A	S	SLLIS
077637	07/19/21	MILLER	KESTNER	70,674.74	14,134.95	56,539.79	A	S	
077638	07/19/21	PAINTNER	SANDRA L	19,437.08	3,887.42	15,549.66	A	S	
077639	07/19/21	PICKENS	ANTOINE	15,716.11	3,143.22	12,572.89	A	S	
077640	07/19/21	PRUDE	PAUL	11,228.43	2,245.69	8,982.74	A	S	
077641	07/19/21	REED	MICHELE	11,397.61		11,397.61	A	S	NSCS CA
077642	07/19/21	RICHTER	CATHRYN G	11,612.99		11,612.99	A	S	
077643	07/19/21	TAYLOR	JEREL	980.77	196.15	784.62	A	S	KIPP
077644	07/19/21	THOMAS	NIESHA S	5,834.37		5,834.37	A	S	NSCS
077645	07/19/21	VAUGHN	CHARLES	702.80	140.56	562.24	A	S	
077646	07/19/21	WAKER	CLARK	1,774.48	354.90	1,419.58	A	S	
077647	07/19/21	WILLIAMS	CHARLES	1,174.51	234.90	939.61	A	S	
077648	07/19/21	WILLIAMS	DARRIS	1,403.05	280.61	1,122.44	A	S	

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Public School Retirement System of the City of St. Louis Checks Written During the Month of June, 2021			
Payee	Ck. Number	Description	Amount
Date Paid June 4, 2021			
Office Payroll	ACH	Office Payroll	10,811.87
AXA Equitable	ACH	457 Contributions	2,141.00
Date Paid June 7, 2021			
Ameren Missouri	77517	Electric Service	2,323.40
ACC Business	77518	Telephone Fiberoptics	528.08
FreedomVoice	77519	Telephone Service	454.84
Charter Communications	77520	Charter Internet and Voice	214.96
Republic Services #346	77521	Trash Pick-Up	241.30
Clayton Parking	77522	June 2021 Parking - 2 Employees	140.00
Microtek Document Imaging Systems, Inc.	77523	Imaging Hosting For The Month of May 2021	423.60
Office Essentials	77524	Office Supplies	1,329.16
Specialty Mailing	77525	Postage - Daily Pickup	200.00
The Berwyn Group	77526	Online Address Search Feb., March, April 2021	375.00
Randy Elam	77527	PSRSSTL.ORG Domain Renewal, Supplies	109.17
CBRE - 608844	77528	Engineer Services	325.00
St. Louis Mat & Linen Company	77529	Floor Mats	69.00
Board of Education St. Louis Benefits Trust	77530	Office Employees Insurance - Dental	203.81
Board of Education St. Louis Benefits Trust	77531	Office Employees Insurance - Vision	12.78
Board of Education St. Louis Benefits Trust	77532	Office Employees Insurance - Life	173.60
Date Paid June 18, 2021			
Office Payroll	ACH	Office Payroll	10,811.87
AXA Equitable	ACH	457 Contributions	2,141.00
Date Paid June 21, 2021			
Absopure Water Company	77568	Water Cooler Service	12.00
Blade Technologies, Inc.	77569	Professional Services	3,102.00
Hartnett Reyes-Jones, L.L.C.	77570	Legal Fees	8,281.40
Gallagher Benefit Services, Inc.	77571	Group Ins. Consulting Services Monthly Fee	3,320.25
Konika Minolta Business Solutions USA Inc.	77572	Service for Copier C360I, C364E	232.85
BuildingStars STL Operations, Inc.	77573	Janitorial Services	1,386.00
MSD	77574	Sewer Service	50.84
Purchase Power	77575	Postage	500.00
Specialty Mailing	77576	Postage - Retiree Newsletters	1,085.46
Specialty Mailing	77577	Postage - Election Notices	1,939.05
Specialty Mailing	77578	Postage - Active Employee Newsletters	1,200.30
Buck Global, LLC	77579	Actuarial & Consulting Services-May 2021	4,266.00
Gregory F. X. Daly, Collector of Revenue	77580	Water - City	120.26
Pitney Bowes Global Financial Services LLC	77581	Lease Charges	1,256.22
Randy Elam	77582	Headset Cables For Mitel Phones	219.51
CBRE - 608844	77583	Management Fee - June 2021	1,211.81
CBRE - 60884	77584	Engineer Services	130.00
		TOTAL	\$61,343.39

Public School Retirement System of the City of St. Louis Checks Written During the Month of July, 2021			
Payee	Ck. Number	Description	Amount
Date Paid July 2, 2021			
Office Payroll	ACH	Office Payroll	10,811.87
AXA Equitable	ACH	457 Contributions	2,141.00
Date Paid July 6, 2021			
Ameren Missouri	77585	Electric Service	1,566.18
ACC Business	77586	Telephone Fiberoptics	528.08
FreedomVoice	77587	Telephone Service	334.73
Charter Communications	77588	Charter Internet and Voice	214.96
Republic Services #346	77589	Trash Pick-Up	241.30
Clayton Parking	77590	July 2021 Parking - 2 Employees	140.00
Microtek Document Imaging Systems, Inc.	77591	Imaging Hosting For The Month of June 2021	423.60
Office Essentials	77592	Office Supplies	80.41
Specialty Mailing	77593	Service - Election Notice	1,939.06
Specialty Mailing	77594	Service - Active and Retiree Spring Newsletters	804.62
The Berwyn Group	77595	Online Address Search May 2021	105.00
Randy Elam	77596	Brother HLL5200DW Printer	247.69
Minuteman Press	77597	Active and Retiree Newsletters, Envelopes	4,918.54
BuildingStars STL Operations, Inc.	77598	Janitorial Supplies	1,005.20
Shred-It USA	77599	Document Shredding	109.89
Gregory F.X. Daly, Collector of Revenue	77600	City Earnings Tax - Second Quarter 2021	965.36
NCTR	77601	Registration - System Directors Meeting	500.00
Government Finance Officers Association	77602	Membership Dues - 07/01/2021-06/30/2022	420.00
Government Finance Officers Association	77603	2020 Certificate of Achievement	910.00
Board of Education St. Louis Benefits Trust	77604	Office Employees Insurance - Dental	203.81
Board of Education St. Louis Benefits Trust	77605	Office Employees Insurance - Vision	12.78
Board of Education St. Louis Benefits Trust	77606	Office Employees Insurance - Life	173.60
Date Paid July 16, 2021			
Office Payroll	ACH	Office Payroll	10,811.87
AXA Equitable	ACH	457 Contributions	2,141.00
Mitel	77607	Telephone Service	537.12
Specialty Mailing	77608	Postage - PSRS Ballot Mailing	1,939.05
Anders CPAs & Advisors	77609	Audit of Financial Stmt's, Review Invest. Differences	23,100.00
Date Paid July 20, 2021			
Absopure Water Company	77661	Water Cooler Service	27.90
Blade Technologies, Inc.	77662	Professional Services	2,001.00
Hartnett Reyes-Jones, L.L.C.	77663	Legal Fees	9,919.50
Gallagher Benefit Services, Inc.	77664	Group Ins. Consulting Services Monthly Fee	3,320.25
Konika Minolta Business Solutions USA Inc.	77665	Service for Copier C360I, C364E	232.85
BuildingStars STL Operations, Inc.	77666	Janitorial Services	1,386.00
MSD	77667	Sewer Service	60.84
Purchase Power	77668	Postage	600.00
Voided Check	77669		0.00
Buck Global, LLC	77670	Actuarial & Consulting Services-June 2021	19,560.00
Anders CPAs & Advisors	77671	Audit-GASB, Annual Report, Elections	7,000.00
Dunn Road Manor	77672	Supplies To Be Used To Contact Retirees	100.00
Randy Elam	77673	Brother Printer, Lastpass Licenses For 3 Users	353.99
St. Louis Mat & Linen Company	77674	Floor Mats	69.00
Mellon Investments Corporation	77675	2nd Quarter 2021 Management Fee	2,127.25
Mellon Investments Corporation	77676	2nd Quarter 2021 Management Fee	13,370.58
Systematic Financial Management, LP	77677	2nd Quarter 2021 Management Fee	86,182.22
Specialty Mailing	77678	Daily Pick-Up	220.00
Date Paid July 30, 2021			
Office Payroll	ACH	Office Payroll	10,811.87
AXA Equitable	ACH	457 Contributions	2,141.00
Arthur J. Gallagher Risk Mgmt Services, Inc.	77680	Fiduciary Liability Premium and Agency Fee	81,599.00
		TOTAL	\$308,409.97

2022 Insurance Benefit Renewals

Mark Von Vogt, Gallagher
Benefit Services

August 16, 2021



Insurance | Risk Management | Consulting

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Public School Retirement System
of the City of St. Louis

Agenda

- I. Insurance Consultant Overview
- II. 2021 Renewal Review
- III. Current Enrollments
- IV. 2022 Renewal and RFP Summary
 - I. Medical Plans (SLPS and PSRSSTL)
 - II. Dental
 - III. Vision
- V. 2022 Open Enrollment
- VI. Next Steps



Insurance Consultant Overview



- Monitor benefit plan performance
- Review health insurance market and trends with the Board
- Request renewals and issue Request for Proposals (RFPs) for alternative vendors
- Negotiate with insurers/evaluate alternatives
- Coordinate with SLPS and their broker/consultant
- Make recommendations to the Board
- Assist and update PSRSSL staff throughout the year

2021 Renewal Review



SLPS - Medical

- SLPS renewed with UHC and Express Scripts for 2021 with no plan design changes
- Rates remained the same for retirees due to a one-time subsidy increase given premium credits received
 - Rates increased for Survivors, who are not eligible for a subsidy

PSRSSTL - Medical

- The premium rates for the UHC Medicare plans increased 3%
- There were no plan design changes
- The Silver Sneaker fitness program was replaced

2021 Renewal Review



PSRSSTL - Dental

- The dental plan with MetLife was in the final year of its rate guarantee negotiated in 2020
- The initial combined renewal came in at +9.5%; Gallagher was able to negotiate this down to +6.5%
- PSRS renewed as is with MetLife, with a 1 year rate guarantee

PSRSSTL – Vision

- The vision plan with VBA was in the middle of a multi-year rate guarantee
- The rates and plan design are effective through 12/31/2023

Current Enrollments – July 2021

UHC Base Medical Plan

• With Medicare	333 (400 in 2020)
• Without Medicare	<u>58</u> (64 in 2020)
• Total	391 (464 in 2020)

UHC Buy-Up Medical Plan

• With Medicare	232 (257 in 2020)
• Without Medicare	<u>46</u> (39 in 2020)
• Total	278 (296 in 2020)



Current Enrollments – July 2021



UHC Medicare Advantage Plans

• High Option	500	(500 in 2020)
• Low Option	381	(401 in 2020)
• Gold Option	<u>557</u>	(589 in 2020)
• Total	1,438	(1,490 in 2020)

MetLife Dental Plans

• High Option	1,515	(1,595 in 2020)
• Low Option	<u>1,170</u>	(1,146 in 2020)
• Total	2,685	(2,741 in 2020)

VBA Vision Plan

• Total	2,513	(2,969 in 2020)
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2022 Medical, Dental, and Vision Renewal and RFP Summary Gallagher

SLPS - Medical

- SLPS conducted an RFP process for their medical plans
- They will be renewing as is with UHC and Express Scripts for 2022
- Rates will be increasing for both Retirees and Survivors; details can be found on the rate sheets

PSRSSTL - Medical

- The premium rates for the UHC Medicare plans are not changing
- There are no plan design changes
- UHC's "Healthy at Home" program can be added to the plan for no additional cost
 - Designed to help members transition back home after an inpatient admission or convalescent stay
 - Meal Delivery: includes 2 meals per day for 2 weeks
 - Post-Discharge Transportation: includes 12 rides to and from medically related appointments and pharmacies, up to 30 days following discharge
 - In-Home Personal Care: includes up to 6 hours of personal care post discharge, provided by UHC's national partner, CareLinx; may include grocery shopping, meal preparation, light housekeeping, personal care, medication reminders, etc.

2022 Medical, Dental, and Vision Renewal and RFP Summary Gallagher

Review Moving PSRSSTL Staff from SLPS Dental and Vision Plans to PSRSSTL Dental and Vision Plans

- This would streamline administration of the PSRSSTL benefits and provide PSRSSTL more control over these benefits

PSRSSTL - Dental

- The original MetLife renewal presented with a +3% increase (+\$34,078 annual increase)
- A RFP was conducted for the dental plan, yielding favorable results
 - RFPs were sent to Cigna, Delta Dental of MO, Aetna, UHC, Guardian, Anthem MO, Lincoln Financial, Humana, The Standard, and Sun Life
- MetLife revised their renewal to -7% (-\$79,660 annual decrease) based on market results
- Finalists were selected based on financial and network results; MetLife, Cigna, Delta Dental MO, and Guardian
- **Recommendation: move to Delta Dental MO**
 - Lower rates than current, at -8% (-\$91,163 annual decrease)
 - Strong network: 70% match of current providers being utilized with the PPO network, additional 23% match with the Premier network where there will be no balance billing
 - "MAXAdvantage" program included, which promotes preventive services by not applying them to the Calendar Year Maximum
 - Local company
 - Can include PSRS staff as a separate class under coverage. Since SLPS rates are slightly lower, it would cost PSRSSTL an additional \$700/year to move the staff away from the SLPS dental plan

2022 Medical, Dental, and Vision Renewal and RFP Summary Gallagher

PSRSSTL - Vision

- The vision plan with VBA is in the middle of a multi-year rate guarantee, through 12/31/2023
- Since many of the same carriers offer both dental and vision, the decision was made to market the vision along with the dental RFP, hoping the two plans might provide better results
- A RFP was conducted for the vision plan, yielding mixed results (most carriers came in above current costs)
 - RFPs were sent to EyeMed, VSP, Cigna, Delta Dental MO, Aetna, MetLife, UHC, Guardian, Anthem MO, Lincoln Financial, Humana, The Standard, and Sun Life
- VBA revised their renewal to -11.9% (-\$12,613 annual decrease) based on market results
- Finalists were selected based on financial and network results; VBA and EyeMed
- **Recommendation: move to EyeMed**
 - Lower rates than current, at -9.2% (-\$9,763 annual decrease)
 - Strong network: 92% match to current providers being utilized, with more access points to providers in general
 - Additional discounts for services are available on top of materials allowances
 - Can include PSRS staff as a separate class under coverage. Since SLPS rates are slightly lower, it would cost PSRSSTL an additional \$75/year to move the staff away from the SLPS vision plan
 - Total additional cost of \$800 to move PSRSSTL staff away from SLPS dental and vision plans is offset by the over \$9,000 savings from the reduced vision cost

2022 Open Enrollment Schedule



- Open Enrollment Reminder Postcard with Virtual Meeting Schedule has been mailed to Retirees with Medical, Dental, or Vision Coverage. Open Enrollment Materials will be sent out in early October
- Open Enrollment meetings will be held virtually via live webinars on the following dates/times:
 - Wednesday, November 3rd: 10:00am
 - Thursday November 4th: 2:00pm
 - Tuesday November 9th: 10:00am
 - Wednesday November 10th: 2:00pm
 - Tuesday November 16th: 2:00pm
 - Thursday November 18th: 10:00am
- Account Managers representing the Medical, Dental, and Vision Plans will attend to provide an overview of the benefits
 - Account Manager for UHC Base & Buy-Up Plans
 - Account Manager for UHC Medicare Advantage Plans; Gold, Low & High
 - Account Manager for Express Scripts (both SLPS plans)
 - Account Manager for Delta Dental of MO (if adopted)
 - Account Manager for EyeMed (if adopted)
- Questions are taken after the presentations are complete

Questions?



Gallagher

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Motions for Approval



- To adopt the insurance renewals for the two SLPS UnitedHealthcare PPO Plans with Express Scripts Rx as presented by the Insurance Consultant
- To adopt the insurance renewals for the UnitedHealthcare PPO High, Low and Gold Medicare Options, including the “Healthy at Home” program as presented by the Insurance Consultant
- To adopt the move to Delta Dental of MO for both the Dental High and Low Options as presented by the Insurance Consultant
- To adopt the move to EyeMed for the Vision plan as presented by the Insurance Consultant
- To adopt the PSRS staff being added as a separate class for coverage under the Dental and Vision plans