

RETIREE HEALTHCARE TRUST WORKSHOP MINUTES

FLORIDA KEYS MOSQUITO CONTROL DISTRICT MARATHON OFFICE 503 107TH ST, MARATHON, FL

JUNE 20, 2017

The Board of Trustees of the Florida Keys Mosquito Control District Retiree Healthcare Trust Fund held a Workshop on Tuesday, June 20, 2017 at the FKMCD Marathon office.

PRESENT WERE: Phillip Goodman, Jill Cranney-Gage, Brandon Pinder, Tom McDonald, Stan Zuba, William Shaw and Yvonne Talbot.

GUESTS PRESENT: Andrea Leal, Dirk Smits, Bruce Holden, Michael Behrend, Tammy Hollander, Chrissy Bloxom and Beth Ranson.

INVITED GUESTS: Marlo DeMoss

APPROVAL OF AGENDA: A motion was made by Ms. Cranney-Gage and seconded by Mr. Pinder to approve the agenda. The motion passed with no objection.

DISCUSSION:

Michael Behrend began the discussion by explaining the history of the Retiree Healthcare Trust. Prior to September 20, 2010, OPEB provided lifetime healthcare that included a supplement for all of FKMCD retirees. The requirements for the retiree are to have been hired prior to September 20, 2010, 10 years of service, satisfied the rule of 70, (which is calculated by adding the years of service and age to equal 70) and retired from FKMCD as defined by Florida State Statute. The cost of the healthcare supplement for the retired employee is \$50.00 and \$238.33 for spouse coverage, totaling \$288.33. Per State Statute, all FKMCD employees are eligible for OPEB benefits; however only those employees hired before September 20, 2010 are eligible for the healthcare supplement. The cost to an employee who is not eligible for the supplement is approximately \$2,000.00 per month for continued coverage.

FKMCD has 36 current retirees and 34 active employees who are eligible for the healthcare supplement. FKMCD currently has 14 retired employees who are receiving healthcare and are not Medicare eligible at this time.

Marlo DeMoss expressed to the Board that she wanted to start by explaining the purpose of the Actuarial Report. The Actuarial Report is used to assist when gauging the amount of liability for accounting purposes only. The last Actuarial Report was completed in FY September 2014 and included the retiree's dependents continuing the healthcare benefit after the retiree's death. The report also included 25% of retirees retaining the healthcare benefit after their supplement ended. New rules were adopted on October 20, 2015 changing the current policy that allowed the retiree's dependents to remain on after the retiree's death. The new rules also reduced the 25% calculation to 0% calculation of the retiree remaining on the benefit after their supplement had ended. The new rules will take effect in the next Actuarial Report calculation. The report is done every 2 years. A new Actuarial Report will not be available until December 2017 or January 2018.

The trust was established in 2012 with the primary purpose of funding the healthcare benefits. FKMCD's previous Board members requested the trust in order to avoid future Boards inability to pay the benefits. The trust is currently funded with \$1.6 million. The unfunded amount of the trust is \$2.7 million.

Chairman Goodman expressed concern over the FKMCD having the ability to fund the account in its entirety. Ms. DeMoss stated the main goal of the Board at that time was to fund the trust enough to avoid any benefits from being taken away from the retirees.

Commissioner McDonald recommended only funding the pharmacy benefit in an effort to save money.

Chairman Goodman recommended looking outside of the box to come up with other options moving forward to make the trust more sustainable.

Commissioner McDonald suggested rearranging how the healthcare benefits are paid.

Chairman Goodman expressed that he would like to do a workshop on insurance and include OPEB before the Budget is finalized. Director Leal stated that the discussion on insurance will come at the last quarter of the year making it impossible to include any changes for the FY 2018.

Ms. DeMoss explained to the Board the four separate investments that make up the \$1.6 million currently held in the trust. Chairman Goodman expressed concern that if they were only funding the trust \$200,000 a year for ten years, would that be an adequate amount. Ms. DeMoss recommended to do a new Actuarial Report with the new rules applied and get a clearer picture of the financial status at this time.

Chairman Goodman recommended that the Board fund the cost to get a new Actuarial Report.

Chairman Goodman requested Bruce Holden to get a quote on the cost of a new report and bring it to the Board during July's meeting. Director Leal mentioned that the Board could put that as a votable item on the agenda for the July meeting.

MEETING ADJOURNED: There being no further business to come before the Board, the meeting was adjourned.

Respectfully submitted,



Phillip L. Goodman, Chairman



Brandon Pinder, Secretary/Treasurer

For more specific information or detail of meeting, please refer to the digital recording of the meeting at www.keysmosquito.org.