

**PUBLIC SCHOOL RETIREMENT SYSTEM
OF THE CITY OF ST. LOUIS**

MINUTES OF THE BOARD OF TRUSTEES REGULAR MEETING

August 12, 2024

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 4:39 p.m. on Monday, August 12, 2024. 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. Trustees Christina Bennett, Louis Cross, Emily Hubbard, Shanise Johnson, Albert Sanders and Dorris Walker were present. The Board of Trustees had a quorum at the meeting. Trustees Sheila Goodwin and Bobbie Richardson joined the meeting in progress. Trustees Angie Banks, Yvette Levy, and Martel Mann were absent.

PSRSSTL Executive Director Susan Kane, Insurance Specialist Monica Brewer, Insurance Consultant Representatives Diane LaFlash and Michael Colacchio, and Attorney Representatives David Eckhardt and Aly Winters were also in attendance.

II. APPROVAL OF MINUTES FROM LAST MEETING

Christina Bennett made a motion, seconded by Dorris Walker, to approve the minutes of the Regular Board of Trustees Meeting from June 17, 2024. By voice vote, the motion carried.

III. READING OF COMMUNICATIONS TO THE BOARD OF TRUSTEES

None

IV. PRESENTATIONS BY INTERESTED PARTIES

None

V. CONSENT AGENDA

Christina Bennett made a motion, seconded by Dorris Walker, to approve the Retirement and Benefits of July and August 2024. By voice vote, motion carried.

Albert Sanders made a motion, seconded by Dorris Walker, to approve the bills of June and July 2024. By voice vote, motion carried.

Albert Sanders made a motion, seconded by Dorris Walker, to approve the refunds of June and July 2024. By voice vote, motion carried.

VI. REPORT OF THE CHAIRPERSON

The Chairman mentioned his attendance at the NCTR Trustees Workshop in Berkeley, California. There were two other Trustees that were in attendance as well. He found this a very enlightening conference. Mr. Cross also mentioned that discussions were continuing with PSRSSTL employers on the possibility of increased employer contributions to present to the Missouri State Legislature to change the prior legislation that lowered employer contributions and overall funding to the System.

VII. REPORT OF THE EXECUTIVE DIRECTOR

The Executive Director began by introducing Christopher Fikes from Segal, who has been assisting on the Pension Administration Project. She also introduced the PSRSSTL Insurance Specialist, and Insurance Consultant Representatives Diane Laflash and Michael Colacchio. Ms. Laflash began by reminding the Trustees of their role with the System which includes developing Communication materials, renewals, and vendor management.

She continued the presentation with a summary of the renewals on the various plans effective January 1, 2025. Mr. Colacchio also provided the number of PSRSSTL Retired Members enrolled in the various coverages as of July 1, 2024, as it compared to July 1, 2023.

Ms. Laflash then provided an overview of the dental request for proposal process including a discussion of the vendors that submitted proposals and how they compared to each other. There are several factors, including price and network that should be evaluated in making a recommendation for a vendor. After reviewing the proposals and the best and final offers, Gallagher recommended that PSRSSTL remain with Delta Dental. Premiums would increase by 3% but would be guaranteed for three years with no plan design changes. Delta offered the lowest cost of all bidders.

Premiums and plans for vision, prepaid legal, and identity theft protection would remain the same for 2025. Gallagher had not received the renewal premiums for the St. Louis Public Schools sponsored medical plans. It is anticipated that this will be presented to the Board of Education at an upcoming meeting.

On the Medicare Advantage Plans, the monthly premiums of \$0 were scheduled to continue through December 31, 2025. However, due to the Inflation Reduction Act and the changes to the prescription drug benefit which is reducing the members' out of pocket costs and increasing insurance providers' costs, United Healthcare is proposing a \$50 premium. There was discussion about how to handle the premium and whether PSRSSTL should pick up the full \$50 as part of the \$80 subsidy or make some plan design changes to lower the \$50 premium.

After all discussion had been concluded, Christina Bennett made a motion, seconded by Shanise Johnson, to recommend renewing with Delta Dental of MO and continue offering the same High and Low Option Plans at a 3% increase, guaranteed for three years (through 1/1/28)

A roll call vote was taken.

Christina Bennett	Yes	Louis Cross	Yes	Sheila Goodwin	Yes
Emily Hubbard	Yes	Shanise Johnson	Yes	Bobbie Richardson	Yes
Albert Sanders	Yes	Dorris Walker	Yes		

The motion was carried with eight yes votes.

Shanise Johnson, made a motion, seconded by Bobbie Richardson, to renew coverage with EyeMed for the vision plan at no change in premium or plan design and to renew voluntary benefit coverage with MetLife Prepaid Legal and Allstate Identity Theft Protection with all premiums paid by members/PSRSSTL staff electing coverage, as recommended by the Insurance Consultant

A roll call vote was taken.

Christina Bennett	Yes	Louis Cross	Yes	Sheila Goodwin	Yes
Emily Hubbard	Yes	Shanise Johnson	Yes	Bobbie Richardson	Yes
Albert Sanders	Yes	Dorris Walker	Yes		

The motion was carried with eight yes votes.

Shanise Johnson made a motion, seconded by Bobbie Richardson, to approve renewal of SLPS UnitedHealthcare PPO Plans with Express Scripts Rx contingent on Board of Education approval.

A roll call vote was taken.

Christina Bennett	Yes	Louis Cross	Yes	Sheila Goodwin	Yes
Emily Hubbard	Abstain	Shanise Johnson	Yes	Bobbie Richardson	Yes
Albert Sanders	Yes	Dorris Walker	Yes		

The motion was carried with seven yes votes.

Shanise Johnson made a motion, seconded by Christina Bennett to renew the High and Low Medicare Advantage plans offered by UHC for 2025 and for PSRSSTL to cover the full premium of \$50 for members.

A roll call vote was taken.

Christina Bennett	Yes	Louis Cross	Yes	Sheila Goodwin	Yes
Emily Hubbard	Yes	Shanise Johnson	Yes	Bobbie Richardson	Yes
Albert Sanders	Yes	Dorris Walker	Yes		

The motion was carried with eight yes votes.

The Executive Director then explained that Gallagher had worked to consolidate the workers' compensation and property liability policies so that the renewals would occur in July to coincide with the System's other business insurance. Premiums for workers' compensation and property liability would be paid in July instead of the prior December renewal period.

Sheila Goodwin made a motion, seconded by Bobbie Richardson, to accept the renewal from Hartford of the Workers Compensation and Business Owner's Policies moving the effective date to a July renewal to align with the Fiduciary Liability & Crime Policies as recommended by Gallagher, the System's Business Insurance consultant.

A roll call vote was taken.

Christina Bennett	Yes	Louis Cross	Yes	Sheila Goodwin	Yes
Emily Hubbard	Yes	Shanise Johnson	Yes	Bobbie Richardson	Yes
Albert Sanders	Yes	Dorris Walker	Yes		

The motion was carried with eight yes votes.

The Executive Director concluded her report with a reminder of the NCTR Annual Conference to be held in Atlanta, GA on October 5-9. She asked all Trustees interested in attending to notify her as soon as possible so registrations could be submitted.

VIII. REPORT OF THE INVESTMENT CONSULTANT

None

IX. REPORT OF THE ACTUARY

None

X. REPORTS OF COMMITTEES OF THE BOARD OF TRUSTEES

Benefits Committee

Co-Chair Shanise Johnson thanked the Investment Consultant for sharing their report with the Co-Chairs prior to the Board of Trustees Meeting.

Trustee Business Committee

The Executive Director shared a list of reimbursement requests from Trustees for educational conferences attended. Trustee Sanders pointed out that his reimbursement request should not have been for NASP but for the NCTR Trustee Workshop.

Christina Bennett made a motion, seconded by Bobbie Richardson, to accept the travel expenses for August 12, 2024, including a correction that Albert Sanders' request was for the NCTR Trustee Workshop in Berkeley, CA.

A roll call vote was taken.

Christina Bennett	Yes	Louis Cross	Yes	Sheila Goodwin	Yes
Emily Hubbard	Yes	Shanise Johnson	Yes	Bobbie Richardson	Yes
Albert Sanders	Yes				

The motion was carried with seven yes votes.

Investment Committee

Sheila Goodwin made a motion, seconded by Albert Sanders, to retain the services of Motley Rice for Securities Litigation and Portfolio Monitoring as recommended by the Investment Consultant and the Investment Committee at the June 20, 2024, Meeting.

A roll call vote was taken.

Christina Bennett	Yes	Louis Cross	Yes	Sheila Goodwin	Yes
Emily Hubbard	Yes	Shanise Johnson	Yes	Bobbie Richardson	Yes
Albert Sanders	Yes				

The motion was carried with seven yes votes.

Legislative, Rules & Regulations Committee

No report.

Personnel & Professional Contracts Committee

Co-Chair Bobbie Richardson reminded the Trustees of the ongoing search for a Pension Administration System. Segal Representative Christopher Fikes summarized the search process to date and four proposals were received. Three finalists were selected, and finalist meetings were conducted with PSRSSTL Staff. The next step in the process is to have the remaining finalists present to the Trustees. The Executive Director will reach out to Co-Chairs Richardson and Mann to schedule a meeting date.

XI. NEW BUSINESS

None

XII. REPORT OF THE ATTORNEY

Sheila Goodwin made a motion, seconded by Bobbie Richardson, 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 legal counsel for the PSRSSTL on legal matters.

A roll call vote was taken.

Christina Bennett	Yes	Louis Cross	Yes	Sheila Goodwin	Yes
Emily Hubbard	Yes	Shanise Johnson	Yes	Bobbie Richardson	Yes
Albert Sanders	Yes				

The motion was carried with seven yes votes.

The meeting continued in closed session and the Trustees voted on one motion.

Albert Sanders made a motion, seconded by Sheila Goodwin, to approve leasing of space on the first floor of the PSRSSTL Building to Alpha One Greek subject to renegotiation by Executive Director for the prospective tenant to share in remodel costs and agreement by tenant of terms and documents recommended by PSRSSTL legal counsel.

A roll call vote was taken.

Christina Bennett	Yes	Louis Cross	Yes	Sheila Goodwin	Yes
Emily Hubbard	Yes	Shanise Johnson	Yes	Bobbie Richardson	Yes
Albert Sanders	Yes				

The motion was carried with seven yes votes.

After all business had been concluded, Albert Sanders made a motion, seconded by Bobbie Richardson, to open the meeting, pursuant to Section 610.021, of the Missouri Revised Statutes.

A roll call vote was taken.

Christina Bennett	Yes	Louis Cross	Yes	Sheila Goodwin	Yes
Emily Hubbard	Yes	Shanise Johnson	Yes	Bobbie Richardson	Yes
Albert Sanders	No				

The motion was carried with seven yes votes.

XIII. ADJOURNMENT

Since there was no further business, Albert Sanders made a motion, seconded by Bobbie Richardson, to adjourn the meeting. By voice vote, motion carried, and the meeting adjourned at around 7:13 p.m.

Attachments:

- Retirement & Benefit: July and August 2024
- Refunds and Bills—June and July 2024
- Insurance Consultant Presentation

Distributions - June, 2024

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	Dec Mem SSN
1477	06/11/24	DAY	SHANELL	32,770.69		32,770.69	A	D	JEANETTE DAY	
080371	09/25/23	PETERS	ANDREA	(16,580.47)		(16,580.47)	A	S	VOID & REISSUE	
1478	06/11/24	PETERS	ANDREA	16,580.47		16,580.47	A	S	VOID & REISSUE	
1121	02/21/24	SMYTHE	JULIA	(7,355.49)		(7,355.49)	A	S	SLIS MOM SLPS VOID & REISSUE	
1479	06/11/24	SMYTHE	JULIA	7,355.49		7,355.49	A	S	SLIS MOM SLPS VOID & REISSUE	
1359	04/23/24	TURNER	WILLIE A	(20,389.34)	(4,077.87)	(16,311.47)	A	S	CA VOID & REISSUE	
1480	04/23/24	TURNER	WILLIE A	20,389.34	4,077.87	16,311.47	A	S	CA VOID & REISSUE	
1519	06/21/24	BELL	SHELLIA	7,795.29	1,559.06	6,236.23	A	S		
1520	06/21/24	BRANDWEIN	ADAM	8,989.70	1,797.94	7,191.76	A	S		
1521	06/21/24	BRIDGES	SHARNAE	2,980.32	596.06	2,384.26	A	S		
1522	06/21/24	BRYANT	CYRAH	3,830.46	766.09	3,064.37	A	S		
1523	06/21/24	BYRD	MARVIN	21,771.19		21,771.19	A	S		
1524	06/21/24	CHILDRESS	KATHY	5,781.60		5,781.60	A	S	CA	
1525	06/21/24	CULE	RUSSELL	1,325.36	265.07	1,060.29	A	S		
1526	06/21/24	DAVIS	JASON	18,903.85	3,780.77	15,123.08	A	S		
1527	06/21/24	DUVAL	SATIAH	14,564.24		14,564.24	A	S		
1528	06/21/24	EAST	LISA	3,542.91		3,542.91	A	S		
1529	06/21/24	GAUEN	AUDREY	15,000.53		15,000.53	A	S	CA	
1530	06/21/24	GROCHOCINSKI	JULIE	26,834.24		26,834.24	A	S		
1531	06/21/24	HARPRING	BRION	24,154.39	4,830.88	19,323.51	A	S	KIPP	
1532	06/21/24	HARRIS	SABRINA	2,309.00	461.80	1,847.20	A	S	CA	
1533	06/21/24	HUNT	CHASTITY Q	4,018.05	803.61	3,214.44	A	S	IACE IACM	
1534	06/21/24	JACOBS	JULIETTE	4,445.97	889.19	3,556.78	A	S		
1535	06/21/24	JACOBS	JULIETTE	5,000.00		5,000.00	A	S		
1536	06/21/24	JARVIS	ABIGAIL	14,584.52		14,584.52	A	S	KIPP	
1537	06/21/24	JEFKO	JASMINE R	14,236.10	2,847.22	11,388.88	A	S	STL/PREM	
1539	06/21/24	JOHNSON	REGINALD	3,499.66	699.93	2,799.73	A	S		
1538	06/21/24	JOHNSON WALLACE	JULIUS	1,108.26	221.65	886.61	A	S		
1540	06/21/24	JONES	DARA	13,967.03	2,793.41	11,173.62	A	S		
1541	06/21/24	KARATAS	CENGIZ	10,615.26	2,123.05	8,492.21	A	S	GSASTL	
1542	06/21/24	KELLEY	ANGEL	4,824.64	964.93	3,859.71	A	S	CA	
1543	06/21/24	LACEY	JOURDAN R	11,310.36	2,262.07	9,048.29	A	S	SLPS CA	
1544	06/21/24	LEENERTS	KATE	30,521.80		30,521.80	A	S	SCPA KIPP LFL	
1545	06/21/24	MARTIN	DOMINIC	7,624.13	1,524.83	6,099.30	A	S		
1546	06/21/24	MORALES	CINTHYA	4,811.79	962.36	3,849.43	A	S	BIOME	
1547	06/21/24	RANKIN	CONSTANCE	857.04	171.41	685.63	A	S		
1548	06/21/24	REIDLER	ELIZABETH	9,458.50		9,458.50	A	S		
1549	06/21/24	ROBINSON	CHARLES O	30,493.87	6,098.77	24,395.10	A	S		
1550	06/21/24	SAUCY-FINLEY	SHANNON	3,835.82	767.16	3,068.66	A	S		
1551	06/21/24	SCOTT	ALEXUS	5,380.53	1,076.11	4,304.42	A	S		
1552	06/21/24	SCOTT	SHAMARIO	4,824.95	964.99	3,859.96	A	S		
1553	06/21/24	SMITH JR	MARION	38,935.27	7,787.05	31,148.22	A	S		
1554	06/21/24	STECKMAN	ELIZABETH	9,066.33		9,066.33	A	S	GCAA CA	

Distributions - July 2024

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	Dec Mem SSN
1623	07/24/24	ABDI	IFRAH	17,709.15	3,541.83	14,167.32	A	S		
1625	07/24/24	ANDERSON	SAMUEL	3,187.59	637.52	2,550.07	A	S		
1624	07/24/24	ANDERSON	SUSAN	14,146.92		14,146.92	A	S	GSASTL	
1626	07/24/24	BAILEY	KAREEM	3,887.59	777.52	3,110.07	A	S	LFL	
1627	07/24/24	BEHRMANN	HANNAH	21,567.64		21,567.64	A	S	SLPS KAIROS	
1628	07/24/24	BLISS	SARAH	10,321.00	2,064.20	8,256.80	A	S	GSASTL	
1629	07/24/24	BLUITT-SPANN	TAMARA	18,376.01	3,675.20	14,700.81	A	S	KIPP KAIROS	
1630	07/24/24	BLUM	MICHAEL	22,844.91	4,568.98	18,275.93	A	S	CA SLPS	
1631	07/24/24	BRADFORD	DEVIN	1,865.02	373.00	1,492.02	A	S		
1632	07/24/24	BROWN	DANIEL	2,035.93	407.19	1,628.74	A	S		
1633	07/24/24	COMBS	IMANI	871.43	174.29	697.14	A	S	KIPP MOM	
1634	07/24/24	CRAWFORD	TIFFANY M	45,797.26	9,159.45	36,637.81	A	S	LFL	
1636	07/24/24	DANIELS	MARY	6,909.33	1,381.87	5,527.46	A	S		
1637	07/24/24	DAVIS	AMBER	4,532.98	906.60	3,626.38	A	S		
1638	07/24/24	DAVIS	DARRELL	13,560.80	2,712.16	10,848.64	A	S		
1639	07/24/24	DIENBO	FAITH	20,560.80	4,112.16	16,448.64	A	S	GSASTL SLPS	
1640	07/24/24	DRUMMOND	SHANAE	2,842.49	568.50	2,273.99	A	S	KAIROS	
1641	07/24/24	GALLION	KAREN	17,855.26	3,571.05	14,284.21	A	S		
1642	07/24/24	GATHING	STEPHEN	22,411.70	4,482.34	17,929.36	A	S	KIPP	
1643	07/24/24	GAUSE	RENEEKA	6,254.63	1,250.93	5,003.70	A	S	MOM	
1644	07/24/24	GERBER	JILL	6,441.37		6,441.37	A	S	KAIROS	
1645	07/24/24	GOODWIN	ISIS	4,820.26	964.05	3,856.21	A	S		
1646	07/24/24	GRIFFIN	TORY	17,958.94	3,591.79	14,367.15	A	S		
1647	07/24/24	HAINES	TRACI	8,090.45	1,618.09	6,472.36	A	S		
1648	07/24/24	HARDCASTLE	ROBERT	38,479.94	11,543.98	26,935.96	A	S		
1649	07/24/24	HERBERT	KATINA	10,711.48	2,142.30	8,569.18	A	S		
1650	07/24/24	JAMES	RANIESHA M	2,601.88	520.38	2,081.50	A	S	STL PREM	
1651	07/24/24	JAMES	RUTH	2,208.94	441.79	1,767.15	A	S		
1652	07/24/24	JOHNSON	ASHLY A	4,000.38	800.08	3,200.30	A	S	LFL	
1653	07/24/24	JOHNSON	DEVONNE	12,536.69	2,507.34	10,029.35	A	S		
1654	07/24/24	JOHNSON	ELLA L	1,084.14	216.83	867.31	A	S	CA	
1655	07/24/24	JONES	COLIN	3,740.74	748.15	2,992.59	A	S	KAIROS	
1656	07/24/24	JUNIEL	JENISE	1,232.57	246.51	986.06	A	S		
1657	07/24/24	LOVE	EASTER	31,522.71	6,304.54	25,218.17	A	S		
1658	07/24/24	LURIE	SAMANTHA	44,063.69		44,063.69	A	S	SLPS KIPP	
1659	07/24/24	MCCULLEY-BRIDGES	JENIKKA	6,499.04	1,299.81	5,199.23	A	S	SLPS /KIPP	
1660	07/24/24	MORGAN	MICHELLE	57,737.72	11,547.54	46,190.18	A	S		
1661	07/24/24	NUNN	WILLIAM	4,850.82		4,850.82	A	S	CA	

Public School Retirement System of the City of St. Louis			
Checks Written During the Month of June, 2024			
Payee	Ck. Number	Description	Amount
Date Paid June 5, 2024			
A-Arrow Lock & Key Co.	1461	Security Locks Replacement VA	1,666.00
A-Arrow Lock & Key Co.	1462	Security Locks Replacement PSRSSTL	478.00
Above All Personnel	1463	Temporary Employee - Miata Reeves-Borne	3,633.76
ACC Business	1464	Telephone Fiberoptics	608.66
Ameren Missouri	1465	Electric Service	1,451.35
Blade Technologies, Inc.	1466	Professional Services	382.00
Intelica	1467	Management Fee	1,000.00
Intelica	1468	Maintenance 5/5/24-5/18/24	595.00
Mapers	1469	PS/A Conference Registration	750.00
Murphy Company	1470	Preventative Maintenance	1,137.50
Purchase Power	1471	Postage	1,000.00
Pitney Bowes Global Financial Services LLC	1472	Postage Machine Lease	1,256.22
Proshred St. Louis	1473	Shredding Monthly Service	60.00
Republic Services #346	1474	Trash Pick-Up	406.01
Specialty Mailing	1475	Postage	1,428.50
U.S. Bank	1476	Admin Fee	5,729.94
Date Paid June 14, 2024			
Office Payroll	ACH	Office Payroll	11,551.48
AXA Equitable	ACH	457 Contributions	400.00
Integrated Payroll Services (IPS)	ACH	Payroll Processing Fee	64.87
Date Paid June 20, 2024			
Above All Personnel	1483	Temporary Staff - Miata Reeves-Borne	1,647.30
Anders Minkler Huber & Helm LLP	1484	Professional Services	2,500.00
Blade Technologies, Inc.	1485	Professional Services - June	3,601.32
Buck Global, LLC	1486	Acturial and Consulting Services	14,110.00
Bug Out	1487	Pest Control Maintenance	50.00
Buildingstars Operations, Inc.	1488	Cleaning Services	880.00
Christina Bennett	1489	Travel Expense Reimbursement - NASP Conference 2023	1,390.67
Christina Bennett	1490	Travel Expense Reimbursement - NASP Conference 2024	1,373.30
Clearview Services, LLC	1491	Building Window Exterior Wash	424.00
Gallagher Benefit Services, Inc.	1492	June 2024 Consulting Services	5,250.00
Gallagher Benefit Services, Inc.	1493	April & May 2024 Consulting Services	7,179.75
Government Finance Officers Association	1494	Membership Renewal	420.00
Gregory F.X. Daly	1495	Water	152.01
Hartnett Reyes-Jones, LLC	1496	Legal Fees	3,196.00
Intelica Commercial Real Estate	1497	Maintenace Utily Cart	65.86
Intelica	1498	Maintenance	525.00
Intelica	1499	Management Fee	1,000.00
Konika Minolta Business Solutions USA Inc.	1500	Monthly Service for Copier C360I	200.00
Konika Minolta Business Solutions USA Inc.	1501	Digital Service for Copier C360I	210.00
Mapers	1502	PS/A Conference Registration Fee	150.00
Metropolitan St. Louis Sewer District	1503	Sewage	61.89
Midwest Elevator Co., Inc.	1504	Elevator Maintenance	376.89
Mitel	1505	Telephone Service	299.94
MRI Software LLC	1506	Monthly Angus SaaS Fee	15.68
Office Essentials	1507	Office Supplies	892.88
Proshred St. Louis	1508	Document Shredding Service	60.00
Segal	1509	Consulting	6,270.00
Specialty Mailing	1510	Postcard Printing	2,034.01
Specialty Mailing	1511	Mail Delivery	220.00
Stericycle, Inc.	1512	Document Shredding Service	149.57
St. Louis Mat & Linen	1513	Mat Cleaning Service	110.00
Susan Kane	1514	Travel Expense Reimbursement	1,465.48
Susan Kane	1515	Reimbursement - Chrome Device Management Services May	51.51
Board of Education St. Louis Benefits Trust	1516	Office Employees Insurance - Dental	186.63

Public School Retirement System of the City of St. Louis			
Checks Written During the Month of June, 2024			
Payee	Ck. Number	Description	Amount
Board of Education St. Louis Benefits Trust	1517	Office Employees Insurance - Vision	11.85
Board of Education St. Louis Benefits Trust	1518	Office Employees Insurance - Life	191.30
Date Paid June 28, 2024			
Office Payroll	ACH	Office Payroll	11,828.18
AXA Equitable	ACH	457 Contributions	400.00
Integrated Payroll Services (IPS)	ACH	Payroll Processing Fee	72.84
Above All Personnel	1562	Temporary Staff - Miata Reeves-Borne	1,816.88
Blade Technologies, Inc.	1563	Equipment	573.00
Bobbie Richardson	1564	Reimbursement	1,689.13
Mariner Institutional, LLC	1565	Consulting Services and Performance Evaluation	47,500.00
Minuteman Press	1566	40 New Retiree Guide Booklets	748.36
Republic Services #346	1567	Trash Pick-Up	541.01
		TOTAL	\$155,491.53

Public School Retirement System of the City of St. Louis Checks Written During the Month of July, 2024			
Payee	Ck. Number	Description	Amount
Date Paid July 5, 2024			
Above All Personnel	1568	Temporary Staff - Miata Reeves-Borne	3,270.38
ACC Business	1569	Internet Service	608.66
Ameren Missouri	1570	Electric Bill	2,349.70
Charter Communications	1571	Internet & Voice	174.96
Government Finance Officers Association	1572	Certificate of Achievement Review Fee FY2023	910.00
Intelica	1573	Management Fee	830.00
National Council on Teacher Retirement	1574	24th Annual Trustee Workshop	13,550.00
Purchase Power	1575	Postage and Shipping	1,172.86
Scottish Rite Cathedral Preservation Association	1576	Parking - 2 Slots	146.00
Steadyrain	1577	WordPress Development	10,400.00
Zultys, Inc.	1578	Telephone Service	1,104.63
Board of Education of the City of St. Louis Health Benefits Trust	1579	Delta Dental	186.63
Board of Education of the City of St. Louis Health Benefits Trust	1580	Vision	11.85
Board of Education of the City of St. Louis Health Benefits Trust	1581	Life Insurance	189.80
Date Paid July 12, 2024			
Office Payroll	ACH	Office Payroll	11,505.32
AXA Equitable	ACH	457 Contributions	400.00
Integrated Payroll Services (IPS)	ACH	Payroll Processing Fee	69.45
Buildingstars Operations, Inc	1582	Cleaning Services	945.00
Intelica	1583	Maintenance	560.00
Minuteman Press	1584	Printing Services	317.22
Office Essentials	1585	Office Supplies	1,113.81
PNC Bank	1586	Corporate Credit Card	159.39
Specialty Mailing	1587	Postal Delivery Services	180.00
St. Louis Select Landscaping	1588	Landscaping Services	675.42
Angela Johnson	1589	Tuition Reimbursement	1,457.40
Date Paid July 22, 2024			
Absopure Water Company	1591	Water Delivery Service	28.55
Above All Personnel	1592	Temporary Staff - Miata Reeves-Borne	4,675.43
Albert J. Sanders	1593	Expense Reimbursement	1,036.95
Anders Minkler Huber & Helm LLP	1594	Audit Risk Assessment	3,000.00
Blade Technologies, Inc.	1595	Professional Services	3,770.54
Buck Global, LLC	1596	Actuarial & Consulting Services	15,512.00
Gallagher Benefit Services, Inc.	1597	Consulting Services	5,250.00
H. Becker	1598	Check Machine	589.50
Intelica	1600	Management Fee	1,000.00
Intelica	1601	Maintenance	280.00
Intelica Commercial Real Estate	1602	Property Reimbursement Expenses	422.92
Konica Minolta Business Solutions	1603	BIZHUB C360I Service & Maintenance	210.00
Konica Minolta Business Solutions	1604	BIZHUB C360I Service & Maintenance	200.00
Mellon Investment Corporation	1605	Investment	1,949.47
Mellon Investment Corporation	1606	Investment	1,450.52
Mellon Investment Corporation	1607	Investment	1,892.48
Metropolitan St. Louis Sewer District	1608	Sewage	61.89
Midwest Elevator Co., Inc.	1609	Monthly Elevator Maintenance	376.89
Minuteman Press	1610	Printing Services	1,107.04
MRI Software LLC	1611	Monthly Angus SaaS Fee	15.68
Murphy Company	1612	AC Repair Service	9,987.72
Office Essentials	1613	Office Supplies	64.84
RingCentral Inc.	1614	Phone Services	12.00
Segal	1615	Professional Services - PAS Request for Proposal	8,407.50
Specialty Mailing	1616	Printing Services - Retiree Newsletters	1,394.42
Specialty Mailing	1617	Printing Services - Daily Delivery	180.00
St. Louis Mat & Linen Company	1618	Mat Cleaning Services	110.00
Earnest Partners, LLC	1619	2nd Quarter Management Fee	13,692.04
Fidelity Institutional Asset Management	1620	2nd Quarter Management Fee	63,860.36
TCW Asset Management Company	1621	2nd Quarter Management Fee	55,562.40
Westfield Capital Center Co LP	1622	2nd Quarter Management Fee	56,398.43
Date Paid July 26, 2024			
			0.00
			0.00
Office Payroll	ACH	Office Payroll	11,690.54

Public School Retirement System of the City of St. Louis			
Checks Written During the Month of July, 2024			
Payee	Ck. Number	Description	Amount
AXA Equitable	ACH	457 Contributions	400.00
Integrated Payroll Services (IPS)	ACH	Payroll Processing Fee	77.99
Angela Johnson	1678	Expense Reimbursement - MAPERS Conference	621.84
Bobbie Richardson	1679	Expense Reimbursement - MAPERS Conference	847.62
Gallagher Benefit Services, Inc.	1680	Annual Report	15,000.00
Specialty Mailing	1681	Active Member Newsletters	1,694.92
		TOTAL	\$335,120.96

Public School Retirement System of the City of St. Louis

Credit Card Charges - Statement Closing Date 7/1/2024

Date	Merchant	Description	Charge Amount
6/25/2024	Schnucks	Office Supplies - Trustee Meeting	\$28.59
6/25/2024	Amazon	Office Supplies - Members Outreach	\$130.80

Total	\$159.39
Check Number	1586
Check Date	7/12/2024

2025 Insurance Benefit Renewals

Diane Laflash and Mike Colacchio,
Gallagher Benefit Services

August 12, 2024



Insurance | Risk Management | Consulting

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Agenda



- I. 2024 Renewal Review
- II. Current Enrollments
- III. Executive Summary – RFP – Dental Marketing and Recommendation
- IV. 2025 Renewal Summary
- V. Open Enrollment Schedule
- VI. Motions for Approval
- VII. Gallagher Disclaimers



New England Communications and Consulting Team



Erica DeGeorge

Vice President,
Communications,
North Atlantic



Tina Teper

Senior Communications
Consultant



Diane Laflash

Area Assistant Vice
President, Consultant



Mike Colacchio

Client Manager

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 with communication to members, i.e. Open Enrollment Guide, Annual Report
- Assist and update PSRSSTL staff throughout the year

2024 Renewal Review



SLPS

- Base and Buy-Up plans renewed with UnitedHealthcare and Express Scripts with no plan design changes but increase in premium

PSRSSTL - Medical

- A RFP was conducted for the Medicare Advantage plans 2022
- Decision was made to remain with UHC at \$0 rates guaranteed through 12/31/25

PSRSSTL - Dental

- A RFP was conducted for the dental plan in 2021
- Coverage moved to Delta Dental of MO effective 1/1/2022 with rates guaranteed through 12/31/24

PSRSSTL - Vision

- A RFP was conducted for the vision plan in 2021
- Coverage moved to EyeMed effective 1/1/2022 with rates guaranteed through 12/31/25

Additional Coverages

- MetLife Prepaid Legal and AllState Identity Theft Protection coverages were added effective 1/1/2023

Current Enrollments – July 2024



SLPS-Sponsored UnitedHealthcare Commercial Plans (without Medicare)

- Base Plan 30 (34 in 2023)
- Buy-Up Plan 29 (32 in 2023)
- Total 59 (66 in 2023)

SLPS-Sponsored UnitedHealthcare Commercial Plans (with Medicare)

- Base Plan 113 (204 in 2023)
- Buy-Up Plan 104 (174 in 2023)
- Total 217 (378 in 2023) [Eligible to enroll in the Medicare Advantage Plans](#)

UHC Medicare Advantage Plans

- High Option 705 (561 in 2023)
- Low Option 831 (322 in 2023)
- Gold Option 0 (534; terminated plan in 2023)
- Total 1,536 (1,417 in 2023)

Current Enrollments – July 2024



Delta Dental of MO Plans

• High Option	1,286	(1,347 in 2023)
• Low Option	<u>1,193</u>	(1,206 in 2023)
• Total	2,479	(2,553 in 2023)

EyeMed Vision Plan

• Total	2,673	(2,746 in 2023)
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AllState Identity Theft Plan

• Total	158	(85 in 2023)
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MetLife Prepaid Legal Plan

• Total	189	(103 in 2023)
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Executive Summary - RFP



Dental Plans

- The Dental plans are currently provided by Delta Dental of Missouri
- The Dental plans were marketed in an RFP format to 15 alternative carriers including Delta Dental of Missouri.
- Of the 15 carriers, 8 submitted quotes and 7 declined to quote
 - Quotes – Ameritas, Anthem, Delta Dental of MO, Guardian, Met Life, The Standard, United Concordia, and United Healthcare
 - Declines – Aetna, Cigna, Humana, Kansas City Life, Lincoln Financial, Mutual of Omaha, and Sun Life
- Proposals ranged from +5% to +18.5%
- Review – Financial, Benefits, Network, Extras
- Selected Finalists - Delta Dental of MO and Guardian

Executive Summary - RFP

Dental Plan Finalist Details



Enrollment Tier	Delta Dental MO - Current		FINALIST				FINALIST			
	Low	High	Delta Dental MO - Renewal		Delta Dental MO - MAXRollover		Guardian			
	Low	High	Low	High	Low	High	Low	High		
Retiree	986	1061	\$20.65	\$31.96	\$21.27	\$32.92	\$21.79	\$33.72	\$21.68	\$33.56
Retiree + 1 Dep	182	187	\$47.36	\$68.08	\$48.78	\$70.12	\$49.96	\$71.82	\$49.73	\$71.48
Retiree + Family	9	3	\$86.19	\$116.39	\$88.78	\$119.88	\$90.93	\$122.79	\$90.50	\$122.21
Survivor	15	39	\$20.65	\$31.96	\$21.27	\$32.92	\$21.79	\$33.72	\$21.68	\$33.56
Survivor + 1 Dep	1	1	\$47.36	\$68.08	\$48.78	\$70.12	\$49.96	\$71.82	\$49.73	\$71.48
Survivor + 2 Deps	0	0	\$86.19	\$116.39	\$88.78	\$119.88	\$90.93	\$122.79	\$90.50	\$122.21
Monthly Total			\$30,113	\$48,304	\$31,017	\$49,754	\$31,773	\$50,963	\$31,617	\$50,721
Annual Total			\$361,359	\$579,651	\$372,204	\$597,050	\$381,274	\$611,550	\$379,401	\$608,650
Combined Annual Total			\$941,009		\$969,255		\$992,824		\$988,052	
\$ Annual Difference					\$28,245		\$51,815		\$47,042	
% Annual Difference					3.0%		5.5%		5.0%	
Rate Guarantee					3 Years		3 Years		3 Years	
Available to Staff					Yes		Yes		Yes	

Coverage Highlights	Delta Dental MO		Delta Dental MO		Delta Dental MO		Delta Dental MO	
	Low Option		Low Option		Low Option		Low Option	
	IN	Premier + OON	IN	Premier + OON	IN	Premier + OON	IN	OON
Deductible	\$0	\$100 / \$300	\$0	\$100 / \$300	\$0	\$100 / \$300	\$0	\$50 / \$150
Calendar Year Max	\$2,000	\$1,000	\$2,000	\$1,000	\$2,000	\$1,000	\$2,000	\$1,000
Type A Services	100%	70%	100%	70%	100%	70%	100%	100%
Type B Services	80%	50%	80%	50%	80%	50%	80%	80%
Type C Services	60%	30%	60%	30%	60%	30%	60%	60%
Endo/Perio	Type B		Type B		Type B		Type B	
Ortho Coverage	50%	20%	50%	20%	50%	20%	50%	50%
Ortho Lifetime Max	\$1,500	\$750	\$1,500	\$750	\$1,500	\$750	\$1,500	\$1,500
Non-Network Reimbursement	MAC		MAC		MAC		Negotiated Fee Schedule	
Rollover Provision	MAXAdvantage - Exams, Cleanings, X-Rays, Fluoride Treatments do not apply to annual max		MAXAdvantage - Exams, Cleanings, X-Rays, Fluoride Treatments do not apply to annual max		MAXRollover Included		Maximum Rollover plan included	
Coverage Highlights	High Option		High Option		High Option		High Option	
	IN	Premier + OON	IN	Premier + OON	IN	Premier + OON	IN	OON
	\$50 / \$150	\$50 / \$150	\$50 / \$150	\$50 / \$150	\$50 / \$150	\$50 / \$150	\$50 / \$150	\$50 / \$150
Deductible	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000
Calendar Year Max	100%	80%	100%	80%	100%	80%	100%	80%
Type A Services	80%	50%	80%	50%	80%	50%	80%	50%
Type B Services	50%	50%	50%	50%	50%	50%	50%	50%
Type C Services	Type B		Type B		Type B		Type B	
Endo/Perio	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered	Not Covered
Ortho Coverage	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ortho Lifetime Max	MAC		MAC		MAC		90th U&C	
Non-Network Reimbursement	MAXAdvantage - Exams, Cleanings, X-Rays, Fluoride Treatments do not apply to annual max		MAXAdvantage - Exams, Cleanings, X-Rays, Fluoride Treatments do not apply to annual max		MAXRollover Included		Maximum Rollover plan included	
Maximum Rollover								
Discount Information			Delta Dental Book of Business - 39.09%-PPO / 27.57%-Premier PSRSSTL Actual 1/24 - 3/24 - 40.82%-PPO / 29.58%-Premier				Average - 44%-55% - Metro St. Louis 37%-40% - Nationwide	

2025 Renewal Summary



SLPS-Sponsored Medical Plans (Base & Buy-Up)

- SLPS will be renewing the Base and Buy-Up plans with UnitedHealthcare and Express Scripts with no plan design changes and a medical rate increase of ___%. This renewal was approved by the SLPS Board of Education

PSRSSTL - Medical

- The premium rates for the UHC Medicare Advantage plans are under rate guarantee through 12/31/25
- 2025 Benefit Changes - _____

Dental – Recommending Renewal with Delta Dental of Missouri

- 3% increase in rates, guaranteed for three years, status quo plan design

EyeMed Vision, Allstate Identify Theft, and Prepaid Legal Programs

- No plan design or rate changes for 2025

SLPS Current/Renewal Rates



Subject to approval by SLPS board of education– Expected
August 27, 2024

2025 Renewal Recommendation — Waiting for Information



Subscribers: 2023 - 561, 2024 - 705 (+144)

Subscribers: 2023 - 322, 2024 - 831 (+509)

Medical	UHC High Option Renewal	UHC Low Option Renewal
Rates	\$0.00 - TBD	\$0.00 - TBD
Rate Cap	3 Year Rate Guarantee (2023- 2025)	
Product	Advantage PPO	Advantage PPO
Deductible	\$0	\$0
Out of Pocket Max	\$1,500	\$3,000
Out of Network Benefit	Yes	yes
Inpatient Hospital	\$300/Day (Days 1-5)	\$200/Day (Days 1-11)
Skilled Nursing Facility	\$0 Per Day, Days 1-5/ \$20 Per Day, Days 6-35/ \$0 Per Day, Days 36-100	\$20/Day (Days 1-20); \$95/Day (Days 21-100)
Outpatient Services/Surgery	\$250/Visit	15% coinsurance
PCP/Specialist Visits	\$10/\$20 Copay	\$5/\$10 Copay
Diagnostic Tests, Xray & Lab	\$0 Labs, \$15 X-Ray Copay, 20% Coinsurance for Radiology and Diagnostics	\$0 Lab Copay, \$0 X-Ray Copay, 15% Coinsurance for Radiology and Diagnostics
Fitness Benefit/Nurse line	Included	Included
Hearing/Vision	Included	Included

Prescription Drug	UHC High Option Renewal	UHC Low Option Renewal
Deductible	\$0	\$0
Tier Structure	\$10/\$20/\$50/25%	\$4/\$28/\$55/\$55
Retail 90-Day Supply	\$20/\$40/\$100/25%; Tier 4 30 days only	\$8/\$74/\$165/\$55; Tier 4 30 days only
Gap Coverage	New 2025: Coverage Gap is eliminated.	
	Full Coverage - Member continue to pay copay only	Tier 1 Only - Member pays copay Other Tiers: 70% brand drug manufacturer discount PLUS 5% plan coverage
Catastrophic Coverage	\$0 copay	\$0 copay
	New 2025 - Maximum out of pocket threshold capped at \$2,000; as such member will reach MOOP quicker.	
Mail Order 90-Day Supply	\$20/\$40/\$100/25%; Tier 4 30 days only	\$8/\$74/\$165/\$55; Tier 4 30 days only

Note: 2024 Proposed Migration from Gold Plan to Low Plan - 534

New for 2025!



**MEMBER COST SHARE SPREAD
OUT COSTS**
**Medicare Prescription
Payment Plan (M3P)**

This allows members
to spread their costs
throughout the year vs.
paying upfront at the
pharmacy

Pre-Paid Legal Utilization



2023			
Members	103		
Utilization	93 Claims	Cost \$ 111,030	Savings \$ 90,000
Consultation	2	Full Fee 91	
Types Family, Wills and Estates, Real Estate, Traffic Violations, and Other (Affidavit, Document Review/Elder Law)			

Types of covered legal services include, but are not limited to:

- Money Matters
- Home/Real Estate
- Estate Planning
- Family/Personal Matters
- Civil Lawsuits
- Elder-Care Issues
- Traffic & Other

2024 (Jan-Jun)			
Members	189		
Utilization	58 Claims	Cost \$ 79,220	Savings \$ 60,000
Consultation	4	Full Fee 54	
Types Family, Wills and Estates, Debt Management, Real Estate, and Other (Miscellaneous)			

Identity Theft Utilization Information



2023

Participation

Eligible Employees:
4,300



Utilization

- 37 logins per month
- 13 protected family members
- 56% portal activation
- 37% credit monitoring activation

Alerts - 1,002

- 581 credit monitoring
- 15 threshold monitoring
- 17 high-risk transactions
- 15 sex offender
- 55 compromised credentials
- 132 early warning
- 187 digital footprint
- 0 social media

2024 (Jan – Jun)

Participation

Eligible Employees:
4,300



Utilization

- 94 logins per month
- 18 protected family members
- 49% portal activation
- 35% credit monitoring activation

Alerts - 300

- 149 credit monitoring
- 0 threshold monitoring
- 5 high-risk transactions
- 12 sex offender
- 36 compromised credentials
- 26 early warning
- 72 digital footprint
- 0 social media

2025 Open Enrollment Agenda



- Open Enrollment meetings will be held virtually via live webinars on the following dates/times:
 - Thursday, November 7th: 10:00am
 - Wednesday, November 20th: 2:00pm
- Account Managers for the medical, dental, and vision plans, as well as MetLife Prepaid Legal and AllState Identity Theft Protection will be in attendance and present during these meetings.
- Sessions will be recorded and posted to the website for member viewing afterwards

Questions?



Gallagher

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Disclaimers

- I. **Coverage** This proposal [analysis, report, etc.] is an outline of the coverages proposed by the carrier(s), based on information provided by your company. It does not include all of the terms, coverages, exclusions, limitations, and conditions of the actual contract language. This proposal (analyses, report, etc.) is not a contract and offers no contractual obligation on behalf of Gallagher.
- II. **Renewal / Financial** This analysis is for illustrative purposes only, and is not a guarantee of future expenses, claims costs, managed care savings, etc. There are many variables that can affect future health care costs including utilization patterns, catastrophic claims, changes in plan design, health care trend increases, etc. This analysis does not amend, extend, or alter the coverage provided by the actual insurance policies and contracts. Please see your policy or contact us for specific information or further details in this regard.
- III. **Legal** The intent of this analysis [report, letter, etc.] is to provide you with general information regarding the status of, and/or potential concerns related to, your current employee benefits environment. It should not be construed as, nor is it intended to provide, legal advice. Laws may be complex and subject to change. This information is based on current interpretation of the law and is not guaranteed. Questions regarding specific issues should be addressed by legal counsel who specializes in this practice area