

RECOSA (Retired Employees of the City of San Antonio)
 Board of Directors Meeting Minutes,
 July 7, 2020
 Virtual Meeting via ZOOM as arranged by Board Member, Michael Trainer
 San Antonio, Texas

Board Members Present: Rose Rangel, Michael Trainer, John German, Frank Villani, Liz Garcia, Stephen Haney, Rebecca Waldman (by Phone) Martha Sepeda, and Pat Peak
 Honorary Board Members Present, David Lopez, Rolando Bono

1. **CALL TO ORDER:** Chairman Rose Rangel called the meeting to Order at 11:30 a.m.

2. **APPROVAL OF AGENDA:** Rebecca Waldman advised that the Agenda reversed the Board positions of Recording and Corresponding Secretary.

The correction should read: Recording Secretary, Pat Peak and Corresponding Secretary, Stephen Haney.

Stephen moved to correct the agenda, Pat Peak seconded. The motion carried.

Becky suggested that Blue Cross-Blue Shield should be added to Agenda item 6 d. regarding the Budget impact of Covid 19 on the insurance coverage share for RECOSA retirees. Becky moved to approve the agenda with corrections noted. John seconded. The AGENDA for July 7, 2020 was approved by voice vote.

3. **APPROVAL OF MINUTES OF MARCH 5, 2020.** The minutes to be approved for this agenda are for the meeting on March 5, 2020. The March 5, 2020 minutes were previously distributed by email to Board members by the Chairman and approval was acknowledged by a majority of Board members also by email.

John German moved to accept the March 7, 2020 minutes officially. Becky seconded. The March 5, 2020 minutes were approved.

4. **OFFICER AND COMMITTEE REPORTS:**

a. Chair: Rose Rangel: No Report

b. Vice Chairman Rebecca Waldman: Nothing new to report.

c. Treasurer: John German submitted Financial Reports for April, May, and June, As of July 1, 2020: RECOSA account balances at Generations Federal Credit union are:
 Savings Account: \$5.04; Checking Account: \$11,152.41: Total \$11,157.45. Future Financial Reports will be distributed in Excel.

4. d. Corresponding Secretary: Stephen Haney mailed welcoming and information letters to a total of 27 potential retirees in March, April and May. The names of June retirees will be available soon and letters will be sent to them as well.

4. e. Recording Secretary, Pat Peak
 No additional report

4. f. Technology: Liz Garcia and Stephen Haney

Liz reports a Zoom meeting with Kevin Burton to discuss his continuing role with RECOSA technology as it pertains to assistance with email blasts to members, to publicize meetings and to assist with graphics and other technical computer issues. Liz discussed with Kevin his interest in

serving as the IT Consultant. An additional meeting was held with Stephen Haney, Liz and Kevin. Another meeting is planned to discuss matters relating to the web-site.

Stephen reports receiving complimentary email from members about our efforts to keep members informed. Stephen also sent an email Chimp, reporting cancellation of last month's Board meeting and the possible re-scheduling of the Annual Membership meeting.

A Broadcast message to Members' email by way of Google Drop Box indicated only 294 emails were opened and presumably read out of over 700 sent. The Board discussed the problem of best methods of communicating with the general membership to keep them informed.

Messages may be going to Spam or Junk Mail.

Rolando Bono suggested we need to advise members to keep their email addresses updated with RECOSA and to suggest keeping the RECOSA address current in their contact list. We can use the Newsletter and even Retiree Matters to publish this information as it is vital that we keep the membership informed. Steven will follow up on this.

4. g. Legislative/ TMRS: Michael Trainer reports there is nothing new that is applicable to us. Everything at TMRS is on hold. There has not been a new Executive Director approved as yet. Michael will continue to update the Board when new information is available.

5. UNFINISHED BUSINESS:

- a. Update on Post 65 Health Insurance and the Evaluation Process: Liz Garcia and Martha Sepeda report they were able to review documents in a rating process and make recommendations. The Final process will consider the financial aspects of proposals using a point system. There was A great deal of data presented. HR prepared a comparison table between the companies participating which was quite helpful. There were 4 submissions; one was deleted as not being applicable to our system. The 3 remaining were interviewed on-line which was helpful and educational. HR has scheduled a presentation in early August so a decision should be made soon at which time the Committee will be informed. Over-all, the process was impressive.

Discussion: When it becomes known how the City of SA budget is affected by Covid 19, adjustments could alter the decision with a particular carrier. Rolando Bono referred to contractual obligations and the inability at this point to guess how insurance companies will ultimately be affected after stimulus payments and other reimbursements. Since the contract is dated effective January 1, the rates determined at that point will apply for the extent of the contract. City lay-offs, furloughs, and early retirement will all have their effects on the next budget but probably won't seriously impact the 2021 budget. Rolando also recommended searching out an informed contactor to help analyze information involving, rates, and evaluation of suggested additional services. It was suggested that perhaps the Gallagher firm could provide an analytic service for us.

5. b. Aetna Insurance Company letter mailed to insured members regarding Change in Aetna Account Numbers:
There doesn't seem to be a chain of command to clarify the details in the letter or what it means to individuals. The terms, "Direct Pay," "Bill Pay" and "Direct deduction by Aetna" on an automatic basis are not clarified, and thus confusing

to the members. The Board suggests a letter from Aetna or from the City to explain the meaning of the letter regarding premium payment. Retiree Matters could also provide clarification to give our members some peace of mind.

Rose will follow up with HR with this suggestion.

6.a. NEWBUSINESS:

Preparation for RECOSA Annual Meeting: Should the meeting be cancelled or should consideration be given to a virtual meeting?

Frank Villani: Even a Chat meeting with such a large group would be something of a nightmare.

Martha Sepeda: We could consider small Community meetings by video but they wouldn't be inter-active. There would have to be Rules and Procedures sent to members regarding especially the election of NEW Board members and procedures that would be required for an election as well as coverage of a list of prepared subjects. An Annual Report could be mailed or videoed to members outlining what the Board has done. Martha suggests we discuss a decision at next month's Board meeting when there might be a better prediction regarding future Covid 19 regulations. The Board agreed.

6 b. Appointment of Nominating Committee for election of Board Members, Places 1-5.
Several possible solutions were suggested and discussed.

David Lopez suggests postponing the election until a physical meeting can be held
The Board could extend all Place terms for one year, retaining the current members and schedule an election when an in-person Annual Meeting can be held. The Chair called for a motion.

Martha moved to postpone the Annual Meeting indefinitely due to the pandemic and to carry over the existing Board members with expiring terms, Places 1-5 e.g. Liz, Garcia, Frank Villani, Michael Trainer, Rose Rangel and John German, indefinitely until such time as it is safe to reschedule an Annual Meeting and hold an election for new Board members. Other Board members whose terms won't expire until the end of 2021 are Rebecca Waldman, Stephen Haney, Martha Sepeda and Pat Peak. John seconded. Therefore, there is no need for a Nominating Committee as this time.

6.c. Brown Bag Meetings and meetings with HR:

Becky suggests that HR update Retirees more frequently to keep them informed since Brown Bag meetings are not possible at this time.

Rose will follow up to HR with this suggestion.

6.d Concern regarding City budget impact on insurance coverage by Aetna and Blue Cross/BlueShield
This item is covered in Item 5a based on current information available.

6.e. Decision regarding hiring of an IT Consultant or Resources Person as an Ex-Officio member of the Board:

Rose had a discussion with Kevin Burton who has held a position relative to an IT

Consultant to the Board. Kevin prefers to have this position as a Board member rather than as a consultant even with a salary. Discussion indicates that he is not able to guarantee regular attendance at Board Meetings. One of the current Board members would have to resign from the Board to open a position for Kevin since there is not an opening at this time.

Becky stated that Board Members should come to Board Meetings unless excused as stated in our Rules.

John agrees with Becky's point and says we could support a salary from the Budget for an IT Consultant position which would require a contract stating the responsibilities of the position as well as a guarantee of timeliness as required in unusual situations.

Michael Trainer stated he can recommend a Website consulting firm based on his personal and professional knowledge of a person who provides those services to another organization Michael is familiar with. He suggests inviting the consultant to a Board meeting to discuss his availability, salary requirements if any, bonding availability, details of a contract, if necessary, and interest in the position.

Rolando suggested that the Board Executive Committee of Officers proceed as soon as possible to contact Michael's recommended Consultant to arrange a discussion and interview for the position. John German so moved. Frank seconded. The motion carried. Rebecca as Vice-Chairman of the Board asked to be excused from the Committee due to current health considerations. Rose will meet with Michael to proceed with meeting arrangements.

6.f. Discussion with Generations Credit Union regarding their continuing support to cover Search Engine Visibility v1 Renewal; RECOSA Domain Renewal; Private Domain Registration Renewal; Deluxe Linux Hosting with cPanel; Standard SSL Certificate; GoDaddy ORG Domain Renewal.

Rose will follow-up with Generations FCU.

ANNOUNCEMENTS:

The Board agreed to meet on Tuesday, August 5, in person or by Zoom as determined by the Chairman.

Frank Villani moved to adjourn. Michael Trainer seconded. The meeting was adjourned by the Chairman at 1:30 p.m.

Submitted by Pat Peak
With Corrections , August 6, 2020