

Overview of Reta Trust

Introduction – What is the Reta Trust?

- A Non-Profit Healthcare Trust for Catholic Organizations
- In 1976 Reta was formed as an ERISA trust, now with sixty total Trustors, 35,000 members and \$300M in Trustor premium revenue
- All plans are self-insured – Trust sets “premium” funding rates for each Trustor’s chosen health plan options
- The Trust manages contracts with national health plans including Blue Cross Blue Shield Organizations, Aetna, United Healthcare, Kaiser Permanente, EnvisionRx, Delta Dental and Vision Service Plan

Key Aspects of the Reta Trust

- **Group participation** - Joining Reta involves collaborating with other Trustors on major governance issues and strategic direction. Groups also join Reta to access the pricing advantages and array of services available to a large purchasing cooperative exclusive to Catholic employers. Consultants advise the Trust and its members on important aspects of health care management, wellness, federal compliance, insurance risk, investments and adherence with Catholic ethical values.
- **Ethical and Religious Directives** - Reta has implemented a robust Catholic Directives Program. Using a multidisciplinary approach and led by Ascension Health, Reta’s Directives team has reviewed in detail all of the medical coding (ICD-10) for every procedure and diagnostic code that should be reviewed for purposes of supporting Catholic Directives. After agreement is reached among the Directives team, Reta’s management instructs each health plan to implement the detailed medical codes into their claims processing system so that claims are paid in accordance to Catholic Directives. The codes were successfully implemented by January 2013 and are audited every year. Results to date indicate that the codes have been implemented and paid with close to 100% accuracy.

- **Low cost Trust administration** - Access to the services of the Trust comes at a modest expense – not more than 3% of the total premiums paid by participating Trustors – leaving 97% of the remaining premium dollars to fund claim processing and benefit payments to covered members. The non-profit status of the Trust results in excess premium not used to pay claims, being returned to participating groups as premium credits.

How do Catholic Employers Benefit From Joining Reta?

- All Reta’s health plan strictly comply with Catholic Ethical and Religious Directives – no questions about covering inappropriate family planning medical procedures
- Being affiliated with a large group of (Catholic) employers with a common goal to help make decisions through collaboration and sharing of best practices for Trustors
- Purchasing power of the Trust’s membership – better financial terms for claim administrative fees, stop loss insurance premiums, vendor services, etc.
- Avoids risk of current large claims not being covered by existing stop loss insurance policy
- Surplus premiums (after funding claims) are returned to Trustors via premium credits
- Improved administrative services for enrollment, eligibility processing, location billing and premium collections, COBRA, HIPAA notices, etc.
- Expansion of wellness programs to improve members health – biometric testing of all employees, grants from Reta to pay for local Diocese wellness programs
- The Trust manages all aspects of compliance with mandates and IRS reporting of Affordable Care Act requirements – minimum coverage, affordability, full-time employee status, excise taxes, etc.

Please visit www.RetaTrust.org for more information on the Healthcare Trust for Catholic Dioceses or contact Robert Burnett rburnett@retateam.org (415) 536-4049 for details on the process for joining the Reta Trust.