



OMAHA SCHOOL EMPLOYEES' RETIREMENT SYSTEM www.osers.org osers@ops.org
3215 CUMING STREET OMAHA, NEBRASKA 68131-2024 531-299-9423

SUBMISSION DEADLINE & INSTRUCTIONS

Tuesday, April 22, 2020 via electronic mail to osers@ops.org

Save Application as a PDF and send via email

Remember to include a Resume and 2 Letters of Reference with your submission

Hard copy submissions will not be accepted

Application for the Omaha School Employees' Retirement System Board of Trustees - "Business Representative"

Name: Patrick Bourne
Email Address:
Mailing Address:

Telephone Number (home):
Telephone Number (work):
Telephone Number (cell):

Employment Status: X Actively Employed [] Retired [] Other

Current Employer:

Medica

How long have you worked for this employer?

1 year

Will you have the availability to participate in 11 daytime/evening meetings each year and one or two educational workshops that have been multi-day?

(monthly daytime meetings range from 30 minutes to 2 hours - and - educational workshops range 3 - 4 days)

YES NO

1. Provide a brief history of your education and employment background.

I have a finance degree from the University of Nebraska Omaha and a law degree from Creighton University. I have been in the Insurance and financial services industry for most of my career. I was a Senior Vice President at Blue Cross and Blue Shield of Nebraska for 11 years with responsibility for all sales, service, financial reporting and human resources. I spent 2 years as the Local Practice Leader for Aon Consulting Services and am now the Nebraska Market Leader for Medica. Additionally, I served for 8 years as a Nebraska State

Senator and spent all 8 of those years on the Retirement Committee working extensively with the state retirement plans.

2. How do your experiences and expertise as a business person qualify you for an appointment to the Board of Trustees?

I believe that my experience in the business world qualifies me uniquely to be of value as a business person representative on the Board of Trustees. My experience as a State Senator will provide significant value to OSERS. I developed and maintain to this day countless relationships within the State Capitol. I served on the Retirement Committee for 8 years working on all of the retirement plans that the State has oversight on. While I recognize that OSERS is outside of the state purview, working with the plan actuaries and attorneys over the years has given me significant insight and understanding on how retirement plans work.

3. Provide a brief history of your training (if any) in pension and/or retirement administration management.

As mentioned above, I served on the state legislature's retirement committee. I carried multiple pieces of legislation improving and modifying the various plans. In order to provide effective advocacy to the legislation, I worked hard to understand how the retirement plans worked from both an actuarial perspective and from a legal perspective.

4. Describe your understanding of what it means to be a fiduciary?

I believe that a fiduciary acts in a position of trust relative to the assets of another person or a beneficiary. Generally, a fiduciary takes care of the assets of another person. In my role as a legislator, I assumed the role of a fiduciary, not from a legal perspective, but from a personal ethical perspective. I was asked several times to carry legislation that I felt was not in the best interests of the plan or the beneficiaries. I declined to carry such legislation as I felt a self-imposed responsibility to the beneficiaries of the particular retirement plan. In my role as a health care leader, I feel a fiduciary responsibility to make decisions relative to a client's health plan that balance the interests of the plan with the interests of the beneficiaries. When I think of synonyms to the word fiduciary, words like ethical, honest, and sacred come to mind

5. Describe any other pension system or related activities in which you are or have been involved.

In addition to the pension work that I did as a State Senator, I served for many years on the 401k committee at Blue Cross and Blue Shield of Nebraska. That plan had assets in excess of \$140 million. In that role the committee selected the administrator for the plan, the funds that the 401k plan would offer to the beneficiaries, compliance with federal and state laws and other administrative functions. I was involved in several RFP's where we selected a new plan administrator.

6. Describe any community service activities in which you are or have been involved.

I have been involved in many community activities. I have served on the Holy Name Housing Authority and am currently the Board Chair for the Concord Mediation Center.

7. Do you anticipate there to be any possible conflict(s) of interest currently with you serving on the Omaha School Employees' Retirement System Board of Trustees? If yes, please explain/disclose.

No

Please create an ESSAY document to answer the following ESSAY questions. Attach your ESSAY document to this application. Your essay must be limited to no more than 750 words.

Why do you want to serve as an appointed OSERS Trustee?

See separate attachment

Patrick Bourne Essay on “Why do you want to serve as an appointed OSERS Trustee”

I believe that public schools are the bedrock of any community, and that strong public schools are essential for the health and well-being of its students, staff, and community at-large. I also believe in public service, having served in the Nebraska Legislature for 8 years followed by an unsuccessful run for the Omaha School board. I believe that my experience could be an asset to the OSERS board.

As a former OPS student and a current OPS taxpayer, I read with interest the situation with the Omaha Schools Pension fund. For OPS to excel, it needs good teachers and staff. I am concerned that smart young teachers and staff might not go to work for OPS due to concerns with the pension. A sound retirement plan will help lead to a secure, content workforce that will ensure that OPS students succeed. This is a win for Omaha and for Nebraska.

I believe that I can bring three things to OSERS; experience, relationships, and a strong commitment to Omaha Public Schools. As a former State Senator, I served on the Education Committee and the Retirement Committee. I worked with interested parties to develop, introduce, and pass legislation that made the state regulated retirement plans more efficient. I worked with the pension actuaries, and, due to my 8 years serving on the Retirement Committee, I have a strong understanding of how the pension plans work. I also had a variety of roles while I was a Senior Vice President at Blue Cross and Blue Shield of Nebraska. One of the roles that I enjoyed the most was serving on the 401k committee for many years. I have a strong understanding of what makes a 401k plan strong and stable.

During my time as a State Senator, I learned how to work with various constituencies, all with different ideas as to what constitutes success. In addition to being able to work with all types of interests and people, I understand how important relationships are. I have strong relationships across government, including in the governor’s office and the legislature. I also have deep relationships in the business community in Omaha and across the state. These relationships could be helpful as OSERS pursues legislation on pensions and could be used in a wide array of other issues as well.

I have long been a supporter of the Omaha Public School system. I carried several pieces of legislation while I was a state senator on behalf of OPS and took a leadership role in the one city one school district debate, fighting to keep OPS intact for the benefit of its students.

One of Nebraska’s greatest strengths is our public schools. As the biggest school district in the state, it is essential Omaha Public Schools has the resources it needs to recruit the

best teachers and staff so that they can educate our state's future workforce. A strong pension is key to this equation, and I believe that using my experience, relationships, and commitment to the success of OPS, I can help OSERS strengthen the OPS pension fund now and in the future.

Patrick J. Bourne

Professional Resume

**Medica
Present****2019-**Market Leader

Responsibility for creating market presence in Nebraska and Iowa

Aon Risk Solutions**2017-2019**Senior Vice President/Local Practice Leader

Responsibility for new sales and retention for the Health & Benefits Practice in the Omaha office

- Implemented various strategies to improve office morale and performance.
- Created regular Account Executive and Specialist training to fully implement Aon's capabilities.
- Created a program with the Property & Casualty side of Aon Omaha to improve teamwork and increase sales.
- Deployed a team concept to improve client service and retention.

**Blue Cross Blue Shield of Nebraska (BCBSNE)
– 2016****2001**Senior Vice President – Sales and Account Services**2013 - 2016**

Responsibility for all Sales and Service, Human Resources and Marketing/Communication

- Built a best-in-class large group sales team and led the strategy that sold over 23,000 new lives for 1/1/17; the most successful sales year in the history of BCBSNE.
- Led the public relations campaign when Catholic Health Initiatives (CHI) our largest provider group, left our network. The campaign contributed to the settlement with CHI, reducing their rates with minimal loss of business to BCBSNE.
- Completely restructured the marketing communications area to build the BCBSNE brand among millennials in preparation for the expansion of the individual market.
- Secured \$3.5 million in state funding for the state's medical records project (NEHII), which, when fully functional, will save BCBSNE millions of dollars in administrative costs and duplication of services. Additionally, secured statutory language requiring membership in NEHII in order to bid on the state's Medicaid managed care contracts.

- Changed broker commission structure to per member per month without impact to BCBSNE membership, saving BCBSNE \$3 million annually.

Vice President - Sales, Account Service and Government Affairs

2005-2013

Started with responsibility for large group service and government affairs. Over time, assumed responsibility for large group sales and service, small group sales and service, individual sales and service and Medicare sales.

- Sold the University of Nebraska Student Health Plan, a new market previously unattainable due to eligibility issues, resulting in an additional 7,000 insured contracts, building brand awareness among this emerging demographic.
- Created the hospital partnership plan by establishing an additional tier that incentivizes hospital employees to use their employer's services. Resulted in approximately 15,000 new lives in 2016 for an annual revenue of \$10.4 million.
- Combined the individual and small group sales teams, thereby reducing costs while increasing production. Additionally, redesigned the individual product, increasing market share 18% in 12 months, marking the first time in the company's history that the individual product was profitable.
- Reorganized the small group sales and service unit by enhancing broker loyalty programs, improving the existing service model, upgrading IT processes and creating a small group quote tool, increasing market share from 11% to 48%.
- Upon acquisition of the large group service area, performed a complete talent assessment, identifying training gaps and replacing low performers. Created a different service model complete with measurable performance criteria and developed a continuous training program. Improved and established relations with the broker community. These activities led to an increase in our annual retention numbers from 94% to 98/99% with one year of 100% ASO persistency. This increased retention has resulted in an increase in revenue as well as an increase in annual sales.
- Worked with U.S. Senator Ben Nelson to insert medical loss ratio language in the Affordable Care Act to mirror BCBSNE 5-year average.

Vice President of Government Affairs

2003-2005

Responsible for political and regulatory relationships at the local, state and national level.

- Increased political visibility by participating in the Chamber Political Action Committee.
- Doubled PAC participation, increasing the number of candidates supported by BCBSNE.
- Created an internal team of subject matter experts to improve efficiency and effectiveness of policy decisions making.
- Worked with the Governor of Nebraska to create a unique program for the State prison population, saving the state approximately \$3 million per year, while increasing revenue for BCBSNE by \$1 million annually.

Staff Attorney

2001-2003

Responsible for IT contracts and real estate leases.

- Created a review system whereby all IT and real estate lease contracts were reviewed and approved within a maximum of 2 weeks.

Nebraska State Senator for District 8 1999-2006

State senator, served on judiciary, insurance, appropriations, education and retirement standing committees, as well as special committees such as the redistricting committee and chair of the Hergert impeachment committee.

- As an appropriations committee member, helped craft a \$5 billion biennial budget.
- As chair of the Judiciary Committee, passed legislation that limited the manufacturing of methamphetamine and worked with the FBI to create a missing persons clearinghouse.

Education

J.D., Creighton University School of Law, Omaha, NE

1997

B.S., University of Nebraska-Omaha

1994

- Magna Cum Laude
- Golden Key National Honor Society

Community Involvement

Board member, Highway to Health	2014-2016
Board member, Consortium Health Plans	2013-2016
BCS Marketing Advisory Board	2013-2016
Board member, Nebraska Health Information Initiative	2012-2016
President and board member, Concord Mediation Center	2009-present
Public Policy Committee, Omaha Chamber of Commerce	2009-2013
Nebraska Power Review Board	2007-2011
Board member, Holy Name Housing Corporation	2000-2013

References for Patrick Bourne's Application for OSERS Trustee

Senator Mike Flood. mflood@newschannelnebraska.com.

Mike is a former State Senator, a current candidate for the Nebraska Legislature and President of Flood Communications.

Kristin Williams. kristinw@sherwoodfoundation.org

Kristin is the Director of Community Initiatives at The Sherwood Foundation