

NORTHWEST ARIZONA EMPLOYEE BENEFIT TRUST
DRAFT - Minutes of Board of Trustees Trust and Organizational Meeting
Wednesday, November 15, 2023 9:30 A.M.

Trustees Present:

Toby Cotter, Bullhead City
Bobbie Kimelton, Lake Havasu City
Rebecca Stone, Lake Havasu Unified School District #1 (LHUSD#1)
Krista Toschlog, City of Kingman

Others Present:

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| Danielle Marshall, Bullhead City | Mike Murray, LHUSD#1 |
| Brittney Bayliss, Lake Havasu City | Stephanie Moore, GBS |
| Phylicia Martel, City of Kingman | Laura Montini, GBS |
| Sydney Crow, Bullhead City | Valerie Velez, GBS |

Vendors Present:

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| Rachele Martin, BCBSAZ | Jennifer Huppenthal, American Health Group |
| Jake Goll, Navitus | Ray Jennings, American Health Group |
| Lisa Thompson, Navitus | Casey Lawton, Ameritas |
| Kelly Schoonmaker, AmeriBen | |

1. Call to Order

Chairperson Stone called the meeting to order at 9:31 A.M.

2. Roll Call

Trustees Stone, Cotter, Kimelton and Toschlog of the Northwest Arizona Employee Benefit Trust were present.

3. Discussion and Possible Action Regarding an appeal for a Non-Emergent ER Claim. Medical Claim Appeal.

Trustee Cotter made a motion to approve the appeal, Trustee Toschlog seconded the motion and the motion passed unanimously.

4. Discussion and Possible Action Regarding an appeal for an Rx Benefit Exception

Trustee Toschlog made a motion to approve the appeal, Trustee Kimelton seconded the motion and the motion passed unanimously.

5. Discussion and Possible Action Regarding Approval of the August 23, 2023, Regular Meeting and Executive Session Minutes. *Trustee Cotter made a motion to approve the August 23, 2023 Regular Meeting and Executive Session Minutes as presented, Trustee Kimelton seconded the motion, and the motion passed unanimously.*

6. Discussion and Possible Action Regarding Approval of the June, July, August and September 2023 Trust Financials.

Stephanie Moore from GBS presented a financial review through September 30, 2023 of the current plan year and asked for approval of the financial reports.

Trustee Toschlog made a motion to approve the June, July, August and September 2023 Financials as presented, Trustee Kimelton seconded the motion, and the motion passed unanimously.

7. Discussion and Possible Action Regarding Acceptance of the June 30, 2023 IBNP and Reserve Target Letter.

Valerie Velez from GBS presented the June 30, 2023 IBNP calculation and the Reserve Target Letter from the Trust's actuary, Cheiron.

Trustee Toschlog made a motion to accept the June 30, INBP calculation, Reserve Target Letter from Cheiron, Trustee Cotter seconded the motion, and the motion passed unanimously.

8. Medical Claims Report

Kelly Schoonmaker from AmeriBen provided Trustees with a report on medical claims incurred from July 1, 2022 through June 30, 2023 and paid through September 30, 2023 and Network Utilization. Kelly also provided a recommendation that Trustees consider Chronic Disease Management programs for Hyperlipidemia, Hypertension, Diabetes and Depression as well as consider a focus on Health Baby and Maternity Wellness.

No action taken.

9. Medical Management Report

Jennifer Huppenthal from American Health Group provided a report on Utilization Management, Case Management and Patient Advocacy Program utilization.

No action taken.

10. Medical Network Report

Rachele Martin from BCBSAZ shared an update on the BCBSAZ Gold Card and Prosano products, which are available to clients on the BCBSAZ administration platform. Rachele also presented areas that other employers are focusing on which included family forming, fertility and menopause solutions.

No action taken.

11. Prescription Claims Report

Lisa Thompson and Jake Goll provided Trustees with a report on claims, utilization and rebates for the period of July 1, 2022 – June 30, 2023 noting that plan paid is down 20.8% from the prior plan year and rebates totaled \$1,302,930 which is an increase of 5.8% over the prior plan year.

No action taken.

12. Dental and Vision Report

Casey Lawton from Ameritas provided some plan design considerations for the 2024-25 plan year including a lifetime dental deductible, adding coverage for cosmetic teeth whitening and an enhanced hearing program. Casey also shared that the Trust already has access to a hearing discount program and he will send marketing materials to GBS for distribution.

13. Employee Assistance Program and Life Update

Stephanie Moore from GBS provided a utilization report for the employee assistance program and presented some life insurance plan design changes for consideration in the 2024-25 plan year from The Standard.

14. Discussion and Possible Action Regarding the Wellbeing Program

Laura Montini from GBS provided updates on Virgin Pulse enrollment, recent events, wellbeing trends and upcoming events. Laura also shared a weight loss program and some results from the wellbeing/benefits survey.

No action taken.

15. Discussion and Possible Action Regarding the 2023-24 Risk Management Plan.

Stephanie Moore from GBS presenting the 2023-24 Risk Management Plan.

Trustee Cotter made a motion to approve the 2023-24 Risk Management Plan as presented. Trustee Kimelton seconded the motion and it passed unanimously.

16. Administrative Update

Stephanie Moore from GBS formally introduced Valerie Velez the new GBS Account Manager assigned to NAEBT. City of Kingman was congratulated on being named a Best in Class Employer for the second year in a row by Gallagher from their participation in the annual benchmarking survey. Stephanie shared that the Kingman GBS office is permanently closed and that GBS staff is primarily working from home. The results of the employee wellbeing and benefits survey will be distributed to the HR administrative group for review and Laura will be setting up calls to discuss the results. Stephanie also stated she will be traveling to Lake Havasu City on the November 16, 2023 to tour the Community Health Facility.

No action taken.

17. Future Agenda Items

None noted other than the items Trustees noted during the vendor reports.

18. Individual Entity Reports

City of Kingman – Krista Toschlog shared that they are recruiting for a new City Manager and that GovHR USA is conducting the recruitment. Everything is going well and that they still recruiting for police and some other hard to fill engineering positions. Krista thanked American Health Group again for the partnership stating how much they appreciate the Patient Advocacy Program and stated they continue to refer employees to the EAP and she appreciates that partnership as well. Krista welcomed Valerie to the team.

Bullhead City – Toby Cotter welcomed everyone to the Bullhead City and the Bullhead Belle and thanked the vendors for great reports. Toby stated he welcomes the discussion regarding women and baby health as well as all of the other suggestions and recommendations brought forth. Danielle introduced Sydney Crow who will be handling the benefits area for Bullhead City moving forward. Toby added that the new hospital opened last week and it is available for tours if anyone wanted to look at it. Toby finished by sharing that Mohave football beat Lake Havasu City football and that Jess wore a Mohave football jersey for the day.

Lake Havasu City – Bobbie Kimelton shared that they recently hired Ron Foggin as an interim Public Works Director while they conduct a national recruitment for the position. They also hired an Airport Manager that is a retired Major General from the Air Force with extensive experience. Bobbie also stated that they are working hard to promote the wellbeing program HR Department and that the recent mammogram was well received. Brittney Bayliss shared that the file feed to AmeriBen is now active and reiterated appreciation for the patient advocacy program with American Health Group. Brittney also mentioned she is excited to a demo the Sword program that they were introduced to at the AmeriBen Conference. *Lake Havasu Unified School District* - Becky Stone stated that the school year is going well and stated how much she appreciates the vendor reports and suggestions as we move towards the renewal meeting in February. She also stated her support for a focus on women's health, weight management and the hearing discount program. She reported that they have seen a shift in enrollment to the HSP since increasing the education to employees.

Mike Murray thanks the GBS team and the vendor partners for the support to the School District and the plan participants.

No action taken.

19. Next Meeting Date

The next meeting is scheduled in Wickenburg on February 7-9, 2024.

20. Call to the Public

There were no comments from the public.

21. Adjournment

Chairperson Stone adjourned the meeting at 12:09 P.M.

Respectfully Submitted,

Stephanie Moore, Recording Secretary