

NORTHWEST ARIZONA EMPLOYEE BENEFIT TRUST
DRAFT - Minutes of Board of Trustees Trust
Wednesday, November 13, 2024 10:00 A.M.

Trustees Present:

Toby Cotter, Bullhead City
Jess Knudson, Lake Havasu City
Rebecca Stone, Lake Havasu Unified School District #1 (LHUSD #1)
Tim Walsh, City of Kingman

Others Present:

Brittney Bayliss, Lake Havasu City	Rachele Martin, BCBSAZ
Lindsay Bitterman, LHUSD #1	Mike Murray, LHUSD #1
Kari Bravata, LHUSD #1	Stephanie Moore, GBS
Sarah Camarena, Bullhead City	Laura Montini, GBS
Bryan Espinoza, Navitus	Travis Pruitt, Bullhead City
Jennifer Huppenthal, American Health Group	Kelly Schoonmaker, AmeriBen
Jeff Jennings, American Health Group	Lisa Thompson, Navitus
Bobbie Kimelton, Lake Havasu City	Krista Toschlog, City of Kingman
Casey Lawton, Ameritas	

1. Call to Order

Chairperson Stone called the meeting to order at 10:02 A.M.

2. Roll Call

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

3. Discussion and Possible Action Regarding Approval of the August 21, 2024, Regular Meeting and Executive Session Minutes and the September 10, 2024 Special Meeting Minutes.

Trustee Walsh made a motion to approve the August 21, 2024 Regular Meeting and Executive Session Minutes and September 10, 2024 Special as presented, Trustee Cotter seconded the motion, and the motion passed unanimously.

4. Discussion and Possible Action Regarding Approval of the June, July, August and September 2024 Trust Financials.

Stephanie Moore from GBS presented a financial review through September 30, 2024, of the current plan year and asked for approval of the financial reports.

Trustee Walsh made a motion to approve the June, July, August and September 2024 Financials as presented, Trustee Cotter seconded the motion, and the motion passed unanimously.

Trustee Knudson joined the meeting at 10:05 A.M.

5. Discussion and Possible Action Regarding Acceptance of the June 30, 2024 IBNP and Reserve Target Letter.

Laura Montini from GBS presented the June 30, 2024 IBNP calculation and the Reserve Target Letter from the Trust's actuary, Cheiron.

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

6. Discussion, Consideration of, and Ratification of NAEBT Subrogation Reduction approved by Chairperson.

Stephanie Moore from GBS presented the NAEBT Subrogation Reduction approved by the Chairperson.

Trustee Walsh made a motion to ratify the NAEBT Subrogation Reduction approved by the Chairperson, Trustee Cotter seconded the motion, and the motion passed unanimously.

7. Discussion, Consideration of, and Possible Action Regarding Subrogation Settlement Policy

Trustee Cotter made a motion to approve the Subrogation Settlement Policy, Trustee Walsh seconded the motion, and the motion passed unanimously.

8. Medical Claims Report

Krista Keller from AmeriBen provided an update on AmeriBen and various innovations and Opportunities for the Trust to consider such as a maternal health program, disease management program, patient advocacy solution, and Caelon Subrogation. Keller also reviewed medical claims incurred 7/1/2023 through 6/30/2024, Paid through 9/30/2024 compared to medical claims incurred 7/1/2022 through 6/30/2023, Paid through 9/30/2023. Trustee Cotter requested to see the number of hospital visits per location on the next report and asked questions regarding AmeriBen's maternal health program.

No motion required

9. Medical Management Report

Jennifer Huppenthal from American Health Group provided a report on Utilization Management, Case Management and Patient Advocacy Program utilization. Trustee Cotter inquired about American Health Group's Maternal Health Programs.

No motion required.

10. Medical Network Report

Rachele Martin from Blue Cross Blue Shield of Arizona (BCBSAZ) reviewed statewide PPO network enhancements and Phoenix Children's Hospital leaving the network. Rachele stated BCBSAZ is expanding their network to new behavioral health providers. Rachele also highlighted the AZ Blue Foundation is focusing on Mental Health this year. Trustee Cotter noted that they have not seen as much utilization with Blue Care Anywhere as they have hoped to. Trustee Walsh inquired about the reason for the restriction of the Mayo Clinic from the plan.

No motion required.

11. Prescription Claims Report

Lisa Thompson and Bryan Espinoza from Navitus provided a report on the prescription drug claims for the period of July 1, 2023, through June 30, 2024 and made recommendations for program enhancements such as Access Guidance Services for GLP-1 medications, Medical Specialty Claims Review and Medical Carve Out. Trustee Cotter inquired about the implications for approving GLP-1 medications for weight loss.

No motion required.

12. Dental and Vision Report

Casey Lawton from Ameritas presented a report on the dental and vision network utilization.

No motion required.

13. GBS Renewal Consideration Items

Stephanie Moore from GBS provided renewal consideration items such as hormone replacement therapy for firefighters, self-insured short-term disability, and a voluntary benefits program for 7/1/25. Trustee Knudson noted that he is in support of benefits that support all employees.

No motion required.

14. Wellbeing Program Report

Laura Montini from GBS provided a report on the Trust Wellbeing Program and results from the Benefits and Wellbeing Program Survey. Laura highlighted that the on-site screening and program participation, population health data, and current trends in the Physical and Emotional Wellbeing space.

No motion required.

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

Stephanie Moore from GBS presented the 2024-25 Risk Management Plan.

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

16. Administrative Update

Stephanie Moore reported that GBS is currently interviewing for the Wellbeing consultant role, the compliance checklist and updates on the three requests for proposals (RFP) taking place. City of Kingman was congratulated on being named a Best-in-Class Employer for the third year in a row by Gallagher from their participation in the annual benchmarking survey. Stephanie also shared she has been assigned an additional client, but assured Trustees that it will not change her level of care for NAEBT. Lastly, Stephanie discussed her experience at the Arizona's Women's Health and FemTech Summit and provided an update on the Mobile Medical Unit.

No motion required.

17. Future Agenda Items

There were no other items noted other than the items Trustees noted during the vendor reports.

18. Individual Entity Reports

City of Kingman – Krista Toschlog expressed gratitude to the vendors for attending the meeting and bringing new ideas and innovations to discuss and to fellow Trustees for the comradery of the group.

Bullhead City – Travis Pruitt shared with the group that things have been going well at Bullhead City and thanked everyone for a great meeting. Toby Cotter thanked everyone for attending the meeting and making the trip to Bullhead City.

Lake Havasu City – Jess Knudson thanked GBS and the vendors for a great partnership and a successful meeting. Knudson also wished the group a happy belated Veteran's Day. He shared that Lake Havasu City held a Veteran's Day breakfast where they were able to thank 109 employees for their service, including Bobbie Kimelton. Lastly, Bobbie Kimelton shared they are in the middle of a comprehensive compensation study and is looking forward to their Health Benefit Fair in March and sees areas of improvement for better education and promotion of the benefits and services available.

Lake Havasu Unified School District – Rebecca Stone expressed thanks to everyone for a great meeting and appreciation that the Trust is focused on providing benefits that benefit every employee.

No motion required.

19. Next Meeting Date

The next meeting is scheduled in Wickenburg on February 5-7, 2025.

20. Call to the Public

There were no comments from the public.

21. Adjournment

Chairperson Stone adjourned the meeting at 12:44 P.M.

Respectfully Submitted,

Laura Montini, Recording Secretary