

NORTHWEST ARIZONA EMPLOYEE BENEFIT TRUST
DRAFT - Minutes of Board of Trustees Trust Meeting
Friday, February 7, 2025, 9:00 A.M.

Trustees Present:

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

Others Present:

Ryan Benetiz, Cheiron	Casey Lawton, Ameritas
Lindsay Bitterman, LHUSD	Phylicia Martel, City of Kingman
Kari Bravata, LHUSD	Rachele Martin, BCBSAZ
Sarah Camarena, Bullhead City	Laura Montini, GBS
Bryan Espinoza, Navitus	Stephanie Moore, GBS
Lisa Enos, Bullhead City	Mike Murray, LHUSD
Mike Groeger, BCBSAZ	Terri Myers, Lake Havasu City
John Hatz, GBS	Ryan Olson, Cheiron
Mike Hensley, Jones, Skelton & Hochuli	Kelly Schoonmaker, AmeriBen
Jennifer Huppenthal, AHG	Brittney Sertic-Bayliss, Lake Havasu City
Jeff Jennings, AHG	Lisa Thompson, Navitus
Krista Keller, AmeriBen	Krista Toschlog, City of Kingman
Bobbie Kimelton, Lake Havasu City	Daniela Zubic, GBS
Anthony Kozlowski, Lake Havasu City	Kristina Zwickl, GBS

1. Call to Order

The meeting was called to order by Chairperson Stone at 9:06 A.M.

2. Roll Call

All trustees were present including Chairperson Stone representing Lake Havasu Unified School District #1, Jess Knudson representing Lake Havasu City, Tim Walsh representing City of Kingman, and Toby Cotter representing Bullhead City.

3. Discussion and Possible Action Regarding Approval of the November 13, 2024 Regular Meeting Minutes

Trustee Knudson made a motion to approve the November 13, 2024 Trust Meeting Minutes as presented without changes, Trustee Walsh seconded the motion, and the motion passed unanimously.

4. Discussion and Possible Action Regarding Approval of October, November and December 2024 Financials

Trustee Knudson made a motion to approve the October, November, and December 2024 Financials as presented, Trustee Walsh seconded the motion, and the motion passed unanimously.

5. Discussion and Possible Action Regarding the June 30, 2024 Financial Audit Report

Stephanie Moore from GBS presented the financial audit as prepared by Alan Noudali, CPA as of June 30, 2024.

Trustee Walsh made a motion to accept the audit, Trustee Knudson seconded the motion, and the motion passed unanimously.

6. Discussion and Possible Action Regarding Dental Claims Administrator Request for Proposal. May go into executive session pursuant to ARS Sec. 38-431.03 (A) (3 and 4).

Stephanie Moore from GBS presented the proposals from the Dental Claims Administrator RFP. Stephanie noted that on the basis on claims funding costs, administrative fees and member disruption, Ameritas and Delta Dental were selected as finalists.

Trustee Cotter made a motion to approve a contract with Ameritas for Dental Claims Administrator services based on the proposal provided and to authorize the Chairperson to execute the contract following review and approval by the Trust Attorney. Trustee Walsh seconded the motion, and the motion passed unanimously.

7. Discussion and Possible Action Regarding Vision Claims Administrator Request for Proposal. May go into executive session pursuant to ARS Sec. 38-431.03 (A) (3 and 4).

Stephanie Moore from GBS presented the proposals from the Vision Claims Administrator RFP. Stephanie noted that on the basis on claims funding costs, administrative fees and member disruption, VSP/Ameritas and VSP Direct were selected as finalists. A discussion followed regarding the benefits and challenges to the VSP/Ameritas partnership.

Trustee Walsh made a motion to approve a contract with VSP for Vision Claims Administrator services based on the proposal provided and authorize the Chairperson to execute the contract following review and approval by the Trust Attorney. Trustee Knudson seconded the motion, and the motion passed unanimously.

8. Discussion and Possible Action regarding Approval to Contract with Guardian for Self-funded Short-term Disability

Stephanie Moore from GBS presented the ASO fee provided by Guardian for the administration of Short-term Disability. Stephanie also reviewed the funding rate from

Cheiron for this service. Lake Havasu City and Bullhead City elected to participate. Lake Havasu Unified School District and City of Kingman chose not to participate at this time.

Trustee Cotter made a motion to approve a contract with Guardian for Self-funded Short-term Disability services based on the proposal provided and authorize the Chairperson to execute the contract following review and approval by the Trust Attorney. Trustee Knudson seconded the motion, and the motion passed unanimously.

9. Discussion and Possible Action regarding Contracting for Voluntary Benefits

Stephanie Moore from GBS introduced Megan Stavros from GBS to present the Voluntary Benefit quotes from Symetra and the Standard. Trustees asked Megan several questions regarding the quotes and process to implement.

Trustee Walsh made a motion to approve a contract with Symetra for Voluntary Benefit services based on the proposal provided and authorize the Chairperson to execute the contract following review and approval by the Trust Attorney. Trustee Knudson seconded the motion, and the motion passed unanimously.

The meeting recessed at 9:35 a.m. and resumed at 9:50 a.m.

10. Discussion and Possible Action Regarding the Results of the Underwriting Report for Mohave County

Ryan Benitez, from Cheiron, presented the underwriting of Mohave County for NAEBT membership. Ryan reviewed the comparisons between the two plans. Ryan stated if NAEBT were to offer Mohave County membership, Cheiron's recommendation would be to offer rates 20-25% higher than NAEBT's current rates. Trustees discussed the future benefits of Mohave County joining the Trust, and the current concerns of the matter.

Trustee Cotter made a motion to request a letter from Mohave County detailing their desire to join NAEBT should they want to join the Trust in the future. Trustee Knudson seconded the motion, and the motion passed unanimously.

11. Discussion and Possible Action Regarding the Results of the Underwriting Report for Western Arizona Council of Government

Ryan Benitez, from Cheiron, presented the underwriting report for Western Arizona Council of Government (WACOG). Stephanie Moore mentioned at the time the report was requested, there was a chance for specific legislation to be passed to make it possible for WACOG to join the Trust. At the time of the meeting, it is not possible for WACOG to join NAEBT.

12. Discussion and Possible Action Regarding the 2025-2026 Benefits and Rates

Stephanie Moore from GBS introduced the benefit changes and rates discussed at the Work session. A discussion followed regarding the Access Guidance program for GLP-1 medications. Trustee Cotter expressed his interest in coverage for GLP-1 for weight loss. A discussion followed regarding raising the life insurance benefit.

Trustee Walsh made a motion to approve the 2025-26 Benefit Changes and Funding Rates as discussed and presented, Trustee Cotter seconded the motion, and the motion passed unanimously.

13. Discussion and Possible Action Regarding Approval of the 2025-26 Administrative Vendor Contract Amendments

Stephanie Moore from GBS presented the following vendor's who will have contract amendments effective July 1, 2025.

- 1.) AmeriBen
- 2.) BCBSAZ
- 3.) Jones, Skelton, and Hochuli
- 4.) American Health Group

Trustee Cotter made a motion to authorize the Chairperson to execute the 2025-26 vendor contract amendments as reviewed by the Trust attorney, Trustee Walsh seconded the motion, and the motion passed unanimously.

14. Reinsurance Renewal Authorization

Trustee Cotter made a motion to authorize the Chairperson to bind the reinsurance renewal that is in the best interests of the Trust, Trustee Walsh seconded the motion, and the motion passed unanimously.

15. Discussion and Possible Action Regarding the Storage, Maintenance and Operation of the NAEBT Wellbeing Vehicle

Stephanie Moore from GBS proposed the various options for storage, maintenance, and operation of the NAEBT Wellbeing Vehicle.

Trustee Walsh made a motion to direct Merrill Contracting to bring a formal proposal to the next Trust meeting for review, Trustee Cotter seconded the motion, and the motion passed unanimously.

16. Discussion and Possible Action Regarding NAEBT Membership Renewals

Stephanie Moore from GBS presented the membership terms for Bullhead City, City of Kingman, and Lake Havasu City.

Trustee Knudson made a motion to offer Bullhead City membership through June 30, 2028, Trustee Walsh seconded, and the motion passed unanimously.

Trustee Cotter made a motion to offer City of Kingman membership through June 30, 2028, Trustee Knudson seconded the motion, and the motion passed unanimously.

Trustee Walsh made a motion to offer Lake Havasu City membership through June 30, 2028, Trustee Cotter seconded the motion, and the motion passed unanimously.

17. Administrative Update

Stephanie Moore from GBS reminded the entities to complete the Gallagher US Benefits Strategy and Benchmarking survey. The City of Kingman was named a Best-in-Class employer in the prior year's survey. Stephanie thanked Laura Montini from GBS for her efforts to organize this renewal meeting. Stephanie also thanked the group for their time each year at the renewal meeting.

18. Individual Entity Reports

Tim Walsh, City of Kingman, stated things are going well in Kingman. Krista Toschlog, City of Kingman, thanked everyone for a great renewal meeting.

Toby Cotter, Bullhead City, thanked everyone for a great meeting and continued partnership. Cotter thanked Stephanie Moore for her efforts at this meeting and stated his excitement for the growth in Mohave County.

Jess Knudson, Lake Havasu City, thanked the vendors and Gallagher team for their time. Jess welcomed Tim Walsh to his first renewal meeting and shared his appreciation for his questions and thoughts. Jess shared his hope for member education at upcoming open enrollment meetings. Brittney Bayliss-Sertic, Lake Havasu City, mentioned the City's first ever Health and Wellness Fair scheduled for March 31, 2025. Terri Myers, Lake Havasu City, shared her appreciation for her first renewal meeting and the efforts that go into the benefit choices.

Rebecca Stone, Lake Havasu Unified School District, shared things are going well at the school district. Stone shared her appreciation for Mike Hensley's presentation and reminder regarding their fiduciary duty.

19. Future Agenda Items

Future Agenda Items include rates for increased life insurance benefits and rates for the Storage, Maintenance, and Operation of the Mobile Medical Unit.

20. Next Meeting Date

The next meeting date is set for May 7, 2025, at Lake Havasu Unified School District.

21. Adjournment

Chairperson Stone adjourned the meeting at 11:55 A.M.

Respectfully Submitted,

Laura Montini, Recording Secretary