



**Minutes of Board of Trustees Special Trust Meeting
FINAL
Thursday, March 24, 2022 – 1:00 p.m.**

The following Trustees were present and a quorum was met:

Ryan Hackmann, Chairperson	Desert View Schools
David Coolidge, Vice-Chairperson	City of Winslow
Linda Watson, Treasurer	City of Page
Gary Neiss	Town of Carefree
Jessica Vaughan	Town of Eagar
Pat Nichols	City of Holbrook
Eric Lillis	Kingman Academy of Learning
Raymond Headings	Pine-Strawberry Water Improvement District
Amy Putnam	Town of Parker
Danielle Palma	City of Safford
Katie Melser	Town of Snowflake
Kelsi Miller	Town of Springerville
Richard Marsh	Town of Wellton

The following Alternate Trustees were present:

Rick Ogston	Desert View Schools
Matt Mears	Town of Eagar
Amy Hunt	Kingman Academy of Learning
Rachell French	City of Page
Heidi Wink	Town of Springerville
Sandy Jones	Town of Wellton

The following Vendors were present:

Jennifer Feliciano	Aetna
Noemi Carter	Gallagher
Erin Collins	Gallagher
Ilana Share	Gallagher
Amanda Weaver	Gallagher
Michael Hensley	Jones, Skelton & Hochuli
Rick Cajthaml	Meritain
Michael Cote	Meritain

The following Guests were present:

Bobby Fendley	Fendley Benefits
Yvonne Gearing	Kingman Academy of Learning
Leah Smart	Town of Parker
Michelle Hagerty	The Orientation Company

1. Call to Order

The meeting was called to order at 1:00 p.m. by Ryan Hackmann, Chairperson.

2. Roll Call

Amanda Weaver, Gallagher, performed roll call.

3. Discussion, Consideration of and Possible Action Regarding Approval of the February 10, 2022 Trust Work Session Meeting Minutes and the February 11, 2022 Trust Annual Conference Meeting Minutes and Executive Session Trust Minutes

Amanda Weaver made note that she had forgotten to send the Executive Meeting Minutes secure to Trustees prior to the meeting; therefore, stated that they would be added to the next Trust agenda for approval. Ryan Hackmann asked for a motion to approve the February 10, 2022 Work Session Meeting Minutes and the February 11, 2022 Trust meeting minutes.

Eric Lillis made a motion to approve the minutes and Linda Watson seconded the motion.

Motion passed 12-0.

4. Discussion, Consideration of and Possible Action Regarding Award of Employee Assistance Program (EAP)/Mental Health & Substance Abuse Services and HB2350/2502 Services Contract Effective July 01, 2022

Gallagher completed a Request for Proposals (RFP) process for a replacement vendor to replace Holman for the following services:

Employee Assistance Program (EAP)
Mental Health/Substance Abuse Case Management (MH/SA CM)
HB 2350/2502 (First Responder/PTSD) Services (2350/2502)

The RFP was sent to six vendors, plus the incumbent, Uprise.

1. Uprise (incumbent)
2. ACI Specialty, Inc.
3. Cascade
4. Compsych
5. Curalinc
6. Jorgensen Brooks Group)
7. Mines & Associates

Four elected not to quote:

1. Uprise (incumbent)
2. ACI Specialty, Inc.
3. Cascade
4. Compsych

After review of the responses, three were selected for interview:

- Curalinc
- Jorgensen Brooks Group)
- Mines & Associates

Gallagher and an advisory committee made up representatives from both the RAGHT and AZLGEBT entities conducted interviews. Based on the results of the interview, it was a unanimous recommendation that the business be awarded to Jorgenson Brooks Group. Erin Collins handled the reference checks by contacting City of Show Low, City of Flagstaff and Coconino County. All references were exceptionally positive.

Gallagher's recommendation was to award the business to Jorgensen Brooks Group for their basic EAP services with a universal six (6) visit per person, per issue, per year benefit, Mental Health Case Management and House Bill 2350/2502. The recommendation was made based on the following:

- JBG is local
- JBG understood the House Bill Procedure
- JBG understood all services bidding for and was most empathic

Erin outlined the following with Trustees:

- RAGHT will continue to pay Mental Health and Substance abuse Case Management charges from the medical line item.
- RAGHT member entities will continue to pay the costs of any HB 2350/2502 first-responder services beyond the six visit EAP benefit.
- RAGHT members will continue to pay the costs associated with Critical Incident services
- RAGHT members will continue to pay the costs of any training not included in the basic EAP contract.

Erin stated that Gallagher, Jorgensen Brooks Group, Meritain, and AHG will work diligently to make the transition as smooth as possible and also work with JBG to schedule Human Resources and Supervisor training.

Ryan Hackmann asked for a motion. Linda Watson made a motion to move to award the agreement for Employee Assistance Program (EAP)/Mental Health and Substance Abuse and HB 2350/2502 Services to Jorgensen Brooks Group effective 07/01/2022 as recommended by staff and to direct the Gallagher to work with the Trust Chairperson and legal counsel to negotiate and execute any agreements, plan amendments and other instruments needed to do so. Ray Headings seconded the motion.

Motion passed 12-0.

5. Discussion, Consideration of and Possible Action Regarding Telemedicine Benefit

Erin Collins, Gallagher, reminded Trustees that during COVID, the Telemedicine Benefit was added to provide care for RAGHT covered members as it had previously been excluded, except for Mental Health. With this change more providers are moving to allow for virtual visits and it is becoming more common. Gallagher spoke to the Actuary, Mike Schionning, and confirmed that there would not be a rate impact adding the Telemedicine to coverage under the RAGHT benefits. Telemedicine would pay as per provider visits as outlined in the Summary Plan Document. For the EPO, that means the applicable primary care or specialist co-pays. For the HDHP plans, it means the same once the deductible has been met.

Ryan Hackmann asked for a motion to approve adding Telemedicine to the RAGHT EPO and HDHP benefit schedules effective July 01, 2022 subject to applicable plan co-pay provisions for primary care versus specialist co-pays. Amy Putnam made a motion to approve. Katie Melser seconded.

Motion passed 12-0.

6. Discussion and Possible Action Regarding the ASRS/PSRS Retiree COBRA Premium Subsidy Administration Process

Erin Collins reminded Trustees that this process was discussed at the Annual Conference; however, was not voted on. Erin also reminded Trustees that in order to add this process for Meritain to administer, all entities would need to agree.

Rick Cajthaml, Meritain, went over the process with Trustees, noting that there would not be an additional cost for Meritain to take over the process as follows:

- a. Entity will receive subsidy information from ASRS/PSRS
- b. It is the entity's responsibility to communicate this information to Meritain's COBRA team so they may adjust the member's COBRA premium coupons
- c. A remittance is automatically generated to the entity for the subsidy amount to be paid to Meritain to cover the member's difference of the adjusted premium
- d. Entity sends ASRS/PSRS subsidies to Meritain based on the amount reflected on the remittance
- e. Meritain collects all funds from the entities throughout the month and will reimburse the Trust on the 10th of the next business month

Linda Watson made a motion to have Meritain administer the ASRS/PSRS. Kelsi Miller seconded the motion.

Motion passed 12-0.

Richard Marsh and Sandy Jones with Town of Wellton left the meeting.

8. Administrative Update

Erin Collins and Amanda Weaver, Gallagher, gave a brief overview of the following:

Positive (Forced) Open Enrollment—Erin Collins reminded Trustees that at the Annual Conference Trustees voted that all Employees must re-enroll in benefits due to the amount of changes and the new added Voluntary Benefits; therefore if Employees do not go through Open Enrollment, benefits will be waived effective July 01, 2022.

Use of Enrollers – Erin Collins reminded Trustees of the discussion at the Annual Conference that, if the Voluntary Benefits were added, Benefit Enrollers would be used to enroll all Employees. Gallagher received questions regarding this process and it seemed there was a misunderstanding as to whether the Benefit Enrollers were optional. Counsel requested a Roll Call by each entity on whether to move forward with the enrollers. Amanda Weaver with Gallagher took Roll Call.

Motion passed 11-0.

Must all New Benefits Be Offered? – Erin Collins reminded Trustees that all three Voluntary Benefits must be offered in order for the Trust to receive the \$1.50 discounted from Meritain’s PEPM administration Fee. Erin also reminded the entities that the Voluntary Short Term Disability must be offered as well, except for those entities offering the Employer Paid Short Term Disability.

Aetna Voluntary Benefits – Erin verified with Trustees that Meritain is not able to add the benefits to the monthly billings; therefore they will receive a billing for these benefits.

Short Term Disability Premium – Erin let Trustees know that Meritain is verifying if the Short Term Disability Premiums can be added to the monthly billing.

Dental & Vision Premiums – Erin Collins informed Trustees that it was determined the Dental and Vision Premiums can remain on the monthly billing.

Golden Valley Fire District (GVFD) & City of Tombstone Deficits – Erin Collins informed Trustees that the final deficit amounts were billed to the entities requesting \$4,020.58 from GVFD and \$3,063.34 from Tombstone.

BlueCross BlueShield of Arizona Contract Negotiations – Erin Collins let Trustees know that Trust Legal Counsel, Mike Hensley, is working with BCBSAZ on the upcoming terms of the contract.

9. Next Meeting Date

The next scheduled meeting for RAGHT will be held on Thursday, May 26, 2022 at 8:30 a.m. via teleconference.

10. Call to Public

No Public Request.

11. Adjournment

Ryan Hackmann asked for a motion to adjourn. Katie Melser made a motion. Eric Lillis seconded the motion. The meeting adjourned at 2:08 p.m.