



**Minutes of Board of Trustees Annual Conference Meeting  
FINAL  
Friday, February 24, 2023 8:00 a.m.**

**The following Trustees were present and a quorum was met:**

<b>Ryan Hackmann, Chairperson</b>	<b>Desert View Schools</b>
<b>David Coolidge, Vice-Chairperson</b>	<b>City of Winslow</b>
<b>Linda Watson, Treasurer</b>	<b>City of Page</b>
<b>Gary Neiss</b>	<b>Town of Carefree</b>
<b>Jessica Vaughan</b>	<b>Town of Eagar</b>
<b>Mark Wade</b>	<b>Greer Fire District</b>
<b>Pat Nichols</b>	<b>City of Holbrook</b>
<b>Eric Lillis</b>	<b>Kingman Academy of Learning</b>
<b>Raymond Headings</b>	<b>Pine-Strawberry Water Improvement District</b>
<b>Amy Putnam</b>	<b>Town of Parker</b>
<b>Danielle Palma</b>	<b>City of Safford</b>
<b>Katie Melser</b>	<b>Town of Snowflake</b>
<b>Kelsi Miller</b>	<b>Town of Springerville</b>
<b>Gus Lundberg</b>	<b>Town of Taylor</b>
<b>Richard Marsh</b>	<b>Town of Wellton</b>
<b>Pamela Galvan</b>	<b>City of Williams</b>

**The following Alternate Trustees were present:**

<b>Kandance French-Contreras</b>	<b>Town of Carefree</b>
<b>Rick Ogston</b>	<b>Desert View Schools</b>
<b>Bryce Hamblin</b>	<b>Town of Eagar</b>
<b>Amy Hunt</b>	<b>Kingman Academy of Learning</b>
<b>Karen Norris</b>	<b>Town of Miami</b>
<b>Rachell French</b>	<b>City of Page</b>
<b>Megan Poe</b>	<b>Town of Parker</b>
<b>Cindy Lee</b>	<b>City of St. Johns</b>
<b>Heidi Wink</b>	<b>Town of Springerville</b>
<b>Sandy Jones</b>	<b>Town of Wellton</b>
<b>Kelley Pugh</b>	<b>City of Winslow</b>

**The following Vendors were present:**

<b>Jared Loo</b>	<b>Ameritas</b>
<b>Michael Reich</b>	<b>Cheiron</b>
<b>Michael Schionning</b>	<b>Cheiron</b>

Erin Collins  
John Hatz  
Missy Jenson  
Megan Stavros  
Amanda Weaver  
Sally Wineman  
Michael Hensley  
Rick Cajthaml  
Peggy Thompson  
Maria Lopez  
Jake Goll  
Lisa Thompson  
Bill Ochs

Gallagher  
Gallagher  
Gallagher  
Gallagher  
Gallagher  
Jones, Skelton & Hochuli  
Meritain  
Meritain  
Town of Miami  
Navitus  
Navitus  
Ochs, Inc.

The following Guests were present:

Chase Carlson  
Kara Solis  
Bobby Fendley  
Maria Lopez  
Julie Walker

Benefit Intelligence  
Town of Eagar  
Fendley Benefits  
Town of Miami  
City of Williams

**1. Call to Order**

The meeting was called to order at 8:11 a.m. by Ryan Hackmann, Chairperson.

**2. Roll Call**

Amanda Weaver, Gallagher, performed roll call.

**3. Discussion, Consideration of and Possible Action Regarding Approval of December 08, 2022 Trust Meeting Minutes**

Ryan Hackmann asked for a motion to approve the December 08, 2022 Trust meeting minutes.

Amy Putnam made a motion to approve the minutes and Eric Lillis seconded the motion. **Motion passed 18-0.**

**4. Discussion, Consideration of and Possible Action Regarding Approval of Trust Financials through December 31, 2022**

Ryan Hackmann requested a motion to approve the RAGHT Trust Financials as previously presented at the work session.

Gus Lundberg made a motion to approve the financial report as presented and Ray Headings seconded the motion. **Motion passed 18-0.**

**5. Discussion, Consideration of and Possible Action Regarding Approval of 2021-2022 Trust Audit**

Erin Collins, Gallagher, reminded Trustees that Alan Noudali's is the Trust auditor and that Alan previously worked for the Department of Insurance and wants to ensure that the information he

is providing each year will be what is needed for the examination done every 5 years. The Trust had a clean audit with no issues. A copy has been forwarded to the Director of the Department of Insurance as required by statute. A.R.S. §11-952.01 also requires that a copy of the audit be provided to each RAGHT member entity. The copy included in the meeting packet fulfills the requirement.

Ryan Hackmann asked for an approval of the 2021-2022 Annual Trust Audit. Linda Watson made a motion to approve the 2021-2022 Trust Audit as presented. Katie Melsner seconded. **Motion passed 18-0.**

## **6. Compliance Update**

Sally Wineman, Sr. Vice-President Compliance Counsel, provided Trustees an overview of coverage for telemedicine, pharmacy benefit and cost reporting, pandemic relief, COVID vaccines and testing, preventative services, transgender coverage requirements, and remote worker tax information.

## **7. Discussion, Consideration of and Possible Action Regarding Approval of the Prescription Benefit Manager (PBM) Request for Proposal (RFP) Results**

The Trust voted to go out for RFP for the Prescription Benefit Manager. The process was handled by the Gallagher's internal Pharmacy Practice.

David Coolidge made a motion to move into Executive Session and Raymond Headings seconded. Motion passed unanimously. **Motion passed 18-0.**

The meeting went into Executive Session at 9:05 a.m. with Trustees, Gallagher, Cheiron and Trust Legal Counsel, Mike Hensley. Erin

Eric Lillis made a motion to move out Executive Session and back into Open Meeting session at 9:20 a.m. and Raymond Headings seconded. **Motion passed 18-0.**

In Open Meeting, Linda Watson made a motion to contract with Navitus Health Solutions per the discussion in E-Session and to direct Gallagher to finalize the negotiations and also authorize the Chairperson to sign the final agreement upon review and approval by Trust counsel. Amy Putnam seconded. **Motion passed 18-0.**

## **8. Discussion, Consideration of and Possible Action Regarding the Wellness Portal and Incentives**

Missy Jenson stated that after discussions with the entities during the previous day's Work Session that moving forward with the Wellness Portal no longer seemed to be a good fit RAGHT and that looking into Mental Health vendors and platforms would be more beneficial.

## **9. Discussion, Consideration of and Possible Action Regarding Increase to Employee Guaranteed Issue Amount and Employee Offering at Open Enrollment**

During the Work Session, Bill Ochs with Ochs, Inc./Securian proposed an Open Enrollment offering and an increase to the Employee Voluntary Term Life Guaranteed Issue for Trustees consideration. The offer included to increase Employee Guaranteed Issue Amount from \$200,000 to \$300,000 and allow all active employees to have a special one-time Open

Enrollment (No Health Questions Required) of \$100,000 not to exceed the new Guaranteed Issue amount of \$300,000; both options effective July 01, 2023.

Richard Marsh made a motion to approve the increase in Employee Voluntary Life from \$200,000 to \$300,000 effective July 01, 2023. Additionally, and contingent on SmartBen/Alight being able to program it, to approve a one-time Open Enrollment for Employee Voluntary Life in amounts not to exceed \$100,000 as outlined by Ochs. Gus Lundberg seconded. **Motion passed 18-0.**

**10. Discussion, Consideration of and Possible Action Regarding Adding Legal Shield to RAGHT's Voluntary Benefits Offerings**

During the Work Session, Megan Stavros proposed adding Legal Shield to the Employee Paid Voluntary Benefits Offerings as many of the entities offer it individually today. Megan also explained that if Trustees voted to move forward the offering would be through the Trust and the existing individual contracts would term June 30, 2023 and they could no longer work with their local rep. Richard Marsh made a motion to move forward with offering LegalShield through the Trust to allow all entities to offer the benefit. Gary Neiss seconded the motion. **Motion passed 18-0.**

**11. Discussion, Consideration of and Possible Action Regarding Use of Enrollers**

During the Work Session, Megan Stavros discussed with Trustees using Benefit Enrollers again for Open Enrollment with the option to use throughout the year for New Hires and Qualifying Life Events. Trustees discussed and decided unanimously not to move forward with the Benefit Enrollers. No motion was needed.

**12. Discussion, Consideration of and Possible Action Regarding Vendor Contract Renewals Offerings**

Erin Collins, Gallagher, provided an overview of the following vendors that are up for renewal effective July 01, 2023:

- American Health Group – Utilization Review, Precertification and Case Management
- Navitus - Prescription Benefit Manager
- Jones, Skelton, and Hochuli – Trust Legal Counsel
- Alight - SmartBen Enrollment Portal

Ryan Hackmann asked for a motion. Amy Putnam made a motion to approve the contract renewal offerings and authorize Gallagher to work with the Trust Legal Counsel and Trust Chairperson to sign them effective July 01, 2023. Karen Norris seconded. **Motion passed 18-0.**

**13. Discussion, Consideration of and Possible Action Regarding Benefits and Rates for the 2023-2024 Plan Year**

After discussion of the renewal and various benefit changes, Trustees approved the following changes for 2023-2024: Actuary Recommended Increase assuming the following benefit changes:

- Medical/Rx – 4.5%
- Dental – 0.0%
- Vision - 0.0%

**MEDICAL/RX - DEDUCTIBLE/OUT OF POCKET MAXIMUM**

- No Changes to any of the four Plans

#### **MEDICAL – EPO - \$750 DEDUCTIBLE PLAN**

- Teladoc and Telemedicine – Cover 100% by the Plan
- Hearing Aid Coverage
  - 80% Coinsurance after Deductible
  - Benefit Maximum: Limited to 1 Hearing Aid up to \$1,000 per 3 Year Period

#### **MEDICAL – EPO - \$1,500 DEDUCTIBLE PLAN**

- Teladoc and Telemedicine – Cover 100% by the Plan
- Hearing Aid Coverage
  - 70% Coinsurance after Deductible
  - Benefit Maximum: Limited to 1 Hearing Aid up to \$1,000 per 3 Year Period

#### **MEDICAL – HDHP - \$4,000 DEDUCTIBLE PLAN**

- Teladoc and Telemedicine – Cover 100% by the Plan
- Hearing Aid Coverage
  - 100% Coinsurance after Deductible
  - Benefit Maximum: Limited to 1 Hearing Aid up to \$1,000 per 3 Year Period

#### **MEDICAL – HDHP - \$6,900 DEDUCTIBLE PLAN**

- Teladoc and Telemedicine – Cover 100% by the Plan
- Hearing Aid Coverage
  - 100% Coinsurance after Deductible
  - Benefit Maximum: Limited to 1 Hearing Aid up to \$1,000 per 3 Year Period

#### **DENTAL**

- None

#### **VISION**

- None

#### **WELLNESS**

- Add Entity Wellness Dollars
  - \$250 base + \$15 PEPY for each entity

#### **VOLUNTARY TERM LIFE**

- Increase Employee Guaranteed Issue Amount from \$200,000 to \$300,000
- Allow all active employees to have a special one-time Open Enrollment (No EOI Required) of \$100,000 not to exceed the new Guaranteed Issue amount of \$300,000

#### **EMPLOYEE PAID VOLUNTARY BENEFITS**

##### **Short Term Disability**

- Update census with salary for those entities that offer to have Alight do an upload to update salaries in the system
- Current Employees who elected STD have an opportunity to increase coverage by \$100 based on salary
- Add Legal Shield through RAGHT

Legal Plan  
Employee + Family - \$19.55

Legal Plan/Gun Owner Supplement  
Employee + Family - \$34.50

Identity Theft  
Employee - \$7.15  
Employee + Family - \$13.85

Legal Plan/Identity Theft  
Employee - \$25.70  
Employee + Family - \$31.40

Legal Plan/Identity Theft/Gun Owner Supplement  
Employee - \$40.65  
Employee + Family - \$46.35

Ryan Hackmann asked for a motion. David Coolidge made a motion to approve the benefit changes as reflected above, including rounding premiums up to the nearest even cent number to make them easily divisible by two (2), with Legal Counsel to review new contracts and renewals of or amendments to contracts and to authorize the Trust Chairperson to sign any contracts and/or contract amendments that will become effective July 01, 2023; and Pamela Galvan seconded. **Motion passed 18-0**

**14. Discussion, Consideration of Possible Action Regarding Change to Open Enrollment Timeframe**

Amanda Weaver, Gallagher, discussed moving Open Enrollment one to two weeks prior to May or shortening it by two weeks to help ensure if there were any file feed issues that there would be ample time to correct prior to July 01, 2023. The main concern was if it would extend the Blackout period. Amanda stated that she would check with Alight. The other concern was many of the entities did not want to shorten Open Enrollment and wanted to allow a full four weeks. After some discussion, Trustees agreed not to move forward with making any changes to Open Enrollment.

**15. Discussion and Possible Action Regarding RAGHT Membership Renewals for Greer Fire District, Town of Miami, City of Page, and City of Winslow.**

Erin Collins, Gallagher, informed Trustees that the current membership terms for Greer Fire District, Town of Miami, City of Page, and City of Winslow were all expiring as of June 30, 2023. Erin explained that if the entities are offered renewals and wish to continue membership, 3, 4, and 5 year terms are available at the entity's discretion. If an entity chooses not to continue membership, then notice must be given to Gallagher by April 01, 2023.

Ryan Hackmann reminded Trustees that each Membership Renewal Offering would be handled individually with a motion for each.

Greer Fire District – Raymond Headings made a motion to offer a renewal of membership. Eric Lillis seconded the motion. Greer Fire District abstained from the vote. **Motion passed 17-0.**

Town of Miami – Kelsi Miller made a motion to offer a renewal of membership. Katie Melser seconded the motion. Town of Miami abstained from the vote. **Motion passed 17-0.**

City of Page – David Coolidge made a motion to offer a renewal of membership. Pamela Galvan seconded the motion. City of Page abstained from the vote. **Motion passed 17-0.**

City of Winslow – Linda Watson made a motion to offer a renewal of membership. Amy Putnam seconded the motion. City of Winslow abstained from the vote. **Motion passed 17-0.**

## **8. Administrative Update**

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

Vendor Partner Contacts – Trustees were reminded not to give Members the representative contact information provided to entities for the applicable benefits offered through RAGHT as HR should be the Members’ first point of contact. If a Member is reaching out directly to the vendor, they should be utilizing the phone numbers on their ID Cards.

SmartBen Enrollments – When enrolling a New Hire, all required demographic fields must be completed. If an Employee is waiving benefits, the benefits must note this rather than leaving as incomplete. When these items are not completed correctly, it holds up the file feed for all RAGHT entities.

Medical, Dental, and Vision – When onboarding new hires, please let them know what vendor ID cards to look in the mail for when receiving their ID Cards to avoid the cards being thrown away.

Basic Employer Paid Life – Full-time benefits eligible employees must be added into the SmartBen Portal. Even if these employees waive all other coverages, they must elect the Employer Paid Basic Life.

Qualifying Life Event – All Qualifying Life Events must be handled in SmartBen/Alight within 31 days from the date of the event. It is the responsibility of the Employee and entity to make sure this occurs.

Additional EPO/HDHP and/or Basic Employer Paid Dependent Life – Notify Gallagher by April 1<sup>st</sup> if any entities would like to add additional EPO or HDHP’s or the Employer Paid Dependent Basic Life benefit effective July 01, 2023.

Dependent Life Package

- Spouse \$10,000
- Child \$5,000

Voluntary Term Life

- Those entities that did not transition the VTL when joining RAGHT

Member Entity Contracted Employees – Gallagher has had a number of questions arise across our client list pertaining to member entities hiring contractors (1099) employees versus payroll (W-2) employees. As a reminder, 1099 contractors are currently not eligible for coverage under RAGHT’s Summary Plan Description (SPD). In translation, that means any claims for benefits paid on behalf of an ineligible contractor become the responsibility of the employing RAGHT entity – without dollar limits. If there are any questions on whether an Employee is eligible for benefits through RAGHT, please reach out to Gallagher.

Meritain Billing Issues – Gallagher continually receives notifications for past due terms. Please take the time each month to review your entity billings. When terms are not completed in a timely manner it causes the following issues:

- a. The Entity/Trust are now out of compliance with offering COBRA.
- b. Members could have potentially used benefits they were no longer eligible for
- c. Adjustments need to be made to the billings

Open Enrollment – Due to the number of entities for all of our groups, and also to coordinate schedules with vendors for the Open Enrollment Meetings Gallagher will need to know as soon as possible if an entity would like meetings onsite.

## **9. Next Meeting Date**

The next scheduled meeting for RAGHT will be held on Thursday, June 01, 2023 at 8:30 a.m. via teleconference.

## **10. Call to Public**

No Public Request.

## **11. Adjournment**

Ryan Hackmann asked for a motion to adjourn. David Coolidge made a motion. Amy Putnam seconded the motion. The meeting adjourned at 11:23 a.m.