



FINAL
Minutes of Board of Trustees Quarterly Trust Meeting
Teleconference
Thursday, November 30, 2023, 8:30 AM

The following Trustees were present and a quorum was met:

Ryan Hackmann, Chairperson	Desert View Schools
Linda Watson, Treasurer	City of Page
Pat Nichols	City of Holbrook
Eric Lillis	Kingman Academy of Learning
Karen Norris	Town of Miami
Amy Putnam	Town of Parker
Kristie Allen	Pine-Strawberry Water Improvement District
Danielle Palma	City of Safford
Katie Melser	Town of Snowflake
Kelsi Miller	Town of Springerville
Pamela Galvan	City of Williams

The following Alternate Trustees were present:

Amy Hunt	Kingman Academy of Learning
Morgan Motz	Pine-Strawberry Water Improvement District
Cindy Lee	City of St. Johns
Heidi Wink	Town of Springerville
Geri Judd	Town of Taylor
Sue Bennett	City of Williams
Kelley Pugh	City of Winslow

The following Vendors were present:

John Hatz	Gallagher
Tori Hudson	Gallagher
Amanda Weaver	Gallagher
Michael Hensley	Jones, Skelton, & Hochuli
Rick Cajthaml	Meritain
Marina Phillips-Waddle	Meritain

The following Guests were present:

Jenaya Stringham	Town of Parker
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1. Call to Order

The meeting was called to order at 8:30 a.m. by Ryan Hackmann, Chairperson.

2. Roll Call

Roll Call was taken by Amanda Weaver.

3. Discussion, Consideration of and Possible Action Regarding Approval of the August 17, 2023 Trust Meeting Minutes and Executive Session Minutes

Ryan Hackmann asked if Trustees had any changes to the minutes and if not to please provide a motion to approve as presented. Ryan also reminded Trustees that the Executive Session Minutes must be deleted from email and then deleted from trash folder. Those that printed the minutes, must shred them.

Kelsi Miller made a motion to approve the August 17, 2023 Trust Meeting Minutes and Executive Session as presented. Pat Nichols seconded the motion.

Karen Norris noted there a change to the attendees, that she should be the Trustee and Alexis Rivera the Alternate. Kelsi Miller rescinded her motion. Pat Nichols seconded.

Kelsi Miller made a motion to approve the August 17, 2023 Trust Meeting Minutes and Executive Session with the requested change in Trustee and Alternate Trustee for Town of Miami. Pat Nichols seconded the motion.

The motion passed unanimously **14-0**

4. Discussion, Consideration of and Possible Action Regarding Approval of the RAGHT Financials Through October 31, 2023

Amanda Weaver provided Trustees with an overview of the Trust financials ending October 31, 2023, letting Trustees know that the Cash Position was at \$11,106,450, taking into account the Actuary's Incurred But Not Paid (IBNP) liability of \$1,744,467, the Trust reported an estimated surplus position of \$9,361,983.

Amanda also provided an overview of the large cases, informing Trustees that as of the end of October there were (5) large case over \$75,000 totaling \$674,148.

Amanda Weaver noted that this Plan Year was off to a good start, asked if there were any questions and noted that a motion to approve the financials as presented was needed.

Pamela Galvan made a motion to approve the financials through October 31, 2023 as presented. Kristie Allen seconded the motion.

The motion passed unanimously **14-0**

5. Wellness Update

John Hatz introduced Tori Hudson as the new Wellness Coordinator for RAGHT.

Tori provided an overview of the dates and participation for the following Wellness Screenings:

1. Skin Cancer Screenings
2. Prostate Onsite Project
3. Flu Vaccinations
4. Mammograms

An update and participation numbers were provided for the Omada Program, which addresses Weight Management, Hypertension, and Prediabetes. And Diabetes.

Tori discussed with Trustees that a Wellness Program Survey will be sent out to RAGHT entities to forward to Employees to gauge interest. Also discussed was reigniting the RAGHT Wellness Committee and what that looks like.

Tori provided a reminder that entities due have an individual Wellness Budget that can be used to promote healthy activities and initiatives.

No motion was needed.

6. Discussion, Consideration of and Possible Action 2023-2024 Risk Management Plan (RMP)

John Hatz began by noting that attached was a draft copy of the 2023-2024 Risk Management Plan for the RAGHT. The document outlines the history of the Trust, the organizational structure, previous year's financial performance, benefit offerings and changes, and work goals for the upcoming Plan year.

1. Research Vendor to Handle the Dependent Eligibility
2. Request for Proposal for Benefit Enrollment Portal
3. Plan Benefit Analysis
4. Request for Proposal for Patient Advocacy Services
5. Air Ambulance Coverage Pricing Options
6. Trust Membership Renewals
7. Stop Loss shopping
8. Trustee Annual Educational/Renewal Meeting
9. Wellness Program

Ryan Hackmann asked for a motion to accept the 2023-2024 Risk Management. Pamela Galvan motioned to accept the 2023-2024 Risk Management Plan as presented and Eric Lillis seconded the motion.

The motion passed unanimously **14-0**.

7. Discussion, Consideration of and Possible Action Regarding Renewal Meeting Format and Materials

John Hatz discussed that with the Annual Conference scheduled for February and wanted to verify that the format that was used at the last Annual Conference worked well for the group. Difficulty members face in digesting the large volume of information included in the Renewal meeting packet in advance of the meeting.

1. Splitting the work session packet into two parts:
 - a. An Executive Summary packet with transmittal memos and vendor PowerPoint presentations; and
 - b. The detail packet with the full reports from each vendor.
2. Including in the Executive Summary packet a single sheet/page with the current rates and three pre-priced exemplar options:
 - a. The “no changes” rates assuming the current benefits and only those changes mandated by law;
 - b. A Middle Ground with a handful of suggested changes; and
 - c. A Aggressive Option with more substantial changes (presumably, benefit cuts to offset increases)
3. Added an additional screen to ease viewing and encourage participation by Trustees.
4. Setup of rounds vs. u-shape
5. 2 screens vs. 1 screen
6. Executive Summary Packet vs. Full Detail Packet
7. Pre-priced Benefit Options/Rates vs. Building and Choosing Options at Meeting

Trustees agreed the above format worked and to continue for the upcoming conference.

No motion was needed.

8. Administrative Update

Amanda Weaver gave a brief overview of the following items to Trustees:

- Change in Alternates Trustees – Parker – Trustee; Randy Sullivan
- Benefit Enrollment Portal Request for Proposal (RFP) – By the date of this meeting, the Committee will have reviewed the results and chosen finalists to provide demos. A Special trust Meeting will be held in December or January for Trustees to award the contract.
- Qualifying Life Events - All Qualifying Life Events must occur within 31 days of the event as per Section 125 Regulations. Proper backup documentation; Marriage Certificate, Birth Certificate, Documentation showing loss of coverage or new coverage effective dates, divorce decrees, etc., must be provided before the change can be approved in the SmartBen Portal.
- Medicare D Letters – Letters sent out by Meritain in September to inform members if the Plan they are enrolled under is credible or non-credible. All Plans through RAGHT are creditable. Three Plans offered through RAGHT are credible; EPO \$750, EPO \$1500 and

HDHP \$4,000. The HDHP \$6,900 is no longer creditable due to improvements in the Standard Medicare Part D benefit in the Inflation Reduction Act.

- 2024-2025 Addition or Removal of Medical Plans – Entities were asked to notify Gallagher by January 8th if they were going to add or remove any of the 4 Medical Plans.
- Employer Paid Basic Dependent Life – If entities want to add this benefit, they were asked to let Gallagher know by January 8th.
- Medical/Dental and Vision – Gallagher provided flyers to assist with entities and Members accessing and downloading ID Cards.
- Life Conversion & Portability Coverage – Reminder when Members voluntarily or involuntarily term from the Plan, HR should be providing information that the coverage may be able to continue outside of group coverage if handled within 31 days.
- RAGHT Annual Conference – Conference is scheduled for February 21-February 23, 2024 at the Hotel Valley Ho in Scottsdale, Arizona.

9. Next Meeting Date – RAGHT Annual Conference Wednesday, February 21 - February 23, 2024

10. Individual Entity Updates

Amy Putnam with Town of Parker let Trustees know that a new HR Director, Jenaya Stringham, had been hired and she would be going back to her role as Town Clerk and Jenaya would become the new Trustee for the Town.

11. Call to the Public

No public was present.

12. Adjourn

Ryan Hackmann asked for a motion to adjourn. Amy Putnam made a motion to adjourn. Kristie Allen seconded the motion. The meeting adjourned at 9:07 a.m.

The motion passed unanimously **14-0**.