



**Minutes of Board of Trustees Annual Conference Meeting  
FINAL  
Friday, February 23, 2024 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>Pat Nichols</b>	<b>City of Holbrook</b>
<b>Eric Lillis</b>	<b>Kingman Academy of Learning</b>
<b>Karen Norris</b>	<b>Town of Miami</b>
<b>Kristie Allen</b>	<b>Pine-Strawberry Water Improvement District</b>
<b>Jenaya Stringham</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>Paul Ramsey</b>	<b>City of St. Johns</b>
<b>Gus Lundberg</b>	<b>Town of Taylor</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>Kara Solis</b>	<b>Town of Eagar</b>
<b>Amy Hunt</b>	<b>Kingman Academy of Learning</b>
<b>Megan Poe</b>	<b>Town of Parker</b>
<b>Morgan Motz</b>	<b>Pine-Strawberry Water Improvement District</b>
<b>Brian Richards</b>	<b>Town of Snowflake</b>
<b>Cindy Lee</b>	<b>City of St. Johns</b>
<b>Geri Judd</b>	<b>Town of Taylor</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>Jennifer Huppenthal</b>	<b>American Health Group</b>
<b>Casey Lawton</b>	<b>Ameritas</b>
<b>Rachele Martin</b>	<b>Blue Cross Blue Shield of Arizona</b>
<b>Ryan Benitez</b>	<b>Cheiron</b>
<b>Michael Reich</b>	<b>Cheiron</b>
<b>John Hatz</b>	<b>Gallagher</b>
<b>Tori Hudson</b>	<b>Gallagher</b>

Ross Volk  
Amanda Weaver  
Michael Hensley  
Rick Cajthaml  
Marina Phillips-Waddle  
Maria Lopez  
Jake Goll  
Lisa Thompson  
Bill Ochs

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

The following Guests were present:

Bobby Fendley  
Misty Hatch  
Janelle Victory  
Maria Lopez  
Darren Coldwell  
Nora Yackley

Benefit Commerce Group  
City of Holbrook  
Kingman Academy of Learning  
Town of Miami  
City of Page  
Town of Parker

**1. Call to Order**

The meeting was called to order at 8:00 a.m. by Ryan Hackmann, Chairperson.

**2. Roll Call**

Amanda Weaver, Gallagher, performed roll call. A quorum was met.

**3. Trustee Training**

Michael Hensley, Trust Legal Counsel, provided an overview regarding Trustee Fiduciary Responsibilities, Telehealth, Rx Reporting, Gag Clause and Mental Health Parity.

**4. Discussion, Consideration of and Possible Action Regarding Approval of December 20, 2023 Trust Meeting Minutes**

Ryan Hackmann asked for a motion to approve the December 20, 2023 Trust meeting minutes.

Jessica Vaughan made a motion to approve the minutes and Linda Watson seconded the motion.

**Motion passed 17-0.**

**5. Discussion, Consideration of and Possible Action Regarding Approval of Trust Financials through December 31, 2023**

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

Linda Watson made a motion to approve the financial report as presented and Eric Lillis seconded the motion. **Motion passed 17-0.**

**6. Discussion, Consideration of and Possible Action Regarding Approval of 2022-2023 Trust Audit**

John Hatz, 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 2022-2023 Annual Trust Audit. Pat Nichols made a motion to approve the 2022-2023 Trust Audit as presented. Gus Lundberg seconded. **Motion passed 17-0.**

**7. Discussion, Consideration of and Possible Action Regarding Proposed Changes to the Trust Agreement**

John Hatz, Gallagher, outlined to Trustees the change to the RAGHT Trust Agreement of removal of location of the Principal Office; however, still inform where documents for the Trust may be obtained and sent.

Ryan Hackmann asked for an approval of the change to the Trust Document. Linda Watson made a motion to approve the outlined change. Paul Ramsey seconded. **Motion passed 17-0.**

**8. Discussion, Consideration of and Possible Action Regarding Guidance of Late Member Terms**

Amanda Weaver, Gallagher, provided an overview of issues that could occur due to late Member terms outside of the 31 days noting the ByLaws allow for a 60 day credit minus any claims paid and fees incurred. Trustees discussed and agreed that any costs incurred outside of the premiums paid after date the Member should have been termed will be the responsibility of the entity that incurred the charges.

Trustees discussed a process be brought back for approval and vote at the June Meeting.

**9. Discussion, Consideration of and Possible Action Allowing Increases to the Employee and Spouse Voluntary Benefit and Allow for Child(ren) Open Enrollment Election**

John Hatz provided an overview of the process of allowing Employees/Members to have the opportunity to increase Voluntary Term Life above the Guaranteed Issue and allow Medical Underwriting.

Linda Watson made a motion to allow Evidence of Insurability for Employee and Spouse in the event of a New Hire, Qualifying Life Event and/or Open Enrollment. Child(ren) coverage can be elected at the time of New Hire, Qualifying Life Event and/or Open Enrollment. Jessica Vaughan seconded. **Motion passed 17-0.**

**10. Discussion, Consideration of and Possible Action Regarding Implementing the Patient Advocacy Program through American Health Group**

John Hatz provided an overview of the intent of the offering to assist Covered Members with Medical/Prescription Claims Issues, Precertification of services, and understanding and education of Medical/Prescription benefits.

Kelsi Miller made a motion to implement the Patient Advocacy Program effective July 01, 2024. Karen Norris seconded. **Motion passed 17-0.**

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

John Hatz discussed with Trustees the option of the use of Benefit Enrollers for Open Enrollment due to the implementation of the new Enrollment Portal and an active enrollment. Trustees discussed that they did not feel it was necessary and felt they could handle the undertaking of ensuring their Employees all enroll.

Karen Norris made a motion not to use Benefit Enrollers for Open Enrollment. Pamela Galvan seconded. **Motion passed 17-0.**

#### **12. Discussion, Consideration of and Possible Action Regarding Changes to Skin Cancer Screening Vendor Billing and Claims Process**

Tori Hudson, Gallagher, discussed with Trustees that Gallagher was recently informed by the current vendor that they were going to make significant changes to the process and the cost of the services, which would triple the current cost. Tori noted that she was currently looking for new vendor options.

Karen Norris made a motion not to continue with the current vendor and have RAGHT bring back new options to Trustees. Pamela Galvan Katie Melser seconded the motion. **Motion passed 17-0.**

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

John Hatz, Gallagher, provided an overview of the following vendors that are up for renewal effective July 01, 2024:

- Meritain – Third Party Claims Administrator/COBRA Administrator
- Ameritas – Dental Administrator
- Gallagher – Trust Administration
- Gallagher - Wellness Consulting/Administrator
- Cheiron – Trust Actuary

Ryan Hackmann asked for a motion. Karen Norris 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, 2024. Linda Watson seconded. **Motion passed 17-0.**

#### **14. Discussion, Consideration of and Possible Action Regarding Benefits and Rates for the 2024-2025 Plan Year**

After discussion of the renewal and various benefit changes, Trustees approved the following changes for 2024-2025: Actuary Recommended Increase assuming the following benefit changes:

- Medical/Rx – 4.3%
- 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**

- Hearing Aid Coverage
  - 80% Coinsurance after Deductible
  - Benefit Maximum: Limited to 2 Hearing Aids up to \$1,500 per 3 Year Period

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

- Hearing Aid Coverage
  - 70% Coinsurance after Deductible
  - Benefit Maximum: Limited to 2 Hearing Aids up to \$1,500 per 3 Year Period

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

- Hearing Aid Coverage
  - 100% Coinsurance after Deductible
  - Benefit Maximum: Limited to 2 Hearing Aids up to \$1,500 per 3 Year Period

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

- Hearing Aid Coverage
  - 100% Coinsurance after Deductible
  - Benefit Maximum: Limited to 2 Hearing Aids up to \$1,500 per 3 Year Period

#### **DENTAL**

- Fusion Benefit – Up to \$300

#### **VISION**

- Move to Self-Funded
- Change to a 12/12/12

#### **WELLNESS**

- Annual Wellness Conference

#### **VOLUNTARY TERM LIFE**

- Allow for Evidence of Insurability for Employee and Spouse above the Guaranteed Issue Amount
  - Employee
    - Guaranteed Issue – Up to \$300,000
    - Evidence of Insurability – Up to \$750,000
  - Spouse
    - Guaranteed Issue – Up to \$50,000
    - Evidence of Insurability – Up to \$250,000
- Allow for Election of Coverage at Open Enrollment and Qualifying Life Event for
  - Child(ren) Coverage
    - \$10,000 & 20,000

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

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

- Current Employees who elected a minimum of \$200 in STD have an opportunity to increase coverage by \$100 based on salary

#### **Accident Plan**

- Move to an off/on the job plan with 24 hour coverage
- Increase ground ambulance from \$300 to \$600
- Increase air ambulance from \$1,500 to \$2,500
  - All enhancements at no increase

#### **ADMINISTRATION**

- Implement PlanSource Enrollment Portal
- Active Enrollment
- Patient Advocacy Program
- Mental Health Parity Comparative Analysis
- Medical Management Precert Language Change
  - Infusion/injectable medications over \$1,000 in all settings
- Desert View Schools will no longer offer the EPO \$1,500 PPlan
- Safford will be adding the Employer Paid Dependent Life Benefit
  - Mandatory for Employees that elect to cover Dependents on Medical. Employees can also elect to add if not covering Dependents on Medical
    - \$10,000 Spouse
    - \$5,00 Child

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, 2024; and Pat Nichols seconded. **Motion passed 17-0**

#### **15. Discussion and Possible Action Regarding RAGHT Membership Renewals for City of Holbrook, Kingman Academy of Learning, City of Safford, and Town of Wellton**

John Hatz, Gallagher, informed Trustees that the current membership terms for City of Holbrook, Kingman Academy of Learning, City of Safford, and Town of Wellton were all expiring as of June 30, 2024. John 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, 2024.

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

City of Holbrook – David Coolidge made a motion to offer a renewal of membership. Eric Lillis seconded the motion. City of Holbrook abstained from the vote. **Motion passed 16-0.**

Kingman Academy of Learning – Katie Melser made a motion to offer a renewal of membership. Pamela Galvan seconded the motion. Kingman Academy of Learning abstained from the vote. **Motion passed 16-0.**

City of Safford – Paul Ramsey made a motion to offer a renewal of membership. Eric Lillis seconded the motion. City of Safford abstained from the vote. **Motion passed 16-0.**

Town of Wellton – Pamela Galvan made a motion to offer a renewal of membership. Gus Lundberg seconded the motion. City of Winslow abstained from the vote. **Motion passed 16-0.**

## **8. Administrative Update**

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

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

PlanSource Implementation – Be on the watch for all communications and requests from Gallagher and PlanSource.

Open Enrollment Requests & Information – Watch for emails requesting information for vendors for Open Enrollment

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 06, 2024 at 8:30 a.m. via teleconference.

## **10. Call to Public**

No Public Request.

## **11. Adjournment**

Ryan Hackmann asked for a motion to adjourn. Eric Lillis made a motion. Paul Ramsey seconded the motion. The meeting adjourned at 10:09 a.m.