



FINAL
Minutes of Board of Trustees Quarterly Trust Meeting
Teleconference
Thursday, December 12, 2024, 8:30 AM

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
Misty Hatch	City of Holbrook
Eric Lillis	Kingman Academy of Learning
Karen Norris	Town of Miami
Megan Poe	Town of Parker
Kristie Allen	Pine-Strawberry Water Improvement District
Danielle Nelson	City of Safford
Katie Melser	Town of Snowflake
Kelsi Miller	Town of Springerville
Gus Lundberg	Town of Taylor
Richard Marsh	Town of Wellton
Pamela Galvan	City of Williams

The following Alternate Trustees were present:

Kristen Krey	Town of Carefree
Kara Solis	Town of Eagar
Amy Hunt	Kingman Academy of Learning
Rachell French	City of Page
Morgan Motz	Pine-Strawberry Water Improvement District
Cindy Lee	City of St. Johns
Heidi Wink	Town of Springerville
Sue Bennett	City of Williams
Kelley Pugh	City of Winslow

The following Vendors were present:

John Hatz	Gallagher
Tori Hudson	Gallagher
Jaime Schulenberg	Gallagher
Amanda Weaver	Gallagher
Michael Hensley	Jones, Skelton, & Hochuli

The following Guests were present:
Janell Victory

Kingman Academy of Learning

1. Call to Order

The meeting was called to order at 8:32 a.m. by Ryan Hackmann, Chairperson.

2. Roll Call

Roll Call was taken by Amanda Weaver.

3. Administrative Update

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

- Change in Alternates Trustees – Town of Carefree – Alternate Trustee; Kristen Kray
- Gallagher Team Update – Jaime Schulenberg will be added as the Account Executive for additional support and John Hatz will remain as an Executive Sponsor to provide additional support and oversight as needed.
- 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. All Plans offered through RAGHT are credible; EPO \$750, EPO \$1500 and HDHP \$4,000 and HDHP \$6,900
- 2025-2026 Addition or Removal of Medical Plans – Entities were asked to notify Gallagher by January 10th 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; \$10,000Spouse and \$5,000 Child(ren), they were asked to let Gallagher know by January 10th.
- 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.
- PlanSource Enrollment Portal – Addresses must be updated in the PlanSource Portal to go over on the weekly file feeds to the vendors to update the systems
- RAGHT Annual Conference – Conference is scheduled for February 26-February 28, 2025 at the Hilton Phoenix Tapatio Cliffs Resort, Phoenix, Arizona.

4. Discussion, Consideration of and Possible Action Regarding Approval of the September

26, 2024 Trust Meeting Minutes

Ryan Hackmann asked Amanda Weaver if Trustees had reached out with any changes to the minutes. Amanda noted there was not.

Gary Neiss made a motion to approve the September 26, 2024 Trust Meeting Minutes as presented. Linda Watson seconded the motion.

The motion passed unanimously **17-0**

5. Discussion, Consideration of and Possible Action Regarding Approval of the RAGHT Financials Through October 31, 2024

Amanda Weaver provided Trustees with an overview of the Trust financials ending October 31, 2024, letting Trustees know that the Cash Position was at \$12,246,365, taking into account the Actuary's Incurred But Not Paid (IBNP) liability of \$2,874,019, the Trust reported an estimated surplus position of \$9,372,346. The Trust had a gain of \$1,118,072. Medical was under budget at 94%, Prescription was over at 112%, Dental was under at 81% and Vision was under at 45%.

Amanda also provided an overview of the large cases, informing Trustees that as of the end of October there were 4 large case over \$75,000 totaling \$605,475.

Amanda Weaver noted that this Plan Year was off to a good start running at 82%, asked if there were any questions and noted that a motion to approve the financials as presented was needed.

Eric Lillis made a motion to approve the financials through October 31, 2024 as presented. Gus Lundberg seconded the motion.

The motion passed unanimously **17-0**

6. Wellness Update

Tori Hudson informed Trustees that the Wellness Committee had implemented a new program design to incorporate Quarterly Wellness Focuses (emotional wellbeing, movement and nutrition) which provide additional activities employees can participate in to enhance their wellbeing.

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

1. Health Risk Assessments
2. Skin Cancer Screenings

An update and participation numbers were provided for the Omada Program, which

addresses Weight Management, Hypertension, and Prediabetes. And Diabetes. Tori also discussed with Trustees replacing the Omada Program with a more holistic based program, Digbi Health.

No motion was needed.

7. Discussion, Consideration of and Possible Action Regarding Approval of Contracting with Assured Imaging Women's Wellness (AIWW) for On-Site Skin Cancer Screenings

Tori Hudson reminded Trustees that AIWW was who the Trust was previously contracted with for Skin Cancer Screenings. Last year, they had changed their fees which was a substantial increase. The Trust opted to not contract for the 2024-2025 Plan Year and Gallagher found a vendor to travel onsite for the screenings; however, could not see as many Members and also could not provide Cryo Services. AIWW had a change in management and approached Gallagher to consider contracted again at the following fees:

Previous AIWW rates: \$145 per screening, \$90 lesion removal

AIWW new rates:

\$220 per screening

\$90 removal of 1st premalignant lesion

Trustees discussed and agreed to have Gallagher work on negotiating and contracting.

Ryan Hackamnn asked for a motion. Linda Watson made a motion to contract with AIWW to perform on-site skin cancer screenings and authorize the Chairperson to execute the contract following approval as to form by Trust Legal Counsel. Pamela Galvan seconded.

The motion passed unanimously **17-0**.

8. Discussion, Consideration of and Possible Action Regarding Approval of Adding Hearing and Eye Health Exams to the Upcoming HealthFirst Cardiac and Organ Screenings

Tori Hudson discussed that the Hearing and Eye Health Exams option was brought to Trustees at the September 17th meeting as a potential add-on to the Cardiac & Organ screening. The potential cost would be as follows:

- Cost: \$75 for eyes and \$40 for ears – both processed as a medical claim
 - It is worth noting that the Trust can vote on offering one or the other and does not have to offer both screenings.
 - Cardiac & Organ averages 745 employees per year.
 - Current rough cost: \$145,275
 - Eyes add-on: \$201,150
 - Ears add-on: \$175,075
 - Eyes and Ears add-on: \$230,950

Trustees agreed the offering would be a beneficial add-on to a screening already in place and verified it would not affect annual eye exams. Amanda Weaver verified this screening would be billed as preventative through a list bill screening and an annual eye exam would be processed through Ameritas.

Pamela Galvan made a motion to approve to amend the contract with HealthFirst to perform on-site Eye Health and Hearing screenings and authorize the Chairperson to execute the contract following approval as to form by Trust Legal Counsel. Linda Watson seconded the motion.

The motion passed unanimously **17-0**.

9. Discussion, Consideration of and Possible Action Regarding Approval of Contracting with Jet Dental to Offer a Limited Scope of Onsite Services

Tori Hudson discussed with Trustees that it had been requested to research if there was an opportunity to bring a Dental Onsite Screening. Jet Dental is contracted with Ameritas. Tori went over the following information with Trustees.

- Jet Dental is an in-network Ameritas Dental provider
- Dental cleanings are covered at 100% for plan members
- This is not an additional dental service or benefit to employees – it would simply allow them to receive their yearly dental cleaning onsite vs. at a dentist's office
- Because Jet Dental partners with Ameritas, there is only a fee if minimum amount of patients are not seen (15-25 appointments depending on the location – this is per service, not per patient).

Mike Hensley brought up the concern another group had of taking business away from local dentists. Other entities stated they do not have many dental options for Members, and this would be a nice addition for not having to travel to get a cleaning.

Trustees requested that Tori research further and bring back to Trustees at the Annual Conference.

Linda Watson made a motion to table this item. Kristie Allen seconded.

The motion was approved 17-0

10. Discussion, Consideration of and Possible Action Regarding Change of Contract Pricing Effective January 01, 2025

Tori Hudson informed Trustees that Omada, the Diabetes program vendor, had updated their pricing model effective January 01, 2025 which will impact the initial enrollment fee and the ongoing engagement fees as follows:

Current Fee

Enrollment Fee. Customer shall pay Omada the following fee per Participant upon such

Participant's Program Start Date: \$250.00.

ii. Monthly Outcomes Fee. On a monthly basis, Customer shall pay Omada a per-Participant fee equal to the following: such Participant's Monthly Result Amount for such month multiplied by (i) \$14.00, through the end of the calendar month that includes the one-year anniversary of such Participant's Program Start Date and (ii) \$7.00 for each calendar month thereafter (the "Monthly Outcomes Fee").

Effective January 01, 2025

Engagement-Based Fees. For each Participant, beginning on the Participant's Start Date and on each monthly anniversary thereafter through the end of the Participant's participation in the Program as described in this SOW, Customer will pay Omada the per-Participant amount set forth below provided that the Participant is an Active Participant (the "Engagement-Based Fee"):

For the first twelve (12) months following the Participant's Program Start Date: \$45.00 per month.

For each month thereafter: \$20.00 per month

Program Fee Changes:

Hypertension - \$57 to \$55

Diabetes - \$89 to \$85

Bundle - \$99 to \$95

Tori also let Trustees know that the contract had been reviewed and approved by Trust Legal Counsel and signed by the Trust Chairperson.

Amy Hunt asked if this would affect termination of the contract end of June. Tori stated it would not.

Tori requested that Trustees to ratify the change to the pricing. The pricing will impact all new participants effective January 01, 2025.

Linda Watson made a motion to table this item. Eric Lillis seconded.

The motion passed unanimously **17-0**.

11. Discussion, Consideration of and Possible Action Regarding Change of Potential 2025-2026 Benefit Renewal Items

John Hatz went over the following benefit options Gallagher was requesting Cheiron to price out for the 2025-2026 Plan Year and requested any feedback.

Medical

- Additional mental health resource
- Medical Plan Review
- Remove EPO Low Plan?

- Replace EPO Low plan with an alternative plan design?

Health Savings Account Requirements

Work with Cheiron to review the requirements for the Employer Contributions for those entities that offer the High Deductible Health Plan

Rx

- Medical Rx Carve Out Prior Authorizations
 - Prior Authorizations follow the standard pharmacy turnaround times (within 2 business days of receipt) and the overall process is much like any other pharmacy PA today. PAs for specialty drugs under medical can get lumped into the same pre-certification processes that authorize surgeries and many other medical procedures. At implementation, letters will be sent to impacted utilizing members informing them of the change. These letters are accompanied by phone outreach from a specialized customer care team. The program's specialized member support coordinates with both members and providers to arrange product delivery in accordance with the appointment schedule.
- RxPostCheck
 - Predicated on a voluntary and retrospective approach with outreach primarily to providers on opportunities pertaining to site of care and biosimilar switches and then also with medical carriers regarding payment/billing errors.
- Access Guidance Services for Diabetic GLP-1 medications & High Deductible Health Plan
 - The Plan works with Navitus to provide access guidance services to assist in obtaining copay assistance for certain drugs that have a manufacturer-funded copay assistance program.
 - To take advantage the Member is required to remain enrolled in the manufacturer copay assistance program
 - Amounts paid by the manufacturer or reimbursed to the Member will not count toward the annual out of pocket maximum. Only payments made directly by the Member are allowed towards the out of pocket maximum
 - Once the manufacturer-funded copay assistance is exhausted, Members will pay no more than the benefit design
- Add Expanded Preventive Medications List to HDHP at \$0 member cost-sharing
 - Preventative maintenance medications that are covered by the Plan for those Members on the High Deductible Health Plan
- GLP-1 coverage for weight loss
- Dental
 - Increase Annual Benefit Max
 - Add coverage for adult orthodontia

- Wellbeing
- Consider replacing Omada with Digbi

Trustees agreed that they did not want an Active Enrollment this year.

No action was needed.

12. Next Meeting Date – RAGHT Annual Conference Wednesday, February 26 - February 28, 2025

13. Individual Entity Updates

No updates were provided.

14. Call to the Public

No public was present.

15. Adjourn

Ryan Hackmann asked for a motion to adjourn. David Coolidge made a motion to adjourn. Gary Neiss seconded the motion. The meeting adjourned at 9:30 a.m.

The motion passed unanimously **17-0**.