

**ARIZONA METROPOLITAN TRUST**  
**Final – Minutes of Thursday, April 30, 2015**  
**Quarterly Trust Meeting**

**Trustees Present:**

Dr. Spencer Isom, Chairperson  
Bryant Powell, Vice Chairperson  
James Alcantar, Alternate Trustee  
Sandra King, Alternate Trustee  
Kathy Reyes, Alternate Trustee

**Others Present:**

Susan Brigham, Appellant  
Chris Coyle, Delta Dental of Arizona  
Thomas Doyle, City of El Mirage  
Tanya Edwards, AmeriBen  
John Frick, Navitus (via phone)  
Dawn Hailey, City of El Mirage  
Mike Hensley, JS&H  
Elena Lacy, ECA  
Kathy Morrow, Delta Dental of Arizona (via phone)  
Mike Schionning, Cheiron (via phone)  
Jaime Schulenberg, ECA  
Liz Riley, City of Apache Junction  
Brandy Rossiano, ECA

**1. Call to Order**

The meeting was called to order at 11:03 a.m.

**2. Dental Claims Appeal**

Chairperson Isom asked if Vice Chairperson Powell could take over the meeting for this particular agenda item considering Dr. Isom works closely with the appellant's husband.

Ms. Schulenberg reminded Trustees that this appeal was previously heard at the annual renewal meeting in February and that the appeal was tabled to allow the appellant to provide additional information. Ms. Schulenberg continued that the appellant provided treatment letters as well as x-rays which were sent to Delta Dental for further review.

Kathy Morrow, Delta Dental's Consultant, informed Trustees that the additional information did not change their determination; she added that they had sent the appeal to a third-party for outside review and they concurred that the treatment did not meet the criteria outlined in the AzMT plan document.

The Appellant noted that the treatment plans were from six years ago and over time was additional deterioration and she did not feel she had any choice in the type of treatment received.

Members of the Trust asked what the cost would be if AzMT were to cover the claims. Ms. Schulenberg explained that about \$4,000 in claims were denied but the plan maximum is \$1,500 so the amount payable would be whatever was left of that benefit.

*Alternate Trustee Reyes made a motion to deny the claim, seconded by Vice Chairperson Powell and carried by majority vote with Chairperson Isom abstaining.*

**3. Approval of the February 23 Regular, February 24 Regular and Executive Trust Meeting Minutes**

*Vice Chairperson Powell made a motion to approve the February 23, February 24 Regular and Executive Trust Meeting Minutes with a note to change Liz Riley's entity to Apache Junction, seconded by Alternate Trustee Reyes and unanimously carried.*

**4. Approval of the January and February 2015 Financials**

Ms. Lacy reviewed the Trust's fund results as of February 2015, noting that the Trust is seeing more high dollar claims than in years past.

*Vice Chairperson Powell made a motion to approve the January and February 2015 financials, seconded by Alternate Trustee Reyes and unanimously carried.*

**5. Discussion and Possible Action re Setting Surplus Goal**

Ms. Schulenberg reminded Trustees that at the renewal meeting in February, Trustees discussed whether a surplus goal should be established. Mike Schionning with Cheiron provided a recommendation to AzMT.

Mr. Schionning reviewed his recommendations with Trustees and agreed a conservative reserve goal of 6 ½ months of budget was a good start. It was further suggested that the goal be reviewed annually.

Mike Hensley, the Trust's legal counsel pointed out that the numbers could change with the addition of Pinal County and that the goal could take a while to achieve. Ms. Schulenberg stated that even though it will take a while to achieve the goal, 6 ½ months is still a great start.

*Vice Chairperson Powell motioned to set a goal for 6 ½ months of reserves, seconded by Alternate Trustee Reyes and unanimously carried.*

**6. Discussion and Possible Action re Employee Assistance Program**

Ms. Schulenberg reported to Trustees that with the addition of Pinal County and Buckeye Valley Fire District, the AzMT EAP plan did not provide the same level of benefits as these individual

plans. AzMT provides 3 counseling sessions vs. 6 which are offered by BVFD and Pinal. ECA has been negotiating with Alliance Work Partners to increase the number of visits to 6, cover all employees and maintain the 8 hours of training provided for the original 4 members in addition to adding a pool of training hours totaling 16 hours that will be available to new entities. The proposed cost is an increase of \$0.18 per employee per month.

Ms. Schulenberg reminded Trustees that in order to get a rate pass for 2015-16, we had to add funds to the budget and therefore, the additional services can be added with no fiscal impact to the budget.

*Alternate Trustee Reyes motioned to approve the revised EAP contract, seconded by Alternate Trustee Alcantar and unanimously carried.*

#### **7. Discussion and Possible Action re Life Insurance Rates**

Ms. Schulenberg reported to Trustees that four of the employee rates for additional life insurance straddled Table 1, which makes all Voluntary Life premiums imputed income for employees. To avoid tax implications, ECA asked Standard to provide updated rates that complied with the IRS. The increases are nominal and it is ECA's recommendation that the amendment be approved in order to avoid imputed income.

*Vice Chairperson Powell made a motion to approve the life amendment at the rates as presented, seconded by Chairperson Isom and unanimously carried.*

#### **8. Discussion and Possible Action re Website Design**

Ms. Schulenberg stated that one of the goals for this year is to re-design the AzMT website to make it more user friendly while incorporating some marketing information. The current webmaster has a full-time job and we are finding it difficult to keep the site maintained properly. ECA provided a proposal from Ignite Brand Marketing as well as a concept for how the new website may look as well and a marketing component and ongoing maintenance.

Alternate Trustee Reyes asked if ECA solicited other web-site redesign proposals. Ms. Schulenberg reported no, but that she would be happy to do so.

*Alternate Trustee Reyes made a motion to have ECA solicit additional proposals for website re-design and enter into a contract with a not-to-exceed limit of \$4,000, seconded by Chairperson Isom and unanimously carried.*

#### **9. Discussion and Possible Action re Short Term Disability**

ECA looked at implementing a short term disability benefit effective July 01, 2015 and received multiple quotes from various carriers based on a variety of factors. After discussion and review, it was determined that Buckeye Valley Fire District and Pinal County were both interested in providing an employer paid benefit through Mutual of Omaha.

It is ECA's recommendation to approve the benefit under the AzMT umbrella so that other member entities can offer coverage in the future if they wish. Members asked if there is any risk to the Plan if they approved; Ms. Schulenberg stated that the benefit is an insured product and there is no financial risk to the plan.

*Alternate Trustee Reyes made a motion to approve short term disability through Mutual of Omaha as presented, seconded by Chairperson Isom and unanimously carried.*

#### **10. AmeriBen Update**

Tanya Edwards with AmeriBen provided Trustees with a high-level overview of the January through March 2015 enrollment and claims experience as well as the performance summary. Ms. Edwards also noted that AmeriBen is seeing an increased number of large claimants.

#### **11. Navitus Update**

John Frick with Navitus reviewed the January through March 2015 summary of plan statistics, drug utilization, clinical program management, specialty drug program, and network management.

Members of the Trust noted that their employees are not seeing a \$5.00 copay differential for utilizing non-preferred pharmacies. Ms. Schulenberg stated that she will look into this and report back at future date.

#### **12. Delta Dental Update**

Chris Coyle with Delta Dental reviewed the January through March 2015 customer service statistics, claims by coverage, dentist selection, PPO usage and fee savings, and cost management savings

#### **13. Wellness Update**

Ms. Rossiano reviewed the completed and on-going AzMT L.I.V.E. programs including the Cardio Challenge, Blood Pressure Awareness, Colorectal Cancer Awareness, HRA's, Skin Cancer Screenings, Pharmacoadherence, and Wellness Budgets.

Trustees would like continued discussion on the individual wellness budgets at a future admin group meeting with Pinal County and Buckeye Valley Fire District.

#### **14. Admin Update**

Ms. Schulenberg reported on the following admin items:

- AmeriBen's Presidents Council – with Pinal County joining AzMT, AzMT is now large enough to participate in AmeriBen's Presidents Council. AzMT can appoint two members to serve on this Council.
- Vision Benefit – Navitus will not be able to add the vision benefit to the medical ID card because not every member will have vision. AmeriBen proposed two options, an

electronic card or a printed supply of generic ID cards. Ms. Schulenberg will send the Admin Group copies of the proposed cards for consensus on how to proceed.

- Pinal transition is going very well.
- ECA is working with AmeriBen and Delta Dental to transition the eligibility to AmeriBen for July 01, 2015. Entities will now have one place for add and terms and AmeriBen will feed the information to Delta Dental.
- AzMT Marketing – ECA has scheduled a brief intro and/or update to AzMT for May 13 at the City of El Mirage and have invited a number of entities to attend. Chairperson Isom would like representation from each entity to attend the luncheon. ECA is also looking for sponsorship opportunities at the League of Cities and Towns and the ACMA.

**15. Future Agenda Items**

None at this time.

**16. Set Next Meeting Date**

The next meeting is scheduled for August 4, 2015 at 1:00 p.m. at the City of El Mirage Police Department with an afternoon snack.

**17. Call to the Public**

No public was present.

**18. Adjourn**

The meeting adjourned at 1:21 p.m.