Employee Benefits Trust Meeting  
1010 E. 10th St.  
Tucson, Arizona 85719  
Maroon Room, Morrow Education Center  
February 13, 2017  
5:30 p.m.  

MINUTES

COMMITTEE MEMBERS PRESENT
Robert Harbour - Chair  
Mark Clark - Member  
Eric Rustand – Member  
Dr. Mark Stegeman - Member  
Dr. Marlene Rodriguez – Member  
Anna Maiden – Member  
Willette Diggs - Member

OTHERS PRESENT
Renee LaChance – Director of Employment  
Christina Cruz – Senior Accounting Manager  
Martin Godfrey – Benefits Manager  
Robert Hull – Optum Rx (via telephone)  
Wesley Orr – Hays Companies  
Michelle Knudson – UHC  
Robert Garcia – UHC  
Tom Elliott – Valley Schools

MEETING CALLED TO ORDER
Mr. Harbour called the meeting to order at 5:34 p.m.

QUORUM
A quorum was present.

INFORMATION / ACTION ITEM  |  MOTION  |  MOTION
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CALL TO THE AUDIENCE
No one requested to speak.

MEETING MINUTES
Mr. Harbour asked the Board members to review the December 5th, 2016 & January 23rd, 2017 minutes.

Ms. Diggs made a motion to approve the December 5th Meeting Minutes. Ms. Maiden seconded the motion. Motion passed 7-0.

Mr. Clark made a motion to approve the January 23rd meeting minutes. Mr. Rustand seconded the motion. Motion passed 7-0.
OLD BUSINESS

**Follow-up Data for Renewal Discussions - United Health Care**

Michelle Knudson and Robert Garcia presented data on Virtual Visit usage and MyUHC.com registrations to the Board.

Mr. Harbour inquired about the possibility of sending out monthly communications addressing cost drivers and strategies for lowering costs, such as utilizing the cost calculator. He was advised that emails and newsletters can be sent out to address these items.

During the UHC discussion, Mark Stegeman announced that he would be resigning from the EBT Board and proposed Mark Mansfied to replace him (Mark was in the audience). Mr. Harbour introduced to him.

**Renewal Data Overview by Hays Companies**

Wesley Orr presented the overview to the Board.

Mr. Rustand asked where the Board wants the benefits to go to in the future. Mr. Harbour replied that the strategy has been to keep the rates low.

Dr. Stegeman indicated that the Trust has a significant surplus and pointed out that this surplus could be used to keep rates down.

The Board reviewed rates for other Districts in the area and discussed how TUSD’s rates compared.

There was discussion around the HDHP and options to increase enrollment in this plan.

Mr. Rustand suggested that a 5-year plan be created to drive decision making going forward.

Mr. Harbour suggested that the Board consider increasing the subsidy for family and child plans.

The Board favored maintaining the two plan structure currently in place at TUSD, raising the copay for emergency room visits to $250 on the PPO plan, lowering the out-of-network percentage to 50% on both plans, and funding the HSA’s in four installments rather than 20.

NEW BUSINESS

**December Financials - Review and Approval**

Ms. Cruz presented the financials to the Board.

**Review Pharmacy Rebate Information**

Dr. Rodriguez made a motion to approve the financials. Mr. Rustand seconded the motion. Motion passed 7-0.
Bob Hull (via Phone) presented the Pharmacy Rebate information.

Mr. Rustand asked about the lag in pharmacy rebates. It was determined that there was a significant lag and that the Financial team would look into the matter.

**NEXT EBT MEETING DATE**

The EBT set the next meeting date for March 6, 2017.

Mr. Harbour asked if there was a motion to adjourn the meeting.

The meeting was adjourned at 8:40 p.m.

Approved this _______________ day of ________________________________.

TUSD EMPLOYEE BENEFITS TRUST BOARD

By ________________________________

Robert Harbour, Chairperson