Employee Benefits Trust Meeting
Gray Room, Morrow Education Center
1010 East Tenth Street
Tucson, Arizona 85719

August 15, 2016
5:40 p.m.

MINUTES

Committee Members Present
Anna Maiden
Dr. Stegeman
Wilette Diggs
Mark Clark
Bob Harbour
Dr. Rodriguez (arrived at 6:05, left at 7:00)

Others Present:
Renee LaChance – HR Director of Employment
Christina Cruz --Senior Accounting Manager
Karla Soto – Chief Finance Officer
Les Lauen – Record Keeper
Employers Health Alliance of Arizona:
Susan Frank, Executive Director
Larry Aldrich, Chairman of the Board
Hank Peck, Board Member

MEETING CALLED TO ORDER
Ms. Maiden called the meeting to order at 5:40 p.m.

QUORUM - A quorum was present.

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<thead>
<tr>
<th>INFORMATION / ACTION ITEM</th>
<th>MOTION</th>
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<tr>
<td>CALL TO THE AUDIENCE</td>
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<td>No one requested to speak.</td>
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<td>Meeting Minutes</td>
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<td>Ms. Maiden asked the Board to review the minutes and discuss if needed.</td>
<td>Mark Clark made a motion to approve the minutes. Wilette Diggs seconded the motion. Motion passed 4-0.</td>
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Old Business  
**Review Financials**
Christina Cruz presented the financials and noted some large claims in May and June, which prompted a discussion of large claims followed by a general discussion about the financials.

Bob Harbour asked how many benefits eligible employees the district has. Renee LaChance answered that there are 5424 benefits eligible employees with between 4,500 and 4,700 enrolled in the medical insurance programs.

New Business  
**Election of an EBT President**
Ms. Maiden directed the Board to proceed to the election of a new president, due to Dr. West’s retirement as chair of the EBT.

Ms. Maiden turned the meeting over to Bob Harbour to chair.

**Open Enrollment Update**
Bob Harbour asked Renee LaChance to update the Board regarding open enrollment.

Renee LaChance gave a quick overview of open enrollment, supplemented by a handout she distributed to the Board members. Ms. LaChance explained: open enrollment closed on August 5 but employees were still allowed to enroll and/or make changes through August 12; the communication campaign promoting open enrollment included a variety of approaches; employees had opportunities to use district labs with Benefits Associates assisting on ten dates; the Health Fair was attended by approximately 1,000 people; of the 5424 benefits eligible employees who could have enrolled, 4888 completed their enrollments, 52 began the enrollments but did not complete them, and 484 chose not to participate.

Wilette Diggs asked if benefits rolled over from year to year. Ms. LaChance explained the ACA guidelines required a record that employees are given opportunities to enroll as well as a record that they chose not to enroll.

Mark Stegeman asked what defines a benefits eligible employee. Ms. LaChance said a benefits eligible employee must work for the district a minimum of 30 hours per week.

During the discussion about ESI (Educational Services, Inc.) employees, Ms. LaChance explained ESI employees are not benefits eligible through TUSD no matter how many...
hours they work, because those employees are not employed by TUSD.

**Presentation from Employers Health Alliance of Arizona**
Bob Harbour introduced Larry Aldrich, Chairman of the Board for the Employers Health Alliance of Arizona (EHAAz).

Mr. Aldrich gave a brief review of his experience and qualifications as well as a summary of the role of the Employers Health Alliance of Arizona before introducing Susan Frank, the Executive Director of the organization.

Susan Frank expanded upon Mr. Aldrich’s overview of the Alliance, explained its goals, and illustrated how coalitions like the EHAAz have brought about significant changes in health care designs around the country.

Dr. Stegeman asked for clarification of the mechanism of change resulting from such alliances. Mr. Aldrich said the change comes from applying pressure on health care providers as a result of informing and educating employers who are negotiating insurance benefits and the employees who use the insurance.

Ms. Frank said the alliance would provide collective power to get health care providers and insurers to follow defined procedures that provide better health care and greater safety for patients. Ms. Frank explained the cost of TUSD’s participating in the EHAAz would be $25,000.00 per year.

The Board, Ms. Frank, Mr. Aldrich, and Hank Peck discussed the Alliance and how it works. Mark Clark asked who would present the District’s concerns to the insurance provides if TUSD participated. Ms. Maiden said she would expect the Benefits Manager to do that.

The EHAAz group thanked the Board for the opportunity to present their information and excused themselves from the meeting.

The EBT continued the discussion of the Alliance as well as the role of Valley Schools, the current consultants for the Board. Members of the Board said they would like more information from Valley Schools and what the company is doing for TUSD. Renee LaChance said Valley Schools will provide the EBT with quarterly reports.

The Board discussed contacting members of the EHAAz to get their impressions of the program, although Dr. Stegeman expressed reservations regarding the value of participating. Ms. Maiden suggested gathering more information about the program from the current participants and bringing that information to the next EBT meeting for further discussion.

Mark Clark said the EBT does not currently know what kinds of information Valley Schools will provide. Dr. Stegeman said the Board will need to request more information from Valley Schools if it wants that information. Renee LaChance said in addition to quarterly reports, Valley Schools is preparing an annual report that will probably be presented in October.
Next EBT Meeting Date
The EBT set the next meeting date for Monday, September 19. Additional meeting dates were set for October 17 and December 5. No meeting is scheduled for November.

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

Wilette Diggs made the motion to adjourn. Ms. Maiden seconded the motion. Motion passed 4-0.

There being no further business, Bob Harbour adjourned the meeting at 7:25 p.m.

Approved this _________________day of ____________.

TUSD EMPLOYEE BENEFITS TRUST BOARD

By________________________________________

Bob Harbour, Chairperson