Employee Benefits Trust Meeting  
1010 E. 10th St.  
Tucson, Arizona 85719  
IT Conference Room, (Building B)  
December 4, 2017  
5:30 p.m.

MINUTES

COMMITTEE MEMBERS PRESENT
Robert Harbour - Chair  
Eric Rustand – Member  
Wilette Diggs – Member  
Mark Clark - Member  
Mark Mansfield – Member  
Dr. Marlene Rodriguez – Member (arrived 5:37 p.m.)  
Dr. Mark Stegeman – Member (arrived 5:55 p.m.)

OTHERS PRESENT
Renée LaChance – Director, Human Resources, TUSD  
Rosie Ledesma – HR Assistant, TUSD  
Christina Cruz- Senior Accounting Manager, TUSD  
Dan Johnson- Wellness Council of Arizona  
Andrea Curless- Wellness Council of Arizona  
Anisa Shukayr- Wellness Council of Arizona  
Michelle Knudson – United Healthcare  
Robert Garcia – United Healthcare  
Tom Elliot – Valley Schools

MEETING CALLED TO ORDER
Mr. Harbour called the meeting to order at 5:31 p.m.

QUORUM
A quorum was present.

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<th>INFORMATION / ACTION ITEM</th>
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CALL TO THE AUDIENCE
No one requested to speak.

MEETING MINUTES
Mr. Harbour asked the Board members to review the Revised September Minutes which reflected the update that the interest from Optum Rx will be recognized through the year 2020 and not 2021 as the September minutes incorrectly showed. The Board members were also asked to review the October Minutes. The minutes were approved.

Mr. Rustand made a motion to approve the revised September 18th meeting minutes and the October 30th meeting minutes. Ms. Diggs seconded the motion. Motion passed 6-0. (Dr. Stegeman arrived late)
OLD BUSINESS

El Rio Partnership (Potential Direct Contract)

Michelle Knudson with UHC stated that a group specific contract between TUSD and El Rio is an option. Mr. Rustand stated that this option may provide better integrated care as well as performance guarantees.

Ms. Knudson indicated that the cost to implement this could vary based on the programming that would be required. Further discussion included the question of who would be responsible for monitoring the contract. Ms. Diggs asked Renée LaChance if TUSD has staff that would be able to monitor the program, and the response was no.

It was agreed to not pursue a direct contract with El Rio at this time.

Strategic Planning

Tom Elliott of Valley Schools presented a 5 year financial projection tool. The projection looks forward to capture the comparison of what the reserves would look like should the Trust reduce the subsidy as opposed to maintaining it at the current level. Dr. Stegeman asked what the percent increase would be in premium fees. Robert Garcia of UHC commented that the inflation factor varies 8 to 10%.

Mr. Harbour asked that the data be utilized along with the Benchmarking information of what other districts are using to determine what next year will look like.

Mr. Harbour requested that this topic be readdressed and finalized by the February meeting.

NEW BUSINESS

Wellness Council to Present 2016-2017 Year of Wellness

Andrea Curless of the Wellness Council of Arizona (Welcoaz) presented a powerpoint to highlight the TUSD Wellness program and to show the increase of employee participation from the 14/15 school year through the 16/17 school year. The new logo was also presented, L.I.F.E. (Lifestyle Improvements for Employees- An employee wellness program by Tucson Unified). An overview of the powerpoint included the 5 educational components offered at no charge to district employees; Nutrition, Physical Activity, Stress Management, Self Care & Disease Management. Employees are also encouraged to participate in fitness challenges throughout the year and the Wellness Incentive Program (WIP).

Ms. Curless mentioned that although there has been an increase of employees participating, the number can possibly be higher if the incentive offered increased. Mr. Rustand asked what the projected ROI was. Mr. Johnson of Welcoaz stated that they could provide a list of participating employees to UHC who could then review those employees for trends and cost reductions on those employees.

Mr. Harbour stated that the EBT can review when they do plan modeling in the spring and determine if the $300 incentive should be increased.
**September & October Financials-Review and Approval**

Ms. Cruz presented the September and October financials to the Board.

**Election of New Employee Benefits Trust Chair (ACTION)**

Mr. Harbour asked the Board if there were nominations for someone to serve as the new Employee Benefits Trust Chair. Dr. Stegeman nominated Mark Mansfield, and Mr. Mansfield accepted the nomination.

**NEXT EBT MEETING DATE**

The EBT set the upcoming meeting date to January 22, 2018.

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

The meeting was adjourned at 7:12 p.m.

Approved this ________________ day of __________________________.

TUSD EMPLOYEE BENEFITS TRUST BOARD

By ________________________________

Mark Mansfield, Chairperson