Employee Benefits Trust Meeting
1010 E. 10th St.
Tucson, Arizona 85719
HR Conference Room
September 16, 2019
5:30 p.m.

MINUTES

COMMITTEE MEMBERS PRESENT
Mark Mansfield - Chair
Wilette Diggs – Member
Dr. Marlene Rodriguez – Member
Eric Rustand – Member
Dr. Mark Stegeman – Member

COMMITTEE MEMBERS ABSENT
Mark Clark - Member
Peter Herran - Member

OTHERS PRESENT
Renée LaChance Heusser – Director, Human Resources, TUSD
Jose Rodriguez Jr. - Benefits Sr. Coordinator, TUSD
Renee Weatherless – Exec. Director, Financial Services, TUSD
Christina Cruz – Sr. Accounting Manager, Finance, TUSD
Kevin Startt – Director of Purchasing, TUSD
Keri Wiley – HR Assistant, Benefits, TUSD
Kenneth Muth – United Healthcare
Christy Todd – Valley Schools
Jamison Davis – Hays
Andrea Curless – WELCOA

MEETING CALLED TO ORDER
Mr. Mansfield called the meeting to order at 5:47.

QUORUM
A quorum was present.
CALL TO THE AUDIENCE
No one requested to speak.

MEETING MINUTES
Mr. Mansfield asked the board to approve the August 19th, 2019 minutes. Mr. Rustand made a motion to approve the minutes, Dr. Stegeman seconded the motion. The minutes were approved 5 - 0.

OLD BUSINESS

Current Year Subsidy Adjustment
This item will be taken off the agenda going forward. Ms. Weatherless will notify the board when topic needs further discussion.

Medical & Pharmacy Claims Audit
The board members were given the recommendation of the RFP committee for the medical and pharmacy claims audit. Dr. Stegeman made a motion to approve the recommendation, Ms. Diggs seconded the motion. Mr. Rustand recused himself from the vote. Motion passed 4 - 0.

NEW BUSINESS

Wellness Council – 18/19 Year of Wellness
Andrea Curless of the Wellness Council of Arizona presented a slide show of the TUSD Wellness program. An overview of the presentation included information regarding the 2018-2019 Health and Wellness program. Ms. Curless stated there has not been an increase in the Wellness budget since the program started. Currently, there is a three month waiting list to make an appointment with a health coach. Ms. Curless has reduced the wellness challenges from four to three and moved money to health coaching. The board requested supporting data with regards to the benefits of continuing the Wellness Incentive program.

Value Based Performance Incentive
Questions arose regarding when the Value Based Performance Incentive was added to our agreement and were we told of the change? Mr. Rustand would like more information regarding the $70,000 charge, how is that being calculated and for what time period? Ms. Todd will review if the Value Based Performance is better for TUSD versus the Non-Value Based Performance.

High Dollar Claims
Ms. Todd informed the board the distribution list has been updated and TUSD should be notified of any high dollar claims over $150,000. There were nine high dollar claims received between 9/1/18 - 7/31/19. Mr. Rustand requested more information regarding the high dollar claims.
Review and Approval of the July Financials
Ms. Cruz presented the financials. Mr. Mansfield asked if we should roll over maturing CD’s into longer terms due to the possibility of interest rates dropping. Ms. Weatherless suggested we have Wells Fargo present at our next meeting.

Strategic Benefits Planning
Mr. Mansfield would like the board to meet and brainstorm on how TUSD can improve their medical and pharmacy plans. Board members will bring questions, ideas and suggestions to the next meeting.

NEXT EBT MEETING DATE
The next EBT Board meeting will be November 4th, 2019 at 6:00 p.m.

ADJOURNMENT
Dr. Rodriguez made a motion to adjourn the meeting, Mr. Rustand seconded the motion. Motion passed 5 – 0. Meeting adjourned at 7:48 p.m.

Approved this _________________ day of ____________________________.

TUSD EMPLOYEE BENEFITS TRUST BOARD

By ________________________________

Mark Mansfield, Chairperson