



**NORTHERN ARIZONA PUBLIC EMPLOYEES BENEFIT TRUST  
MEETING MINUTES  
December 14, 2017**

Ms. Van Ess noted that the November minutes should be amended to reflect that Coconino Community College has taken the lead on the EAP RFP.

Mr. Genaro stated that the minutes will be amended and posted to the website.

**Jami Van Ess motion, Shannon Anderson second, motion approved**

**4. ACTION ITEMS**

**A. Discussion and possible board action on Vera onsite clinic, including an update on the physical therapy program**

**Lindsey Gregerson  
Marianne Heiderscheidt**

Ms. Gregerson provided an overview of the monthly report, highlighting a 1 percent increase in member engagement. She also stated that participation in health coaching has almost doubled since the first part of the year.

Ms. Heiderscheidt advised that there has been an increase in the waiting list for acute care appointments that is likely attributable to the cold and flu season.

Ms. Gregerson noted that the clinic will be down to three providers in January, as one is leaving by the end of December. However, Vera is actively recruiting for another provider in order to continue operating at the same capacity.

Ms. Heiderscheidt stated that there has been a reduction in appointments, approximately 21 per week, while the process of hiring another provider takes place.

Ms. Girardo indicated that discussions will begin after the new year with regard to sharing data between Blue Cross and Vera.

**No action was taken.**

**B. Discussion and possible board action on monthly medical/pharmacy report**

**Nura Patani**

Ms. Patani presented an overview of NAPEBT's claims, expenses, and contributions for the period ending October 31, 2017. Key observations from the report included the following:

- The total loss ratio was 102.6 percent for the current plan year through October.



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Ms. Girardo advised that the alternative medicine benefit could be covered as a preventive service or a medical service with cost sharing as appropriate. She stated that if the health issue were determined not to be medically necessary, it would not be covered.

Mr. Kuhn stated that if the coverage is adopted, each organization will need simple examples to share with employees as to what is and what is not covered. Ms. Girardo stated that she would ask Blue Cross to provide additional examples for clarification.

Ms. Girardo presented information on the options for implementing hearing aid coverage, including discussions with Blue Cross regarding how the State of Arizona currently offers this coverage. She stated that NAPEBT could offer the coverage with the same restrictions as the State of Arizona, which covers 50 percent of the cost every three years, but also has many exclusions. The board discussed offering coverage that provides \$2,500 every three years, and with fewer restrictions than the State of Arizona plan.

**No action was taken.**

**D. Discussion and possible board action on  
the wellness program**

**Katie Wittekind**

Ms. Wittekind reported that there is no update on the wellness program at this time. An annual review of the program will take place at the January meeting.

**No action was taken.**

**E. Discussion and possible board action on  
eligibility for EAP services**

**Amy Girardo**

Ms. Girardo stated that she had had a discussion with Mr. Sauer regarding: (a) paying for this coverage; and (b) who the responsible party(ies) will be if NAPEBT offers the coverage. She advised that Coconino College currently pays for all benefit-eligible employees, but suggested each organization could pay for coverage themselves for non-benefit eligible employees that they wish to cover.

Ms. Anderson stated her concerns over who will bear the cost. She suggested that NAPEBT, as a whole, offer EAP coverage and then have each entity bear the cost as it sees fit for additional services or covered employees

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Ms. Wittekind advised that she will follow up with the CCC procurement officer on building into the EAP RFP a PEPM or fee for service option for non-benefit eligible members.

**No action was taken.**

**F. Discussion and update on compliance and industry changes**

**Amy Girardo**

Ms. Girardo provided an overview of the compliance update, highlighting an increase in certain IRS dollar limits and Social Security figures; letters being sent out by the federal government regarding the employer shared responsibility penalty; and an increase in the annual contribution maximums for flexible spending accounts and health savings accounts for 2018.

**No action was taken.**

**G. Discussion and possible board action on 2017/2018 meeting project plan**

**Aaron Genaro**

Mr. Genaro presented the project plan.

**H. Review of action items and timeline**

**Sarah Virgil**

Ashton Tiffany will update the November minutes to list Coconino Community College as lead on the EAP RFP.

Segal will send a new budget dashboard to each agency.

Each agency will meet internally to review the budget dashboard and then provide feedback at the January board meeting.

Ms. Girardo will provide an update on the alternative medicine benefit at the January board meeting.

Ms. Girardo will clarify whether the alternative medicine services will be subject to a copay, and whether physical therapy can perform acupuncture at normal cost share. She will also bring back additional examples of how cost sharing would apply in different scenarios.

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Ms. Wittekind will provide an annual review of the wellness program at the January board meeting.

Ms. Wittekind will work with the CCC procurement officer on building into the EAP RFP a PEPM or utilization option for non-benefit eligible members.

Ms. Wittekind will distribute the Ashton Tiffany evaluation survey to each agency by the end of December.

Mr. Townsend will provide an update on the final DOI audit findings when he receives it.

**5. CURRENT EVENT SUMMARIES/ANNOUNCEMENTS: None**

**6. NEXT REGULAR MEETING: January 25, 2018**

**7. ADJOURNMENT: 10:53 a.m.**