

NAPEBT Benefits Committee Notes
9/11/18

In attendance: Shane Dille, Jennifer Caputo, Natasha Smith, Rosa Mendoza-Logan, Dietrich Sauer, Jami Van Ess, Lynn Hill, Ginger Wischmann, Jennifer Moore, and Jeanie Confer

1. Call Teleconference Line to join those participating via phone
2. Discussion and possible action on NAPEBT website (Guest: Aaron Genaro, Ashton Tiffany)
 - a. Review the current website www.napebt.com.
 - *Found that much of the content was outdated (as old as 2013)*
 - *Decision made to use the site, for the most part, to post NAPEBT information (including the Admin Manual, minutes, financial information, etc.) and link to individual agency sites for benefits information.*
 - *Agencies will let Aaron know for sure by next week's NAPEBT meeting*
 - *Aaron will provide site activity for the group*
 - b. What information do we want changed or added
 - *Aaron will add NAPEBT Administrative Manual and remove the Healthy Lifestyle link*
 - c. Who will have Administrator rights
 - *If site is pointing back to agency websites, we should not need additional administrators (Accommodation School will have Ashton Tiffany update their information)*
 - d. Ashton Tiffany contract states, "limited site modifications, as mutually agreed upon, will be subject to an hourly fee of \$95.00 hourly."
 - *Aaron indicated that maintenance of current site (with no major changes or enhancements but including uploading basic information) is included. If creating something new, we would need to further discuss the costs.*
3. Discussion and possible action on Strategic Options presented during NAPEBT Board Meeting on June 14, 2018 (Goal: prioritize strategic options, discuss information needed, potential timing of each item and overall process.)
 - a. Structure of Medical Plans
 - *Discussion on adding a higher HDHP, keeping HDHP and Base, and eliminating Buy Up. BCBS contact is to be renewed in 2021, so it will be good timing to start on this now.*
 - b. State and Out of State Medical Plans
 - *Really retirees are the group in question.*
 - *How does in-network work for out of Arizona residents*
 - c. Group 403(b)/457 Vendor Contracted by NAPEBT
 - *Consensus on the Trust going out for an RFP to leverage the weight of the Trust to bring down costs and improve options for the members.*
 - *District uses TSA Consulting (10 options for vendors)*
 - *City has ICMA and Voya*
 - *County has 4 vendors: Voya, ICMA, Lincoln, Nationwide*
 - *Accommodation School has Nationwide*
 - d. Retiree Health Insurance
 - *All but the Accommodation School currently provide health care coverage for retirees.*
 - *Could grandfather in new policy eliminating coverage*
 - *Need updated legal opinion?*
 - e. Retiree and Spousal Coverage Eligibility (i.e. remove spouse at age 65 or upon Medicare eligibility)

- *FUSD removes spouses upon Medicare eligibility as a cost saving measure*
- *Implement an age-driven threshold for potential savings to the Trust?*

f. Long-term and Short-term Disability Vendor Contracted by NAPEBT (from 2/9/18 Benefits Committee meeting)

- *Consensus on the Trust going out for an RFP to leverage the weight of the Trust to bring down costs and improve options for the members*

g. Other recommendations

- *Life Insurance*
 - *All agencies use Minnesota Life but include different amounts of basic life coverage*
 - *We went out to bid recently, so no action is necessary*

START HERE FOR NEXT MEETING

4. Discussion and possible action on the VERA Clinic Provider Proposal

5. Benefits Administration Round Table (What is working well for administrators or are there any challenges to discuss?)

6. Future Agenda items:

a. Administrative Manual Review and Discussion

b. Compliance Updates

c. Training Needs

7. Meeting schedule - second Tuesday of the month, next meeting, October 9, 2018, 1:00 pm