

**NORTHERN ARIZONA PUBLIC EMPLOYEES BENEFIT TRUST
MEETING MINUTES
February 12, 2015**

The following Consultants/Vendors were present:

Amy Girardo	Segal Consulting
Stephanie Calandro	Segal Consulting

The following Trustees were present and a quorum was met:

Jami Van Ess	Coconino Community College
Bob Kuhn (Chairperson)	Flagstaff Unified School District
Allison Eckert	Coconino County

The following Alternate Trustees were present:

Shannon Anderson	City of Flagstaff
Jennifer Moore	Flagstaff Unified School District
Margaret Penado	Coconino County

The following guests were present:

Katie Wittekind	Flagstaff Unified School District
Tasha Wilson	Coconino County
Heidi Derryberry	Coconino County
Gayle Benton	Coconino Community College
Ginger Wischmann	Flagstaff Unified School District

1. CALL TO ORDER 8:02 a.m. Agenda approved as presented

2. ACTION ITEMS

A. Discussion and Possible Board Action to Approve the Audited Financial Report

Bob Kuhn

Bob commented that the auditor found a discrepancy in the figures. Shannon commented that Barbara Goodrich reviewed the report and she does not have any issues with it. All items are reasonable. Barbara recommends NAPEBT adopt an investment policy. Bob noted the Trust administrator should be tasked to work on an investment policy. Further comment was made that the IBNR is reasonable, and the Trust is well-managed and stable.

Unanimous approval by the Trustees of the Audited Financial Report.

B. Discussion and Possible Board Action to Approve Lifeguards for the Mount Elden Middle School Pool and Flagstaff High School Pool for Wellness Activities

Katie Wittekind

Katie explained that she would like approval to add lifeguards at two FUSD school pool locations for employees to use. Bob and Katie are being asked weekly for lifeguards at the two schools. Katie commented there are 25 employees asking for this service. Katie commented that there are employees who lost their lifeguard at Flagstaff High School and that facility is no longer available for their use. Katie was asked to bring the request for lifeguards to the Board.

Katie asked the Aquaplex for the cost of having lifeguards on duty at both locations and was quoted a cost of \$24.90 each day or roughly \$50 per week or \$2,500 per year, for one (1) pool for the lifeguard to be on duty from 6-7 a.m.

NAU Wall Aquatic Center is open 6-7:30 a.m., Tuesday, Thursday, and Saturday. Bob suggested Katie check with NAU Facilities to ask if they would extend discounts towards membership fees.

Allison does not support the use of the Trust expenditures for lifeguards since so few plan members would utilize the benefit.

The Trustees want to have a broader discussion on how to spend wellness funds. Allison suggested a survey be crafted and information gathered to prioritize where the dollars will be spent. Bob said he will work with Katie to conduct a survey this summer to determine what wellness services employees want to be offered and supported.

Shannon wants to discuss the tax consequences for wellness services that are being provided. Shannon said each employer has a liability.

Allison made a motion to not pay for lifeguards. Unanimous approval by the Trustees to not fund the lifeguards and to poll NAPEBT's employee base in order to prioritize the use of wellness funds.

3. **EXECUTIVE SESSION** – None
4. **NEXT REGULAR MEETING** – Friday, February 27, 2015
5. **ADJOURNMENT** – **8:20 a.m.**