

**NORTHERN ARIZONA PUBLIC EMPLOYEES BENEFIT TRUST
MEETING MINUTES
MARCH 10, 2014**

The following Consultants/Vendors were present:

Amy Girardo	Segal
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The following Trustees were present and a quorum was met:

Bob Kuhn (Chairperson)	Flagstaff Unified School District
Josh Copley	City of Flagstaff
Allison Eckert	Coconino County

The following Alternate Trustees were present:

Mike Townsend	Coconino County
Rosa Logan	Coconino Community College
Jennifer Moore	Flagstaff Unified School District
Shannon Anderson	City of Flagstaff

The following guests were present:

Ginger Wischmann	Flagstaff Unified School District
Kyle Mickelson	Coconino County
Debbie Gangloff	City of Flagstaff
Gayle Benton	Coconino Community College
Margaret Penado	Coconino County
Katie Wittekind	Flagstaff Unified School District
Scott Richardson	Coconino County

1. **CALL TO ORDER** 8:08 a.m.

2. **ACTION ITEMS**

A. **Discussion and Possible Board Action to Approve the Dental Request** Amy J. Girardo
for Proposal Contract Recommendation and Award

Amy reviewed the committee recommendation to award the dental contract to Delta Dental. Each employer can select the tier (2, 3 or 4 tier rates) structure it would like to adopt.

Unanimous approval to award the contract to Delta Dental.

B. **Discussion and Possible Board Action to Approve the Vision Request for** Amy J. Girardo
Proposal Contract Recommendation and Award

Amy reviewed the committee recommendation to award the vision contract to Vision Service Plan (VSP) for the Choice Plan. Each employer can select the tier (2, 3 or 4 tier rates) structure it would like to adopt.

Unanimous approval to award the contract to Vision Service Plan (VSP).

C. **Discussion and Possible Board Action to Approve the Vantagen Online Enrollment System Implementation and Contract** **Bob Kuhn**

Bob checked with some of the employers and all seems to be going well with the implementation of the system. The College had a conference call with John Duffy and he will call Bob to discuss enrollment of the Retirees. The County said Vantagen does not want to talk about the retirees until they talk with Bob. The promotional materials can be prepared at no additional cost but printing and mailing are an additional cost. Bob will talk with John Duffy.

No action was taken.

D. **Discussion and Possible Board Action to Approve the 7/1/14 and 7/1/15 Wellness Incentive Plans** **Katie Wittekind**

Katie explained that she has checked with each agency to determine if each can administer the additional \$120 to be applied to buying down the cost of premiums (buy-up plan or family coverage). The City cannot administer the \$120 in this manner. The Trustees need to determine whether or not they want to stick together on the wellness plan incentive offerings or if they want to have the City's plan differ. Bob stated he would like the employers to be consistent with their offerings to all employees.

Options: Use the \$120 into HSA, FSA or to have it added to a paycheck. The Trustees are waiting for feedback from an attorney on the wording on the reimbursement in paychecks. Bob and Katie need to get back with the attorney and obtain the correct language to use to communicate the \$120 is tied to the health insurance plan. The \$120 will be taxed if added to a paycheck. The City asked if the money could be put into a deferred compensation (403b) or (457) plan as an option. Katie predicts she may get 89% in participation, however, based on the last survey results she does not anticipate receiving 100% participation.

Another conference call will be scheduled to discuss the wellness plan including a cost projection after spring break.

3. **ADJOURNMENT** – 8:36 a.m.