

**MINUTES
REGULAR MEETING
CITY OF SAN LUIS BENEFITS TRUST
COUNCIL CHAMBERS – CITY HALL
1090 E Union Street
San Luis, AZ 85349
Wednesday, March 11, 2020
5:30 p.m.**

1. **Call to Order/Roll Call Chairman** Gerardo Sanchez called the meeting to order at approximately 5:36 p.m.

Those Present:

Board Member Maria Gonzalez
Secretary Maria Sabori
Chairman Gerardo Sanchez

Those not Present:

Vice-Chairman Emma Torres
Board Member Gustavo MacGrew

Others Present:

Kay Marion Macuil, City Attorney
Janet Taylor, Legal Secretary
Maria Munoz, Benefits Coordinator
Susan Posada, Benefits Coordinator
Monica Castro, Finance Director
Fausto Gonzalez, Human Resources
Edgar Carbajal, Acting Director of Human Resources
Christine Hagan, Management Analyst
Kelly Webb, ESurgeries
Rob Flunker, EBSO

2. CONSENT AGENDA

2.A. MINUTES OF:

-Regular meeting held on December 11, 2019

MOTION: Chairman Gerardo Sanchez and Board Member Maria Gonzalez to approve the Consent Agenda. **Motion passed unanimously.**

The vote was as follows:

Chairman Gerardo Sanchez	Aye
Secretary Maria Sabori	Aye
Board Member Maria Gonzalez	Aye

3. DISCUSSION AND POSSIBLE ACTION ITEMS:

3.A. Discussion and possible action on any and matters regarding the Plan Rate Changes and Renewals for Benefit fiscal year 2020-2021. (Susan Posada, Broker, and Benefits Consultant)

Ms. Posada began by stating that the trust was healthy. She discussed some of the benefits for the employees by using ESurgeries and spoke a little about their services and that this would take the place of the WIN-WIN. The program would save the employees a lot of money.

Ms. Posada gave a PowerPoint presentation with hand-outs to board members on the plans rate changes and discussed what each change meant and affect the change had to the plan.

Ms. Posada discussed Magellan purchasing prescription drugs from Canada notes: drugs are exactly the same but would save the plan money.

Ms. Posada discussed the Employee Wellness Program briefly and requested an increase from 10,000.00 to 18,000.00 employees who are looking for more services. Nutrition programs being one.

Mr. Carbajal, Acting Director of Human Resources stated that the employees through a survey are requesting more services. Wellness program is currently coming out of HR's budget and money is running out.

Ms. Posada stated she requested an additional 8,000.00 and that the HR Department was able to get the biometrics for free this year but probably won't get it next year.

Ms. Posada briefly discussed the reduction of premiums for employees.

Ms. Monica Castro also discussed the reduction in premiums for employees and that the decrease was not taken lightly, and the fund was evaluated and is increasing each year, and it is within the Trust's fiduciary responsibility to do this.

Chairman Gerardo Sanchez discussed what premiums are currently being paid by families and the difference of what is being proposed. Chairman Sanchez thanked all who were involved.

City Attorney Kay Macuil stated that the presentation bled into both 3.A. and 3.B.

MOTIONS: Chairman Gerardo Sanchez and Secretary Maria Sabori to (1) approve the changes to the U.S. Medical Plan as presented. (2) Chairman Sanchez and Board Member Maria Gonzalez to approve the U.S. Dental Plan as presented. (3) Chairman

Sanchez and Board Member Maria Gonzalez to approve the Mexico only Medical Plan as presented. (4) Chairman Sanchez and Secretary Maria Sabori to approve the Mexico only plan as presented. (5) Chairman Sanchez and Board Member Maria Gonzalez to approve the Wellness and Biometrics fees as presented. (6) Chairman Sanchez and Board Member Maria Gonzalez recommend to City Council to fund the trust approved changes to the Employee Benefit Plans. **Motions passed unanimously**

The votes was as follows:

Chairman Gerardo Sanchez	Aye
Board Member Maria Gonzalez	Aye
Secretary Maria Sabori	Aye

3.B. Discussion and possible action on any and all matters regarding the Plan Rate Changes and Renewals for Benefit fiscal year 2020-2021. (**Susan Posada, Broker, and Benefits Consultant**)

MOTIONS: Chairman Sanchez and Board Member Maria Gonzalez to (1) approve the plan rates changes to the US/MEX Medical Plan. (2) Chairman Sanchez and Maria Gonzalez to approve the plan rate changes to the Mexico only Medical plan. (3) Chairman Sanchez and Secretary Maria Sabori to approve the plan rate changes to the US/MEX Dental Plan. (4) Chairman Sanchez and Board Member Maria Gonzalez to approve the plan rate changes to the Mexico only Dental Plan. **Motions passed unanimously.**

The votes were as follows:

Chairman Gerardo Sanchez	Aye
Secretary Maria Sabori	Aye
Board Member Maria Gonzalez	Aye

3.C. Discussion and possible action on any and all matters regarding the contract approval of ESurgeries Network. (**Susan Posada, Consultant, and Broker**)

City Attorney Kay Macuil stated that she would like the risk pool to take a look at it first and quantify the amount and if the risk pool covers what they are asking of us. Ms. Macuil would like this item continued to the next meeting.

ITEM 3.C. MOVED TO THE NEXT SCHEDULED MEETING

MOTION: Chairman Gerardo Sanchez and Board Member Maria Gonzalez to continue item to the next scheduled meeting.

Vote was as follows:

Chairman Sanchez	Aye
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Board Member Maria Gonzalez Aye
Secretary Maria Sabori Aye

3.D. Discussion and possible action on any and all matters regarding amendment to extend current service agreement with SIARMED. **(Susan Posada, Consultant and Broker).**

Ms. Posada stated that there was a small matter of an audit but the amount was very small.

MOTION: Chairman Sanchez and Board Member Maria Gonzalez to approve the amendment to extend SIARMEDs contract to June 30, 2023. **Motion passed unanimously.**

The vote was as follows:

Chairman Gerardo Sanchez Aye
Secretary Maria Sabori Aye
Board Member Maria Gonzalez Aye

4. ADJOURNMENT

MOTION: Chairman Sanchez and Board Member Maria Gonzalez approve to adjourn. **Motion passed unanimously.**

The vote was as follows:

Chairman Gerardo Sanchez Aye
Board Member Maria Gonzalez Aye
Secretary Maria Sabori Aye



**CERTIFICATION OF MINUTES
FOR THE EMPLOYEE BENEFIT TRUST**

I hereby certify that the foregoing minutes are a true and correct copy of the minutes of the board meeting of the Employee Benefit Trust of the City of San Luis, Arizona held on March 11, 2020. I further certify the meeting was duly called and held and that the quorum was present and that the board members approved minutes at their Special/Regular Meeting held on March 18, 2020

Date this 26th day of March 2020.

/s/ Janet Taylor, Clerk of the Board