

**MINUTES  
EMPLOYEE BENEFITS TRUST  
COUNCIL CHAMBERS  
1090 E UNION STREET SAN LUIS, ARIZONA 85349  
SEPTEMBER 8, 2021**

**1. CALL TO ORDER/ROLL CALL – TIME: 5:36 p.m.**

**THOSE PRESENT:**

Board Member Gustavo MacGrew  
Secretary Maria Sabori  
Vice-Chairman Emma Torres – Via Zoom  
Chairman Gerardo Sanchez

**NOT PRESENT:**

Board Member Maria Gonzalez

**OTHERS PRESENT:**

Kay Marion Macuil, City Attorney  
Janet Taylor, Legal Secretary/Acting Clerk  
Lizandro (Louie) Galaviz, Acting City Manager  
Maria Munoz, HR Benefits Coordinator  
Susan Posada, Broker/Benefits Coordinator  
Monica Castro, Director of Finance  
Rodger Diaz, Human Resources Coordinator  
Jossue Cerda, IT Specialist  
Axel Chayra, IT Specialist

**2. CONSENT AGENDA**

**All matters are considered routine by the Employee Benefit Trust Board and will be enacted by one motion. If discussion is desired, that item will be removed from the Consent Agenda and will be considered separately.**

**2.A. MINUTES OF:**

- Regular meeting held on June 23, 2021  
Chairman Sanchez and Secretary Maria Sabori to approve the minutes of the Regular Meeting held June 23, 2021. **Motion passed unanimously.**

**The vote was as follows:**

Board Member Gustavo MacGrew	Aye
Secretary Maria Sabori	Aye
Vice-Chairman Emma Torres	Aye
Chairman Gerardo Sanchez	Aye

**3. DISCUSSION AND POSSIBLE ACTION ITEMS:**

**3.A.** Discussion and possible action by the Mayor on any and all matters regarding nomination and recommendation to City Council to renew or appoint a 5-year term for the Trustee position of Chair and Vice-Chair. **(Kay Marion Macuil, City Attorney)**

Mayor Gerardo Sanchez stated that he wishes to continue as chairman and asked if anyone else would be interested in the position. There was no response. Mayor asked Emma Torres if she wanted to continue, and Ms. Torres stated that she did and that there would be possible travel in the future but would let the board know if and when that occurs.

Ms. Macuil stated that she would bring this recommendation before the council.

**Discussion only no action taken.**

**3.B.** Discussion and possible action on any and all matters regarding the quarterly review of the benefit plan. **(Monica Castro, Director of Finance and Susan Posada, Broker and Consultant)**

Ms. Castro gave an overview of how the Trust was doing financially and briefly discussed contractual services and claims (PowerPoint provided). Chairman Sanchez shared his concern with having the Trust funds in one bank.

Ms. Posada gave an overview of how the plan was doing and discussed some of the significant claims coming in. She stated that hospitalizations were up 35%, which isn't bad considering COVID. Ms. Posada addressed that we have 32 large claims as opposed to 11 large claims in the past. Ms. Posada recommends the continuance of COVID vaccinations. She also discussed that COVID, asthma, diabetes, and hypertension were the main contributors to our claims.

Maria Sabori asked Susan to explain what type of nutrition programs we had to help with diabetes.

Maria Munoz responded that the Wellness Program offered a Diabetes Prevention Program based on the biometric evaluations.

Chairman Sanchez also responded that that was one of the most difficult things to refer is nutrition. There are not enough nutrition specialists available and stated that diabetics that are in denial would do better with a person in front of them as opposed to the webcam.

Vice-Chairman Emma Torres offered a few programs that Campesinos Sin Fronteras uses and is going to have Rosa contact Maria Munoz regarding them.

**Discussion only no action taken.**

**3.C.** Discussion and possible action on any and all matters regarding implementing an investment strategy for Trust funds. **(Monica Castro, Director of Finance)**

Ms. Castro discussed the research she had done on investment opportunities for the Trust. She gave a brief PowerPoint presentation on hiring an outside consultant to manage and advise how to invest the funds from the Trust. (Powerpoint included with minutes)

Chairman Sanchez stated that she should continue to research this option and look into investing the City's funds.

**Discussion only no action taken.**

**3.D.** Discussion and possible action on any and all matters regarding the name change of EAP Preferred to Integrated Behavioral Health (IBH), Inc., effective June 1, 2021, and the ratification and approval of the agreement with IBH. **(Susan Posada, Broker, and Consultant)**

Ms. Posada explained the name change and ratification. The change offers an enhanced website and emotional support online Peer Support Groups while maintaining the same services.

**MOTION:** Chairman Gerardo Sanchez and Board Member Gustavo MacGrew to approve the Administrative Services Agreement for employee assistance and work-life services provided by Integrated Behavioral Health, INC. as presented.

**Motion passed unanimously.**

**The vote was as follows:**

Board Member Gustavo MacGrew	Aye
Secretary Maria Sabori	Aye
Vice-Chairman Emma Torres	Aye
Chairman Gerardo Sanchez	Aye

**3.E.** Discussion and possible action on any and all matters regarding the proposed change to employee preventative service coverage. **(Susan Posada, Broker and Consultant)**

Susan Posada provided a brief discussion regarding continued coverage at 100% for the ACA mandated preventative care grades A and B. and that all other care was payable as any other illness, subject to deductables and copays.

Chairman Gerardo Sanchez and Secretary Maria Sabori to approve to amend the benefits plan document for preventative care not mandated by ACA and not listed in

the USPSTF grade A and B, to be payable as any other illness, subject to deductibles and copays. **Motion passed unanimously.**

**The vote was as follows:**

Board Member Gustavo MacGrew	Aye
Secretary Maria Sabori	Aye
Vice-Chairman Emma Torres	Aye
Chairman Gerardo Sanchez	Aye

**3.F. Discussion and possible action on any and all matters regarding the change of Prescription Retail (Susan Posada, Broker and Consultant)**

Ms. Posada gave a brief explanation of the problems with prescriptions and the delivery of medications when COVID first hit. Patients were getting 90-day supplies at Walmart or Walgreens, wherever and that is no longer the case. So what we want to do is encourage ordering prescriptions by mail order being less expensive for them and for the plan.

Chairman Sanchez replied; so what you are saying is that you can go to the pharmacy and get a 30-day supply and that you can get a 90-day supply only through mail order.

Ms. Posada responded; yes.

Chairman Sanchez requested that more figures be provided.

**Discussion only no action taken.**

**4. Adjournment**

Chairman Gerardo Sanchez and Board Member Gustavo MacGrew to approve the adjournment of the meeting. **Motion passed unanimously.**

**The vote was as follows:**

Board Member Gustavo MacGrew	Aye
Secretary Maria Sabori	Aye
Vice-Chairman Emma Torres	Aye
Chairman Gerardo Sanchez	Aye

*Meeting adjourned at approximately 6:42 p.m.*