

NOTICE OF REGULAR MEETING

In accordance with §38-431.02 of the Arizona Revised Statutes of the State of Arizona, notice is hereby given to the Employee Benefit Trust Board and to the general public that the Mayor and Trustees of the Employee Benefit Trust Board will hold an Employee Benefits Trust Board Meeting at 5:30 P.M. on January 12, 2022. The meeting will take place at the City Council Chambers, located at 1090 E. Union Street, San Luis, Arizona, 85349.

In accordance with the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act of 1973, the City of San Luis does not discriminate on the basis of disability in the admission of or access to, or treatment of employment in its programs, activities, or services. For information regarding rights and provisions of the ADA or Section 504, or to request reasonable accommodations for participation in City programs, activities or services contact: ADA/Section 504 Coordinator, City of San Luis Human Resources Department, 1090 East Union Street, San Luis, Arizona 85349; (928) 341-8579.

Notice is hereby given that pursuant to A.R.S. §1-602.A.9, subject to certain specified statutory exceptions, parents have a right to consent before the State or any of its political subdivisions make a video or audio recording of a minor child. Meetings of the City Council are audio and/or video recorded, and, as a result, proceedings in which children are present may be subject to such recording. Parents in order to exercise their rights may either file written consent with the City Clerk to such recording, or take personal action to ensure that their child or children are not present when a recording may be made. If a child is present at the time a recording is made, the City will assume that the rights afforded parents pursuant to A.R.S. §1-602.A.9 been waived.

THIS NOTICE IS APPROVED BY:

/s/ Maria Munoz, HR Coordinator

AVISO DE JUNTA REGULAR

De acuerdo con los Estatutos del Estado de Arizona A.R.S. §38-431.02, se le informa a los miembros de la Junta Fiduciaria de Beneficios para Empleados y al público en general que el Presidente y la Mesa Directiva de Fondo de Beneficios Medicos de San Luis, Arizona, tendrán una Junta Regular a las 5:30 P.M., Enero 12, 2022. La junta se llevará a cabo en la Sala del Cabildo, ubicada en el 1090 E. Union Street, San Luis, Arizona, 85349.

De acuerdo con el Acta de Americanos con discapacidades y la Sección 504 del Acta de Rehabilitación del 1973, la Ciudad de San Luis no discrimina por causa de discapacidad la admisión y acceso a sus programas, actividades, servicios o en el trato en cuanto a empleo. Para mas información referente a derechos y provisiones del Acta de Americanos con discapacidades o Sección 504, o para solicitar adaptaciones que sean razonables para la participación en programas, actividades o servicios de la ciudad, contactar al: Coordinador del Acta de Americanos con discapacidades/Sección 504, Departamento de Recursos Humanos de la Ciudad de San Luis, 1090 Este Calle Unión, San Luis, Arizona, 85349; (928) 341-8579.

Por medio de este aviso y de acuerdo con los Estatutos Revisados del Estado de Arizona, sujeto a ciertas excepciones reglamentarias, los padres de familia tienen el derecho de dar o no dar el consentimiento antes que el Estado o alguna subdivision política grabe a un menor de edad, ya sea en audio o video. Las juntas del Concilio se graban en audio y/o video y como resultado, el hecho de que haya menores presentes puede ser sujeto a que sean grabados. Para que los padres de familia puedan ejercer sus derechos pueden solicitar por escrito con la Secretaria de la Ciudad a tal grabación, o tomar acción personal para asegurarse que su hijo/hija menor no esté presente cuando la grabación se lleve a cabo. Si un menor de edad esta presente en el momento de la grabación, la Ciudad asumirá que los padres de familia están cediendo los derechos sobre una posible grabación de acuerdo con el Estatuto Revisado del Estado de Arizona §1-602.A.9.

ESTE AVISO ES APROBADO POR:

/f/ Maria Munoz, Coordinadora de Recursos Humanos

AGENDA
Regular Meeting
City of San Luis Employee Benefit Trust
Council Chambers – City Hall
1090 E Union Street
San Luis, AZ 85349
Wednesday, January 12, 2022
5:30 P.M.

NOTE: Some members of the Board of Trustees of the City of San Luis Employee Benefit Trust may attend the meeting telephonically. If authorized by majority vote of the Board of Trustees, an executive session will be held immediately following the vote in accordance with A.R.S. §38-431.03(A) and the meeting will be temporarily recessed while the Board retires to executive session which will not be open to the public.

For the safety of the public during the COVID-19 pandemic, members of the public may attend the Employee Benefits Trust Board meeting of January 12,2022 in person if the 6-foot distance can be maintained, which is 27 people. However, members of the public may listen to the meeting's live audio stream on the City of San Luis' website <https://sanluisaz.gov/listenlive>. Recordings of the meetings will be available on the city's website <https://sanluisaz.gov/listenlive> after the meeting.

Por la seguridad del público durante la pandemia COVID-19, habrá asistencia en persona para los miembros del público en la Junta de Fideicomiso de Beneficios para Empleados del 12 de Enero,2022 si la distancia de 6 pies puede mantenerse. Sin embargo, los miembros del público pueden escuchar el audio en vivo de la reunión transmitido en el sitio web de la Ciudad de San Luis <https://sanluisaz.gov/listenlive>. Las grabaciones de las reuniones estarán disponibles en el sitio web de la ciudad <https://sanluisaz.gov/listenlive> después de la reunión.

- 1. CALL TO ORDER/ROLL CALL**
- 2. CONSENT AGENDA**
- 2. A. MINUTES OF:**
-Regular meeting held on December 15, 2021
- 3. EXECUTIVE SESSION**
- 3. A.** Discussion and possible action on any and all matters regarding action to hold an executive session pursuant to A.R.S. § 38-431.03(A) subsections (3) and (4) for discussion or consultation for legal advice with the City Attorney or attorneys in order to consider the Trustees' position and instruct the City Attorney or attorneys regarding their position regarding negotiation or settlement of the Subrogation case. **(Kay Marion Macuil, City Attorney)**
- 4. MOTION TO GO BACK INTO REGULAR SESSION**
- 5. DISCUSSION AND POSSIBLE ACTION ITEM:**
- 5. A.** Discussion and possible action on any and all matters regarding the review and decision of open subrogation case **(Susan Posada, Broker and Consultant)**

6. ADJOURNMENT

Employee Benefit Trust Board Meeting

2. A.

Meeting Date: 01/12/2022

Summary

MINUTES OF:

-Regular meeting held on December 15, 2021

Attachments

Minutes for meeting held on 12/15/2021

**MINUTES
FOR REGULAR MEETING
EMPLOYEE BENEFITS TRUST
COUNCIL CHAMBERS
1090 E. Union Street San Luis, Arizona 85349
December 15, 2021
5:30 p.m.**

1. **CALL TO ORDER/ROLL CALL** Chairman Sanchez called the meeting to order at approximately 5:36 p.m.

THOSE PRESENT:

Board Member Gustavo MacGrew
Secretary Maria Sabori
Chairman Gerardo Sanchez

THOSE NOT PRESENT:

Board Member Maria Gonzalez
Vice-Chairman Emma Torres

OTHERS PRESENT:

Kay Marion Macuil, City Attorney
Janet Taylor, Legal Secretary/Acting Clerk
Lizandro "Louie" Galaviz, Acting City Manager
Maria Munoz, Benefits Coordinator
Susan Posada, Benefits Coordinator/Broker
Roula Encinas, Acting Assistant Director of Finance
Domingo Sosa, IT/Graphics and Media Specialist
Rueben Lopez, IT Technician

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 September 8, 2021

MOTION: Chairman Gerardo Sanchez and Secretary Maria Sabori to approve the Consent Agenda as presented. **Motion passed unanimously.**

The vote was as follows:

Chairman Sanchez	Aye
Secretary Maria Sabori	Aye
Board Member Gustavo MacGrew	Aye

3. DISCUSSION AND POSSIBLE ACTION ITEMS:

3.A. Discussion and possible action on any and all items regarding the quarterly review of the benefit plan. **(Monica Castro, Director of Finance and Susan Posada, Broker and Consultant)** Discussion only no action.

Ms. Castro was not available to attend. Roula Encinas, Acting Assistant Director of Finance, stated there was nothing to report until after the audit.

Ms. Posada said there are a few large claims and perhaps more coming in, some carrying over from last year and some due to COVID.

3.B. Discussion and possible action on any and all matters regarding complex imaging and lab services. **(Susan Posada, Broker, and Consultant)**

Ms. Posada stated that services provided by the hospital are very expensive not only to the employee but also to the trust. She did some research, and now we will have some of the local Yuma labs like Sonora Quest and LabCorp. For imaging SimonMed and South County Diagnostic Services. She also explained the difference between using ESurgeries and using the services directly. Ms. Posada said that prior authorization is required for complex imaging like MRI, CT, and PET scans. She also recommended contacting Esurgeries for more complex labs and stated travel might be involved for some of these services.

Chairman Sanchez commented that having the option only adds to the benefits and minimizes the cost. Unfortunately, some need the other option of the services provided here.

Secretary Maria Sabori asked when this would go into effect, and Ms. Posada replied that legally she needed to give employees a 60-day notice of a change. Probably March 1st.

MOTION: Chairman Sanchez and Board Member Gustavo MacGrew approve to amend the benefits plan to allow for stand-alone imaging and lab services providers and authorize staff to take all actions needed to accomplish it. **Motion passed unanimously.**

The vote was as follows:

Chairman Gerardo Sanchez	Aye
Secretary Maria Sabori	Aye
Board Member Gustavo MacGrew	Aye

3.C. Discussion and possible action on any and all matters regarding the hearing aid benefit for the US and Mexico medical plans. **(Susan Posada, Broker, and Consultant)**

Chairman Sanchez commented that he was interested in hearing about this because most plans don't cover hearing aids.

Ms. Posada gave a brief history regarding ACA and the requirement to pay for a hearing exam and not the hearing aid, which can be very expensive, and that is why it is being brought up.

Ms. Posada discussed that she was able to add hearing aids to the plan for both the Mexico and US plan; the cost is relatively similar. She mentioned that most plans have a limited basis and that hearing aids run anywhere from \$300.00 to \$7,000.00 and that most insurance companies do not offer this benefit.

Ms. Sabori asked Susan how many claims a year does she see for hearing aids, and Ms. Posada replied not many and then asked Maria Munoz how many she saw coming in; she responded two (2).

Chairman Sanchez replied that the reason we don't see many is that providers know that they are not covered. But if he knew they were covered, he would be prescribing them that this was a very rare benefit.

Ms. Sabori asked if Siarmed had limits as well, and Ms. Posada replied that they only have limits that we give them. It's a \$1,500.00 limit in Mexico.

Chairman Sanchez commented that \$1,500.00 is a good start, and we can take a look at the claims and that \$1,500.00 is a very good option. Siarmed will find hearing aids within the \$1,500.00 to \$3,000.00 range and not the \$7,000.00 range.

Board Member MacGrew said that we can always change it, and Ms. Sabori agreed.

Ms. Posada listed the following plan options:

- 1) Limit to one hearing aid for each ear every 3 years for children 18 and younger.
- 2) Limit to the cost of one hearing aid per ear up to a maximum payment of \$2,200.00 every 36 months
- 3) Limit to a maximum benefit of \$1,500.00 per calendar year every 36 months.

Motion: Chairman Gerardo Sanchez and Maria Sabori to approve option three (3) as presented. **Motion passed unanimously.**

The vote was as follows:

Chairman Gerardo Sanchez	Aye
Board Member Gustavo MacGrew	Aye
Secretary Maria Sabori	Aye

4. ADJOURNMENT

Motion: Chairman Sanchez and Maria Sabori to adjourn the meeting. **Motion passed unanimously.**

The vote was as follows:

Chairman Sanchez	Aye
Board Member Gustavo MacGrew	Aye
Secretary Maria Sabori	Aye

NOVAL

PENDING APPROVAL

Employee Benefit Trust Board Meeting

3. A.

Meeting Date: 01/12/2022

Department Head: Maria Munoz, HR Benefits Coordinator, Human Resources Department

Submitted By: Maria Munoz, HR Benefits Coordinator, Human Resources Department

ITEM:

Discussion and possible action on any and all matters regarding action to hold an executive session pursuant to A.R.S. § 38-431.03(A) subsections (3) and (4) for discussion or consultation for legal advice with the City Attorney or attorneys in order to consider the Trustees' position and instruct the City Attorney or attorneys regarding their position regarding negotiation or settlement of the Subrogation case. **(Kay Marion Macuil, City Attorney)**

SUMMARY:

The Trustees can be properly advised by holding an executive session for the purposes described in the agenda item.

RECOMMENDATION / SUGGESTED MOTION:

I MOVE TO HOLD AN EXECUTIVE SESSION PURSUANT TO A.R.S. § 38-431.03(A) SUBSECTIONS (3) AND (4).

Fiscal Impact

Fiscal Impact:

Fiscal impact does not apply to this agenda item because, under A.R.S. §38-431.03(D), the Trustees are not permitted to take legal action involving a final vote or decision in an executive session

Employee Benefit Trust Board Meeting

5. A.

Meeting Date: 01/12/2022

Department Head: Maria Munoz, HR Benefits Coordinator, Human Resources Department

Submitted By: Maria Munoz, HR Benefits Coordinator, Human Resources Department

ITEM:

Discussion and possible action on any and all matters regarding the review and decision of open subrogation case **(Susan Posada, Broker and Consultant)**

SUMMARY:

The Karnas Law firm offered to settle an insurance subrogation case. The underlying case settled with the insurance company, however, there are insufficient funds to pay all medical providers, the injured party, and that party's attorney. The Law firm has made an offer of settlement. Staff does not have the authority to settle or reject. The Trustees may approve a settlement amount or reject all settlements. Since this matter involves information that is not public information and settlement of litigation, discussion on the matter was appropriately held in executive session. However, the decision and vote must be made in an open meeting item.

RECOMMENDATION / SUGGESTED MOTION:

I MOVE TO APPROVE SETTLEMENT OF THE SUBROGATION IN THE AMOUNT OF \$ _____.

Fiscal Impact

Fiscal Impact:

unknown at this time
