

**MINUTES
SPECIAL MEETING
EMPLOYEE BENEFIT TRUST
COUNCIL CHAMBERS
1090 E Union Street
San Luis, AZ 85349
September 14, 2022
5:30 p.m.**

- 1. Call to Order/Roll Call** - Chairman Sanchez called the meeting to order at approximately 5:35 p.m.

THOSE PRESENT

Board Member Gustavo MacGrew
Secretary Maria Sabori
Vice-Chairman Emma Torres – via zoom
Chairman Gerardo Sanchez

THOSE NOT PRESENT

Board Member Maria Gonzalez

OTHERS PRESENT

Kay Marion Macuil, City Attorney
Janet Taylor, Legal Secretary, Acting Clerk
Lizandro Galaviz, Acting City Manager – arrived at 5:40 p.m.
Susan Posada, Benefit Coordinator
Monica Castro, Director of Finance – arrived at 5:40 p.m.
Mary Barajas Gutierrez, Human Resources Coordinator
Adela Cortez, Director of Human Resources
Ruben Lopez, IT Technician

2. Consent Agenda

2.A. MINUTES OF:

- Special Meeting held on May 11, 2022

Chairman Gerardo Sanchez and Secretary Maria Sabori to approve the minutes of the meeting held on May 11, 2022. **Motion passed unanimously.**

The vote was as follows:

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

3. DISCUSSION AND POSSIBLE ACTION ITEMS

3. A. Discussion and possible action on any and all matters regarding the review and approval of SIARMED audit proposal from Wolcott & Associates, Inc.

Ms. Posada briefly discussed losing the last auditor, and it took a little time to find a new one. Ms. Posada stated the one recommended is Wolcott & Associates and was referred by 90 degrees. It is their auditor as well. With the Trusts' approval, they will come in and do the audit for SIARMED. The cost for the audit will be \$15,000.00, which is similar to what we paid before.

Chairman Sanchez and Board Member Gustavo MacGrew to approve Wolcott & Associates' Fifteen Thousand Dollar (\$15,000.00) proposal to audit SIARMED claims. **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.B. Discussion and possible direction to the Consultant and Executive Advisors on any and all matters regarding the review of the claims for Fiscal Year 2021-2022. (Susan Posada, Broker/Consultant)

Ms. Posada discussed that she previously had mentioned that this was going to be a bad year for claims. The Trust was funded with 2.9 million dollars. That money went from the city to the Trust to fund expenses and claims.

There were thirty-three (33) large claims for over a million dollars that were paid out by the Stop-Loss Carrier. Usually, we only have seven (7) to eleven (11) large claims. Ms. Posada stated that some of the claims were due to people putting off surgeries due to COVID, and some of the claims were COVID-related. The Stop-Loss Carrier said this happened with almost all of their clients.

Ms. Posada stated that the Trust put in almost three (3) million dollars and put out almost four (4) million, but we were reimbursed nearly one (1) million by the Stop-Loss Carrier. In the spreadsheet, Ms. Posada explained that all we lost was \$138,971.35.

Ms. Posada anticipates a 20% increase in fees from the Stop-Loss Carrier.

Ms. Posada also stated that the rates will need to be increased and haven't been for at least six (6) to seven (7) years.

Ms. Sabori asked if she estimated the increase for the Stop-Loss Carrier, and Ms. Posada responded yes, approximately 20%.

Ms. Posada discussed what was found in reviewing the claims, that most of them are hypertension and diabetes, and discussed possible bariatric programs focusing on nutrition.

Vice-Chairman Emma Torres stated she had the same concerns and asked what type of wellness programs the city had and how strict they were regarding influencing people to participate. Ms. Torres added that Campesinos Sin Fronteras offered a diabetes prevention program with very few participating.

Ms. Posada said that wellness programs could be challenging to manage. Many regulations need to be followed. She also stated that wellness programs work best when management is involved and actively participating.

Ms. Torres agreed and stated it is worth looking into and accessing management cooperation.

Ms. Posada discussed the budget for the wellness program and the different programs offered, like fitness centers.

Ms. Sabori brought up the former contract with YRMC that brought doctors out for informative discussions on different topics and that they would even travel to various departments and how that was getting a lot of participants and would like to see that return.

Ms. Posada mentioned that nutrition programs were available on the Healthiest You App.

Discussion only, No action.

4. Adjournment

Secretary Maria Sabori and Board Member Gustavo MacGrew to approve adjournment. **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

MINUTES APPROVED BY MEMBERS

DATE: DECEMBER 21, 2022

MINUTE TAKER s/J.Taylor

Meeting adjourned at approximately 5:53 p.m.