

**MINUTES  
SPECIAL MEETING  
EMPLOYEE BENEFITS TRUST  
COUNCIL CHAMBERS  
1090 E Union Street  
San Luis, AZ 85349  
May 11, 2022  
5:30 p.m.**

1. **Call to Order/Roll Call** Chairman Sanchez called the meeting to order at approximately 5:33 p.m.

**THOSE PRESENT:**

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

**OTHERS PRESENT:**

Kay Marion Macuil, City Attorney  
Lizandro (Louie) Galaviz, Acting City Manager  
Janet Taylor, Legal Secretary, Acting Clerk  
Susan Posada, Benefits Broker/Consultant – via zoom  
Mary Barajas Gutierrez, Human Resources Coordinator  
Maria Munoz, Human Resources Analyst  
Ruben Lopez, IT Technician

2. **CONSENT AGENDA**

- 2.A. **MINUTES OF:**

- Special meeting held on April 13, 2022  
Chairman Gerardo Sanchez and Secretary Maria Sabori to approve the minutes of the meeting held on April 13, 2022. **Motion passed unanimously.**

**The vote was as follows:**

|                              |     |
|------------------------------|-----|
| Secretary Maria Sabori       | Aye |
| Board Member Gustavo MacGrew | Aye |
| Board Member Maria Gonzalez  | Aye |
| Board Member 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 stop loss final rate quote from Symetra Financial. (Susan Posada, Broker/Consultant)**

Ms. Posada explained that there were several large claims this year. The preliminary quote came in at 15.66% the final came in about a week ago at 19.81% because we have experienced tremendous losses in claims. The final after negotiations came down to 14.84%. Symetra wanted to retain the business even though they lost quite a bit of money this year on the city. The savings were \$32,379.12. This offer is good until May 13, and we need to respond by that date.

Chairman Sanchez commented that the initial was 15.66%, and we were hoping we were going to get that, and they came back with the 19.81%, and after negotiations, it dropped down to 14.8%. Ms. Posada responded; correct.

Chairman Sanchez stated that he commended Symetra for wanting to continue working with the City of San Luis and that they were good partners. It was just a bad year. Hopefully, next year and the following years, we will see less of a loss for them.

Chairman Sanchez commended Ms. Posada for her negotiations and discussed the different options.

Ms. Posada discussed the differences in the options listed and discussed what the trust was paying right now and the better choice.

**MOTION:** Chairman Sanchez and Board Member Gustavo MacGrew to approve the stop-loss carrier renewal proposal; Option (1), in regards to the 14.84% increase as presented. **Motion passed unanimously.**

**The vote was as follows:**

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

**3.B. Discussion and possible action on any and all matters regarding Exclusive Behavioral Health and to rescind the \$500.00 copay approved at the Trust Board meeting held on April 13, 2022. (Susan Posada, Broker, and Consultant)**

Ms. Posada explained that in order to comply with the federal Mental Health Parity Act, the plan has to waive the \$500 copay and offer mental health benefits the same as any other benefits. Like Esurgeries, no copay, no deductible.

**MOTION:** Chairman Sanchez and Secretary Maria Sabori approve rescinding the \$500.00 copay for Exclusive Behavioral Health in the Employee Benefits plan to comply with the Mental Health Parity Act. **Motion passed unanimously.**

**The vote was as follows:**

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

**4. ADJOURNMENT**

Chairman Gerardo Sanchez and Gustavo MacGrew approve adjourning.

**Motion passed unanimously.**

**The vote was as follows:**

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

*Meeting adjourned at approximately 5:52 p.m.*

PENDING APPROVAL