



**DRAFT - Minutes of Quarterly Trust Meeting  
Wednesday, October 25, 2023**

**Trustees Present:**

Wendy Davis, Chairperson  
Sharon Gilman, Vice-Chairperson  
Richard Karwaczka, Trustee  
Nayla Ramirez, Trustee

**Others Present:**

Jennifer Graeme, Cochise County	Stephanie Moore, GBS
Wendy Koop, Cochise College	Kelly Schoonmaker, AmeriBen
Laura Montini, GBS	Lisa Thompson, Navitus
Jake Goll, Navitus	

**1. Call to Order**

Chairperson Davis called the meeting to order at 2:00 p.m.

**2. Discussion and Possible Action Regarding Approval of the July 26, 2023 Trust Meeting Minutes.**

Trustee Karwaczka made a motion to approve the July 26, 2023 minutes as presented, Trustee Ramirez seconded the motion and the motion passed unanimously.

**3. Discussion and Possible Action Regarding Approval of the June, July and August 2023 Financials**

Stephanie Moore from GBS reviewed the August 2023 financial report. It was noted that the year-to-date cash position as of August 2023 is \$525,694, all-years cash position is \$13,560,361 and the estimated surplus position is \$11,419,363.

*Trustee Karwaczka made a motion to approve the June, July and August 2023 Financials distributed to Trustees. Trustee Ramirez seconded the motion, and the motion passed unanimously.*

#### **4. Medical Claims Report**

Kelly Schoonmaker, AmeriBen, provided Trustees and entity staff with a report of claims incurred from July 1, 2022 through June 30, 2023 and paid through September 2023. Kelly stated the plan is showing a 6.53% overall increase in Medical/Rx claims over the prior plan year. Kelly reviewed membership distribution and the demographic risk score of the plan population noting that 6% of the CCT population is high risk, 28% are at above average risk, 44% are at below average risk and 28% are at low risk. Kelly also reviewed the high cost claimants for the plan year stating that three of the top eight claimants over \$200,000 were cancer patients and that two of those cancer patients plus one other high dollar claimant for a total of three, are no longer insured on the plan. It was noted that three members had six or more ER visits each totaling 38 ER visits. Inpatient admission were 44 per 1000 members and the average length of stay was 6.4 days. Kelly reviewed CCT's top chronic conditions and top 20 providers. Network savings through BCBSAZ was 63.89%.

*No motion required.*

#### **5. Prescription Drug Plan Report**

Lisa Thompson and Jake Goll from Navitus provided a report on the prescription plan utilization. Lisa stated that CCT's plan paid was \$2,509,661, which represents an 11.2% increase over the prior period. Plan paid PMPM was \$82.17, which is an increase of 14.7% over the prior period. Copay Max provided a savings of \$274,019 and manufacturer rebates were \$1,299,909, which is a 22% increase over the prior period. Jake reviewed the generic dispensing rate (GDR) at 82.4% and noted the dip in GDR in the 4<sup>th</sup> quarter is due to flu vaccinations, which are consider Brand medications. Also reviewed were the top categories and drugs by plan paid. The biosimilars for Humira were reviewed and Jake noted which are included on the formulary and which ones are not. Jake stated that effective January 1, 2024 Navitus will be shifting insulin manufacturers and that letters will be going out to affected members this month giving them at least 60 days to consult with their physician and update their prescriptions. Navitus also provided some suggestions for wellbeing partners for the 2024-25 plan year including Sword, Virta Health, and Noom for Work.

*No motion required.*

#### **6. Dental Plan Report**

Stephanie Moore from GBS provided an executive summary of dental claims for the period of July 1, 2023 through September 30, 2023. The Trust received \$487,920 in claims; the Ameritas network provided \$170,892 in PPO savings and \$74,392 in other claims savings. Members contributed \$75,680 through deductible and coinsurance and the plan paid was

\$166,957. Type one preventive claims were 44.3% of plan paid for the period. The top 25 providers were reviewed and it was noted by Chairperson Davis that they would like Ameritas to work on the two non-network providers to join the Ameritas network.

*No motion required*

#### **7. Vision and EAP Report**

GBS provided a report on the vision plan enrollment and utilization noting that enrollment is consistent with the prior year, 32.8% of participants obtained an eye exam and that 98% of members are using an in-network provider. EyeMed did recommend increasing the frames coverage from \$150 to \$170 for the 2024-25 plan year as 68% of members are choosing framing that exceed the \$150 allowance. The plan save \$303,349 from billed charges through September 2023.

The Employee Assistance Program through SupportLinc opened 43 cases since July 1, 2023 and served 244 technology participants. HR referred 25% of cases to the EAP and 35% of all visits were for personal stress. All of the counseling cases were resolved within the EAP.

*No motion required*

#### **8. Approval of the IBNP Claim Reserves as of June30, 2023 and acceptance of the Reserve Target Letter**

Laura Montini from GBS presented the Incurred but not Paid (IBNP) calculation by Cheiron, the Trust's actuary. The IBNP as of June 30, 2023 was calculated at \$1,953,000. The Actuary also prepared a Reserve Target Letter for CCT that recommends maintaining a surplus of 5.5 months of plan expenses plus IBNP. Laura stated that CCT currently has 8.7 months of expenses in reserve which exceeds the target of 5.5 months.

*Trustee Gilman mad a motion to accept the IBNP calculation and acknowledge the receipt of the Target Reserve Letter from Cheiron. Trustee Karwaczka seconded the motion and the motion carried unanimously.*

#### **9. Approval of the 2023-24 CCT Risk Management Plan**

Stephanie Moore from GBS presented the 2023-24 CCT Risk Management Plan and reviewed the items that are included in the plan for historical purposes as well as the current financial state of the Trust and the 2023-24 work goals.

*Trustee Ramirez made a motion to approve the 2023-24 CCT Risk Management Plan as presented. Trustee Karwaczka seconded the motion and the motion passed unanimously.*

#### **10. Wellness Update**

Laura Montini from GBS updated Trustees on recent screening participation and insights on abnormal reports and some of the high claim cost areas that Trustees may want to consider targeting for wellbeing programs in the 2024-25 plan year. Laura also discussed current trends in wellbeing and the areas that employees consider important in 2023. Future screenings were identified and Laura stated the CCT 5K fun run would occur in April 2024. Laura relayed that Wondr, the Trusts weight loss program is changing their enrollment strategy effective January 2024 to allow plan participants to enroll in the program when they are ready to make a lifestyle change versus the current scheduled enrollment periods. Laura also presents some option for new programming moving into the 2024-25 plan year that included allowing entities to have some individual funding for on-site wellbeing events, a Wellness Platform or a Chronic Disease Management program collaborating with Navitus or directly through a vendor. Chairperson Davis noted that there was interest from the Trust on the musculoskeletal program through Sword from the AmeriBen conference and that they would like to see a demo.

*No motion required.*

#### **11. Administrative Update**

Stephanie Moore reported that a new GBS Account Manager has been hired and she will start October 30, 2023. Valerie will work from the Phoenix office with Laura. Also noted was that GBS is working on the completion of Gag Clause Prohibition Attestation, Mental health Parity Compliance Review and that AmeriBen has already sent the Medicare Part D notifications to affected plan participants.

*No motion required.*

#### **12. Future Agenda Items**

There were no future agenda items.

*No motion required.*

#### **13. Next Meeting Date**

The next meeting is the Annual Renewal Meeting and it is scheduled from January 31 – February 2, 2024 in Tubac, AZ.

**14. Call to the Public**

There were no comments from the public.

*No motion required.*

**15. Adjournment**

The meeting was adjourned at 3:31 p.m.

Respectfully Submitted,  
Stephanie Moore, GBS  
Recording Secretary