

COCHISE COMBINED TRUST
DRAFT - Minutes of Quarterly Trust Meeting
Wednesday, October 29, 2025

Trustees Present:

Wendy Davis, Chairperson serving as Trustee
Jackie Elliott, Trustee
Jennifer Graeme, Trustee
Jennifer Lawson, Trustee
James Perey, Trustee serving as Chairperson

Others Present:

Bobby Green, RxBenefits	Rachele Martin, BCBSAZ
Tealjoy Grove, RxBenefits	Stephanie Moore, GBS
Phoebe Hopson, RxBenefits	Caitlin Newcomb, ComPsych
Krista Keller, AmeriBen	Daniela Zubic, GBS
Wendy Koop, Cochise College	

1. Call to Order

The meeting was called to order at 2:00 p.m. by Chairperson Perey.

2. Discussion and Possible Action Regarding the Approval of the July 23, 2025, Trust Meeting Minutes

Trustee Davis made a motion to approve the July 23, 2025, Trust Meeting Minutes. Trustee Elliott seconded the motion, and the motion passed unanimously.

3. Discussion and Possible Action Regarding Approval of the July, August, and September 2025 Financials

Stephanie Moore from GBS presented the September 2025 financial report. Moore noted that the current census is higher than what was projected in the budget. Additionally, Moore reported that year-to-date dental and vision claims are exceeding budgeted amounts, though this aligns with expected seasonal trends. During the discussion, Chairperson Perey inquired about HDHP enrollment. Moore responded that enrollment in the HDHP is trending upward and is higher than what was budgeted for.

Trustee Lawson made a motion to approve the July, August, and September 2025 CCT Financial reports distributed to Trustees. Trustee Davis seconded the motion, and the motion passed unanimously.

4. Approval of the IBNP Claim Reserves as of June 30, 2025 and Acceptance of the Reserve Target Letter

Stephanie Moore from GBS presented the Incurred but not Paid (IBNP) calculation by Cheiron, the Trust's actuary. The IBNP as of June 30, 2025, was calculated at \$2,151,000. The Actuary also prepared a Reserve Target Letter for CCT that recommends maintaining a surplus of 5.5 months of plan expenses plus IBNP. Moore stated that CCT currently has 8.6 months of expenses in reserve which exceeds the target of 5.5 months.

Trustee Elliott made a motion to accept the IBNP calculation and acknowledge the receipt of the Target Reserve Letter from Cheiron. Trustee Lawson seconded the motion, and the motion passed unanimously.

5. Approval of the 2025-26 CCT Risk Management Plan

Stephanie Moore from GBS presented the 2025-26 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 2025-26 work goals.

Trustee Davis made a motion to approve the 2025-26 CCT Risk Management Plan as presented. Trustee Elliott seconded the motion, and the motion passed unanimously.

6. Wellbeing Program Report and Renewal Options

Daniela Zubic from GBS provided a report on the Trust Wellbeing Program. Zubic presented various new programs to consider for the 2026-27 plan year including: Digbi Health and Hinge Health. Zubic also highlighted recent on-site screening, program participation, and population health data. A brief dialogue followed regarding the follow up protocol for abnormal reports from Cardiac and Organ screening.

No motion required.

7. Medical Claims Report and Renewal Options

Krista Keller from AmeriBen provided an executive summary on medical claims incurred July 1, 2024, through June 30, 2025, and paid through August 2025, highlighting the main cost drivers and the high-cost claimants. Keller also recommended various precertification list changes and plan enhancement programs for the 2026-27 plan year.

No motion required.

8. Prescription Drug Claims Report and Renewal Options

Tealjoy Grove from RxBenefits began the report by reviewing general impression and utilization trends year-to-date. Bobby Green introduced a new program, Optimize MyCare, which aims to support plan members with diabetes and metabolic syndrome.

No motion required.

9. Medical Network Report and Renewal Options

Rachele Martin from Blue Cross Blue Shield of Arizona provided an update on current market trends and BCBSAZ initiatives. Martin noted that employers are experiencing record-high premium increases and offered context on contributing factors. Martin also outlined the strategies BCBSAZ is implementing to help manage costs. Additionally, Martin announced that BCBSAZ is transitioning all network-only business to joint administration. This change will provide clients with access to the nationwide BCBSAZ PPO network and telemedicine services through BlueCare Anywhere. Trustee Davis asked a question regarding the upcoming transition and how it will affect the EPO plans.

No motion required.

10. Employee Assistance Program Report

Caitlin Newcomb from ComPsych provided a utilization review and program recommendations to consider for the 2026-27 plan year. Lastly, Newcomb reviewed ComPsych's programs and enhancements that could benefit the group.

No motion required.

11. Discussion and Possible Action Regarding Approval of the Mental Health Parity Analysis

Stephanie Moore from GBS reviewed Mental Health Parity Analysis proposals submitted by Cheiron and Lumelight. Moore outlined key differences between the two vendors, summarizing the benefits and potential drawbacks of each option.

Trustee Graeme made a motion to approve a contract with Lumelight to the Mental Health Parity Analysis and authorized the Chairperson to execute the contract after approval as to form by the Trust Attorney. Trustee Elliott seconded the motion, and the motion passed unanimously.

12. Administrative Update

Stephanie Moore from GBS began the administrative update by providing an overview of a new program, FedLogic. Moore announced GBS has begun working on the dental RFP process. The vision plan carrier, EyeMed, noted that no changes are recommended for the vision plan at this time. Moore also shared that Securian has offered a rate pass along with a special enrollment offer for employees who have less than the \$300,000 guaranteed issue amount of voluntary life to increase their coverage by up to \$100,000 without medical underwriting. Moore announced that results from the recent benefits survey are now available and mentioned ongoing work on compliance-related items. Finally, Moore noted that a post-meeting survey will be distributed soon.

No motion required.

13. Future Agenda Items

There were no future agenda items.

No motion required.

14. Next Meeting Date

The next meeting is the Annual Renewal Meeting, and it is scheduled from January 28 – 30, 2026, in Tubac, AZ.

15. Call to the Public

There were no comments from the public.

No motion required.

16. Adjournment

The meeting was adjourned at 3:33 p.m.

Respectfully Submitted,
Laura Montini, GBS
Recording Secretary