

COCHISE COMBINED TRUST
DRAFT – Minutes of Annual Renewal Trust Meeting
Wednesday, July 22, 2026

Trustees Present:

Wendy Davis, Chairperson
Sharon Gilman, Vice-Chairperson
Jennifer Graeme, Trustee
James Perey, Trustee
Nayla Ramirez, Trustee

Others Present:

Laura Bacon, Gallagher
Stephanie Moore, Gallagher
Daniela Zubic, Gallagher

1. Call to Order

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

2. Discussion and Possible Action Regarding Approval of the April 22, 2026, Trust Meeting Minutes

Trustee Graeme made a motion to approve the April 22, 2026 Trust Meeting Minutes as presented. Trustee Pery seconded the motion, and the motion passed unanimously.

3. Discussion and Possible Action Regarding Approval of the April and May 2026 Trust Financial Report

Laura Bacon, Gallagher, provided Trustees and Staff with a report on the financial position of the Trust as of May 2026.

Trustee Ramirez made a motion to approve the April and May 2026 Financial report as presented, Trustee Graeme seconded the motion, and the motion passed unanimously.

4. Discussion and Possible Action Regarding a Second Level Medical Claim Denial

Stephanie Moore, Gallagher, presented a Medical Claim Denial Appeal. Moore reported that the denied claim was submitted for a First Level Appeal to AmeriBen and the denial was upheld. The claim was denied as not medically necessary, and the plan does not cover diagnostic genetic tests except those that are required by Federal or State Law per the SPD.

Trustee Graeme made a motion to deny the medical claim denial appeal, Trustee Perey seconded the motion, and the motion passed unanimously.

5. Discussion and Possible Action Regarding the Ratification of the 2026-27 Reinsurance Renewal

Stephanie Moore, Gallagher, presented the details of the 2026-27 Reinsurance Renewal, which was previously bound by Chairperson Davis. Gallagher obtained final stop-loss proposals from BCBSAZ and Berkshire Hathaway for a paid contract with a \$200,000 specific deductible. Following review of the proposals, Berkshire Hathaway was selected for renewal, reflecting a 14.11% increase to the specific premium, no change to the aggregate premium, and three lasers totaling \$1,085,000, resulting in \$485,000 of additional claims liability above the deductible. The 20% increase previously incorporated into the budget resulted in \$62,254 in savings, which will be reallocated from the reinsurance line item to the general administration line item.

Trustee Gilman moved to ratify the 2026-27 reinsurance contract as bound by Chairperson Davis. Trustee Ramirez seconded the motion, and the motion passed unanimously.

6. Discussion and Possible Action Regarding Election of Officers

Trustee Perey nominated Wendy Davis to serve as Trust Chairperson, Sharon Gilman to serve as Trust Vice-Chairperson and Gallagher to serve as Recording Secretary. Trustee Graeme seconded the nomination, and the nomination was approved unanimously.

7. Wellbeing Program Update

Daniela Zubic, Gallagher, provided an update on the Wellbeing Program, highlighting recent screening participation, upcoming events, and overall program engagement. Chairperson Davis requested that future Cochise College screenings be scheduled between August 15 and May 15 to better align with faculty availability and encourage participation.

No motion required.

8. Administrative Update

Stephanie Moore, Gallagher, provided implementation updates for several vendor transitions. The Humana implementation remains in progress, with delays related to eligibility file feeds while plan documents, including the SPD and Summary of Benefits, are being finalized. New member ID numbers have been issued as part of the new AZ Blue Joint Administration process. AZ Blue is also working on making Telehealth available to all plan participants. The Guardian STD implementation is also ongoing, with setup configuration and file feed requirements extending the timeline; in the interim, employees needing to file a disability claim should be directed to Gallagher for assistance.

Gallagher also reported that a file feed issue between AmeriBen and HealthEquity temporarily impacted HSA account administration. The issue was resolved through coordination between AmeriBen and HealthEquity after approximately one week. In addition, Conflict of Interest and HIPAA forms for the 2026-27 plan year were distributed, and the required PCORI filing and IRS payment were submitted. Gallagher reviewed the Risk

Management Plan action items and encouraged Trustees to provide any additional items for consideration before the next meeting, noting that updates to each entity's cafeteria plan documents are recommended.

No motion required.

9. Future Agenda Items

There were no future agenda items.

10. Next Meeting Date

The next Trust meeting is scheduled for October 28, 2026, and will be held virtually through Teams.

11. Call to the public

There were no comments from the public.

12. Adjournment

The meeting was adjourned at 2:31 p.m.

Respectfully Submitted,
Laura Bacon, Recording Secretary