

**DRAFT MINUTES OF THE TOWN OF GILBERT, ARIZONA SELF-INSURED TRUST FUND
BOARD OF TRUSTEES MEETING
VIA MICROSOFT TEAMS, GILBERT, ARIZONA
February 22, 2023, 5:00 P.M.**

MEMBERS PRESENT: Lindy Mitchell, Chair
Anthony Panepinto
Kelly Pfof
Mary Dellai

MEMBERS ABSENT: Constance Lemere

COUNCIL LIAISON: Council Member Kathy Tilque - Present

STAFF PRESENT: Shawn Irula, Total Rewards Manager
Donna Pedrera, Benefits Analyst Senior
Erica Brown, Wellness Coordinator
**Staff noted above either spoke or presented - Other staff may be in attendance.*

GUESTS PRESENT: Alexa Williams, WTW
Theresa O'Brien, WTW

1. Call to Order

Chairperson Mitchell called the meeting to order at 5:03 PM.

2. Roll Call

Ms. Pedrera called roll and a quorum was declared.

3. Communications from Citizens

None

4. Wellness Program Update

Information and Discussion only

Ms. Brown updated the board on events that have occurred since October 2022. She advised that biometric screenings are still underway and a total of 214 have already completed their screening. The last event is scheduled for tomorrow (2/23/23) and we have 46 registered. She advised that Gilbert Peer Support group was launched, and 24 town employees were certified in mental health first aid. She also informed the board that EAP utilization has seen an increase since changing providers on July 1. Ms. Brown advised that the current step-challenge, Move-it-Maricopa, is currently underway and a record 301 members are participating. Lastly, she provided engagement for 204 events/programs, 5,731 total engagement which is an increase of 34%. Ms. Brown briefly reported on the increase in step challenge participation year over year. Finally, she provided an overview of upcoming programs, to include the annual wellness survey, aggregate data from the biometric screenings, virtual health & wellness fair in May (to coincide with Open Enrollment) and the sunsetting of the Attain Earn your Watch program on July 1, 2023.

Mr. Panepinto asked if there was an incentive for participating in the biometric screening and Ms. Brown advised that the incentive was a \$50 gift card.

5. Discussion of Plan Recommendations for FY24

Discussion and possible motion

Ms. Irula reminded the board that plan design and recommendations were briefly discussed at the meeting last month and there are no recommended plan design changes for FY24. She did advise that staff has been monitoring claims since January 1 in preparation of making a recommendation to the board. She advised that claims have been running high; therefore, staff recommends a medical premium rate increase of 6%. She advised that the dental fund continues to run well with approximately 9.5 months of excess; therefore, staff is recommending a 5% decrease to the premium. Ms. Irula reminded the board that the funds cannot cross over and must stay separate, so the excess in the dental fund cannot be used to offset the premium increase recommended for the medical fund. Mr. Panepinto asked about a premium holiday. Ms. Pfof advised that a premium holiday may be addressed in the upcoming plan year; however, the decrease to the premium (revenue) is consistent with the claims that are being processed and may offset each other for the upcoming plan year.

Mr. Panepinto motioned to approve the staff recommendation to increase medical premium rates by 6% and decrease dental premium rates by 5%, Ms. Mitchell seconded the motion. The motion passed 4 – 0.

6. Workers' Compensation Program Update

Information and Discussion only

Ms. Irula advised the board that the presentation may not include everything they are used to seeing as a result of staff turnover. She advised that Corvel, the third-party administrator, provides reports that are similar to what WTW provides and staff is exploring the option of presenting those reports in future meetings. She advised that the quarter 2 comparison from FY22 to FY23 is very similar with 39 claims and 37 claims, respectively. The spent is considerably different at approximately \$80K in FY22 and \$28K in FY23; which can be due to severity of claims and timing of billing. She outlined the three highest cost claims for FY23 Q2 as a Utility Technician with a finger injury totaling approximately \$9,500, a Police Sergeant with a hip injury totaling approximately \$8,800 and a Fire Captain with a lower back injury totaling approximately \$5,300 to date. She advised that these claims are ongoing and will most likely incur more costs as treatment is provided. Lastly, she reported that the network solutions savings for the quarter totaled just over \$457K. To wrap up the update, Ms. Irula advised that the Workers' Compensation Program Coordinator role is currently posted on the Town's website and encouraged the board members to share with their networks.

7. Staff Update

Information and discussion only

Ms. Irula advised the board that the next regular scheduled meeting is March 22, 2023, but that meeting may be cancelled if no urgent matters of discussion arise. She also advised that the next quarterly meeting is scheduled for April 26, 2023 where staff will bring the stop-loss coverage to the board for discussion and action.

8. Approval of Minutes of Prior Meeting

Mr. Panepinto asked if the meeting minutes were sent as he did not recall getting them. Ms. Irula advised that she thought they were sent out. Ms. Pfost advised that the agenda item could be postponed to a future agenda to allow board members time to review.

Ms. Pfost made a motion to move the approval of the minutes of January 25, 2023 to the next meeting, seconded by Ms. Mitchell. The motion passed 4 – 0.

9. Adjournment

Ms. Dellai made a motion to adjourn, Ms. Mitchell seconded the motion. The motion passed 4 – 0.

Ms. Dellai adjourned the meeting at 5:27 PM.

Lindy Mitchell, Chair

ATTEST:

Shawn Irula, PHR
People Team, Total Rewards Manager