

**PUBLIC SESSION MINUTES
EMPLOYEE BENEFITS ADVISORY COMMITTEE MEETING
THURSDAY, AUGUST 07, 2014**

A meeting of the Employee Benefits Advisory Committee was held at 11:00 a.m., Thursday, August 07, 2014, in the City Council Conference Room – 7th Floor/Mesa City Plaza Building, 20 E. Main St.

MEMBERS PRESENT: David Luna, John Pombier, Amy Trethaway

MEMBERS EXCUSED: N/A

OTHERS PRESENT: Gary Manning, Human Resources Director
Janice Ashley, Employee Benefits Administrator
Peggy Lynch, Assistant Employee Benefits Administrator
Noel Vera, Employee Benefits Supervisor - Secretary
Bernice Mead, Employee Benefits Supervisor (observer)

The meeting was called to order at 11:02 a.m.

Agenda Item #1: Approval of Previous Meeting Minutes

- John Pombier moved to adopt the meeting minutes from March 20, 2014. Amy Trethaway seconded the motion and all were in favor. The vote was unanimous.

Agenda Item #2: Update on CY2015 COM Health Plan Document Changes

- Gary Manning and Janice Ashley gave an overview of the summary of changes to the City's Health Plan Document for calendar year 2015.
- Janice Ashley reviewed the proposed changes and answered any questions; in summary, the recommended changes are required by:
 - **Health Care Reform and other regulatory compliance requirements:** e.g. separate in-network prescription drug Maximum Out-of-Pocket expense amounts (MOOP's); the combined medical MOOP's and new RX MOOP's in each medical plan are indexed to comply with ACA requirements (subject to change as index changes from year to year)
Language updates and corrections:
 - **Language corrections and updates:** e.g. Quick Reference Chart in the Introduction section of the Plan Document requires extensive language updates for Third Party Administrator, Service Providers and process changes that will be introduced in 2015 for employee benefit administration purposes (AmeriBen, Delta Dental, ConnectYourCare)
 - **Plan enhancements:** e.g. removed current language and restrictions regarding ineligibility of Retiree Health Plan for employees hired on or after 1/1/2009. New language will allow eligibility at full cost to the retiree after 20 years of service, minus any ASRS or PSPRS subsidies to which entitled
 - **Cost containment or administrative efficiencies:** e.g. removal of medical plan Pre-certification requirement for office visit surgeries over \$500 - allow more timely care,

less disruption of member service and aligns with the reduction in pre-certification requirements that was approved in 2014

- John Pombier motioned to give direction to move forward with suggested changes. Amy Trethaway seconded the motion and all were in favor. The vote was unanimous.

The meeting was adjourned at 11:31 a.m.

Prepared by: Noel Vera, Secretary to the Board