

**PUBLIC SESSION MINUTES
EMPLOYEE BENEFITS ADVISORY COMMITTEE MEETING
THURSDAY, MAY 07, 2015**

A meeting of the Employee Benefits Advisory Committee was held at 11:00 a.m., Thursday, May 07, 2015, in the City Council Conference Room – 7th Floor/Mesa City Plaza Building, 20 E. Main St.

MEMBERS PRESENT: Councilmember David Richins, John Pombier, Amy Trethaway, Mary Cameli

MEMBERS EXCUSED: Councilmember David Luna

OTHERS PRESENT: Janice Ashley, Employee Benefits Administrator
Peggy Lynch, Assistant Employee Benefits Administrator
Alicia White, City Counsel Assistant (Observer)
Noel Vera, Employee Benefits Supervisor - Secretary

The meeting was called to order at 11:10 a.m.

Agenda Item #1: Approval of Previous Meeting Minutes

- Councilmember Davie Richins moved to adopt the meeting minutes from August 7, 2014. John Pombier seconded the motion and all were in favor. The vote was unanimous.

Agenda Item #2: Review Pre-Certification Requirements and Processes for certain Rehabilitation Therapies Covered under City of Mesa Medical Plans, including Chiropractic (CT), Physical Therapy (PT), Occupational Therapy (OT), Speech Therapy (ST), Music Therapy (MT) and Applied Behavioral Analysis Therapy/Therapeutic Behavior Therapy (ABA/BT)

- Janice Ashley provided an overview of rehabilitation therapy coverage in the City's Health Plan Document and described pre-certification practices for these therapies.
- With the City's change to third party medical plan administrators effective January 1, 2015, a review of pre-certification procedures for rehabilitation therapies has been conducted. New TPA procedures for rehabilitation therapies contain more edits/audits than the City's past practices and systems. As a result, there could be disruption to members who may face coverage denials for long-term rehabilitation therapy services for "permanent" diagnostic conditions, as compared to prior years.
- Peggy Lynch provided comparison information to benchmark how other cities in the area cover rehabilitation therapies. It was noted that many cities allow for a combined 60 visits per year. It was also noted that not all cities cover ABA therapy.
- An analysis was presented with a summary of potential costs to the City, illustrating the impact of limiting visits to 40 and 60 visits per therapy, per person, per year.
- Four alternative coverage recommendations were presented with varying degrees of member disruption and cost impact. John Pombier requested to know which alternative Employee Benefits recommended. Janice Ashley responded that the least member disruption with some cost containment potential and more Plan certainty about amount of coverage available each

year, would be with the introduction of a 60 visit per therapy, per member, per year limitation (for Occupational, Physical, Music, Speech and ABA/Therapeutic Behavior Therapy).

- The Committee requested that further analysis be conducted and modeled before a decision could be made, with particular interest in modeling other City benchmarks around limitations on “combined” rehabilitation therapies:
 - Illustrate a combined 90 maximum annual visit limitation
 - Illustrate a combined 60 maximum annual visit limitation
 - Model cost projections for each of these if a lower level of coverage is provided to members after annual visit limitations are reached
- Results of further analysis will be discussed at a future EBAC meeting.

The meeting was adjourned at 11:41 a.m.

Prepared by: Noel Vera, Secretary to the Board

DRAFT