



CITY OF MESA EMPLOYEE BENEFIT TRUST FUND (EBT) – OPERATIONS REPORT



SELF-INSURANCE TRUST FUND BOARD PRESENTATION
February 23, 2021

Employee Benefit Trust (EBT) Benefit Program Overview

2

Employee Benefit Trust Fund provides:

- ❑ **Medical**/Prescription Drug/Behavioral Health benefits - Cigna and CVS/Caremark
- ❑ **Stop-loss** Medical/RX insurance - Matrix Group Benefits/Nationwide Life Insurance Company
- ❑ **Dental** benefits - Delta Dental of Arizona
- ❑ **Vision** care benefits - Vision Service Plan (VSP)
- ❑ **EAP** program - ComPsych
- ❑ **Flexible Spending** Accounts (FSA) - ConnectYourCare
- ❑ **Health and Wellness Center** - OnSite Care Inc.
- ❑ **Mesa Wellness 360** – programs, incentives/rewards, digital platform provided by Sonic Boom Wellness Inc.
- ❑ **Other benefit programs** including: Life and Accidental Death and Dismemberment Insurance (MetLife), Business Travel Accident/Commuter Travel Accident Insurance (LINA), Short Term Disability Insurance (Unum) and Long-Term Disability Insurance (For full-time sworn officers and elected officials - MetLife)

EBT Funding

3

- ❑ EBT is funded by:
 - ❑ Contributions from City department budgets
 - ❑ Employee, retiree and COBRA premiums
 - ❑ State retirement system subsidies (ASRS & PSPRS)
 - ❑ Medicare Part D Drug subsidy/discount reimbursements (EGWP) – for eligible retirees
 - ❑ Brand Drug and Specialty Rebates
 - ❑ Administrative, Wellness and Performance Guarantee (PG) credits from contracted vendors
 - ❑ Stop-Loss Insurance reimbursements for medical/prescription drug claims over \$500,000 per claimant per year
 - ❑ Trust investment income

Operational Highlights

4

- ❑ **Open Enrollment Fall 2020 for 2021:**
 - ❑ “Virtual” communications and activities
 - ❑ eBenMesa IT developed enrollment technology – redesign and upgrade for October 2020 – record participation levels with over 2,000 employees and retirees using the system
 - ❑ Virtual and online Wellness classes with behavioral health and resiliency emphasis
 - ❑ Flu shots
- ❑ **Vision care contract** with VSP re-awarded for 2021 with reduced, 5-year guaranteed premium rates and increased benefit allowances

Operational Highlights cont.

5

- ❑ **EAP contract** re-awarded to ComPsych for 2021 with continued competitive per head costs for a guaranteed 5-year period
- ❑ **RFP solicitations** in Q1 2021:
 - ❑ Prescription Drugs benefits under medical plans for:
 - ❑ Active employee and non-Medicare eligible retiree populations
 - ❑ Specialty Drug Alternative Funding administration (new service potential)
 - ❑ Employer Group Waiver Medicare Part D Prescription Drug program for Medicare eligible individuals in retiree medical plans
 - ❑ Flexible Spending Account (health and dependent care) claims, health debit card and customer service administration
 - ❑ Dental Plan Administration including network management and claims administration/customer service

Operational Highlights cont.

6

- ❑ **Health Plan and City responses to COVID-19:**
 - ❑ Cigna and CVS medical claims updates to provide 100% coverage for COVID-19 testing and diagnosis services
 - ❑ Cigna Medical Group (CMG) facilities - COVID-19 testing services
 - ❑ B2B - CVS Return Ready COVID-19 testing program
 - ❑ CVS/Caremark and Cigna/CMG for vaccine distribution to medical plan members (pending CMS, state and county authorization/phases)
 - ❑ Mesa Fire and Medical coordinated convention center/drive-up COVID-19 testing and flu shot services
 - ❑ Health and Wellness Center drive-up COVID-19 testing services with appointments for sick or symptomatic patients (including eligible medical plan covered dependents)
 - ❑ MCP testing location coordinated by H & W Center for well and asymptomatic employees through March 2021

Operational Highlights cont.

7

❑ Other Plan responses to COVID-19:

- ❑ Short-term disability and life insurance carriers on heightened alert for speedy claims administration services
- ❑ Consolidated Appropriations Act of 2021 – relaxed rules for Flexible Spending Account (FSA) administration:
 - ✓ Unlimited rollovers of unused funds in 2021 and 2022 for active employees – both health and dependent care FSA's
 - ✓ Change events allowed for any reason: enroll, increase or decrease elections in both health and dependent care FSA's in 2021 only

Health and Wellness Initiatives

OnSite Care Health and Wellness Center - centralized access to quality primary and preventive care services, free of charge to the patient:

- Available to active employees and family enrolled in City medical plans
- Expanded by April 2021 to include City retirees and their covered family - retired after November 1, 2014, enrolled in a retiree medical plan with the City and non-Medicare eligible
- Skin cancer screenings – monthly appointments available with part-time specialty Physician's Assistant
- Employment based physicals and screenings: pre-employment drug testing, DOT physicals, PD recruit physicals and SWAT bi-annual physicals
- COVID-19 testing and primary care treatment

Health and Wellness Initiatives cont.

9

Mesa Wellness 360 – wellness initiatives, incentives and education programs with Sonic Boom wellness platform:

- Engage/encourage healthy behaviors for active employees **enrolled in City medical plans**
- 2,397 participants as of February 2021 (63% of eligible population – up from 58%)
- “Points” opportunities via fitness devices, mobile app, contests, events, screenings, classes, daily challenges
- Health coaching and other health education tools
- 1,000 points annually achieves:
 - \$200 per person in Visa gift cards (\$139,000 awarded in 2020)
 - \$200 per person annual medical premium discount for Choice and Copay medical plan enrollees (526 employees achieved for 2021 – up 5% from 2020)