



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



SELF-INSURANCE TRUST FUND BOARD PRESENTATION
February 28, 2022

Employee Benefit Trust (EBT) Benefit Program Overview

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Employee Benefit Trust Fund provides:

- ❑ **Medical**/Prescription Drug/Behavioral Health benefits - Cigna and [MedImpact/VibrantRx/PaydHealth](#)
- ❑ **Stop-loss** Medical/RX insurance - Matrix Group Benefits/[United States Fire Insurance Company](#)
- ❑ **Dental** benefits - Delta Dental of Arizona
- ❑ **Vision** care benefits - Vision Service Plan (VSP)
- ❑ **EAP** program - ComPsych
- ❑ **Flexible Spending** Accounts (FSA) – [Navia Benefit Solutions](#)
- ❑ **Health and Wellness Center** - OnSite Care Inc.
- ❑ **Mesa Wellness 360** – programs, incentives/rewards, digital platform provided by [WebMD](#).
- ❑ **Other benefit programs** - 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

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- ❑ 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
 - ❑ Cost diversion through [Specialty Drug Advocacy Services](#)
 - ❑ Brand Drug and Specialty Manufacturer 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

Benefit Plan Operational Highlights

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- ❑ **Open Enrollment Fall 2021 for 2022:**
 - ❑ Departmental “education” meetings in September 2021
 - ❑ Full scope Benefits Fair at Mesa Convention Center (employees and retirees) early October 2021
 - ❑ All benefit vendors
 - ❑ City department booths
 - ❑ Employee Network vendors
 - ❑ COVID-19 vaccines and flu shots
 - ❑ eBenMesa enrollment technology – record participation levels with over 2,000 employees and retirees using the system either directly or in assisted enrollment sessions

Benefit Plan Operational Highlights cont.

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- ❑ **PBM Prescription Drug administration services contract** newly awarded to MedImpact/VibrantRx for Commercial and EGWP/Wrap Medicare Part D members effective January 2022
- ❑ **Specialty Drug Advocacy Services** contract newly awarded to PaydHealth - new cost containment service effective January 2022
- ❑ **FSA Account Administration** contract newly awarded to Navia Benefit Solutions effective January 2022
- ❑ **Mesa 360 Wellness Technology Platform** contract newly awarded to WebMD effective November 2021
- ❑ **RFP solicitations planned in 2022:**
 - ❑ Third Party Administrator Services for Medical Plan Administration, Utilization Management/Cost Containment Services and Provider Network Access

Benefit Plan Operational Highlights cont.

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- ❑ **Health Plan and Health and Wellness Center responses to COVID-19:**
 - ❑ Cigna and MedImpact medical/prescription drugs claims adjudication updated to comply with mandates/regulations - 100% coverage for COVID-19 testing and diagnosis services, including OTC COVID test purchase coverage (as of January 15, 2022)
 - ❑ Expansion of Cigna telemedicine opportunities to include primary and preventive care, urgent care, behavioral health care and dermatology screenings through MDLive and network providers
 - ❑ Health and Wellness Center asymptomatic COVID-19 testing 5 mornings per week for all employees (currently through March 2022)
 - ❑ Health and Wellness Center drive-up symptomatic COVID-19 testing and virtual appointments (for medical plan covered employees and dependents)
 - ❑ COVID-19 vaccines for active employees, eligible retirees and covered families enrolled in City active or retiree medical plans.

Health and Wellness Initiatives

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OnSite Care Health and Wellness Center – access to quality primary and preventive care services, free of charge:

- Available to active employees/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
- Sick visit screenings (including COVID-19, Flu and Strep testing) with some same day appointments
- Well visits and primary care service for chronic care management (and referrals to medical plan network specialty care)
- COVID-19 testing and vaccines
- 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

Health and Wellness Initiatives cont.

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Mesa Wellness 360 – wellness initiatives, incentives, education programs and coaching with WebMD wellness platform:

- Engage/encourage healthy behaviors for **all active employees** (activated with WebMD November 2021)
- *New!* Spouses/committed partners eligible if **enrolled in City medical plans**
- Non-benefited employees participate for raffle prize entries vs. gift card rewards
- 1,500 employees signed up by January 2022 (with over 160 spouses to date)

Health and Wellness Initiatives cont.

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Mesa Wellness 360 – incentives and rewards:

- “Points” opportunities via fitness devices, mobile app, contests, events, screenings, classes, daily challenges and Citywide challenges
- Health coaching and other health education tools
- 1,000 points for benefited employees and spouses achieves:
 - \$200 per person in Visa or merchant gift cards (\$141,000 awarded in 2021)
 - \$200 per person (\$400 per household) annual medical premium discount (funded bi-weekly) for medical plan enrollees (541 employees achieved for 2022 – 1% incr. from 2021)