

**PUBLIC SESSION MINUTES
EMPLOYEE BENEFITS ADVISORY COMMITTEE MEETING
THURSDAY, SEPTEMBER 1, 2016**

A meeting of the Employee Benefits Advisory Committee was held at 11:00 a.m., Thursday, September 1, 2016, in the City Council Conference Room – 7th Floor/Mesa City Plaza Building, 20 E. Main St.

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

MEMBERS EXCUSED: Councilmember David Luna, Amy Trethaway

OTHERS PRESENT: Gary Manning, Human Resources Director
Janice Ashley, Employee Benefits Administrator
Peggy Lynch, Assistant Employee Benefits Administrator
Alicia White, City Counsel Assistant
Erica Navarro, Employee Benefits Supervisor - Secretary

The meeting was called to order at 11:04 a.m. by Councilmember Richins

Agenda Item #1: Approval of Previous Meeting Minutes

- Council Member Richins moved to adopt the meeting minutes from September 03, 2015. John Pombier seconded the motion and all were in favor. The vote was unanimous.

Agenda Item #2: Hear a presentation, discuss, and provide direction on Summary of Health Plan Document Change Recommendations for 2017.

- Janice Ashley provided an overview of the Summary of Changes to the City's Health Plan Document for calendar year 2017.
- Summary of recommended changes:
 - **Health Care Reform and other regulatory compliance requirements:**
 - Align MOOP's with ACA indexed amounts by plan
 - Change 100% coverage to regular plan coverage for iron supplements for infants
 - Remove exclusion language for gender care services to align with ACA section 1557 non-discrimination provisions
 - **Cost containment or plan enhancements:**
 - SilverScript Employer Group Waiver Program (Medicare Part D) implementation
 - Copay Plan: copay additions or increases to reduce Plan liability and mitigate 2017 rate increases for both City and members
 - Allow coverage for medically necessary hair growth treatments for children under age 18
 - EAP visits up to 12 per person, per issue, per year for public safety personnel involved in traumatic events in line of Duty (compliance with HB2350)
 - FSA Health Maximum annual election increased to \$2600
 - **Language updates and corrections:**

- Quick Reference Chart contact updates including new vendors (SilverScript, LegalShield & IDShield)
 - Post cataract surgery eye refractions covered
 - Developmental delays/learning disorders initial diagnosis testing covered (treatment remains uncovered)
 - Remove pre-cert requirements: pain management treatments, testosterone treatments and lap band adjustments
 - Add pre-cert requirements: outpatient infusion services, home setting for rehab therapies
 - FSA Health (Debit Card) substantiation requirements - align Plan language with practice and IRS requirements
 - Conform Plan language to "no subrogation" practice and intent.
- Councilmember Richins expressed appreciation for the detailed Summary of Changes. Commended the City's Benefits Department for maintaining a high level of member advocacy, researching and analyzing plan benchmark recommendations and at the same time, closely monitoring/aligning coverage outcomes with the intent of the Plan Document, thus significantly reducing the number of administrative appeals that the Committee must adjudicate each year.
 - John Pombier recommended notifications to members impacted by the removal of 100% coverage on infant iron supplements (if any) before 1/1/17, to reduce member disruption.
 - Gary Manning commented on the SilverScript/EGWP Medicare Part D implementation process and wanted to recognize the Benefits Department for their efforts in this cost containment initiative.
 - Councilmember Richins asked if the City is considering the addition of Chiropractic services to the Wellness center.
 - Peggy Lynch explained, that due to space limitations the Wellness Center is not equipped to add "other" services at this time, but this along with other wellness offerings is a part of ongoing review.
 - Councilmember Richins asked if there was a reason we did not recommend increasing EAP visits across the board and not just for sworn employees.
 - Jan Ashley replied that this benefit is 100% City funded and there would be a cost increase to the City to adopt 12 visits across the board for all member issues.
 - John Pombier supported updated language for maintaining the health plan in primary position for coverage of motor-vehicle and other third party medical claims and existing non-subrogation provisions of the health plan; asked for discussion of why this issue needed clarification in the Plan Document.
 - Peggy Lynch explained that medical service providers may be interested in filing claims with a third party first, to maximize reimbursement potential vs. a discounted payment through a network health plan arrangement.
 - John Pombier motioned to adopt Plan document changes. Mary Cameli seconded the motion and all were in favor. The vote was unanimous.

The meeting was adjourned at 11:26 a.m.

Prepared by: Erica Navarro, Secretary to the Board