

**PUBLIC SESSION MINUTES
EMPLOYEE BENEFITS ADVISORY COMMITTEE MEETING
THURSDAY, SEPTEMBER 07, 2023**

A meeting of the Employee Benefits Advisory Committee was held at 11:00 a.m., Thursday, September 07, 2023, in the City Council Conference Room – 7th Floor/Mesa City Plaza Building, 20 E. Main St.

MEMBERS PRESENT: Councilmember Mark Freeman, Andrea Alicoate, Natalie Lewis

MEMBERS EXCUSED: Councilmember Julie Spilsbury, Mary Cameli

OTHERS PRESENT: Teri Overbey, Human Resources Director
Janice (Jan) Ashley, Employee Benefits Administrator
Cecilia Damron, Assistant Employee Benefits Administrator
Erica Navarro, Employee Benefits Supervisor - Secretary

The meeting was called to order at 11:11 a.m. by Natalie Lewis

Agenda Item #1: Hear a presentation, discuss, and provide direction on Summary of Health Plan Document Change Recommendations for 2024

Jan Ashley provided an overview of the Summary of Changes to the City's Health Plan Document Summary Plan Description for calendar year 2024 and answered questions for the Committee.

The recommended changes include:

- **Enhancement:** Voluntary membership benefit program for employees and retirees to access United Pet Care memberships for their pets for network provider discounts, 24x7 helpline, veterinary meds discount card with no pre-existing condition, breed, or age exclusions. Not a payroll deduction service - members enroll and pay directly through a UPC member portal/website.
- **Compliance and Plan Enhancement:** Health Care Flexible Spending Account (FSA) Annual election and Rollover Maximums - Health Care FSA annual election maximum increased to \$3,050 and health rollover maximum increased to \$610.
- **Compliance:** Physician and Health Care Practitioner Services - In-network provider visits, services, or facilities with a primary diagnosis of behavioral health or substance abuse services covered at 100% no deductible in Basic, Choice and Copay Plans to align with existing coverage described for Behavioral Health Services provided by Behavioral Health Practitioners.
- **Plan Enhancement:** Consolidation of RX prescription drug plan designs for Basic and Choice Plans - align Basic and Choice Plan prescription drug benefits to be the same and including: no separate prescription drug deductibles, Rx MOOP of \$2,500 per person and \$5,000 per family and same minimums and maximums per Tier of benefit coverage in each plan.
- **Plan Enhancement and Compliance:** RX Diabetic Adherence Strategies in Basic and Choice medical plans: Diabetic Insulin - Insulins in Tiers 1 and 2 pay at Tier 1 coinsurance/minimums and maximums or if lower, default to \$35/\$105 Medicare compliance maximums for 30-day and 90-day supply. Tier 3 Insulins default to \$35/\$105 maximums if lower than Tier 3 standard copays/coinsurance in Basic, Choice and Copay medical/prescription drug plans. Diabetic Supplies/Equipment – Tier 1 and 2 100% coverage; Tier 3 at standard copays/coinsurance per Plan (Basic, Choice and Copay plans).
- **Maintenance and Compliance:** COVID-19 Testing and Vaccinations - continue 100% coverage in-network for testing/lab services, OTC test kits (subject to quantity limits and maximum per kit \$), vaccinations and COVID-19

