

ARIZONA METROPOLITAN TRUST
Draft – Minutes of Tuesday, November 18, 2025
Trust Meeting

The following Trustees were present, and a quorum was met:

Bryant Powell	City of Apache Junction
Rob Schmitz, Vice Chairperson	Sun City Fire District
Troy Smith	Town of Wickenburg
Brian Stutsman	Town of Youngtown

The following Alternate Trustees were present:

Dawn Kurek	City of El Mirage
Patrick Larrabee	City of Guadalupe
Tarah Mayerhofer	Town of Wickenburg
Anna McCray	City of Apache Junction
Gina Monger	Town of Paradise Valley
Carla Reece	Town of Cave Creek
David Trimble	Town of Fountain Hills

The following Consultants/Vendors/Guests were present:

Ann Coupland	Delta Dental
Sheri Gordon	Gallagher Benefit Services
Michael Hensley	Jones Skelton & Hochuli
Krista Keller	AmeriBen
Jaime Schulenberg	Gallagher Benefit Services
Corey Tracy	Gallagher PBM Services
Daniela Zubic	Gallagher Benefit Services

1. Call to Order

The meeting was called to order at 10:01 a.m.

2. Roll Call

Ms. Gordon performed roll call and confirmed a quorum was in attendance to act on applicable matters before the Board.

3. Consent Agenda

Vice Chairperson Schmitz presented the consent agenda for approval as outlined below:

- Approval of August 19, 2025 Trust Meeting Minutes; and
- Approval of July through September 2025 Financial Reports.

Trustee Stutsman made a motion to approve the consent agenda, seconded by Alternate Trustee Trimble and unanimously carried.

4. Discussion and Possible Action re PBM RFP

Jaime Schulenberg reported that prior to the review of the Gallagher PBM RFP results, by Corey Tracy, she wanted to review some new developments which will impact the current and upcoming contract with Navitus. She reported that Navitus has begun making mid-year changes to the formulary which have fiscal impacts not accounted for in the budget. In addition, Gallagher was advised that effective July 01, 2026, the platform on which the pharmacy benefits are offered will change. Those changes will impact both the Trust and members as follows:

- A new formulary.
- Addition of standard programs: Access Guidance Program and QALUIQ:
 - **Access Guidance Services (AGS)** can be implemented for all plans with requirements that members must first meet their deductible before any copay assistance applies. Traditional/retail coverage would include GLP-1's. The main differentiator between Specialty and Retail AGS is the "First Fill Bypass" methodology. Members would receive their medication at the regular tiered copay and would be required to sign up for the copay assistance programs before receiving a refill. If the member does not sign up their next claim will be rejected at the pharmacy level.
 - **QALYIQ** program targets high-cost specialty drugs that are considered "orphan drugs" for extremely rare diseases. The drugs would appear on separate tiers from other specialty drugs, with much higher member cost share. First, the drug program will support the member in applying for manufacturers patient assisted programs, these programs can cover up to 100% of the drug's cost depending on the manufacturer's eligibility criteria, the member's financial situation, etc. Lastly, the cost of QALYIQ is \$0.50 PMPM + 20% of shared savings; the cost would be applied to all members even if only one member was on the plan.
 - **Medically Administered Products** appears to be a voluntary carve out program that would allow the Plan to move members receiving certain medications under the medical benefit to the Rx benefit (this is currently available but is being discontinued without specific implementation of this program). Cost is \$1.30/PMPM. *There is a voluntary MAP formulary that would give the member a choice whether to use the pharmacy or their physician for qualified meds; cost is \$.50/PMPM + \$80 per review.
- **Potential Implications:**
 - **Formulary Changes** could impact member access to certain medications.
 - **Standard Programs** may introduce new utilization management protocols.

- **Admin Fee** will increase (no estimate available as of yet) and a number of “new” fees will be added to accommodate new programs.

Ms. Schulenberg turned the meeting over to Corey Tracy from Gallagher’s Pharmacy practice to review the results of the PBM RFP.

A motion was made by Alternate Trustee Reece to go into Executive Session at 10:10 a.m., seconded by Alternate Trustee Trimble, and unanimously carried, gfor contract negotiations and/or legal advice related to the PBM RFP.

A motion was made by Alternate Trustee Kurek to enter back to regular session at 10:43 a.m., seconded by Trustee Stutsman, and unanimously carried.

Gallagher’s recommendation is that the Trust move its pharmacy coverage from Navitus to either SmithRx or MedImpact.

Trustee Powell moved to award a contract for PBM services to Smith Rx, subject to negotiation of the contract with an effective date of 07/01/2026, seconded by Alternate Trustee Kurek and unanimously carried.

5. Discussion and Possible Action re Medical Claim Appeal

Ms. Schulenberg reported that a Laboratory, on behalf of a member, is requesting coverage of a genetic test, Decision Dx-Melanoma, which was denied by AmeriBen as not medically necessary. Ms. Schulenberg reviewed a summary of the information provided in the meeting.

Trustee Powell made a motion to deny the appeal, seconded by Alternate Trustee Reece and unanimously carried.

6. Review and Approval of 2024-25 Audit

Ms. Schulenberg reported that Doug Kienitz, the Trust’s Auditor, conducted the annual audit of the Trust as of June 30, 2025. The following was reported in his audit process:

- Trust’s Assets (cash) are reported at \$6,618,486, which is a decrease of \$840,329 from the prior year.
- Trust’s Incurred but Not Reported (IBNR) liability is reported at \$1,429,000 as determined by the Trust’s actuary; an increase of \$76,000.
- Trust’s Net Assets (surplus) are reported at \$5,124,266, a decrease of \$937,044.
- These numbers reflect surplus payouts to three (3) entities for a total of \$2,073,572.

Ms. Schulenberg noted that as required by statute, a copy of the audit has been forwarded to the Department of Insurance. In addition, the digital copy was distributed to the Trustees via email as it was not received in time to be included in the meeting packet.

Trustee Powell made a motion to approve the Arizona Metropolitan Trust 2024-25 Audit as presented, seconded by Trustee Smith and unanimously carried.

7. Vendor Innovation and Trends Reports/Discussion

Ms. Schulenberg reported that vendors were invited to present any innovative or trends that the Trust should consider for the upcoming renewal. The following vendors were present:

- AmeriBen – Ms. Keller presented the following options for consideration:
 - Offer Teladoc services for the HDHP at \$0 cost share;
 - Revisit the pre-certification list for:
 - Elective sterilizations;
 - Combining intensive outpatient programs for mental health and substance disorder with partial hospitalization in excess of twenty visits per plan benefit; and
 - Remove non-invasive pre-natal testing.
 - Ms. Keller also reviewed several medical management programs for Trustees' consideration such as:
 - Maternal Health;
 - Health Management Program (Asthma, Chronic Obstructive Pulmonary Disease, Diabetes and Hypertension); and
 - Engage+ Lite Advocacy Solution.

Ms. Keller was asked to provide costs for the various items discussed for the upcoming administrative meeting.

- Delta Dental - Ann Copeland presented the following recommendations:
 - Emergency Services – Change from Basic coverage to Preventive;
 - Sealants – Move from coverage every 2 years versus 3 years.
 - Modernize implants – Remove \$1,000 limitation and apply to the annual maximum.
- Gallagher Wellness – Ms. Zubic made the following recommendations:
 - Digbi Health – The program focuses on chronic care of Prediabetes, T2D, PCOS, Hypertension, GI issues and Obesity based off the individuals DNA. The costs are PPPY \$1050 first year, \$500 2nd year and the objective is that participants will implement the program and transition out by the 3rd year. Estimated savings and costs were included in the presentation and there is a \$0 cost share for employees. Ms. Zubic suggested that the Personify Health Coaching could also be replaced by Digbi. There is continued follow up and coaching throughout the program, that includes daily monitoring of food intake. The program is eligible for all members over 18. There was some discussion regarding a cost charge-back for non-follow through with the program.
 - Sword - Move program is a clinical-led solution designed to help frontline workers reduce the risk of injury and build sustainable activity habits. Employees are limited to enrollment in only one Sword program at a time.
 - Hinge Health – This program is similar to and would replace Sword. They do not provide an IPAD but treat the body as a whole. An FDA approved physical therapy pain device is provided, it is non-addictive and provides relief throughout the day. A certified Health Coach follows participants through their journey along with a care team.

The Admin Group requested stats on the current programs for further discussion at the next meeting.

- Gallagher – Ms. Schulenberg presented the following options for consideration:
 - Patient Advocacy – AHG is similar to AmeriBen's Engage+ and provides a variety of advocacy services to members; and
 - FedLOGIC which helps members find the best care for their issues, in particular Medicare and premature babies.

8. Administrative Update

Ms. Schulenberg reviewed the Administrative Update for the Trustees as outlined below:

- BCBSAZ is consolidating its CHS network to their JAA product effective 07/01/26
 - Will provide national BCBS access to members – additional costs associated will be provided at the renewal meeting.
- STD/LTD RFP
 - Ongoing issues with misapplication of payments, etc.
 - An RFP will be conducted to determine whether a change in carrier should be considered
- AmeriBen Data Breach
 - During a routine file feed audit, AmeriBen found that they were sending eligibility file feeds to Phia (the Trust's previous subrogation vendor) and American Health Group. Phia is purging the data and AHG has already purged all files. No member notification is required for this situation.
- Updated Marketing Materials – Sent to Trustees and distributed to several entities for potential membership. *Admin Note: There was quite a bit of discussion regarding marketing including a review of emails from other AZ cities and towns including rates, Avondale and other potential membership targets.*
 - Town of Gilbert RFP – Gilbert reached out for information on AzMT membership; a special meeting of the Trust will be scheduled to review.
- CMS reporting was completed in August
- Required Medicare Part D Notices were sent out timely by the Administrator
- Admin Group Pre-Renewal Meeting scheduled for December 03, 2025 at 11:30am in the Gallagher Scottsdale office
- Leap Health /Trump Rx.
- Finance Subcommittee Meeting will be scheduled for January to recommend goals for Renewal Meeting.
- Survey results will be reviewed at the Admin Meeting.

9. Future Agenda Items

N/A

10. Set Next Meeting Date

The next meeting is scheduled for February, 9-11, 2026 at Racho de los Caballeros Resort in the Town of Wickenburg.

11. Call the Public

N/A

12. Adjourn

Trustee Powell made a motion to adjourn at 12:06 p.m., seconded by Trustee Smith, and unanimously carried.

Respectfully Submitted,
Sheri Gordon
Recording Secretary