

HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND
Minutes of the Benefits Committee Meeting
Tuesday, October 21, 2025

TRUSTEES PRESENT

Mr. Wesley Machida, Vice Chairperson
Ms. Jacqueline Ferguson-Miyamoto
Mr. Christian Fern
Ms. Audrey Hidano

Ms. Sabrina Nasir (via video conference, excused at 9:46 a.m.)
Ms. Maureen Wakuzawa
Mr. James Wataru

TRUSTEES ABSENT

Mr. Osa Tui, Chairperson
Mr. Ryan Yamane

Mr. Robert Yu

ATTORNEY

Mr. Michael Chambrella, Deputy Attorney General

EUTF STAFF

Mr. Derek Mizuno, Administrator
Mr. Marvin Judd (via video conference)
Ms. Lara Nitta

Ms. Melissa Tom (via video conference)
Ms. Desiree Yamauchi

CONSULTANTS (Segal Consulting) (in person, unless otherwise noted)

Mr. Tyler Brotz
Ms. Shelley Chun
Ms. Mary Fedor
Mr. Quentin Gunn (via video conference)

Ms. Tammy Halter
Mr. Stephen Murphy
Mr. Richard Ward

OTHERS PRESENT (via video conference or teleconference, unless otherwise noted)

Mr. Blaise Aquino, HMSA
Ms. Stacia Baek, HDS
Ms. Irene Bayudan, VSP
Ms. Sandra Benevides, CVS (in person)
Mr. Ty Bowers, CVS (in person)
Mr. Su Chai, Kaiser
Mr. Francis Cuenca, CVS
Mr. Jeffrey Dragsten, CVS
Mr. Bryan Eberhardt, CVS
Mr. Thomas England, Kaiser
Ms. Samantha Furutani, CVS
Dr. Rupal Gohil, HMSA
Mr. Galen Haneda, HMSA
Ms. Melissa Iida, HMSA (in person)
Ms. Meagan Kini-Ho, HMSA
Mr. Shaughn Knoell, Kaiser
Ms. Joni Kondo Chun, HMSA

Ms. Joey Lee, HDS
Mr. Chris Letoto, HMSA (in person)
Ms. Joni Lozano, CVS (in person)
Ms. Denise Mercil, Securian
Mr. Kurt Neuenfeld, CVS (in person)
Mr. Ezra Ng, HMSA
Ms. Michelle Paguirigan, Brain Health Hawaii (in person)
Ms. Kelsi Quon, HMSA
Ms. Taylor Relich, CVS (in person)
Mr. Alex Rutter, CVS (in person)
Ms. Michelle Sasaki, HMSA (in person)
Mr. Dave Shiroma, Kaiser
Ms. Jenny Smith, Humana
Mr. Troy Tomita, Kaiser
Mr. Isaac Yuen, HMSA
Luc
Marcus

I. CALL TO ORDER

The meeting of the Benefits Committee of the Hawaii Employer-Union Health Benefits Trust Fund (EUTF) was called to order at 9:00 a.m. by Trustee Wesley Machida, Vice Chairperson, in the EUTF Board Room, 201 Merchant Street, Suite 1700, Honolulu, Hawaii, on Tuesday, October 21, 2025.

II. REVIEW OF MINUTES – September 16, 2025

The Benefits Committee reviewed the draft minutes of September 16, 2025.

Ms. Michelle Paguirigan, a retired DOE teacher, representing Brain Health Hawaii, had comments regarding mental health claims, not related to the September 16, 2025 minutes.

Since there were no edits or objections by the Trustees, the minutes stand approved.

III. NEW BUSINESS

A. CVS Semi-Annual Utilization Reports for the period ending June 30, 2025

Ms. Sandra Benevides, Mr. Kurt Neuenfeld and Mr. Alex Rutter of CVS Health presented prescription drug plan reports for the 12-months ended for EUTF active plans and six-months ended for the EUTF non-Medicare retiree plans through June 30, 2025 noting claim trends PMPM of 13.9% for actives and 20.0% for non-Medicare retirees noting that utilization of GLP-1s for diabetes and weight management and specialty for skin conditions (psoriasis and atopic dermatitis) continue to drive trend. The non-Medicare retiree increase is also due to the enrollment clean up in 2024 caused by the new benefits administration system implementation in 2022.

Mr. Ty Bowers and Ms. Taylor Relich of SilverScript presented prescription drug plan reports for the six months ended June 30, 2025 for the EUTF Medicare retiree plan (EGWP) noting claim trends PMPM of 10.5%. Trend before rebates is being primarily driven by specialty usage for oncology and non-specialty GLP-1 usage for diabetes and weight management. However, the drug claims trend is more than offset by a huge increase in the Medicare direct subsidy PMPM of 728.3%. This increase in subsidies was accounted for by Segal during development of the January 1, 2025 premiums which were decreased by -20.8% for EUTF EGWP retirees.

B. CVS Prescription Drug Plan Changes

Ms. Shelley Chun, Segal Consulting, presented a recommendation for prior authorization and quantity limits with grandfathering for high-cost prescription drugs with less expensive alternatives to help address trend:

1. Eohilia (budesonide suspension) is the only steroid approved for treatment of Eosinophilic esophagitis (EoE). Indication only.
2. Journavx (suzetrigine) treats moderate to severe pain in adults and is the first drug in a new class of non-opioid analgesics. Indication only.
3. Veozah (fezolinentant) treats moderate to severe vasomotor symptoms due to menopause. Veozah is a NK3 receptor antagonist for women who cannot do Hormone Replacement Therapy. Indication only.
4. Voquezna (vonoprazan) treats heartburn with EoE and is used in combination therapy for helicobacter pylori (H. pylori) and gastroesophageal reflux disease (GERD). Trial of proton pump inhibitors with inadequate response, intolerance or contraindication.
5. Xdemvy (lotilaner) treats Demodex blepharitis which is an infestation of the eyelashes, lash follicles or meibomian glands by mites. Use consistent with FDA approved labeling.

MOTION was made and seconded to recommend to the Board addition of prior authorization and quantity limits to coverage of Eohilia, Journavx, Veozah, Voquezna and Xdemvy with grandfathering under the EUTF active and non-Medicare retiree prescription drug plans administered by CVS effective January 1, 2026. (Ferguson-Miyamoto/Wataru) The motion passed unanimously. (Employer Trustees-3/Employee-Beneficiary Trustees-4)

Ms. Chun presented a recommendation to limit the initial fill of GLP-1s prescribed for diabetes and weight management to 30-days to limit waste as GLP-1 dosages often have to be adjusted to address side effects.

MOTION was made and seconded to recommend to the Board addition of a 30-day initial fill limit on anti-diabetic and anti-obesity medication GLP-1s under the EUTF active and non-Medicare retiree prescription drug plans administered by CVS effective January 1, 2026. (Ferguson-Miyamoto/Wataru) The motion passed unanimously. (Employer Trustees-3/Employee-Beneficiary Trustees-4)

Ms. Chun presented a new CVS program, the Select Exclusion Plan (SEP) program for CVS clients with open formularies. SEP is managed by CVS, does not allow for medical necessity exceptions and does not allow customization of the excluded drug list. In contrast to the Drug Exclusion Plan Design (DEPD) which excludes high-cost, low value medication and was previously adopted by the Board, SEP excludes high-cost medication that may still be of high value if a clinical alternative is available. The only drug currently in SEP is Zepbound, a GLP-1 for weight management. Segal is not recommending adoption of SEP because the excluded drugs could still have high value.

Ms. Chun presented a proposal to add coverage of continuous glucose monitors (CGMs) and disposable insulin pumps (DIPs) under the CVS prescription drug plan for EUTF and HSTA VB actives and non-Medicare retirees effective July 1, 2026. CGMs and DIPs are currently covered under the HMSA medical benefit as durable medical equipment. The net cost to the plan per prescription is projected to be lower even with the lower member cost share under the prescription drug plan. HMSA is moving coverage of CGMs and DIPs for its commercial book of business to the prescription drug plan only effective January 1, 2026.

Trustee Sabrina Nasir was excused from the meeting at 9:46 a.m., during the presentation.

MOTION was made and seconded to recommend to the Board addition of coverage of continuous glucose monitors and disposable insulin pumps with utilization management under the EUTF and HSTA VB active and non-Medicare retiree prescription drug plans administered by CVS effective July 1, 2026. (Ferguson-Miyamoto/Wataru) The motion passed unanimously. (Employer Trustees-2/Employee-Beneficiary Trustees-4)

C. 2026 Medicare Part D and the Inflation Reduction Act Update

Mr. Bowers provided an update on Medicare Part D and Inflation Reduction Act upcoming changes in 2026 related to Medicare Part D coverage phase changes, CMS' price negotiation of highly utilized Medicare Part D drugs, the direct subsidy, and the Premium Stabilization Demonstration program offered by Medicare. In addition, SSI

presented the results of their analysis of coverage and utilization management between the commercial and EGWP plans.

IV. EXECUTIVE SESSION

MOTION was made and seconded to move into Executive Session as stated items on the agenda at 10:10 a.m. (Ferguson-Miyamoto/Wataru) The motion passed unanimously. (Employer Trustees-2/Employee-Beneficiary Trustees-4)

The regular meeting reconvened at 11:14 a.m.

D. CVS Weight Management Program (presented by HMSA)

Ms. Melissa Iida, HMSA and Mr. Steve Murphy, Segal Consulting, presented their recommendation to add the CVS weight management program (standard and prevention components with no BMI requirements for prevention) for EUTF and HSTA VB HMSA actives and retirees effective July 1, 2026. HMSA will oversee the program by providing assistance identifying participants, coordinating outreach, providing alternative pathways for ineligible members, and monitoring reporting

MOTION was made and seconded to recommend to the Board addition of the CVS weight management program (standard and prevention components with no BMI requirements for prevention) to EUTF and HSTA VB HMSA active and retiree plans effective July 1, 2026. (Ferguson-Miyamoto/Wataru) The motion passed unanimously. (Employer Trustees-2/Employee-Beneficiary Trustees-4)

IV. EXECUTIVE SESSION (continued)

MOTION was made and seconded to reconvene Executive Session at 11:37 a.m. (Ferguson-Miyamoto/Wataru) The motion passed unanimously. (Employer Trustees-2/Employee-Beneficiary Trustees-4)

The regular meeting reconvened at 11:45 a.m.

Vice Chairperson Machida reported that during Executive Session, the Committee:

- Approved an amendment of a contract for audit services.
- Reviewed and discussed the May 20, 2025 minutes. Since there were no edits or objections by the Trustees, the minutes stand approved.

V. NEXT MEETING DATE – November 19, 2025

The next meeting agenda will include the HMSA, Kaiser Permanente, HDS, and VSP utilization reports and Segal active annual report for the period ending June 30, 2025.

VI. ADJOURNMENT

MOTION was made and seconded to adjourn the meeting at 11:45 p.m. (Fern/Wataru) The motion passed unanimously. (Employer Trustees-2/Employee-Beneficiary Trustees-4)

APPROVED on November 19, 2025.

Documents Distributed:

1. Draft Benefits Committee Minutes for September 16, 2025. (6 pages)

HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND

Benefits Committee Meeting

October 21, 2025 Minutes

Page 5

2. Memorandum to Benefits Committee from Program Specialist, regarding 10/21/25 Benefits Committee Meeting – Reference Sheet – Confidential, dated October 21, 2025, Redacted Version. (2 pages)
3. RxInsights, EUTF – Actives, July 2024 – June 2025, Prescription Drug Benefit Review, prepared by CVS Health, Redacted Version. (26 pages)
4. RxInsights, EUTF Non-Medicare Retiree Report, January – June 2025, Prescription Benefit Review, prepared by CVS Health, Redacted Version. (14 pages)
5. RxInsights, EUTF Medicare Retirees, Jan 2025 – June 2025, Prescription Benefit Review, prepared by CVS Health, Redacted Version. (16 pages)
6. Memorandum to EUTF Benefits Committee from Segal, regarding CVS Plan Changes: Prior Authorization Proposals, dated October 21, 2025, Redacted Version. (3 pages)
7. Memorandum to EUTF Benefits Committee from Segal, regarding CVS Plan Changes: GLP1 initial fill edit, dated October 21, 2025, Redacted Version. (4 pages)
8. Memorandum to EUTF Benefits Committee from Segal, regarding Select Exclusion Plan, dated October 21, 2025, Redacted Version. (5 pages)
9. Memorandum to EUTF Benefits Committee from Segal, regarding Diabetic Supplies – Continuous Glucose Monitors and Disposable Insulin Pumps, dated October 21, 2025, Redacted Version. (6 pages)
10. Memorandum to Benefits Committee – EUTF from CVS Health/SilverScript, regarding 2026 Medicare Part D and IRA Updates, dated October 21, 2025, Redacted Version. (4 pages)
11. CVS Weight Management Program For EUTF and HSTA VB Active and Retiree HMSA plans, prepared by HMSA, dated October 21, 2025, Redacted Version. (27 pages)
12. Memorandum to Benefits Committee EUTF from Segal, regarding Weight Management Program, dated October 21, 2025, Redacted Version. (2 pages)