

City of Coeur d'Alene Employee Benefits Trust
Meeting Minutes – February 25, 2026, 11:00 a.m.

Location: 710 E. Mullan Avenue, City Hall Conference Room 5

Trustees in attendance: Randy Adams, Melissa Tosi, Katie Ebner, Bill Dodd, Mike Becker

Trustees absent:

The meeting was called to order by Randy Adams at 11:02 a.m., noting all trustees were present.

The meeting minutes from the regular meeting on January 28, 2026, were presented. Bill Dodd made a motion to approve the minutes as presented, seconded by Mike Becker. The minutes were approved unanimously.

The recommendation to appoint Katie Ebner to replace Vonnie Jensen as a Trustee was approved by Council at the February 3, 2026, council meeting. As a result, Bill Dodd made a motion to appoint Katie Ebner as the trustee Treasurer, seconded by Melissa Tosi. The motion was approved unanimously.

The budget status report through January was presented by Katie Ebner. The numbers are on target with the projected budget. Bill Dodd made a motion to approve the financial report, seconded by Mike Becker. The motion was approved unanimously.

Nancy Nelson reviewed the monthly plan experience report. The current loss ratio through December 2025 is 100.71%, compared to 101.45% in the same reporting period as last year. Total gross claims (medical/Rx) and large claims are down, -2.9% and -9.5% respectively, compared to the same reporting period as last year.

The next meeting is scheduled for April 22, 2026, at 11:00 a.m.

Mike Becker made a motion to adjourn, seconded by Bill Dodd. The meeting was adjourned at 11:36 a.m.