

City of Coeur d'Alene Employee Benefits Trust
Meeting Minutes – March 21, 2025, 11:00 a.m.

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

Trustees in attendance: Randy Adams, Mike Becker, Vonnie Jensen, Melissa Tosi, Bill Dodd

Trustees absent:

The meeting was called to order by Randy Adams at 11:00 a.m., noting all trustees were present.

The meeting minutes from the regular meeting on February 26, 2025, were presented. Bill Dodd made a motion to approve the minutes as presented, seconded by Vonnie Jensen. The minutes were approved unanimously.

The monthly financial report for February was presented by Vonnie Jensen. Five months into the fiscal year and the percentage available in the budget is approximately 58% and available funds for expenses is approximately 60%. Cash in the trust is a healthy \$4,025,609. Mike Becker made a motion to approve the financial report, seconded by Bill Dodd. The motion was approved unanimously.

Nancy Nelson discussed the plan experience report for the reporting period of October 2024 – January 2025. January was a good claims expense month, significantly lower than October – December, resulting in the loss ratio lowering to 91.27%. There are currently six (6) large claimants in excess of \$50,000. Nancy Nelson has identified four of the six large claimants with ongoing medical high-cost needs that would potentially be good candidates for a voluntary program through Acuity Health Advisors, CareBridge.

CareBridge is a risk transfer strategy that moves high claimants from a group's self-funded plan to alternative or supplemental health insurance. The employer advantages include significant reduction in plan expenses and improved stop loss rates and aggregate factors when it comes to the renewal. There is a \$50,000 minimum employer expense and then the employer is responsible for 25% of the additional expenses from \$50,000 - \$125,000, benefit capped at \$125,000. Furthermore, the employee advantages include no premium expenses, no out-of-pocket expenses, and a personal account representative who will walk the employee through the whole process. The goal is for the member to not have the same experience, but a better experience. The trustees had general questions regarding the plan that Nancy Nelson will gather answers to and report back.

During the February 26, 2025 meeting, Troy Tymesen discussed with the trustees the idea of considering a broker comparison. Tymesen stated that, for due diligence and fiduciary purposes, it might be beneficial to have a backstop. Alliant had previously proposed the City of Coeur d'Alene provide claim data (i.e. census, basic plan information, medical/rx plan experience for the last 2-3 years, and a mutual NDA) so they could review the data and suggest areas the trust could potentially find savings. The trustees noted they are all very happy with the services that Acrisure, the City's current broker, is providing and has continued to provide for many years prior. Absent an actual reason to consider switching, and also to avoid sharing sensitive claim data with another broker, the trustees would decline sharing claim data with another broker and wish to continue the positive partnership already established with Acrisure. Randy Adams made a motion to decline providing claim data to Alliant for the purpose of a broker comparison, seconded by Bill Dodd. The motion was approved unanimously.

The next meeting is TBD, but most likely will be scheduled in early May, once Nancy Nelson is able to provide some additional details regarding the CareBridge program. Once a date is determined, Melissa Tosi will send out a meeting invite with enough notice to appropriately post the meeting.

During trustee comments, Mike Becker stated that he had an employee ask him why our medical coverage didn't provide more preventative care. Discussion ensued around preventative care coverage being covered at 100% and the plan actually has quite a few resources. Mike was going to check back in with the employee and inquire about specific concerns and possibly refer to Human Resources for additional assistance. Vonnie Jensen also mentioned that the total number of retirees on our plan is significantly higher and she was going to report back on any required actuarial reporting.

Mike Becker made a motion to adjourn, seconded by Melissa Tosi. The meeting was adjourned at 12:07 p.m.