

City of Coeur d'Alene Employee Benefits Trust
Meeting Minutes – August 20, 2025, 1:00 p.m.

Location: 710 E. Mullan Avenue, City Hall Conference Room 6

Trustees in attendance: Randy Adams, Melissa Tosi, Vonnie Jensen

Trustees absent: Mike Becker, Bill Dodd

The meeting was called to order by Randy Adams at 11:05 a.m. Roll call---trustee Mike Becker and Bill Dodd were absent.

The meeting minutes from the regular meeting on July 30, 2025, were presented. Melissa Tosi made a motion to approve the minutes as presented, seconded by Vonnie Jensen. The minutes were approved unanimously.

The June and July 2025 monthly financial reports were presented by Vonnie Jensen. Overall, the trusts total cash is \$4,316,350, which is approximately \$300,000 higher than this same reporting time last year. The fiscal year 2024-2025 budget is also tracking on budget. Melissa Tosi made a motion to approve the financial reports, seconded by Randy Adams. The motion was approved unanimously.

Vonnie Jensen presented the preliminary budget for fiscal year 2025-2026. Vonnie Jensen discussed increasing the current budget by approximately 3.5%. After further discussion on some of the specific line items, Vonnie Jensen will update the preliminary budget and bring back the final draft to the next meeting in September.

Nancy Nelson did a quick review of the monthly plan experience report. The current loss ratio through June 2025 is sitting at a steady 92.35% which is 6.8% lower than the same reporting period last year.

Nancy Nelson also discussed the Regence renewal. The main topic was regarding a change to our stop loss contract. The competitive stop loss quote came in originally at 9.67% above our current contract. After further negotiations with Regence, the overall fixed cost increase is 6.41% which is a reduction of \$40,282 and includes the following:

- No change to renewal proposal for stop loss premium
- Regence offered a \$40,000 administrative credit to offset renewal increase
- Lowered admin fee by \$.07 per employee per month
- Admin credit plus admin fee reduction equates to a 10% increase to stop loss premium
- Reduced aggregate factor (maximum claims liability) from 13.8% increase to 5.29% increase

The trust could see an additional reduction by moving to a paid stop loss contract vs. 12/15 contract. If we shop stop loss carriers in the future, the carriers do like to see the group on a paid stop loss contract. Melissa Tosi made a motion to move to a paid stop loss contract vs. 12/15 contract, seconded by Randy Adams. The motion was approved unanimously.

Melissa Tosi will provide a CareBridge update at the next meeting. The next meeting is scheduled for September 24, 2025, at 11:00 a.m.

Vonnie Jensen made a motion to adjourn, seconded by Melissa Tosi. The meeting was adjourned at 2:25 p.m.