

# City of Meridian Employee Benefits Plan Trust

## Board of Trustees Meeting Agenda Wednesday March 19, 2025 11:00 A.M. City Attorney's office or through Microsoft Teams hyperlink (attached)

[Click here to join the meeting](#)

### Roll-Call Attendance

#### Trustees

<input checked="" type="checkbox"/>	Bill Nary	<input checked="" type="checkbox"/>	Christena Barney
<input checked="" type="checkbox"/>	Alex Freitag	<input type="checkbox"/>	Justin Northway
		<input type="checkbox"/>	Eli Daniel

#### Regular Attendees

<input checked="" type="checkbox"/>	Cindy Tealey	<input type="checkbox"/>	Destiny Bradley
<input type="checkbox"/>	Tasha Norman	<input checked="" type="checkbox"/>	Dan Malloy
<input type="checkbox"/>	Scott Howell	<input checked="" type="checkbox"/>	Reba White
		<input type="checkbox"/>	Matt Ferronato
		<input type="checkbox"/>	Curtis Calder

1. Approval of Minutes – Attached **Approved AF moved, CB seconded**
2. Reports (Action may be taken if Necessary)

#### ➤ Monthly Experience Reports

**January: Medical - Experience was 85.99%, down from the previous month for an average YTD of 85.99%.**

**1 Large Claim, similar this period last year.**

**Dental – Experience was 70.43%, up from previous month for an average YTD of 70.43%.**

**Vision - Experience was 120.72% down from the previous month for an average YTD of 120.72%.**

**Rolling 12 months for Medical and Rx Claims is 109.87%**

- Monthly Financial Reports **January Financial Reports will be sent out as soon as they are available.**
- Quarterly Financial Reports **\$112K Deficit Q4 2024. During the 2024 audit, Trust is still in deficit as of February 28, 2025. Acknowledge we are aware; explore why we are experiencing higher claims and how address.**

Claims are higher even with \$74k in rebates. We know it is due to cancer claims, orthopedic, and Rx. We are having discussions about rates for 2026 and plan design changes for 2026 to try to mitigate future losses.

Biosimilars in 2025 is an option to help offset losses but would not be effective until October 1<sup>st</sup>. Three people would be impacted by that change, Humira. Education to member and the doctor \$7000 on Humira to the biosimilar of \$1000.

CB motioned to accept moving to the biosimilar program for 2025 and 2026, AF seconded, all ayes.

3. Discussion and Action Items

- Post-Retirement Health No update
- Payments of bills, if any None
- Blue Cross Updates, if any None
- Gallagher Updates, if any None

4. Next Meeting Topics None

5. Adjournment AF motioned, CB seconded. Adjourned at 11:40AM.