

City of Meridian Employee Benefits Plan Trust

Board of Trustees Meeting Agenda Wednesday October 15, 2025 11:00 A.M. City Attorney's office or through Microsoft Teams hyperlink (attached)

Trustees

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

Regular Attendees

<input checked="" type="checkbox"/> Cindy Tealey	<input checked="" type="checkbox"/> Dan Malloy
<input checked="" type="checkbox"/> Laurie Churella	<input checked="" type="checkbox"/> Reba White
<input checked="" type="checkbox"/> Scott Howell	<input checked="" type="checkbox"/> Shawn Harper
	<input type="checkbox"/> Matt Ferronato
	<input type="checkbox"/> Curtis Calder

1. Approval of Minutes – Attached **ED motioned, JN seconded. Approved**
2. Reports (Action may be taken if Necessary)
 - Monthly Experience Reports **Reviewed August Experience Report and discussed large claims. Recognized high claims are largely driven by cancer claims.**
 - Monthly Financial Reports **September not yet available as we were waiting for City Contributions.**
 - Quarterly Financial Reports **Q3 will be generated following completion of September financials.**

3. Discussion and Action Items

- Deficit Discussion **Mayor and Council would like to fund a quarter at a time based on actual numbers. Christena to reach out to DOI to schedule a meeting to discuss funding methodologies. If DOI is comfortable with Mayor and Council direction we will continue this practice. If not, we will request guidance in writing to provide the Mayor and Council with the DOI's stance.**

Need Mayor and Council to understand that the reserves/surplus should not be used to fund the claims. It is intended to be used for running out of claims and should not be used as an overdraft account.

Going forward we should be looking at max funding, trends, projections and claims experience for our actuarial so we have more data to support our funding.

- Budget Amendment Request to City Council Will bring budget amendment for the final Q2 deficit. Inform Council that we will be back following the completion of the Q3 report with final deficit numbers and a request to fund and again following Q4.
- Payments of bills, if any Kevin West \$127.50 for legal services. CB motioned, ED seconded, approved.
- Blue Cross Updates, if any Expanded network 5,000 providers for mental health services. Now in the search engine when members are looking for providers.
- Gallagher Updates, if any DOI is requesting annual conflict of interest statements and succession plans for trustees from some of their other clients and this is likely to be the case with this Trust as well.

4. Next Meeting Topics – November 19, 2025

5. Adjournment AF motioned, ED seconded, approved to adjourn at 11:41am.