



MEMORANDUM

DATE: APRIL 28, 2026
TO: MAYOR AND CITY COUNCIL
FROM: CITY OF MERIDIAN EMPLOYEE BENEFITS PLAN TRUST BOARD
RE: CITY OF MERIDIAN EMPLOYEE BENEFITS PLAN TRUST: 2025 Q4-FEBRUARY 2026 FINANCIAL STATUS

Purpose:

Update the Mayor and City Council on the financial status of the City of Meridian Employee Benefits Plan Trust.

Current Financial Summary:

2025 Q4 (October 1, 2025 – December 31, 2025)

- Total Surplus at end of quarter \$2,589,727
- Minimum Surplus Requirement \$2,243,701
- Reserves \$346,026

January 1, 2026 – February 28, 2026:

- Medical and Pharmacy: Down 15%
 - Medical claims: Down 23%
 - Pharmacy: Up 5.5% PEPM
- The net loss ratio has improved to **89%**

Claims are stabilizing slightly and the increase in the contributions is ensuring minimum surplus is being met on a month-to-month basis.

Rolling 12 months total costs are just up 1.3%, total claims are up 4.9%, but are mitigated by the 2026 increases to the plan contributions.

Trust Board reviewing additional plan design changes for 2027 to assist with mitigating additional increases.

Recommendation:

Perform a market check so we can demonstrate due diligence through actuarial validation and targeted market testing without exposing the plan to unnecessary disruption.