City of Meridian Employee Benefits Plan Trust

Board of Trustees Meeting Agenda
Wednesday July 15, 2026 11:00 A.M.
City Attorney's office or through
Microsoft Teams hyperlink (attached)

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Roll-Call Attendance

Trustees

__X___ Bill Nary
__X___ Alex Freitag
__X___ Christena Barney
__X___ Shawn Harper
__X___ Eli Daniel

Regular Attendees

__X___Allan Bosch

__O___Scott Howell
__X___Laurie Churella
__O___Destiny Bradley
__X___Dan Malloy

__X___Reba White
__X___Curtis Caulder

1. Approval of Minutes – May 2026 and June 2026 Attached
   Motioned by ED, seconded by CB, all ayes.

2. Reports (Action may be taken if Necessary)

   - Monthly Experience Reports
     Reporting through May.

     Medical – Net loss ratio YTD is 97.0% net loss ratio for the month is 111.2%, prior plan year 114.5%. Rolling plan year data showing current loss ratio down 10.3%.

     14 high-cost claimants over $56k, 0 exceeded Stop Loss so far in 2026. Prior plan year 4 over stop loss. Looking pretty good as compared to last year. 1 high cost claimant over stop loss in July that will show on the August report.

     Top 9 Rx remained unchanged from the previous period. 82% of total spend. Total rolling 12 months is looking flat with no emerging trends.

Dental – Loss ratio 81.7%, prior plan year 82.5%. Rolling plan year data showing current loss ratio down 3.9%.

Vision – Loss ratio 128.3%, prior plan year 70.6%. Rolling plan year data showing current loss ratio up 12.8%.

Claims Category Data (CR12 vs Norm % Variance):
Outpatient: 4.1%
Pharmacy: -5.0%
Professional: 32.8%
Inpatient: -28.0%

- Monthly Financial Reports
  Board reviewed:
  Bank Account as of July 15, 2026: $1,548m154.41, contributions lagging and will be deposited soon putting the balance just below surplus at 2,428,922. Will be ending the month in a deficit. Deficit is continuing to grow. Delay do to billing the City after payroll runs, takes 2-3 weeks to reconcile and process payment. Working to shore up the timing so they delays are no longer an issue in the future.

- Quarterly Financial Reports
  Next report due to DOI by September 30, 2026 (2026 Quarter 2), will be sent to Board as soon as it is available.

3. Discussion and Action Items

- Trustee resignation and replacement
  Christena Barney resigning effective 7/31/2026.

  Curtis Caulder completing paperwork to go to the City Council and then DOI for consideration of appointment. Board approved moving Curtis forward in the approvals process. ED motioned, AF seconded, all ayes.

  Need to create succession plan for filling vacancies that occur on the Board. If more than one person interested, will need to vet out how to handle. Will need to memorialize in the by-laws.
- Market Study
  Board reviewed the renewals provided by Gallagher. Vendors marketed were Blue Cross of Idaho, Select Health, Pacific Source, Regence Group Administrators with SmithRx as PBM, Regence Group Administrators with Prime Therapeutics as PBM, Regence with Regence as PBM.

  Board will have a special meeting to have additional discussions. Board has requested Gallagher provide bullet points for each vendor showing what compares or doesn't compare across the plan designs as well as pros and cons as compared to our current plan.

Gallagher will look at dates to ensure they have enough time to answer the questions of the board. They will provide those dates to the board.

- Renewal rate discussion
  Will be moved to the special meeting.
- Council Presentation July 21st
  Will be rescheduled to 7/28 or 8/11 to provide enough time to prepare.
- Payments of bills, if any
  PCORI Fee - $3,598.08 – SH moved to approve, seconded by AF, all ayes
- Blue Cross Updates, if any
  Moved to special meeting.
- Gallagher Updates, if any
  Moved to special meeting.

4. Next Meeting Topics Special meeting to discuss market analysis and renewals.
5. Adjournment CB motioned, SH seconded, all ayes at 12:15pm.