

# City of Meridian Employee Benefits Plan Trust

## AMENDED

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

#### Trustees

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

#### Regular Attendees

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

1. Approval of Minutes – Attached **ED moved/AF seconded Approved**
2. Reports (Action may be taken if Necessary)
  - Monthly Experience Reports **As of 9/25 costs of claims has increased 16-17% over 2024. 3 Claims have hit stop-loss to date. 2 claims combined for nearly \$1M in cost. 3<sup>rd</sup> Q deficit at \$750K. Budget amendment needed in December for remainder of year.**
  - Monthly Financial Reports
  - Quarterly Financial Reports
3. Discussion and Action Items
  - Thank you to Justin Northway for his service to the Board **Noted**
  - DOI Update **DOI wants a consistent funding method from the City. They do not want to continue with quarterly catch ups. They will provide the Trust a directive in writing for next Council meeting. DOI is watching the Trust more closely due to this inconsistent funding method by the City.**
  - Deficit Discussion **See Above**
  - Budget Amendment Request to City Council **See Above**
  - Ratification of Approval to allow Fire CLA members to remain in the Union Health Plan **Board approved exception to allow Fire Union CLA members that are promoted to remain in the Fire Union Health Plan rather than requiring they move to the Employee Health Benefits Trust.**

- New Board Member Approval process Shawn Harper has completed the necessary paperwork. Next step is to submit to DOI for approval and then Council reso for approval at the City.
  - New Legal Counsel selection process Gallagher provided 4 names for consideration. Reba will provide to the Board for input. The Board will then determine how to interview and select by the next Board meeting.
  - Succession Planning for Board members The Board will have to create a process for future selection of Board members. Discuss at a future meeting.
  - Payments of bills, if any
  - Blue Cross Updates, if any Destiny joined us again this month. No additional news from BCI.
  - Gallagher Updates, if any No new updates.
4. Next Meeting Topics – December 17, 2025 (if necessary and if quorum available)
- Meeting is needed and a quorum will be available.
5. Adjournment ED moved. Adjourned 11:51