

City of Meridian Employee Benefits Plan Trust

Board of Trustees Meeting Agenda Wednesday February 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 checked="" type="checkbox"/> Justin Northway
	<input checked="" type="checkbox"/> Eli Daniel

Regular Attendees

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

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

➤ Monthly Experience Reports

December: Medical - Experience was 176.16%, down from the previous month for an average YTD of 108.43%.

70 Large Claims. Up 29.63% from last year. Large Claims paid up 60.63% from same period last year.

Dental – Experience was 102.84%, up from previous month for an average YTD of 96.37%.

Vision - Experience was 67.63% down from the previous month for an average YTD of 72.99%.

- #### ➤ Monthly Financial Reports
- November and December sent to board. Net income reflected on December balance sheet shows approx. \$100K, still pending rebates.**
- #### ➤ Quarterly Financial Reports
- Accountant working on Q4 to be submitted to DOI by March 31, 2025.**

3. Discussion and Action Items

- Post-Retirement Health Board reviewed and discussed draft memo. Extend COBRA for an additional 18 months, is that another viable option rather than a HRA VEBA? How many employees stay on 18 months. Can we forecast how many employees could use this to fill their gap?
Another option is paying a portion of the COBRA premiums.
 - Payments of bills, if any None
 - Blue Cross Updates, if any None
 - Gallagher Updates, if any None
4. Next Meeting Topics None
5. Adjournment CB motioned, ED seconded. Adjourned at 11:40AM.