

City of Coeur d'Alene Employee Benefits Trust
May 4, 2022
Meeting Minutes

Location: 710 E. Mullan Avenue, City Hall Conference Room 5 (McEuen Overlook)

Time: 1:30 pm

Trustees in attendance: Randy Adams, Bill Dodd, Vonnie Jensen, and Melissa Tosi

Also present: Nancy Nelson, Carrie Evenson

The meeting was called to order by Melissa Tosi at 1:31 pm.

The meeting minutes from March 23, 2022, were presented. No corrections or additions were made. Melissa Tosi made a motion to approve the minutes, seconded by Bill Dodd. The motion passed unanimously.

The monthly financial report was presented by Vonnie Jensen. Total revenues are tracking nicely; expenses are lower than expected. There was a discussion about invoicing Script Sourcing. The Department of Insurance Quarterly Reports for the fourth quarter of 2021 and first quarter of 2022 were presented. A motion was made by Melissa Tosi and seconded by Randy Adams to approve the Department of Insurance Quarterly Reports. The motion passed unanimously. A motion was made by Bill Dodd and seconded by Randy Adams to accept the monthly financial report. The motion passed unanimously.

Nancy Nelson presented the Statement of Work to be performed in the next plan year by Milliman, Inc. The estimate, \$16,000 to \$18,000, is in line with last year's charges. A motion was made by Randy Adams and seconded by Bill Dodd to approve the Statement of Work and authorize the Trust to execute the Statement. The motion passed unanimously. Nancy Nelson then reviewed the monthly plan experience report, which covered the period through February 2022. Total claims were lower than last year and the loss ratio is 75%. There is a new large claim, already exceeding the individual stop loss point. Regence is expecting additional high costs with respect to this claim and, therefore, is proposing a 13% increase for the individual stop loss premium and a 4% increase for the aggregate stop loss premium. This would result in an approximate \$80,000 premium increase. Regence is not proposing any increase for its administrative fees. Regence recommends an 8.5% increase in funding for the trust, the first 5% of which would be covered by the City. The remainder would fall on the employees. Regence is providing all of its documentation to Milliman for analysis and Nancy Nelson said that they are still negotiating with Regence. We could look elsewhere if the final increases are not acceptable.

There was a discussion about post-retirement health care coverage. The Murray Group is exploring options with Regence, including higher deductibles. There was a discussion about wellness incentives. Nancy Nelson said there were many ways to structure such incentives. Melissa Tosi suggested that it would be nice to route those incentives through VEBA rather than adjusting premiums. This will be explored further through bargaining unit negotiations and with the Medical Committee.

The next meeting is scheduled for June 15, 2022, at 1:30 pm.

Vonnie Jensen made a motion to adjourn the meeting, seconded by Melissa Tosi. The motion was approved by unanimous vote. The meeting adjourned at 2:26 pm.