

City of Coeur d'Alene Employee Benefits Trust
Meeting Minutes – February 26, 2025, 11:00 a.m.

Location: 710 E. Mullan Avenue, City Hall Conference Room 5

Trustees in attendance: Mike Becker, Vonnie Jensen, Melissa Tosi, Bill Dodd

Trustees absent: Randy Adams

The meeting was called to order by Bill Dodd at 11:03 a.m., noting all trustees were present except Randy Adams.

The audit presentation and the discussion item from the City Administrator were moved up on the agenda to allow them both to present and leave for other business.

Toni Hackwith, with Alpine Summit CPAs, presented an audit overview of the City of Coeur d'Alene Employee Benefit Plan for the period ending September 30, 2024. The audit confirmed the City of Coeur d'Alene Benefits Trust has good internal controls and the financial statement disclosures are neutral, consistent, and clear.

City Administrator, Troy Tymesen, wanted to bring forward to the trustees the consideration of looking at a broker comparison. Tymesen stated for due diligence and fiduciary purposes it might be beneficial to have a backstop. Tymesen noted that he and Melissa Tosi met with Mark Fisher and James Perkinson with Alliant the previous week, the brokerage formerly named Advanced Benefits. Tymesen discussed that the City has never taken our plan out for a RFP, however he doesn't want to go through a full RFP process, but Alliant said they could review our claim data with a data dump (i.e. census, basic plan information, medical/rx plan experience for the last 2-3 years, and a mutual NDA) and see where they could suggest savings through suggested programs, specialty coverages/insurance, and digging into claim information using their analytics data. Tosi stated we have never had to go through the RFP process because our broker goes above and beyond to take care of the City's needs which has been confirmed with their assistance going self-funded and many years of negotiating with our carriers to provide the best benefits and premiums possible for the City and our employees. The trustees discussed whether this should be an action item for the trustees to determine whether an RFP process or data dump is conducted or is it something the City Administrator can direct. It was determined that we should confer with our City Attorney, who was absent from the meeting, whether this should come back to the trustees as an action item.

The meeting minutes from the regular meeting on November 22, 2024, were presented. Mike Becker made a motion to approve the minutes as presented, seconded by Melissa Tosi. The minutes were approved unanimously.

The monthly financial reports for November and December 2024, and January 2025, were presented by Vonnie Jensen. Melissa Tosi made a motion to approve the financial reports, seconded by Mike Becker. The motion was approved unanimously.

The quarterly Department of Insurance report was presented by Vonnie Jensen. In the first quarter of the fiscal year, assets are down by \$47,670 and liabilities are also slightly higher as well. However, the total surplus of the trust is still a healthy \$2,967,042. Mike Becker made a motion to approve the quarterly Department of Insurance financial report, seconded by Melissa Tosi. The motion was approved unanimously.

The FY 23-24 annual audit by Alpine Summit CPAs, was presented by Toni Hackwith earlier in the meeting. Melissa Tosi made a motion to approve the audit as presented, seconded by Mike Becker. The audit was approved unanimously.

Nancy Nelson discussed the plan experience report for the fiscal year first quarter. The current loss ratio is 101.48%. Current funding is also up 3.2%, fixed costs are up 6.3%, which is expected due to our renewal increase. Our total gross claims (med/rx) is up 12.1%. However, medical is up 25.2% and Rx is down -22.1%, which is opposite to what the trust has been experiencing with previous higher prescription costs. In the first quarter, the plan also has four large claims in excess of \$50,000, compared to one large claim in the same reporting time frame in the prior year. December 2024 was a high-cost month but that is typical with members knowing deductibles are going to reset at the beginning of the calendar year and trying to get any last minute procedures in before year end.

Nancy Nelson also gave a summary of prescriptions that are being filled utilizing both the voluntary ScriptSourcing program and the required Payer Matrix program (Payer Matrix was implemented November 1, 2024). The combined first quarter savings is \$20,152. The ScriptSourcing savings since inception in 2021 are \$264,036.

The next meeting will be on March 21, 2025, at 11:00 a.m.

Mike Becker made a motion to adjourn, seconded by Melissa Tosi. The meeting was adjourned at 12:07 p.m.