

City of Coeur d'Alene Employee Benefits Trust
Meeting Minutes – June 4, 2025, 9:30 a.m.

Location: 710 E. Mullan Avenue, City Hall Conference Room 6

Trustees in attendance: Randy Adams, Mike Becker, Vonnie Jensen (via Teams), Melissa Tosi

Trustees absent: Bill Dodd

The meeting was called to order by Randy Adams at 9:34 a.m., noting all trustees were present except Bill Dodd.

The meeting minutes from the regular meeting on March 21, 2025, 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 report for April and May was presented by Vonnie Jensen. At the end of May 2025, the trust has approximately 33% left to spend and 33% left to collect for the fiscal year. Cash in the trust is a healthy \$4,223,436. Melissa Tosi made a motion to approve the financial report, seconded by Mike Becker. The motion was approved unanimously.

Nancy Nelson discussed the plan experience report for the reporting period of October 2024 – March 2025. The current overall loss ratio is 93.3%. Total gross claims (med/rx) are down 12.5% from the same reporting period last year. There are currently ten (10) large claimants in excess of \$50,000 which results in 32.82% of total claims. Nancy Nelson identified four of the ten large claimants with ongoing medical high-cost needs, plus one additional newer large claim, that would potentially be good candidates for a voluntary program through CareBridge.

CareBridge is a risk transfer strategy that moves high claimants from a group's self-funded plan to alternative or supplemental health insurance. There is a \$50,000 minimum employer expense and then the employer is responsible for 25% of the additional expenses from \$50,000 - \$125,000, capped at \$125,000. Furthermore, the employee advantages include no premium expenses, no out-of-pocket expenses, and a personal account representative who will walk the employee through the whole process. At the prior trustee meeting, the trustees had general questions regarding the CareBridge plan. Nancy Nelson researched the questions and reported back the following:

- The \$50,000 minimum cost is tied to the family/individual that is enrolled. This means if an individual is enrolled in the program, there is a \$50,000 minimum amount the trust would owe. If dependents are also enrolled with the member, the cost is still only \$50,000 (for the total family unit).
- Each member will be looked at on a case-by-case basis to see if it is better for the individual to move to CareBridge or the entire family.
- The \$50,000 minimum fee will be billed to the trust on a quarterly basis, \$12,500 per quarter.
- In a preliminary look, CareBridge did confirm four of the current large claimants would likely be good candidates for the program.

In reviewing the current fiscal year, there are five identified large claimants that are likely to be good candidates for the program, an estimated savings with transitioning individuals to the plan is

an estimated \$295,238. Furthermore, additional savings would be recognized due to improved stop loss premium rates and aggregate factors when it comes to renewal. Furthermore, feedback from the insurance committee also viewed the CareBridge program as a positive option. Melissa Tosi made a motion to approve the voluntary CareBridge program, seconded by Mike Becker. The motion was approved unanimously.

Nancy Nelson presented the initial renewal summary with Regence for medical and Blue Cross of Idaho for dental. Regence is proposing a 1.9% increase to administrative fees, 16.24% to the stop loss premium, and a 4.54% increase with future expected claims, resulting in an overall increase of 13.97%. These increases appear to be high and are anticipated to come down closer to the trust's historical average of an overall increase of approximately 3%. Blue Cross of Idaho dental is proposing a 3.88% increase to their administrative fee. Nancy Nelson has requested a dental quote from Delta Dental, as well as Regence dental, and should have that information by the next meeting.

Nancy Nelson presented the Milliman Statement of Work to be performed for the plan year beginning October 1, 2025. The estimate for the actuarial is \$22,000 to \$26,000. Milliman will also complete an actuarial end of year reserve certification for the plan year ending September 30, 2025, with the estimate of fees for this project being \$8,000 to \$10,000. Mike Becker made a motion, seconded by Randy Adams, to approve the Milliman statement of work. The motion was passed unanimously.

The next meeting is scheduled for June 25, 2025, at 11:00 a.m.

During trustee comments, Mike Becker stated that he had an issue with customs in LAX confiscating his ScriptSourcing prescription that was sent from Canada. He received a letter from customs stating his prescription was confiscated and later a second letter stating the prescription had been destroyed. Nancy Nelson was quickly able to help Becker receive another prescription from ScriptSourcing without delay. In speaking with ScriptSourcing, Nancy Nelson was told while it is rare, this can occur.

Randy Adams made a motion to adjourn, seconded by Mike Becker. The meeting was adjourned at 10:27 a.m.