

## **HCCSC Employees Benefit Trust Meeting Minutes September 12, 2024**

Voting Members Present: Matt Stephenson, Beth Husband, Cari Neal, Jay Peters, Kaitlyn Herber, Tonya Braden, Chuck Brimbury, and John Trout.

Non-Voting Members Present: Julie Shearer, Valerie Moore, Reanna Jennings, and Rich Hertel.

Others Present: Ben Fuehlberth and Brett Clark - LHD

### **OLD BUSINESS**

- I. Approval of Minutes from July 29, 2024 meeting. A motion was made and unanimously approved to accept the meeting minutes as presented. Peters/Husband 8/0
  
- II. Treasurer's Report as of August 31, 2024. A motion was made and unanimously approved to accept the Treasurer's report as presented. Peters/Brimbury 8/0

### **NEW BUSINESS**

- III. LHD
  - a. Review Plan Performance – The plan is currently running at 1.4% over budget for 2024 as of the end of August.
  - b. Renewals – Pharmacy Benefit Manager, Stop Loss Reinsurance, Dental, Vision, EAP, and HRA are all up for renewal for 2025. A lengthy discussion was held regarding the state of our funds and the that making a move for our Medical plan for 2025 seems very necessary. A motion was made and unanimously approved to move to Anthem and HealthSync Option 3 for 2025. This moves the plan from a high deductible plan to a PPO plan, thus removing H.S.A.

accounts beginning January 1, 2025. Trout/Brimbury 8/0. A motion was also made and unanimously approved to increase the budget 11.5% for 2025. Trout/Peters 8/0. This should help start moving the Trust back to a healthier financial position for the future. The stoploss renewal recommendation is to move forward with Anthem at a 23.3% increase. Waiting could cause it to increase more based on our current statistics. A motion was made and unanimously approved to make this change. Brimbury/Husband 8/0. Discussion was held on dental and vision renewals. A motion was made and unanimously approved to renew with the Dental Bundle (which includes Vision) for 2025. Trout/Peters 8/0.

- IV. Date of next meeting – Thursday, February 13, 2025 at 4:30 pm.
- V. Dismissal – A motion was made and unanimously approved to dismiss the meeting. Trout/Husband 8/0 at 6:10 pm.