

HCCSC Employees Benefit Trust Meeting Minutes – March 13, 2025

Voting Members Present: Matt Stephenson, John Trout, Jay Peters, Chuck Brimbury, Beth Husband, Lisa McCune, Tonya Bradin, Holly Harris, and Braydin Stell.

Non-Voting Members Present: Alex Eckert, Rich Hertel, Reanna Jennings, and Julie Shearer.

Others Present: Alan Aguilar-PNC, Ben Fuelberth and Brett Clark-LHD.

OLD BUSINESS

- I. PNC Update – Alan Aguilar gave an update as of 12/31/24 of our reserve account. Inflation will likely change due to the Tariff's imposed. There is talk of a possible recession. The economy is in a healthy spot at this time. Our money is fully invested. We had a 8% return for 2024.
- II. Approval of Minutes from September 12, 2024 meeting. A motion was made and unanimously approved to accept the meeting minutes as presented. Trout/Husband 9/0.
- III. Treasurer's Reports as of Year End 2024, January 31, 2025, and February 28, 2025. A motion was made and unanimously approved to accept the treasurer's reports as presented. Trout/Peters 9/0.

NEW BUSINESS

- IV. Election of President and renewal of Admin contract. A nomination was made for Matt Stephenson to remain as President of the Trust. Trout/Brimbury 9/0. A nomination was made to renew the Admin – Julie Shearer's contract and raise her pay by 10%--from \$800 to \$880 per month beginning March 2025. Trout/Husband 9/0.

- V. Document Retention Approval. A nomination was made to approve the new document retention policy as drafted by our attorney and for Matt Stephenson, President to sign. Peters/Brimbury 9/0.
- VI. Update status of Trust funds. Matt and John updated the Trust that our funds have been low and the School Board has approved the loan of Rainy Day funds as needed to keep our checking account in the positive as claims are paid. The hope is that with increased premiums and being with Anthem, we will grow a surplus in our funds by the end of 2025.
- VII. LHD
- a. Review Plan Performance. Ben updated the Trust that the plan is starting to show signs of improvement as 2024 ran at a deficit. February was a positive month. We are hopeful that the surplus will grow and our funds will be in a better place by the end of 2025. Renewals are up for Basic Life & AD&D, LTD, Dental, and Stop Loss Reinsurance for 2026. LHD will be doing a market check for pharmacy programs and will bring that information to our board later this year. The intention is to stay with Anthem for 2026 for medical. A question was raised about offering a discount for employees to use fitness facilities. Ben will look into this.
- VIII. Date of next meetings. Our next strategy meeting will be held on Thursday, May 1st at 4:30 pm at the HNHS Learning Center. Q3 meeting will be a luncheon/meeting on Thursday, July 24 at 12:00 pm for pre-renewal. Q4 meeting set for Thursday, October 2 at 4:30 pm for renewal decisions. Open enrollment period for 2026 is scheduled for October 27 through November 7, 2025.
- IX. Dismissal. A motion was made to adjourn the meeting. Trout/Peters 9/0.