

HCCSC Employees Benefit Trust Meeting Minutes - October 2, 2025

Voting Members Present: Matt Stephenson, John Trout, Jay Peters, Chuck Brimbury, Beth Husband, Holly Harris, Ashley Buncich, and Ryne Wemhoff.

Non-Voting Members Present: Julie Shearer, Candice Priest, Tyler Haskough, and Meg Friesen.

Others Present: Alan Aguilar – PNC, Beth Fuelberth and Brett Clark – LHD.

New voting members Ashley Buncich and Ryne Wemhoff were welcomed by Matt. New non-voting members Candice Priest and Tyler Haskough were also welcomed.

OLD BUSINESS

- I. PNC Update – Alan gave an update of finances. Our balance at the end of September 2025 was \$584,260. This growth from August was due to the rate cuts. We continue with 28.8% equity, 69.4% fixed income, and 1.8% cash and equivalents. The portfolio is performing well. We are hoping to be able to add to it in the next two years.
- II. Approval of Minutes from July 24, 2025 meeting. A motion was made and unanimously approved to approve the minutes from the July 24, 2025 meeting. Trout/Peters 8/0
- III. Treasurer’s Report as of August 31, 2025. A motion was made and unanimously approved to approve the Treasurer’s report as presented by Julie as of August 31, 2025. Brimbury/Trout 8/0

NEW BUSINESS

- IV. Meg Friesen – EAP Option – Meg is spending time going around to schools and telling them how to utilize this program. Every person gets 4 appointments per year. This has only been used by 5 people this year to

date. This can be used for mental stress, grief, illness diagnosis, etc. Employees do not have to be insured with HCCSC to use this program.

V. LHD

a. Review Plan Performance – Ben discussed the contracts and renewals that we need to make. We need to finalize our budget for 2026. The health plan renewal is recommended at an increase of 0.8%. LHD recommends a 4.4% increase to continue to build our surplus. We are hoping to hit our target surplus balance by the end of 2027 if claims remain as they are. Anthem is our current Stoploss carrier. LHD is recommended continuing with Anthem at a 13.3% increase. Increases were quoted from 13.2% to 33.3%. Delta Dental/Vision is offering a rate hold with a 2 year rate renewal.

b. Renewal decisions – Navitus was approved at our last meeting as our new pharmacy benefit manager. A motion was made and unanimously approved to continue with Parkview as our EAP for 2026. Trout/Peters 8/0. A motion was made and unanimously approved to budget a 4.4% increase for our health insurance rates for 2026. Trout/Brimbury 8/0. A motion was made and unanimously approved to renew with Anthem as our stoploss carrier with a 13.3% increase for 2026. Trout/Husband 8/0. A motion was made and unanimously approved to renew with Delta Dental/Vision for 2026. Husband/Peters 8/0.

VI. Date of next meeting - Our next meeting was set for Thursday, February 19, 2026 at 4:30 pm at the HNHS Learning Center Conference Room.

VII. Dismissal - A motion was made and unanimously approved to dismiss the meeting at 5:35 pm. Harris/Stephensen 8/0.