

## HCCSC Employees Benefit Trust Meeting Minutes 2/19/26

Voting Members Present: Matt Stephenson, Chuck Brimbury, Jay Peters, Beth Husband, Melissa Ross, Tonya Braden, and Michelle Babcock via Zoom.

Non-Voting Members Present: Tyler Haskough, Rich Hertel, and Julie Shearer

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

WELCOME/NEW MEMBER INTRODUCTIONS – Michelle Babcock has joined the trust as a voting administration member.

### OLD BUSINESS

- I. PNC Update – Alan presented the quarterly review as of December 31, 2025. The portfolio value at the end of 2025 was \$589,397. As of yesterday, it is at \$593,427. Inflation is slowing coming down. He suggests we move to some international markets to diversify to get the best gains on our investments. The board confirmed that there are no changes to the Statement of Investment policy for 2026. We had a return of 9.83% gross on our total portfolio for 2025.
- II. Approval of Minutes from October 2, 2025 meeting. A motion was made and unanimously approved to accept the minutes as presented.  
Peters/Brimbury 7/0
- III. Treasurer's Reports as of Year End 2025 & January 31, 2026. A motion was made and unanimously approved to accept the Treasurer's Reports as presented. Brimbury/Husband 7/0

### NEW BUSINESS

- IV. Election of President and renewal of Admin contract. Beth Husband nominated Matt Stephenson to continue as our board President, seconded by Tonya Braden. The motion was unanimously approved 7/0. A motion was made by Matt Stephenson to renew the Administrative contract with Julie Shearer and raise the pay to \$920 per month, seconded by Charles Brimbury. The motion was unanimously approved 7/0.
- V. Update status of Trust funds – Our funds are starting to gain per the goals that we have set. We will begin to transfer funds from checking to the operating and reserve accounts as able. The first transfer of \$200,000 will be slated for April.
- VI. LHD
- a. Review Plan Performance – Brett and Ben presented. Our contract renewals for next year will be for medical , stop loss reinsurance, and our employee assistance program. The 2025 plan year closed with a loss ratio of 89.8%, resulting in an approximate \$680,000 surplus. The goal is to have \$870,000 at the end of 2026. Proposing 2 strategy options for our 2027 renewal. 1) Wave deductibles for employees for free standing and office visits for diagnostic services. The board would like to see more on this. LHD will bring more information to our next meeting. 2) Supplemental Health - additional coverage that employees can purchase. Symetra works currently with Anthem and has an automatic medical claims integration for the employee so that the benefit is not missed. HCCSC currently uses American Fidelity who does not integrate. This will be discussed more at the next meeting.
- VII. Dates of meetings for the remainder of the year -  
Thursday, April 30 @ 4:30 pm, HNHS Learning Center Conf Room,  
Thursday, July 23 @ noon (lunch location to be determined),  
Thursday, October 1 @ 4:30 pm, HNHS Learning Center Conf Room.
- VIII. Dismissal – A motion was made and unanimously approved to dismiss the meeting at 5:30 pm. Peters/Husband 7/0