

**ASSOCIATION OF WASHINGTON CITIES
EMPLOYEE BENEFIT TRUST**

HEALTH CARE PROGRAM

Meeting Minutes
Seattle Airport Marriott, SeaTac and Online
Thursday, April 24, 2025
9:00 am

Present:

Chair & Northeast Region Trustee, Paul Schmidt, Councilmember, Cheney
Northwest Region Trustee, Julie Struck, Mayor, South Bend
Southeast Region Trustee, Francis Benjamin, Mayor, Pullman
Southwest Region Trustee, Jennifer Jensen, Councilmember, Ruston
AWC Trustee, Wendy Weiker, Councilmember, Mercer Island
EBAC Chair, Emily Schuh, Administrative Services Director, Anacortes
EBAC Vice-Chair, Jennifer Gorsuch, Administrative Services Director, Camas

Staff Present:

Deanna Dawson, CEO
Alicia Seegers Martinelli, Deputy CEO/COO
Gene Emmans, CFO
Carol Wilmes, Director, Member Pooling Programs
Beverly Lakey, Program Director
Laurell Kaiser, Health Promotion Supervisor
Terri Luther, Marketing and Field Service Manager
Betsy Hildreth, Recording Secretary

Absent:

AWC Trustee, Brett Gailey, Mayor, Lake Stevens

Others:

Nicole Persson, Paris Ramsey, Aon
Kiran Griffith, Stoel Rives
Jake Kalina, Kyle Plitt, RVK

1. *Call to Order, Welcome, and Introductions*

1.1 **Welcome, introductions and opening remarks**

Chair Paul Schmidt called the meeting to order at 9 am. A quorum was established. Introductions followed.

2. *CEO Report*

2.1 Meeting Overview

Ms. Dawson gave an overview of the meeting. Staff and board members gave recognition to Mayor Julie Struck and Councilmember Wendy Weiker due to their upcoming departure from the Trust Board on June 30, 2025.

3. *Governance/Regulatory*

3.1 Open Public Meeting Act: Call for Public Comment

Chair Schmidt gave a brief overview of the Open Public Meetings Act in relation to the AWC Trust Health Care Program meeting.

In accordance with the Open Public Meetings Act RCW 42.30, the AWC Trust Health Care Program Board of Trustees invited public comment.

There was no public comment.

4. *Administration/Operations*

4.1 December 10, 2024 Health Care Program Board Meeting Minutes

The Board reviewed the minutes of the December 10, 2024, Health Care Program Board of Trustees meeting.

Motion:

Motion by Francis Benjamin to approve the December 10, 2024, Health Care Program Board of Trustees meeting minutes, second by Julie Struck; motion carried.

4.2 Request for Proposal Status Update

Ms. Lakey briefly reviewed the Request for Proposals (RFP) procedure and schedule. In 2025, Aon will conduct the Pharmacy Benefit Manager implementation audit. RFP's for a dependent verification services provider and vision plan are also set to occur in 2025.

5. *Financial/Financial Reports*

5.1 Trust Health Care Program Investment Report

Jake Kalina of RVK gave an overview of Health Care Program's investment performance through February 28, 2025, a market update as of April 7, 2025, and addressed recent trade policy announcements.

5.2 Trust Health Care Program Year-End 2024 Financial Report, Annual Financial Audit Status

Mr. Emmans presented the unaudited financial report for the year ending December 31, 2024.

5.3 Refund Request – City of Ocean Shores

Ms. Lakey reviewed the City of Ocean Shores request to be refunded premium for a LEOFF1 retiree who passed away in 2019.

Staff reviewed the premium refunding practice of the Trust, as well as policy documents governing such refunds. The Board recommended staff create a formal policy to address the refunding of overpaid

premiums, including but not limited to, addressing the responsibility of auditing by the entity, to be reviewed and considered at a future Trust meeting.

Motion:

Motion by Jennifer Jensen to refund the City of Ocean Shores LEOFF 1 retiree premiums that were erroneously paid, following the death of the retiree, second by Julie Struck; motion carried.

6. *Benefit Experience, Trend and Plan Design*

6.1 Trust Health Care Program Enrollment/Claims Experience/Trend

Nicole Persson and Paris Ramsey of Aon reviewed the 2025 year-to-date claims experience and enrollment data, including 2024 appeals information.

6.2 Plan Considerations/Education

Staff and Aon representatives presented educational information related to several focus areas for 2025-2026 such as: GLP-1 trends and ongoing education; first responder mental health, virtual care/primary care, and dental utilization and plan design. Materials presented by Aon were updated with feedback from EBAC's last meeting.

7. *Other Business*

7.1 2025 Health Care Program Meeting Schedule & 2025-2026 Fiduciary Training


The 2025 Health Care Program meeting schedule and 2025-2026 fiduciary training opportunities were provided in the agenda packet.

8. *Meeting Adjournment*

8.1 Adjourn

Chair Schmidt adjourned the meeting at 10:57 am.

The foregoing minutes were approved by the Board of Trustees on 9/25/25.
Date

Signed by:

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Chair

ATTEST:

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Recording Secretary