

**Association of Washington Cities  
Employee Benefit Trust  
Health Care Program**

Meeting Minutes  
Seattle Airport Marriot, Snoqualmie Ballroom and Online  
Tuesday, December 9, 2025  
11:30 am

**Present:**

Chair & Northeast Region Trustee, Paul Schmidt, Councilmember, Cheney, *departed at 1:26 pm*  
Vice Chair & Southeast Region Trustee, Francis Benjamin, Mayor, Pullman  
Northwest Region Trustee, Wendy Weiker, Councilmember, Mercer Island, *departed at 12:32 pm, joined at 12:50 pm*  
Southwest Region Trustee, Jennifer Jensen, Councilmember, Ruston  
AWC Trustee, Brett Gailey, Mayor, Lake Stevens  
AWC Trustee, Marla Keethler, Mayor, White Salmon  
EBAC Chair, Emily Schuh, Administrative Services Director, Anacortes  
EBAC Vice Chair, Jennifer Gorsuch, Administrative Services Director, Camas

**Staff:**

Deanna Dawson, CEO  
Alicia Seegers Martinelli, Deputy CEO/COO  
Gene Emmans, CFO  
Carol Wilmes, Director, Member Pooling Programs  
Beverly Lakey, Trust Program Director  
Andrea Luper, RMSA Program Director  
Laurell Kaiser, Health Promotion Supervisor  
Terri Luther, Trust Program Deputy Director  
Bobbi Fox, Employee Benefits Analyst  
McKenzie Erving, Accounting Manager  
Betsy Hildreth, Recording Secretary

**Guests:**

Kiran Griffith, Perkins Coie  
Janelle Booth, Kyle Plitt, RVK  
Nicole Persson, Paris Ramsey, Aon

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

1.1 **Welcome, introductions, and opening remarks**

Chair Paul Schmidt called the meeting to order at 11:30 am. A quorum was established.

Chair Schmidt moved to agenda item 3.1.

2. *CEO Report*

2.1 **Meeting overview**

Ms. Dawson gave an overview of the meeting.

Chair Schmidt moved to agenda item 4.1.

### 3. *Governance*

#### **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.

Chair Schmidt called for a recess at 11:32 am. The meeting was reconvened at 12:26 pm.

Staff and Board members recognized and thanked Chair Paul Schmidt for his serves to the Board, as well as Carol Wilmes prior to her retirement at the end of this year.

Chair Schmidt moved to agenda 2.1.

### 4. *Administration*

#### **4.1 September 25, 2025, Health Care Program meeting minutes**

The Board reviewed the minutes of the September 25, 2025, Health Care Program Board of Trustees meeting.

##### **Motion:**

Motion by Jennifer Gorsuch to approve the minutes of the September 25, 2025, Health Care Program Board of Trustees meeting, second by Brett Gailey; motion carried.

### 5. *2026 Renewal*

#### **5.1 Stop Loss Renewal**

Ms. Lakey provided information on the history of stop loss coverage under the Health Care Program and a proposed recommendation to transition stop loss carriers and adoption of stop loss rates for 2026.

##### **Motion:**

Motion by Emily Schuh to approve the change in stop loss carriers from US Fire Insurance Company to PartnerRe, and adopt the 2026 stop loss rate as provided by PartnerRe, second by Jennifer Jensen; motion carried.

### 6. *Financial Reports*

#### **6.1 Self-Insured Plan Experience Reports**

Nicole Persson of Aon reviewed the claims experience reports for the self-insured plans through September 2025 and provided a historical comparison from 2021-2025.

#### **6.2 Trust Health Care Program Investment Report**

Janelle Booth of RVK gave an overview of Trust investments as of November 13, 2025, and a market update through September 30, 2025.

**6.3 Local Government Investment Pool (LGIP) Investment Review and Resolution**

Mr. Emmans provided information on an investment option for the HCP under the Local Government Investment Pool (LGIP), along with proposed Resolution 2025-01, authorizing investment of AWC Employee Benefit Trust Health Care Program monies in the LGIP.

**Motion:**

Motion by Wendy Weiker to approve Resolution 2025-01, authorizing investment of AWC Employee Benefit Trust Health Care Program monies in the Local Government Investment Pool, second by Francis Benjamin; motion carried.

**6.4 Third Quarter 2025 Trust Health Care Program Financial Report**

Mr. Emmans presented the 2025 third quarter unaudited financial report.

**6.5 Proposed 2026 Trust Health Care Program Budget**

Ms. Lakey reviewed the proposed 2026 Trust Health Care Program budget, including year-end 2025 projections and proposed 2026 income and expenses.

**Motion:**

Motion by Jennifer Jensen to approve the proposed 2026 Trust Health Care Program Operating Budget, second by Brett Gailey; motion carried.

7. *Other Business*

**7.1 2026 Health Care Program Board Meeting Schedule & Fiduciary Training**

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

8. *Adjournment*

**8.1 Adjourn**

Vice Chair Benjamin adjourned the meeting at 1:29 pm.

The foregoing minutes were approved by the Board of Trustees on 4/30/206.  
Date

Signed by:  
  
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Chair

ATTEST:  
DocuSigned by:  
  
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Recording Secretary