Meeting Minutes
Health Care Benefits Trust Board
Regular Meeting

August 12, 2026| 4:00 pm
Council Chambers Conference Room
88 East Chicago Street, Chandler, AZ

Call to Order
The meeting was called to order by Vice Chair Anderson at 4:07 pm.

Roll Call
Present
Elisha Anderson
Latrisha Centers (arrived late)
Carson Mohr
Val Gale

Absent
Jonah Roehl

Other Attendance
Kristin Maier, HR Director
Fernanda Acurio, HR Manager
J.C. Borrego, HR Assistant Director
Dawn Lang, Deputy City Manager
Kristi Smith, Management Services Director
Julie Goucher, Accounting Senior Manager
Dee Hooker, HR Benefits Analyst
Mary Fedor, Segal Consultants
Rowena Laxa, Assistant City Attorney
Sarah Meland, Management Analyst

Roll call was taken by the recording secretary who declared a quorum was present.

Scheduled and Unscheduled Public Appearances
None.

Consent Agenda and Discussion

1. **June 10, 2026 City of Chandler Health Care Benefits Trust Board Minutes**

Consent Agenda Motion and Vote

Chief Gale moved to approve the minutes for June 10, 2026 City of Chandler Health Care Benefits Trust Board Meeting; Mr. Mohr seconded the motion. Motion carried unanimously (3-0, Ms. Centers had not yet arrived).

Briefing

2. Medical Trust Actuarial Report – Mary Fedor, Segal

Mary Fedor of Segal presented the actuarial report through June 30, 2026. The report is attached to the meeting agenda.

Discussion:

3. Financial Statements and Wellness Report, and Investment – Julie Goucher, Management Services

Julie Goucher presented the Financial Statements and Wellness Report and Investment Report which are attached to the meeting agenda.

Discussion: None.

4. Discussion of Proposed 2027 Meeting Dates – Kristin Maier, Human Resources

Kristin Maier presented the proposed meeting dates for 2027.

Discussion: None.

5. Review of 2027 Medical Rates and Proposed Resolution No. HB-017 – Kristin Maier, Human Resources

Kristin Maier explained that with Resolution No. HB-017, the City is seeking authorization for a 15% increase in medical premiums due to increasing costs. These increases necessitated the need for the City to transfer $7,000,000 to the medical trust account with plans to make additional transfers in the future. She said that the effect on employee contributions would be $2.00 to $40.00 per paycheck depending on the plan chosen, plus increases to out-of-pocket costs. She went on to explain that we are continuing to meet with our consultant, Segal, to look at plan changes, as well. All combined, the current and future changes should make the medical trust financially stronger.

Discussion: Ms. Anderson asked when the last contribution increase for employees happened. Fernanda Acurio responded that there have been increases each years since 2023. Prior to 2023, there had not been an employee contribution increase for 5 or 6 years.

Ms. Anderson asked if the increased contributions were high enough given the financial status of the trust. Ms. Maier responded that the City's philosophy is to try to approach the issue from several different angles such as program redesign instead of passing on rate increases directly to employees through contribution increases.

Ms. Anderson asked if financial increases to the wellness program would improve increasing claim costs. Ms. Acurio replied that the City does have a wellness program that makes access to preventive screenings and care easier and more cost effective, but there's no data substantiating that this type of program has a real impact on costs.

Chief Gale asked if the White Plan is the most solvent of the three offered plans. Ms. Fedor and Ms. Acurio confirmed that.

Mr. Mohr asked how much the deductibles were going up per plan on average. Ms. Fedor said she it is under $500. He also asked if the City has looked at different care options to be more cost effective. Ms. Fedor said that we were doing that.

Ms. Centers asked if employees get an incentive for participating in the wellness program. Dee Hooker responded that there is an incentive and it is a contribution to their HSA or FSA account. Kristi Smith added that the wellness program does a great job of keeping employees informed on their progress toward earning the incentive.

Mr. Mohr asked if there is employee education geared towards teaching the advantages of having a HSA or FSA. Ms. Acurio explained that we do considerable education with new hires. Ms. Smith added that with open enrollment coming up, there will be a great deal of education for current employees, as well.

Action Agenda

6. Resolution No. HB-017 for 2027 Medical Rates

Ms. Centers made a motion to approve Resolution No. HB-017. Motion was seconded by Mr. Mohr. Motion passed unanimously (4-0).

Member Comments/Announcements

None.

Calendar

Ms. Anderson let the Board know that the next regular meeting will be held on November 4, 2026 at 4:00 pm and will be a joint meeting with the Workers' Compensation and Employer Liability Trust Board. Items for the next meeting will include the medical actuarial report and the financial statement, investment report, and wellness report.

Adjourn

Ms. Centers motioned to adjourn the meeting which was seconded by Chief Gale. Motion passed unanimously (4-0). The meeting was adjourned at 4:45 pm.

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Sarah Meland, Recording Secretary Elisha Anderson, Chair