

HEALTH PLAN TRUST BOARD

Michael Allen (Chair)	Bret Waters
Dr. Emily Russell-Kinsley (Vice Chair)	Nikki Simmons
Mark Flutcher	Nicole Evans
Steve Schleiker	Stacie Kwitek
Joseph Roybal	DeAnn Ryberg
Chuck Broerman	Jack Ladley
	Mary Bartelson

EL PASO COUNTY HEALTH PLAN TRUST BOARD

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Meeting Minutes September 22, 2025

Health Plan Trust Board (HPTB) Chairman, Michael Allen, called the meeting to order at 9:34 am on September 22, 2025. The meeting was in the Pikes Peak Conference Room located at Centennial Hall, 200 South Cascade Avenue, Colorado Springs, CO 80903.

I. Roll Call

Board members in attendance: County Administrator Bret Waters, Treasurer Chuck Broerman, Coroner Dr. Emily Russell-Kinsley, Public Works Executive Director Jack Ladley, District Attorney Michael Allen, Chief Financial Officer Nikki Simmons, Retiree Representative Mary Bartelson, DHS Executive Director Stacie Kwitek, Interim Public Health Director DeAnn Ryberg, and Interim Human Resources Executive Director Nicole Evans. A quorum was present.

Other attendees: County Commissioner Carrie Geitner, County Attorney Kenny Hodges, Employee Benefits Division Manager Michelle Martin, Senior Employee Benefits Specialist Linda Flores, Mercer Benefits Consultants Robert Burnell, Abdul Ali, and Kasey Ruffer.

II. Agenda

a. El Paso County Retiree Benefit Plan Overview:

- i. Eligibility Requirements: EPC Benefits reviewed the eligibility requirements to continue Health Benefits (medical, dental, and/or vision).
 1. Retiree must be enrolled and elect to continue coverage at the time of retirement.
 2. Retiree is an employee whom the EPC Retirement Plan has found to be eligible for retirement benefits and is receiving a monthly pension from the EPC Retirement Plan.
- ii. Subsidy Schedule: EPC Benefits presented a review of current and past subsidy schedules.

1. Current subsidy schedule has remained unchanged since 2004
2. Prior to 2004, there were no years of service tiers that were 100% subsidized, and no subsidy was offered to retirees with less than 10 years of service.
- iii. GASB 75: EPC Benefits presented a review of the most recent GASB 75 valuation, an actuarial assessment required for public sector entities to measure and report liabilities associated with post-employment benefits, other than pensions.
 1. Liability as of 1/1/2024: \$147,108,006
 2. To establish and fully fund a trust would require \$9.5million a year for 30 years.
- iv. Current Financial State: Mercer presented YTD plan performance from EPC's July expense report.
 1. The total plan cost for active employees is at \$1,573 PEPM vs a budget of \$1,682 PEPM (93.5% Loss Ratio). For Retirees, their total plan cost is at \$1,450 PEPM vs a budget of \$1,128 PEPM (128.5% Loss Ratio)
- v. Benchmarking: Per Mercer's national survey of employee-sponsored health plans, of employers with 1,000-4,999 employees who do offer retirees medical insurance, 11% employer pays all, 52% cost is shared, and 37% Retiree pays all.

b. Possible 2026 Retiree Scenarios: Mercer presented possible scenarios.

- i. Load Retiree Rates based on Plan Experience
 1. Scenario assigns the rate increase based on plan experience for active and retiree, resulting in an increase of 1.8% for active and an increase of 57% for retirees.
 2. Overall, this scenario would save EPC approximately \$160k in comparison to the final chosen scenario (5% increase to actives, and 6.89% for retirees).
- ii. Begin charging pre-65 retirees the active single rate immediately
 1. Scenario assigns pre-65 Retirees who currently pay \$0 for employee only coverage to be charged the employee-only active rate of (\$112.16 for 2026).
 2. Overall, this scenario would save EPC approximately \$260k in comparison to the final chosen scenario (5% increase to actives, 6.89% for retirees).
- iii. Change pre-65 retiree subsidy schedule
 1. Scenario would adjust the subsidy schedule for retirees for each tier.
 2. The resulting change would be 0% for retirees with 14 years of service or less, 55% for 15-19 years, and 75% for 20+ years. For elected and appointed officials, the subsidy would remain the same except for 8+ years, going from 100% to 75%.
 3. Overall, this scenario would save EPC approximately \$1.01M compared to the final chosen scenario of (5% increase to actives, 6.89% for retirees).
- iv. The HPTB proposed the following change.

1. For retirees with 20+ years of service and Elected/Appointed Officials with 8+ years of service, the medical plan subsidy will be adjusted to correspond with the active employee only contribution (2026 employee only contribution: \$112.16 per month). This adjustment would be implemented in two phases.
 - a. Starting January 1, 2026, the subsidy will be set at 50% of the active employee only contribution.
 - b. Starting January 1, 2027, the subsidy will be adjusted to fully match the active employee only contribution amount going forward.
- v. Board Decisions: The proposed HPTB change, for retirees with 20+ years of service and Elected/Appointed Officials with 8+ years of service, the medical plan subsidy will be adjusted to correspond with the active employee only contribution, implemented in two phases.
 1. Chuck Broerman motioned to move the meeting to later in the week, Mary Bartelson seconded the motion. All others opposed.
 2. Nikki Simmons motioned to move forward with a vote on the proposed change, Jack Ladley seconded. There were no objections. Motion passed unanimously.

III. The meeting was adjourned at 11:59 am.