

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 October 29, 2025

Health Plan Trust Board (HPTB) Chairman, Michael Allen, called the meeting to order at 8:00 am on October 29th, 2025. The meeting was held at the District Attorney's Office, 105 E. Vermijo Avenue, 4th Floor Main Conference Room, and virtually via Teams meeting link.

I. Roll Call

Board members in attendance: County Administrator Bret Waters, Treasurer Chuck Broerman, Interim Health Department Director DeAnn Ryberg, Coroner Dr. Emily Russell-Kinsley, Public Works Executive Director Jack Ladley, Sheriff Joseph Roybal, Assessor Mark Flutcher, Retiree Representative Mary Bartelson, District Attorney Michael Allen, Interim Chief HR Officer Nicole Evans, Chief Financial Officer Nikki Simmons, and Clerk and Recorder Steve Schleiker. A quorum was present.

Other attendees: County Attorney Kenny Hodges, Employee Benefits Division Manager Michelle Martin, Employee Benefits Division Senior Specialist Linda Flores, Mercer Benefits Consultants Bob Burnell and Heidi Houghton, and several members of the public.

II. Agenda

- a. **Approval of August 20, 2025 and September 22, 2025 Minutes:** Mark Flutcher motioned to approve. Chuck Broerman seconded the motion. Motion passed unanimously.
- b. **2026 Renewal-Board Decisions:**
 - i. Insured Stop Loss – Mercer requested renewal from Symetra and proposal from UMR with the following options requested: contact basis paid (96/12), population of active, COBRA, and Retirees, covered benefits of medical and prescription, deductible options

of \$300K (current), \$325K, and \$350K, policy period maximum of unlimited, aggregate not covered, and commission at 0%.

1. Symetra renewal results:
 - a. Option 1: Deductible \$300K; estimated 60.0% cost increase
 - b. Option 2: Deductible increased to \$325K; estimated 46.9% cost increase
 - c. Option 3: Deductible increased to \$350K; estimated 36.6% cost increase
 2. Symetra renewal results with Laser – Laser for one claimant at \$1.2M:
 - a. Option 1: Laser; deductible \$300K; estimated 30.0% increase
 - b. Option 2: Laser; deductible increased to \$325K; estimated 19.4% cost increase
 - c. Option 3: Laser; deductible increased to \$350K; estimated 10.9% cost increase
 3. UMR proposal – Laser for one claimant at \$1.75M:
 - a. Option 1: Laser; deductible \$300K; estimated 28.2% cost increase
 - b. Option 2: Laser; deductible increased to \$325K; estimated 18.3% cost increase
 - c. Option 3: Deductible increased to \$350K; estimated 6.5% cost increase
 4. Sheriff Joseph Roybal motioned for approval to allow benefits and finance to negotiate the stop loss contract up to 60.0%. Steve Schleiker seconded the motion. Motion passed unanimously.
- ii. Overall Budget Approval
1. Steve Schleiker motioned for approval to revise budget to \$57,797,901. Dr. Emily Russell-Kinsley seconded the motion. Motion passed unanimously.
- c. **Reconsideration of Item 2, El Paso County Retiree Benefit Plan, heard before the Health Plan Trust Board on September 22, 2025. If a vote on the motion to reconsider prevails, the Health Plan Trust Board will immediately take action on the reconsidered item. (Bret Waters – El Paso County Administrator)**
- i. Reconsideration of Item 2, El Paso County Retiree Benefit Plan, heard before the Health Plan Trust Board on September 22, 2025.
 1. Bret Waters motioned to approve reconsideration of Item 2, El Paso County Retiree Benefit Plan, heard before the Board on September 22, 2025. Chuck Broerman seconded the motion. Motion passed unanimously.
 2. Bret Waters motioned to approve the reversal of the Board's action on Item 2 regarding El Paso County Retiree Benefit Plan from September 22, 2025. Sheriff Joseph Roybal seconded the motion. Motion passed unanimously.
- d. **The meeting was adjourned at 8:40 am.**