JACKSONVILLE POLICE OFFICERS AND FIRE FIGHTERS' HEALTH INSURANCE TRUST
MEETING SUMMARY –June 25, 2026 – 2:00PM

PRESENT
Randy Reaves, Chair
Kelly Dobson, Vice Chair
James Holderfield, Secretary
Jamie Johnson, Asst. Secretary
Steve Zona
Tony Stivers
Cris Keith
John Keane

STAFF
Randy Wyse
Teresa Anderson
Tammy Morabito
Paul Donnelly
Sam Frymier

EXCUSED

GUESTS

Meeting Convened
2:00 PM

Meeting Adjourned
3:30 PM

<u>Call to Order</u>

Randy Reaves called the meeting to order at 2:00 PM on June 25th, 2026. Present were eight Trustees, the Executive Director , legal counsel, the investment consultant, and staff from the Bailey Group.

Randy Reaves called for public comment. No members of the public were present, and no requests were received for call-in comment.

John Keane made a motion to approve the minutes from the May 14th, 2026 meeting. Cris Keith seconded the motion. Randy Reaves called the vote and the motion passed unanimously.

Executive Director Report

Randy Reaves recognized Randy Wyse for the Executive Director's report. Randy W. reported the claims audit was still on pace for a review in August. Randy W. informed the board Bswift migration was complete, and he and the team were working with the COJ to ensure all feeds were working properly.

Randy W. reported he received pricing for the Cardiac CT test with Mayo estimating $2500/test and Baptist estimating $575/test. UF Health had not provided a cost estimate as of the report.

Marquette Associates Investment Review

Sam Frymier reported on the current portfolio allocations and investment performance. Key takeaways were accelerated inflation during the month of May, with CPI hitting +4.2% driven by increased energy costs. Plan performance YTD as of May 31, 2026 was +3.2%. Sam advised he received a request for capital from IMF for $5M. Sam requested board action to allocate funds in the following amounts: CS McKee - $1.5M, DRZ - $3M, and Sawgrass - $2.5M. This would cover the capital call and complete the fixed income reduction to investment policy targets while ensuring cash balances remain adequate to cover weekly draws.

John Keane made a motion to rebalance to portfolio as recommended. Steve Zona seconded the motion. Randy Reaves called the vote and the motion passed unanimously.

Unfinished Business

New Business

2027 Premium Adjustments: The Bailey Group reviewed the financial recommendations across the Health, Dental, and Vision coverage offering for plan year 2027.

Actuarial recommendations for Health premium increase was +7.95%. This increased recommendation is below the trend of +9%. The board discussed the previous years increase of +5% to active employees which was below that years recommendation of approximately +14%. The board discussed the positive performance in tightening the gap in employee premium contribution with actuarial recommendation. With the improved JPOFFHIT investment performance it was recommended that JPOFFHIT continue to absorb certain costs in lieu of passing full premium increases to members.

John Keane made a motion to increase Health Plan premiums by 5% across all offerings for active employees. Kelly Dobson seconded the motion. Randy Reaves called the vote and the motion passed unanimously.

Dental plan costs are capped by an +8% increase on the PPO plans and there was no contractual increase to the DHMO plan. The average MLR across all dental offerings for JPOFFHIT was 141%. The board discussed the real dollar cost to members if the +8% increase was assessed to member premium and the maximum monthly increase for a full family plan was $10.17.

Cris Keith made a motion to increase PPO premium by +8%. John Keane seconded the motion. Randy Reaves called the vote and the motion passed unanimously.

Vision plan renewal was priced with a +32% increase. The original vision plan had a 4 year rate hold and the renewal rate hold period offering was 3 years. The board discussed absorbing the rate hold and maintaining steady employee contributions to the vision plan.

Jamie Johnson made a motion to keep vision plan rates as is for plan year 2027. Tony Stivers seconded the motion. Randy Reaves called the vote and the motion passed unanimously.

Randy Reaves recognized Teresa Anderson to discuss retiree rates and Tammy Morabito to discuss Medicare options for JPOFFHIT members. Tammy advised that only 5 members utilize the FL Group Medicare offering and there was a mechanism to disenroll those members during Open Enrollment which would have little plan disruption. Tammy continued that for most individuals who become Medicare eligible there was significant reduction in monthly premiums by enrolling in Medicare in lieu of maintaining a JPOFFHIT plan. She also advised she was able to address supplemental and prescription plan needs on a case-by-case basis and with the elimination of the donut hole the benefit is usually net positive to the individual. Tammy recommended the board consider Individual Coverage Health Reimbursement Arrangement (ICHRA) which could reduced overall retiree plan liability but does require strict compliance and comes at the costs of added administrative burdens.

Teresa Anderson reviewed the retiree plan rates and renewal considerations. As retirees are included in the actuarial review the proposed premium increase to the member is +7.95%. In previous years retiree rates were held steady with no increase to the member. The board previously requested options to further reduce retiree rates. Teresa provided several cost reduction scenarios to included flat dollar reductions inclusive of all retirees and options for tiered structures depending on Medicare eligibility. The board discussed the impact on members who had already reached Medicare eligibility, but remain in JPOFFHIT plans. For Medicare enrolled members JPOFFHIT functions as secondary insurance and the driving cost to JPOFFHIT is prescription coverage for those members.

Steve Zona made a motion to maintain current retiree rates, with an additional $150.00/month reduction for retirees who have not reached Medicare eligibility. John Keane seconded the motion. Randy Reaves called the vote and the motion passed unanimously.

Steve Zona made a motion to eliminate the Group Medicare offering. Jamie Johnson seconded the motion. Randy Reaves called the vote and the motion passed unanimously.

Other Reports

Randy Reaves called for the next scheduled board meeting to be held Thursday July 15th, 2026 at 02:00 PM. The meeting will be accessible via Microsoft Teams.

Randy Reaves adjourned the meeting at 3:30 PM.

James Holderfield, Secretary	Randy Reaves, Chair