



Stay Well Committee Minutes

December 16, 2025 2:00 PM

In person meeting

17221 East 23rd St S, Independence, MO 64057

To view minutes from last meeting click [here](#).

WELCOME

Also present: Bethany Dickey/HR, Lisa Phillips/Cigna, Melissa Cabrera/Finance, Selena Good/Wellness, Caitlin Waters/CBiz

APPROVAL OF MINUTES

FINANCIAL STATEMENT

1. Presented by the Finance Department

For the month of **November 2025:**

- The OAP 1 plan had a net loss of (\$195,092).
- The OAP 2 plan had a net loss of (\$70,040).
- Local Plus plan had a net income of \$104,470.
- Base plan had a net income of \$44,322.
- For the fourth month of the fiscal year, the Fund is experiencing a net income of \$448,223 which has resulted in an ending unrestricted net assets balance of \$6,835,643.

UPDATE FROM CIGNA

1. Presented by Kevin Kueker and Lisa Phillips

No update given

FINANCIAL REPORT

1. Presented by CBiz

The Monthly Medical Financial Overview was distributed and discussed **November 2025** from CBiz.

- Plan Funding for the year is \$1,788,336.00 with a deficit of (\$142,968.00)
- Current enrollment for OAP 1, OAP 2, Local Plus, Base Plan, Cobra, and Retirees is 1,132.
- PEPM for Nov 2025 - 1706.10 vs. Nov 2024 - 1825.04
- Reporting 13 high-cost claims and 3 over \$150,000 through November 2025.

UPDATE FROM HR

1. Presented by Bethany Dickey

Finishing open enrollment. Should provide statics next meeting.

WELLNESS ACTIVITIES

1. Presented by Selena Good

Christmas party recap. Massages were a success.
Introduced new employee incentive program.

OLD BUSINESS

None

NEW BUSINESS

None

NEXT MEETING DATE

January 27, 2026 at 2:00 pm in conference room 117 IUC