



## **City of Avondale**

### **Employee Benefit Trust Board Meeting**

#### **Board Members**

Maria Aguilar, Board Member

Christina Conrad, Board Member

Elvira Dye, Board Member

Natosha Edmonds, Board Member

Lisa Haid, Board Member

Ronald Martin, Board Member

Daniel Schuh, Board Member

#### **Human Resources Department**

Andrew Mesquita, Director

Keely Farrow, Senior Management Analyst (Interim Benefits Manager)

Rosa Villasenor, Benefits Analyst



Employee Benefit Trust Board Meeting  
Notice & Agenda  
Thursday, March 19, 2026

MESQUITE CONFERENCE ROOM | 11465 WEST CIVIC CENTER DRIVE | AVONDALE AZ, 85323

Request to Speak: Anyone wishing to speak regarding items listed on the agenda or under unscheduled public appearance should submit a Request to Speak online at <http://www.avondaleaz.gov/requesttospeak> prior to consideration of that agenda item.

**REGULAR MEETING**

**10:00 AM**

*Physical access to the conference room will be available 30 minutes prior to the meeting.*

**1. CALL TO ORDER**

**POSSIBLE EXECUTIVE SESSION**

Pursuant to A.R.S. Section 38-431.03(A), the Board may vote to convene in executive session to discuss or consider personnel matters, confidential records exempt by law from public inspection, and/or to consult with the Board's attorney for legal advice and to consider the Board's position and to instruct the Board's attorney regarding its position in contemplated litigation regarding any item on the agenda. The Board will take action in open session.

**2. ROLL CALL BY THE STAFF LIAISON**

**3. UNSCHEDULED PUBLIC APPEARANCES** (Time is limited per person. Please state your name.)

**4. MINUTES**

The Board will consider a request to approve the March 3, 2025, board meeting minutes. The Board will take appropriate action.

**5. ROLES AND RESPONSIBILITIES**

Staff will provide an overview of roles and responsibilities. This item is for discussion only.

**6. CITY OF AVONDALE HEALTH PLAN**

The Board will receive an overview of medical plans and claims facilitated by Brown & Brown. This item is for discussion only.

**7. PROPOSED FY27 CONTRIBUTION RATES**

The Board will receive a presentation from the Finance and Budget Department regarding the recommended employee and employer contribution rates for Fiscal Year 2027 and consider a request to make a recommendation to City Council. The Board will take appropriate action.

**8. BOARD MEETING SCHEDULE**

The Board will consider a request to establish a quarterly meeting schedule for Fiscal Year 2027 and scheduling the remaining meeting(s) for Fiscal Year 2026. The Board will take appropriate action.

**9. ADJOURNMENT**

Individuals with special accessibility needs, including sight or hearing impaired, large print, or interpreter, should contact the City Clerk at 623-333-1000 or TDD 623-333-0010 at least two business days prior to the meeting.

Personas con necesidades especiales de accesibilidad, incluyendo personas con impedimentos de vista o oído, o con necesidad de impresión grande o intérprete, deben comunicarse con la Secretaría de la Ciudad al 623-333-1000 o TDD 623-333-0010 al mínimo dos días hábiles antes de la junta.



**City of Avondale Employee Benefit Trust**

**Wednesday, March 3, 2025, at 11:00 a.m.**

**Location: City Hall - Mesquite Conference Room (2<sup>nd</sup> Floor)**

**11465 W. Civic Center Drive**

**Avondale, AZ 85323**

A scheduled meeting of the City of Avondale Employee Benefits Trust Board meeting was held in person in open and public session at 11:04 a.m.

**1. Roll Call:**

Member Present: Daniel Schuh, Board Chair  
Ronald Martin, Board Member  
Keith Fallstrom, Board Member  
Maria Aguilar, Board Member  
Lisa Haid, Board Member - Absent  
Christina Conrad, Board Member  
Natosha Edmonds, Board Member

Staff Present: Paula Campbell, Brown & Brown  
Charlie Broucek, Brown & Brown  
Grim Davis, Brown & Brown  
Renee Weatherless, Finance & Budget Director  
Emily Zenk, Senior Budget Analyst  
Robert Bear, Budget Manager  
Ted Flores, Assistant of HR  
Kathy Reyes, Board Secretary  
Rosa Villasenor, Benefits Analyst

**2. Approval of Minutes**

Motion made by Board Member Christina Conrad to approve the minutes from the October 23, 2024, meeting. The motion was seconded by Board Member Natosha Edmonds. Upon vote, the motion was carried unanimously 6 to 0.

**3. Kathy Steadman – overview of roles and responsibilities**

Board Secretary Kathy Reyes informed the board that Board Attorney Kathy Steadman was unavailable, and the board agreed to defer this topic to the next meeting.

**4. City of Avondale Health Plan**

Charlie Broucek, from Brown & Brown provided the Board with a benefits plan overview and performance. No action taken.

**5. City of Avondale Health Plan**

Budget Manager Rober Bear presented the board with recommended rates for fiscal year 2025 to 2026. Board Member Natosha Edmonds made a motion to approve the rates, remove the aggregate stop loss, and increase the stop loss from \$150k to \$200k. Motion was seconded by Board Member Christina Conrad. Upon vote, the motion was carried unanimously 6 to 0.

**6. Call to the Board**

**7. Future Agenda Items**

**8. Adjournment**

There being no further business to come before the Board, Board Chair Member Natosha Edmonds made a motion to adjourn the meeting. Motion was seconded by Board Member Maria Aguilar. Upon vote, the motion was carried unanimously 6 to 0.

The meeting was duly adjourned at 11:36 a.m.

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Board Secretary, Kathy Reyes

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Date Approved