

Employee Benefit Trust Board

March 3, 2025

Meeting Date

March 19, 2026

Date Minutes Were Approved

Daniel Schuh

Daniel Schuh (Mar 19, 2026 16:53:02 PDT)

Chair

CERTIFICATION AND ATTESTATION

I hereby certify that the accompanying document is a true and correct copy of the minutes of the aforementioned meeting. I further certify that the meeting was duly called and held, and that the quorum was present.

Emily Soria

Emily Soria (Mar 19, 2026 12:36:23 PDT)

Staff Liaison





City of Avondale Employee Benefit Trust

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

Location: City Hall - Mesquite Conference Room (2nd 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.

Board Secretary, Kathy Reyes

Date Approved