

**COMMON COUNCIL
FINANCE COMMITTEE
MAY 8, 2025**

The City of Noblesville Council Finance Committee met pursuant to public notice in the Planning Department conference room at City Hall on Thursday, May 8, 2025. The meeting was called to order at 8:15 a.m. with Mike Davis, Pete Schwartz, Aaron Smith, and Todd Thurston present.

Also present were City Clerk Evelyn Lees, Community Development Director Sarah Reed, Deputy Clerk Kimberly Stakelbeck, Human Resources Director Holly Ramon, Mark Goodpaster of Apex Benefits, Deputy Controller Caitlin Kesner, Management Analyst Tristy Wheeler, Finance/Budget Analyst Ed Klaunig, and Finance Executive Assistant Cindy Frye. City Attorney Jonathan Hughes Deputy Mayor Matt Light arrived at 8:21 a.m. Chief Financial Officer and Controller Jeff Spalding, consultant Greg O'Connor, and Stan Jackson of Apex Benefits attended electronically via Microsoft Teams. City Attorney Jonathan Hughes joined the meeting electronically via Microsoft Teams at 8:18 a.m.

Claims Docket Review

The committee agreed to recommend approval of the claims.

Ms. Kesner stated in the future, the claims would look different. She stated more information would be included. There was a discussion concerning the new format.

Mr. Hughes joined the meeting.

Update – Benefits Self-Insurance Performance Review for 2024

Ms. Ramon displayed a PowerPoint presentation. She introduced Mr. Jackson and Mr. Goodpaster.

Mr. Light joined the meeting.

Ms. Ramon stated the overview was presented annually to the committee. She reviewed the enrollment count of employees, retirees, and dependents from 2020 through 2024. She reviewed enrollment counts for the Medical and prescription plan from 2020 through 2024. She stated employees hired prior to 2018 were also eligible for coverage as a retiree if they met certain requirements. She stated the retirees' eligible dependents also were covered. She reviewed insurance premium increases versus compensation adjustments for 2016 through 2025. She stated various adjustments were dependent on the number of claims and the balance in the Self-Insurance Fund. She stated benefit premiums were deducted from 24 of 26 payrolls per year. She stated currently the City pays for 80 percent of insurance premiums. She stated Human Resources informs employees what the City pays for their benefits several times per year.

Ms. Ramon reviewed the City's Stop Loss Insurance, which provides coverage beyond the City's Self Insurance Fund. Mr. Jackson stated the Stop Loss Insurance provider was Tokio Marine

HCC, which had A++ rating. He stated Apex shops for providers often, but Tokio Marine has provided very good coverage with reasonable increases. He stated the City has a rate cap on its premium. He stated the coverage provides several options which the City can weigh and choose on a case-by-case basis. Ms. Ramon stated the City maintains approximately \$1.2 to \$1.3 million in reserve to service the claims tail. She stated Apex has its own clinical staff to work individually on cases to keep claims as low as possible.

Ms. Ramon reviewed high cost claimants from 2022 through 2024. She stated in 2024 there were 154 high cost claimants that accounted for 64 percent of the City's expenses. She stated 2024's costs dropped slightly from 2023. Mr. Jackson stated Apex had an advocate who worked with the underwriter. Mr. Goodpaster stated the clinical staff included coaches and a nurse practitioner to help advocate for the claimants. There was a discussion concerning high cost claimants. Ms. Ramon stated there were many success stories of employees recovering from injuries or illness returning to work. She reviewed a large claimant summary from 2020 through 2024 for costs that exceeded the deductible. She reviewed the monthly rate history from 2020 through 2025 for the City's stop loss insurance. Mr. Jackson stated the City could receive a partial refund of premiums if it had a good year. Ms. Ramon reviewed the medical and prescription claims history from 2020 through 2024. She reviewed the stop loss rebates and prescription rebates the City received. Mr. Jackson stated rebates are negotiated by Apex with pharmacies and with benefits managers. He stated the process was fully transparent, with no hidden dollar amounts.

Ms. Ramon reviewed balances in the Benefit Self-Insurance Fund from 2019 through 2024. She displayed a chart comparing costs and coverage to employees from Noblesville, Carmel, Fishers, and Westfield. She stated amounts were adjusted to provide accurate comparisons, since the plans vary widely. She stated most other communities offer a high-deductible health plan. She stated Noblesville does not include a spousal carve-out if the spouse is eligible for other insurance. She stated some other plans were restricted to one hospital network. She reviewed the employers' costs per employee. She stated only Westfield had only four retirees and their dependents with coverage. She stated Noblesville provided more coverage, a lower deductible, and lower premiums at less cost than the neighboring cities. Mr. Spalding commended the plan.

Mr. Hughes, Mr. Jackson, and Mr. Goodpaster left the meeting.

2025 Salary Ordinance Revision

Ms. Ramon reviewed the proposed changes to the employee salary ordinance. She stated the Press Secretary position would be removed, and a Communications Specialist position would be added. Mr. Light stated there was no fiscal impact to the changes. Ms. Ramon stated a scrivener's error in the Economic Development Coordinator and Facilities Manager salaries was corrected, and a Payroll Manager position would be added. She stated the Deputy Fire Marshall and EMS Duty Officer positions also were updated.

Review of Agenda Addendum

Mr. Spalding stated updates to City code were pending on several topics and procedures. He stated current procedures follow state law, but they need to be documented in City code. He stated for example, a cash reserve policy was needed, which the credit rating agencies would favor. Mr. Schwartz asked what the City's credit rating was. Mr. Light replied it was AA+. Mr. Spalding stated each agency employed its own rating system depending on various factors, so they may not all arrive at the same rating. He explained the factors involved in credit ratings.

Committee Items on Council Meeting Agenda – May 13, 2025


- *Ordinance #13-05-25 – 2025 Salary Revisions*

Other Business at Discretion of Chairman

Mr. O'Connor asked for a timeframe for receiving an overview of the effects of Senate Bill 1 on the City's finances. Mr. Spalding replied normally a preliminary economic forecast would be presented at the next committee meeting, but more time may be needed to integrate the effects of Senate Bill 1 into the Fiscal Plan. He stated staff and the City's financial advisors were working aggressively to update the forecast. He stated he expected the updates to be ready in weeks, not months.

The meeting adjourned at 9:22 a.m.



MIKE DAVIS, COMMITTEE CHAIR

EVELYN L. LEES, CLERK
CITY OF NOBLESVILLE