

GROUP INSURANCE ADVISORY COMMITTEE (GIAC)

Meeting Minutes
February 11, 2026

A meeting of the State Group Insurance Advisory Committee was held on this date in the JRW West Conference Room, Boise, Idaho.

Members Present:

Director Steve Bailey, Department of Administration
Paul Spannknebel, Business Support Manager, Veterans Services, Active Employee Member
Representative Ben Fuhrman
Andrea Powers, Judiciary Member
Janelle White, Division of Human Resources Representative

Members Absent:

Senator Kevin Cook
Rob Sauer, School District Representative
Vacant, State Retiree Member

Others Present:

Steve Walker, Deputy Director, Department of Administration
Faith Knowlton, DIIS Administrator, Department of Administration
Glenda Smith, Chief Financial Officer, Department of Administration
Justin Seaman, Department of Administration
Kim Rau, Program Specialist, Department of Administration
Frances Lippitt, Budget and Policy Analyst, LSO
Daniel Satterlee, BCI

Welcome: Director Steve Bailey welcomed the Committee and guests and called the meeting to order at 2:00 pm.

Approval of previous meeting minutes

MOTION: Mr. Spannknebel moved to adopt and approve the July 2, 2025 meeting minutes, and it was seconded by Janelle White.

The motion passed unanimously.

Financial Updates

Chief Financial Officer Glenda Smith shared the following Group Insurance Activity Reports with the Committee:

Year to date we have had \$240 million in expenditures in medical. This is up 20% over last year. Our required reserves are \$57 million and we are sitting at a little under \$87 million, down from last year.

**State of Idaho - Department of Administration
Office of Group Insurance - Medical (Includes Rx, Vision & EAP)
As of December 31, 2025**

	Year to Date Actual FY2025	Year to Date Actual FY2026	% Increase	% to Projection	Milliman Report FY2026 (4)
Total Claims (1), Admin Costs (2) & Taxes (3)	200,358,407	240,260,004	20%	50%	482,280,000
<i>*Does not include employee cost sharing, copays & deductibles</i>					
Actual Ending Reserve Balance	102,776,571	86,926,711			51,600,000
					<i>End of FY2026</i>
Required Reserves					
Base Contractual @ 10% of expected Premiums	59,454,625	57,377,405			47,930,000
Enrollees:					
Active Employee	26,691	27,956			26,586
Active Dependents	36,434	37,849			36,977
Retiree	514	464			654
Retiree Dependents	102	67			143
COBRA Enrollee	97	116			91
COBRA Dependents	64	66			
Appropriation Per Employee	12,826	13,616			13,616
State Cash Cost Per Enrolled Employee (5)	14,815	15,729			15,729

Dental: Claims to date are 9% higher than the same period last fiscal year.

**State of Idaho - Department of Administration
Office of Group Insurance - Dental
As of December 31, 2025**

	Year to Date Actual FY2025	Year to Date Actual FY2026	% Increase	% to Projection	Milliman Projection FY2026 (3)
Total Claims (1), Admin Costs (2) & Expenses (3)	11,195,968	12,148,391	9%	51%	23,810,000
Ending Reserve Balance	2,294,468	1,689,032			2,500,000
					<i>End of FY2026</i>
Required Reserves					
Base Contractual @ 10% of expected Premiums	2,352,082	2,448,644			2,290,000
Enrollees:					
Active Employee	26,378	26,441			26,492
Active Dependents	35,072	34,879			35,082
COBRA	91	78			104
COBRA Dependents	61	51			
Appropriation Per Employee	174	339			339
State Cash Cost Per Enrolled Employee	302	335			335

CFO Smith also shared that the Reserve Balance is down considerably from last year and just under the contract minimum but has been recovering a little bit over the last few months. Overall the group insurance fund balance is well above the contractual requirements.

	JULY25	AUG25	SEP25	OCT25	NOV25	DEC25	JAN26
Med Cash	32,505,593.62	39,397,934.80	45,976,411.27	50,397,788.32	45,453,235.60	52,288,156.90	48,081,599.05
Med Investment	34,084,963.75	34,195,432.04	34,306,766.67	34,417,086.60	34,529,063.36	34,638,554.12	34,750,514.77
Medical Total	66,590,557.37	73,593,366.84	80,283,177.94	84,814,874.92	79,982,298.96	86,926,711.02	82,832,113.82
Dental	1,788,650.71	1,647,515.03	1,084,943.71	1,510,642.72	1,607,965.99	1,689,031.60	2,130,919.90
Change from FY25	(22,505,767.68)	(4,217,709.35)	(8,918,139.12)	2,111,534.08	(6,318,508.79)	(15,849,859.90)	(24,890,679.16)
%	-25%	-5%	-10%	3%	-7%	-15%	-23%
Dental Change	(2,584,483.61)	(4,618,433.36)	(3,844,874.23)	(2,144,343.79)	(1,384,323.12)	(605,436.80)	(27,450.69)
%	-59%	-74%	-78%	-59%	-46%	-26%	-1%

FY26 Plan Status

OGI's Group Insurance Manager, Justin Seaman, provided the Committee with an update of plan activity since the last committee meeting in July 2025.

- Justin shared the considerations for the GLP-1 discontinuation that was put into effect as of November 1, 2025.
- The renewal and rate projections for FY27 are anticipated to be ready in April. In December, Milliman indicated that there would be a 14.4% increase needed in the appropriation and that an estimated employee premium increase of 9.5% would be necessary across all tiers.
- The existing programs are being reviewed for low utilization and disproportionate cost, and no new programs will be added this year.
- Discussion ensued regarding the negotiation of Kootenai Health and Regence.
- It has been identified that the exports from LUMA are deficient and were not digestible by the Regence file feed interface. The feed had to be turned off and the files have to be manually manipulated.
- Two vendors, American Fidelity and Aflac, who currently provide benefit enrollment platforms to the higher education schools are being vetted as alternatives for the other school districts to use if they choose to, due to the ease of import of their files into the Regence system.
- The partnerships with Regence and Blue Cross are running smoothly.
- FY27 is being considered as a good time to begin the RFP process for the dental renewal.

Further discussion ensued.

OTHER BUSINESS/NEXT MEETING

The next meeting of the GIAC is scheduled for:

TBD

ADJOURNMENT MOTION: Director Bailey adjourned as the meeting had reached the appointed time.

Jennifer Stoy, Program Specialist
Department of Administration