

STRATEGIC PLANNING MEETING

Hotel Winters
12 Abbey St, Winters, CA 95694

February 19th, 2026
8:30am - 4:00pm



CONTACT US



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A Joint Powers Authority Established in 1980

February 19th, 2026
Board of Directors Meeting
Agenda

PRESIDENT
Henie Ring

VICE-PRESIDENT
Gabriel Hydrick

SECRETARY
Kaline Moore

Rachael Hartman
Executive Director

Location: Winters Hotel
Ball Room
12 Abbey Street
Winters, CA 95694

Date: Thursday, February 19th, 2026
Time: 8:30am AM – 4:00 PM (Expected end time)

ORDER OF BUSINESS

As to each agenda item, the Board may take action, give direction and/or receive informational reports.

1. Call to Order:

2. Roll Call:

Article IV, Section 3. Of the Bylaws: Quorum-A majority of the Directors holding office shall constitute a quorum for the transaction of business at any meeting. All actions of the Board shall require the affirmative vote of a majority of the members at a meeting duly held at which a quorum is present.

3. Public Comment:

Matters under the jurisdiction of the Board, whether or not on the posted Final Agenda, may be addressed by the general public at this time. The total amount of time for public comment shall be no more than fifteen minutes. The President, with consensus of the Board, may establish reasonable regulations including, but not limited to, limiting the amount of time allocated for a particular issue and for each speaker. No action is to be taken or substantive discussion pursued on matters not on the posted Final Agenda.

4. Elect an Acting President in Absence of the President and Vice President:

An action item.

Elect an Acting President in absence of the President and Vice President to have the powers to perform all duties and functions of the President during the meeting at which they are elected and to execute documents approved at this meeting.

5. Strategic Planning Session:

A Discussion and Possible Direction.

6. Adjournment:

Disability Access: The meeting room is wheelchair accessible and disabled parking is available at the meeting location. If you are a person with a disability and you need disability-related modification or accommodations to participate in this meeting, please contact the Executive Director at (phone) 530-623-2322, (fax) 530-623-5019 or (email) rhartman@trindel.org. Requests for such modifications or accommodations must be made at least two full business days before the start of the meeting.



TRINDEL BOARD MEETING

February 19th, 2026

AGENDA ITEM 1. & 2.

SUBJECT: Roll Call & Establishment of Quorum

Alpine County:	Klaus Leitenbauer and Matt McSorely
Colusa County:	Kaline Moore and Ignacio Prado
Del Norte County:	Kerri Vue and Whitney Pincombe
Lassen County:	Maurice Anderson and Samantha McMullen
Modoc County:	Chester Robertson and Tex Dowdy
Mono County:	Aaron Washco and Sandra Moberly
Plumas County:	Travis Goings and Thomas McGowan
Sierra County:	Judi Behlke and Anthony Miller
Sutter County:	Jason Claunch and Mathew Robertson
San Benito County:	Henie Ring and Vacant
Tehama County:	Gabriel Hydrick and Coral Ferrin
Trinity County:	Trent Tuthill and Suzie Hawkins

Total Members Present: _____

ESTABLISHMENT OF A QUORUM

Article IV, Section 3. Of the Bylaws: Quorum-A majority of the Directors holding office shall constitute a quorum for the transaction of business at any meeting. All actions of the Board shall require the affirmative vote of a majority of the members at a meeting duly held at which a quorum is present.



TRINDEL BOARD MEETING

February 19th, 2026

AGENDA ITEM 3.

SUBJECT: Public Comment

Allow public to address the Board of Directors:

Matters under the jurisdiction of the Board, whether or not on the posted Final Agenda, may be addressed by the general public at this time. The total amount of time for public comment shall be no more than fifteen minutes. The President, with consensus of the Board, may establish reasonable regulations including, but not limited to, limiting the amount of time allocated for a particular issue and for each speaker. No action is to be taken or substantive discussion pursued on matters not on the posted Final Agenda.



TRINDEL BOARD MEETING

February 19th, 2026

AGENDA ITEM 4.

SUBJECT: Elect an Acting President in the Absence of the President and Vice President

ACTION FOR CONSIDERATION: Action Item. In the absence of the President and Vice President, elect an Acting President to have the powers to perform all duties and functions of the President during the meeting at which they are elected and to execute documents approved at this meeting.

BACKGROUND:

We are informed that the President and Vice President cannot attend this meeting. Under the Trindel Bylaws, the President presides at all meetings of the Board and in their absence, the Vice President assumes those powers and duties. Although alternates may be elected as an officer, they are precluded from acting in place of an officer. Electing an Acting President will allow the conduct of business.

RECOMMENDATION: Because the Secretary is the only other Board member that is an officer, it is recommended that the Secretary be elected as Acting President. To address this situation in the future, the Board should consider directing staff to amend the Bylaws delegating acting presidential powers and duties in the absence of the President and Vice President to the Secretary, and, in the absence of all three, to whomever is elected at a Board meeting.



TRINDEL BOARD MEETING

February 19th, 2026

AGENDA ITEM 5.

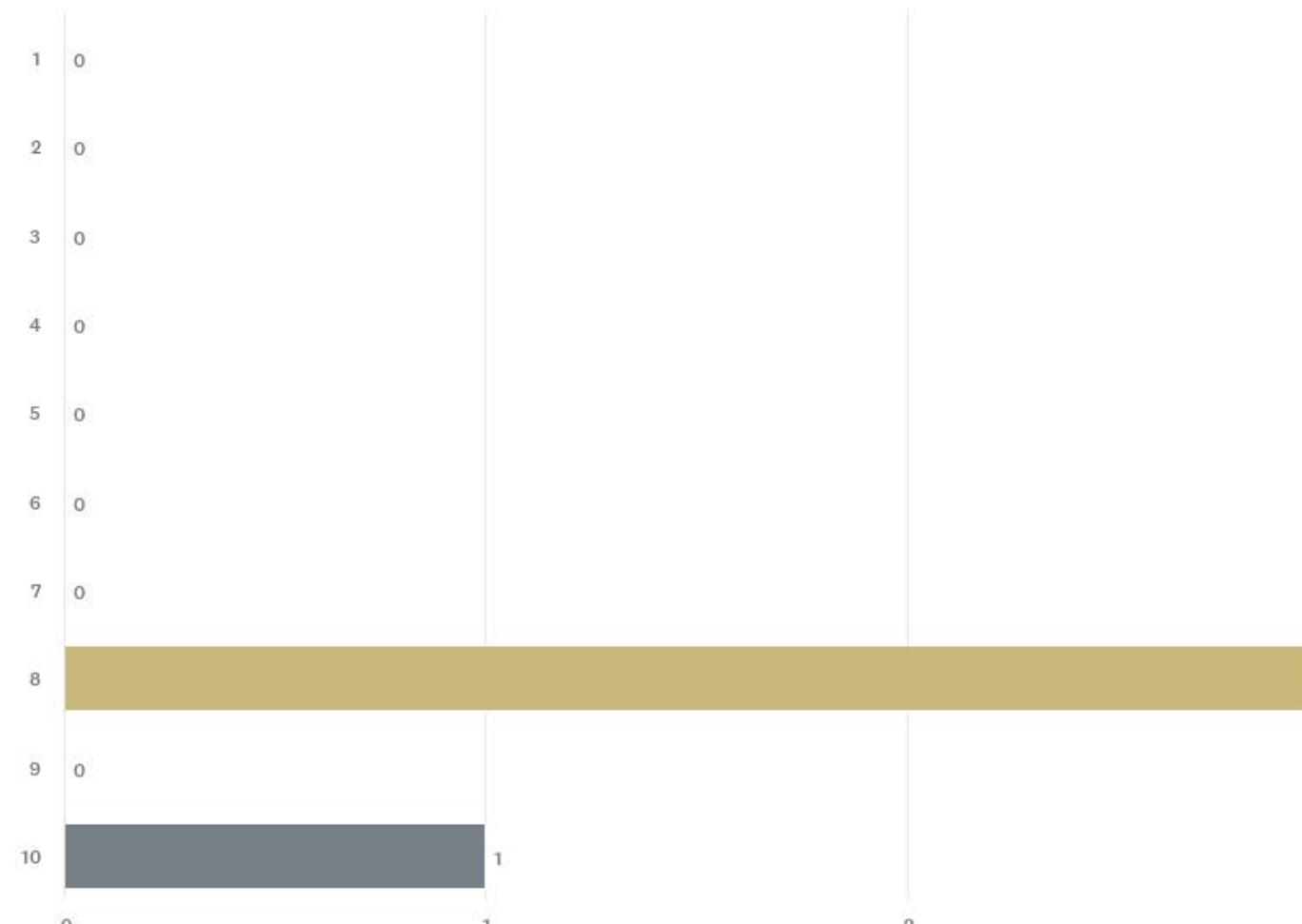
SUBJECT: Conduct a Strategic Planning session.

ACTION FOR CONSIDERATION: Discussion item. Rick Brush from PRISM will facilitate a strategic planning discussion focused on identifying and establishing short-, mid-, and long-term organizational goals.

BACKGROUND:

The Board last completed a strategic planning process in September 2022. Since that time, the organization has successfully executed the identified strategic objectives and initiatives. With the completion of those items, it is appropriate to begin a new strategic planning process to reassess organizational priorities, identify emerging needs, and establish goals to guide the organization over the next planning cycle. This item is presented to the Board for discussion and direction on initiating the next strategic planning effort.

Q1 Using a scale of 1–10, where 10 represents exemplary performance, how effectively is Trindel fulfilling its mission overall?



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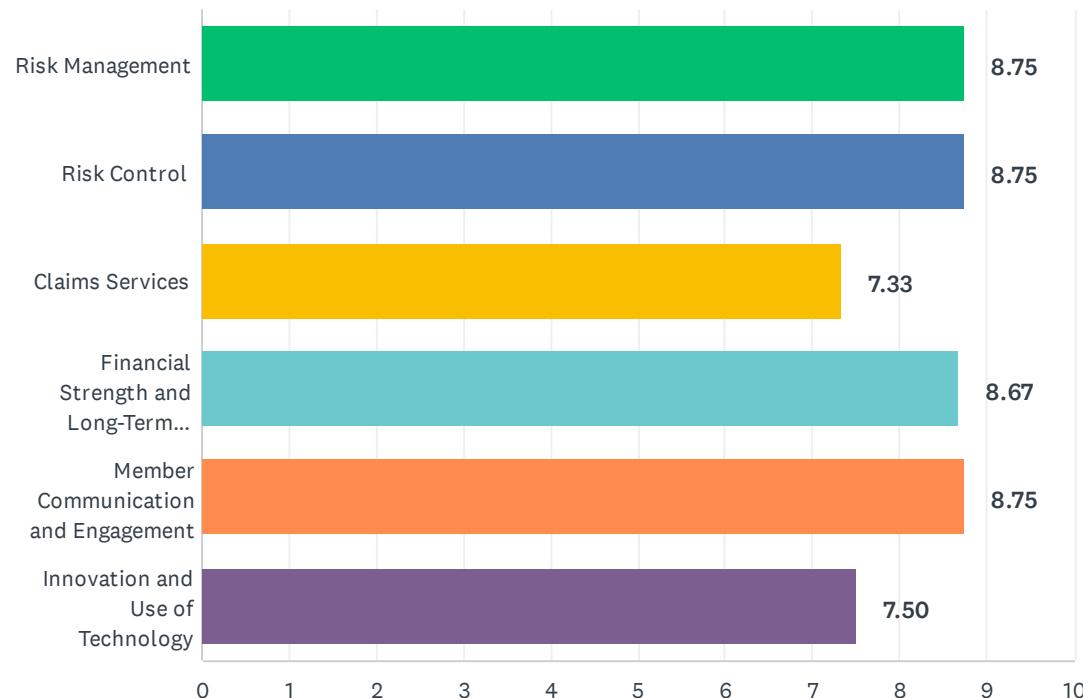
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Rating	Percentage	Responses
1 / 10	0%	0
2 / 10	0%	0
3 / 10	0%	0
4 / 10	0%	0
5 / 10	0%	0
6 / 10	0%	0
7 / 10	0%	0
8 / 10	75.00%	3
9 / 10	0%	0
10 / 10	25.00%	1
Show comments		
Average	8.50	4

#	WHAT SPECIFIC EXPERIENCES, OUTCOMES, MOST INFLUENCED YOUR RATING?	DATE
1	Transition from Exec Director retirement and subsequent additional replacement. Cyber Attack recovery	1/29/2026 11:01 AM
2	Personal experiences	1/28/2026 12:50 PM
3	My most recent experience with the Return of Funds.	1/19/2026 4:09 PM

Q2 Using a scale of 1–10, where 10 represents exemplary performance, please assess Trindel's current performance in the following areas:

Answered: 4 Skipped: 0



Trindel Strategic Planning Survey - Board

	1	2	3	4	5	6	7	8	9	10	TOTAL	WEIGHTED AVERAGE
Risk Management	0.00% 0	50.00% 2	25.00% 1	25.00% 1	4	8.75						
Risk Control	0.00% 0	50.00% 2	25.00% 1	25.00% 1	4	8.75						
Claims Services	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	66.67% 2	33.33% 1	0.00% 0	0.00% 0	3	7.33
Financial Strength and Long-Term Stability	0.00% 0	33.33% 1	66.67% 2	0.00% 0	3	8.67						
Member Communication and Engagement	0.00% 0	50.00% 2	25.00% 1	25.00% 1	4	8.75						
Innovation and Use of Technology	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	50.00% 2	50.00% 2	0.00% 0	0.00% 0	4	7.50

Q3 For each area, briefly describe: One notable strength One opportunity for improvement

Answered: 3 Skipped: 1

ANSWER CHOICES	RESPONSES
Risk Management	100.00% 3
Risk Control	100.00% 3
Claims Services	100.00% 3
Financial Strength and Long-Term Stability	100.00% 3
Member Communications and Engagement	100.00% 3
Innovation and Use of Technology	100.00% 3

#	RISK MANAGEMENT	DATE
1	PRISM partnership. Update GL MOU	1/29/2026 11:01 AM
2	n/a	1/28/2026 12:50 PM
3	providing knowledge and new ideas	1/19/2026 4:09 PM
#	RISK CONTROL	DATE
1	DSR Committee	1/29/2026 11:01 AM
2	n/a	1/28/2026 12:50 PM
3	always developing new training	1/19/2026 4:09 PM
#	CLAIMS SERVICES	DATE
1	Claims Exec Committee. more regular meetings	1/29/2026 11:01 AM
2	Turnover	1/28/2026 12:50 PM
3	responsiveness	1/19/2026 4:09 PM
#	FINANCIAL STRENGTH AND LONG-TERM STABILITY	DATE
1	Investment earnings. WC claims liabilities	1/29/2026 11:01 AM
2	n/a	1/28/2026 12:50 PM

3	unknown but confident in Trindel's ability	1/19/2026 4:09 PM
#	MEMBER COMMUNICATIONS AND ENGAGEMENT	DATE
1	Safety communications and events. Additional remote Board meeting	1/29/2026 11:01 AM
2	n/a	1/28/2026 12:50 PM
3	10+	1/19/2026 4:09 PM
#	INNOVATION AND USE OF TECHNOLOGY	DATE
1	IT strengthening. Pool payment tracking structure	1/29/2026 11:01 AM
2	n/a	1/28/2026 12:50 PM
3	unknow but again, confident in Trindle's ability	1/19/2026 4:09 PM

Q4 Where do you believe Trindel delivers the greatest value to your County today?

Answered: 4 Skipped: 0

#	RESPONSES	DATE
1	Risk diversification	1/29/2026 11:01 AM
2	connection to people	1/28/2026 1:34 PM
3	Knowledge and training	1/28/2026 12:50 PM
4	Providing training and assisting us in staying proactive to prevent and mitigate risk.	1/19/2026 4:09 PM

Q5 Where is that value least clear?

Answered: 4 Skipped: 0

#	RESPONSES	DATE
1	WC and Liability Pools	1/29/2026 11:01 AM
2	Supervisors	1/28/2026 1:34 PM
3	Turnover with in Trindel	1/28/2026 12:50 PM
4	unsure	1/19/2026 4:09 PM

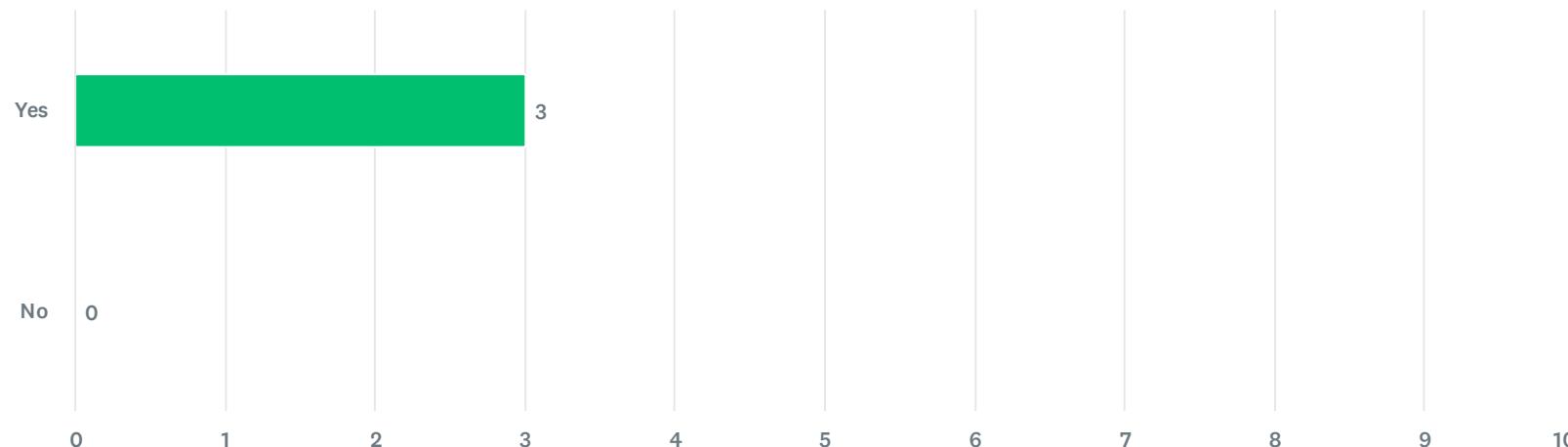
Q6 Are there services, capabilities, or practices Trindel should discontinue, redesign, or significantly strengthen to better align with member needs?

Answered: 3 Skipped: 1

#	RESPONSES	DATE
1	No	1/29/2026 11:01 AM
2	LSTP reporting	1/28/2026 12:50 PM
3	I would like to see the EA program stronger with more provider options or "check ins" to make sure the listed are accepting new patients.	1/19/2026 4:09 PM

Q7 Should Trindel pursue a growth strategy (e.g., additional members, expanded services, deeper engagement)?

Answered: 3 Skipped: 1



Answer Choices	Percentage	Responses
<input checked="" type="radio"/> Yes	100.00%	3
<input type="radio"/> No	0%	0
Show comments		
Total	3	

#	IF YES, WHAT TYPE OF GROWTH WOULD BE MOST BENEFICIAL, AND WHAT RISKS SHOULD BE CAREFULLY MANAGED?	DATE

Trindel Strategic Planning Survey - Board

1	2-3 small counties with strong financial stability and low loss claim history.	1/29/2026 11:01 AM
2	yes, but calculated	1/28/2026 1:34 PM
3	n/a	1/28/2026 12:50 PM
4	I see pros and cons adding additional member counties, expanding services to the existing would be great and I have always felt a great level of engagement.	1/19/2026 4:09 PM

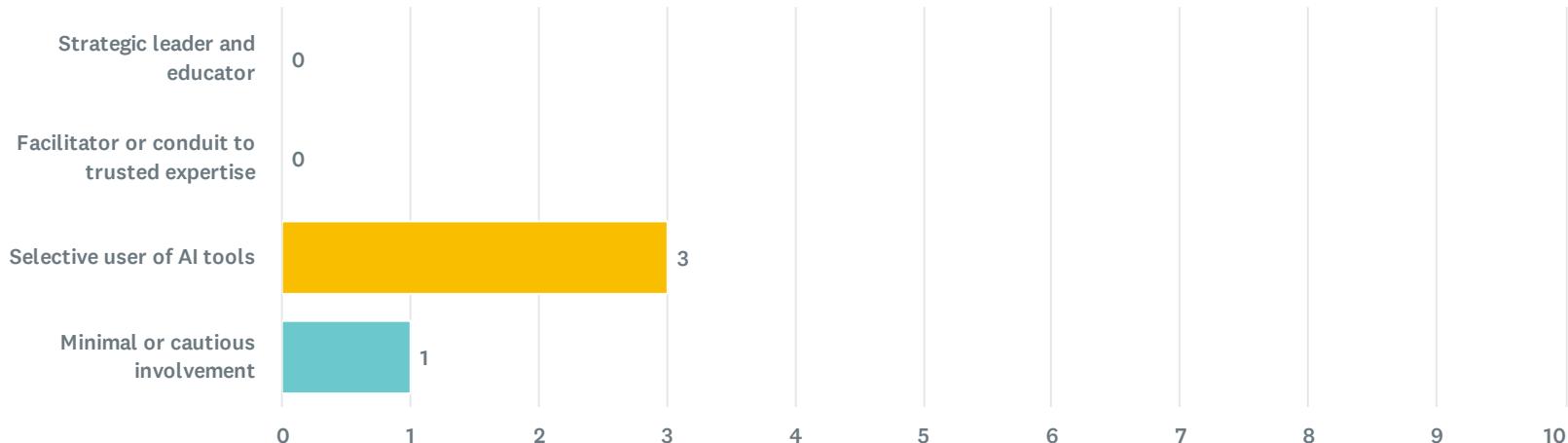
Q8 Looking ahead, what should Trindel begin doing now to ensure it remains relevant and effective in meeting your County's needs over the next 3-5 years?

Answered: 4 Skipped: 0

#	RESPONSES	DATE
1	Secure affordable Health Insurance plans	1/29/2026 11:01 AM
2	look at need throughout state with changes at PRISM	1/28/2026 1:34 PM
3	Continue to stay ahead of potential litigation concerns.	1/28/2026 12:50 PM
4	Staying engaged and available, forecasting (when possible) and providing information.	1/19/2026 4:09 PM

Q9 How should Trindel position itself with respect to artificial intelligence and advanced analytics?

Answered: 4 Skipped: 0



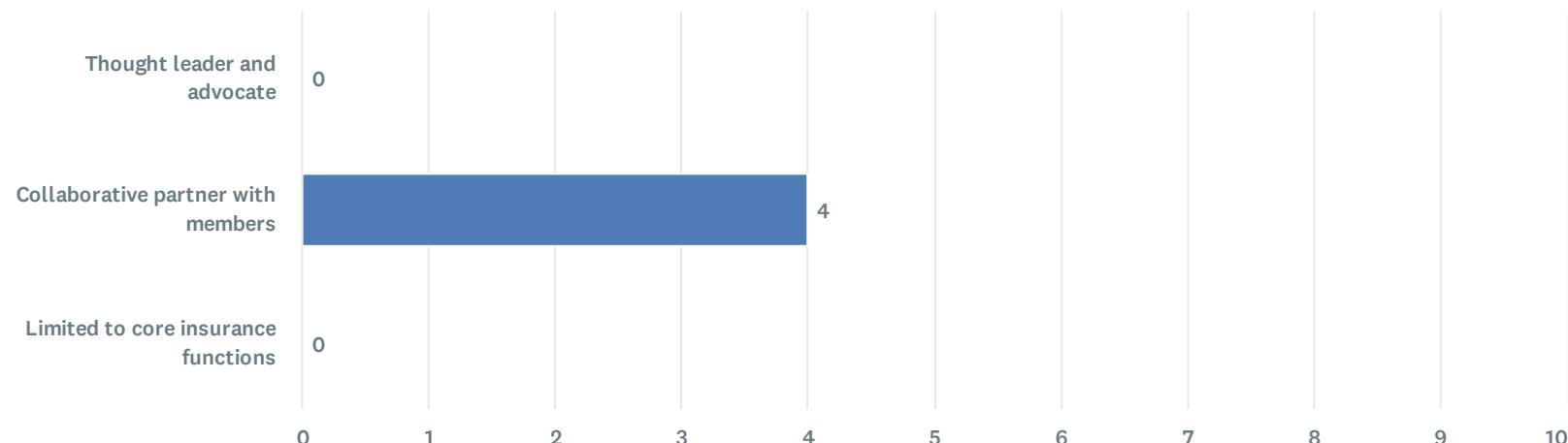
Answer Choices	Percentage	Responses
● Strategic leader and educator	0%	0
● Facilitator or conduit to trusted expertise	0%	0
● Selective user of AI tools	75.00%	3
● Minimal or cautious involvement	25.00%	1
Show comments		
Total		4

Trindel Strategic Planning Survey - Board

#	PLEASE EXPLAIN YOUR REASONING.	DATE
1	Manage the risk and utilize benefits that apply to Trindel	1/29/2026 11:01 AM
2	n/a	1/28/2026 12:50 PM
3	Cautious involvement.	1/19/2026 4:09 PM

Q10 What role should Trindel play in the protection and stewardship of public funds?

Answered: 4 Skipped: 0



Answer Choices	Percentage	Responses
Thought leader and advocate	0%	0
Collaborative partner with members	100.00%	4
Limited to core insurance functions	0%	0
Show comments		
Total		4

#	WHAT EXPECTATIONS SHOULD MEMBERS REASONABLY HAVE IN THIS AREA?	DATE
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Trindel Strategic Planning Survey - Board

1	Trindel should focus on insurance services	1/29/2026 11:01 AM
2	with public funds for risk management	1/28/2026 1:34 PM
3	To continue to be financially stable.	1/28/2026 12:50 PM
4	I trust Trindel to have my county's best interest in mind when providing advice.	1/19/2026 4:09 PM

Q11 From your perspective, what industry trends or forces (regulatory, financial, workforce, technology, climate, litigation, etc.) are most likely to impact self-insurance pools like Trindel over the next five years?

Answered: 4 Skipped: 0

#	RESPONSES	DATE
1	Nuclear verdicts	1/29/2026 11:01 AM
2	legislative, regulatory, increasing litigious society (including awarded damages)	1/28/2026 1:34 PM
3	Insurance markets.	1/28/2026 12:50 PM
4	AI will have an impact for sure, hopefully positive. Litigation and the "nuclear or catastrophic" claims, and workforce-retention of well qualified and dedicated employees (this applies to all of us!)	1/19/2026 4:09 PM

Q12 What are the two most significant challenges your County expects to face in the next five years, and how could Trindel play a meaningful role in helping address them?

Answered: 3 Skipped: 1

#	RESPONSES	DATE
1	Revenue softening Affordable Housing Keep insurance costs down in all areas	1/29/2026 11:01 AM
2	Budget shortfalls. N/A	1/28/2026 12:50 PM
3	Retirements of long-term management and the ability to hire qualified replacements. Providing resources and training for overworked staff.	1/19/2026 4:09 PM

Q13 What do you see as the three greatest opportunities for Trindel to increase its value to the membership over the next five years?

Answered: 3 Skipped: 1

ANSWER CHOICES		RESPONSES	
1.		100.00%	3
2.		66.67%	2
3.		66.67%	2

#	1.	DATE
1	Financial stability	1/29/2026 11:01 AM
2	n/a	1/28/2026 12:50 PM
3	forming a Health Insurance JPA	1/19/2026 4:09 PM

#	2.	DATE
1	strong claims management	1/29/2026 11:01 AM
2	forming a Health Insurance JPA	1/19/2026 4:09 PM

#	3.	DATE
1	strong risk control	1/29/2026 11:01 AM
2	forming a Health Insurance JPA	1/19/2026 4:09 PM

Q14 What would success look like if those opportunities were realized?

Answered: 3 Skipped: 1

#	RESPONSES	DATE
1	Low insurance costs passed on to the County's workforce such as affordable health insurance. County's budget would also benefit from lower insurance costs and less uncertainty in needed reserves	1/29/2026 11:01 AM
2	Include new members, strengthen assets.	1/28/2026 12:50 PM
3	For Sierra County this would increase my ability to hire and retain good employees which in turn would decrease burn out, overworked staff, leading to a safer, more productive, and happier work environment.	1/19/2026 4:09 PM

Q15 What are the three greatest threats or constraints to Trindel's long-term success?

Answered: 4 Skipped: 0

ANSWER CHOICES		RESPONSES	
1.		100.00%	4
2.		50.00%	2
3.		50.00%	2

#	1.	DATE
1	Nuclear verdicts	1/29/2026 11:01 AM
2	org leadership	1/28/2026 1:34 PM
3	n/a	1/28/2026 12:50 PM
4	Possibly AI	1/19/2026 4:09 PM

#	2.	DATE
1	bad apples in the membership	1/29/2026 11:01 AM
2	remote employee engagement	1/19/2026 4:09 PM

#	3.	DATE
1	loss of good apples in the membership	1/29/2026 11:01 AM
2	member counties being under funded	1/19/2026 4:09 PM

Q16 What actions could mitigate or reduce these risks?

Answered: 3 Skipped: 1

#	RESPONSES	DATE
1	Consistent participation by all members. Search for new premium members.	1/29/2026 11:01 AM
2	n/a	1/28/2026 12:50 PM
3	Maintaining the personal connections that have been built, continuing to provide education regarding why we are strong, continuing the positive leadership you have developed.	1/19/2026 4:09 PM

Q17 If Trindel were viewed as a best-in-class public entity risk pool five years from now, what would it be doing differently than it is today?

Answered: 3 Skipped: 1

#	RESPONSES	DATE
1	Actively growing the membership with premium members. Providing an affordable Health Insurance Plan with good benefits. minimizing the impact of nuclear verdicts on its insurance premiums.	1/29/2026 11:01 AM
2	n/a	1/28/2026 12:50 PM
3	Nothing comes to mind, Trindel is always improving!	1/19/2026 4:09 PM