

PRESIDENT
Nichole Williamson

VICE-PRESIDENT
Henie Ring

SECRETARY
Van Maddox

OFFICER (PAST PRESIDENT)
Chester Robertson

OFFICER
Travis Goings

EXECUTIVE DIRECTOR
Andrew Fischer

GENERAL COUNSEL
Charles McKee

Location: Tenaya at Yosemite
1122 Highway 41
Fish Camp, CA 93623

Date: Wednesday, October 2, 2024
Time: 9:00 AM – 4:00 PM

1. Call to Order:

Introductions around the room with the meeting called to order at 9:00 a.m.

2. Roll Call:

Alpine County	Nichole Williamson, President
Colusa County	Kaline Moore
Del Norte County	Absent
Lassen County	Richard Egan
Modoc County	Chester Robertson
Mono County	Absent
Plumas County	Travis Goings
San Benito County	Henie Ring, Vice President
Sierra County	Judi Behlke
Sutter County	Jason Claunch
Tehama County	Gabriel Hydrick
Trinity County	Trent Tuthill

Others present:
Trindel

Charles McKee, General Counsel
Andrew Fischer, Executive Director
Jack Contos, Financial Analyst
Mary Evans, Administrative Technician

	Rachael Hartman, Director of Risk Control
	Penny Jones, Property/Liability Claim Examiner
	Anita Cooper, Senior Workers' Compensation Claims Examiner
PRISM	Gina Dean
Alliant	Kevin Bibler
RW Baird	Kevin Webb
MRG	Rumi Portillo
Colusa County	Ignacio Prado
Del Norte County	Whitney Pincombe
Tehama County	Coral Ferrin

Closed Session

22. Closed Session 9:15-11:15 a.m. - Public employee discipline/dismissal/release:
Government Code Section 54957.

11:15 a.m. Open session (resumed)

- 3. Public Comment:** – Andrew Fischer presented Richard Egan with a certificate of appreciation for his years of service and dedication to Trindel Insurance Fund including service on the Executive Committee and the Board of Directors.

4. Consent Calendar:

- a. Approve May 2, 2024 Board of Directors Meeting Minutes
- b. Approve June 12, 2024 Board of Directors Meeting Minutes
- c. Approve Check Registers & Invoices from the fourth quarter 2023-24.

Andrew Fischer presented the Consent Calendar and its schedules to the Board of Directors. President, Nichole Williamson, Alpine County verified that all Board Members had an opportunity to review.

Motion to approve made by Travis Goings, Plumas County.

Seconded by Kaline Moore, Colusa County.

Motion passed with 10 Ayes and 2 Absences.

AYES: Alpine, Colusa, Lassen, Modoc, Plumas, San Benito, Sierra, Sutter, Tehama, and Trinity.

NOES: None

Absent: Del Norte and Mono

Reports

5. Committee Reports: Andrew Fischer led a discussion regarding the claims review committee and executive committee. No discussion or action taken.

6. Staff Reports:

Rachael Hartman, Director of Risk Control, presented her staff report outlining the activities of the department since the June 12, 2024 meeting and advised the Board of upcoming Trindel events.

The Liability and Property staff report was presented by Penny Jones, Property and Liability Claims Adjuster. Andrew Fischer provided an overview on the analysis of litigation and settlement costs for the general liability program going back ten years, and advised the Board of increasing cost trends in the program.

The Workers' Compensation department report was presented by Anita Cooper, Senior Claims Examiner, on program developments and the achievements of the Workers' Compensation team since the June 12, 2024 Board of Directors meeting, and outlined the priorities going into the future for the team.

The Administration department report was presented by Jack Contos, Financial Analyst, and discussed the status of the CAJPA accreditation audit, status of the Financial Audit, conferences, trainings, and future planning.

7. Treasurer's Report as of 6/30/2024:

Jack Contos and Kevin Webb presented the treasurer's report. Jack provided an overview of the account information, short term holdings, and our managed investment portfolio through Chandler. Kevin Webb, RW Baird, presented the activities of investments in the newly created self-directed portfolio, and our plan to dollar cost average over the next 3 months. Andrew Fischer advised the board of the investment strategy to obtain as much short-term investment income while investing in longer duration securities with similar yields with the goal of obtaining significant investment income over the next five years. It was noted that our investment income in fiscal year 2023-24 was the most the organization ever received, and exceeded the cost of administration.

8. Report on Law Enforcement Taskforce:

Rachael Hartman presented the activities for the law enforcement task force since its creation in October of 2023.

9. Report on recognition for 2023 Annual Comprehensive Financial Report (ACFR):

Jack Contos reported Trindel's Administration department has submitted the audited Annual Comprehensive Financial Report (ACFR) to the Government Finance Officers Association (GFOA) for Certification of Achievement for Excellence in Financial Reporting.

The summer of 2024, Trindel's FY22-23 ACFR was awarded the Certificate of Achievement for Excellence in Financial Reporting. This award follows Certificate of Achievement of the FY 21-22 ACFR in the prior year as well.

10. Report and demonstration of new hire orientation video for members:

Rachael Hartman reported that in September 2022, at the Strategic Planning session, 7 votes were received in support of creating a new hire video to be shown at member county new hire orientation or during the on-boarding process. The purpose of this video is to introduce member county new employees to Trindel and its services. The video can be viewed on the Trindel website.

Received comments about sharing the video from Trent Tuthill, Judi Behlke, Travis Goings and Nichole Williamson.

No action taken by Board.

11. Report on progress of communication plan:

Andrew Fischer reported that at the 2022 Trindel Board of Directors Strategic Planning Session, the Board directed staff to develop a communication plan to communicate the values of Trindel to key personnel, and reduce liability for certain segments of our members employee base. Andrew outlined the communication objectives for every segment of the membership organization structure from the Governing Body to the frontline employee.

Received public comment from Whitney Pincombe, and discussion from Nichole Williamson.

No action taken.

Closed Session 1:15-2:55 pm.

2:55 pm - Order of Business (resumed)

#23 Report out of Closed Session:

Charles McKee announced that the Board of Directors met during closed session and have formed an ad hoc committee created for personnel and recruitment. The ad hoc committee members are:

Gabriel Hydrick, Tehama County

Henie Ring, San Benito County

Nichole Williamson, Alpine County

Judi Behlke, Sierra County

Travis Goings, replaced by Trent Tuthill due to location to Trindel Office

12. Alliant and PRISM Report by Gina Dean, PRISM and Kevin Bibler, Alliant:

Gina Dean, PRISM, and Kevin Bibler, Alliant, reported on PRISM and Alliant's activities as Trindel's excess insurer, and insurance broker.

No action taken.

3:12 pm skip #13-17

18. Return of funds 2023-2024:

Andrew Fischer reported on the return of funds for those counties that meet the requirement per Trindel Resolution 22-01.

This year the workers compensation pool, while 3 years old, has not met the target equity of 10X of the layer from \$300k-\$1M, which would be \$7M, and is not eligible for a dividend. The general liability pool will not be three years old until next fiscal year and does not have equity 10x the pooling layer from \$250k-\$1M.

In 2024-25 we have increased the pooling layer to \$300k-\$2M in workers' compensation, and from \$250k-\$2M in the general liability pool. I recommend not issuing a dividend from these layers until a net position of at least \$17M is attained in the workers' compensation program, and \$17.5M in the general liability pool.

The workers' compensation pool as of 6/30/2024 has assets of \$13,253,442, and \$7,146,076 in claim liabilities for a net position of \$6,107,365.

The general liability pool as of 6/30/2024 has assets of \$5,930,581, and claim liabilities of \$2,976,00 for a net position of \$2,954,581.

Motion to approve: Chester Robertson, Modoc County.

Seconded: Travis Going, Plumas County.

Motion carried with 10 Ayes and 2 Absences.

AYES: Alpine, Colusa, Lassen, Modoc, Plumas, San Benito, Sierra, Sutter, Tehama, and Trinity.

NOES: None

Absent: Del Norte and Mono

20. Additional Time Off Policy:

Andrew Fischer reported that frequently Trindel has employees who are called for jury duty, and are released after spending an hour or two for jury selection at the Courthouse. The additional time off policy addresses jury and witness leave but the way the policy is written requires the employees to use paid leave accruals for their time at jury selection when they are not selected for jury service.

Andrew is proposing a revision to the policy that would make the employees time compensable by Trindel for their attendance during the jury selection process.

Motion to approve: Travis Going, Plumas

Seconded: Gabriel Hydrick, Tehama

Motion carried with 10 Ayes and 2 Absences.

AYES: Alpine, Colusa, Lassen, Modoc, Plumas, San Benito, Sierra, Sutter, Tehama, and Trinity.

NOES: None

Absent: Del Norte and Mono

21. Future Meetings:

Andrew suggests RCRC Building in Sacramento which also has hybrid capabilities. Nichole suggests February dates. Judi provides dates of PARMA which may conflict. Travis & Gabriel will be unavailable in February. Nichole momentarily

tabled with final decision of hybrid and in-person at RCRC Building, Sacramento, February 5-6, 2025.

13. Workers' Compensation Program overview 2023-2024:

Andrew Fischer gave an overview of the history of Trindel' Workers Compensation Program and current financial status. Additional reports are available.

No action taken.

14. General Liability Program overview 2023-2024:

Andrew Fischer gave an overview of the history of General Liability Program and current financial status. Additional reports are available.

No action taken.

15. Property Program overview 2023-2024:

Andrew Fischer gave an overview of the history of Trindel' Property Program and current financial status. Additional reports are available.

No action taken.

16. Miscellaneous Program overview 2023-2024:

Andrew Fischer gave an overview of the current financial status of the Pollution Program, and the Medical Malpractice Program

17. Risk Control Audit results 2024:

Rachae Hartman was pleased to report that all Counties passed the 2023/2024 Risk Control Audit. While our safety audit scores are impressively, it's important to recognize that these metrics alone do not fully capture the overall performance and well-being of the member counties. High scores may indicate compliance with specific safety protocols, but they don't necessarily reflect the effectiveness of our broader safety culture or the engagement levels of the general employees or leadership.

To ensure sustained success, we must also focus on areas such as proactive risk management, ongoing training, and a greater committee by the leadership team. The Risk

Control Audit is the rubric of satisfactory performance. True success follows embodying the culture of safety and translating the teachings into everyday practice. By adopting this approach to safety and performance, we can truly enhance culture, increase morale, reduce claims, and strengthen the counties as a whole.

Advised board to review the attached audit scores for all Counties for the past 10-years.

No action taken

19. Financial statements and budgets to actual as of 6/30/24:

Jack Contos reviewed the Statement of Net Assets, Statements of Revenues and Expenses, and changes in Net Position and comparison of Budget to Actual as of 6/30/2024.

No action taken.

4:09 pm Adjourn