



**ST. LOUIS AREA INSURANCE TRUST  
BOARD OF DIRECTORS' MEETING**

**MINUTES**

**January 8, 2026**

- I. A meeting of the Board of Directors of the St. Louis Area Insurance Trust was held on Thursday, January 8, 2026, at the City of Chesterfield's City Hall. The meeting was called to order at 10:00 a.m. by Chairman Mike Geisel.

Attendance was as follows:

<b><u>Board Member</u></b>	<b><u>Attending</u></b>	<b><u>City</u></b>
Eric Sterman	Y	City of Ballwin
Bola Akande	Y	City of Brentwood
Mike Geisel	Y	City of Chesterfield
Amber Withycombe	Y	City of Maplewood
Robert Shelton	Y	City of Town & Country
Amy Hamilton	Y	City of Richmond Heights
Matt Conley	Y	City of St. Ann
Gregory Rose	Y	City of University City
Kevin Bookout	Y	City of Bridgeton
Kris Simpson	Y	City of Crestwood
David Gipson	Y	City of Clayton
Becky Redfering	Y	Thomas McGee Group
Mike Hanson	Y	Daniel & Henry
John Charpie	Y	Thomas McGee Group
Dana Grogan	Y	Risk Strategies
Nicholas Dittmann	Y	UHY, LLP

- II. Approval of Minutes from September 4, 2025 & December 1, 2025

Mike Geisel asked for any additions or corrections to the Minutes from the September 4, 2025 Board Meeting. There being none, a motion was made by Bola Akande and



seconded by Bob Shelton to approve the Minutes of the September 4, 2025 as presented. The motion passed.

Mike then asked for any additions or corrections to the Minutes from the December 1, 2025 Board Meeting. There being none, a motion was made by Amy Hamilton and seconded by Kevin Bookout to approve the Minutes of the December 1, 2025 as presented. The motion passed.

### III. Financial Audit for Year Ended June 30, 2025

John Charpie introduced Nicholas Dittman from UHY, LLP, indicating that UHY had completed the financial audit for SLAIT for the year ended June 30, 2025.

Nicholas indicated UHY requested and received the information for the audit and the SLAIT team was responsive in providing them with what they needed. He stated SLAIT received a clean unmodified opinion again this year.

Nicholas reviewed changes in the balance sheet and noted that cash was up from the prior year approximately \$4 million and prepaid expenses had decreased approximately \$1.7 million. He noted the fund balance had decreased slightly from \$12.4 million in the previous report, to \$12.1 million in this report. Bola Akande asked if the Investment Committee had met recently and John indicated it had been a while since they last met. John noted he would get the committee together to review the investments.

Finally, Nicholas noted there were no significant findings of internal control issues.

A motion was made by Gregory Rose and seconded by Kris Simpson to approve the financial audit for year ended June 30, 2025 as presented. The motion passed.

### IV. Financial Report

#### A. Review of Financial Statement as of 9/30/25

John Charpie reviewed the statement and noted fund balance was \$12.2 million as of 9/30/25, down slightly from the \$12.4 million as of the 9/30/24 report. The Fund balance was \$11.7 million as of 6/30/25. The 6/30/25 balance did not include the additional premium from the payroll audits.

Additionally, John reviewed the fund balance by year and noted it has been positive for the previous 5 years showing the Board and Rate Committee's approach to improving the Workers Compensation and General Liability overall fund balance is working.



A motion to approve the financial statement was made by Matt Conley and seconded by Kris Simpson. The motion passed.

B. Approval of Bills

Mike Geisel noted the bills for approval and asked if anyone had any questions. There being no questions, a motion to approve the invoices listed was made by Amy Hamilton and seconded by Gregory Rose. The motion passed.

C. Payroll Audit Results

John Charpie reviewed the finalized payroll audit for the 2024-25 workers compensation policies. He noted the audits resulted in additional premium of \$420,442, which had a direct correlation to the fund balance. Eric Serman made a motion to approve the audits as presented and Kris Simpson seconded the motion. The motion passed.

V. Claims Administration Report

John Charpie reported that there were currently 54 open workers compensation claims with incurred value of over \$100,000. There were 60 such claims at the last board meeting in September. John noted that 7 of these large claims are in the current policy period, while 14 of them are from the 2025 calendar year. 77% of the large claims were from first responders.

John also reviewed reports that identified loss ratios by members for Workers Compensation and Liability. These reports highlighted each members loss ratio by year for the previous 4 years.

There was Board discussion regarding member performance and what could be done to encourage perpetual poor performers to improve. It was decided a subcommittee would be formed to look into options and Mike Geisel appointed Eric Serman and Amber Withycombe to the committee and asked John Charpie to work with them. He suggested they pull in additional resources as they saw fit.

VI. Loss Control Report

Dana Grogan presented the Loss Control Report for September to January. She noted that safety surveys had been completed at the Cities of Webster Groves, Bridgeton, Maplewood, Creve Coeur, Chesterfield, St. John, Richmond Heights, and Maryland Heights. A Safety Committee meeting was also attended at the City of Richmond Heights.



Dana also noted that a Police and Fire Roundtable had been conducted and this meeting focused on Return to Work. End of year Dashboards are in progress for all members, and they will be sent to the City's within a week.

A FMCSA Clearinghouse webinar is planned for February 11<sup>th</sup> and an invite will be going out soon. There was discussion regarding the requirements that government entities employing CDL drivers must comply with and the GMCSA Drug and Alcohol Clearinghouse requirements. Dana stated her team created the February 11<sup>th</sup> event because of the multiple questions they've received from SLAIT members and other Government entities about these requirements.

Finally, Dana noted that her team assisted the City of Chesterfield with DOT compliance training recently.

## VII. Health Insurance Report

### A. Plan Status as of 12/31

John Charpie informed the Board that as of 12/31/25 the Health Program's has 6 full months of claims data. There have been \$18.1 million in claims so far, which is 94% of expected. As a comparison, a year ago the program was at 102% of expected. So far, no members have reached the specific loss threshold and there are 14 fewer large claims (\$50k or greater) than last year.

If this trend continues, claims would be \$1.1 million better than expected and would result in a \$2.5 million surplus for this policy period.

### B. Discussion 2025-26 Rates

John noted that if the current year trends continue, the expectation would be approximately a 5% overall rate increase for the 2026-27 policy term with 3-4 tiers. Like years past, poor performers would have higher increases, and good performers would likely have lower increases.

### C. Wellness Program Update

Mike Hanson then reported all cities have wellness grants available until June. 79% of cities have taken advantage of this in the past.

## VIII. Administrator/Marketing Report

John Charpie reported that he had been contacted by Chief Werges from City of Eureka inquiring about membership in SLAIT. Chief Werges noted that the City no longer had



water or sewer utilities but did still have an elected Police Chief. Charpie referenced the memo Chief Werges provided that outlined the standards and accountability of the Eureka Police Department.

Charpie informed the Board that Eureka had not formally applied to join SLAIT but had inquired as to SLAIT's opinion of their eligibility if they were to apply. After discussion the consensus of the Board was that an appointed Police Chief did not meet the criteria for a Professionally Managed City.

Next, Mike Hanson informed the Board that the City of Wildwood had indicated to him they had interest in joining SLAIT. John Charpie had reached out to the City Manager but had not been able to connect. The consensus of the Board was they would need to know more about Wildwood's claims for all lines of coverage in order to consider if they would be a good fit for SLAIT.

Finally, John Charpie reminded the Board that the City of Manchester was a current member of SLAIT for workers compensation and liability, and the Board had approved them to become a member for the Health Insurance plan in March of 2024. Manchester had decided not to join at that time but has indicated that they plan to apply for membership effective July 2026. Charpie informed the Board this was simply for information purposes, and he expected to have a formal application to present to the Board for decision at the March meeting.

IX. Old Business

There was no Old Business to discuss.

X. New Business

A. Property Update

John Charpie indicated that they were working on options for SLAIT to bring the property program into the Trust. He said they were pulling together loss information and valuation information to work on the analysis. John said they were early in the process of discussing with carriers, but the intent would be for this program to be similar to the Auto Physical Damage program that went into effect 7/1/25. John indicated he expected to have more information at the March Meeting.

B. Board Member Retiree

John Charpie informed the Board that David Tuberty had retired from the City of Hazelwood effective 12/31/25 and his Board Position would need to be filled. Gregory Rose noted that he was also planning to retire from the City of University City on February 6, 2026, so he would also be resigning his Board Position.



The Board thanked Gregory for his service and professionalism for the time he served on the SLAIT Board. Mike Geisel asked if Amy Hamilton, Bob Shelton, and David Gipson would serve as a nomination committee to replace these two Board Positions and they agreed to do so.

Kevin Bookout then noted that this year would be SLAIT's 40<sup>th</sup> anniversary and asked if there was interest in a celebration similar to the one SLAIT had for its 25<sup>th</sup> anniversary. There was interest indicated and Kevin volunteered to look into some options for a celebration.

Mike Geisel asked if there was any additional business. There being no other business, a motion to adjourn was made by Eric Serman and seconded by Bola Akande. The motion passed and meeting was adjourned at 11:21 AM.

Submitted by:            John Charpie

Approved by:            \_\_\_\_\_