

IOWA MUNICIPALITIES WORKERS' COMPENSATION ASSOCIATION  
Thursday, January 29, 2026  
Des Moines, IA

MINUTES

PRESENT: Kelly Hayworth, President  
Adam Grier, Vice-President  
Jamie Anderson, Trustee  
Janelle Bertrand, Trustee  
Katy Flint, Trustee  
John Konior, Trustee  
Abigail Maas, Trustee  
Terri Martens, Trustee

ALSO PRESENT: Alan Kemp, Administrator  
Jeff Hovey, Director of Risk Services  
Dana Monosmith, Controller  
Matt Jackson, Claims Manager  
Suzanne Kashawlic, Human Resources Specialist  
Andrew Justice, Underwriting Manager  
Katie Wheeler, Director of Communication  
Kristine Stone, Legal Counsel Ahlers & Cooney  
Josh Nichols, CRMS  
Beau Hupke, CRMS  
Matt Shefchik, Cottingham & Butler

ABSENT: Danielle Fink, Trustee

1. Call to Order and Roll Call

President Hayworth called the meeting to order at 10:01 a.m.

2. Consent Agenda

Moved by Trustee Konior, seconded by Trustee Maas, to approve the consent agenda.  
Motion approved.

3. CRMS Marketing Report

Josh Nichols and Beau Hupke of County Risk Management Services (CRMS) gave an update on county marketing efforts.

4. Salary and Benefits Survey Review

Matt Shefchik, Cottingham & Butler, provided an update on the compensation study.

5. Human Resources Management Training

The human resource specialist reviewed the proposed management training program.

Moved by Trustee Maas, seconded by Trustee Flint, to move forward with the proposed management training program. Motion approved.

6. Safety and Risk Improvement Report

The director provided an update on activities.

7. RMAP Report

The underwriting analyst reviewed the risk management action plan to date.

8. Discretionary Debit Credit Review

The underwriting analyst reviewed the discretionary debit credit list under tab 8 of the board packet.

9. Financial Report

The controller discussed the financial report as enclosed under tab 9 of the board packet.

Moved by Trustee Maas, seconded by Trustee Anderson, to accept the financial report as enclosed under tab 9 of the board packet. Motion approved.

10. Chapter 411 Rates

The director presented the memorandum on the proposed 2026-2027 Chapter 411 Medical Only Endorsement rates as enclosed under tab 10 of the board packet.

Moved by Trustee Flint, seconded by Trustee Konior, to approve the staff recommendation for the 2026-2027 Chapter 411 rates per the memo in the board packet under tab 10. Motion approved.

11. Fiscal Year 2026-2027 Discount Rating Plan Alternatives

The director reviewed the memorandum with staff recommendation for the 2026-2027 fiscal year, supporting materials, and alternative discount-rating plans as enclosed under tab 11 of the board packet. Discussion ensued.

Moved by Vice-President Grier, seconded by Trustee Maas, to approve the staff recommendation for the 2026-2027 discount rating plan as stated under tab 11 of the board packet. Motion approved.

12. Good Experience Bonus Policy

The director reviewed the memo and information on the proposed 2026-2027 Good Experience Bonus Policy as enclosed under tab 12 of the board packet.

Moved by Trustee Maas, seconded by Trustee Anderson, to approve the staff recommendation for the 2026-2027 Good Experience Bonus Policy as stated under tab 12 of the board packet. Motion approved.

13. Strategic Plan Update

The director provided an update on the strategic plan.

14. Other Business and Upcoming Meetings of the Board of Trustees

The next board meeting scheduled is Thursday, April 23, 2026.

The NLC-RISC Trustees conference will be held in Savannah, GA in May 2026.

15. Claims Report

Moved by Trustee Maas, seconded by Trustee Konior, to move into closed session. The board approved by roll call to move into closed session (21.5(1)(a)) due to the discussion of confidential personal health information at 11:38 a.m. on January 29, 2026. Motion approved.

Moved by Trustee Flint, seconded by Trustee Maas, to return to open session. The board approved to return to open session at 11:49 a.m. on January 29, 2026. Motion approved.

16. Adjournment

The meeting adjourned at 11:51 a.m.



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Jeff Hovey, Director of Risk Services