

IOWA MUNICIPALITIES WORKERS' COMPENSATION ASSOCIATION
Thursday, November 13, 2025
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: Jeff Hovey, Director of Risk Services
Alan Kemp, Administrator
Dana Monosmith, Controller
Matt Jackson, Claim Manager
Katie Wheeler, Director of Communication
Dean Schade, Safety and Risk Manager
Suzanne Kashawlic, Human Resources Specialist
Andrew Justice, Underwriting Manager
Ashley Baily, Accountant
Alex DeConcini, Eide Bailly LLP
Theresa Klinnert, Eide Bailly LLP
Lori Julga, Milliman Inc
Kristine Stone, Legal Counsel Ahlers & Cooney
Andrea Woodard, ISAC
Terry Axman, CRMS
Willene White, CRMS
Beau Hupke, CRMS
Josh Nichols, CRMS

ABSENT: Danielle Fink, Trustee

1. Call to Order and Roll Call

President Kelly Hayworth called the meeting to order at 10:00 a.m.

2. Board of Trustee Election Results

The Director noted that all trustees on the ballot were re-elected, including Trustees Grier, Flint, and Konior.

3. Election of Officers

Moved by Trustee Flint, seconded by Trustee Konior to elect Kelly Hayworth to the office of President. Motion approved.

Moved by Trustee Flint, seconded by Trustee Konior, to elect Adam Grier to the office of Vice-President. Motion approved.

4. Consent Agenda

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

5. Audit Report

Alex DeConcini and Theresa Klinnert, Eide Bailly LLP, presented the fiscal year 2024-2025 audit report with an unqualified opinion.

Moved by Trustee Flint, seconded by Trustee Anderson, to accept the fiscal year 2024-2025 audit report. Motion approved.

6. Actuarial Report

Lori Julga, Milliman Inc., discussed the fiscal year 2024-2025 actuarial analysis report on rates, reserves, and discounts.

Moved by Vice-President Grier, seconded by Trustee Flint, to accept the fiscal year 2024-2025 actuarial report. Motion approved.

7. CRMS Marketing Report

County Risk Management Services (CRMS) representatives gave an update on county marketing efforts.

8. Financial Report

The controller reviewed the August 31, 2025 financial report and answered board questions.

Moved by Trustee Flint, seconded by Trustee Maas, to accept the financial report. Motion approved unanimously.

9. Communication and Engagement Report

The director of communication summarized staff marketing activities since the last board meeting.

10. Safety and Risk Improvement Update

The safety and risk improvement manager reviewed staff activities since the last board meeting as outlined under tab 10 of the board packet.

11. NCCI Rates

The director briefly reviewed the NCCI rate filing under tab 11.

12. Rate Determination for 2026-2027

The director briefly described the historical and projection spreadsheets enclosed under tab 12 of the board packet. A decision will need to be made by the board at the January board meeting, therefore any additional information needs to be requested before that meeting.

13. Discretionary Debit/Credit Change

The underwriting manager discussed requested changes to discretionary debits and credits per the memo under tab 13 of the board packet.

Moved by Trustee Flint, seconded by Trustee Maas, to approve the underwriting manager to have 35% discretionary debit/credit authority with approval of the director of risk services to be revaluated in the future. Motion approved.

14. Risk Management Action Plan

The underwriting manager reviewed the documents under tab 14 regarding member compliance.

Moved by Trustee Flint, seconded by Vice-President Grier, to follow staff recommendation for the members listed under tab 14 of the board packet except to change Xenia Rural Water District to 1/15/2026. Motion approved.

15. Strategic Plan Update

The director provided an update on the strategic plan.

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

The next regularly scheduled board meeting is Thursday, January 29, 2026.

The calendar year 2026 board meeting schedule was enclosed under tab 16.

17. Claims Report

Moved by Trustee Flint, seconded by Vice-President Grier, 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 12:07 p.m. on November 13, 2025. Motion approved.

Moved by Trustee Flint, seconded by Trustee Anderson, to return to open session. The board approved to return to open session at 12:12 p.m. on November 13, 2025. Motion approved.

16. Adjournment

The meeting adjourned at 12:13 p.m.



Jeff Hovey, Director of Risk Services