

**GLASTONBURY INSURANCE ADVISORY COMMITTEE
SPECIAL MEETING MINUTES
TUESDAY, MAY 5, 2026**

The Glastonbury Insurance Advisory Committee along with Director of Finance, Keri Rowley, held a special meeting at 5:30 p.m. in Meeting Room A of Town Hall at 2155 Main Street, with the option for Zoom video conferencing. Town Manager, Jonathan Luiz, attended via Zoom.

Also in attendance from Acrisure: Mr. Scott Sundberg, Mr. Daniel Anderson, Ms. Lindsay Trueb.

Roll Call

Mr. Sridhar Kadaba, Chairman
Mr. Philip Markuszka, Vice Chairman (attended via Zoom)
Mr. Allen Friedrich
Mr. Stephen Ludwig
Ms. Xiaomei Rodrigues (excused)
Mr. Luther Weeks

The meeting was called to order at: 5:31 p.m. by Chairman Kadaba.

1. Public Comment Session (none)

2. Election of Officers

Nomination by: Mr. Weeks

Seconded by: Mr. Friedrich

Mr. Kadaba as Chairman.

Result: Mr. Kadaba was elected Chairman by unanimous vote (5-0-0).

Nomination by: Mr. Kadaba

Seconded by: Mr. Ludwig

Mr. Markuszka as Vice Chairman.

Result: Mr. Markuszka was elected Vice Chairman by unanimous vote (5-0-0).

3. Communication: Minutes of June 26, 2025 Special Meeting

The minutes were approved as presented.

Mr. Ludwig noted that he was not at the last meeting and asked for clarification on the Board of Education (BOE) going with a self-insured model. Mr. Sundberg provided a recap of the meeting and explained that the BOE initially planned to go with a self-insured model and opted

for another plan that had more cost savings. Mr. Sundberg noted that this would be addressed later in the presentation. There was a brief discussion on the predictability of self-insured models, in terms of how much would be allocated. Mr. Ludwig asked if transportation claims/bus claims were part of workers' comp. Mr. Sundberg replied yes and explained that transportation is a huge exposure.

4. Communication: Schedule of Insurance

Chairman Kadaba suggested adding a summary to future reports that outline the highlights and areas that need improvement. Mr. Sundberg spoke about the report format and explained that the materials are an updated schedule with concrete numbers. Mr. Ludwig spoke about topics that need to be addressed, which include possibly switching carriers, umbrella coverage, minimum required reserve, and risk-based guidelines. Mr. Sundberg noted that the Town has some of the best liability coverage and explained that transportation is a huge exposure. He explained that Connecticut is a non-tort cap state, which significantly drives the cost of liability coverage. Mr. Ludwig asked about switching carriers and comparing rates. Mr. Sundberg noted that all comps were looked at. He explained that they secured a deal for the Town and BOE which would see a discount of about 10 percent. Mr. Sundberg noted that the numbers were not finalized and explained that the Town and BOE would be part of a consortium of 30 municipalities. Mr. Weeks asked how this deal would benefit the Town and BOE. Mr. Sundberg explained that being part of a consortium allows for negotiating power with separate limits for each municipality. Mr. Sundberg noted that they are working on another piece which will get the price down and explained that they expect A plus coverage. Mr. Sundberg explained that there is more capacity now with a large selection of carriers. He reiterated that the price is lowered due to the purchasing power of the consortium.

5. Communication: Claim Experience

Chairman Kadaba asked if there were any surprises. Mr. Sundberg replied that the biggest surprise was the 141 claims from the BOE which incurred \$198,000. Mr. Sundberg explained that the losses paid for the claims were only \$17,000. He noted that it is very good and reiterated that all of those claims resulted in a paid loss of just \$17,000. Mr. Weeks remarked that \$17,000 does not sound like a lot of money. Mr. Ludwig noted that there is the issue of the 141 claims which incurred \$198,000. Mr. Sundberg spoke in detail about the United Heartland Company. He noted that the BOE staff work well with them and explained that the claims adjuster had successfully lowered the claims loss amount. He explained that United Heartland has one claims adjuster and added that they have a good working relationship with the BOE. Mr. Sundberg explained that this was why the BOE decided against the self-insured model and opted to stay with United Heartland. Mr. Weeks asked for more information on Eastbury School. He noted that the program was presented as saving or making 6 million dollars. Mr. Weeks asked for more details on how much the program makes and how much it costs. Mr. Sundberg said that he would reach out to the BOE and find out. He spoke about the exposure risk related to special education and said he would get back to the Committee with more information. Chairman Kadaba directed the Committee to the end of the packet that shows outstanding liability claims. The Chairman asked if this was typical. Mr. Sundberg explained that litigation cases can take

time and spoke about a discrimination case from 2000 that is still open, with the total incurred at \$150,000.

6. Communication: General Market Update

Mr. Sundberg noted that they met with the BOE and explained that they have an upcoming risk control meeting with United Heartland. Committee members asked about potential concerns. Mr. Sundberg noted that Police and Fire are big concerns in terms of liability coverage. He provided some statistics and spoke about other municipalities for comparison. There was continued discussion on the higher costs associated with non-tort cap states.

7. Discussion and Possible Action on Workers Compensations options for the Town and/or Board of Education

(Committee members discussed this item earlier in the meeting. Action was postponed).

8. Communication: Health Self-Insurance Fund

Mr. Ludwig noted that the self-insurance fund should require a minimum reserve. He explained that a risk-based statement with confidence levels and time horizons should be required. Mr. Ludwig suggested the minimum reserve to be greater of the two numbers, either 95th percent volatility expected over one year time horizon, or 95th percent three-year block volatility that defines the minimum. Mr. Ludwig noted that the minimum required reserve was not specified and explained that, when shortfalls happen, there are no clear answers. He reiterated that there should be a risk-based statement, guidelines and protocols in place. Mr. Ludwig noted that the Town has been successful with a reserve in place and added that the BOE should have the same rules in place. Ms. Rowley spoke about the system the Town utilizes. Mr. Ludwig noted that confidence levels and time horizons should also be included. He said that he had asked for this information a few times. Mr. Sundberg noted that they are working on a system with guardrails in place to ensure that the allocation cannot be touched. Mr. Ludwig asked for more details on the distribution statistics. He spoke about his experience working with the Occupational Safety and Health Administration (OSHA) and remarked that occurrences that are considered unlikely happen with more frequency. Mr. Sundberg noted that the team is working on this.

Chairman Kadaba asked if there were any strategies that would be implemented. Mr. Sundberg noted that the current allocation is perfect and explained that any split with the Town and the BOE should be based on a real number. He explained that this approach is the cleanest and spoke about a smaller municipality that had done something similar. Mr. Sundberg noted that it was a success. Mr. Weeks remarked that it is a good idea. Mr. Luiz provided an update on the discussions with OneDigital. He explained that Ms. Rowley raised the issue of the reserve and asked for numbers on the lowest recommended number and the highest recommended number. Mr. Luiz explained that the Town will proceed with caution to ensure that there is enough in the reserve in case something unexpected happens. Mr. Ludwig remarked that the Town side looks great. Vice-Chairman Markuszka asked if there was a way to anticipate the increase in premiums or if it was impossible to gauge. Mr. Anderson replied that it is impossible. Mr. Sundberg agreed and spoke about non-tort cap states and provided an example of a high claim

from New Haven, which significantly increased the rates. Vice-Chairman Markuszka explained that he meant projections with the market. Mr. Sundberg noted that in the last few years, property valuations have increased significantly and explained that the numbers are now more stable. He noted that the current increases are about 3-4 percent, compared with 15-20 percent previously. Chairman Kadaba asked if it was possible to come up with a range of what the premiums would look like. Mr. Anderson explained that it is difficult to come up with the numbers six months in advance. Mr. Sundberg explained that if there were tort caps, the premiums would go down by 30-40 percent. He provided several examples of claims in Massachusetts that are significantly less due to caps on tort claims. Ms. Rowley noted that it is difficult to predict and budget for insurance premiums. She explained that looking at the historical trends from a 10-year period can provide some idea of what the numbers would look like and added that the numbers are not spot on. Mr. Kadaba remarked that this approach provides a starting point. Mr. Ludwig inquired how often property valuations are done. Mr. Sundberg explained that property valuations are done every year. There was a brief discussion about the upcoming meeting in June.

9. Adjournment

With no further business to review, the meeting adjourned at 6:18 P.M.

Respectfully submitted,

Nadya Yuskaev
Recording Secretary