

DRAFT

MEETING MINUTES

NOTICE OF POSSIBLE QUORUM / MEETING OF THE WILLIAMSON COUNTY COMMISSIONER'S COURT

Notice is hereby given that members of the Commissioner's Court of Williamson County, Texas, may assemble in numbers that constitute a quorum at a public meeting to be conducted / hosted by a quorum of the Williamson County Benefits Committee at the following location, date and time:

Date & Time: May 11, 2020, 9:00 a.m.
Williamson County Georgetown Annex
Human Resources
100 Wilco Way, Suite 101
Georgetown, Texas 78626

NOTICE OF POSSIBLE QUORUM OF WILLIAMSON COUNTY COMMISSIONERS COURT

Although the Williamson County Commissioners Court will take no action at the meeting, notice is hereby given, in accordance with the Texas Open Meetings Act, that a quorum of such members of the Williamson County Commissioners Court may be present at the meeting and such members may receive information from, give information to, ask questions of, or receive questions from any member of the Williamson County Benefits Committee or any third person, including an employee of Williamson County, about the public business or public policy over which the Williamson County Commissioners Court has supervision or control.

The Williamson County Benefits Committee will be conducting the Monthly Benefits Committee Meeting to discuss, deliberate, and take action upon the Williamson County Benefits Committee matters listed herein-below.

Agenda Items:

1. Roll Call.

Present: Bill Gravell, Jr., County Judge
Jay Schade, Committee Chair
Cynthia Long, Committee Member
Cathy Mendoza, Committee Member
John Pelczar, Committee Member
Lori Palazzo MD, Committee Member

Others Present: Stan O. Springerley, Assistant General Counsel to Williamson County Commissioners' Court
Shelley Loughrey, Director of Benefits Administration
Suzanne Diaz, Benefits Specialist
Tanya Haught, United Health Care Consultant
Matt Nolte, United Health Care Consultant
Laurie Macina, United Health Care Consultant
Kaitlyn Beard, Holmes Murphy, Benefit Broker Consultant
David Gibson, Holmes Murphy, Benefit Broker Consultant
Rob Madden, Holmes Murphy, Benefit Broker Consultant
Rebecca Clemons, SR Director of HR
Amy Heidbrink, United Healthcare Consultant
Carol Calvin, United Healthcare Consultant

Aaron Daniels, United Healthcare Consultant
Jamar Cottee, United Healthcare Consultant
Mark Koppenberg, United Healthcare Consultant
Morgan Young, Holmes Murphy, Benefit Broker Consultant
Shawn Mcghee, Holmes Murphy, Benefit Broker Consultant
Noreisha Cannon, United Healthcare Consultant
John Drakeford, United Healthcare Consultant

2. Review and approval of minutes from the January 29, 2020 9:00 a.m. Benefits Committee Meeting.

Motion by: Committee Member Cynthia Long

Second: Committee Chair Jay Schade

Motion to approve minutes from January 29, 2020 Benefits Committee meeting

Aye: Committee Chair Jay Schade

County Judge Bill Gravell, Jr.

Committee Member Cynthia Long

Committee Member Cathy Mendoza

Committee Member John Pelczar

Committee Member Lori Palazzo MD

3. Discuss, consider and take appropriate action regarding Holmes Murphy & United Health Care Strategy:

a. Williamson County: State of the Union

b. UHC Plan Performance

c. Financial Modeling & Assumptions

- Current State
- Lookback 12
- Pharmacy Change Impact
- COVID-19 Projected Impact
- Projected 2021 Budget

d. Network Considerations

e. Considerations

f. Decisions:

- Assumptions
- Contributions
- Plan Design Options

Motion by: Committee Member Cynthia Long

Second: Committee Member Lori Palazzo MD

Motion to recommend 3.2% increase per FTE Funding and to include the following:

- Introduce new HSA plan with \$500.00 seed money contributed by Williamson County
 - Review for possible \$750.00 seed money contribution by Williamson County
- Increase deductible on current plans to \$2,000.00
- Increase the emergency room copay amount to \$400.00
- Employer/Employee contribution/cost share changes
- Deferred services future potential claims removed
 - Consider future claims paid out from reserve
- Choice Plus out-of-network strategy

- Out-of-network claims to be reimbursed at 140% of Medicare
- UHC Naviguard Advisor will work with members in the event of balance billing to negotiate an improved discount
- Retiree Participation limits (5 years)
 - Before finalizing plan design changes will need to see retiree numbers

Aye: Committee Chair Jay Schade
 County Judge Bill Gravell, Jr.
 Committee Member Cynthia Long
 Committee Member Cathy Mendoza
 Committee Member John Pelczar
 Committee Member Lori Palazzo MD

4. Discuss, consider and take appropriate action regarding the timeline for the 2020 Wellness Actions to be completed by employees, retirees and covered spouses.

Motion by: County Judge Bill Gravell, Jr.
 Second: Committee Member John Pelczar

Motion to extend the timeline for 2020 Wellness Action requirements to be completed by employees, retirees and covered spouses to December 31, 2020.

Aye: Committee Chair Jay Schade
 County Judge Bill Gravell, Jr.
 Committee Member Cynthia Long
 Committee Member Cathy Mendoza
 Committee Member John Pelczar
 Committee Member Lori Palazzo MD

5. Discuss, consider and take appropriate action regarding the Williamson County Wellness Committee.

No action taken

Aye: Committee Chair Jay Schade
 County Judge Bill Gravell, Jr.
 Committee Member Cynthia Long
 Committee Member Cathy Mendoza
 Committee Member John Pelczar
 Committee Member Lori Palazzo MD

6. Discuss, consider and take appropriate action regarding United Health Care Pharmacy updates/changes to the formulary that often occur throughout the Benefit Plan Year.

Motion by: County Judge Bill Gravell, Jr.
 Second: Committee Member Cathy Mendoza

Motion to give authority to Shelley Loughrey, Lori Palazzo MD and Rebecca Clemons to review and accept/deny UHC formulary changes on behalf of the Benefits Committee and to also provide the above mentioned formulary changes to the Benefits Committee upon receipt.

Aye: Committee Chair Jay Schade
County Judge Bill Gravell, Jr.
Committee Member Cynthia Long
Committee Member Cathy Mendoza
Committee Member John Pelczar
Committee Member Lori Palazzo MD

7. Review the Human Resources Department Reports.
 - a. Financial Reports
 - b. 2020 Benefit Committee Calendar Year Plan

Next Meeting: May 28, 2020, 9:00 a.m.

EXECUTIVE SESSION *"The Williamson County Employee Benefits Committee reserves the right to adjourn into executive session at any time during the course of this meeting to discuss any of the matters listed above, as authorized by Texas Government Code Sections 551.071 (Consultations with Attorney), 551.073 (Deliberations regarding Gifts and Donations), 551.074 (Personnel matters) and Section 551.0785 (Deliberations Involving Medical or Psychiatric Records of Individuals for a benefit from the plan; or a matter that includes a consideration of information in the medical or psychiatric records of any individual applicant for a benefit from the plan)."*

Adjourn.

Minutes recorded by:

Suzanne Diaz

Date

Minutes reviewed by:

Shelley Loughrey

Date