

NOTICE OF MEETING

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 26, 2021 at 9:00 a.m.
Williamson County Georgetown Annex
Human Resources
100 Wilco Way, Suite P-104 Purchasing Training Room
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.
2. Review and approval of minutes from the May 5, 2021 9:00 a.m. Benefits Committee Meeting.

3. Discuss, consider and take appropriate action regarding Holmes Murphy & United Health Care Strategy:
 - Financial Modeling & Assumptions -Lookback Rolling 12
 - Projected 2022 Budget
 - Finalize 2022 Benefit Employer Contribution, Employee Rates/Retiree Rates
4. Discuss, consider and take appropriate action regarding the re-design of the Employee Wellness Program.
5. Discuss, consider and take appropriate action regarding the 2021 RFP for the Benefits Broker Consultant.
6. Discuss, consider and take appropriate action on appointing a committee chairperson.
7. Review the Human Resources Department Reports.
 - Financial Reports

Next Meeting: October 1, 2021

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)."

1. Discuss pending or contemplated litigation, settlement matters and other confidential attorney-client legal matters (EXECUTIVE SESSION as per VTCA Govt. Code sec. 551.071 consultation with attorney), including receiving briefing and seeking legal advice regarding information-technology as a service contract(s).

Adjourn.

This notice of meeting was posted in the locked box located at the main entrance of the Georgetown Annex, a place readily accessible to the general public at all times, on the 21st day of May, 2021 at 5:00 p.m. and remained posted for at least 72 continuous hours preceding the scheduled time of said meeting.

Benefits Committee Meeting

2.

Meeting Date: 05/26/2021

Submitted By: Shelley Loughrey, Human Resources

Department: Human Resources

Information

Agenda Item

Review and approval of minutes from the May 5, 2021 9:00 a.m. Benefits Committee Meeting.

Background

Attachments

Benefits Committee Meeting Minutes 5.5.21

Form Review

Form Started By: Shelley Loughrey

Started On: 05/18/2021 09:25 AM

Final Approval Date: 05/18/2021

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 5, 2021, 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 Cynthia Long, Committee Member Cathy Mendoza, Committee Member John Pelczar, Committee Member Mike Knipstein, Committee Member James Carmona, Committee Member
Absent:	Terron Evertson, Committee Member
Others Present:	Stan O. Springerley, Assistant General Counsel to Williamson County Commissioners' Court Shelley Loughrey, Director of Benefits Administration Julie Kiley, First Assistant County Auditor Suzanne Diaz, Benefits Specialist Tanya Haught, United Health Care Consultant Matt Nolte, United Health Care Consultant Laurie Macina, United Health Care Consultant Kaitylin Beard, Holmes Murphy, Benefit Broker Consultant David Gibson, Holmes Murphy, Benefit Broker Consultant Rebecca Clemons, SR Human Resources Director Myranda Carlson, SR Benefit Specialist Angela Collins, Wellness Coordinator Melanie Denny, Financial Manager

David Sacks, United Health Care Consultant
Jamar Cottee, United Health Care Consultant
Jack Drakeford, United Health Care Consultant
Amy , United Health Care Consultant
Shawn McGee, Holmes Murphy, Benefit Broker Consultant

2. Review and approval of minutes from the March 8, 2021 9:00 a.m. Benefits Committee Meeting.

Motion by: Committee Member Cynthia Long

Second: Committee Member James Carmona

Aye: County Judge Bill Gravell, Jr.

Committee Member Cynthia Long

Committee Member Cathy Mendoza

Committee Member James Carmona

Committee Member John Pelczar

Committee Member Mike Knipstein

Motion to approve minutes from the March 8, 2021 Benefit Committee Meeting.

Aye: County Judge Bill Gravell, Jr.

Committee Member Cynthia Long

Committee Member Cathy Mendoza

Committee Member James Carmona

Committee Member John Pelczar

Committee Member Mike Knipstein

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

- 2020 Plan Performance
- 2022 Proposed Benefits Budget
- 2022 Plan Changes, Pharmacy Changes, Employer Contribution and 2022 Employee/Retiree Rates
- Virgin Pulse Proposal Overview & Implementation Timeline
- High Claims Review and Holmes Murphy Financial Report

Motion by: County Judge Bill Gravell, Jr.

Second: Committee Member Cathy Mendoza

Aye: County Judge Bill Gravell, Jr.

Committee Member Cynthia Long

Committee Member Cathy Mendoza

Committee Member James Carmona

Committee Member John Pelczar

Committee Member Mike Knipstein

Motion to approve the following changes for plan year 2022:

- Increase employee premium portion by 3%
- Increase HSA employer contribution to \$1500.00 (to adjust quarterly)
- Convert United Healthcare Nexus ACO to United Healthcare Navigate
- Implement Copay Card Solutions: Variable Copay
- Implement Copay Card Solutions: Accumulator Adjustment
- Implement first three chiropractor visits at zero copay

Aye: County Judge Bill Gravell, Jr.

Committee Member Cynthia Long

Committee Member Cathy Mendoza

Committee Member James Carmona

Committee Member John Pelczar

Committee Member Mike Knipstein

4. Discuss, consider and take appropriate action regarding the Virgin Pulse Contract through the Sourcewell Co-Op Agreement.

Motion by: Committee Member Cathy Mendoza

Second: Committee Member John Pelczar

Aye: County Judge Bill Gravell, Jr.

Committee Member Cynthia Long

Committee Member Cathy Mendoza

Committee Member James Carmona

Committee Member John Pelczar

Committee Member Mike Knipstein

Motion to move forward with Virgin Pulse contract effective 1/1/2022

Aye: County Judge Bill Gravell, Jr.

Committee Member Cynthia Long

Committee Member Cathy Mendoza

Committee Member James Carmona

Committee Member John Pelczar

Committee Member Mike Knipstein

5. Review the Human Resources Department Reports.

- Financial Reports
- 2021 Benefits Team Project Schedule

Next Meeting: May 26, 2021, 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

Benefits Committee Meeting

3.

Meeting Date: 05/26/2021

Submitted By: Shelley Loughrey, Human Resources

Department: Human Resources

Information

Agenda Item

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

- Financial Modeling & Assumptions -Lookback Rolling 12
- Projected 2022 Budget
- Finalize 2022 Benefit Employer Contribution, Employee Rates/Retiree Rates

Background

Attachments

Holmes Murphy 5-26-21 Presentation

Form Review

Form Started By: Shelley Loughrey

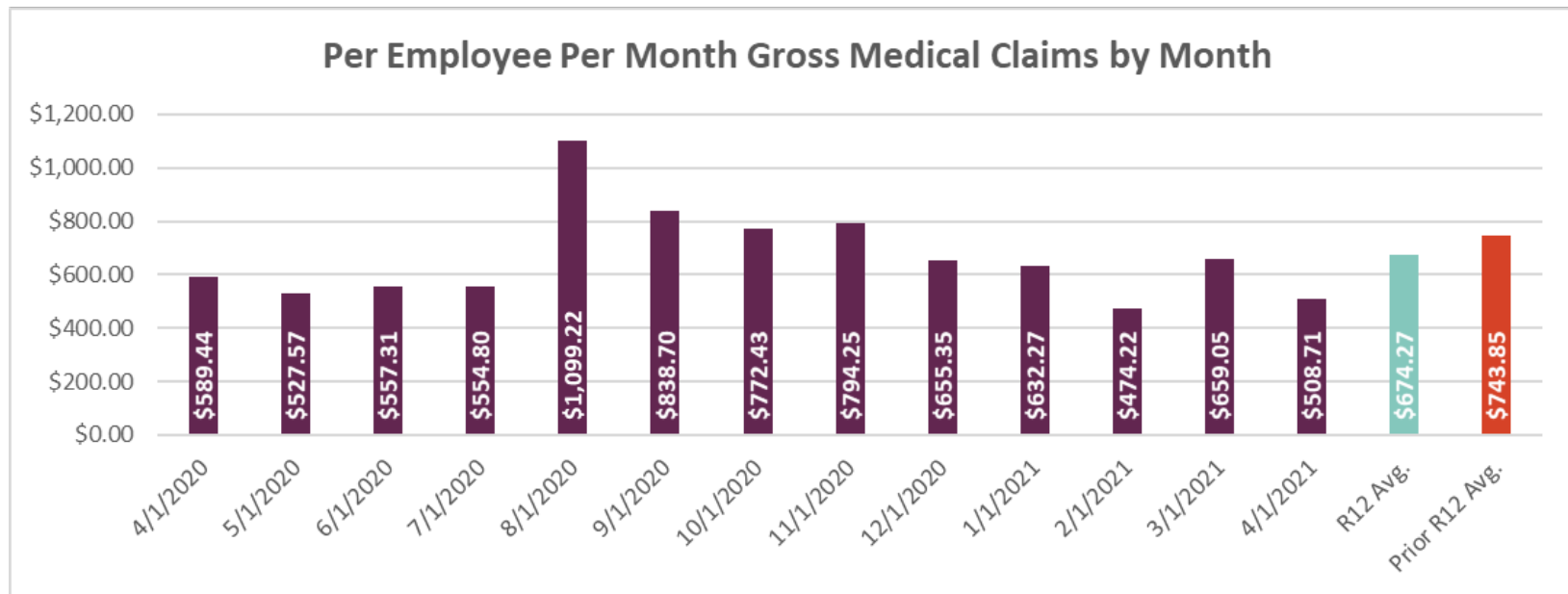
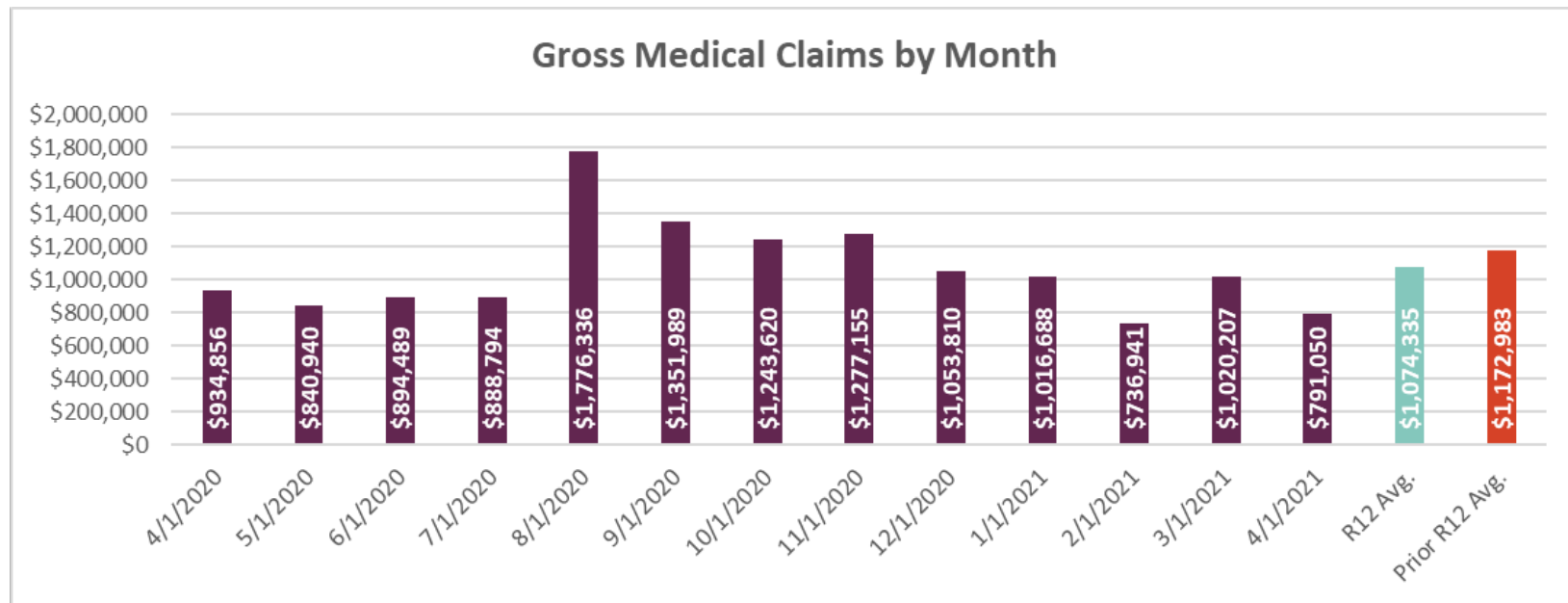
Started On: 05/19/2021 06:13 PM

Final Approval Date: 05/19/2021



WILLIAMSON COUNTY
2022 BENEFITS FUND BUDGET –
BENEFIT COMMITTEE RECOMMENDATIONS
MAY 26, 2021

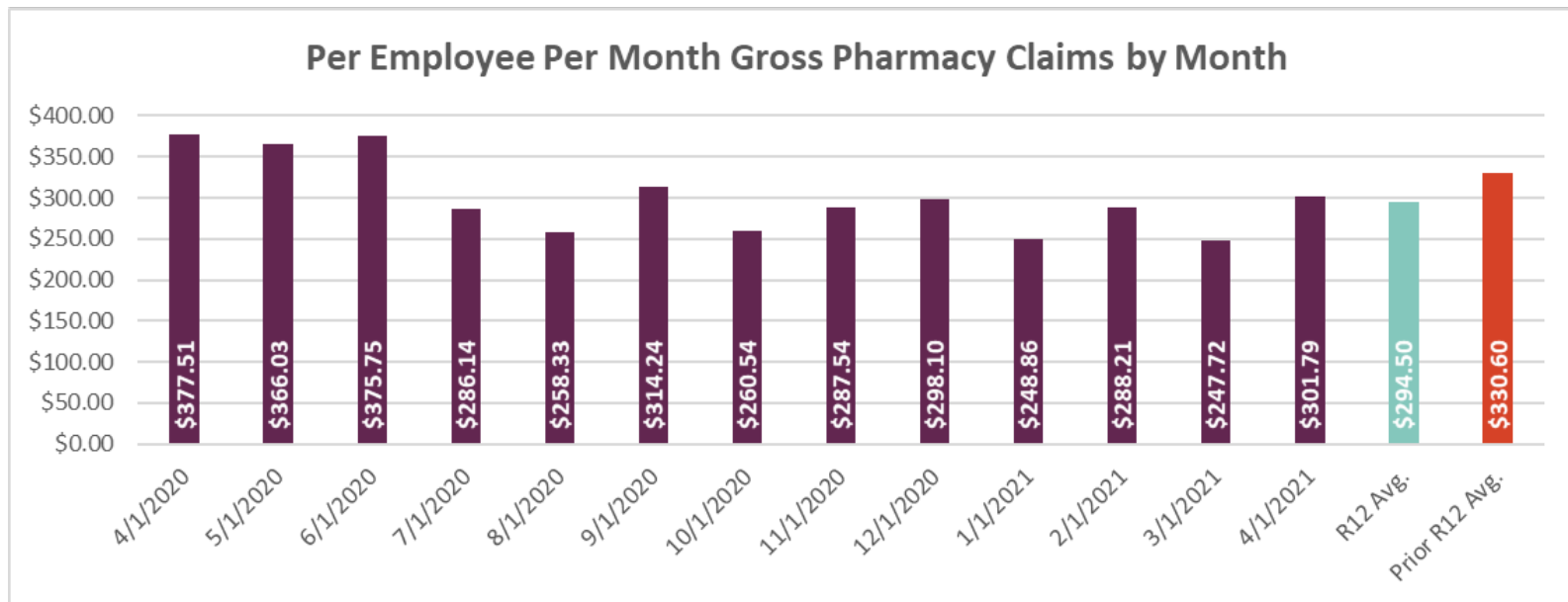
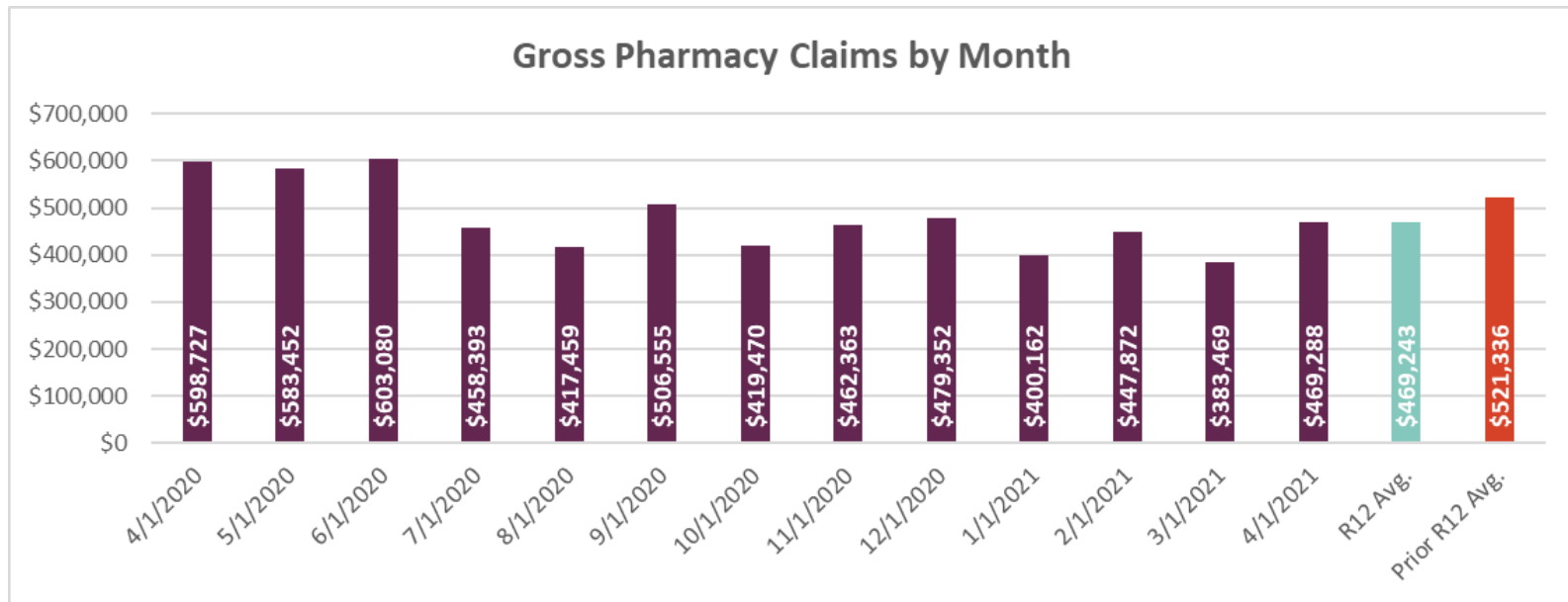
MEDICAL CLAIMS BY MONTH



Rolling 12 Average is 9.4% lower the Prior Rolling 12 Average



PHARMACY CLAIMS BY MONTH

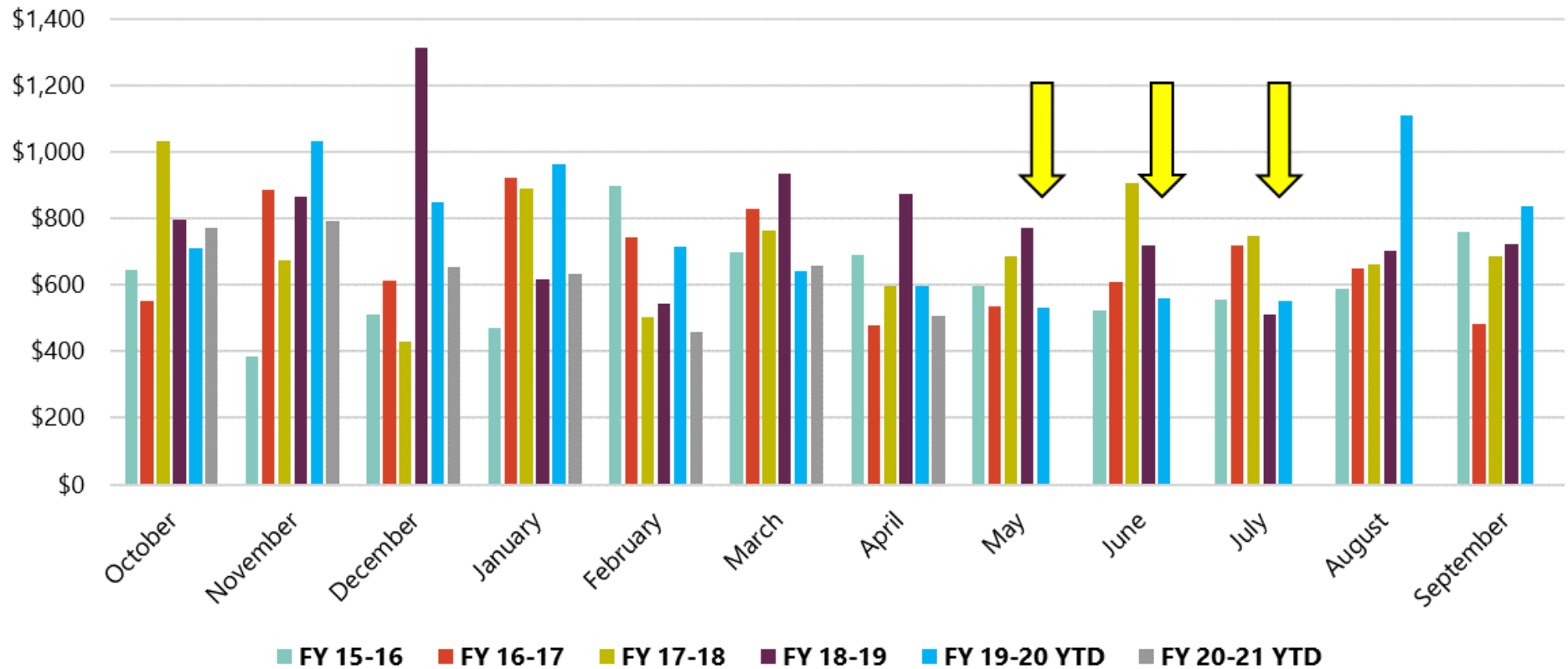


Rolling 12 Average is 10.9% lower the Prior Rolling 12 Average



COVID-19 NORMALIZATION

Gross Medical Per Employee PEPM



FIXED COST ASSUMPTIONS

2021 Plan Year		
Medical Admin	PEPM	Annual
Nexus Plan	\$54.25	\$783,153
Choice +	\$51.55	\$205,375
Naviguard Admin	\$2.50	\$46,770
HSA Plan	\$51.55	\$21,032
Total	\$56.46	\$1,056,331

Stop-Loss Admin	PEPM	Annual
SL Family	\$71.06	\$1,329,390
Agg SL	\$4.47	\$83,625
Total	\$75.53	\$1,413,015

Other Costs	PEPM	Annual
Shared Savings (R12)	\$16.76	\$313,534
Legislative	\$0.48	\$9,057
Total	\$17.24	\$322,591

Rebates	PEPM	Annual
Rx Rebates	-\$100.09	-\$1,872,467

2022 Plan Year		
Medical Admin	PEPM	Annual
Nexus Plan	\$55.88	\$789,046
Choice +	\$53.10	\$119,964
Naviguard Admin	\$2.58	\$48,173
HSA Plan	\$53.10	\$129,961
Total	\$58.11	\$1,087,145

Increase: \$30,814

Stop-Loss Admin	PEPM	Annual
SL Family	\$76.74	\$1,435,742
Agg SL	\$4.47	\$83,625
Total	\$81.21	\$1,519,366

Increase: \$106,351

Other Costs	PEPM	Annual
Subrogation & A&R	\$0.91	\$17,054
Legislative	\$0.50	\$9,363
Total	\$1.41	\$26,417

Increase: -\$296,174

Rebates	PEPM	Annual
Rx Rebates	-\$104.60	-\$1,956,764

Increase: -\$84,297



2022 PLAN CHANGES

- **Plan Changes**
 - Increase HSA Contribution for Single/Family to \$1,500
 - Convert Nexus ACO to Navigate
 - *Larger network*
 - *PCP selection*
 - *Referrals required*
- **Implement:**
 - Rx Accumulator Adjustment and Variable Copay
 - Airrosti Remote Recovery (ARR)
 - AbleTO Mental Health App & Behavioral Health Benefits through UHC
 - Virgin Pulse
- **Enrollment Migration**
 - *Nexus/Navigate: 77% to 75%*
 - *Choice + : 21% to 12%*
 - *HSA Plan: 2% to 13%*
- **Employee Contributions**
 - Small Increase to Navigate/Choice+: ‘\$20 a year’ on EE Only Navigate
 - No Increase to HSA Plan



2022 PROPOSED PLAN DESIGNS

Current Plan Year (2021)		2022 Plan Year	
In-Network Benefits			
Nexus / Choice+ Plan	HSA Plan	Navigate / Choice+ Plan	HSA Plan
80%	80%	80%	80%
\$2,000	\$3,000	\$2,000	\$3,000
\$5,500	\$5,500	\$5,500	\$5,500
\$30	Deductible / Coinsurance	\$30	Deductible / Coinsurance
\$55	Deductible / Coinsurance	\$55	Deductible / Coinsurance
80%	Deductible / Coinsurance	80%	Deductible / Coinsurance
\$400	Deductible / Coinsurance	\$400	Deductible / Coinsurance
\$45	Deductible / Coinsurance	\$45	Deductible / Coinsurance
<u>Retail</u>	<u>Retail</u>	<u>Retail</u>	<u>Retail</u>
\$50	Integrated w/ Medical	\$50	Integrated w/ Medical
35% (\$10 Min/\$100 Max)	Deductible / Coinsurance	35% (\$10 Min/\$100 Max)	Deductible / Coinsurance
35% (\$40 Min/\$100 Max)	Deductible / Coinsurance	35% (\$40 Min/\$100 Max)	Deductible / Coinsurance
35% (\$75 Min/\$100 Max)	Deductible / Coinsurance	35% (\$75 Min/\$100 Max)	Deductible / Coinsurance
\$125	Deductible / Coinsurance	\$125	Deductible / Coinsurance
N/A	\$500/\$500	N/A	\$1,500/\$1,500
77% / 21%	2%	75% / 12%	13.0%

2022: Navigate Network will replace Nexus Network.
PCP Selection and Referrals required



2022 BUDGET PROJECTION

INCLUDING PLAN DESIGN & CONTRIBUTION CHANGES

	2021		2022
	Budget	HMA Reforecast	HMA Projection
Total Operating Expenses	\$24,608,141	\$22,137,916	\$25,261,902
Total Revenue Accounts	\$24,661,999	\$24,558,758	\$24,415,645
(Surplus)/Deficit	(\$53,858)	(\$2,420,842)	\$846,257

	2021	2022
	Budget	HMA Projection
FTE Positions	1,946	1,956
FTE Funding	\$844	\$844

FTE Funding Increase: 0.0%



2022 EMPLOYEE CONTRIBUTIONS

SMALL INCREASE TO NEXUS/CHOICE

(NEXUS PLAN BECOMES NAVIGATE)

	2021 Monthly Contributions			
	<u>Employee</u>	<u>EE + Spouse</u>	<u>EE + Child</u>	<u>Family</u>
Nexus Plan	\$54.08	\$216.32	\$113.36	\$226.72
Choice +	\$211.12	\$350.48	\$269.36	\$404.56
HSA Plan	\$44.00	\$176.00	\$92.23	\$204.58
	2022 Monthly Contributions			
	<u>Employee</u>	<u>EE + Spouse</u>	<u>EE + Child</u>	<u>Family</u>
Navigate Plan	\$55.75	\$222.81	\$116.76	\$233.52
Choice +	\$217.45	\$360.99	\$277.44	\$416.70
HSA Plan	\$44.00	\$176.00	\$92.23	\$204.58
	Monthly \$ Increase			
	<u>Employee</u>	<u>EE + Spouse</u>	<u>EE + Child</u>	<u>Family</u>
Navigate Plan	\$1.67	\$6.49	\$3.40	\$6.80
Choice +	\$6.33	\$10.51	\$8.08	\$12.14
HSA Plan	\$0.00	\$0.00	\$0.00	\$0.00

	\$ Per Paycheck Increase			
	<u>Employee</u>	<u>EE + Spouse</u>	<u>EE + Child</u>	<u>Family</u>
Navigate Plan	\$0.83	\$3.24	\$1.70	\$3.40
Choice +	\$3.17	\$5.26	\$4.04	\$6.07
HSA Plan	\$0.00	\$0.00	\$0.00	\$0.00

Total Annual Increase			
<u>Employee</u>	<u>EE + Spouse</u>	<u>EE + Child</u>	<u>Family</u>
\$20.00	\$77.88	\$40.81	\$81.62
\$76.00	\$126.17	\$96.97	\$145.64
\$0.00	\$0.00	\$0.00	\$0.00



2022 EMPLOYER/EMPLOYEE MEDICAL PLAN COST

2022 Employee/Employer Costs				
With All Incentives				
	Employee Per Pay Period	Monthly Employee	Monthly Employer	Total Cost
Naviagte Plan				
Employee Only	\$27.87	\$55.75	\$613.56	\$669.31
Employee/Spouse	\$111.40	\$222.81	\$1,283.14	\$1,505.95
Employee/Child	\$58.38	\$116.76	\$1,221.86	\$1,338.62
Employee/Family	\$116.76	\$233.52	\$1,941.74	\$2,175.26
With All Incentives				
	Employee Per Pay Period	Monthly Employee	Monthly Employer	Total Cost
Choice Plus Plan				
Employee Only	\$108.73	\$217.45	\$518.79	\$736.24
Employee/Spouse	\$180.50	\$360.99	\$1,295.55	\$1,656.55
Employee/Child	\$138.72	\$277.44	\$1,195.04	\$1,472.49
Employee/Family	\$208.35	\$416.70	\$1,976.09	\$1,285.11
With All Incentives				
	Employee Per Pay Period	Monthly Employee	Monthly Employer	Total Cost
HSA Plan				
Employee Only	\$22.00	\$44.00	\$598.56	\$642.56
Employee/Spouse	\$88.00	\$176.00	\$1,269.75	\$1,445.75
Employee/Child	\$46.12	\$92.23	\$1,192.88	\$1,285.11
Employee/Family	\$102.29	\$204.58	\$1,883.73	\$2,088.31



2022 RETIREE CONTRIBUTIONS

RETIRE PRIOR TO 2/1/2013

		PY 2021 Monthly Contributions			
		<u>Employee</u>	<u>EE + Spouse</u>	<u>EE + Child</u>	<u>Family</u>
Nexus Plan		\$54.08	\$216.32	\$113.36	\$226.72
	Choice +	\$211.12	\$350.48	\$269.36	\$404.56
		PY 2022 Monthly Contributions			
		<u>Employee</u>	<u>EE + Spouse</u>	<u>EE + Child</u>	<u>Family</u>
Navigate Plan		\$55.75	\$222.81	\$116.76	\$276.60
	Choice +	\$217.45	\$360.99	\$277.44	\$475.36
		Monthly \$ Increase			
		<u>Employee</u>	<u>EE + Spouse</u>	<u>EE + Child</u>	<u>Family</u>
Navigate Plan		\$1.67	\$6.49	\$3.40	\$49.88
	Choice +	\$6.33	\$10.51	\$8.08	\$70.80

		PY 2021 Enrollment			
		<u>Employee</u>	<u>EE + Spouse</u>	<u>EE + Child</u>	<u>Family</u>
Nexus Plan		9	3	2	0
	Choice +	3	3	0	1



2022 RETIREE CONTRIBUTIONS

8-15 YRS OF SERVICE, RETIRE AFTER 2/1/2013

PY 2021 Monthly Contributions				
	<u>Employee</u>	<u>EE + Spouse</u>	<u>EE + Child</u>	<u>Family</u>
Nexus Plan	\$410.80	\$790.40	\$643.76	\$974.48
Choice +	\$580.32	\$1,024.40	\$833.04	\$1,217.84
PY 2022 Monthly Contributions				
	<u>Employee</u>	<u>EE + Spouse</u>	<u>EE + Child</u>	<u>Family</u>
Navigate Plan	\$423.46	\$814.11	\$663.07	\$1,188.87
Choice +	\$597.73	\$1,055.13	\$858.03	\$1,430.97
Monthly \$ Increase				
	<u>Employee</u>	<u>EE + Spouse</u>	<u>EE + Child</u>	<u>Family</u>
Navigate Plan	\$12.66	\$23.71	\$19.31	\$214.39
Choice +	\$17.41	\$30.73	\$24.99	\$213.13

PY 2021 Enrollment				
	<u>Employee</u>	<u>EE + Spouse</u>	<u>EE + Child</u>	<u>Family</u>
Nexus Plan	4	0	1	0
Choice +	1	0	1	0



2022 RETIREE CONTRIBUTIONS

16+ YRS OF SERVICE, RETIRE AFTER 2/1/2013

		PY 2021 Monthly Contributions			
		<u>Employee</u>	<u>EE + Spouse</u>	<u>EE + Child</u>	<u>Family</u>
Nexus Plan		\$225.68	\$455.52	\$353.60	\$535.60
	Choice +	\$377.52	\$755.04	\$512.72	\$755.04
		PY 2022 Monthly Contributions			
		<u>Employee</u>	<u>EE + Spouse</u>	<u>EE + Child</u>	<u>Family</u>
Navigate Plan		\$232.64	\$469.19	\$364.21	\$653.44
	Choice +	\$388.85	\$777.69	\$528.10	\$887.18
		Monthly \$ Increase			
		<u>Employee</u>	<u>EE + Spouse</u>	<u>EE + Child</u>	<u>Family</u>
Navigate Plan		\$6.96	\$13.67	\$10.61	\$117.84
	Choice +	\$11.33	\$22.65	\$15.38	\$132.14

		PY 2021 Enrollment			
		<u>Employee</u>	<u>EE + Spouse</u>	<u>EE + Child</u>	<u>Family</u>
Nexus Plan		30	16	5	14
	Choice +	9	2	1	3



Thank You!

Benefits Committee Meeting

4.

Meeting Date: 05/26/2021

Submitted By: Shelley Loughrey, Human Resources

Department: Human Resources

Information

Agenda Item

Discuss, consider and take appropriate action regarding the re-design of the Employee Wellness Program.

Background

Attachments

2022 Proposed Wellness Program

Virgin Pulse Tobacco Cessation

Form Review

Form Started By: Shelley Loughrey

Started On: 05/19/2021 11:11 AM

Final Approval Date: 05/19/2021

Wellness Program Overview

Proposed 2022

Currently In Place



EAP

Real
Appeal

UHC

Symetra

Million
Mile Month

Biometric
Screening

Health
Survey

A green speech bubble graphic with a tail pointing towards the bottom left. It contains the text "Where We Want To Be" in white. The background of the slide features faint, curved, concentric lines in the top left and bottom right corners.

Where We Want To Be

- **Mission**

- To improve the well-being of Wilco employees, retirees, and their families through targeted health promotion initiatives, activities, and events that support healthy, active lifestyle changes for a more engaged workforce while achieving quality and affordable healthcare benefits.

- **Primary Goal**

The Wilco Wellness Program will strive to encourage Wilco employees, retirees, and their families to engage in wellness activities, programs and events and to empower them to take control of their own well-being in all areas. The program seeks to increase awareness of positive health behaviors, to motivate employees to voluntarily adopt healthier behaviors, and to provide a supportive environment with opportunities to foster positive lifestyle changes.

How We Get There

Add programming and combine with existing vendors and offerings to create a comprehensive wellness program that covers the following areas:



Wellness and Fitness Programs



Health Educational/Awareness Programs



Disease and Health Risk Detections Programs



Disease and Behavioral Monitoring Programs



Financial Health Programs



Community and Social Connectedness

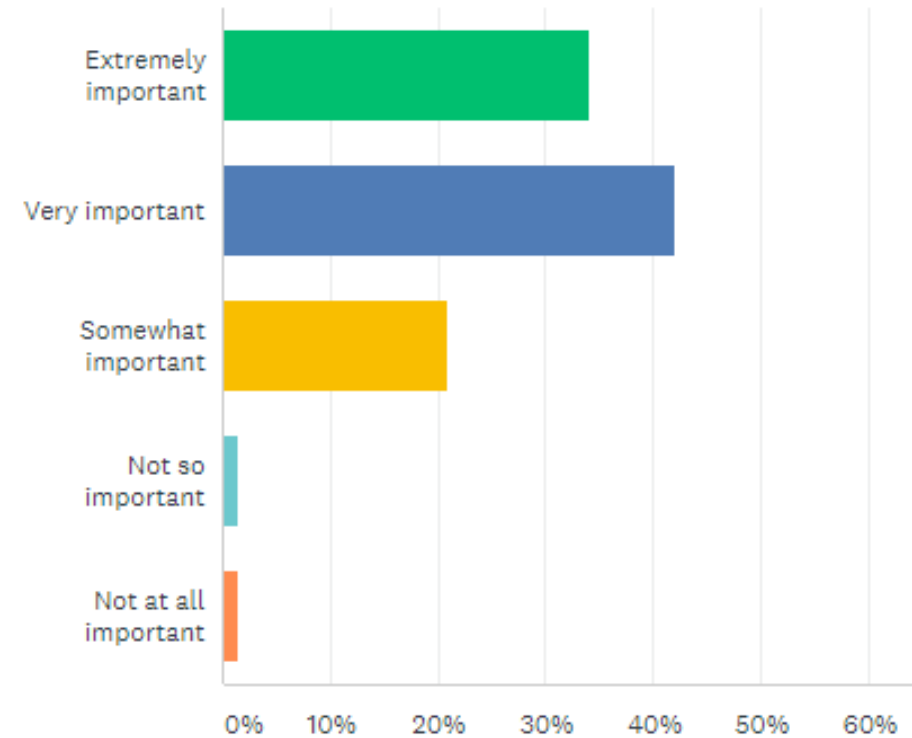


Mental and Emotional Health

Survey Says
97% believe it is Important

How important is employee wellness to you?

Answered: 834 Skipped: 1



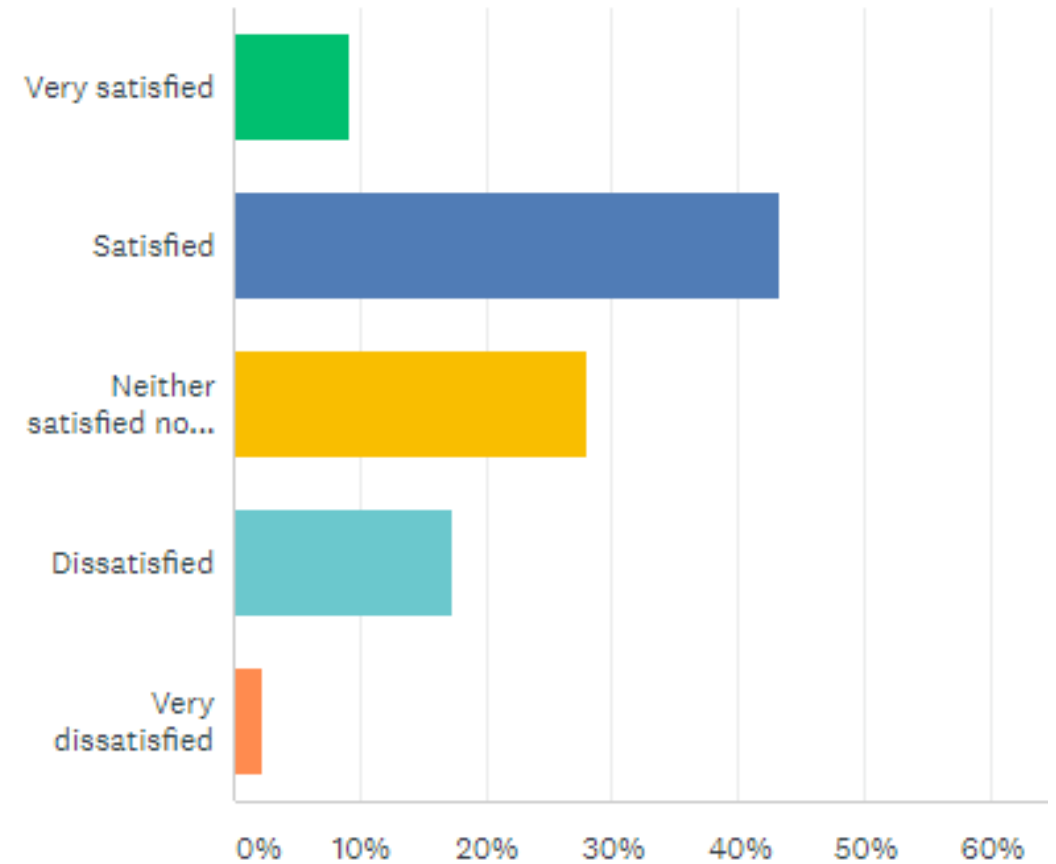
How would you rate your current health?

Answered: 834 Skipped: 1

Survey Says

43% Satisfied

28% Neither

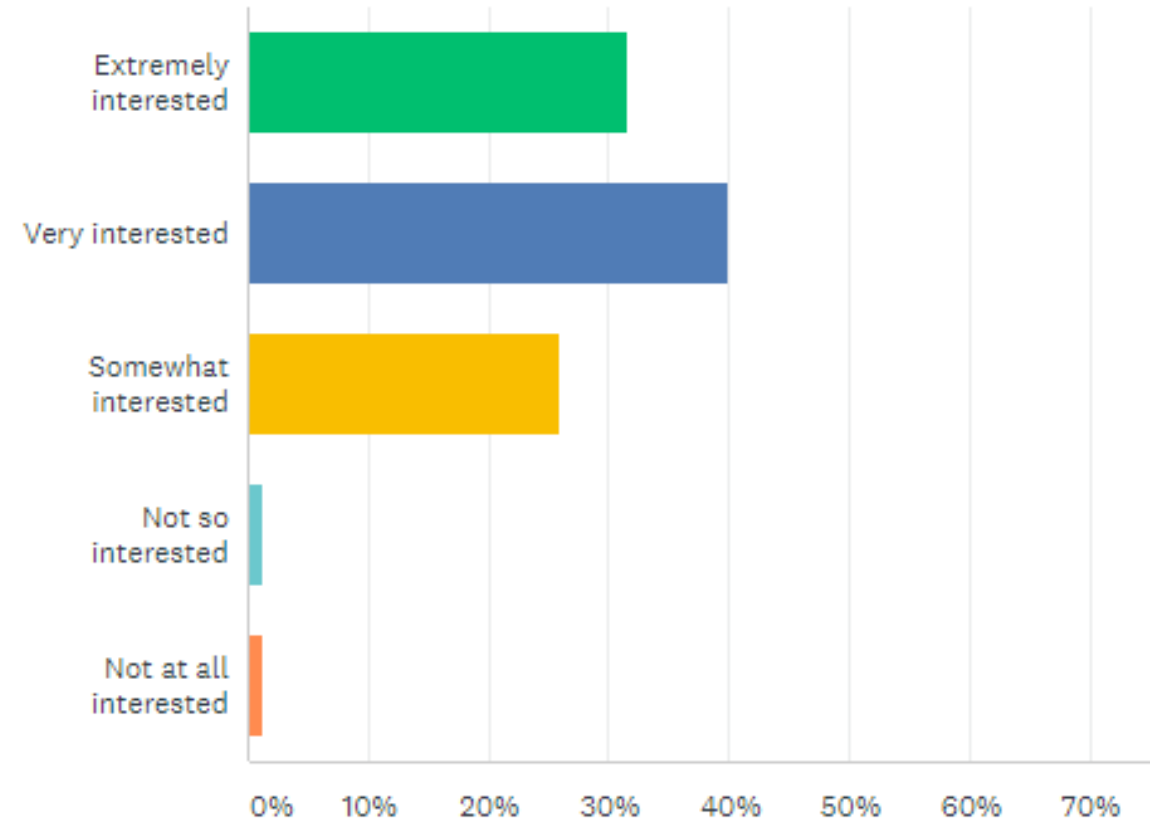


How interested are you in improving your health?

Answered: 834 Skipped: 1

Survey Says

97% are interested in improvement

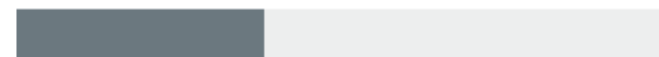


Survey Says

Opportunities

589 Comments

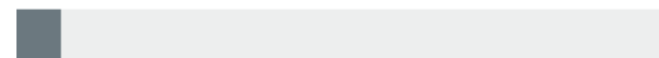
Company Culture



37.52%

221

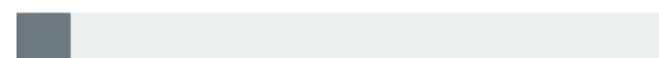
Cost



6.62%

39

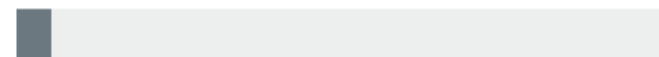
Family



8.15%

48

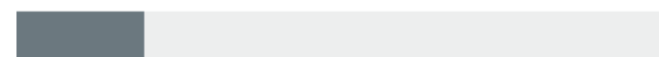
Health



5.26%

31

Motivation/Interest



19.35%

114

Time/Schedule



79.29%

467

Recommendations

Implement Virgin Pulse
into new program
design

- Changing system from punitive to incentivized through a point program tracked and recorded by Virgin Pulse system
- Virgin Pulse gives us the ability to use aggregate data to drive programming specifically related to the issues of our employees, Rally does not offer this and is not connected to employee needs.

Employee Feedback

- *"Rally seems like a relatively inconsequential exercise and everyone in my department is always scrambling to take care of that at the end of the year. Is there a way to do away with that? "*

Example: Point Recognition System

Item	Points	Incentive
Health Survey & Biometric Screening	Employee & Spouse must complete, no points given and this must be done to receive further levels	Level 1 - \$50 off premium
Incentive Engagement Quarterly Opportunities: Employee can reach Level 2 or 3 *only 1 level is awarded	Employee only earns points towards incentives, Spouse may earn points but will not be counted towards incentive points	Level 2 - \$100 off premium 200 points Level 3 - \$200 off premium 400 pts
Wellness Exam	200 pts	
Attend a Wellness Program (Fitness class, Seminar, Webinar, etc.)	10 pts per item	
Volunteer in Community	15 pts per item	
Complete a Wellness Challenge	15 pts per item	
Complete a Preventative Action (Flu shot, Covid shot, Age Specific, etc.)	25 pts per visit	

1150
POINTS

Home



Health



Benefits



Social



MY REWARDS



FRIENDS LEADERBOARD

Based on Total Steps for the Past 7 Days

1		Mandy H.	76,343
2		Paul H.	73,643
3		Michael Y.	65,834
7,000 STEPS A DAY PACER			49,000
4		Anna J.	39,698
5		Timothy B.	0
5		YOU!	Connect a Device

SEE THE FULL LEADERBOARD



Announcement · April 28, 2021

Welcome Williamson County

Welcome to your new well-being platform. As a community, we value everything you do at work, but we also value you as an individual. This platform will provide you with the tools to help you take the next step in your well-being journey. We look forward to you participating!

LET'S GO!

FEATURED CHALLENGE

FOOD AROUND THE GLOBE

#2: TEXANS

181,982 STEPS

234
Days Left

CHECK IT OUT!


STEPS

MAY 07 - MAY 13



LOG STEPS


LAST 7 DAYS
34,237MOST ACTIVE DAY
Tue, May 11



4,534
STEPS

STATS


SELF-ENTERED STEPS
2,466 STEPS TO GO!



9

CARDS

9 CARDS TODAY



2

HEALTHY HABITS

TRACK 2 HABITS TODAY!

3
TOTAL

1


CHALLENGES

VIEW YOUR HEALTHY COMPETITION


LEVEL 1
1,150
POINTS

REWARDS


BOOST YOUR SCORE




Home




Health



Benefits



Social



Profile

Recommendations

Nicotine Users

Current Program	Recommendation for 2022
Total # of Nicotine Members = 2021 = 164	Align in Virgin Pulse, provide opportunity to earn additional points by quitting Nicotine Usage
Nicotine Surcharge applied during OE/NH Election	Nicotine Surcharge applied during OE/NH Election
Cost: \$325 per participant that completes the program	Cost: \$215.00 per participant, for unlimited year Optional to provide non-prescription cessation products cost \$58.00 per person, per month, recommended two months.
Reasonable Alternative Program: Offered one time a year through EAP. Six Week Online Program, & Counseling with Primary Care on effects of Nicotine Usage. Often delayed time of report from current enrollment vendor. Once member completes program, EAP notifies Wilco, Surcharge is removed for the remainder of the plan year.	Nicotine Testing added to Biometric Screening Program is offered through Virgin Pulse Program offers both online and Unlimited calls available Requirement of 4 calls to be completed that are staged out, speaks directly with Counselor

Recommendations

Cultural Shift

Well-Being Hours: EX 8-16 hours per fiscal year

- Does not roll over
- Must be scheduled with Supervisor
- Used for Wellness Programing (Webinar, activity, etc.)
- Is not paid out upon termination

Employee Feedback

- "due to work life balance and caring for children and a senior parent. free time is limited to the hours I am at work"
- "Hours, manager allowing to attend, and complexity."
- "additional time required on top of the daily 10 I invest in work."
- " I think encouraging participation is wonderful, but it really doesn't seem that our department would provide us the time needed on the job to be able to participate."

Recommendations

VIRGIN PULSE

- Health Screening and tracking
- Monthly Challenges
- Communications
- Events Management
- Real Time Reporting
- Points Program

BENEFIT FOCUS

- Main "House"
- Host created content
- Host information
- Communication
- Reporting
- Provide tie in with Benefits

Branding

In process

Wilco 1 ~ Welco 1 ~ (Other Suggestions)

- One body – fitness, medical, benefits, nutrition, etc.
- One mind – mental health resources
- One you – connections with others, volunteering, what makes YOU happy
- One place – all resources in one home

Employee Feedback

"Thank you for all you do. You do not have an easy job. I appreciate HR reaching out for feedback like this. I would encourage all feedback to be considered regardless of how different it may be than 'what was done in the past'. We will need to be open to different and innovative ideas to maintain and continue to attract a talented modern workforce."



Tobacco Cessation

Kicking the habit, personalized to you

Tobacco Cessation solutions that support participants' unique interests

Tobacco Cessation Solutions promote the elimination or reduction of tobacco use to help reduce the risk of tobacco-related health conditions such as stroke, heart attack and many cancers.

Our solutions are available in a variety of delivery methods including telephonic coaching and digital Journeys, personalized to each of your employees.

Real change is possible when tobacco users replace current habits with healthy new ones. That's the power behind the engaging, tangible and practical steps that make up our *Be Tobacco Free* digital Journeys, Telephonic Coaching and Nicotine Replacement Therapy.



Telephonic Tobacco Cessation Coaching

As part of the telephonic coaching experience with a Virgin Pulse coach, each participant will engage in a personalized cessation plan to ready participants for change and explore issues surrounding tobacco use. The duration and call frequency is based on participant-related factors, but tobacco cessation coaching typically lasts six months with an average of one call per month. Components of the coaching experience include:

- [Setting a quit date](#)
- [Quit date preparation](#)
- [Identification of tobacco triggers and coping strategies](#)
- [Individualized cessation plan](#)
- [Relapse prevention](#)
- [Risk-factor education](#)
- [Instruction on appropriate use of over-the-counter pharmacotherapy](#)

Our multidisciplinary model of health coaching provides additional support and assistance to participants who identify specific barriers to cessation and co-existent issues, such as weight gain or inability to cope with stressful situations. Our Behavior Change Framework is leveraged to help identify what "triggers" are involved in their tobacco habit and determine small steps to mitigate the risk of triggering.



Digital Tobacco Cessation Coaching

Each Journey moves participants down the road to quitting for good through our Behavior Change Framework which focuses on social support, prepping the environment for success, and identifying the triggers that help support positive behavior change:

NOT READY TO QUIT: Not ready? Not a problem. Get to know the routines, motivations and triggers in your life that lead to a smoke. Step back and see your smoking from a new angle, on your terms and your timeline.

MAKE YOUR DATE TO QUIT: You can quit! Take it one small step at a time. Set a date, then start practicing what it's like to be smoke-free by starting to say good-bye to those triggers. It's all about being ready when your quit date comes.

READY, SET, STOP SMOKING!: You can quit smoking once and for all by practicing one small, doable step at a time. Set your quit date, then start prepping your mind, body and environment. When your quit date arrives, you'll be ready!

STAY ON TRACK, STAY QUIT: Even the most devoted quitters face temptation. Practice easy ways to build the new life you want and the habits you need to stay quit for good.

SMOKELESS TOBACCO TAKEDOWN: For non-smokers who use other forms of tobacco, we offer this unique cessation program that assists you to become tobacco free.



Nicotine Replacement Therapy (NRT)

NRT is used by 40% of tobacco cessation telephonic coaching enrollees. If a participant is interested in NRT, their Virgin Pulse coach will screen for potential contraindications and, if appropriate, will order a one-month supply. Once they've started using NRT and are showing success, the coach may order an additional one-month supply during a subsequent coaching call, up to a total of two months. **Available in Patches and/or Gum & Lozenges.**

Participants are also informed of prescription medications (and their potential benefits and risks) that are used for tobacco cessation, but participants are referred to their primary care provider for all prescription medications.

CLINICAL GUIDELINES AND CERTIFICATIONS

Our tobacco cessation approach utilizes internal clinical guidelines based on the U.S. Public Health Service, Treating Tobacco Use and Dependence (2008). Our tobacco health coaches are Certified Tobacco Treatment Specialists through the University of Arizona HealthCare Partnership Program (part of The University of Arizona College of Social and Behavioral Sciences, Department of Psychology) and/or through the Duke University QuitSmart Program.

**Ready to help your employees become healthier, happier and more productive?
Talk to an expert at Virgin Pulse to get started.**

Learn more at virginpulse.com



REQUEST A DEMO

Benefits Committee Meeting

7.

Meeting Date: 05/26/2021

Submitted By: Shelley Loughrey, Human Resources

Department: Human Resources

Information

Agenda Item

Review the Human Resources Department Reports.

- Financial Reports

Background

Attachments

April 2021 Benefit Fund Financial Report

Form Review

Form Started By: Shelley Loughrey

Started On: 05/19/2021 11:03 AM

Final Approval Date: 05/19/2021

WILLIAMSON COUNTY
WILLIAMSON COUNTY BALANCE SHEET
Current Period: APR-21

Date: 17-MAY-21 12:52:29
Page: 1

Currency: USD

Ledger=WILLIAMSON (WILLIAMSON COUNTY), Entity=01 (Williamson County), Fund=0885 (WSMN CO BENEFITS FUND)

ASSETS	
101000 CASH IN BANK	850,823.50
134001 PREPAID EXP-UHC	440,032.69
151100 TEXPOOL PRIME	9,668,844.52

TOTAL ASSETS	10,959,700.71
	=====

LIABILITIES AND FUND EQUITY	
LIABILITIES	
202000 A/P LIABILITY	(148,043.12)
202001 CLAIMS LIABILITY	(1,574,409.00)

TOTAL LIABILITIES	(1,722,452.12)

FUND EQUITY	
244000 RESERVE FOR ENCUMBERANCE	0.00
271000 UNRESERVED FUND BALANCE	(9,237,248.59)

TOTAL FUND EQUITY	(9,237,248.59)

TOTAL LIABILITIES AND FUND EQUITY	(10,959,700.71)
	=====

WILLIAMSON COUNTY
STATEMENT OF REVENUES
Current Period: APR-21

Date: 17-MAY-21 12:52:34
Page: 1

Currency: USD

Entity=01 (Williamson County), Fund=0885 (WSMN CO BENEFITS FUND), Department=0000 (Default), Ledger=WILLIAMSON (WILLIAMSON COUNTY)

Object	Orig Budget	Curr Budget	Monthly Rev	YTD Revenue	Rev Receivable	%Rm
-----	-----	-----	-----	-----	-----	---
361300 INTEREST, INVESTMENTS	35,000.00	35,000.00	625.61	5,163.82	29,836.18	(85)
367100 EMPLOYER CONTRIBUTIONS	20,481,348.00	20,481,348.00	1,719,228.01	12,027,505.07	8,453,842.93	(41)
367200 EMPLOYEE DEDUCTIONS/MEDICAL	2,962,833.00	2,962,833.00	241,021.28	1,771,380.39	1,191,452.61	(40)
367201 EMPLOYEE DEDUCTIONS/DENTAL	1,178,208.00	1,178,208.00	95,437.16	681,397.39	496,810.61	(42)
367202 EMPLOYEE DEDUCTIONS/VISION	286,230.00	286,230.00	25,447.82	177,602.06	108,627.94	(38)
367300 COBRA/RETIREE DEP PREM	575,444.00	575,444.00	49,675.33	370,019.55	205,424.45	(36)
370510 CAMPO	0.00	0.00	258.14	1,499.88	(1,499.88)	n/m
TOTAL	25,519,063.00	25,519,063.00	2,131,693.35	15,034,568.16	10,484,494.84	(41)

WILLIAMSON COUNTY
STATEMENT OF EXPENDITURES-BUDGET VS ACTUAL
Current Period: APR-21

Date: 17-MAY-21 12:52:48
Page: 1

Currency: USD

Entity=01 (Williamson County), Fund=0885 (WSMN CO BENEFITS FUND), Department=0885 (WSMN CO SELF FUNDING INS.), Ledger=WILLIAMSON (WILLIAMSON COUNTY)							
Object	Original Budget	Current Budget	Monthly Expend	YTD Expend	YTD Exp + Encumb	UnEncumb Balance	Rm%

003600 EMPLOYEE ASSIST. PGRM	46,575.00	46,575.00	3,298.55	19,878.25	19,878.25	26,696.75	57
004039 RETIREE HEALTH CLAIMS, DENTAL	57,611.00	57,611.00	6,882.00	35,340.00	35,340.00	22,271.00	39
004040 RETIREE HEALTH CLAIMS, MEDICAL	1,718,054.00	1,718,054.00	73,175.00	564,903.94	564,903.94	1,153,150.06	67
004041 RETIREE HEALTH CLAIMS, PRESCRIPTI	1,063,108.00	1,063,108.00	77,370.00	533,504.00	533,504.00	529,604.00	50
004049 HEALTH CLAIMS PAID, DENTAL	1,101,615.00	1,101,615.00	86,407.00	584,628.00	584,628.00	516,987.00	47
004050 HEALTH CLAIMS PAID, MEDICAL	12,896,350.00	12,856,550.00	718,426.42	6,031,947.72	6,031,947.72	6,824,602.28	53
004051 HEALTH CLAIMS PAID, PRESCRIPTION	3,813,163.00	3,813,163.00	391,919.00	2,033,787.70	2,033,787.70	1,779,375.30	47
004054 ADMIN COST, HEALTH INS.	1,072,678.00	1,072,678.00	82,255.60	495,612.74	495,612.74	577,065.26	54
004056 ADMIN COST, DENTAL	60,980.00	60,980.00	4,470.96	31,795.92	31,795.92	29,184.08	48
004057 STOP LOSS INSURANCE	1,541,333.38	1,541,333.38	119,529.28	817,172.88	817,172.88	724,160.50	47
004058 GROUP LIFE PREMIUMS	27,400.61	27,400.61	0.00	14,479.44	14,479.44	12,921.17	47
004059 ADMIN. COST, FLEX PLAN	35,000.00	35,000.00	1,536.95	10,841.25	10,841.25	24,158.75	69
004060 ADMIN. COST, COBRA ADMINISTRATION	12,000.00	12,000.00	1,191.95	7,131.60	7,131.60	4,868.40	41
004065 RETIREE VISION INSURANCE	19,057.00	19,057.00	1,935.11	12,119.64	12,119.64	6,937.36	36
004066 EMPLOYEE VISION INSURANCE	292,670.00	292,670.00	25,348.11	176,118.27	176,118.27	116,551.73	40
004067 EMPLOYER HSA CONTRIBUTIONS	0.00	20,000.00	375.00	14,875.00	14,875.00	5,125.00	26
004068 ADMIN. COST, HSA	0.00	19,800.00	77.00	231.00	231.00	19,569.00	99
004911 COMPLIANCE FEES	9,500.00	9,500.00	0.00	0.00	0.00	9,500.00	100
004996 WELLNESS PROGRAM	148,566.00	124,218.75	0.00	4,300.00	4,300.00	119,918.75	97
TOTAL	23,915,660.99	23,891,313.74	1,594,197.93	11,388,667.35	11,388,667.35	12,502,646.39	52

WILLIAMSON COUNTY
STATEMENT OF EXPENDITURES-BUDGET VS ACTUAL
Current Period: APR-21

Date: 17-MAY-21 12:52:48
Page: 1

Currency: USD

Entity=01 (Williamson County), Fund=0885 (WSMN CO BENEFITS FUND), Department=0886 (WSMN CO BENEFITS PGM.), Ledger=WILLIAMSON (WILLIAMSON COUNTY)							
Object	Original Budget	Current Budget	Monthly Expend	YTD Expend	YTD Exp + Encumb	UnEncumb Balance	Rm%

001100 F/T SALARIES	253,334.99	255,280.02	19,486.64	119,529.55	119,529.55	135,750.47	53
001107 TEMP LABOR-SEASONAL HELP	5,000.00	5,000.00	1,860.00	3,600.00	3,600.00	1,400.00	28
001109 CELL PHONE STIPEND	480.00	480.00	40.00	280.00	280.00	200.00	42
001125 LONGEVITY PAY	1,248.00	1,248.00	0.00	240.00	240.00	1,008.00	81
001130 MERIT, RETENTION & RECRUITING	12,964.42	11,019.39	0.00	0.00	0.00	11,019.39	100
002010 FICA	20,886.60	20,886.60	1,550.05	8,895.90	8,895.90	11,990.70	57
002020 RETIREMENT	39,024.79	39,024.79	2,843.06	17,462.17	17,462.17	21,562.62	55
002030 INSURANCE	40,512.00	40,512.00	3,376.00	23,632.00	23,632.00	16,880.00	42
002050 WORKER'S COMP	517.49	517.49	0.00	294.69	294.69	222.80	43
003005 OFFICE FURNITURE < \$5,000	3,500.00	3,500.00	0.00	0.00	0.00	3,500.00	100
003006 OFFICE EQUIPMENT < \$5,000	625.00	625.00	0.00	0.00	0.00	625.00	100
003010 COMPUTER EQUIPMENT < \$5,000	3,887.83	3,887.83	0.00	3,797.25	3,797.25	90.58	2
003011 COMPUTER SOFTWARE < \$5,000	500.00	500.00	0.00	0.00	0.00	500.00	100
003100 OFFICE SUPPLIES	1,200.00	1,200.00	0.00	0.00	0.00	1,200.00	100
003900 MEMBERSHIP DUES	2,329.00	2,329.00	0.00	1,465.00	1,465.00	864.00	37
004100 PROFESSIONAL SERVICES	111,563.00	111,563.00	6,800.00	27,200.00	27,500.00	84,063.00	75
004181 INDEPENDENT AUDIT	23,777.25	3,500.00	0.00	3,500.00	3,500.00	0.00	0
004208 INTERNET CLOUD SOLUTIONS	116,000.00	160,624.50	16,433.28	53,249.61	53,249.61	107,374.89	67
004212 POSTAGE	2,000.00	2,000.00	0.00	6.40	6.40	1,993.60	100
004216 POSTAGE METER RENTAL/SUPPLIES	300.00	300.00	0.00	0.00	0.00	300.00	100
004231 TRAVEL	1,200.00	1,200.00	0.00	0.00	0.00	1,200.00	100
004232 TRAINING, CONF., SEMINARS	60,827.39	60,827.39	0.00	0.00	0.00	60,827.39	100
004350 PRINTED MATERIALS & BINDING	2,100.00	2,100.00	0.00	0.00	0.00	2,100.00	100
004509 FACILITY ENHANCEMENTS	5,000.00	5,000.00	4,948.00	4,948.00	4,948.00	52.00	1
004621 COPIER RENTAL & SUPPLIES	3,900.00	3,900.00	119.60	2,013.37	2,744.17	1,155.83	30
004705 PRE-EMPLOYMENT SCREENING	200.00	200.00	0.00	0.00	0.00	200.00	100
004999 MISCELLANEOUS	500.00	500.00	0.00	0.00	0.00	500.00	100
TOTAL	713,377.76	737,725.01	57,456.63	270,113.94	271,144.74	466,580.27	63