

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 17, 2023, 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
John Pelczar, Committee Member
Cathy Mendoza, Committee Member
Mike Knipstein, Committee Member
James Carmona, Committee Member

Absent: Terron Evertson, Committee Member

Others Present: Rebecca Clemons, Sr Human Resources Director
Shelley Loughrey, Director of Benefits Administration

Julie Kiley, County Auditor
Ganae Hempe, Auditor
Mercades Duhon, Benefits Specialist
Angela Collins, Wellness Coordinator
Matt Nolte, United Health Care Consultant
Laurie Macina, United Health Care Consultant
Katherine Holmes, Holmes Murphy, Benefit Broker Consultant
David Gibson, Holmes Murphy, Benefit Broker Consultant
Shannon Francis, Legal Counsel
Matt Williamson, Accounting Engineering

2. Review and approval of minutes from the May 3, 2023, 9:00 a.m. Benefits Committee Meeting.

Motion by: Committee Member Cynthia Long

Second: Committee Member Mike Knipstein

Aye: County Judge Bill Gravell, Jr.

Committee Member Cynthia Long

Committee Member John Pelczar

Committee Member Cathy Mendoza

Committee Member Mike Knipstein

Committee Member James Carmona

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

- 2024 Medical Plan Considerations
- Employer Group Life Benefits
- Voluntary Employee Life Benefits
- 2024 Working Budget Model Session

4. Discuss, consider, and take appropriate action to approve the recommendations for the following and then proceed with placement for final approval by the Commissioners Court:

- 2024 Williamson County Employee Benefit Plan additions and/or, changes
- 2024 Employee Benefit Rates
- 2024 Retiree Benefit Rates
- 2024 Cobra Benefit Rates
- 2024 Fiscal Year Employer Contributions
- 2024 Benefits Budget for the Commissioners Court approval

Motion by: County Judge Bill Gravell, Jr.

Second: Committee Member James Carmona

- Life insurance increases per salary study research for the employer provided portion. Employee coverage will move from 20K to 50K and employee's spouse coverage from 5K to 10K. We will also provide options for the employee to purchase additional life insurance up to 400K (this would be at their expense). Plan increase estimates for employer provided options is approx.. 50K
- Benefits committee has set aside 150K within the budget to explore the possibility of partial massage reimbursements quarterly.
- Acupuncture is currently covered the same as doctors visit co-pay, but it is for medical needs. We will add preventative as an option also for this need. Plan increase estimate approx. 10K
- Co pays for medical and mental health office visit decreases for both the Navigate and Choice plans from \$30 to \$25. Plan cost for this and the change below for specialists visits is approx. 350K

- Co pay for specialists office visits decreases on the Choice plan from \$55 to \$50 and on the Navigate plan from \$55 to \$45. The Navigate plan decrease is more due to a referral being required.
- The County employer contribution will decrease from \$10,128 to \$9,600 annually or \$800 per position, per month. This is a cost savings for the County of just over 1 million dollars. Julie Kiley recommended, and several Benefits committee members agreed, to propose the Court consider parking this amount in a workers comp. fund so our employee portion of our overall County budget does not decrease.
- The employee only contribution for an HSA plan will be 100% employer covered and have a cost of \$0 for the employee. All other employee contributions will remain the same for medical, dental and vision. This has an estimated cost of about 100K.
- FSA accounts can have up to \$250 rollover from the previous plan year. Currently anything not utilized within the same plan year is lost. There is no additional cost, as the FSA is 100% employee funded and has a fund balance of over 200K.
- Additional employee – Sr. Benefits Specialist has been added to assist the current team with workload and enable the Wellness Coordinator to be out in offices and focus more on wellness.
- Concierge option added for hearing aids. Minimal cost to plan as vendor would be added and offers already reduced rates.

Aye: County Judge Bill Gravell, Jr.
 Committee Member Cynthia Long
 Committee Member John Pelczar
 Committee Member Cathy Mendoza
 Committee Member Mike Knipstein
 Committee Member James Carmona

5. Discuss, consider, and take appropriate action to recommend Matt Williamson, Senior Engineer with the Road and Bridge Department as an appointee to serve on the Williamson County Benefit Committee for approval by the Commissioners Court.

Motion by: Committee Member Cynthia Long
 Second: County Judge Bill Gravell, Jr.

Aye: County Judge Bill Gravell, Jr.
 Committee Member Cynthia Long
 Committee Member John Pelczar
 Committee Member Cathy Mendoza
 Committee Member Mike Knipstein
 Committee Member James Carmona

6. Review the Human Resources Department Reports.

- Financial Reports

Next Meeting: November 1, 2023.

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