

NOTICE OF MEETING
OF THE
WILLIAMSON COUNTY BENEFITS COMMITTEE

Date & Time: May 9, 2025 at 9:00 a.m.
Williamson County Georgetown Annex
Human Resources
100 Wilco Way, Suite 108 HR Training Room
Georgetown, Texas 78626

Notice is hereby given that the Williamson County Benefits Committee will assemble at the above-referenced public meeting and, at such meeting, deliberate, discuss, consider, receive information, and take appropriate action regarding the matters referenced in this Notice of Meeting.

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.

Agenda Items:

1. Roll Call.
2. Discuss, consider, and take appropriate action to appoint the Benefit Committee Chair, Committee Vice Chair and Secretary.
3. Review and approval of minutes from the January 16, 2025, 9:00 a.m. Benefits Committee Meeting.
4. Discuss, consider, and take appropriate action to appoint John Gonzales, Director of EMS Emergency Medical Services, to serve as a voting Benefit Committee member for approval by the Commissioners Court.

5. Discuss, consider, and take appropriate action regarding the Retiree Eligibility Rules for continuance of coverage pre-65 for Williamson County Medical, Dental Vision Benefits and Group Life Benefits.

6. Discuss, consider and take appropriate action regarding Holmes Murphy & United Health Care Strategy:
 - United Health Care Plan Performance Review
 - Medical/RX Trend
 - High Claims Review
 - Budget Model

7. Review the Human Resources Department Reports.
 - Financial Report
 - 2026 Benefit Plan Wellness Action considerations, Wilco Parks Pass, Leadership in Wellness Excellence Award and Wellness Updates
 - Benefits Team Calendar: June through September 2026 Open Enrollment preparation and educational meetings
 - September 24th - Benefits Fair
 - November 14th - 4th Quarter Benefit Committee Meeting

8. Discuss, consider, and take appropriate action regarding the 2026 Benefit Plan Year proposed plan changes, employee rates, and retiree rates.

Next Meeting: May 15, 2025, 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.

This notice of meeting was posted at www.wilcotx.gov and in the locked box located at the south side entrance of the Williamson County Historic Courthouse, a place readily accessible to the general public at all times, on the 5th day of May, 2025 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: 05/09/2025

Submitted By: Shelley Loughrey, Human Resources

Department: Human Resources

Information

Agenda Item

Discuss, consider, and take appropriate action to appoint the Benefit Committee Chair, Committee Vice Chair and Secretary.

Background

Attachments

No file(s) attached.

Form Review

Form Started By: Shelley Loughrey

Started On: 04/30/2025 03:23 PM

Final Approval Date: 04/30/2025

Benefits Committee Meeting

3.

Meeting Date: 05/09/2025

Submitted By: Shelley Loughrey, Human Resources

Department: Human Resources

Information

Agenda Item

Review and approval of minutes from the January 16, 2025, 9:00 a.m. Benefits Committee Meeting.

Background

Attachments

January 16, 2025 BC Meeting Minutes Draft

Form Review

Form Started By: Shelley Loughrey

Started On: 04/30/2025 03:19 PM

Final Approval Date: 04/30/2025

DRAFT
MEETING MINUTES

**NOTICE OF POSSIBLE QUORUM / MEETING
OF THE
WILLIAMSON COUNTY COMMISSIONERS COURT**

Notice is hereby given that members of the Commissioners 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: January 16, 2025, 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.

Agenda Items:

1. Roll Call.

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

Others Present: Rebecca Clemons, County Manager
Shannon Francis, Asst to General Counsel
Allen Frederick, Chief People Officer
Julie Kiley, County Auditor
Shelley Loughrey, Director of Benefits Administration
Angela Collins, Wellness Coordinator
Jazzmin Myers, Benefits Analyst
Tori Killingsworth, Sr. Benefits Specialist

Charles Carter, United Health Care Consultant
Ronny Porter, United Health Care Consultant
Matt Nolte, United Health Care Consultant
Laurie Macina, United Health Care Consultant
Nikki Morgan, Holmes Murphy, Benefit Broker Consultant
David Gibson, Holmes Murphy, Benefit Broker Consultant

2. Review and approval of minutes from the November 15, 2024, 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 Matt Williamson

Committee Member John Pelczar

Committee Member Cathy Mendoza

Committee Member James Carmona

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

- Financials - Medical/Pharmacy Trend Review
- Large Claims Review
- January 2026 Plan Design Discussion
- Compliance Discussion
- Retiree Coverage Discussion
- Review Committee for Benefit RFPs

4. Discuss, consider and take appropriate action regarding appointing the review committee to prepare the Request for Proposal for the Williamson County Employee Group Life Benefits, Employee Voluntary Life Benefits, Employee Voluntary Short Term Disability and Employee Long Term Disability Benefits.

The Benefits Committee appoints John Pelczar and James Carmona to serve on the review committee for the upcoming Life and Disability RFP.

Motion by: Committee Member Cynthia Long

Second: Committee Member Mike Knipstein

Aye: County Judge Bill Gravell, Jr.

Committee Member Matt Williamson

Committee Member John Pelczar

Committee Member Cathy Mendoza

Committee Member James Carmona

5. Discuss, consider and take appropriate action regarding the United Health Care Mental Health claims processing issue.
6. Discuss, consider and take appropriate action regarding the Retiree Eligibility Rules for continuance of coverage pre-65 for Williamson County Medical, Dental, Vision, Benefits and Group Life Benefits.

7. Discuss, consider and take appropriate action regarding consideration of recommending to the Commissioners Court the adding of a retiree and the County Manager to serve as a voting benefit committee member and/or as an advisory role.

The Benefits Committee appoints the County Manager, Rebecca Clemons, to serve as a voting Benefits Committee Member.

Motion by: County Judge Bill Gravell, Jr.

Second: Committee Member Mike Knipstein

Aye: Committee Member Cynthia Long

Committee Member Matt Williamson

Committee Member John Pelczar

Committee Member Cathy Mendoza

Committee Member James Carmona

8. Review the Human Resources Department Reports.

- Financial Reports
- 2025 Benefit Committee Meeting Calendar Year
- 2025 Benefit Event Planner - Wellness Week

Next Meeting: May 15, 2025, 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.

Benefits Committee Meeting

4.

Meeting Date: 05/09/2025

Submitted By: Shelley Loughrey, Human Resources

Department: Human Resources

Information

Agenda Item

Discuss, consider, and take appropriate action to appoint John Gonzales, Director of EMS Emergency Medical Services, to serve as a voting Benefit Committee member for approval by the Commissioners Court.

Background

Attachments

5-9-2025 Wilco Benefit Committee Terms

Form Review

Form Started By: Shelley Loughrey

Started On: 05/01/2025 01:16 PM

Final Approval Date: 05/01/2025

Williamson County Benefits Committee Member Terms

Term Non-Expiring	*County Judge
Term Non-Expiring	*Commissioner
Term Non-Expiring	*County Manager
Term Expires - December 31, 2026	John Pelczar - Chairman
Term Expires - December 31, 2026	Matt Williamson
Term Expires - December 31, 2025	James Carmona
Term Expires - December 31, 2025	Cathy Mendoza
Term Expires - December 31, 2025	John Gonzales

History:

*County Judge is a permanent position on the Benefits Committee and is not included in the rotation.

BC Mtg. 9/20/2017 - *Commissioner's position term periods removed. Change member term's to (3) Years, terms to begin on January 1st Non-Expiring.

BC Agenda: 5/15/2019 Motion: Recommend Dr. Lori Palazzo to fill the vacant position formerly held by John Teel, Term to expire on 12/31/2022.

BC Mtg. 7/9/2019 Motion: Recommend John Pelczar to fill Scott Parker's position, due to his upcoming retirement and to ensure John is able to receive the required training at the upcoming Annual IFEBP Conference in October 2019.

BC Mtg. 10/4/2019 Motion: Recommend Jay Schade and Cathy Mendoza's member terms for an additional (3) years, terms to expire on 12/31/2022.

BC Mtg. 1/20/21 Motion: Recommend James Carmona and Mike Knipstein to fill the two vacant positions, terms to expire on 12/31/2022. Terron Evertson additional (3) years, term to expire on 12/31/23.

BC Mtg. 6/1/2022 Motion: Recommend the re-appointment for James Carmona, Cathy Mendoza, and Mike Knipstein to an additional (3) years, terms to expire on 12/31/2025.

BC Mtg. 5/3/2023 Motion: Accept resignation of Terron Evertson, and appoint Matt Williamson to fill the vacant position, term to expire on 12/31/2023.

BC Mtg. 5/17/2023 Motion: Recommend Matt Williamson to fill the vacant position, term to expire 12/31/2023.

BC Mtg. 11/1/2023 Motion: Recommend re-appointment of John Pelczar and Matt Williamson to an additional three-year term to expire on 12/31/2026.

BC Mtg. 1/16/2025 Motion: Recommend adding County Manager as a voting member with non-expiring terms.

BC Mtg. 5/9/2025 Motion: Recommend adding John Gonzales as a voting member to fill the open vacancy due to Mike Knipstein's retirement.

Upcoming committee member vacancies:

Benefits Committee Meeting

6.

Meeting Date: 05/09/2025

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:

- United Health Care Plan Performance Review
- Medical/RX Trend
- High Claims Review
- Budget Model

Background

Attachments

Holmes Murphy 2nd QTR Benefits Committee Meeting Presentation May 9th 2025

Form Review

Form Started By: Shelley Loughrey
Final Approval Date: 05/02/2025

Started On: 05/02/2025 09:30 AM



Williamson County

2nd Quarter Benefits Committee Meeting

May 9th, 2025

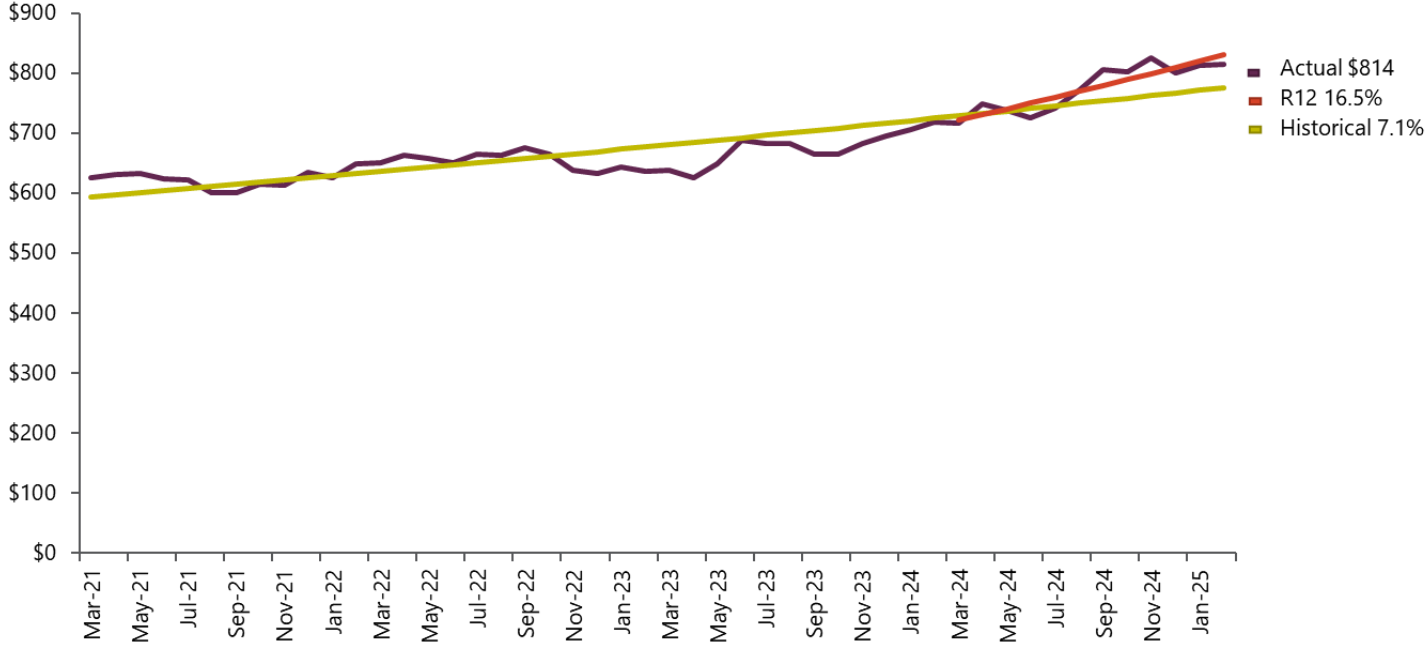


United Healthcare Plan Performance Review

Medical/RX Trend

Medical Trend Rolling 12

Look-Back Rolling 12 Medical Claims

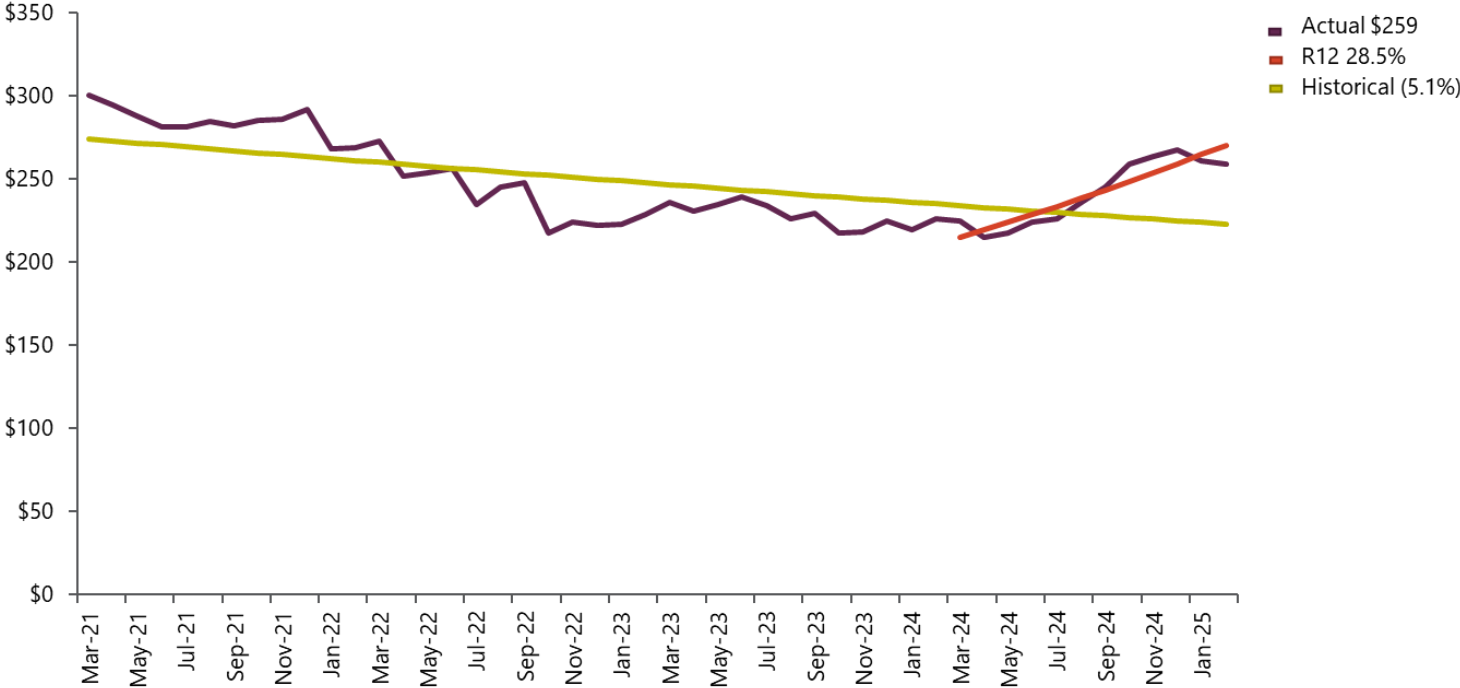


Net medical claims - includes SL reimbursements



Pharmacy Trend Rolling 12

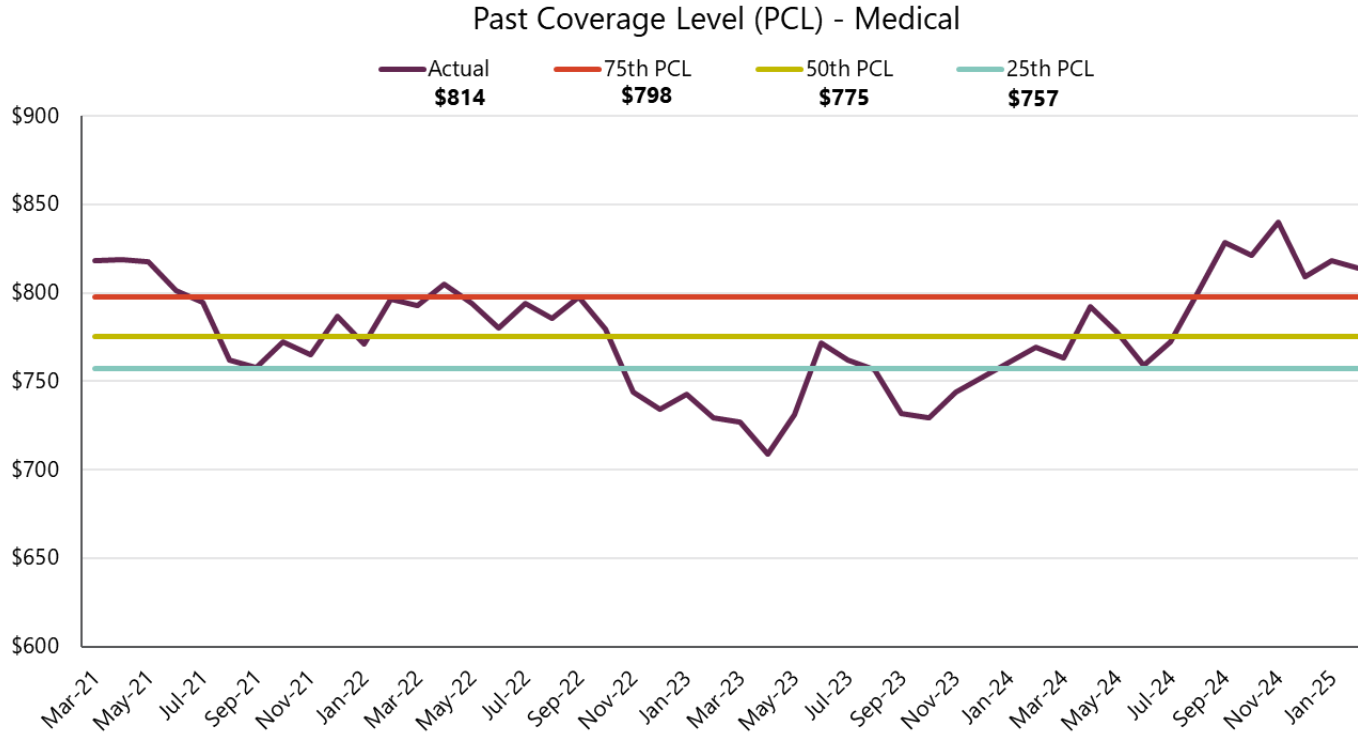
Look-Back Rolling 12 Pharmacy Claims With Rebates



Net pharmacy claims - includes rx rebates



Medical Trend PCL

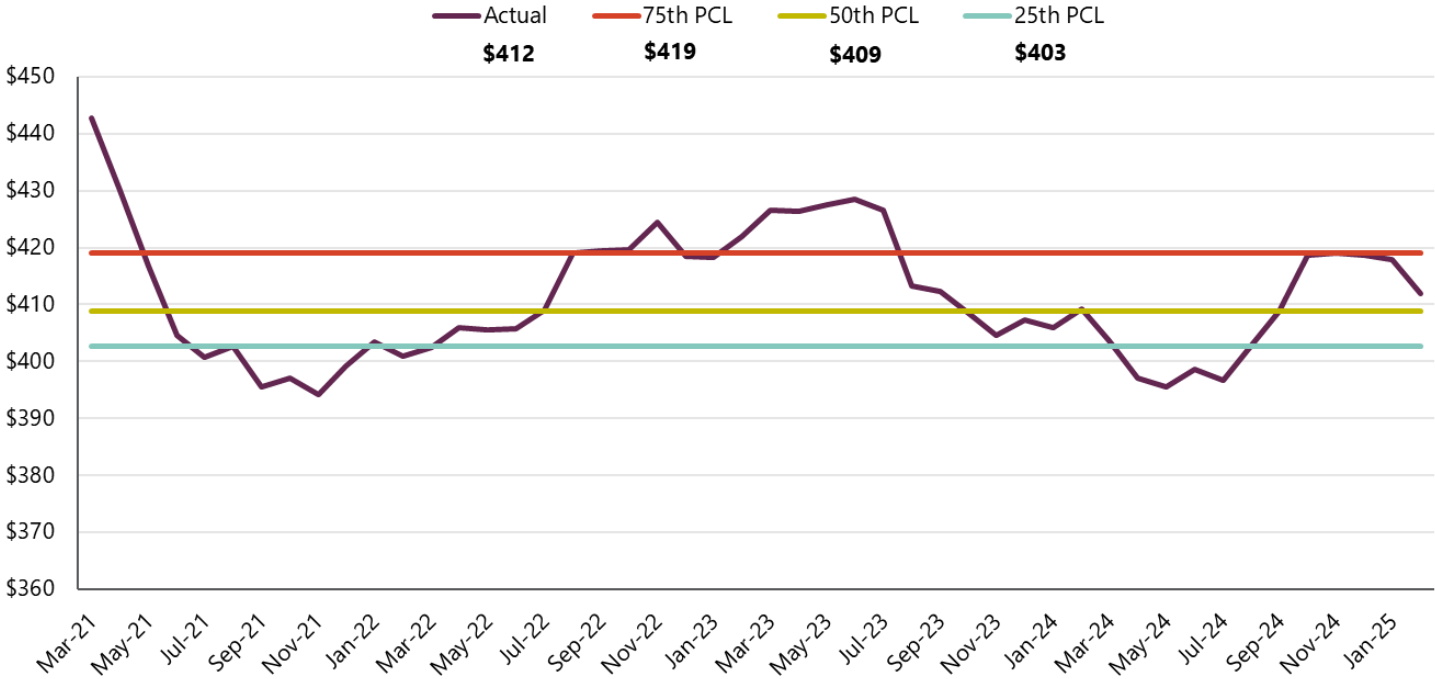


Net medical claims - includes SL reimbursements



Pharmacy Trend PCL

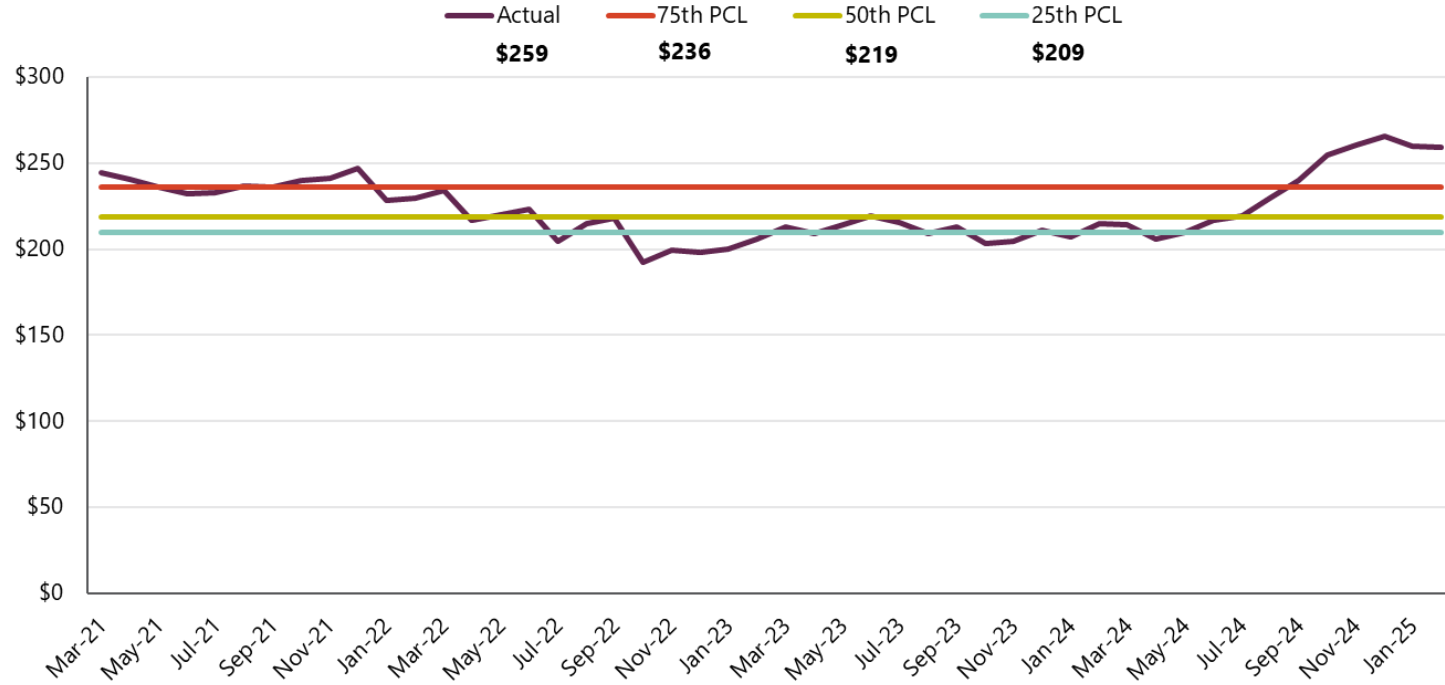
Past Coverage Level (PCL) - Pharmacy



Gross pharmacy claims - excludes rx rebates



Past Coverage Level (PCL) - Pharmacy



Net pharmacy claims - includes rx rebates

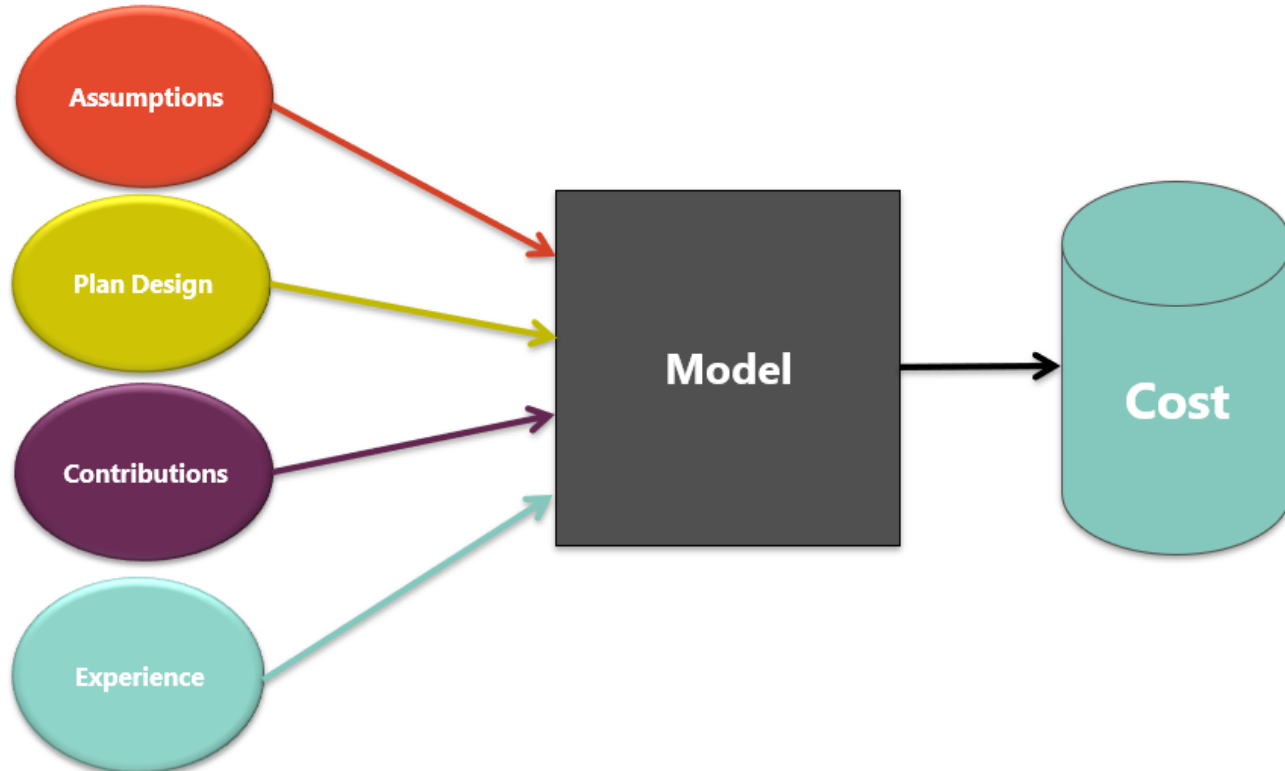


High-Cost Claimants

Claimant ID	Relationship Description	Claimant Coverage Status	Medical Diagnosis Code	Medical Diagnosis Code Description	RX Standard Therapeutic Class Description	*Derived Claim Status	Medical Paid	Rx Paid	Total Paid
Claimant 1	EMPLOYEE	ACTIVE	I13.2	HTN HRT CKD W/HF W/STAGE 5 CKD/ESRD	DIABETIC THERAPY	OPEN	\$178,780.00	\$1,742.68	\$180,522.68
Claimant 2	EMPLOYEE	ACTIVE	G36.0	NEUROMYELITIS OPTICA	OTHER THERAPEUTIC CLASS	OPEN	\$172,890.95	\$46.30	\$172,937.25
Claimant 3	EMPLOYEE	ACTIVE	Q20.4	DOUBLE INLET VENTRICLE	OTHER ANTIHYPERTENSIVES	OPEN	\$140,893.58	\$0.00	\$140,893.58
Claimant 4	SPOUSE	ACTIVE	Z51.12	ENC ANTINEOPLASTIC IMMUNOTHERAPY	ANTINEOPLASTICS	OPEN	\$71,732.65	\$41,936.42	\$113,669.07
Claimant 5	EMPLOYEE	ACTIVE	I42.0	DILATED CARDIOMYOPATHY	DIABETIC THERAPY	OPEN	\$73,795.20	\$1,820.32	\$75,615.52
Claimant 6	EMPLOYEE	ACTIVE	Z51.12	ENC ANTINEOPLASTIC IMMUNOTHERAPY	DIABETIC THERAPY	OPEN	\$61,904.51	\$3,683.33	\$65,587.84
Claimant 7	EMPLOYEE	ACTIVE	Z51.12	ENC ANTINEOPLASTIC IMMUNOTHERAPY	OTHER THERAPEUTIC CLASS	OPEN	\$56,965.46	\$38.90	\$57,004.36
Claimant 8	SPOUSE	ACTIVE	Z51.12	ENC ANTINEOPLASTIC IMMUNOTHERAPY	MISCELLANEOUS	OPEN	\$50,912.35	\$5,951.46	\$56,863.81
Claimant 9	EMPLOYEE	ACTIVE	C79.51	SECONDARY MALIGNANT NEOPLASM BONE	ANTINEOPLASTICS	OPEN	\$16,433.03	\$39,909.15	\$56,342.18
Claimant 10	EMPLOYEE	ACTIVE	M75.121	CMPL ROT CUFF TEAR/RUPT RT SHOULDR	DIABETIC THERAPY	OPEN	\$48,440.25	\$2,197.53	\$50,637.78



Budget Model



Thank
you.

Benefits Committee Meeting

7.

Meeting Date: 05/09/2025

Submitted By: Shelley Loughrey, Human Resources

Department: Human Resources

Information

Agenda Item

Review the Human Resources Department Reports.

- Financial Report
- 2026 Benefit Plan Wellness Action considerations, Wilco Parks Pass, Leadership in Wellness Excellence Award and Wellness Updates
- Benefits Team Calendar: June through September 2026 Open Enrollment preparation and educational meetings
- September 24th - Benefits Fair
- November 14th - 4th Quarter Benefit Committee Meeting

Background

Attachments

March 2025 Benefits Fund Financial Report

May 2025 Wellness BC Presentation

Form Review

Form Started By: Shelley Loughrey

Started On: 05/02/2025 09:58 AM

Final Approval Date: 05/02/2025

WILLIAMSON COUNTY
WILLIAMSON COUNTY BALANCE SHEET
Current Period: MAR-25

Date: 14-APR-25 13:10:10
Page: 1

Currency: USD

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

ASSETS

101000 CASH IN BANK	(862,916.47)
134001 PREPAID EXP-UHC	385,442.90
151100 TEXPOOL PRIME	11,414,167.61
152000 INVESTMENTS	9,901,290.11
155000 INTEREST REC, INVESTMENTS	22,964.72
164200 RIGHT TO USE ASSET	336,713.02

TOTAL ASSETS	21,197,661.89
	=====

LIABILITIES AND FUND EQUITY

LIABILITIES

202001 CLAIMS LIABILITY	(1,747,124.51)
231130 SUBSCRIPTION LIABILITY	(173,086.36)
281400 AMORTIZED-INTANGIBLE	(336,713.02)

TOTAL LIABILITIES	(2,256,923.89)

FUND EQUITY

244000 RESERVE FOR ENCUMBRANCE	0.00
271000 UNRESERVED FUND BALANCE	(18,940,738.00)

TOTAL FUND EQUITY	(18,940,738.00)

TOTAL LIABILITIES AND FUND EQUITY	(21,197,661.89)
	=====

WILLIAMSON COUNTY

STATEMENT OF REVENUES

Current Period: MAR-25

Currency: USD

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

Object	Orig Budget	Curr Budget	Monthly Rev	YTD Revenue	Rev Receivable	%Rm
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361300 INTEREST, INVESTMENTS	800,000.00	800,000.00	78,558.83	477,174.21	322,825.79	(40)
361900 NET INC/DEC FMV, INVESTMENTS	0.00	0.00	0.00	(6,805.51)	6,805.51	n/m
367100 EMPLOYER CONTRIBUTIONS	21,315,960.00	21,315,960.00	1,816,830.00	10,805,450.00	10,510,510.00	(49)
367200 EMPLOYEE DEDUCTIONS/MEDICAL	3,251,793.00	3,251,793.00	300,031.97	1,738,571.38	1,513,221.62	(47)
367201 EMPLOYEE DEDUCTIONS/DENTAL	1,394,702.00	1,394,702.00	113,671.50	664,693.55	730,008.45	(52)
367202 EMPLOYEE DEDUCTIONS/VISION	425,481.00	425,481.00	39,270.93	229,095.62	196,385.38	(46)
367300 COBRA/RETIREE DEP PREM	586,306.00	586,306.00	54,724.55	325,159.11	261,146.89	(45)
TOTAL	27,774,242.00	27,774,242.00	2,403,087.78	14,233,338.36	13,540,903.64	(49)

STATEMENT OF EXPENDITURES-BUDGET VS ACTUAL

Current Period: MAR-25

Currency: USD

Entity=01 (Williamson County), Fund=0885 (WSMN CO BENEFITS FUND), Object	Department=0885 (WSMN CO SELF FUNDING INS.) Original Budget	Current Budget	Monthly Expend	YTD Expend	YTD Exp + Encumb	UnEncumb Balance	Rm%
003600 EMPLOYEE ASSIST. PGRM	53,157.60	53,157.60	4,394.61	22,552.11	53,157.60	0.00	0
004039 RETIREE HEALTH CLAIMS, DENTAL	92,423.96	92,423.96	13,263.00	39,026.28	39,026.28	53,397.68	58
004040 RETIREE HEALTH CLAIMS, MEDICAL	958,124.68	958,124.68	168,592.00	1,061,679.67	1,061,679.67	(103,554.99)	(11)
004041 RETIREE HEALTH CLAIMS, PRESCRIPTI	1,184,698.84	1,184,698.84	131,268.00	830,320.15	830,320.15	354,378.69	30
004049 HEALTH CLAIMS PAID, DENTAL	1,520,169.63	1,520,169.63	150,064.00	734,200.30	734,200.30	785,969.33	52
004050 HEALTH CLAIMS PAID, MEDICAL	14,420,129.63	14,320,129.63	1,700,445.00	6,761,924.64	6,761,924.64	7,558,204.99	53
004051 HEALTH CLAIMS PAID, PRESCRIPTION	5,375,453.75	5,375,453.75	637,019.00	2,694,055.71	2,694,055.71	2,681,398.04	50
004054 ADMIN COST, HEALTH INS.	1,072,408.33	1,072,408.33	98,608.32	502,517.78	502,517.78	569,890.55	53
004056 ADMIN COST, DENTAL	59,829.12	59,829.12	5,310.24	31,549.43	31,549.43	28,279.69	47
004057 STOP LOSS INSURANCE	2,170,725.48	2,170,725.48	174,652.80	1,033,179.00	1,033,179.00	1,137,546.48	52
004058 GROUP LIFE PREMIUMS	78,000.00	78,000.00	6,091.62	36,209.92	36,209.92	41,790.08	54
004059 ADMIN. COST, FLEX PLAN	36,000.00	36,000.00	1,719.00	9,789.01	9,789.01	26,210.99	73
004060 ADMIN. COST, COBRA ADMINISTRATION	22,165.36	22,165.36	325.88	8,057.84	8,057.84	14,107.52	64
004065 RETIREE VISION INSURANCE	27,250.92	27,250.92	2,023.94	12,311.92	12,311.92	14,939.00	55
004066 EMPLOYEE VISION INSURANCE	425,481.48	425,481.48	39,328.15	229,013.21	229,013.21	196,468.27	46
004067 EMPLOYER HSA CONTRIBUTIONS	525,000.00	525,000.00	12,000.00	547,000.00	547,000.00	78,000.00	12
004068 ADMIN. COST, HSA	8,662.50	8,662.50	489.50	2,464.00	2,464.00	6,198.50	72
004911 COMPLIANCE FEES	31,543.75	31,543.75	0.00	1,774.29	20,273.00	11,270.75	36
004996 WELLNESS PROGRAM	427,298.72	427,298.72	6,630.94	105,048.53	166,558.26	260,740.46	61
TOTAL	28,488,523.75	28,488,523.75	3,152,226.00	14,662,673.79	14,773,287.72	13,715,236.03	48

WILLIAMSON COUNTY

Date: 14-APR-25

STATEMENT OF EXPENDITURES-BUDGET VS ACTUAL

Current Period: MAR-25

Currency: USD

Entity=01 (Williamson County), Fund=0885 (WSMN CO BENEFITS FUND), Object	Department=0886 (WSMN CO BENEFITS PGM.) Original Budget	Current Budget	Monthly Expend	YTD Expend	YTD Exp + Encumb	UnEncumb Balance	Rm%
001100 F/T SALARIES	375,028.76	387,647.74	29,556.05	173,664.25	173,664.25	213,983.49	55
001107 TEMP LABOR-SEASONAL HELP	5,000.00	5,000.00	0.00	0.00	0.00	5,000.00	100
001109 CELL PHONE STIPEND	360.00	360.00	30.00	180.00	180.00	180.00	50
001125 LONGEVITY PAY	1,248.00	1,248.00	96.00	566.40	566.40	681.60	55
001130 MERIT, RETENTION & RECRUITING	15,405.20	2,786.22	0.00	0.00	0.00	2,786.22	100
001914 BILINGUAL STIPEND	600.00	600.00	46.16	272.34	272.34	327.66	55
002010 FICA	30,419.61	30,419.61	2,166.04	12,740.74	12,740.74	17,678.87	58
002020 RETIREMENT	63,019.04	63,019.04	4,771.36	28,033.64	28,033.64	34,985.40	56
002030 INSURANCE	48,600.00	48,600.00	4,050.00	24,300.00	24,300.00	24,300.00	50
002050 WORKER'S COMP	582.73	582.73	0.00	0.00	0.00	582.73	100
003006 OFFICE EQUIPMENT < \$5,000	400.00	400.00	398.99	398.99	398.99	1.01	0
003010 COMPUTER EQUIPMENT < \$5,000	3,839.00	3,839.00	0.00	3,227.32	3,227.32	611.68	16
003011 COMPUTER SOFTWARE < \$5,000	750.00	750.00	0.00	0.00	0.00	750.00	100
003100 OFFICE SUPPLIES	5,000.00	5,000.00	0.00	0.00	0.00	5,000.00	100
003101 EDUC AIDS/MATLS	10,000.00	10,000.00	0.00	0.00	0.00	10,000.00	100
003900 MEMBERSHIP DUES	2,843.00	2,843.00	0.00	2,125.00	2,125.00	718.00	25
004100 PROFESSIONAL SERVICES	89,250.00	89,250.00	0.00	35,416.69	89,250.00	0.00	0
004181 INDEPENDENT AUDIT	5,000.00	5,000.00	0.00	5,000.00	5,000.00	0.00	0
004208 INTERNET CLOUD SOLUTIONS	145,127.89	145,127.89	0.00	47,418.81	144,850.56	277.33	0
004212 POSTAGE	3,500.00	3,500.00	0.00	0.00	0.00	3,500.00	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	79,056.21	79,056.21	4,193.76	35,404.05	35,404.05	43,652.16	55
004350 PRINTED MATERIALS & BINDING	3,000.00	3,000.00	0.00	0.00	0.00	3,000.00	100
004621 COPIER RENTAL & SUPPLIES	2,500.00	2,500.00	156.08	806.48	1,738.93	761.07	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	892,729.44	892,729.44	45,464.44	369,554.71	521,752.22	370,977.22	42



Wilco Benefits and Wellness Considerations for 2026

2026 Considerations

Add Fitness Option with One Pass Select

Will help with the following issues:

1. Offer benefit comparable to other municipalities
2. Help in recruitment and retention
3. Decrease musculoskeletal claims
4. Decrease medical claims (Diabetes, Cardiovascular, etc.)
5. Employees have been asking for this option for years
6. Removes barriers of access near places of home or work
7. Align with Strategic Plan: “Employer of Choice” and WILCO Pillars

Optum

One Pass Select[®]

A complete, fully integrated commercial fitness and well-being solution





























September 2024



A variety of membership options to fit lifestyle goals (non-subsidized subscriptions)

Category	Digital	Classic	Standard	Premium	Elite
Monthly member fee	\$10	\$34	\$69	\$109	\$159
Enrollment one-time member fee	\$10	\$29	\$29	\$29	\$29
Gym network size		12K+	14K+	16K+	20K+
Multi-location access		●	●	●	●
Digital classes	●	●	●	●	●
On-demand	●	●	●	●	●
Livestreaming	●	●	●	●	●
Workout builder	●	●	●	●	●
Grocery delivery		●	●	●	●
Family membership (10% discount)	●	●	●	●	●
Upgrade/downgrade monthly	●	●	●	●	●
Cancel within 30 days	●	●	●	●	●
Pay with sponsor rewards	●	●	●	●	●

One Pass Select network partner brands

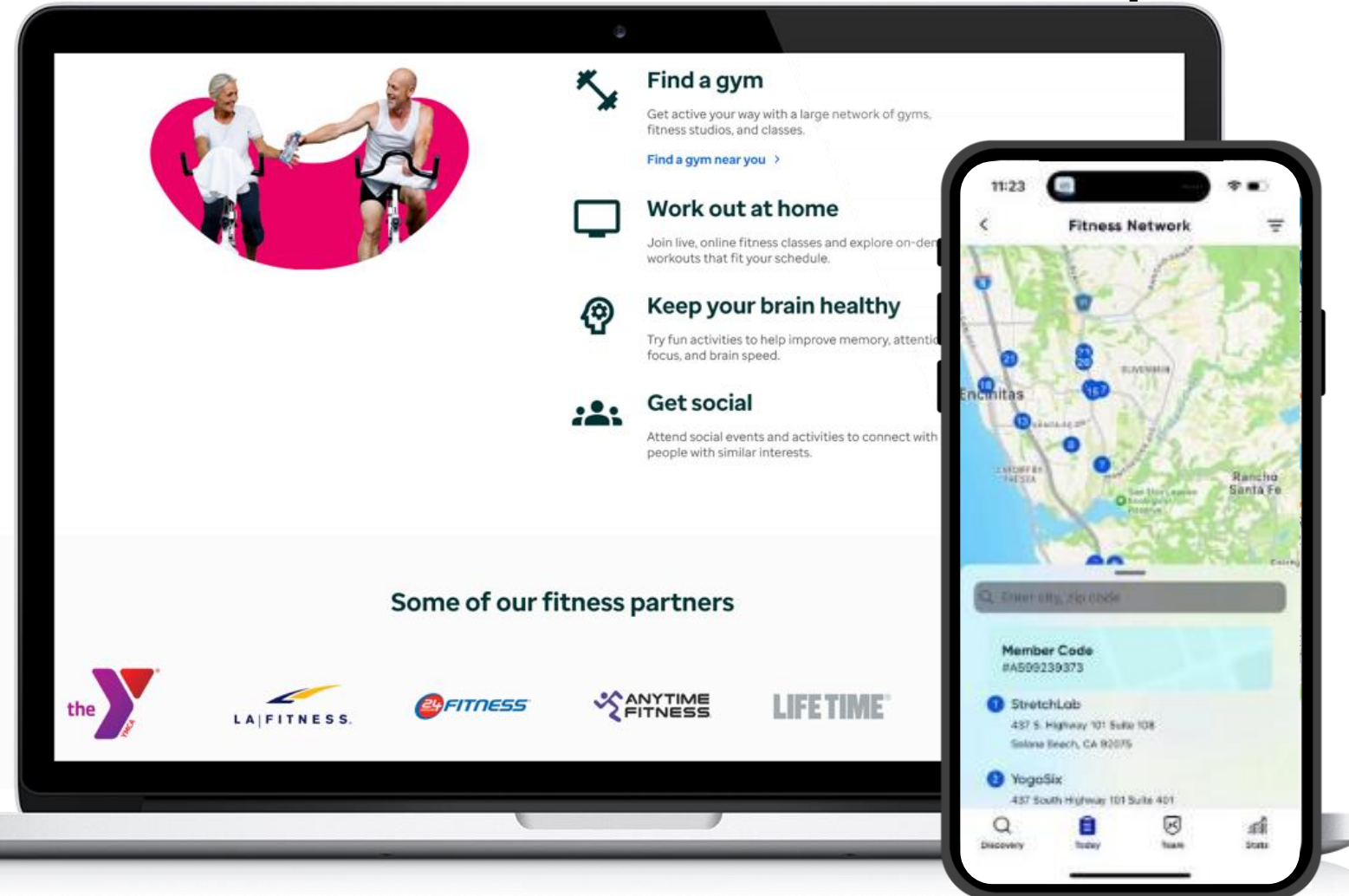
Digital	Classic	Standard	Premium	Elite
				
				
				
				
				
				
				

Please visit www.OnePassSelect.com for the current network listing. Tier level is subject to change.

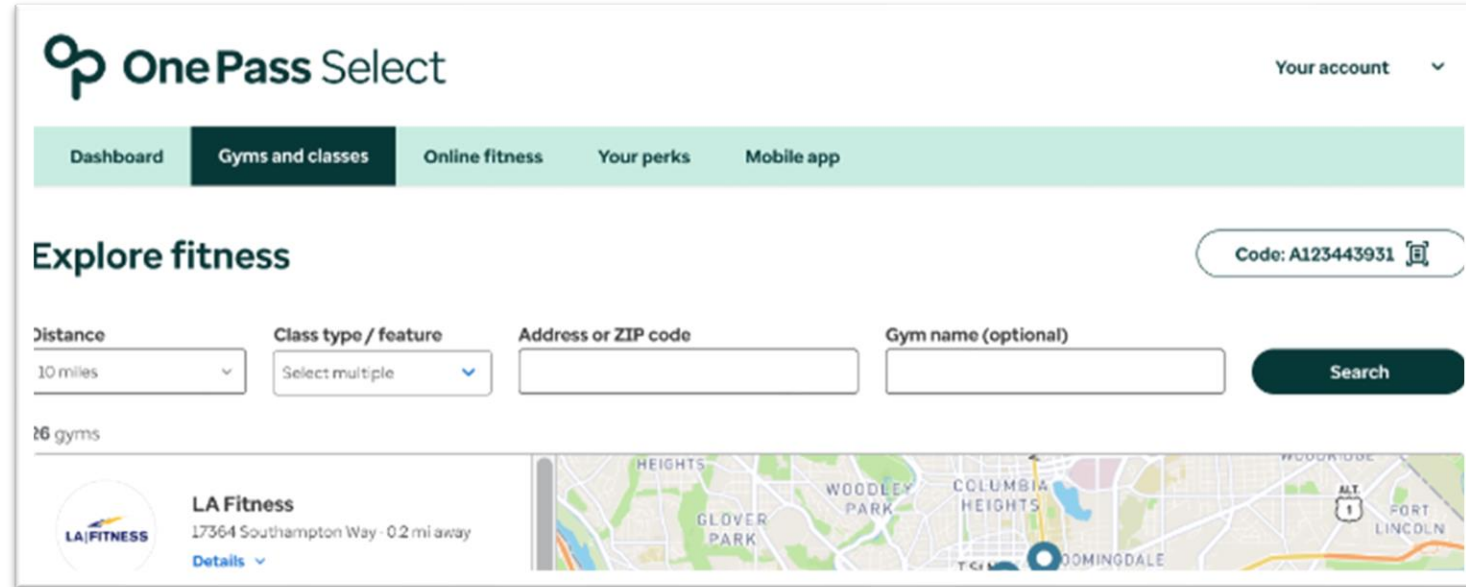
The One Pass Select experience

A comprehensive, responsive site that offers:

- Web (OnePassSelect.com)
- iOS/Android mobile app
- Enroll with One Pass Select
- Receive your member code
- Searchable fitness network directory
- Digital fitness solutions
- Healthy meal delivery and additional perks



Fitness facility search



The screenshot shows the OnePass Select website interface. At the top left is the OnePass Select logo, and at the top right is a "Your account" dropdown menu. Below the logo is a navigation bar with tabs for "Dashboard", "Gyms and classes" (which is highlighted), "Online fitness", "Your perks", and "Mobile app". The main heading is "Explore fitness". To the right of this heading is a search code field containing "Code: A123443931" with a refresh icon. Below the heading are four search filters: "Distance" (set to "10 miles"), "Class type / feature" (set to "Select multiple"), "Address or ZIP code" (empty text input), and "Gym name (optional)" (empty text input). A dark green "Search" button is positioned to the right of these filters. Below the filters, it says "26 gyms". The first result is "LA Fitness" with the address "17364 Southampton Way · 0.2 mi away" and a "Details" link. To the right of the text is a map showing the location of the gym in a neighborhood with labels like "GLOVER PARK", "WOODLEY PARK", "COLUMBIA HEIGHTS", and "DOMINGDALE".

Members can find participating locations by entering an address or ZIP code, and can be filtered by distance, class type and features



Available on both web and mobile

Subsidy value points

Client subsidy:
Digital tier only

.....

~2%

of their total population enroll
in One Pass Select

~80%

of the enrolled members
enrolled in the Digital Tier

Client subsidy:
Both digital and classic tiers

.....

~40%

of their total population enroll
in One Pass Select

~97%

of the enrolled members
enrolled in the Classic Tier

Clients who subsidize digital/classic tiers have **over 13% more monthly participants** (enrolled members who used the benefit) than clients who subsidize the digital tier.

But of those monthly participants, members with the **digital subsidy used the benefit nearly twice** as much throughout the month than members with the digital/classic subsidy.

Cost Options

Only Offering to Medical Covered Employees

- Employees on a wilco medical plan
- $1750 * 4.46 = \$7,805 * 12$
- $= \$93,660$

Offering to All Employees (recommended)

- All Full Time Employees (including projected added positions)
- $2191 * 4.46 = \$9,771.86 * 12$
- $= \$117,262.32$

2026 Considerations

Update Wellness Action Items

- Program has had same actions for several years with little to no change in health behaviors
- Employees often feel resentment and have a negative stigma
- Program feels stale and disconnected from employee needs and asks
- Changing program encourages engagement which includes active participation
- Inspire health changes through support and culture movement

Wellness Action Items Changes

Action: Offer employees **multiple paths** to qualify for wellness incentives by completing 3 of 6 choices instead of a one-size-fits all approach:

- Biometric screening
- Health coaching sessions
- Wilco health screenings
- SmartDollar points
- Wilco U participation
- Movement Points

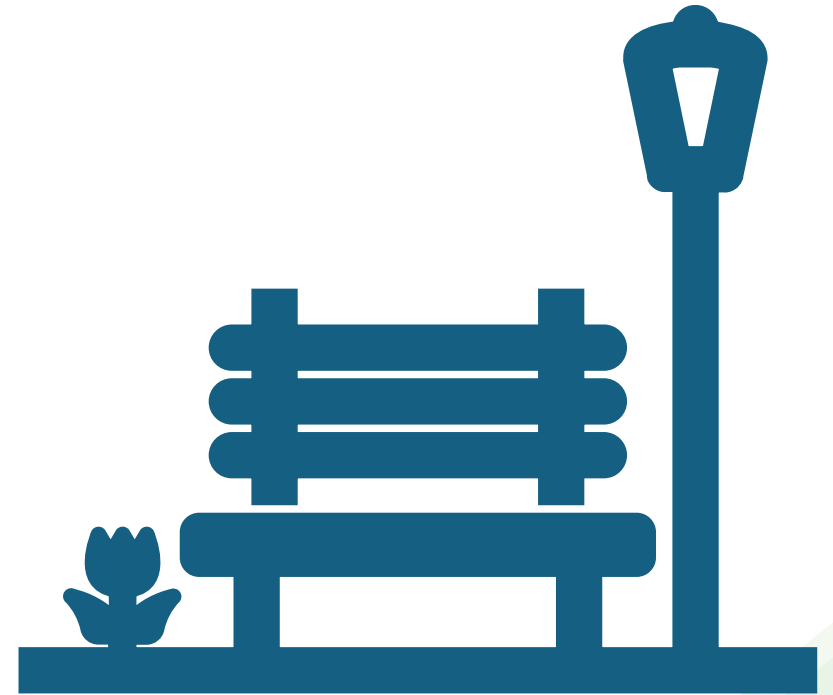
Build a culture that supports employees by listening to feedback received

Strategic Wellness Evolution Timeline

<u>Timeline</u>	<u>Legacy Phase</u>	<u>Strategic Shift</u>
2021	Surcharge model and language (penalty based); Established program foundation	Reframed as medical premium discounted rate
2023	Rigid 3-action model and compliance-focused participation	Expanded flexibility with point-based options to reduce resistance
2024–25	Limited engagement beyond insurance-incentive framing and compliance	Enhancing connection to other offerings to support employee in their health journey
2024–25	Limited emphasis on autonomy or perceived relevance	New model: 3 out of 6 action options with intentional connection to employee experience; support whole-person well-being
2024–25	Wellness viewed as separate from County culture; opportunity to build on leadership support and engagement to support Wilco culture	Enhancing integration with County offerings building connection to Wilco (not UHC) supports “employer of choice” strategic plan
2026	Updating model and communications to reflect culture of support and value	Stronger program credibility, enhanced trust and engagement, culture of well-being, and goal of long-term cost reduction

Parks Pass

- Optional for all employees to have access to an annual Wilco Parks Pass that the Parks department currently has in place
- The \$50 fee would be waived, taxable to the employee
- The employee would go to the Parks Department to get the pass
- Mirrors what other organizations are offering and aligns with Wilco Strategic Plan





Leadership in Wellness Excellence Award

- Recognizes Leadership and Wellness Leaders who exemplify a deep commitment to the health, well-being, and culture of Williamson County

Nominees for this award have:

- Demonstrated **visible support** for wellness initiatives within their department
 - Fostered an environment where employees feel **seen, supported, and empowered** to take care of their health
 - Integrated wellness into **daily practices, planning, or leadership decisions**
 - Encouraged engagement, **reduced stigma**, or bridged gaps between teams to support well-being
 - Served as an **example of balanced, intentional leadership**
-

Wellness Updates



Smart Dollar – 258 participants (13%); nearly \$40,000 reported financial turn around (debt eliminated/savings)



Over 30 upcoming open enrollment meetings

- Updating Communications –
- Making wellness feel relevant, supportive, and employee centered
- Aligning with values: care, accountability, and shared ownership
- Supports culture of well being
- Focused on increasing participation and engagement vs checking boxes



Sampling: Overall 466 responses

2025 Employee Benefit Survey Comments

“stop forcing people to use the insurance by threatening to charge them more because to be honest I get the point of it but there is a lot of factors that prevent someone from taking care of these requirements.”

you make us jump through hoops to make you feel better but do not actually do anything to encourage health and well-being

“Make it where each department can get out to participate in some of the wellness programs going on. Example: To participate in giving blood, doing the scans offered by Wilco by giving the different departments time to go without having to use PTO or holiday/sick time.”

“stop charging people the fee if they don't complete the task this is the only place i worked for that does this”

I'm generally okay with the wellness and benefits offered, but I have concerns about the tracking app and the requirement to upload my health information. Even though it's technically optional, if you choose not to participate, you end up paying more for healthcare. This setup feels coercive and compromises my privacy by forcing me to share personal data to avoid additional costs.

“Have rebates for physical health such as free gym memberships, or earning time off for working out during a set period of time etc”

“Monthly wellness activities or challenges with incentives for staff to participate and compete in.”

“continuing the resources that are already available and possibly add more incentive programs.”

“You could not make us pay for an extra discount on WILCO's behalf just so the county can save a dollar. The plan should not be conditional but you make it that way.”

I am somewhat satisfied. I do not think the county's wellness activities actually promote health but the coverage options for benefits are good.

Benefits are satisfactory. I have past experience with a wellness program where we were allotted 3 hours per week to add to our lunch for wellness activities such as going to the gym, taking a walk, mediating etc. which helped promote wellness and contribute to life/work balance.

Offer the options but have it be on the county's time mandated to all offices/departments regardless of who is running the office (elected official or not) not where I have to take my personal time to do it. I do not like using sick/vacation time to go see my doctor on a requirement of the health plan.

Have all leaders on the same page of the importance of employee wellbeing. The County employees have very stressful jobs and need a leader that balances this with also serving the public.

The Benefits Fair, if it could be a weeklong event in order for more participants to participate. or perhaps after 5pm or if we could close the offices in order to participate. wasn't able to attend due to others in the office having seniority and their requests were approved. we can't work on a skeleton crew and could close down.

As a department head, I would love to host the benefits team to come in-person and present information about wellness and benefits to my team.

Training for managers on how we could better support our employees' health and well-being. Most of us do not know or are limited with ideas.

I don't see how that can ever happen. Elected Officials make their own rules for their offices. No departments follow the same set of rules.

I don't feel that our director is supportive about our wellbeing. Maybe because they're not active people, they don't exercise at all, why should anyone else. Thanks for all that ya'll for though!

communication. Please be the advocate for the employees and share all benefits and wellness programs. Not all departments share this information.

Would like to see more in person meetings, as not everyone has time for team's meetings, nor do all departments allow time to participate in those.

i would say that leadership is not entirely engaged in the wellness program