

NOTICE OF MEETING
OF THE
WILLIAMSON COUNTY BENEFITS COMMITTEE

Date & Time: September 10, 2025 at 2:00 p.m.
Williamson County Georgetown Annex
Human Resources
100 Wilco Way, Suite HR105
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. Review and approval of minutes from the June 24, 2025, 8:30 a.m. Benefits Committee Meeting.
3. Discuss, consider and take appropriate action regarding United Healthcare Pharmacy updates/changes to the formulary.
4. Discuss, consider and take appropriate action regarding Texas House Bill 4144 and House Bill 198.
5. Review the Human Resources Department Reports.
 - Financial Reports

Next Meeting: November 14, 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 3rd day of September, 2025 at 5:00 p.m. and remained posted for at least three business days before the scheduled date of said meeting.

Benefits Committee Meeting

2.

Meeting Date: 09/10/2025

Submitted By: Shelley Loughrey, Human Resources

Department: Human Resources

Information

Agenda Item

Review and approval of minutes from the June 24, 2025, 8:30 a.m. Benefits Committee Meeting.

Background

Attachments

6.24.2025 BC Meeting Minutes

Form Review

Form Started By: Shelley Loughrey

Started On: 06/25/2025 04:01 PM

Final Approval Date: 06/25/2025

D R A F T
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: June 24, 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: Steven Snell, Committee Member
Cynthia Long, Committee Member
Rebecca Clemons, Committee Member
John Pelczar, Committee Member
Cathy Mendoza, Committee Member
James Carmona, Committee Member

Absent: Matt Williamson, Committee Member
John Gonzales, Committee Member

Others Present: Shelley Loughrey, Director of Benefits Administration
Jazzmin Myers, Benefits Analyst
Nikki Morgan, Holmes Murphy, Benefit Broker Consultant
David Gibson, Holmes Murphy, Benefit Broker Consultant

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

Motion by: Committee Member Cathy Mendoza

Second: Committee Member James Carmona

Aye: Committee Member Steven Snell

Committee Member Cynthia Long

Committee Member Rebecca Clemons

Committee Member John Pelczar

3. Discuss, consider, and take appropriate action regarding the 25RFP47 Employee Benefits Group Life, Voluntary Life, Voluntary Long Term Disability, Voluntary Short Term Disability, Voluntary Accident, and Voluntary Critical Illness.

Motion by: Committee Member Rebecca Clemons

Second: Committee Member James Carmona

Aye: Committee Member Steven Snell

Committee Member Cynthia Long

Committee Member John Pelczar

Committee Member Cathy Mendoza

The committee approved the recommendation to select Symetra as the benefits vendor for 25RFP47.

Next Meeting: September 10, 2025.

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

3.

Meeting Date: 09/10/2025

Submitted By: Shelley Loughrey, Human Resources

Department: Human Resources

Information

Agenda Item

Discuss, consider and take appropriate action regarding United Healthcare Pharmacy updates/changes to the formulary.

Background

Attachments

No file(s) attached.

Form Review

Form Started By: Shelley Loughrey

Started On: 08/22/2025 08:12 AM

Final Approval Date: 08/22/2025

Benefits Committee Meeting

4.

Meeting Date: 09/10/2025

Submitted By: Shelley Loughrey, Human Resources

Department: Human Resources

Information

Agenda Item

Discuss, consider and take appropriate action regarding Texas House Bill 4144 and House Bill 198.

Background

Attachments

Texas House Bill 4144 and HB198

Form Review

Form Started By: Shelley Loughrey
Final Approval Date: 08/20/2025

Started On: 08/20/2025 10:11 AM

Texas House Bills

Texas House Bill 4144 and HB198

HB 4144: Texas [House Bill 4144](#) was recently signed into law, requiring governmental entities to provide retired firefighters and peace officers diagnosed with specified conditions a critical-illness supplemental benefit up to \$100,000 if they do not offer a retiree health plan comparable in cost and coverage to active-employee benefits.

Insight: [Fire departments and law enforcement agencies with at least 50 firefighters or peace officers](#) should evaluate their retiree health plans to see if the retiree coverage for firefighters and peace officers is comparable in both coverage *and cost* to the coverage provided to active employees who are exempt from this requirement.

If they do *not* offer retiree health benefits [comparable in coverage and cost](#), then they are required to provide a critical-illness supplemental policy that would pay up to \$100,000 in benefits to retired firefighters and peace officers diagnosed with specified conditions within three years of their retirement. The supplemental income benefit is capped at the lesser of \$100,000 or the retiree's final salary and can be made as a lump sum or in equal payments over three consecutive months.

If retirees are already offered health benefits comparable in coverage and cost to active-employee benefits, the governmental entity is exempt from this requirement.

Impact: The Act takes effect on September 1, 2025, and applies prospectively to firefighters and peace officers retiring on or after January 1, 2026.

HB 198: Texas [House Bill 198](#) requires occupational cancer screenings be offered to firefighters. As occupational screenings are outside Holmes Murphy's area of expertise, we recommend discussing this with legal counsel for additional guidance.

Note: Holmes Murphy is currently working to develop a product solution that may solve for this requirement. We are still in the development stages, however, will provide additional information once finalized.

While Williamson County does offer pre-65 retiree benefits, it is the "comparable cost" portion of this bill we suggest you review with your legal counsel to provide their interpretation. Following is an overview of Texas House Bill 4144 and HB198.



Benefits Committee Meeting

5.

Meeting Date: 09/10/2025

Submitted By: Shelley Loughrey, Human Resources

Department: Human Resources

Information

Agenda Item

Review the Human Resources Department Reports.

- Financial Reports

Background

Attachments

2025 July Benefits Fund Financial Report

Form Review

Form Started By: Shelley Loughrey

Started On: 09/02/2025 02:38 PM

Final Approval Date: 09/02/2025

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

Date: 28-AUG-25 11:07:04
Page: 1

Currency: USD

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

ASSETS

101000 CASH IN BANK	(1,221,583.56)
134001 PREPAID EXP-UHC	(235,344.72)
151100 TEXPOOL PRIME	8,676,620.26
152000 INVESTMENTS	11,892,473.95
155000 INTEREST REC, INVESTMENTS	143,571.54
164200 RIGHT TO USE ASSET	336,713.02

TOTAL ASSETS	19,592,450.49
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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	(17,335,526.60)

TOTAL FUND EQUITY	(17,335,526.60)

TOTAL LIABILITIES AND FUND EQUITY	(19,592,450.49)
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STATEMENT OF REVENUES

Current Period: JUL-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
361300 INTEREST, INVESTMENTS	800,000.00	800,000.00	74,621.80	779,777.52	20,222.48	(3)
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	1,806,300.00	18,050,900.00	3,265,060.00	(15)
367200 EMPLOYEE DEDUCTIONS/MEDICAL	3,251,793.00	3,251,793.00	291,767.38	2,912,457.73	339,335.27	(10)
367201 EMPLOYEE DEDUCTIONS/DENTAL	1,394,702.00	1,394,702.00	113,280.89	1,117,772.62	276,929.38	(20)
367202 EMPLOYEE DEDUCTIONS/VISION	425,481.00	425,481.00	39,021.71	385,383.23	40,097.77	(9)
367300 COBRA/RETIREE DEP PREM	586,306.00	586,306.00	57,487.05	543,673.66	42,632.34	(7)
370500 MISCELLANEOUS REVENUE	0.00	0.00	0.00	(280.67)	280.67	n/m
TOTAL	27,774,242.00	27,774,242.00	2,382,478.83	23,782,878.58	3,991,363.42	(14)

11:07:23

STATEMENT OF EXPENDITURES-BUDGET VS ACTUAL

Page: 1

Current Period: JUL-25

Currency: USD

Entity=01 (Williamson County), Fund=0885 (WSMN CO BENEFITS FUND), Object	Original Budget	Department=0885 (WSMN CO SELF FUNDING INS.) Current Budget	Monthly Expend	YTD Expend	YTD Exp + Encumb	UnEncumb Balance	Rm%
003600 EMPLOYEE ASSIST. PGRM	53,157.60	53,157.60	4,409.10	40,089.15	53,157.60	0.00	0
004039 RETIREE HEALTH CLAIMS, DENTAL	92,423.96	92,423.96	27,785.00	86,176.48	86,176.48	6,247.48	7
004040 RETIREE HEALTH CLAIMS, MEDICAL	958,124.68	1,916,249.36	113,463.00	1,533,595.72	1,533,595.72	382,653.64	20
004041 RETIREE HEALTH CLAIMS, PRESCRIPTI	1,184,698.84	1,184,698.84	130,393.00	1,347,166.88	1,347,166.88	(162,468.04)	(14)
004049 HEALTH CLAIMS PAID, DENTAL	1,520,169.63	1,520,169.63	101,156.00	1,227,056.63	1,227,056.63	293,113.00	19
004050 HEALTH CLAIMS PAID, MEDICAL	14,420,129.63	13,362,004.95	1,548,579.00	13,121,682.43	13,121,682.43	240,322.52	2
004051 HEALTH CLAIMS PAID, PRESCRIPTION	5,375,453.75	5,375,453.75	706,093.00	4,236,297.37	4,236,297.37	1,139,156.38	21
004054 ADMIN COST, HEALTH INS.	1,072,408.33	1,072,408.33	98,062.92	897,769.16	897,769.16	174,639.17	16
004056 ADMIN COST, DENTAL	59,829.12	59,829.12	5,285.28	52,843.43	52,843.43	6,985.69	12
004057 STOP LOSS INSURANCE	2,170,725.48	2,170,725.48	173,686.80	1,733,239.20	1,733,239.20	437,486.28	20
004058 GROUP LIFE PREMIUMS	78,000.00	78,000.00	6,764.72	60,647.99	60,647.99	17,352.01	22
004059 ADMIN. COST, FLEX PLAN	36,000.00	36,000.00	1,716.00	16,686.01	16,686.01	19,313.99	54
004060 ADMIN. COST, COBRA ADMINISTRATION	22,165.36	22,165.36	645.52	12,827.14	12,827.14	9,338.22	42
004065 RETIREE VISION INSURANCE	27,250.92	27,250.92	1,929.12	20,167.28	20,167.28	7,083.64	26
004066 EMPLOYEE VISION INSURANCE	425,481.48	425,481.48	39,002.71	386,007.87	386,007.87	39,473.61	9
004067 EMPLOYER HSA CONTRIBUTIONS	525,000.00	625,000.00	4,000.00	566,000.00	566,000.00	59,000.00	9
004068 ADMIN. COST, HSA	8,662.50	8,662.50	530.75	4,463.25	4,463.25	4,199.25	48
004911 COMPLIANCE FEES	31,543.75	33,250.80	29,991.49	31,765.78	33,250.80	0.00	0
004996 WELLNESS PROGRAM	427,298.72	418,508.34	10,065.88	139,655.42	207,440.82	211,067.52	50
TOTAL	28,488,523.75	28,481,440.42	3,003,559.29	25,514,137.19	25,596,476.06	2,884,964.36	10

WILLIAMSON COUNTY

Date: 28-AUG-25

11:07:24

STATEMENT OF EXPENDITURES-BUDGET VS ACTUAL

Page: 1

Current Period: JUL-25

Currency: USD

Entity=01 (Williamson County), Fund=0885 (WSMN CO BENEFITS FUND), Object	Original Budget	Department=0886 (WSMN CO BENEFITS PGM.) Current Budget	Monthly Expend	YTD Expend	YTD Exp + Encumb	UnEncumb Balance	Rm%
001100 F/T SALARIES	375,028.76	387,647.74	29,819.14	307,850.32	307,850.32	79,797.42	21
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	300.00	300.00	60.00	17
001125 LONGEVITY PAY	1,248.00	1,248.00	96.00	998.40	998.40	249.60	20
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	480.06	480.06	119.94	20
002010 FICA	30,419.61	30,419.61	2,186.16	22,631.40	22,631.40	7,788.21	26
002020 RETIREMENT	63,019.04	63,019.04	4,813.58	49,692.35	49,692.35	13,326.69	21
002030 INSURANCE	48,600.00	48,600.00	4,050.00	40,500.00	40,500.00	8,100.00	17
002050 WORKER'S COMP	582.73	582.73	0.00	264.00	264.00	318.73	55
003006 OFFICE EQUIPMENT < \$5,000	400.00	550.00	0.00	523.97	523.97	26.03	5
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	268.80	268.80	481.20	64
003100 OFFICE SUPPLIES	5,000.00	4,850.00	0.00	372.01	372.01	4,477.99	92
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	199.00	2,324.00	2,324.00	519.00	18
004100 PROFESSIONAL SERVICES	89,250.00	96,333.33	23,729.18	80,395.86	96,333.33	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	24,202.03	119,485.12	145,120.45	7.44	0
004212 POSTAGE	3,500.00	3,500.00	0.00	1,018.64	1,018.64	2,481.36	71

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	169.00	35,573.05	35,573.05	43,483.16	55
004350 PRINTED MATERIALS & BINDING	3,000.00	3,000.00	0.00	238.35	238.35	2,761.65	92
004621 COPIER RENTAL & SUPPLIES	2,500.00	2,500.00	119.61	1,344.28	1,858.54	641.46	26
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	355.00	355.00	145.00	29
TOTAL	892,729.44	899,812.77	89,459.86	672,842.93	714,929.99	184,882.78	21