

2026 Benefit Committee Calendar Year Plan

Key Dates: Benefit Committee Voting Members

Month/Key Dates:	Activity	Leader
January	First Quarter	
7 th 9-11	Benefit Committee Meeting – Quarterly Review RFP EAP Employee Assistance Program, RFP Broker Consultant need to appoint review committee for both RFP’s and discuss timeline, contract must be finalized by 1/12027, EAP & Broker Consultant by 9/1 for potential implementation	David/Nikki/ Allen/Shelley
February	Wellness Subcommittee Meeting	
13 th 1 –4:30	Review and evaluate current Wellness Program, discuss program modifications for 2027 & 2027 Wellness Strategy Plan Incentives	David/Nikki/UHC/ Allen/Angela/ Shelley/C. Long/C. Mendoza
April	Financial Planning Meeting	
17 th 9-3 Auditor’s TBD	Budget Outline - Tentative Numbers	David/Actuary/Julie /John BC Chair/ Allen/Shelley/Auditor’s Office – Julie, Jalyn and Ganae, UHC
29 th 9-3, Full Day	Benefit Committee Meeting – Quarterly Review Budget Proposal, Renewal/Changes Benefit Plans/EE Rates – Medical/Dental/Vision, Wellness Strategy for 2027 Benefit Plan Year – Must have final recommendation, Budget Initial #'s, for placement on CC Court, in prep for Open Enrollment set up	David/Actuary/ Allen/Shelley/BC Committee
May	Second Quarter	
15 th 9-12, Half Day	Benefit Committee Meeting – Quarterly Review Budget Proposal, Renewal/Changes Benefit Plans/EE Rates – Medical/Dental/Vision, Wellness Strategy for 2027 Benefit Plan Year – Must have final recommendation, Budget Initial #'s, for placement on CC Court, in prep for Open Enrollment set up	David/Actuary/ Allen/Shelley/BC Committee
August	Third Quarter	
TBD	Open Enrollment Meetings – Webinars Leadership, 2027 Benefit Plan Changes, Rates for Employees/Retirees	Laurie Macina/ BC Committee/ Benefits Team
TBD	In Person OE Meetings – 2027 Benefit Plan Changes for these Departments (URS/Fleet, Building Maintenance, Corrections, Juvenile Services)	Angela/Shelley
September	Third Quarter	
9/21 - 10/2	Open Enrollment Period	Wilco Benefits Team
23 rd	Benefit Fair In-person – Georgetown Annex, Second Floor	Shelley/Wilco Benefits Team
November	Fourth Quarter	
20 th 9-11	Benefit Committee Meeting – Quarterly Review	Shelley/Allen/David/ Wilco Benefits Team

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Detailed Activity Plan

Color Code:	Yellow – Broker Consultant Action Grey – Benefit Committee Meetings	
Month/Key Dates:		Leader
January	First Quarter	
Week of December 15th, 2025	Call/Meet with David/ to Review Agenda	David/Nikki/ Shelley
7th 9-11	Benefit Committee Meeting – Quarterly Review RFP EAP, RFP – Broker Consultant (exclude Holmes Murphy) Employee 1 st Qtr., Financial Reports, regular agenda Items	David/Nikki/ Shelley/BC Committee
TBD	RFP – EAP	David/Nikki/ Shelley/Allen/Purch asing/BC
TBD	RFP – Broker Consultant	Shelley/Allen/Purch asing/BC
February 13th 1 – 4:30	Wellness Subcommittee Meeting	David/Nikki/ Allen/Angela/ Shelley/Wellness Subcommittee
April	Second Quarter	
	Wellness Week – Harbor Health, Bexa, Dexa, and Airrosti	Benefits Team
13th or 17th TBD 9-3, Full Day	Financial Planning Meeting - Budget Outline – Work Planning Meeting, Tentative Budget Numbers	David/Actuary/ Nikki/UHC/BC Chair, John/Julie Allen/Shelley
1st	Budget Numbers entered Questica – will use High bid # Received then adjust down for final numbers.	Shelley/Allen
29th 9 -3, Full Day	Benefit Committee Meeting – Quarterly Review Proposal of Renewal Benefit Plans/EE Rates – Medical/Dental/Vision, Wellness Strategy for 2027 Plan Year – Must have final recommendation, Budget Initial #'s, for placement on CC Court. RFP Recommendation EAP.	David/Nikki/ Actuary/ Allen/Shelley/ BC Committee
May		
15th 9-12, Half Day	Benefit Committee Meeting Finalize Benefits Budget, ER Funding, EE Rates, Plan Design Changes, Wellness Actions.	David/Nikki/ Allen/Shelley/ BC Committee
TBD	Meet with Commissioners (Cook, Boles, Covey) Review Plans, ER Contribution & EE Rates	Allen/Shelley
TBD	Review Final Presentation – Holmes Murphy for CC Court	Shelley/Holmes Murphy
June	Third Quarter	
2nd or 9th	Commissioners Court Presentation and Approval of Benefits 2027 Plan Year: (Med/Den/Vision, FSA/HSA Cafeteria Plan – Plans & Rates.) Once approved Holmes Murphy to update Wilco Benefit Guide.	David/ Allen/Shelley

	Final Budget – Questica	Allen/Shelley
July		
10th	Finalize 2027 Benefit Guide due by July 10th	Holmes Murphy – Nikki/David
	2027 OE Communications Prep: Benefit Guide, & Benefit Portal Updates for Open Enrollment	David/Nikki/ Shelley/Angela/ UHC/Benefits Portal
August		
3rd	All Open Enrollment Communication Materials Finalized	Shelley, UHC, Benefits Portal
TBD	Shelley Schedule Leadership/Elected Officials/HR Liaisons Present 2027 Plan Changes – Webinars	Shelley/Angela Allen/Benefits Team
TBD	In Person OE Meetings – 2027 Benefit Plan Changes for these Departments (URS/Fleet, Building Maintenance, Corrections, Juvenile Services, Parks)	Angela/Shelley
31st	Budget Adopted	Allen/Shelley
September		
21st – Oct. 2nd	Open Enrollment Period	Shelley/Benefits Team
23rd	Benefit Fair – Georgetown Annex, 2nd Floor	Shelley/Benefits Team
October	Fourth Quarter	
1st – 2nd	Open Enrollment Period	Employees/ Retirees
Week of - TBD	Holmes Murphy to Schedule Call with Allen/Shelley, Review Agenda for BC Agenda Publication on Sept. 27th Items to be included: Stop Loss RFP Draft/Review	David/Nikki/ Allen/Shelley
November		
20th	RFP BC Selection Committee make recommendations to the BC Committee for the Broker Consultant Broker Consultant to Review RFP Stop Loss Quote & Make Recommendation to Committee	RC David/Nikki/ Allen/Shelley/ Review Committee
20th 9 -11	Benefit Committee Meeting –Quarterly Review, regular agenda items and Financial Reports.	David/Nikki/ Allen/Shelley/ BC Committee
December		
TBD	CC Court Approval Stop Loss RFP	Allen/Shelley