

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: November 14, 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: Rebecca Clemons, Committee Member
John Pelczar, Committee Member
Cathy Mendoza, Committee Member
Matt Williamson, Committee Member
James Carmona, Committee Member

Absent: Cynthia Long, Committee Member
Steven Snell, Committee Member
John Gonzales, Committee Member

Others Present: Shelley Loughrey, Director of Benefits Administration
Julie Kiley, County Auditor
Allen Frederick, Chief People Officer
Bryan Williams, Assistant Chief Deputy
Angela Collins, Wellness Coordinator
Jazzmin Myers, Benefits Analyst
Mercades Duhon, Sr. Benefits Specialist
Laurie Macina, United Health Care Consultant
David Gibson, Holmes Murphy, Benefit Broker Consultant

2. Review and approval of minutes from the September 10, 2025 2:00 p.m. Benefits Committee Meeting.

Motion by: Committee Member Rebecca Clemons

Second: Committee Member James Carmona

Aye: Committee Member John Pelczar
Committee Member Cathy Mendoza
Committee Member Matt Williamson

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

- Medical/RX Trend Review
- Large Claim Review
- UHC Administration/Stop Loss Fee Renewal
- Texas House Bill 4144 Update
- One Pass Select Benefit Update

Motion by: Committee Member James Carmona

Second: Committee Member Cathy Mendoza

Aye: Committee Member Rebecca Clemons
Committee Member John Pelczar
Committee Member Matt Williamson

The Benefits Committee voted to approve the increase of the Naviguard Fees.

4. Discuss, consider, and take appropriate action regarding the Benefit Plan Year 2026 UHC Stop Loss Renewal proposal.

The Benefits Committee voted to keep the Stop Loss Renewal at \$300,000.

Motion by: Committee Member Rebecca Clemons

Second: Committee Member Matt Williamson

Aye: Committee Member John Pelczar
Committee Member Cathy Mendoza
Committee Member James Carmona

5. Discuss, consider, and take appropriate action regarding the UnitedHealth Care 2026 Dental Renewal Administrative Services Agreement.

Motion by: Committee Member Matt Williamson

Second: Committee Member James Carmona

Aye: Committee Member Rebecca Clemons
Committee Member John Pelczar
Committee Member Cathy Mendoza

6. Discuss, consider, and take appropriate action regarding the UnitedHealthCare Benefit Services for Cobra Services Renewal.

No action needed.

7. Discuss, consider, and take appropriate action regarding payment of employee deductions for employees that are out on FMLA Leave Without Pay, Unpaid Work Comp or other LWOP, Admin Leave Without Pay, and Indefinite Suspension.

No action needed.

8. Discuss, consider, and take appropriate action regarding the following Benefit Committee Members; adding a new Benefit Committee Member, Assistant Chief Deputy Bryan Williams of the Sheriff's Office, replacing James Carmona to serve a three-year term expiring on 12/31/28, and the renewal of Benefit Committee Member terms and recommendation to Commissioners Court approval to reappoint Cathy Mendoza and John Gonzales for a three-year renewal period to extend through December 31, 2028.

Motion by: Committee Member Rebecca Clemons

Second: Committee Member Matt Williamson

Aye: Committee Member John Pelczar
Committee Member Cathy Mendoza
Committee Member James Carmona

9. Discuss, consider and take appropriate action regarding the 35th Annual HBCE Health Benefits Conference and Expo, January 20-22, 2026.

No action needed.

10. Review the Human Resources Department Reports.

- Financial Reports
- 2026 Benefit Committee Calendar Year Plan
- 2025 Department Leaders/Wellness Leader Retreat on December 12, 9:00 a.m. - 11:00 a.m. at the Georgetown Annex Building, Room #226

Next Meeting: January 7, 2026 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.