

NOTICE OF MEETING
OF THE
WILLIAMSON COUNTY BENEFITS COMMITTEE

Date & Time: April 29, 2026 at 9:00 a.m.
Williamson County Georgetown Annex
100 Wilco Way, Suite P104, Purchasing 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. Review and approval of minutes from the January 7, 2026, 9:00 a.m. Benefits Committee Meeting.
3. Discuss, consider and take appropriate action regarding the RFP Review Committee's recommendation regarding 26 RFP20 Employee Assistance Program Vendor.
4. Discuss, consider and take appropriate action regarding 2027 Wellness Updates:
 - Annual Wellness Program Points for employees/retirees and covered spouses enrolled in a Williamson County medical plan
 - Nicotine Surcharge and Reasonable Alternative Program

5. Discuss, consider, and take appropriate action regarding the proposed Personify Health renewal proposal and options for proposed services.

6. Discuss, consider, and take appropriate action regarding the Workday ERP Benefit standard alignment updates:
 - Benefits Deduction Calendar from twenty-four (24) Pay Period Deductions to twenty-six (26) Pay Period Deductions to align with the Payroll Deduction Calendar
 - Benefits deductions will only be applied at the month of coverage effective date
 - Beginning with the 2027 Benefits year, Termination Date of Coverage for core benefits will be at the end of the month of the employment termination date, and voluntary benefits will be on the employment termination date
 - Health Flexible Spending Account (FSA) IRS Limits - Workday alignment automatically updates the system as IRS increases the maximum for the new plan year, which will allow employees that have elected the FSA benefit to increase their election amount to the full IRS maximum
 - Health Savings Account (HSA) Employer Contributions for 2027 - Workday alignment changing the employer's contribution deposit into the employee's HSA Account from the full amount applied at the first of the year to partial amounts applied each pay period

7. Discuss, consider and take appropriate action regarding Holmes Murphy & United Health Care Strategy:
 - United Health Care 2026 Williamson County Health Plan Review
 - Holmes Murphy Financial Review and Budget Model for 2027
 - 2027 Benefit Plan Changes
 - 2027 Employer Rate Contribution Schedule
 - 2027 Employee Rate Contribution Schedule
 - 2027 Retiree Rate Contribution Schedule

8. Review the Human Resources Department Reports.
 - Financial Reports

Next Meeting: May 15, 2026.

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 23, April, 2026 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: 04/29/2026

Submitted By: Shelley Loughrey, Human Resources

Department: Human Resources

Information

Agenda Item

Review and approval of minutes from the January 7, 2026, 9:00 a.m. Benefits Committee Meeting.

Background

Attachments

January 7, 2026 Benefit Committee Meeting Minutes Draft

Form Review

Form Started By: Shelley Loughrey
Final Approval Date: 04/20/2026

Started On: 04/20/2026 01:25 PM

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 7, 2026, 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
Matt Williamson , Committee Member
John Gonzales , Committee Member
Bryan Williams , Committee Member

Others Present: Shelley Loughrey, Director of Benefits Administration
Julie Kiley, County Auditor
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
Jacqueline Lentz, Asst General Counsel
Allen Frederick, Chief People Officer
Ronny Porter, United Health Care Consultant
Mercades Duhon, Sr. Benefits Specialist
Angela Collins, Wellness Coordinator

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

Motion by: Committee Member Cynthia Long

Second: Committee Member Cathy Mendoza

Aye: Committee Member Steven Snell

Committee Member Rebecca Clemons

Committee Member John Pelczar

Committee Member Matt Williamson

Committee Member John Gonzales

Committee Member Bryan Williams

Chair: John Pelczar

Vice Chair: Matt Williamson

Secretary: Shelley Loughrey

3. Discuss, consider, and take appropriate action to appoint the Wellness Subcommittee members.

Motion by: Committee Member Rebecca Clemons

Second: Committee Member Matt Williamson

Aye: Committee Member Steven Snell

Committee Member Cynthia Long

Committee Member John Pelczar

Committee Member Cathy Mendoza

Committee Member John Gonzales

Committee Member Bryan Williams

Appointed:

Cynthia Long

Cathy Mendoza

John Gonzales

4. Review and approval of minutes from the November 14, 2025, 9:00 a.m. Benefits Committee Meeting.

Motion by: Committee Member Rebecca Clemons

Second: Committee Member Cynthia Long

Aye: Committee Member Steven Snell

Committee Member John Pelczar

Committee Member Cathy Mendoza
Committee Member Matt Williamson
Committee Member John Gonzales
Committee Member Bryan Williams

5. Discuss, consider and take appropriate action regarding Holmes Murphy & United Health Care Strategy:
 - Financial Reporting
 - Large Claim Review
 - New Holmes Murphy Monthly Performance Reporting
 - Employee Assistance Program Marketing Timeline
 - United Health Care Wellness Programs ROI

6. Discuss, consider and take appropriate action to appoint the Review Committee members to prepare the Request for Proposal and evaluate and score the vendor responses in coordination with the Williamson County Purchasing Department for the Employee Assistance Program Provider and the Employee Benefits Broker Consultant for recommendation to the Commissioners Court for final approval.

Motion by: Committee Member Rebecca Clemons

Second: Committee Member Cynthia Long

Aye: Committee Member Steven Snell

Committee Member John Pelczar

Committee Member Cathy Mendoza

Committee Member Matt Williamson

Committee Member John Gonzales

Committee Member Bryan Williams

Appointed:

John Pelczar

John Gonzales

7. Review the Human Resources Department Reports.
 - Financial Reports
 - Updated Benefit Committee Calendar Year Plan
 - Budget Preparation 2027
 - Harbor Health Update for 2025

Next Meeting: May 8, 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.

Benefits Committee Meeting

4.

Meeting Date: 04/29/2026

Submitted By: Shelley Loughrey, Human Resources

Department: Human Resources

Information

Agenda Item

Discuss, consider and take appropriate action regarding 2027 Wellness Updates:

- Annual Wellness Program Points for employees/retirees and covered spouses enrolled in a Williamson County medical plan
- Nicotine Surcharge and Reasonable Alternative Program

Background

Attachments

4.29.2026 Wellness Benefit Committee Presentation

Form Review

Form Started By: Shelley Loughrey

Started On: 04/22/2026 10:55 AM

Final Approval Date: 04/22/2026



2026 Benefits Committee Meeting

Agenda



Wellness Action Engagement



2027 Nicotine Program



Specialty Program Information



Survey Results

Wellness Action Engagement

COMPLIANCE



90% of medically enrolled employees and spouses in Personify



1,967 forms x \$8 per form = \$15,736 cost for 81% compliance



3-year trend shows stable numbers in employees charged



85% only do the minimum requirements

OUTCOMES

- ❖ Onsite clinics = early year completions (500 – 700)
- ❖ End of year spike in task completion
- ❖ Biometric metrics show little year over year changes
- ❖ Admin and operational cost offset the majority of revenue

1,967 Biometric Form Completions

Rewardable Actions Over Time



Observed Challenges

PCP access make wellness exams harder to obtain

Harbor Health will no longer be a viable vendor for onsite screenings

Current compliance-based model is above benchmarks and at the ceiling

- ❖ Participation is only driven by requirements & deadlines, rather than behavior change or engagement in health
- ❖ Employees Feedback: the process is perceived as “check the box” or targeting rather than focused on their well being

County Culture: Opportunities

Gap between leadership/ management/ front line engagement

Information is not flowing top down

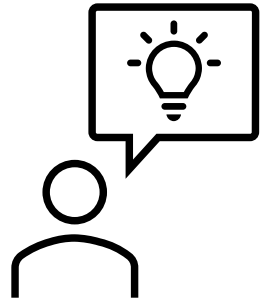
Information is not equally made available

Attempts are being made with the Wellness Leaders

Employee perception on program is low

Employees are stressed from work/life and disengaged

Inconsistencies in New Hire experiences create employee frustration with information



Decision Point: Evolving the Program

Evolve the program to align with market constraints and employee needs:

- ❖ Offer multiple paths to qualify for the incentive by using programs we already pay for
- ❖ Engage employees through the year, not just one time “check box” activity
- ❖ Create the environment and culture of employee support

Employees may continue to choose options that they select to engage with:

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

Remove the 'required' items:

Items are still available as options; this only removes this box as a 'requirement'.

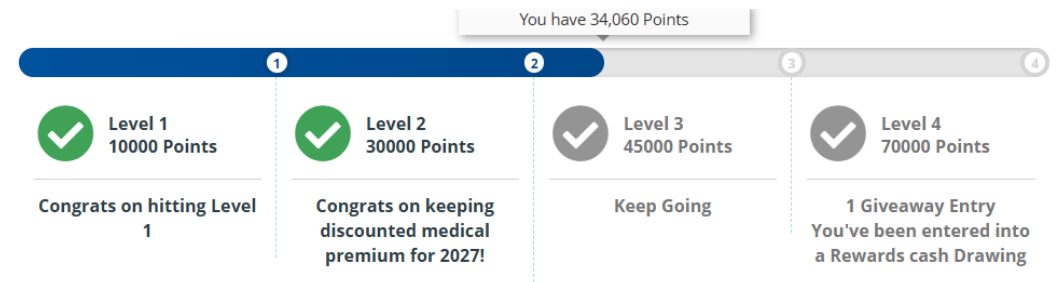
Know Your Numbers

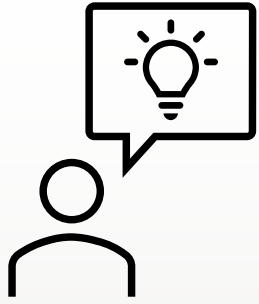
ACTIONS:

- ✓ [Completing the Health Check survey](#)
10,000 Points
- ✓ [Complete Annual Wellness Exam](#)
10,000 Points
- [Complete a Biometric Screening](#)
10,000 Points

Focus on engagement:

Employees will focus on points earned through engagement in the program. This opens choices on engaging in their health year-round, as well as simplifies the program.



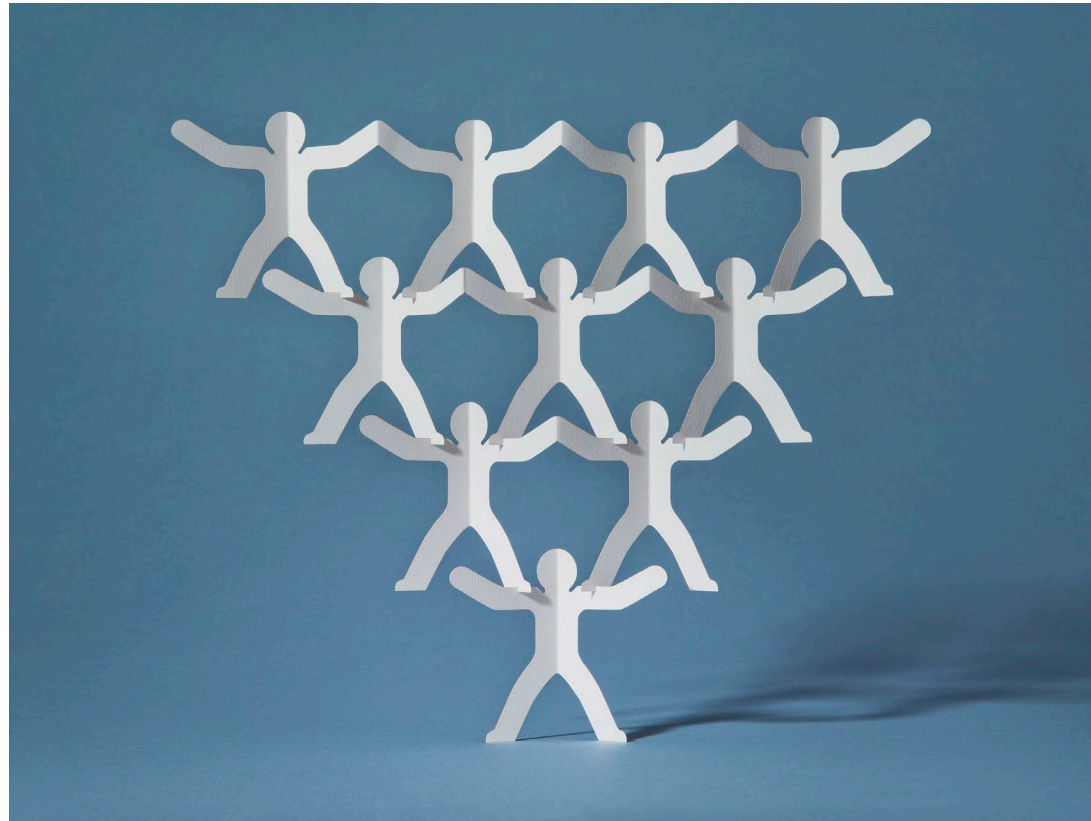


Additional Decision Point for 2027: Continue with convenience?

Personify can offer on-site screenings for biometrics as well as partner with Quest to offer education on results

This will eliminate the need for the Biometric Form to be uploaded reducing employee confusion

Nicotine Program



Nicotine Surcharges & Quit for Life

SURCHARGE

Self reported users remain relatively stable over 7 years

Number of people charged remains stable over 7 years

Avg 22% Alternative Program use over last 3 years

Alt Program use only began with in house awareness campaigns

QUIT FOR LIFE 2025

- ❖ 45 entered the alternative program
- ❖ 32 completed the alternative program (completion does not equal nicotine cessation)
- ❖ Same individuals are completing the program Year Over Year

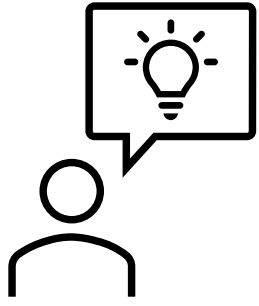
Observed Challenges

Program completion over several years does not indicate individuals are stopping nicotine use

Individuals are only using the program to stop the charges and receiving the refund of surcharges applied

Increasing number of individuals who mistakenly say Yes which causes more money to be spent

- ❖ Administration of the program has increased
- ❖ Administration in the future becomes challenging with the move to WorkDay



Decision Point: Nicotine Surcharge

2027 program update – remove surcharges

- ❖ Keeping the nicotine surcharge is unlikely to lead to future changes in the numbers of people quitting nicotine
- ❖ Keeping the surcharge will likely incur more administrative issues with the new Workday ERP
- ❖ Best practices indicate to support employee choice when they are ready to quit by having the cessation program available but not forced
- ❖ This saves money as only the people ready to quit use the program

Specialty Program Information



Bexa Screening Room



DEXA Scan Van

Dexa: Body Scan

❖ 347 scans overall

❖ 236 women / 111 men

Average Body Fat %

Women at 40% - Men at 30%

Visceral Fat

36% at high risk

20% at concerning levels

Associated with increased risk of heart disease, type 2 diabetes, and cancer

Bone Density

23% at elevated risk for bone-related conditions

Provides early screening to prevent bone related conditions

Lean Mass

23% below average for muscle mass

Muscle allows for better insulin sensitivity, better metabolic conditioning, and helps prevent injuries from falls

Bexa Year in Review - 2025



2025 Exam Highlights

- 5 WILCO Locations Hosted Bexa On-site
- 400 Exams Available
- 258 Exams Completed
- 65% Available Exams Completed
- 123 2nd Annual Exams Completed (38%)
- 26 Total Findings among 21 members
 - 4 members referred

Survey Response Summary (165)

- 37% had not had a mammogram in over a year
- 64% over the age of 40
- 36% under the age of 40
- 100% would have Bexa Breast Exam again
- 100% would recommend a Bexa Breast Exam to friends, family, and colleagues

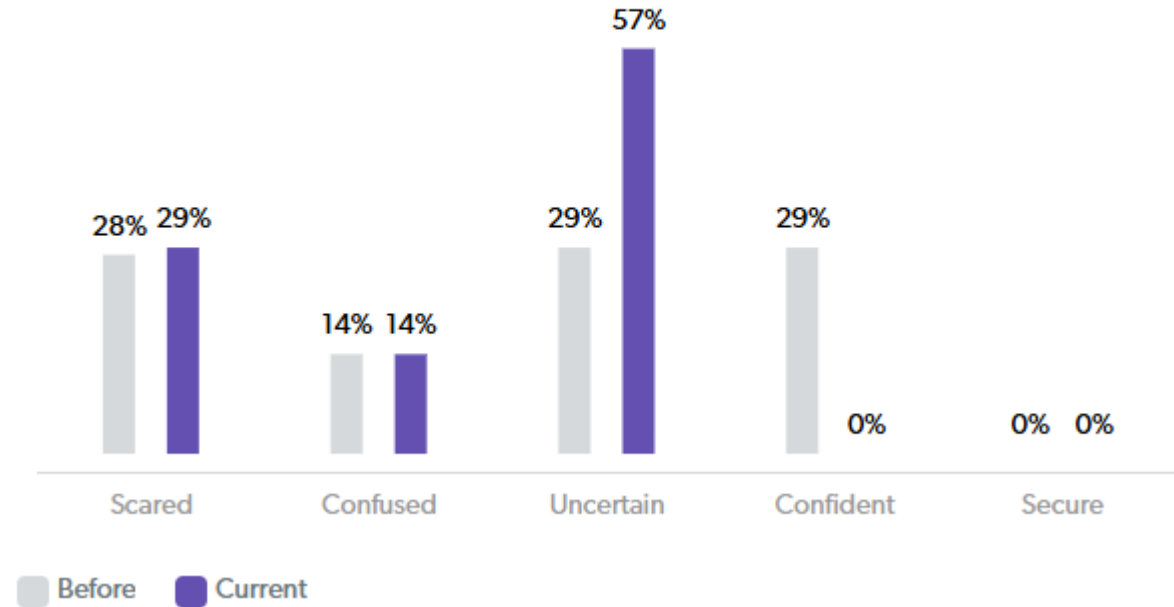
Smart Dollar

 Participation

20%

of your employees
have signed up for
SmartDollar.

Q: What word best describes your feelings regarding your personal finances?



Comment

I share this with my team during our Staff Meetings to encourage everyone to sign up for the service.

I feel this is a very organized program to help save money

its helping

So far we are set to pay of 1 debt every quarter while also being able to save money for emergencies and have a small amount of money budgeted for family activities.

New 2026 Programs

PARKS PASS

- ❖ 47 employees signed up in the 1st Quarter of 2026
- ❖ Employees concern on how to get pass during working hours
- ❖ Planning table at the Benefit Fair to help

ONE PASS SELECT

- ❖ Just over 400 people enrolled in the first 3 months
- ❖ Initial employee feedback has been positive

Survey Responses



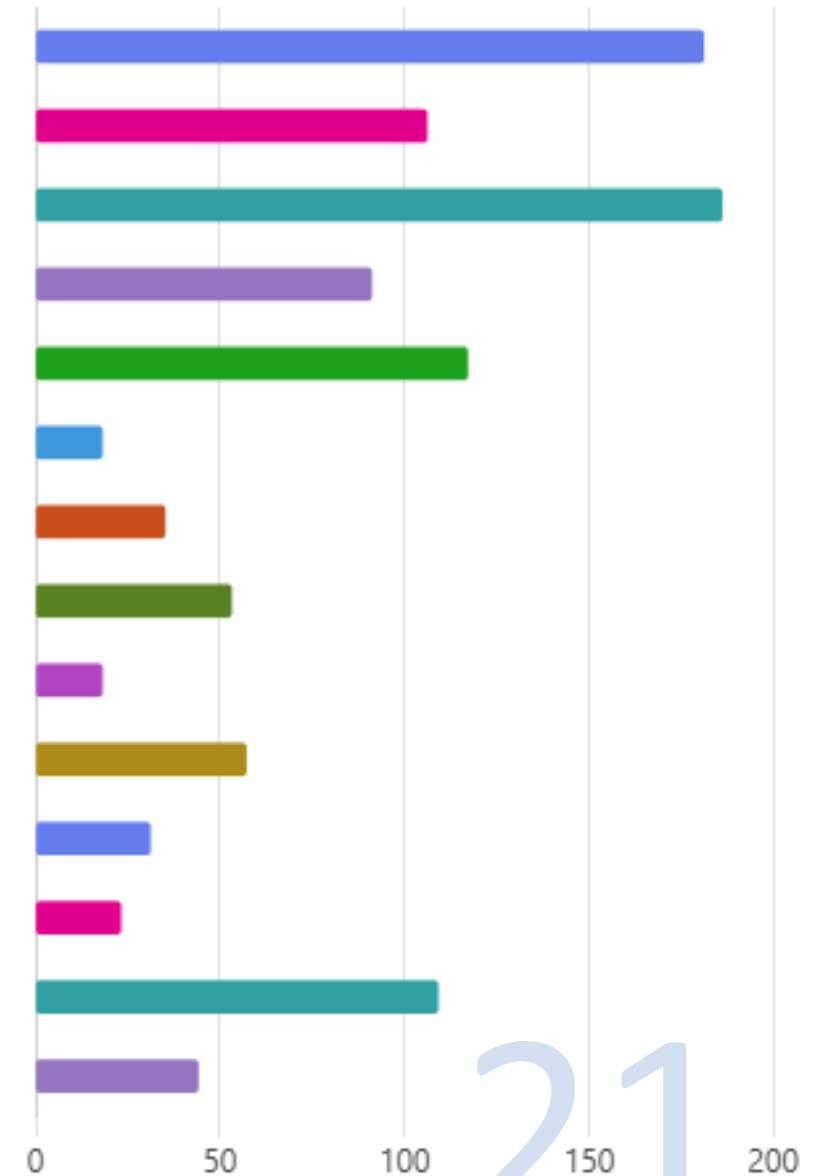
Survey Information

- ❖ 483 responses overall (466 previous year)
- ❖ 40% believe we have improved over the last year
- ❖ Overall, barriers identified are cultural and structural
- ❖ Employees are asking for wellness to be included in the workday and for more in-person contact - (10% of open comments)

Primary Barriers to Wellness & Benefits Participation

- Barriers are predominately structural: time, workload, and scheduling
- Employees indicate higher participation when support is built into the work day
- Interest-based barriers rank lowest

● Work schedule	181
● Staffing or workload	106
● No time during the workday	186
● I do not feel comfortable taking time during the workday to use these programs	91
● I would be more likely to participate if programs were supported during the...	117
● I do not feel comfortable using programs outside of work hours	18
● Location or transportation	35
● Hard to find information	53
● My department does not consistently share information about these programs	18
● The process is confusing or takes too long	57
● Programs do not feel relevant to my needs	31
● Not Interested in participating	23
● I do not feel I have any barriers to using these programs	109
● Other	44



Open Comment Breakdown

Theme	Count	%
Time / Workload	100	24%
Gym / Fitness	60	15%
Cost / Insurance	57	14%
Communication	56	13%
Wellness Actions	26	6%

Open Comment Breakdown

Theme	% of Comments	Primary Driver	Wellness Program Influence	Strategic Focus
Time / Workload	24%	Leadership practices, staffing & workload	⚠ Limited	Leadership Alignment
Fitness Access	15%	Job type, location, facilities	✗ Minimal	Advocate Only
Cost	14%	Healthcare market & system	✗ Minimal	Monitor / Plan
Communication	13%	Information overload & attention	✅ High	Priority Area
Wellness Actions	6%	Individual follow-through	🤝 Shared	Accountability



Survey Comment Highlights: Reflecting the most reported barrier

- ❖ Wellness programs are only effective when the work environment itself supports health.
- ❖ The wellness team is doing a great job, unfortunately my workplace already makes it too difficult to balance a work/home life correctly so attempting to introduce any of the wellness options into my schedule are not feasible.
- ❖ Work just needs to be more understanding when staff has doctors' appointments and let them leave without getting questioned.
- ❖ Designated time to have a presentation on these benefits as time is not permitted during work hours.
- ❖ Need a wellness fair, so I can bring my spouse. This way we could knock out the 3 things that are required for the program.

Benefits Committee Meeting

5.

Meeting Date: 04/29/2026

Submitted By: Shelley Loughrey, Human Resources

Department: Human Resources

Information

Agenda Item

Discuss, consider, and take appropriate action regarding the proposed Personify Health renewal proposal and options for proposed services.

Background

Attachments

2026 Personify Proposed Renewal

Form Review

Form Started By: Shelley Loughrey
Final Approval Date: 04/20/2026

Started On: 04/20/2026 01:48 PM

**Williamson County Renewal Pricing
Delivered April 1, 2026**

Proposal valid for 90 days; pricing and fees assume minimum 3-year agreement.

Platform Subscription Fees	Initial Order Start Date	Initial Order End Date	New Term Years	Billing Type	New Term Price	Minimum Units Committed	Estimated Quantity	Estimated Annual Cost
Complete Wellbeing Platform (Employees)	7/9/2026	7/8/2029	3	PEPM	\$3.15	1,930	2,144	\$81,043.20
Complete Wellbeing Platform (Spouses)	7/9/2026	7/8/2029	3	PEPM	\$0	570	633	\$0.00
Additional Services								
Total Population Health Coaching	7/9/2026	7/8/2029	3	PEPY	\$12.60	1,930	2,144	\$27,014.40
Verified Form Submission for screenings completed by a Provider*	7/9/2026	7/8/2029	3	Per Unit	\$8.00	563	625	\$5,000.00
Custom Communication Credits	7/9/2026	7/8/2029	3	Annual Credit	(\$3,000)	1	NA	\$0.00
Custom Communication Services	7/9/2026	7/8/2029	3	Hourly	\$150	NA	NA	\$0.00
New Services - Screenings								
Onsite Biometric Screenings (Quest) <i>Full service planning, administration and scheduling of Onsite Biometric Health Screening event, including Consent & Authorization forms and 1 privacy screen included for events with over 50 participants. Post-screening, each participant receives a live 1-3 minute educational consultation and a Results Brochure with their personal screening data & basic health info.</i> <i>Includes: Lipid panel; including total cholesterol, HDL, *LDL, *triglycerides and cardiac risk ratio, blood pressure test, height, weight and waist circumference.</i> <i>Minimum 30 participants</i>	7/9/2026	7/8/2029	3	Per Unit	\$56.50	600	800	\$45,200.00
A1c add on to onsite screenings	7/9/2026	7/8/2029	3	Per Unit	\$30	600	800	\$24,000.00
Onsite Resource for Screenings - Registered Dietician/Health Educator <i>Onsite resource at event or onsite post event to meet individually with employees to discuss their results, set goals, discuss diet/exercise, and answer questions.</i> <i>Recommended Staff: One health educator for every 1-3 screeners, two health educators for every 4-6 screeners, three health educators for every 7-10 screeners.</i>	7/9/2026	7/8/2029	3	Per Hour, Per Educator	\$120	NA	2 educators 8 events 6.5 hrs	\$12,480.00
Screening Vouchers (Quest)* <i>Employees who are unable to attend an Onsite Screening Event may complete testing at a Quest location. Includes Fasting Venipuncture Full Lipid Profile. Results report mailed.</i>	7/9/2026	7/8/2029	3		\$55	0	625	\$34,375.00
A1c add on to Quest Vouchers*	7/9/2026	7/8/2029	3		\$8	0	625	\$5,000.00
Total Estimated Annual Cost								\$234,112.60

***Quantities for offsite screening services (Verified Forms & Quest Voucheres) is based on ~2,053 screenings taking place last year.**

Assuming we have 800 employees participate in onsite screening events, 1,253 who participated last year may not attend an onsite screening event in the coming year.

Those 1,253 employees may choose to go to a Quest for a screening or visit their own primary care provider for an annual visit with screening.

The Verified Form Submission estimate in row 7 and estimate for the Quest Voucheres in rows 14-15 are based on 50% of the 1,253 employees going to their own PCP and 50% going to a Quest location.

Estimated annual cost based on screening 800 individuals. If we do eight 6.5hr onsite screening events with an estimate of 100 participants per event we would have 2 health educators at each event. This would include set up and break down of their stations. Total estimated per event would be \$1,560 per event.

Note, this estimate may vary based on final arrangements for onsite events.