



# Williamson County

2026-27 Benefits Fund Budget:  
Benefit Committee Recommendations

**June 2,** 2026

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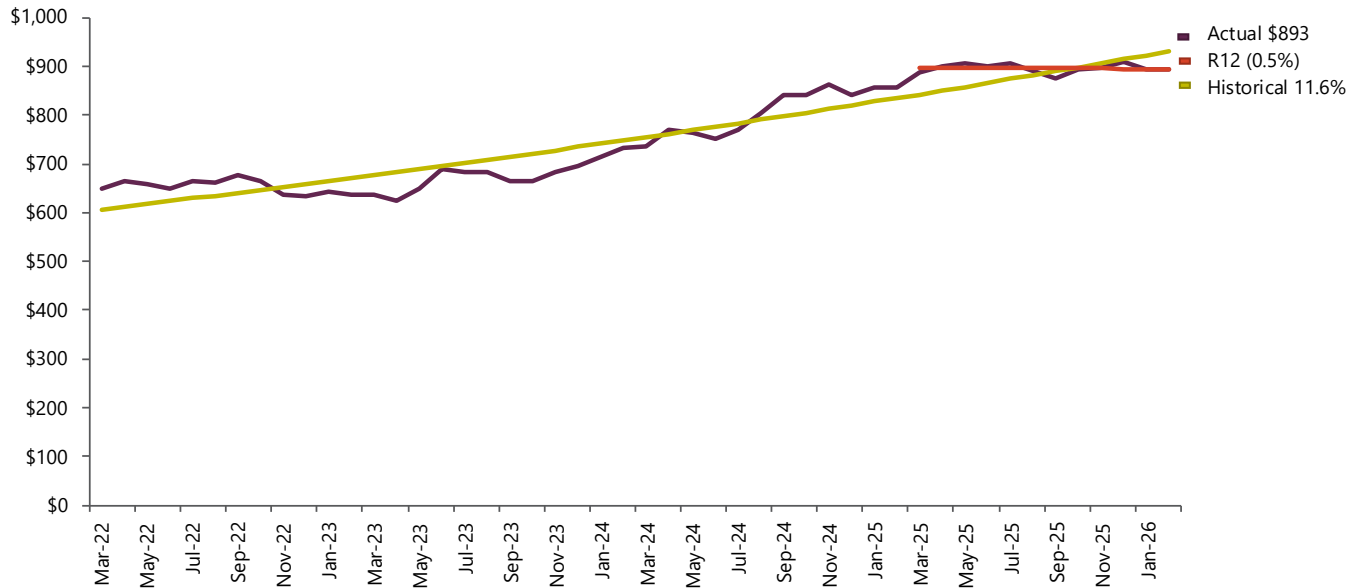
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# Medical Trend Rolling 12

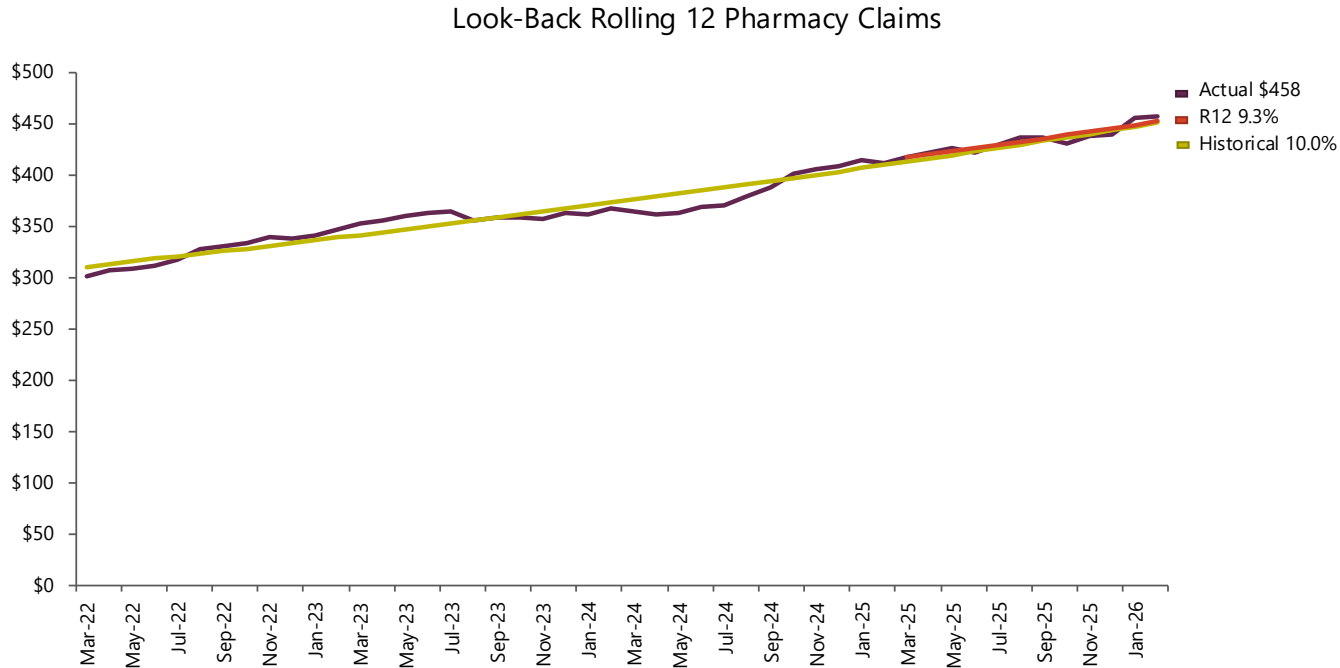
Look-Back Rolling 12 Medical Claims



- Since 2021 the County's medical trend has been 11.6% due to inflation and higher utilization (before stop loss reimbursements)
- For the last 12 months the County's medical trend has been negative 0.5% (before stop loss reimbursements)
- The County's medical trend has been lower than national average over the last 12 months



# Pharmacy Trend Rolling 12



- Since 2021 the County's pharmacy trend has been 10.0% before pharmacy rebates
- For the last 12 months the County's pharmacy trend has been 9.3% (before pharmacy rebates)
- The County's pharmacy trend has been slightly below the national average



# 2027 Medical Plan Design

– No Changes Proposed from 2026 plans\*\*\*

	HSA Plan	Traditional Plan		Traditional Plan		
		Navigate Plan → Choice		Choice+		
	<u>In-Network ONLY</u>	<u>In-Network ONLY</u>		<u>In-Network*</u>		
Coinsurance (Employer portion)	80%	80%		80%		
Deductible (Ind/Fam)	\$3,400 / \$6,800	\$2,500 / \$5,000		\$1,500 / \$3,000		
Out-of-Pocket Max (Ind/Fam)	\$5,500 / \$11,000	\$5,500 / \$11,000		\$5,500 / \$11,000		
<b>Medical Plan Design</b>						
Primary Office Visit	**20% Coinsurance	\$25 Copay, \$10 <19 Child		\$25 Copay, \$10 <19 Child		
Specialist Office Visit	**20% Coinsurance	\$50 Copay		\$50 Copay		
In Patient Hospital	**20% Coinsurance	**20% Coinsurance		**20% Coinsurance		
Emergency Room	**20% Coinsurance	\$400 Copay		\$400 Copay		
Diagnostic Labs	**20% Coinsurance	No charge		No charge		
Basic X-rays and Diagnostic Imaging	**20% Coinsurance	No charge		No charge		
<b>Rx Plan Design</b>	<b>Retail</b> <b>Mail Order</b>	<b>Retail</b>	<b>Mail Order</b>	<b>Retail</b>	<b>Mail Order</b>	
Generics	**20% Coinsurance	35% (\$10 Min/\$125 Max)	\$20 Copay	35% (\$10 Min/\$125 Max)	\$20 Copay	
Preferred Brand Drugs	**20% Coinsurance	35% (\$40 Min/\$125 Max)	\$80 Copay	35% (\$40 Min/\$125 Max)	\$80 Copay	
Non-Preferred Brand Drugs	**20% Coinsurance	35% (\$75 Min/\$125 Max)	\$100 Copay	35% (\$75 Min/\$125 Max)	\$100 Copay	
Specialty High-Cost Drugs	**20% Coinsurance	\$150 Copay	\$150 Copay	\$150 Copay	\$150 Copay	

\*Out-of-Network Benefits available but not listed

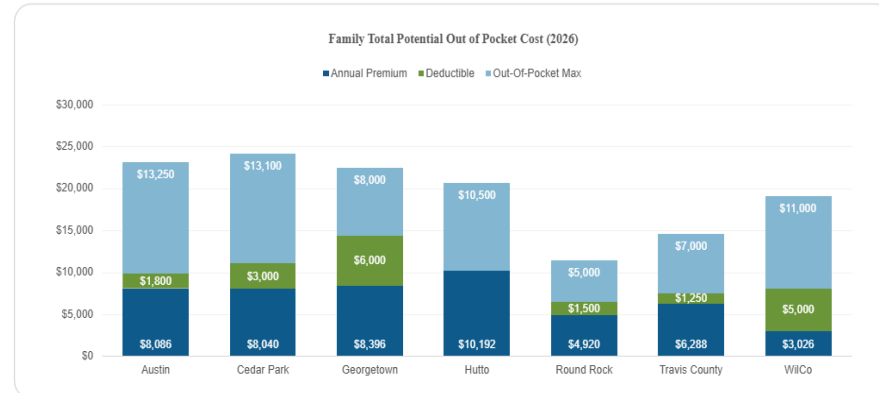
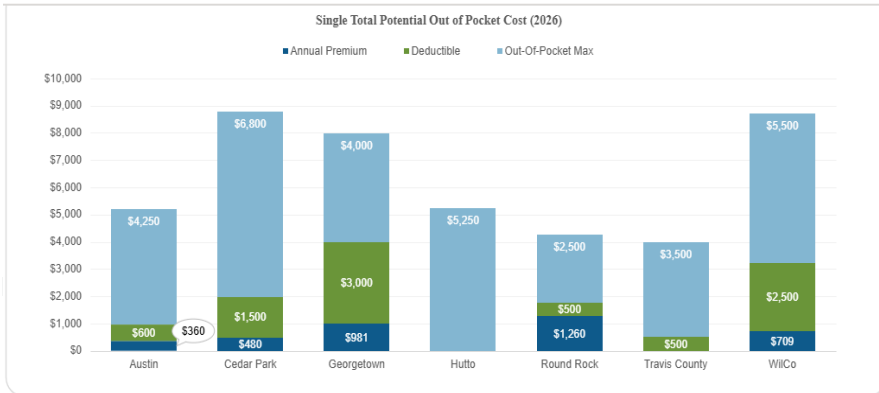
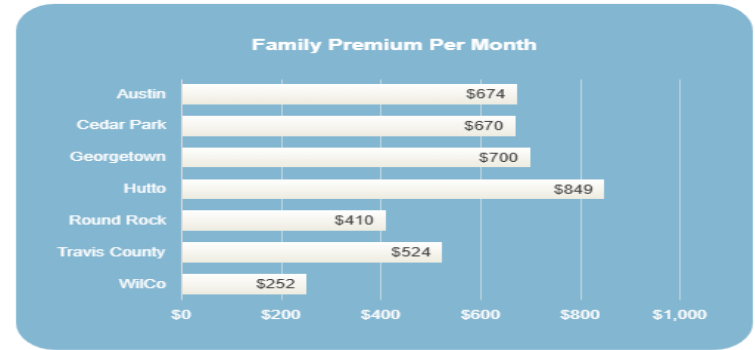
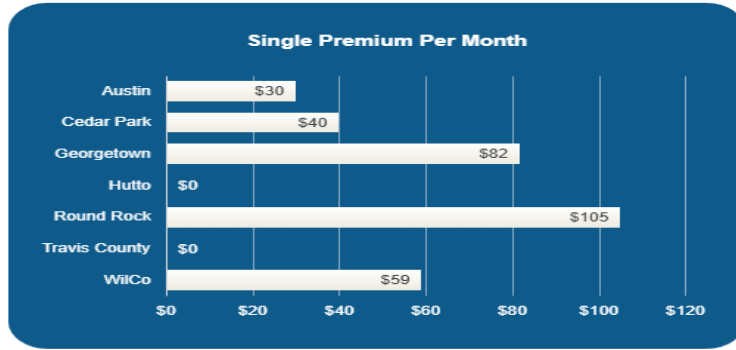
\*\*20% Coinsurance, after deductible is met

\*\*\*Only IRS mandated changes based on HDHP limits for 2027 once released



# Market Comparison

Benefit Cost Comparison (2026)



# 2027 Medical and Rx Budget Assumptions

- Projected costs based on Williamson County claims experience through **February 2026**.
- **Medical trend assumption of 9.3%, and Rx trend of 11%** based on 2026 Segal Health Plan Cost Trend Survey.
- Medical Past Coverage Level (PCL) selected at 50th percentile.
- Pharmacy Past Coverage Level (PCL) selected at 50th percentile.
- **Plan Changes:**
  - To remain ACA compliant, **HSA Plan** deductibles may have to be changed once the IRS releases 2027 limits.
- **Contribution Changes:**
  - Increase employer contribution per full-time employee (FTE) from \$844 to \$1,200.
  - Market increase to all **Choice, Choice+ Plan and HSA Plan** employee contributions.
  - Market increase to **Choice, Choice+ Plan** retiree contributions
  - Change employer HSA contribution to \$1,000 for employee only coverage and \$1,500 for all other coverage tiers. Contributions move to a quarterly contribution frequency.
- **Fixed Cost Assumptions:**
  - Assumes 3% increase to current **admin fees, subject to final negotiation**.
  - Assumes +15% increase to current **Individual Stop Loss coverage fees, subject to final negotiation**.
  - Assumes 2027 County budget rates will increase.



# Benefit Alignment

## Wellness Action Engagement

- 90% of employees and spouses enrolled in medical plan are in Personify
- 3-Year trend shows stable numbers in biometric screening results
- Williamson County is seeking an alternate solution for onsite biometric screenings
- Continue onsite Dexa, and Bexa programs
- Smart Dollar is delivering strong results in enhancing employee financial literacy and debit reduction and OnePass select Gym Membership/Virtual workout options are reflecting strong participation

## Culture

- Wellness leaders are working on closing the gap in information between leadership, management and front-line employees

## 2027 Program Updates

- Provide multiple paths to drive program engagement
- Remove nicotine surcharge. Keep the Quit for Life program for employees who want to quit nicotine.



# Benefit Alignment - Continued

## 2027 Benefit Coverage Deduction Calendar, Benefit Coverage alignment with Workday

- Benefit Deduction Calendar move from twenty-four (24) Pay Period Deductions to twenty-six (26) Pay Period Deductions to align with Payroll Calendar
- Benefits Deductions will only be applied at the month of the coverage effective date
- Benefit 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
  
- Retiree Enrollment effective 1/1/2027
- Retirees under age sixty-five (65) that retire after 1/1/2027 and elect to not enroll in County medical coverage, will be given one (1) opportunity to elect Retiree benefits after their retirement date, and must provide proof of loss of coverage, similar to a Qualified Life Event (QLE) within thirty-one (31) days from the date of loss of coverage. Rates will be determined based on the number of years of service completed with the County upon their retirement date.



# 2027 Active Medical Cost

## Employee Contributions - Monthly

Choice Plus	Enrollment	2026	2027	Monthly Change
Employee Only	143 or 7.6%	\$230.50	\$276.60	<b>\$46.10</b>
Employee + Spouse	60 or 3.2%	\$382.66	\$459.19	<b>\$76.53</b>
Employee + Child(ren)	66 or 3.5%	\$294.09	\$352.91	<b>\$58.82</b>
Employee + Family	116 or 6.1%	\$450.04	\$540.05	<b>\$90.01</b>

Choice	Enrollment	2026	2027	Monthly Change
Employee Only	609 or 32.4%	\$59.08	\$70.90	<b>\$11.82</b>
Employee + Spouse	134 or 7.1%	\$236.16	\$295.20	<b>\$59.04</b>
Employee + Child(ren)	218 or 11.6%	\$123.77	\$148.52	<b>\$24.75</b>
Employee + Family	256 or 13.6%	\$252.20	\$315.25	<b>\$63.05</b>

HSA	Enrollment	2026	2027	Monthly Change
Employee Only	193 or 10.2%	\$0.00	\$30.00	<b>\$30.00</b>
Employee + Spouse	20 or 1.1%	\$118.08	\$147.60	<b>\$29.52</b>
Employee + Child(ren)	28 or 1.5%	\$61.88	\$74.26	<b>\$12.38</b>
Employee + Family	40 or 2.1%	\$126.10	\$163.93	<b>\$37.83</b>

Total Cost  
 =  
 Medical & RX Claims  
 +  
 Administration  
 +  
 Stop Loss Coverage



# 2027 Retiree Prior to 2/1/2013 Medical Cost

## Retiree Prior to 2/1/2013 Contributions - Monthly

Choice Plus	Enrollment	2026	2027	Monthly Change
Employee Only	17	\$284.92	\$384.64	<b>\$99.72</b>
Employee + Spouse	8	\$574.64	\$775.76	<b>\$201.12</b>
Employee + Child(ren)	1	\$446.06	\$602.18	<b>\$156.12</b>
Employee + Family	3	\$800.30	\$1,080.41	<b>\$280.11</b>

Choice	Enrollment	2026	2027	Monthly Change
Employee Only	43	\$68.28	\$92.18	<b>\$23.90</b>
Employee + Spouse	24	\$272.88	\$368.39	<b>\$95.51</b>
Employee + Child(ren)	7	\$143.00	\$193.05	<b>\$50.05</b>
Employee + Family	4	\$286.01	\$386.11	<b>\$100.10</b>

Total Cost  
 =  
 Medical & RX Claims  
 +  
 Administration  
 +  
 Stop Loss Coverage



# 2027 Retiree with 8-15 Years Medical Cost

## Retiree 8-15 Years of Service After 2/1/2013 Contributions - Monthly

Choice Plus	Enrollment	2026	2027	Monthly Change
Employee Only	1	\$732.07	\$988.29	<b>\$256.22</b>
Employee + Spouse	0	\$1,292.27	\$1,744.56	<b>\$452.29</b>
Employee + Child(ren)	1	\$1,050.87	\$1,418.67	<b>\$367.80</b>
Employee + Family	0	\$1,752.58	\$2,365.98	<b>\$613.40</b>

Choice	Enrollment	2026	2027	Monthly Change
Employee Only	4	\$518.63	\$700.15	<b>\$181.52</b>
Employee + Spouse	0	\$997.08	\$1,346.06	<b>\$348.98</b>
Employee + Child(ren)	1	\$812.10	\$1,096.34	<b>\$284.24</b>
Employee + Family	0	\$1,456.07	\$1,965.69	<b>\$509.62</b>

Total Cost  
 =  
 Medical & RX Claims  
 +  
 Administration  
 +  
 Stop Loss Coverage



# 2027 Retiree 16+ Years Medical Cost

## Retiree 16+ Years of Service After 2/1/2013 Contributions - Monthly

Choice Plus	Enrollment	2026	2027	Monthly Change
Employee Only	12	\$476.25	\$619.13	<b>\$142.88</b>
Employee + Spouse	3	\$952.48	\$1,238.22	<b>\$285.74</b>
Employee + Child(ren)	0	\$646.79	\$840.83	<b>\$194.04</b>
Employee + Family	2	\$1,086.58	\$1,412.55	<b>\$325.97</b>

Choice	Enrollment	2026	2027	Monthly Change
Employee Only	30	\$284.92	\$370.40	<b>\$85.48</b>
Employee + Spouse	21	\$574.64	\$747.03	<b>\$172.39</b>
Employee + Child(ren)	4	\$446.06	\$579.88	<b>\$133.82</b>
Employee + Family	4	\$800.30	\$1,040.39	<b>\$240.09</b>

Total Cost  
 =  
 Medical & RX Claims  
 +  
 Administration  
 +  
 Stop Loss Coverage





Thank you.

That's the power of *independence*.<sup>7</sup>

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