

**NOTICE OF MEETING**  
**OF THE**  
**WILLIAMSON COUNTY BENEFITS COMMITTEE**

**Date & Time: January 24, 2024 at 9:00 a.m.**  
**Williamson County Georgetown Annex**  
**Human Resources**  
**100 Wilco Way, Suite 101**  
**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 November 1, 2023, 9:00 a.m. Benefits Committee Meeting.
  
3. Discuss, consider and take appropriate action to appoint the Benefits Committee Officers:
  - Committee Chair (voting Committee member)
  - Committee Vice-Chair (voting Committee member)
  - Secretary (voting or nonvoting Committee member or other County employee)

4. Discuss, consider, and take appropriate action regarding alternative wellness program solutions.
5. Discuss, consider, and take appropriate action regarding retiree benefits eligibility rules.
6. Discuss, consider and take appropriate action regarding Holmes Murphy & United Health Care Strategy:
  - Financials - Medical/Pharmacy Trend Review
  - Large Claims Review
  - Plan Year 2025 Plan Changes Discussion
  - Wellness Preventative Solutions
  - United HealthCare Network update (ARA Diagnostic & Imaging)
  - Retiree Coverage and Cobra
7. Review the Human Resources Department Reports.
  - Financial Reports
  - FY25 Budget Preparation
  - 2024 Benefits Committee Calendar Year Plan

Next Meeting: May 1, 2024 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](http://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 18th day of January, 2024 at 5:00 p.m. and remained posted for at least 72 continuous hours preceding the scheduled time of said meeting.

**Benefits Committee Meeting**

2.

**Meeting Date:** 01/24/2024

**Submitted By:** Shelley Loughrey, Human Resources

**Department:** Human Resources

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**Information**

**Agenda Item**

Review and approval of minutes from the November 1, 2023, 9:00 a.m. Benefits Committee Meeting.

**Background**

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**Attachments**

November 2023 Benefit Committee Meeting Minutes

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**Form Review**

Form Started By: Shelley Loughrey

Started On: 01/16/2024 01:52 PM

Final Approval Date: 01/16/2024

**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 1, 2023, 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**

**1. Roll Call.**

Present: Bill Gravell, Jr., County Judge  
Matt Williamson, Committee Member  
John Pelczar, Committee Member  
Cathy Mendoza, Committee Member  
Mike Knipstein, Committee Member  
James Carmona, Committee Member

Absent: Cynthia Long, Committee Member

Others Present: Shelley Loughrey, Director of Benefits Administration  
Julie Kiley, County Auditor  
Rebecca Clemons, Sr. Director of Human Resources  
Jalyn Morris, First Assistant Auditor  
Ganae Hempe, Financial Director  
Shannon Francis, Asst to General Counsel  
Tori Killingsworth, Sr. Benefits Specialist  
Jazzmin Myers, Benefits Analyst

Angela Collins, Wellness Coordinator  
Charles Carter, United Health Care Consultant  
Aaron Daniels, United Health Care Consultant  
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

2. Review and approval of minutes from the May 17, 2023, 9:00 a.m. Benefits Committee Meeting.

Motion by: Committee Member Mike Knipstein

Second: Committee Member James Carmona

Aye: County Judge Bill Gravell, Jr.

Committee Member John Pelczar

Committee Member Cathy Mendoza

Committee Member Mike Knipstein

Committee Member James Carmona

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

- Medical/Pharmacy Claims Trend Review
- United HealthCare 1/1/2024 Renewal overview (Administration and Stop Loss)
- United HealthCare Network update (ARA Diagnostic & Imaging)
- Symetra Group Life/AD&D renewal
- Nicotine Survey Discussion

4. Discuss, consider, and take appropriate action regarding recommendation of the United HealthCare 1/1/2024 renewal of the Administrative Services Agreement and Stop Loss Policy to Commissioners Court for approval.

Motion by: Committee Member Mike Knipstein

Second: Committee Member James Carmona

Aye: County Judge Bill Gravell, Jr.

Committee Member John Pelczar

Committee Member Cathy Mendoza

Committee Member Mike Knipstein

Committee Member James Carmona

5. Discuss, consider and take appropriate action regarding recommendation of the 2024 Symetra Group Life/AD&D renewal to Commissioners Court for approval.

Motion by: Committee Member Mike Knipstein

Second: Committee Member Cathy Mendoza

Aye: County Judge Bill Gravell, Jr.

Committee Member John Pelczar

Committee Member Cathy Mendoza

Committee Member Mike Knipstein

Committee Member James Carmona

6. Discuss, consider, and take appropriate action regarding recommendation of the re-appointment of John Pelczar and Matt Williamson as Benefit Committee members for an additional three-year term from January 1, 2024 through December 31, 2026 to Commissioners Court for approval.

Motion by: County Judge Bill Gravell, Jr.

Second: Committee Member Mike Knipstein

Aye: County Judge Bill Gravell, Jr.

Committee Member John Pelczar

Committee Member Cathy Mendoza

Committee Member Mike Knipstein

Committee Member James Carmona

7. Discuss, consider, and take appropriate action regarding benefit elections and survey responses for new hires, annual open enrollment, and qualified life events required to be completed by employees and administrative decisions, including exceptions.

The Benefits Committee decided that Open Enrollment will be an active enrollment. Anyone who does not enroll will lose all benefits except for the County Basic Group Life. Discretion will be given to the Benefits Director and the Sr. Director of Human Resources to review any exceptions.

Aye: County Judge Bill Gravell, Jr.

Committee Member Matt Williamson

Committee Member John Pelczar

Committee Member Cathy Mendoza

Committee Member Mike Knipstein

Committee Member James Carmona

8. Discuss, consider, and take appropriate action regarding appointment of a review committee for the Request for Proposal of a Financial Services Educational Provider for Williamson County employees.

Motion by: County Judge Bill Gravell, Jr.

Second: Committee Member Mike Knipstein

The Benefits Committee appointed the following members:

Matt Williamson

Cynthia Long

John Pelczar

Aye: County Judge Bill Gravell, Jr.

Committee Member John Pelczar

Committee Member Cathy Mendoza

Committee Member Mike Knipstein

9. Review the Human Resources Department Reports.

- Financial Reports
- Flexible Spending Account Report
- Wellness Program Review
- 2024 Open Enrollment Election Results
- January HBCE Conference, Clearwater, FL

Next Meeting: January 24, 2024, 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](http://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 26th day of October, 2023 at 5:00 p.m. and remained posted for at least 72 continuous hours preceding the scheduled time of said meeting.

Minutes recorded by:	_____	_____
	Jazzmin Myers	Date
Minutes reviewed by:	_____	_____
	Shelley Loughrey	Date

**Benefits Committee Meeting**

5.

**Meeting Date:** 01/24/2024

**Submitted By:** Shelley Loughrey, Human Resources

**Department:** Human Resources

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**Information**

**Agenda Item**

Discuss, consider, and take appropriate action regarding retiree benefits eligibility rules.

**Background**

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**Attachments**

Retirement Guideline Information

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**Form Review**

Form Started By: Shelley Loughrey

Started On: 01/16/2024 04:47 PM

Final Approval Date: 01/16/2024



Retirees are eligible to take benefits into retirement based on the guidelines listed below.

**Eligibility Enrollment Requirements:**

When the employee is ready to retire, they will meet with the Williamson County Benefits department to make elections for retirement benefits.

- Retirees must be drawing TCDRS retiree payments upon retirement to carry retiree benefits
- Retirees most recent employment period must have 8 years' consecutive service with Williamson County and upon retirement all Williamson County service time will be applied when calculating monthly premiums rate for medical.
- Medical coverage can be elected if it is carried at the time of retirement. If a retiree does not carry medical, they are not able to elect it as a retiree.
- Retirees can elect vision and/or dental for themselves and their dependents upon retirement
- Retirees can continue to cover any dependents that are on the medical plan at the time of retirement but are not able to add any new dependents after the initial retirement election period
- Employees who are eligible to carry benefits into retirement but waive benefits upon retirement are not eligible to enroll in the future
- Retirees can drop dependents if they gain other coverage but are not able to add the dependent back to coverage once they have been dropped
- Retirees are required to complete open enrollment annually, provided the Retiree meets the eligibility requirements to be covered
- Retirees and spouses are subject to the annual wellness actions if they are covered under Williamson County's medical plan
- Retirees who were covered under retiree benefits and return to FT employment with Williamson County will not lose vested time. If the employee retires again they would not be subject to the 8 year waiting period and would return to the benefit rate table for years of service at which they retired.

**Retiree Benefit Premium Payment:**

- Retirees must have an active bank account for Benefit Premiums that are ACH'd at the first of each month

**Terminating Retiree Coverage:**

- Retiree will age out of the plan at the end of the month before they turn 65, if the retiree has covered dependents the coverage will be dropped, and the dependents may elect to continue coverage through COBRA coverage
- If you currently carry additional voluntary term life (VTL) insurance, you can contact Symetra to speak to them about porting your policy into an individual policy.

**Other Retiree Coverage:**

- Basic group life is provided to retirees only who carry medical into retirement. Spouse basic group life and dependent basic group life are not provided.

**Benefits Committee Meeting**

6.

**Meeting Date:** 01/24/2024

**Submitted By:** Shelley Loughrey, Human Resources

**Department:** Human Resources

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**Information**

**Agenda Item**

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

- Financials - Medical/Pharmacy Trend Review
- Large Claims Review
- Plan Year 2025 Plan Changes Discussion
- Wellness Preventative Solutions
- United HealthCare Network update (ARA Diagnostic & Imaging)
- Retiree Coverage and Cobra

**Background**

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**Attachments**

1.24.24 Holmes Murphy Benefit Committee PresentationCommit

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**Form Review**

Form Started By: Shelley Loughrey

Started On: 01/17/2024 03:09 PM

Final Approval Date: 01/17/2024



# Williamson County

January Benefit Committee Meeting

January 24, 2024





# Agenda

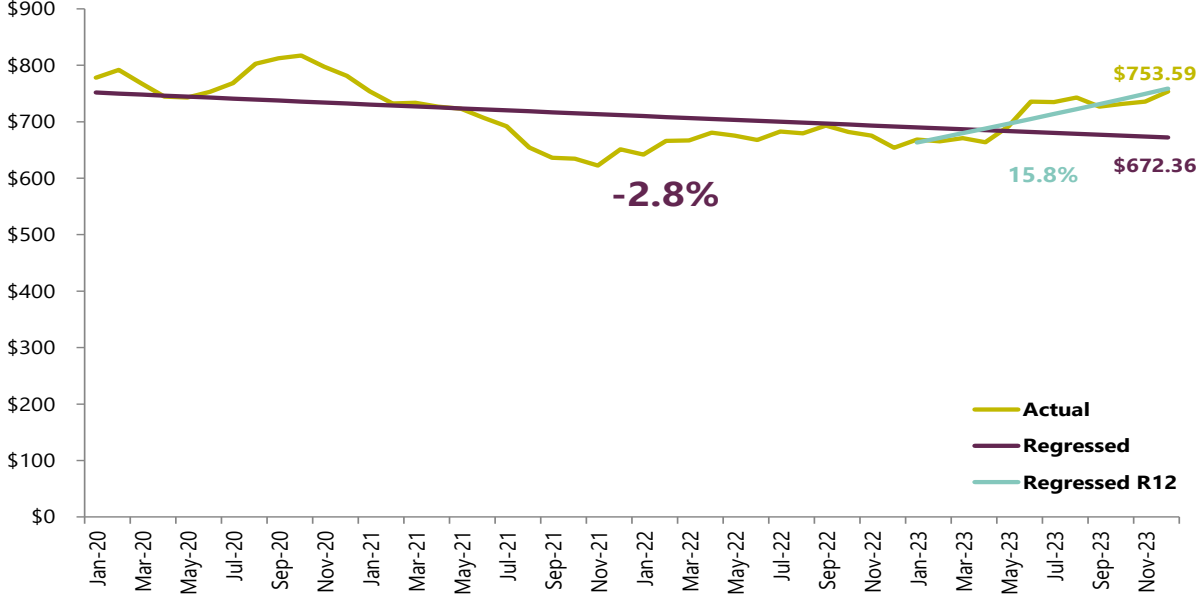
- **Financials**
  - Medical/Pharmacy Trend Review
- **Large Claims Review**
- **January 2025 Plan Changes Discussion**
- **Wellness Preventive Solutions**
- **ARA Update (UHC)**
- **Retiree Coverage and COBRA**

# Financials



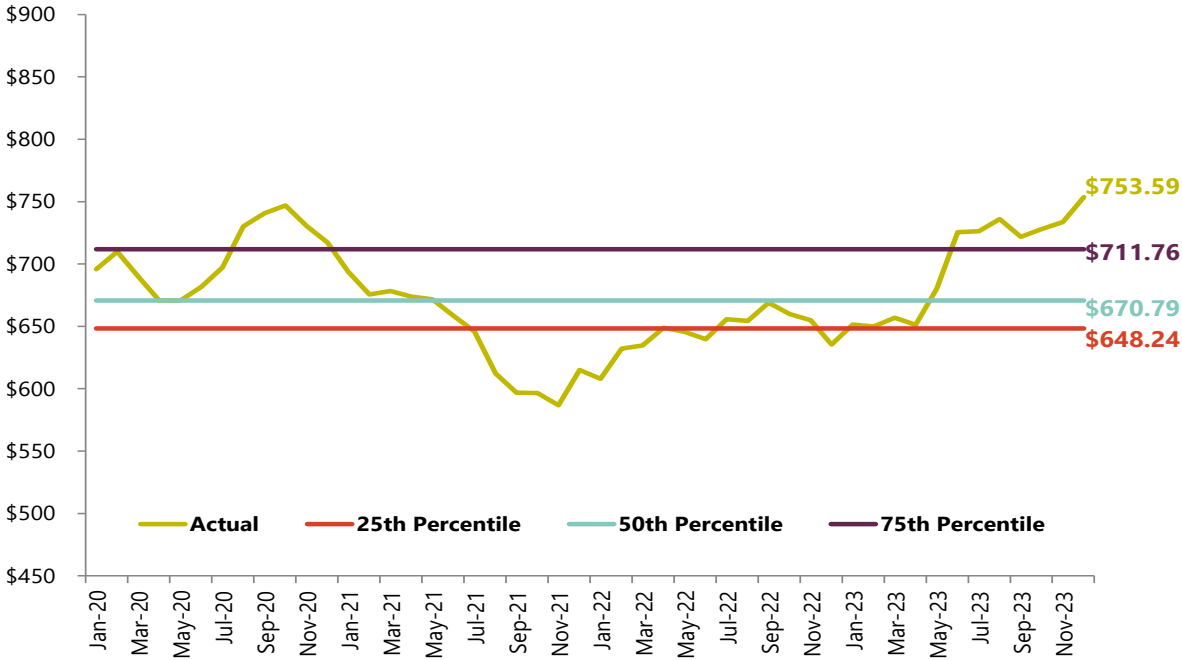
# Financial – Medical Trend, Rolling 12 (before stop loss reimbursements)

**Look- Back Rolling 12 Medical Claims**



# Financial – Medical Trend, PCL

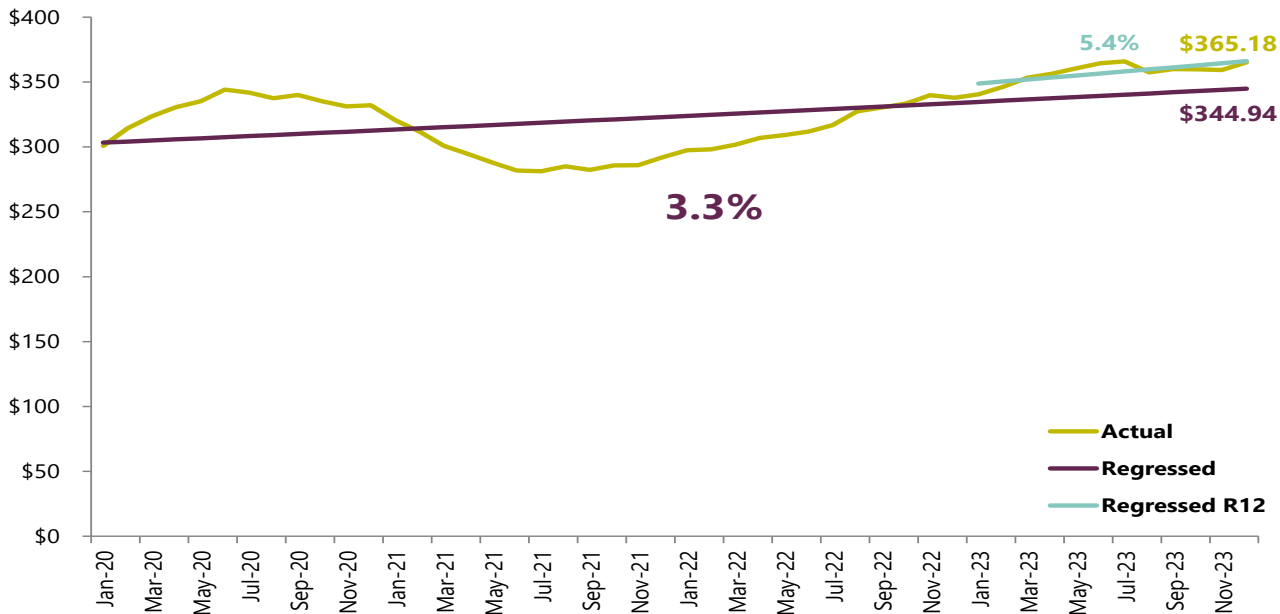
### Past Coverage Level (PCL) - Medical



# Financial – Pharmacy Trend, Rolling 12

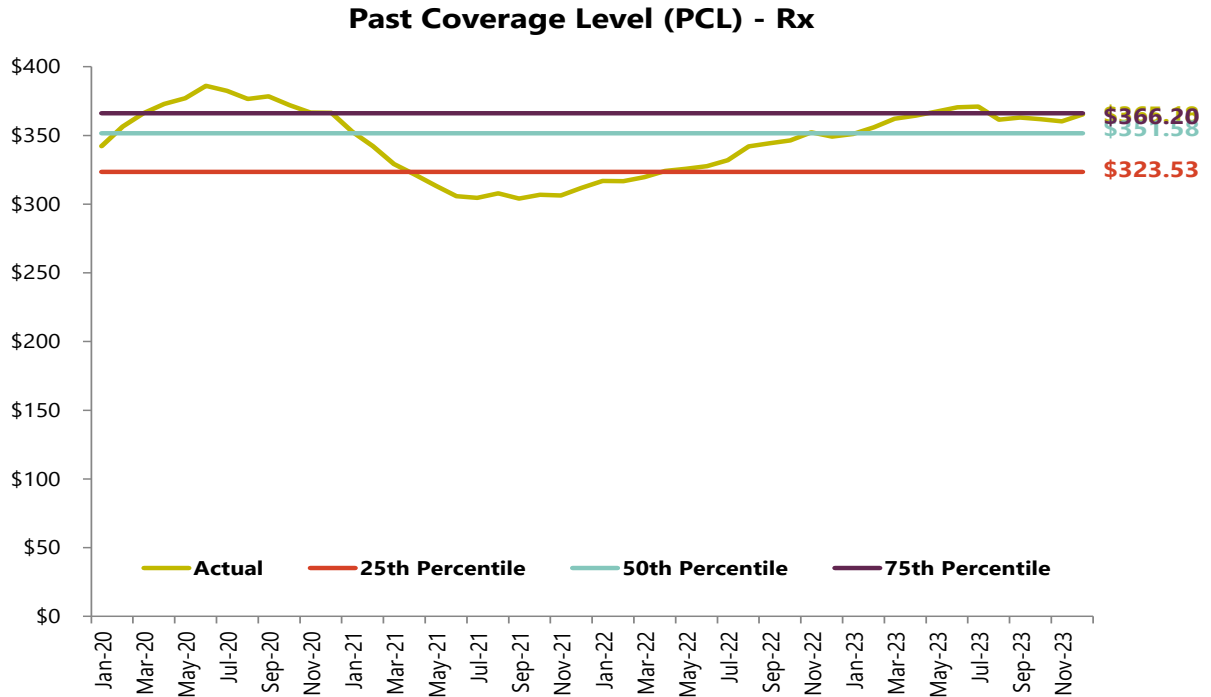
(before rebates)

### Look-Back Rolling 12 Rx Claims





# Financial – Pharmacy Trend, PCL



# Large Claims

# Large Claims – CY2023

Claimant ID	Relationship Description	Claimant Coverage Status	Medical Diagnosis Code	Medical Diagnosis Code Description	RX Standard Therapeutic Class Description	*Derived Claim Status	Medical Paid	Rx Paid	Total Paid
Claimant 1	CHILD	ACTIVE	Z38.00	SINGLE LIVE INFANT DELIV VAGINALLY	GLUCOCORTICOIDS	OPEN	\$740,034.18	\$186.17	\$740,220.35
Claimant 2	EMPLOYEE	ACTIVE	C90.00	MX MYELOMA NOT ACHIEVED REMISSION	ANTINEOPLASTICS	OPEN	\$451,874.94	\$45,338.07	\$497,213.01
Claimant 3	EMPLOYEE	ACTIVE	N18.6	END STAGE RENAL DISEASE	DIABETIC THERAPY	OPEN	\$427,463.23	\$17,579.97	\$445,043.20
Claimant 4	EMPLOYEE	ACTIVE	C64.1	MALIG NEO RT KIDNEY NO RENAL PELVIS	ANTINEOPLASTICS	OPEN	\$264,038.47	\$146,794.96	\$410,833.43
Claimant 5	SPOUSE	TERMED	J96.21	ACUTE CHRONIC RESP FAIL W/HYPOXIA	ANTICOAGULANTS	CLOSED	\$387,823.10	\$1,161.38	\$388,984.48
Claimant 6	EMPLOYEE	ACTIVE	C50.412	MAL NEO UP-OUTER QUAD LT FEM BREST	ANTINEOPLASTICS	OPEN	\$163,362.81	\$187,171.41	\$350,534.22
Claimant 7	SPOUSE	ACTIVE	D46.9	MYELOYDYSPLASTIC SYNDROME UNS	ANTINEOPLASTICS	OPEN	\$80,830.76	\$238,423.61	\$319,254.37
Claimant 8	SPOUSE	TERMED	C34.11	MAL NEOPLASM UP LOBE RT BRONCH/LUNG	ANTINEOPLASTICS	CLOSED	\$262,298.71	\$53,718.06	\$316,016.77
Claimant 9	EMPLOYEE	ACTIVE	C34.92	MALIG NEO UNS PART LT BRONCH/LUNG	ANTIVIRALS	OPEN	\$257,698.21	\$1,481.75	\$259,179.96
Claimant 10	EMPLOYEE	ACTIVE	M50.00	CERV DISC D/O W/MYELOPATHY UNS CERV	MUSCLE RELAXANTS	OPEN	\$257,703.36	\$343.51	\$258,046.87
Claimant 11	SPOUSE	ACTIVE	C18.6	MALIGNANT NEOPLASM DESCENDING COLO	MISCELLANEOUS	OPEN	\$201,030.91	\$51,289.26	\$252,320.17
Claimant 12	CHILD	ACTIVE	K50.10	CROHNS DISEASE LG INTEST W/O COMP	MISCELLANEOUS	OPEN	\$156,411.88	\$85,286.44	\$241,698.32
Claimant 13	SPOUSE	ACTIVE	A41.01	SEPSIS D/T METHICILLIN SUS STAPH	CEPHALOSPORINS	CLOSED	\$240,819.79	\$674.33	\$241,494.12
Claimant 14	SPOUSE	ACTIVE	G20	PARKINSONS DISEASE	ANTIPARKINSON	OPEN	\$155,321.50	\$69,395.27	\$224,716.77
Claimant 15	SPOUSE	TERMED	R62.7	ADULT FAILURE TO THRIVE	OTHER THERAPEUTIC CLASS	CLOSED	\$200,709.49	\$553.39	\$201,262.88
Claimant 16	EMPLOYEE	TERMED	I25.10	ASHD NATIVE CA W/O ANGINA PECTORIS	DIABETIC THERAPY	CLOSED	\$132,882.31	\$21,562.68	\$154,444.99
Claimant 17	SPOUSE	ACTIVE	R11.2	NAUSEA WITH VOMITING UNSPECIFIED	DIABETIC THERAPY	OPEN	\$108,029.66	\$27,275.69	\$135,305.35
Claimant 18	CHILD	ACTIVE	E84.0	CF WITH PULMONARY MANIFESTATIONS	MISCELLANEOUS	OPEN	\$25,580.22	\$109,334.02	\$134,914.24
Claimant 19	EMPLOYEE	ACTIVE	Z00.00	ENC GEN ADULT EXAM W/O ABNORM FIND	MISCELLANEOUS	OPEN	\$1,148.88	\$131,801.14	\$132,950.02
Claimant 20	EMPLOYEE	ACTIVE	I63.511	CEREB INFARCT UNS OCCL/STEN RT MCA	ANTIVIRALS	OPEN	\$124,581.60	\$2,855.05	\$127,436.65
Claimant 21	EMPLOYEE	ACTIVE	I63.411	CEREB INFARCT EMBO RT MID CEREB ART	ANTICOAGULANTS	OPEN	\$119,010.77	\$3,184.31	\$122,195.08
Claimant 22	CHILD	ACTIVE	999.999	OTHER DIAGNOSIS	OTHER THERAPEUTIC CLASS	OPEN	\$114,725.66	\$419.28	\$115,144.94
Claimant 23	EMPLOYEE	ACTIVE	M19.072	PRIMARY OSTEOARTHRITIS LT ANK FOOT	ANTIARTHRITICS	OPEN	\$36,200.87	\$77,864.40	\$114,065.27
Claimant 24	CHILD	ACTIVE	999.999	OTHER DIAGNOSIS		OPEN	\$112,150.43		\$112,150.43
Claimant 25	SPOUSE	ACTIVE	L40.50	ARTHRITIC PSORIASIS UNSPECIFIED	ALL OTHER DERMATOLOGICALS	OPEN	\$8,333.21	\$102,544.25	\$110,877.46
Claimant 26	SPOUSE	ACTIVE	Z00.00	ENC GEN ADULT EXAM W/O ABNORM FIND	ALL OTHER DERMATOLOGICALS	OPEN	\$306.58	\$109,376.24	\$109,682.82
Claimant 27	EMPLOYEE	ACTIVE	I10	ESSENTIAL PRIMARY HYPERTENSION	MISCELLANEOUS	OPEN	\$1,193.57	\$108,207.91	\$109,401.48
Claimant 28	EMPLOYEE	TERMED	N18.6	END STAGE RENAL DISEASE	ANTIARTHRITICS	CLOSED	\$22,789.30	\$83,404.65	\$106,193.95
Claimant 29	EMPLOYEE	ACTIVE	M25.511	PAIN IN RIGHT SHOULDER	ANTIARTHRITICS	OPEN	\$3,854.83	\$102,273.34	\$106,128.17
Claimant 30	SPOUSE	ACTIVE	N20.0	CALCULUS OF KIDNEY	ANTIARTHRITICS	OPEN	\$19,609.92	\$85,985.13	\$105,595.05
Claimant 31	EMPLOYEE	ACTIVE	I25.119	ASHD NATV CA W/UNS ANGINA PECTORIS	DIABETIC THERAPY	OPEN	\$87,520.38	\$13,004.18	\$100,524.56

# Large Claims – CY2023, continued

Claimant ID	Relationship Description	Claimant Coverage Status	Medical Diagnosis Code	Medical Diagnosis Code Description	RX Standard Therapeutic Class Description	*Derived Claim Status	Medical Paid	Rx Paid	Total Paid
Claimant 32	SPOUSE	ACTIVE	I63.412	CEREB INFARCT EMBO LT MID CEREB ART	LIPOTROPICS	OPEN	\$93,960.83	\$1,520.73	\$95,481.56
Claimant 33	EMPLOYEE	ACTIVE	M17.12	UNI PRIM OSTEOARTHRITIS LT KNEE	ANTIVIRALS	OPEN	\$92,674.59	\$592.71	\$93,267.30
Claimant 34	EMPLOYEE	ACTIVE	Z00.00	ENC GEN ADULT EXAM W/O ABNORM FIND	ALL OTHER DERMATOLOGICALS	OPEN	\$402.54	\$92,030.27	\$92,432.81
Claimant 35	SPOUSE	ACTIVE	I21.4	NON-ST ELEVATION MYOCARDIAL INFARCT	LIPOTROPICS	OPEN	\$91,645.01	\$483.48	\$92,128.49
Claimant 36	SPOUSE	ACTIVE	M06.9	RHEUMATOID ARTHRITIS UNSPECIFIED	OTHER THERAPEUTIC CLASS	OPEN	\$89,870.19	\$1,777.60	\$91,647.79
Claimant 37	EMPLOYEE	ACTIVE	D05.12	INTRADUCTAL CA IN SITU LEFT BREAST	DIABETIC THERAPY	OPEN	\$86,116.85	\$1,730.42	\$87,847.27
Claimant 38	EMPLOYEE	ACTIVE	U07.1	COVID-19	DIABETIC THERAPY	OPEN	\$62,825.99	\$24,046.70	\$86,872.69
Claimant 39	EMPLOYEE	ACTIVE	Z00.00	ENC GEN ADULT EXAM W/O ABNORM FIND	ANTIARTHRITICS	OPEN	\$501.47	\$86,105.88	\$86,607.35
Claimant 40	EMPLOYEE	ACTIVE	I47.1	SUPRAVENTRICULAR TACHYCARDIA	OTHER THERAPEUTIC CLASS	OPEN	\$84,519.36	\$1,011.59	\$85,530.95
Claimant 41	EMPLOYEE	ACTIVE	Z12.11	ENC SCREEN MALIG NEOPLASM COLON	ALL OTHER DERMATOLOGICALS	OPEN	\$1,212.67	\$81,402.56	\$82,615.23
Claimant 42	SPOUSE	ACTIVE	R76.11	NONSPEC RXN TUBERCULIN TEST W/O TB	ANTIARTHRITICS	OPEN	\$1,365.29	\$81,054.84	\$82,420.13
Claimant 43	SPOUSE	ACTIVE	Z00.00	ENC GEN ADULT EXAM W/O ABNORM FIND	ALL OTHER DERMATOLOGICALS	OPEN	\$447.09	\$81,106.95	\$81,554.04
Claimant 44	SPOUSE	ACTIVE	N17.0	ACUTE KIDNEY FAILURE TUBULR NECROSIS	OTHER THERAPEUTIC CLASS	OPEN	\$70,642.32	\$10,471.24	\$81,113.56
Claimant 45	SPOUSE	ACTIVE	M17.32	UNI POST-TRAUMATIC OA LT KNEE	OTHER THERAPEUTIC CLASS	OPEN	\$79,280.48	\$66.70	\$79,347.18
Claimant 46	EMPLOYEE	ACTIVE	E11.8	TYPE 2 DM W/UNS COMPLICATIONS	ALL OTHER DERMATOLOGICALS	OPEN	\$1,968.09	\$74,882.06	\$76,850.15
Claimant 47	EMPLOYEE	ACTIVE	C50.512	MAL NEO LW-OUTER QUAD LT FEM BREAST	BIOLOGICALS	OPEN	\$70,561.75	\$763.48	\$71,325.23
Claimant 48	SPOUSE	ACTIVE	Z48.24	ENC AFTERCARE FLW LUNG TRANSPLANT	BRONCHIAL DILATORS	OPEN	\$60,676.19	\$10,474.13	\$71,150.32
Claimant 49	CHILD	ACTIVE	A02.0	SALMONELLA ENTERITIS	PENICILLINS	OPEN	\$70,767.71	\$9.71	\$70,777.42
Claimant 50	EMPLOYEE	ACTIVE	M17.0	BLATERAL PRIM OSTEOARTHRITIS KNEE	OTHER THERAPEUTIC CLASS	OPEN	\$68,192.29	\$1,851.40	\$70,043.69
Claimant 51	EMPLOYEE	ACTIVE	D83.9	COMMON VARIABLE IMMUNODEFIC UNS	DIABETIC THERAPY	OPEN	\$38,205.99	\$30,095.57	\$68,301.56
Claimant 52	EMPLOYEE	ACTIVE	I25.10	ASHD NATIVE CA W/O ANGINA PECTORIS	DIABETIC THERAPY	OPEN	\$44,834.56	\$22,780.18	\$67,614.74
Claimant 53	SPOUSE	ACTIVE	Z12.11	ENC SCREEN MALIG NEOPLASM COLON	ANTIARTHRITICS	OPEN	\$8,607.30	\$57,875.53	\$66,482.83
Claimant 54	EMPLOYEE	ACTIVE	999.999	OTHER DIAGNOSIS	OTHER THERAPEUTIC CLASS	OPEN	\$1,555.26	\$64,556.79	\$66,112.05
Claimant 55	CHILD	TERMED	B34.9	VIRAL INFECTION UNSPECIFIED	ALL OTHER DERMATOLOGICALS	CLOSED	\$3,483.77	\$61,357.16	\$64,840.93
Claimant 56	SPOUSE	ACTIVE	I13.0	HTN HRT CKD W/HF STAGE 1-4/UNS CKD	DIABETIC THERAPY	OPEN	\$32,523.37	\$32,199.59	\$64,722.96
Claimant 57	EMPLOYEE	ACTIVE	R55	SYNCOPE AND COLLAPSE	ALL OTHER DERMATOLOGICALS	OPEN	\$2,658.50	\$61,843.26	\$64,501.76
Claimant 58	EMPLOYEE	ACTIVE	S39.012A	STRAIN MUSC FASC TENDON LW BACK INT	ANTIARTHRITICS	OPEN	\$1,276.31	\$63,156.27	\$64,432.58
Claimant 59	SPOUSE	ACTIVE	R00.2	PALPITATIONS	OTHER ANTIOTICS	OPEN	\$1,896.56	\$59,929.38	\$61,825.94
Claimant 60	EMPLOYEE	ACTIVE	L40.50	ARTHROPATHIC PSORIASIS UNSPECIFIED	ANTIARTHRITICS	OPEN	\$1,363.15	\$60,223.32	\$61,586.47
Claimant 61	EMPLOYEE	ACTIVE	C50.411	MAL NEO UP-OUTER QUAD RT FEM BREAST	OTHER THERAPEUTIC CLASS	OPEN	\$59,736.56	\$675.32	\$60,411.88
Claimant 62	CHILD	ACTIVE	999.999	OTHER DIAGNOSIS	PENICILLINS	OPEN	\$60,243.41	\$57.98	\$60,301.39
Claimant 63	SPOUSE	ACTIVE	G89.4	CHRONIC PAIN SYNDROME	OTHER THERAPEUTIC CLASS	OPEN	\$26,883.85	\$33,250.27	\$60,134.12
Claimant 64	EMPLOYEE	ACTIVE	M47.812	SPONDYLS W/O MYELO-/RADICULOP CERV	DIABETIC THERAPY	OPEN	\$31,380.13	\$27,644.41	\$59,024.54
Claimant 65	EMPLOYEE	ACTIVE	Z42.8	ENC OTH PLS RECN SRG FLW PRCHL INJ	OTHER THERAPEUTIC CLASS	OPEN	\$57,330.85	\$271.89	\$57,602.74
Claimant 66	CHILD	ACTIVE	G43.709	CHR MIGR W/O AURA NOT INTRCT W/O SM	NON-OPIOID ANALGESICS	OPEN	\$39,487.13	\$13,765.46	\$53,252.59
Claimant 67	SPOUSE	TERMED	89.354	HEMPLG FLW CEREB INFARCT LT N-DOM	LIPOTROPICS	CLOSED	\$51,374.60	\$36.55	\$51,411.15
Claimant 68	EMPLOYEE	ACTIVE	N48.6	INDURATION PENIS PLASTICA	BRONCHIAL DILATORS	OPEN	\$46,244.13	\$4,269.54	\$50,513.67
Claimant 69	EMPLOYEE	ACTIVE	Z79.890	HORMONE REPLACEMENT THERAPY	MISCELLANEOUS	OPEN	\$970.16	\$49,381.35	\$50,351.51

# 2025 Plan Changes Discussion



# 2025 Plan Changes Discussion

- Network Changes (Navigate Plan)
- Plan Design (Deductibles/OOP/Copays), if Network changes
- Nicotine Surcharges

# Wellness Preventive Solutions



# ARA Update (UHC)



# Retiree Coverage and COBRA



Thank  
you.



HOLMES  
MURPHY.

**Benefits Committee Meeting**

7.

**Meeting Date:** 01/24/2024

**Submitted By:** Shelley Loughrey, Human Resources

**Department:** Human Resources

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**Information**

**Agenda Item**

Review the Human Resources Department Reports.

- Financial Reports
- FY25 Budget Preparation
- 2024 Benefits Committee Calendar Year Plan

**Background**

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**Attachments**

Nov. 2023 Benefits Fund Financial Report

2024 Benefit Committee Calendar Year Plan

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**Form Review**

Form Started By: Shelley Loughrey

Started On: 01/16/2024 01:54 PM

Final Approval Date: 01/16/2024

WILLIAMSON COUNTY  
WILLIAMSON COUNTY BALANCE SHEET  
Current Period: NOV-23

Date: 03-JAN-24 13:08:32  
Page: 1

Currency: USD

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

ASSETS

101000 CASH IN BANK	2,038,286.14
134001 PREPAID EXP-UHC	762,708.43
151100 TEXPOOL PRIME	15,298,582.60
152000 INVESTMENTS	4,896,145.28
155000 INTEREST REC, INVESTMENTS	20,833.33
	-----
TOTAL ASSETS	23,016,555.78
	=====

LIABILITIES AND FUND EQUITY

LIABILITIES	
202001 CLAIMS LIABILITY	(1,211,156.08)
207088 DUE TO PAYROLL FUND	17,840.43
	-----
TOTAL LIABILITIES	(1,193,315.65)
	-----
FUND EQUITY	
244000 RESERVE FOR ENCUMBRANCE	0.00
271000 UNRESERVED FUND BALANCE	(21,823,240.13)
	-----
TOTAL FUND EQUITY	(21,823,240.13)
	-----
TOTAL LIABILITIES AND FUND EQUITY	(23,016,555.78)
	=====

STATEMENT OF REVENUES

Current Period: NOV-23

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	600,000.00	600,000.00	92,500.13	186,615.34	413,384.66	(69)
367100 EMPLOYER CONTRIBUTIONS	21,014,400.00	21,014,400.00	1,741,600.00	3,399,200.00	17,615,200.00	(84)
367200 EMPLOYEE DEDUCTIONS/MEDICAL	2,767,803.00	2,767,803.00	280,200.82	560,077.90	2,207,725.10	(80)
367201 EMPLOYEE DEDUCTIONS/DENTAL	1,268,780.00	1,268,780.00	99,967.30	199,564.94	1,069,215.06	(84)
367202 EMPLOYEE DEDUCTIONS/VISION	352,904.00	352,904.00	33,755.63	67,452.39	285,451.61	(81)
367300 COBRA/RETIREE DEP PREM	642,621.00	642,621.00	58,705.66	113,064.84	529,556.16	(82)
TOTAL	26,646,508.00	26,646,508.00	2,306,729.54	4,525,975.41	22,120,532.59	(83)

STATEMENT OF EXPENDITURES-BUDGET VS ACTUAL

Current Period: NOV-23

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	40,166.40	40,166.40	2,962.08	5,919.57	40,166.00	0.40	0
004039 RETIREE HEALTH CLAIMS, DENTAL	90,631.99	90,631.99	4,217.81	8,340.22	8,340.22	82,291.77	91
004040 RETIREE HEALTH CLAIMS, MEDICAL	1,071,414.93	1,071,414.93	100,523.82	193,269.98	193,269.98	878,144.95	82
004041 RETIREE HEALTH CLAIMS, PRESCRIPTI	1,107,195.18	1,107,195.18	126,132.43	232,790.47	232,790.47	874,404.71	79
004049 HEALTH CLAIMS PAID, DENTAL	1,191,472.46	1,191,472.46	98,225.37	187,252.02	187,252.02	1,004,220.44	84
004050 HEALTH CLAIMS PAID, MEDICAL	13,559,259.75	13,542,486.00	796,381.42	1,866,457.51	1,866,457.51	11,676,028.49	86
004051 HEALTH CLAIMS PAID, PRESCRIPTION	4,678,705.14	4,678,705.14	478,965.28	76,959.25	76,959.25	4,601,745.89	98
004054 ADMIN COST, HEALTH INS.	1,013,985.00	1,013,985.00	92,792.34	186,024.56	186,024.56	827,960.44	82
004056 ADMIN COST, DENTAL	58,968.00	58,968.00	4,873.44	9,778.08	9,778.08	49,189.92	83
004057 STOP LOSS INSURANCE	1,895,647.32	1,895,647.32	146,631.52	293,973.12	293,973.12	1,601,674.20	84
004058 GROUP LIFE PREMIUMS	75,393.79	75,393.79	2,470.87	4,903.41	4,903.41	70,490.38	93
004059 ADMIN. COST, FLEX PLAN	36,000.00	36,000.00	1,458.00	2,910.00	2,910.00	33,090.00	92
004060 ADMIN. COST, COBRA ADMINISTRATION	23,200.00	23,200.00	3,011.64	3,173.28	3,173.28	20,026.72	86
004065 RETIREE VISION INSURANCE	27,250.92	27,250.92	2,259.81	4,519.62	4,519.62	22,731.30	83
004066 EMPLOYEE VISION INSURANCE	352,904.31	352,904.31	33,645.16	67,381.44	67,381.44	285,522.87	81
004067 EMPLOYER HSA CONTRIBUTIONS	525,000.00	525,000.00	1,125.00	1,125.00	1,125.00	523,875.00	100
004068 ADMIN. COST, HSA	8,662.50	8,662.50	407.00	407.00	407.00	8,255.50	95
004911 COMPLIANCE FEES	13,656.14	30,429.89	0.00	0.00	20,623.75	9,806.14	32
004996 WELLNESS PROGRAM	329,930.00	329,930.00	7,439.51	13,299.32	99,430.00	230,500.00	70
TOTAL	26,099,443.83	26,099,443.83	1,903,522.50	3,158,483.85	3,299,484.71	22,799,959.12	87

WILLIAMSON COUNTY

Date: 03-JAN-24

STATEMENT OF EXPENDITURES-BUDGET VS ACTUAL

Current Period: NOV-23

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	348,865.37	360,454.02	27,688.00	39,573.39	39,573.39	320,880.63	89
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	480.00	480.00	40.00	80.00	80.00	400.00	83
001125 LONGEVITY PAY	1,248.00	1,248.00	72.00	93.60	93.60	1,154.40	93
001130 MERIT, RETENTION & RECRUITING	16,742.99	5,154.34	0.00	0.00	0.00	5,154.34	100
001914 BILINGUAL STIPEND	600.00	600.00	0.00	0.00	0.00	600.00	100
002010 FICA	28,529.63	28,529.63	2,031.13	2,900.38	2,900.38	25,629.25	90
002020 RETIREMENT	59,053.79	59,053.79	4,320.13	6,173.26	6,173.26	52,880.53	90
002030 INSURANCE	48,000.00	48,000.00	4,000.00	8,000.00	8,000.00	40,000.00	83
002050 WORKER'S COMP	568.03	568.03	(16.16)	(16.16)	(16.16)	584.19	103
003005 OFFICE FURNITURE < \$5,000	3,000.00	3,000.00	0.00	0.00	2,384.86	615.14	21
003006 OFFICE EQUIPMENT < \$5,000	400.00	400.00	0.00	0.00	0.00	400.00	100
003010 COMPUTER EQUIPMENT < \$5,000	3,738.00	3,738.00	0.00	0.00	2,067.63	1,670.37	45
003011 COMPUTER SOFTWARE < \$5,000	750.00	750.00	0.00	0.00	0.00	750.00	100
003100 OFFICE SUPPLIES	10,000.00	10,000.00	0.00	0.00	0.00	10,000.00	100
003900 MEMBERSHIP DUES	3,744.00	3,744.00	0.00	0.00	0.00	3,744.00	100
004100 PROFESSIONAL SERVICES	85,000.00	85,000.00	7,083.33	7,083.33	85,000.00	0.00	0
004181 INDEPENDENT AUDIT	22,000.00	22,000.00	0.00	0.00	22,000.00	0.00	0
004208 INTERNET CLOUD SOLUTIONS	179,809.00	179,809.00	15,166.15	30,332.30	174,809.00	5,000.00	3
004212 POSTAGE	3,500.00	3,500.00	0.00	0.87	0.87	3,499.13	100

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	72,285.52	72,285.52	0.00	0.00	0.00	72,285.52	100
004350 PRINTED MATERIALS & BINDING	2,550.00	2,550.00	0.00	0.00	0.00	2,550.00	100
004621 COPIER RENTAL & SUPPLIES	2,500.00	2,500.00	119.60	119.60	1,485.26	1,014.74	41
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	0.00	0.00	500.00	100
TOTAL	900,564.33	900,564.33	60,504.18	94,340.57	344,552.09	556,012.24	62

# 2024 Benefit Committee Calendar Year Plan

## Key Dates: Benefit Committee Voting Members

Month/Key Dates:	Activity	Leader
<b>January</b>	<b>First Quarter</b>	
24 <sup>th</sup> 9-11	<b>Benefit Committee Meeting – Quarterly Review</b> RFP Financial Services Provider – Employee Education/Coaching	David/Nikki/ Rebecca/Shelley
<b>February</b>	<b>Wellness Subcommittee Meeting</b>	
8 <sup>th</sup> 1:00 –4:30	<b>Review and evaluate current Wellness Program, discuss changes for 2025 Wellness Program</b> Wellness Strategy Plan Incentives 2025	David/Nikki/UHC/ Rebecca/Angela/ Shelley/C. Long/M. Knipstein, C. Mendoza
<b>April</b>	<b>Financial Planning Meeting</b>	
8 <sup>th</sup> 9-3	Budget Outline - Tentative Numbers	David/Actuary/Julie /John BC Chair/ Rebecca/Shelley/Audit or’s Office – Julie, Jalyn and Ganæ
<b>May</b>	<b>Second Quarter</b>	
1 <sup>st</sup> 9-3, Full Day  16 <sup>th</sup> – 9-12, Half Day	<b>Benefit Committee Meeting – Quarterly Review</b> Budget Proposal, Renewal/Changes Benefit Plans/EE Rates – Medical/Dental/Vision, Potential RFP Financial Services Provider – Employee Education/Coaching, Wellness Strategy for 2024 Benefit Plan Year – Must have final recommendation, Budget Initial #'s, for placement on CC Court	David/Actuary/ Rebecca/Shelley
<b>August</b>	<b>Third Quarter</b>	
TBD	<b>Open Enrollment Meetings – Webinars Leadership, 2024 Benefit Plan</b> Changes, Rates for Employees/Retirees	Laurie Macina/ BC Committee/ Benefits Team
TBD	<b>In Person OE Meetings – 2024 Benefit Plan Changes for these Departments</b> (URS/Fleet, Building Maintenance, Corrections, Juvenile Services)	Angela/Shelley
<b>September</b>	<b>Third Quarter</b>	
9/23 – 10/4	<b>Open Enrollment Period</b>	Wilco Benefits Team
25 <sup>th</sup>	<b>Benefit Fair In-person – Georgetown Annex, Second Floor</b>	Shelley/Wilco Benefits Team
<b>November</b>	<b>Fourth Quarter</b>	
15 <sup>th</sup> 9-11	<b>Benefit Committee Meeting –Quarterly Review, OE Wrap Up, regular</b> agenda items and Financial Reports.	David/Nikki/ Rebecca/Shelley



## Detailed Activity Plan

Color Code:	Yellow – Broker Consultant Action Grey – Benefit Committee Meetings	
Month/Key Dates:		Leader
January	First Quarter	
Week of the 11 <sup>th</sup>	Call/Meet with David/ to Review Agenda	David/Nikki/Shelley
18 <sup>th</sup>	<b>Benefit Committee Meeting – Quarterly Review</b> Prepare RFP: Financial Services Provider – (Employee Education/Coaching) Employee 1 <sup>st</sup> Qtr., Financial Reports, regular agenda Items	David/Nikki/Shelley/BC Committee
24 <sup>th</sup>	RFP – Financial Services Provider	David/Nikki/Angela/Shelley/Commissioner Long, John, Matt
February	Wellness Subcommittee Meeting	David/Nikki/Rebecca/Angela/Shelley/Wellness Subcommittee
April	Second Quarter	
8 <sup>th</sup> 9-3, Full Day	Financial Planning Meeting - Budget Outline – Work Planning Meeting, Tentative Budget Numbers	David/Actuary/Nikki/UHC/BC Chair, John/Julie Rebecca/Shelley
1st	Budget Numbers entered Questica – will use High bid # Received then adjust down for final numbers.	Shelley/Rebecca
May		
1st– 9 -3, Full Day	<b>Benefit Committee Meeting – Quarterly Review</b> Proposal of Renewal Benefit Plans/EE Rates – Medical/Dental/Vision, Wellness Strategy for 2024 Plan Year – Must have final recommendation, Budget Initial #'s, for placement on CC Court.	David/Nikki/Actuary/Rebecca/Shelley/BC Committee
16 <sup>th</sup> 9-12, Half Day	<b>Benefit Committee Meeting</b> Finalize Benefits Budget, ER Funding, EE Rates, Plan Design Changes, Wellness Actions.	David/Nikki/Rebecca/Shelley/BC Committee
TBD	Meet with Commissioners (Cook, Boles, Covey) Review Plans, ER Contribution & EE Rates	Rebecca/Shelley
June	Third Quarter	
TBD	Holmes Murphy to Schedule call with Rebecca/Shelley, Review Holmes Murphy Presentation and finalize Agenda for Posting on CC Court.	Shelley/Rebecca/David/Nikki
TBD	Commissioners Court Presentation and Approval of Benefits 2024 Plan Year: (Med/Den/Vision, FSA/HSA Cafeteria Plan – Plans & Rates.) Once approved Holmes Murphy to update Wilco Benefit Guide.	David/Rebecca/Shelley
	Final Budget – Questica	Rebecca/Shelley
July		
10 <sup>th</sup>	Finalize 2025 Benefit Guide due by July 10 <sup>th</sup>	Holmes Murphy – Nikki/David

	<b>2024 OE Communications Prep: Benefit Guide, &amp; Benefit Portal Updates for Open Enrollment</b>	David/Nikki/ Shelley/Angela/ UHC/Benefits Portal
<b>August</b>		
<b>1<sup>st</sup></b>	<b>All Open Enrollment Communication Materials Finalized</b>	Shelley, UHC, Benefits Portal
<b>TBD</b>	<b>UHC/Shelley Schedule Leadership/Elected Officials/HR Liaisons Present 2023 Plan Changes – Webinars</b>	Laurie/Shelley/ Rebecca/Benefits Team
<b>TBD</b>	<b>In Person OE Meetings – 2024 Benefit Plan Changes for these Departments (URS/Fleet, Building Maintenance, Corrections, Juvenile Services, Parks)</b>	Angela/Shelley
<b>31<sup>st</sup></b>	<b>Budget Adopted</b>	Rebecca/Shelley
<b>September</b>		
<b>23<sup>rd</sup> – Oct. 4<sup>th</sup></b>	<b>Open Enrollment Period</b>	Shelley/Benefits Team
<b>25<sup>th</sup></b>	<b>Benefit Fair – Georgetown Annex, 2<sup>nd</sup> Floor</b>	Shelley/Benefits Team
<b>October</b>	<b>Fourth Quarter</b>	
<b>1<sup>st</sup> – 4<sup>th</sup></b>	<b>Open Enrollment Period</b>	Employees/ Retirees
<b>Week of - TBD</b>	<b>Holmes Murphy to Schedule Call with Rebecca/Shelley, Review Agenda for BC Agenda Publication on Sept. 27<sup>th</sup></b> Items to be included: Stop Loss RFP Draft/Review	David/Nikki/ Rebecca/Shelley
<b>November</b>		
<b>1<sup>st</sup></b>	<b>Holmes Murphy &amp; BC Selection Committee to Review RFP Stop Loss Bids &amp; Make Recommendation to Committee</b>	David/Nikki/ Rebecca/Shelley/ Review Committee
<b>15<sup>th</sup> 9 -11</b>	<b>Benefit Committee Meeting –Quarterly Review, regular agenda items and Financial Reports.</b>	David/Nikki/ Rebecca/Shelley/ BC Committee
<b>December</b>		
<b>TBD</b>	<b>CC Court Approval Stop Loss RFP</b>	Rebecca/Shelley