

APPROVED MINUTES
BOARD OF TRUSTEES FOR THE CITY OF GALVESTON
EMPLOYEE HEALTH BENEFITS PLAN
REGULAR MEETING
May 14, 2020

1. Declaration of a Quorum, Call Meeting to Order, and Roll Call.

With a quorum present, the February 2020 Meeting was called to order at 10:02 a.m. by Vice Chairman Xavier Hancock. The following Trustees and persons were in attendance:

Xavier Hancock (Vice Chair) – Trustee	Kimberly Danesi – Park Board
Christopher Condy – Trustee	Jon Breuleux - Gallagher
Christopher Anderson – Trustee	Kandace Stepchinski - Gallagher
Andrew Jefferies – Trustee	Megan Boswell – City Staff
Kent Etienne – Trustee	Christy Shinn – City Staff
Michael Loftin – Trustee	Donna Fairweather – City Staff

*Arrived at 10:09 a.m.

2. Conflicts of Interest.

None.

3. Public Comment on Agenda Items and Non-Agenda Items.

The City Council adopted a policy requiring that agendas for all City board, commission, and committee meetings include a section designated for public comment on both agenda items and non-agenda items. Members of the public may submit a public comment using the web link below. All comments submitted prior to the meeting will be provided to the Board of Trustees.

<https://forms.galvestontx.gov/Forms/PublicComment>

A. Agenda Items

B. Non-Agenda Items

No Public Comment was received.

4. Approval of the Minutes for the Regular Board Meeting of February 28, 2020.

Motion to Approve the Minutes from the February 2020 Meeting made by Kent Etienne with a second by Andrew Jeffries. Unanimously Approved by those Trustees present.

5. Receive financial reports from Gallagher and City Staff including information on the expected impact of COVID-19 to the health plan.

Kandace Stepchinski delivered a financial monitoring report. March costs are trending higher than previous months due to a few high claimants. The City did not have large claimants for March, The Port has one claimant over \$50,000, and the Park Board has two claimants over \$50,000. Top diagnosis and top prescription information was also provided.

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Jon Breuleux reported that December 2019 is the only month the plan has not run at a surplus. Gallagher reports that Covid-19 is not impacting plan costs in a significant way at this time. There has been a reduction in non-emergent procedures. There are some costs associated with Covid-19 but overall there should be a small decrease in claims impact. Primary drivers of fixed costs to the plan are admin fees and stop loss. The admin fees are locked in for a 3 year commitment. Stop loss is renewed annually. A report on Covid-19 impact modeling was provided. The report shows different scenarios to show possible impacts to the plan with different amounts of positive cases.

Mr. Loftin delivered the 2nd quarter report in relation to the health plan. This is a high level analysis of the budget. The plan looks on track to be at or under budget.

6. Discuss and consider for action the Health Risk Assessment requirement for plan year 2020.

Kent Etienne: The City is seeking the Health Board's opinion on mandating the HRA this year.

Andrew Jefferies: I don't think we need to encourage people to visit doctor's offices now without cause. Could the HRA be suspended for this year?

Donna Fairweather: Some offices are not scheduling non-essential appointments and employees may be hesitant to make appointments for an HRA.

Jon Breuleux: Some of our clients that have wellness programs have suspended them temporarily or have adopted alternative methods to meet the requirements such as online screening.

Kimberly Danesi: If we alter the way an HRA is completed to something that employees may see as an easier method it will be difficult to go back to the current requirement. Employees will want the easier method.

Motion to suspend the HRA requirement for 2020 and to allow all plan members to have the incentive rate for premiums in 2021 made by Andrew Jefferies with a second by Christopher Anderson. Michael Loftin – Abstained. Motion Carries.

7. Discuss tentative date(s) for next Board Meeting.

Tentatively agreed upon for Wednesday, June 17, 2020 at 10:00 a.m.

8. Adjournment.

Motion to Adjourn made by Andrew Jefferies with a second by Christopher Anderson. Unanimously Approved. The meeting was adjourned at 11:11 a.m.

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Mark Murchison, Chair

Wednesday, June 17, 2020
Date Approved