

**APPROVED MINUTES
BOARD OF TRUSTEES FOR THE CITY OF GALVESTON
EMPLOYEE HEALTH BENEFITS PLAN
REGULAR MEETING
October 30, 2019**

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

With a quorum present, the October 30, 2019 Meeting was called to order at 9:04 a.m. by Vice-Chairman Mark Murchison. The following Trustees and persons were in attendance:

Stewart Goff (Chair) – Trustee

**Arrived at 9:15 a.m.*

Mark Murchison (Vice Chair) – Trustee

Xavier Hancock – Trustee

Michael Loftin - Trustee

Kent Etienne – Trustee

Kandace Stepchinski – Gallagher

Kimberly Danesi – Park Board

Daniel Buckley – City Staff

Debbi Pierce – City Staff

Tammy Jacobs – City Staff

Mareia Schreiber – City Staff

Megan Boswell – City Staff

Christy Shinn – City Staff

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 speak for a maximum of three (3) minutes regardless of the number of items being addressed.

Carl Glaze addressed the Board regarding retiree insurance rates and communication of plan changes to retirees.

4. Approval of the Minutes for the Regular Board Meeting of September 20, 2019.

Motion to Approve the Minutes from the September 20, 2019 Meeting made by Xavier Hancock with a second by Kent Etienne. Unanimously Approved.

5. Continuing report on implementation of CareHere Clinic participant “no show” administrative procedures, report on employee Health Risk Assessment participation, and overall employee health plan/financial participation-utilization information.

Kent Etienne delivered a report of the final HRA completion for the 2018-2019 fiscal year. The City had 97% completion, the Park Board had 97% completion, and the Port had 75% completion. Each entity needs to provide information on premium increases to plan members that did not complete an HRA by the deadline of September 30, 2019.

6. Financial reports as of September 2019 to include large claim cases and reimbursements by SA Benefit Services as reinsurer for year effective 10/1/2018.

Kent Etienne reported that the City is expecting approximately \$200,000 in reimbursements from the previous stop loss year.

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Michael Loftin also delivered a report with FY 2020 options for contributions. He mentioned that the plan will use an advisor external to the Board and the plan in order to monitor the health of the fund. The Board discussed building the reserve funds for the plan and that the target should be 125%.

Feedback was provided on the transition of the plan and satisfaction with BlueCross BlueShield of Texas.

7. Discuss retiree health insurance premiums. No action will be taken.

Stewart Goff mentioned concerns some retirees have regarding increased insurance premiums.

Mark Murchison: There were issues in notifying retirees about changes. The plan was changed quickly due to issues with plan funding. There was not a method in place to make changes more predictable. Items will be more predictable once the plan has a reserve.

Xavier Hancock suggested the Health Plan Board sending the Health Board meeting minutes to retirees so they can be aware of upcoming changes.

8. Discuss and consider for action addition of Healthcare Bluebook to the City's Health Plan.

Kent Etienne stated that Healthcare Bluebook (HCBB) reached out to the City in regards to continuing services for the health plan. Kent has requested analytics to see how HCBB helped the plan under Boon-Chapman. HCBB provides a website to search medical services, providers, and associated costs. HCBB provides plan members an incentive to search for lower cost providers by sending reimbursement checks to plan members for a portion of the plan savings. Kandace Stepchinski explained that BlueCross BlueShield has a cost comparison feature that allows plan members to get an estimation of out-of-pocket expenses for different services. However, there is no reimbursement of any kind for plan members through BlueCross BlueShield for using the cost comparison tool.

Item 8 was tabled until HCBB analytics are provided to the Board.

9. Discuss and consider for action the institution of an annual timeline solidifying health insurance premiums for respective entities and plan participants.

Kimberly Danesi requested that the Board establish a timeline of when to start annual discussions of plan changes. This would help each entity have items prepared prior to the start of a new budget.

Michael Loftin suggests forming a subcommittee to draft a schedule and reporting process. Finance will provide monthly reports until the plan stabilizes and then will report quarterly. A subcommittee will meet in December to draft a proposal for the Board.

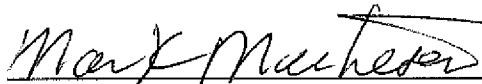
10. Discuss tentative date(s) for next Board Meeting.

Tentatively agreed upon for Friday, November 22, 2019 at 9:30 a.m.

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11. Adjournment.

Motion to Adjourn made by Xavier Hancock with a second by Stewart Goff. Unanimously Approved. The meeting was adjourned at 10:04 a.m.


Mark Murchison, Vice Chair

Friday, November 22, 2019
Date Approved