

APPROVED MINUTES
BOARD OF TRUSTEES FOR THE CITY OF GALVESTON
EMPLOYEE HEALTH BENEFITS PLAN
REGULAR MEETING
August 31, 2021

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

With a quorum present, the August 2021 Meeting was called to order at 2:00 p.m. by Chairman Xavier Hancock. The following Trustees and persons were in attendance:

Xavier Hancock (Chair) - Trustee	Ashley Broadus – HUB International
Christopher Anderson (Vice-Chair) – Trustee	Mike Weaver – HUB International
Kent Etienne – Trustee	Bryson Frazier – Park Board
Michael Loftin – Trustee	Donna Fairweather – City Staff
Andrew Jefferies – Trustee	Tammy Jacobs – City Staff
Susan Keeble – Trustee	Christy Shinn – City Staff
Julian Fontana – HUB International	* Arrived at 2:17 p.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. Introduction of new Health Plan Board Member.

Kent Etienne introduced Susan Keeble as a new member of the Health Plan Board. Susan is with the Park Board of Trustees.

5. Election of Vice-Chairman of the Health Plan Board.

Motion to appoint Christopher Anderson as the Vice-Chairman of the Health Plan Board made by Andrew Jefferies with a second by Kent Etienne. Unanimously Approved by those Trustees present.

6. Approval of the Minutes for the Regular Board Meeting of July 27, 2021.

Motion to approve the Minutes from the July 27, 2021 Meeting made by Andrew Jefferies with a second by Mike Loftin. Unanimously Approved by those Trustees present.

7. Discuss and consider for action plan recommendations from HUB International to include a HDHP Plan, Tiered Premium Structure, Retiree Premium Structure, and other proposed plan modifications.

Kent Etienne provided the board an itemized list to show proposed changes to the plan at HUB's recommendation. Julian Fontana explained each option to the board. The goal is to shift costs and provide better access to appropriate care. The recommendations put the city's plan in line with benchmark.

Kent Etienne: Our current deductible is \$1,500 and the proposed deductible is \$1,750. The family deductible is currently \$4,500 and this proposed change is a decrease to the family rate.

Julian Fontana: HUB is not recommending a reduction to the family deductible rate. It is above benchmark so the board can consider reducing it. The deductible either needs to be 2x or 3x the individual rate. If the board maintains the 3x rate it will be \$5,250.

Kent Etienne: The proposal is to add a co-pay for urgent care and to increase the co-pay for emergency rooms. The objective here is to change behavior of membership. For pharmacy, it is suggested to add an additional tier for specialty drug co-pay.

Julian Fontana: The coupon maximizer program helps employees get drugs through program assistance dollars that different specialty drugs have available. This is a new program. It helps employees get discounts before use of plan dollars. The diabetes program and musculoskeletal program are additional disease management programs that are not currently utilized. The programs are embedded in the medical plan and are voluntary.

Motion to set a \$50 co-pay for Urgent Care services made by Kent Etienne with a second by Xavier Hancock. Unanimously Approved by those Trustees present.

Motion to increase the Emergency Room co-pay to \$250 made by Susan Keeble with a second by Andrew Jeffries. Unanimously Approved by those Trustees present.

Motion to add a fourth tier to the pharmacy plan with a \$150 co-pay for specialty drugs made by Kent Etienne with a second by Susan Keeble. Unanimously Approved by those Trustees present.

Motion to implement BCBSTX Coupon Maximizer made by Kent Etienne with a second by Susan Keeble. Unanimously Approved by those Trustees present.

Motion to implement Livongo Diabetes Management as part of the City's BCBSTX made by Kent Etienne with a second by Andrew Jeffries. Unanimously Approved by those Trustees present.

Julian Fontana let the board know that HUB provided the City legal interpretation to BCBSTX but BCBSTX said that they were unable to exclude any certain facility for emergency services. There is not an avenue with BCBSTX to exclude any free standing ER from the plan. BCBSTX limits the charges for non-network providers to 165% of Medicare allowable.

8. Receive update on HRA completion from City Staff. Discuss and consider for action any changes to the HRA requirement.

Christy Shinn informed the board about the issues the City has experienced in receiving the reports of HRA completion from BCBSTX. The City has learned that more information is needed to provide a complete list of those that have satisfied the HRA requirement.

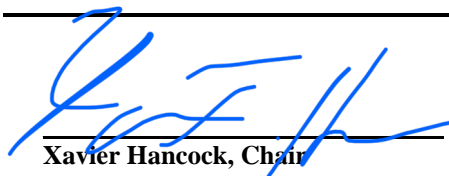
Motion to suspend the Health Risk Assessment requirement for year 2021 made by Xavier Hancock with a second by Andrew Jeffries. Unanimously Approved by Those Trustees present.

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

Tentatively agreed upon for Tuesday, September 28, 2021 at 2:00 p.m.

10. Adjournment.

Motion to Adjourn made by Kent Etienne with a second by Andrew Jeffries. Unanimously Approved by Those Trustees present. The meeting was adjourned at 3:41 p.m.



Xavier Hancock, Chair

Wednesday, September 29, 2021
Date Approved