



The City of West University Place

A Neighborhood City

EMPLOYEE BENEFITS TRUST MEETING MINUTES

The City of West University Place Employee Benefits Trust (EBT) met on **Monday, October 25, 2021**, at approximately 7:15 p.m. in the Municipal Building Council Chambers located at 3800 University Boulevard.

Agenda of Items:

1. Call Meeting to Order

Chair Sample called the meeting to order at approximately 7:00 p.m. Board Trustees Montgomery, Barnes, Bell, and Carroll were present.

Human Resources Director James Urban presented and explained to the new members of the EBT Board how it works. He said once the EBT trustees vote on the medical benefits in their meeting, then Council reconvene its meeting and vote to transfer funds to the EBT for employee related benefits.

Presentation/Discussion

Mr. Urban then introduced the City's consultant, Julian Fontana with HUB International, who presented to Council regarding employee benefits.

After questions from the Trustees regarding those benefit companies that did not bid, Mr. Fontana said that the City had four or 5 high claims and, with such a small population of employees, some companies, including TML, would not submit bids because they did not think they could be competitive.

Trustee Montgomery said he and the rest of Council are concerned about more bids because the less competitive the bids are, the more employees pay.

Mr. Fontana said he thinks the outcome is remarkable considering the market. City Manager Beach said he is pleased with end-result based on the estimates going in.

In response to Councilmember Barnes' inquiry regarding the difference in numbers presented at this meeting and those posted on the website on Friday, Mr. Fontana confirmed that the numbers on the website did not include the 3 percent discount.

Mayor Pro Tem Montgomery confirmed with HR Director Urban that, basically, establishment of the EBT is a tax-saving measure and does not offer employees anything in terms of plan selection.

Mayor Pro Tem Montgomery asked if the City has tried pooling with other cities for better rates. Mr. Fontana said the City tried that before and, in the end, it was not successful and the City eventually opted out.

Councilmember Barnes said because this is a benefit for employees, he asked what kind of feedback has the City received from employees and what is it like working with BCBS. Mr. Urban said he has not had any issues with BCBS and he has not heard many complaints from employees about BCBS or the plans. He said he does not think that health benefits are in and of itself a recruitment tool, but it is certainly a reason someone might leave if they received better benefits elsewhere.

Mr. Fontana said an 8 percent increase is favorable considering the circumstances and recommended that Council authorize the following (Items 2 – 5):

2. Authorize a direct contract for Medical Insurance with Blue Cross Blue Shield.
3. Authorize a direct contract for Dental Insurance with Blue Cross Blue Shield.
4. Authorize a direct contract for Life, AD&D, Disability and Optional Life Insurance with Blue Cross Blue Shield/Dearborn.
5. Authorize a direct contract for optional Vision Insurance with United Healthcare.
6. Adjourn and reconvene regular meeting of the West University Place City Council.

Trustee Barnes moved to approve Items 2 through 5. Trustee Montgomery seconded the motion.
MOTION PASSED.

Ayes: Sample, Montgomery, Barnes, Bell, Carroll
Noes: None
Absent: None

7. Adjourn and reconvene regular meeting of the West University Place City Council.

Chair Sample moved to adjourn the EBT meeting at approximately 7:28 p.m.

A copy of the audio and presentation for this meeting is temporarily online or copies can be obtained from the City Secretary's office.

Prepared by: Thelma A. Gilliam, City Secretary

Date Approved: November 8, 2021