



COUNTY

MANAGEMENT & RISK

CONFERENCE

APRIL 4-6, 2018 | GALVESTON

RESOURCES AND SOLUTIONS FOR COUNTIES





Get in the Game

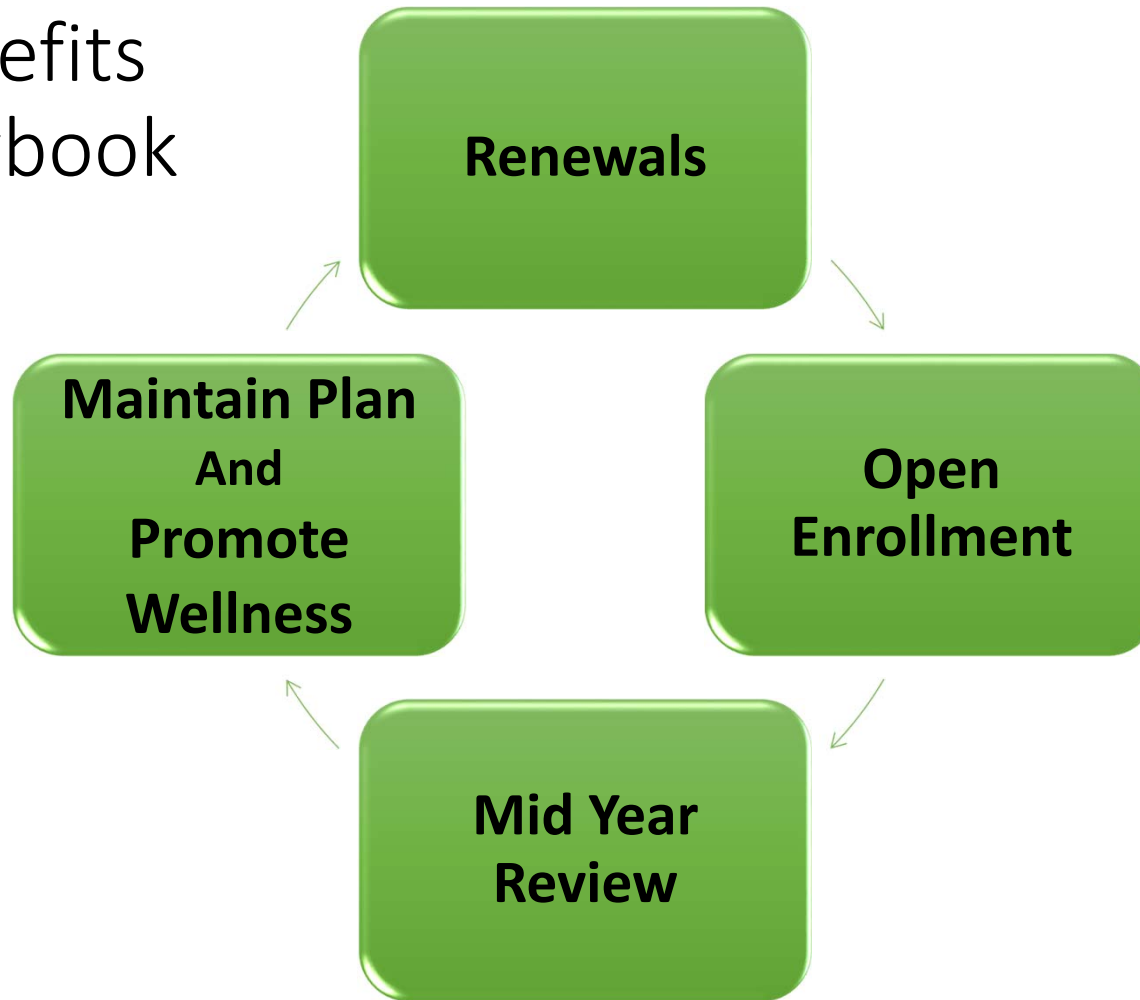
Finding your Winning Strategy



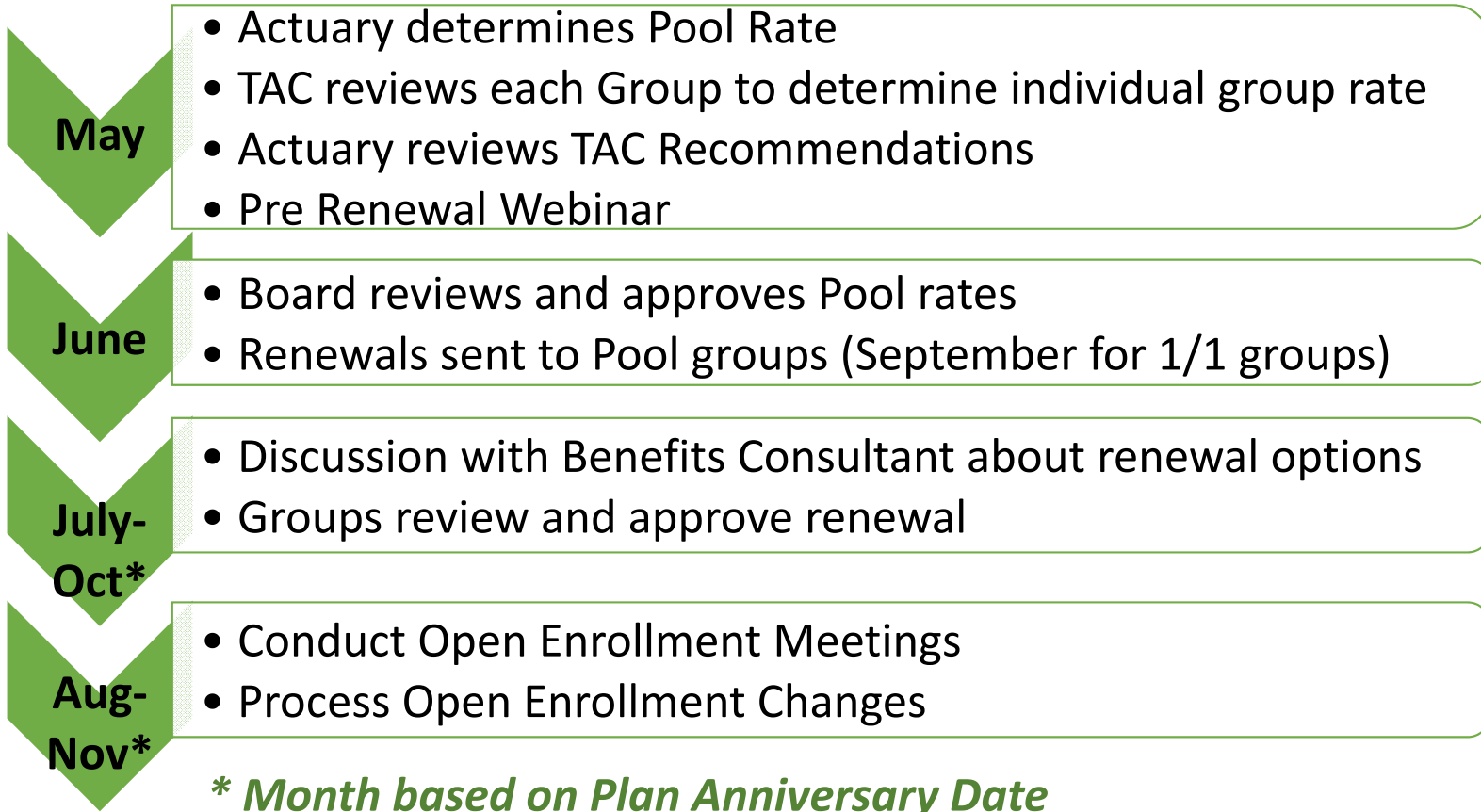
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Benefits Playbook



Renewal Cycle



Renewal Factors

TAC reviews and analyzes each Pool group based on different factors:

- Credibility
- Demographic Factor
- Area Cost Factor
- Contributions vs. Claims (12 and 36 months)
- High Cost Claimants - Greater than \$10,000
- Wellness Activity



Renewal Strategy



- Determine overall Goal for Benefits
- Attend Pre-Renewal Webinar
- Discuss Renewal Options



Open Enrollment Strategy

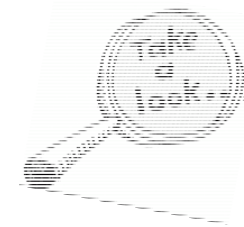
Open Enrollment Meetings are a crucial time for employees to understand their benefits.

- Hold multiple meetings over 2 days
- Variety of times and locations
- Conduct Presentations
- Invite all vendors
- Provide Resources
- Allow Employees time to review



Mid Year Review Strategy

- Recommended by your Employee Benefits Consultant.
- Review and evaluate plan performance.
- Held with Commissioners Court, County's Insurance Committee; or a County Representative who is responsible for the Health Plan.
- Start the discussion early if your group is anticipating changes or considering an RFP.



Things to Consider...

If your County or District is considering changes or issuing an RFP:

- What are you trying to accomplish?
- What is critical to your group?
- Your TAC Employee Benefits Consultant can provide guidance and benefit plan option recommendations.
- RFPs can be a lengthy, costly and time-consuming process, so plan ahead.



Things to Consider...

If your County or District is considering issuing an RFP:

- If RFP is issued, you must follow Chapter 262 of Local Government Code.
- Per Chapter 791.025 of Government Code, county entities can ask TAC for direct quote, which satisfies the requirement for issuing an RFP.
- Specific laws to follow with RFP process.
- TAC HEBP provides assistance: consulting, RFP templates, and bid evaluation tools.



RFP Timeline

TAC HEBP Standard guidelines for RFP process:

- 4 months prior to Anniversary Date:
 - Issue RFP, or provide letter to TAC HEBP requesting a direct quote (RFQ), with due date no later than 3 months prior to Anniversary Date.
- Within 2 weeks after receipt of Proposal or Quote:
 - Schedule Commissioners Court discussion (or workshop), insurance committee presentations and/or decision dates.
 - Court approval needed within 60 days of anniversary date
- At least 1 month prior to the effective date:
 - Hold enrollment meetings in order to process the group properly and get Identification Cards to employees in a timely manner.

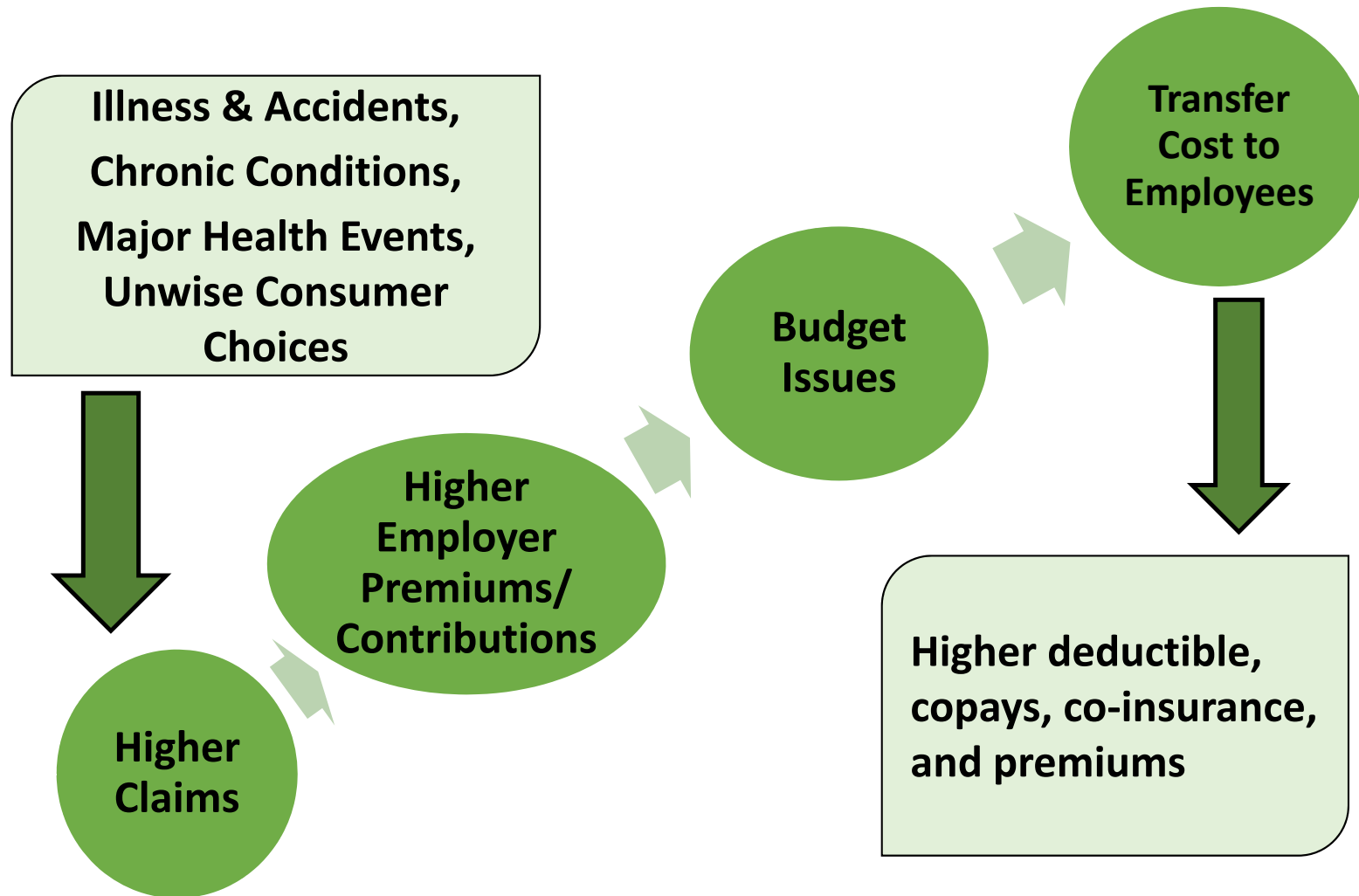


Maintain Benefit Plan

- Maintain training in Benefits Systems (Ex. OASys)
- PHI/HIPAA Trained
- COBRA Administration
- Provide Benefit Booklets/Resource Guides to all members
- Conduct Employee Benefit Workshops
- Business Associate Agreements with vendors
- Provide communication to employees for new and ongoing programs



Why is a Strategy Important?



Why Promote Wellness?

- Members actively engaged in health and wellness cost less
- Annual Physicals save lives
- Productivity will increase



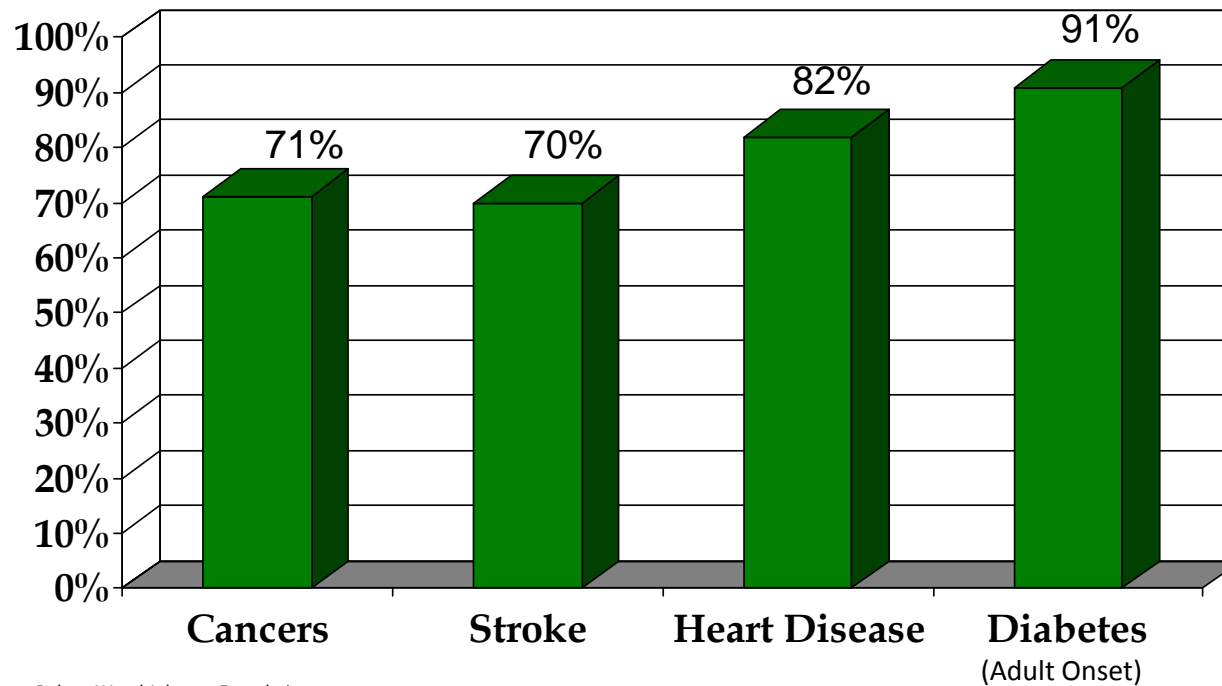
TEXAS ASSOCIATION of COUNTIES
HEALTH AND EMPLOYEE BENEFITS POOL



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Percent of Chronic Diseases Caused by Lifestyle



Source: Robert Wood Johnson Foundation



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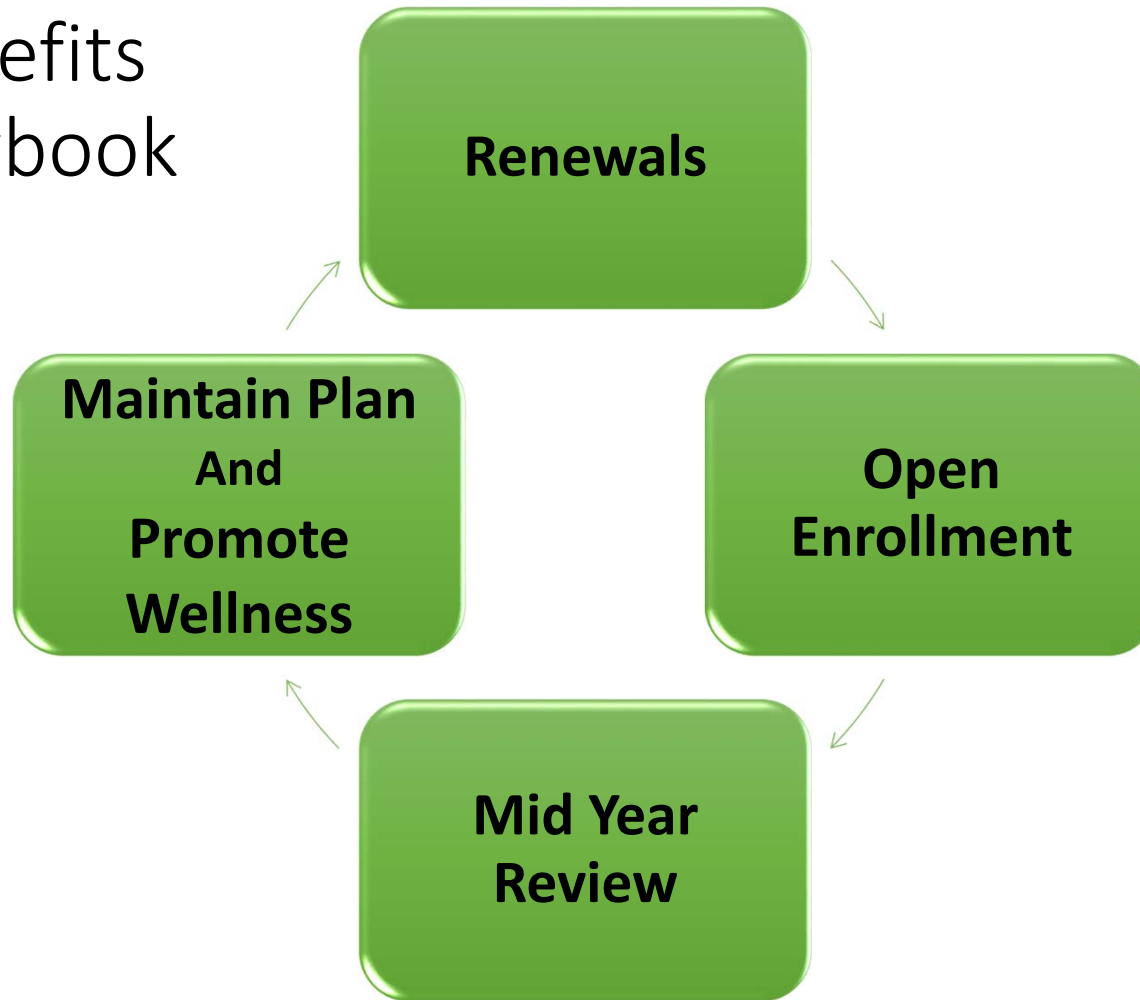
Wellness Strategy

Utilize TAC HEBP Wellness Consultant to assess and develop the best Strategy for your group

- Conduct Wellness Meetings
 - Keep employees actively engaged in their benefits
 - Education on how to be an informed consumer
 - Promote new and ongoing Programs
- Form Wellness Committee
 - Involve different employees in the Wellness Process
 - Enables holding more employees accountable
- Create County Specific Incentive plan
 - Engaging employees in meaningful change that moves the needle



Benefits Playbook

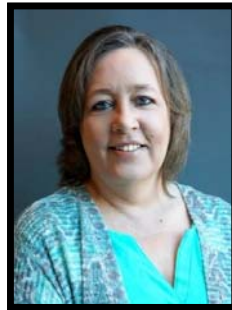


Employee Benefits Consultants

QUESTIONS??



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