



The City of Liberty
City Council
Special Called Meeting
~ Minutes ~

1829 Sam Houston
Liberty, TX 77575
www.cityofliberty.org

April Gilliland
City Secretary
936-336-3684

Thursday, August 20, 2020

12:00 PM

City Hall - Liberty Center

I. CALL TO ORDER

Attendee Name	Title	Status	Arrived
Carl Pickett	Mayor	Present	
Diane Driggers	Mayor ProTem	Present	
Dennis Beasley	Council Member	Present	
Libby Simonson	Council Member	Present	
David Arnold	Council Member	Present	
Chipper Smith	Council Member	Present	
Neal Thornton	Council Member	Present	
Tom Warner	City Manager	Present	
Naomi Herrington	Assistant City Manager / CFO	Present	
Chris Jarmon	Assistant City Manager	Present	
Brandon Davis	City Attorney	Present	

II. ACKNOWLEDGEMENT OF GUESTS AND VISITORS / CITIZENS FORUM

Public Comment is reserved for members of the public who would like to address the City Council regarding agenda and non-agenda items. Please be aware that, under Texas Law, the Council may not deliberate or take any action during Citizen's comments for items not on the agenda. In some situations, City Staff may be able to respond to the public comment with a factual statement or clarification. The City Council may have the item placed on a future agenda for action or refer the item to Management and Staff for study or conclusion.

Mayor Carl Pickett welcomed those participating in the meeting through telephone conference.

III. REGULAR AGENDA

A. Work Session

1. Work Session (ID # 4872)

Discussion regarding the proposed Employee Health Insurance Changes for the 2020-2021 Fiscal Year.

COMMENTS - Current Meeting:

The City solicited and received health proposals for Fiscal Year 2020-2021 from Jim

Hall Insurance and TWFG-Milton Fregia. Both agents submitted multiple plans from United Health Care and Blue Cross Blue Shield. Additionally, Jim Hall Insurance submitted plans from National General. Representatives from Jim Hall Insurance and National General attended the Work Session to discuss the various proposals.

B. Regular Session

1. Resolution 2020-45

Consider a Resolution approving amendments to the Summary Plan Description for the City of Liberty Employee Health Care Plan

COMMENTS - Current Meeting:

The passage of the Affordable Care Act has resulted in some confusion regarding dependent coverage eligibility. The proposed amendments will clarify who is a dependent, domestic partner and immediate family member. The proposed policy amendment also provides the type of documentation required in order for a dependent to be added to the City's insurance.

ATTACHMENTS:

- City of Liberty SPD Domestic Partner Amendment August 14 2020 (DOCX)

RESULT:	APPROVED [UNANIMOUS]
MOVER:	Libby Simonson, Council Member
SECONDER:	Diane Driggers, Mayor ProTem
AYES:	Pickett, Driggers, Beasley, Simonson, Arnold, Smith, Thornton

2. Resolution 2020-46

Consider a Resolution approving the Request for Proposal award for employee health insurance.

COMMENTS - Current Meeting:

On July 23, 2020, proposals were received for employee health, dental vision and life insurance for the Fiscal Year 2021. Two insurance agents submitted a total of four (4) quotes from health insurance companies and a total fourteen (14), quotes from dental and vision insurance companies. Several of the health, dental and vision plans submitted by the insurance agents were the same plans from the same insurance companies. One (1) quote was received for life insurance from Mutual of Omaha through Jim Hall Insurance. Mutual of Omaha is the City's current carrier for life insurance. The health insurance plans submitted by Jim Hall Insurance and TWFG, through Milton Fregia Insurance, were from United Health Care (UNC), Blue Cross/Blue Shield (BCBS) and National General. The proposals were reviewed by Naomi Herrington, Assistant City Manager/CFO, Jody Biehunko, Personnel Specialist and Tom Warner, City Manager. Each of the health insurance plans submitted, that are comparable to the City's current plan, would result in an increase in cost ranging from 15% to 39%. The cost increase is a result of -141% loss ratio during the last twelve months. During the last twelve (12) month period, the City paid \$1,142,811 in premiums and had claims totaling \$1,428,800. Based on the review of the employee health proposals received by the City, a National General Plan submitted by Jim Hall Insurance is considered the most advantageous to the employees and City. The

National General Plan will increase the health insurance costs by approximately 18%. The deductible for employees will decrease from \$2,000 to \$1,500. Additionally, the co-pay for Child PCP will increase from \$0 to \$20 and Office Visit PCP will increase from \$15 to \$20 and emergency room co-pay will change from paying the deductible and 80% to \$250 co-pay. All other benefits will remain the same as our existing insurance plan. Due to the increase in health insurance costs, the employee's contribution for insurance will also increase. The proposed increase in the employee's contribution is provided below:

Employee Only:	Premium Paid by City
Employee/Spouse:	\$281.19/month to \$351.78/month
Employee/Children:	\$200.85/month to \$201.25/month
Employee/Family:	\$350.20/month to \$481.54/month

The dental and vision quotes included a slight decrease in premiums. The quote from Cigna, the current provider, was the quote most advantageous to the City.

RESULT:	APPROVED [UNANIMOUS]
MOVER:	Neal Thornton, Council Member
SECONDER:	Chipper Smith, Council Member
AYES:	Pickett, Driggers, Beasley, Simonson, Arnold, Smith, Thornton

IV. ADJOURNMENT

A. Motion To: Adjourn

COMMENTS - Current Meeting:

There being no further business before the Council, Mayor Pickett adjourned the meeting at 1:23 p.m.

Carl Pickett, Mayor

ATTEST:

April Gilliland, City Secretary