

MINUTES OF THE ARANSAS COUNTY COMMISSIONERS COURT

WORKSHOP MEETING - JUNE 14, 2021

BE IT REMEMBERED that on the 14th day of June, 2021, the Honorable Commissioners Court of Aransas County, Texas, met for a Workshop Meeting prior to the day's Regular Session, at the Aransas County Courthouse, 2840 Hwy 35 N, Rockport, Texas, with the following members present in person, via Zoom, or via YouTube: C. H. "Burt" Mills, Jr., County Judge; Jack Chaney, Commissioner Precinct 1-1A; Leslie Casterline, Commissioner, Precinct 2; Pat Rousseau, Commissioner, Precinct 3; and Carrie Arrington, County Clerk.

Wendy Laubach, Commissioner, Precinct 4, was absent.

The Meeting was duly convened at 8:45 a.m. Roll call was taken and a quorum was declared by Judge Mills, WHEREUPON, discussion on the following subject was had and done, to wit:

Aransas County's rates for their Renewal Agreement with the Texas Association of Counties (TAC) for Employee Health Insurance for the 2021-2022 Plan Year have substantially increased (up approximately 10%).

At the request of Commissioner Rousseau, this workshop meeting was set up to allow commissioners the opportunity for further discussion and a careful review of the options on this important employee benefit before voting on it in the regular meeting.

HR Director Linda Doane, presented the Court with a chart showing our current plan side-by-side with four proposed options for how the County might approach handling the increase and the resulting financial impact that each option would have on the County, or on the Employee, or on both.

The four proposed options for health insurance for the 2021-2022 plan year were:

Option A - the County absorbs the entire increase and the employees remain at the same monthly payment they have now,

Option B - the employees absorb the entire increase and the County's payment remains the same as it is now,

Option C - the increase is split between the County and the employees,

Option D - the benefit level is changed in order to retain a rate that is close to the current rate.

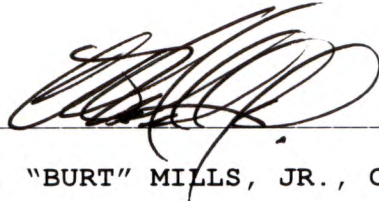
Commissioner Chaney asked Ms. Doane if employees were happy with their current benefits or if they wanted changes. Ms. Doane stated that a Benefits Committee was formed after the last Commissioners Court but that they hadn't discussed these changes yet because their first meeting is this afternoon. Commissioner Chaney asked Ms. Doane when the agreement had to be back to TAC to see if there was time for the item to be added as an action item to the next agenda instead of taking action at today's regular meeting. She indicated that it had to be returned by June 30<sup>th</sup> which would allow for another Commissioners Court and be able to receive feedback from the Benefits Committee.

The Court seemed to think that that was a good course to follow. They also discussed looking into the health benefits being offered to retired personnel after Commissioner Rousseau indicated that there were 14 retirees on our health insurance at a cost of over \$100K/year to the County and that some of them did not have very many years of service to Aransas County yet were receiving health insurance benefits at our employee rates. Judge Mills stated that that would be important to look into. He also stated that he thought our

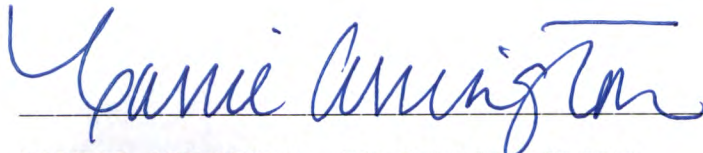
employees would want to keep our low deductible. Commissioner Casterline relayed his belief that our good health benefits were one of the main reasons that people wanted to work for the County. Linda Doane agreed with him.

Judge Mills noticed that it was almost time for the Regular Meeting to start so he asked for a motion to adjourn.

The Workshop was adjourned at 8:58 a.m. on a motion duly made by Commissioner Casterline and seconded by Commissioner Chaney.



C. H. "BURT" MILLS, JR., COUNTY JUDGE



CARRIE ARRINGTON, EX-OFFICIO CLERK  
OF THE COMMISSIONERS COURT

