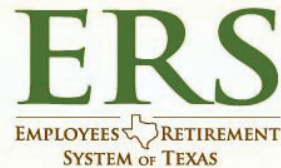


Meeting of the Board of Trustees

May 11, 2022



Public Agenda Item #18

Call Meeting of the Board of Trustees to Order

May 11, 2022

Public Agenda Item #19

*Consideration of the Minutes to the March 9, 2022
Board of Trustees Meeting – (Action)*

May 11, 2022

Questions?
Action Item

Public Agenda Item #20

Consideration of Contract Award Recommendation for Third-Party Administrative and Evidence of Insurability Underwriting Services for the Texas Income Protection PlanSM under the Texas Employees Group Benefits Program – (Action)

May 11, 2022

Gabrielle Schreiber, Director of Procurement and Contract Oversight

Diana Kongevick, Director of Group Benefits

Blaise Duran, FSA, Actuarial and Reporting Services, Group Benefits

Third-Party Administrative and Evidence of Insurability Underwriting Services
Request for Proposals (RFP)



For third-party administrative and evidence of insurability underwriting services (the Services) for the Texas Income Protection PlanSM (TIPP), ERS currently contracts with **Reed Group Management LLC**.

Third-Party Administrative and Evidence of Insurability Underwriting Services *Request for Proposals (RFP)*



On October 13, 2021, ERS issued a request for proposals seeking a qualified entity to provide the Services.

Third-Party Administrative and Evidence of Insurability Underwriting Services *Request for Proposals (RFP)*



- On December 1, 2021, ERS received 2 proposals:
 - Broadspire Services, Inc.;
 - Reed Group Management LLC.

For the Preliminary Review Phase, ERS evaluated:

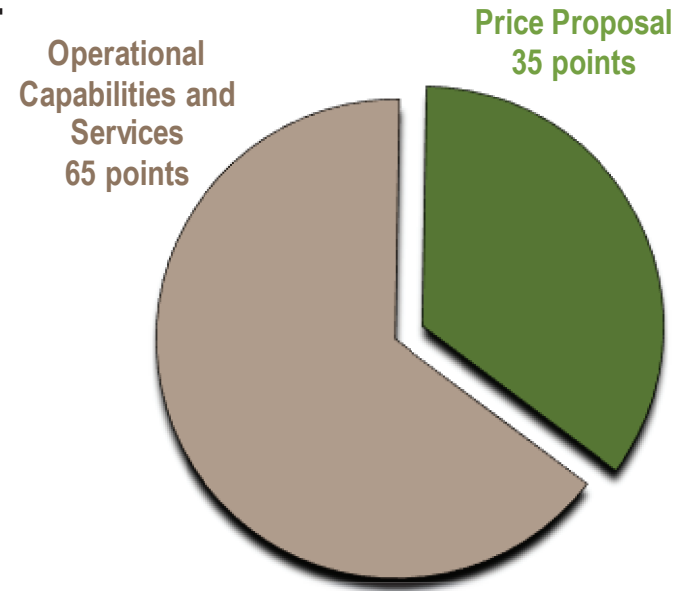
- Minimum Requirements;
- Compliance with the RFP;
- Responsiveness; and
- Certain vendor performance checks required by the Texas Comptroller of Public Accounts.

Third-Party Administrative and Evidence of Insurability Underwriting Services *Proposal Review Phase*



Two main categories scored:

- Operational Capabilities and Services:
65 points
- Price Proposals: 35 points



ERS began evaluation of these pass/fail items during the Proposal Review Phase:

- Contractibility;
- Legal Requirements and Regulatory Compliance;
- SOC-1 and SOC-2 Reports; and
- Financial Stability.

Based on the scores for pass/fail items, Operational Capabilities and Services, and Price Proposals during the Proposal Review Phase, ERS selected the following entity as a finalist:

- Reed Group Management LLC.

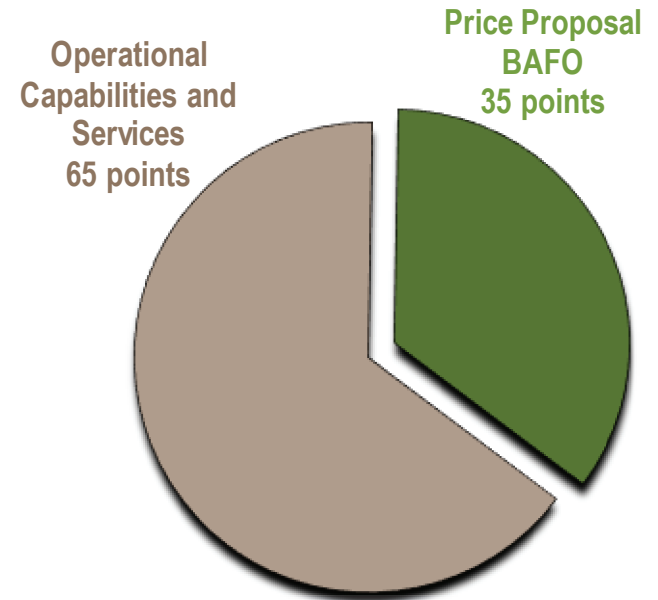
Broadspire Services Inc. was eliminated from consideration.

Third-Party Administrative and Evidence of Insurability Underwriting Services Finalists Review Phase



ERS evaluated the Finalist based on new and clarified information:

- Site Visits (Remote);
- Interviews (Remote);
- Past Performance;
- Financial Stability;
- Contractibility and Legal Requirements and Regulatory Compliance; and
- Best and Final Offer (Price).



- The RFP evaluation team and OPCO representatives met with Executive Office and reviewed the RFP evaluation team findings.
- A best-value determination was made.

Based on the evaluation process discussed, ERS recommends the Board of Trustees of the Employees Retirement System of Texas award the contract to [] to provide Third-Party Administrative and Evidence of Insurability Underwriting Services for the Texas Income Protection Plan under the Texas Employees Group Benefits Program.

Questions?
Action Item

Public Agenda Item #21

Consideration of Proposed Rates for HealthSelect and Consumer Directed HealthSelect Plans, with Rates Inclusive of Plan Changes for Fiscal Year 2023 – (Action)

May 11, 2022

Diana Kongevick, Director of Group Benefits

Blaise Duran, FSA, Actuarial and Reporting Services, Group Benefits

Phil Dial, Rudd & Wisdom, Inc.

HealthSelect of Texas Plans Including Consumer Directed HealthSelect



- Contributions from employers and enrolled members fund HealthSelect plan costs.
- Legislative appropriation determines State contributions.
- The State currently pays 100% of the contribution rate for eligible full-time employees and retirees, and 50% of the contribution rate for eligible dependents.
- State contributions are the same for HealthSelect of Texas plans including Consumer Directed HealthSelectSM and HealthSelectSM Medicare Advantage.

HealthSelect of Texas Plans

PY23 Contribution Rate Analysis



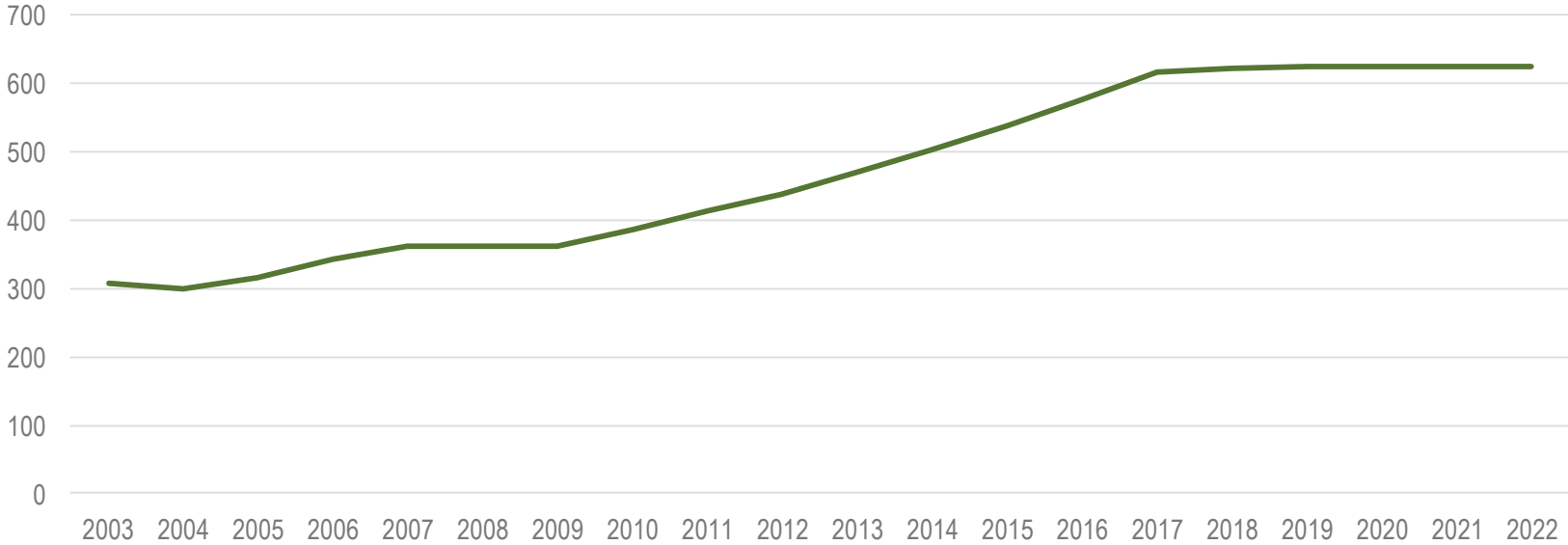
- The Actuarial and Reporting Services unit and consulting actuary analyzed the critical factors listed below.
 - revenue requirements
 - state funding
 - historical enrollment
 - claims experience
 - projected contingency fund balance
 - cost containment practices
 - funding for basic life and accidental death and dismemberment coverages

HealthSelect of Texas Plans

Member Contribution Rate History



Member Only Contribution History



COVID-19 Impact

- In PY21 the COVID-19 pandemic increased costs by an estimated \$85.6 million as cases surged during the winter and summer.
- In PY22, plan costs are projected to increase by \$97.8 million due to the pandemic. Increased COVID-19 cases, vaccination costs, and deferred utilization from the prior year are expected to more than offset pandemic related utilization reductions.
- Continued COVID-19 waves are expected in the near-term. However, the impact to subsequent years should be reduced as population immunity continues to grow and treatments and medications improve.

HealthSelect of Texas Plans

Projected Trends



- 6.1% - PY22 projected medical and prescription drug trend (combined)
 - 4.5% Medical benefit cost trend
 - 10.3% Prescription drug trend
- 5.7% - PY23 projected medical and prescription drug trend (combined)
 - 3.9% Medical benefit cost trend
 - 10.0% Prescription drug trend

- At-home COVID-19 Testing
 - Effective January 15, 2022 plans must cover up to eight FDA-authorized at-home rapid tests per participant per month.
- Two new anti-viral COVID medications
 - Molnupiravir and Paxlovid are covered formulary drugs. The federal government covers the drug cost. The plan pays dispensing fees to cover pharmacy administration. The participant pays no out of pocket cost.

HealthSelect of Texas Plans

PY23 Plan Changes



- Coverage of diabetic supplies at pharmacy
 - Staff proposes expanded formulary coverage of diabetic supplies. Currently, One Touch products are covered at no out of pocket cost. Contour products will also be covered with no out of pocket cost. Other manufacturer's products will be covered with the applicable copay.
- Total annual out of pocket maximum
 - To align with IRS maximum limits, staff proposes an increase to the combined (medical and pharmacy) out of pocket maximum for HealthSelect of Texas plans including Consumer Directed HealthSelect from \$7,000 to \$7,050 per individual and from \$14,000 to \$14,100 per family.

Medical Loss Ratio

- In PY20 and PY21, ERS received a total of \$5 million in Medical Loss Ratio (MLR) rebates from two of the GBP participating HMOs.
- ERS was required to distribute to members, the portion of the rebate consistent with the portion of the dependent premium paid by members during the period for which the rebates are required.
- To meet that requirement, ERS reduced PY21 and PY22 health plan contribution rates by about 0.1%.
- No MLR rebates were received in PY22. Staff recommends rates return to PY20 levels, resulting in a 0.1% increase.

HealthSelect of Texas Plans

Consumer Directed HealthSelect



- By statute, the Consumer Directed HealthSelect plan is required to be revenue neutral. Assumptions were developed for the plan design to meet this requirement.
- The original pricing assumptions were based on projected 3% enrollment. Current enrollment is at 1.1%. Therefore, to develop rates, ERS continued its original pricing assumptions.

HealthSelect of Texas

Proposed PY23 Rates



	HealthSelect of Texas Proposed Monthly Contribution Rates Plan Year 2023			
	Total Contribution	State Pays	Member Pays	Change in Member Monthly Contribution
Member Only	\$ 622.60	\$ 622.60	\$ 0.00	\$ 0.00
Member & Spouse	1,338.60	980.60	358.00	0.46
Member & Child(ren)	1,102.00	862.30	239.70	0.32
Member & Family	1,818.00	1,220.30	597.70	0.78

Consumer Directed HealthSelect

Proposed PY23 Rates



**Consumer Directed HealthSelect
Proposed Monthly Contribution Rates
Plan Year 2023**

	Total Contribution	State Pays	Member Pays	Change in Member Monthly Contribution
Member Only	\$ 622.60	\$ 622.60	\$ 0.00	\$ 0.00
Member & Spouse	1,302.80	980.60	322.20	0.40
Member & Child(ren)	1,078.02	862.30	215.72	0.28
Member & Family	1,758.22	1,220.30	537.92	0.68

Questions?
Action Item

Public Agenda Item #22

Consideration of Proposed Fiscal Year 2023 Rates for the Group Benefits Program Optional Coverages – (Action)

May 11, 2022

Diana Kongevick, Director of Group Benefits
Blaise Duran, FSA, Actuarial and Reporting Services, Group Benefits
Phil Dial, Rudd & Wisdom, Inc.

State of Texas Dental Choice PlanSM and
DeltaCare[®] USA

Group Benefit Program (GBP) Dental Plans



Two Options

- State of Texas Dental Choice Plan
 - A dental PPO plan administered by Delta Dental. This a self-funded plan where the GBP assumes risk for claims and administrative expenses.
- DeltaCare USA
 - A dental health maintenance organization (DHMO). This plan is insured by Delta Dental and contributions must be adequate to cover premiums.
- Member contributions fund benefits.

State of Texas Dental Choice Plan

Enrollment



**Dental Choice Plan Member Enrollment
as of March 31, 2022**

	PY21	PY22
Member Only	114,650	116,848
Member & Spouse	36,630	37,402
Member & Child(ren)	27,015	27,056
Member & Family	23,421	23,378
Total	201,716	204,684

State of Texas Dental Choice Plan



Rate Development

- The Texas Employees Group Benefits Program (GBP) assumes risk for claims and administrative expenses of this self-funded plan.
- Member contributions must be sufficient to support anticipated costs for the upcoming year.
- Member contribution rates are based on:
 - claims experience through March 31, 2022;
 - estimated trends in per capita benefit costs;
 - projected provider reimbursement;
 - historical enrollment patterns;
 - contractually guaranteed administrative fees; and
 - proposed benefit changes (if applicable).

State of Texas Dental Choice Plan



COVID-19 Potential Impact

- The plan experienced reduced utilization in the second half of PY20 and the first half of PY21 due to the pandemic.
- Dental trend is expected to be at normal levels going forward; however, the potential for pent-up demand exists.
- Should a significant amount of pent-up demand occur, funds accrued during the period of low utilization early in the pandemic should be sufficient to cover the additional cost.

State of Texas Dental Choice Plan



Projected Experience

Dental Choice Plan Projected Experience (Through PY23)

	PY20	PY21 Projected	PY22 Projected	PY23 Projected
Contributions	105,186,257	108,088,573	113,181,561	116,577,008
Claims	88,796,058	105,186,635	110,738,377	115,771,436
Administrative Cost	4,504,087	4,648,301	4,725,556	4,867,322
Gain/(Loss)	\$11,886,112	\$(1,601,319)	\$(2,282,372)	\$(4,061,751)

State of Texas Dental Choice Plan



Proposed PY23 Rates

- ERS Actuarial and Reporting Services team and Rudd and Wisdom recommend a 2.5% increase in PY23 member contribution rates.

State of Texas Dental Choice Proposed Monthly Contribution Rates

	Current PY22	Proposed PY23	Change from Current Rate
Member Only	\$ 28.03	\$ 28.73	\$0.70
Member & Spouse	56.06	57.46	1.40
Member & Child(ren)	67.27	68.95	1.68
Member & Family	95.30	97.68	2.38

Dental Health Maintenance Organization

Enrollment



**DHMO Member Enrollment
as of March 31, 2022**

	PY21	PY22
Member Only	40,034	37,587
Member & Spouse	10,328	9,660
Member & Child(ren)	7,695	6,957
Member & Family	6,141	5,436
Total	64,198	59,640

Dental Health Maintenance Organization



Premium Refund

- Similar to the self-funded dental PPO plan, the fully-insured DHMO experienced significantly reduced PY20 utilization.
- To not profit from the pandemic, Delta Dental voluntarily returned \$980,000 in DHMO plan premium to the GBP.
- The refund amount represents approximately 10% of the total PY23 expected premium.

Dental Health Maintenance Organization



Proposed PY23 Rates

- ERS Actuarial and Reporting Services team and Rudd and Wisdom recommend a one-time 10% reduction in PY23 member contribution rates.

DHMO Proposed Monthly Contribution Rates

	Current PY22	Proposed PY23	Change from Current Rate
Member Only	\$ 9.59	\$ 8.63	\$ (0.96)
Member & Spouse	19.18	17.26	(1.92)
Member & Child(ren)	23.02	20.72	(2.30)
Member & Family	32.59	29.33	(3.26)

Questions?

State of Texas VisionSM Plan

State of Texas Vision Plan

Enrollment



Vision Plan Member Enrollment
as of March 31, 2022

	PY21	PY22
Member Only	92,100	96,556
Member & Spouse	23,670	25,273
Member & Child(ren)	21,013	21,689
Member & Family	17,553	18,246
Total	154,336	161,764

State of Texas Vision Plan



Rates

- The GBP assumes risk for claims and administrative expenses in excess of contributions for this self-funded plan.
- Member contributions must be sufficient to support anticipated costs for the upcoming year.
- Member contribution rates are based on:
 - claims experience through February 28, 2022;
 - estimated trends in benefit costs;
 - projected provider reimbursement rates; and
 - contractually guaranteed administrative fees.

State of Texas Vision Plan



COVID-19 Potential Impact

- The State of Texas Vision plan experienced reduced utilization in the second half of PY20 due to the pandemic.
- Utilization returned to normal in PY21 and PY 22 and similar utilization is expected in PY23.

State of Texas Vision Plan

Projected Experience



State of Texas Vision Plan Projected Experience (Through PY23)

	PY20	PY21 Projected	PY22 Projected	PY23 Projected
Contributions	13,576,040	14,643,774	13,895,378	14,517,196
Claims	9,917,323	13,811,012	13,206,607	13,866,938
Administrative Cost	918,541	992,527	1,042,153	1,094,261
Gain/(Loss)	\$2,740,176	\$(159,765)	\$(353,382)	\$(444,002)

State of Texas Vision Plan



Proposed PY23 Rates

ERS Actuarial and Reporting Services team and Rudd and Wisdom recommend no change to PY23 plan contribution rates.

State of Texas Vision Plan Proposed Monthly Member Contribution Rates

	PY22	PY23	Change from Current Rate
Member Only	\$ 4.61	\$ 4.61	\$0.00
Member & Spouse	9.22	9.22	0.00
Member & Child(ren)	9.91	9.91	0.00
Member & Family	14.52	14.52	0.00

Questions?

Basic and Optional Term Life, Accidental Death and Dismemberment Plans

Life and AD&D



Insurance Funding

- Life insurance is funded through a fully-insured, minimum-premium arrangement with Minnesota Life, an affiliate of Securian Financial Group, Inc.
- On a weekly basis, ERS reimburses the insurer in an amount equal to actual life insurance claims paid by the insurer.
- On a monthly basis, ERS pays the insurer the contractual administrative fees.
- The minimum-premium arrangement includes maximum premium rates for each coverage type, which are guaranteed for the term of the contract.

Life and AD&D



Insurance Funding (continued)

- Accidental Death & Dismemberment (AD&D)
 - Fully-insured by Minnesota Life.
 - Based on premium rates guaranteed for the term of the contract.

Basic and Optional Life Contribution Rates



- Life plan member contribution rates are developed based on the following factors:
- reasonable expectations of future claims determined through a review of the last 10 years of plan experience;
 - anticipated claim payment patterns;
 - expected investment income earned on funds held by ERS; and
 - maximum claims rates and administrative fees included in the Minnesota Life contract.

Basic and Optional Life

COVID-19 Impact



- The pandemic caused a significant claims increase.
- PY21 incurred claim payments (\$128.5 million) were 60% higher than PY19 incurred claim payments (\$80.6 million).
- While life plan experience may improve as COVID-19 treatments continue to develop and population immunity grows, life plan experience is not expected to return to pre-pandemic levels in the near future.

Basic and Optional Life

10 Year Experience Summary PY12 – PY21



Coverage Type*	Average Volume	Total Premium	Incurred Claims	Administrative Fees	Gain/(Loss)
Basic Life	\$1,332,513,000	\$82,559,221	\$88,165,721	\$2,207,614	(\$7,814,114)
Optional Life	\$20,044,393,000	\$700,918,283	\$679,409,895	\$18,236,298	\$3,272,089
Dependent Life	\$479,942,000	\$22,245,256	\$23,225,159	\$612,174	(\$1,592,077)
Total Life	\$21,856,848,000	\$805,762,760	\$790,800,775	\$21,056,086	(\$6,134,101)

*Includes both employee and retiree lives.

Life and AD&D



Recommendation

- GBP does not have liability for the full life claim amount; liability is limited to the maximum claim rates and administrative fees only.
- The maximum claim rates and administrative fees are, in aggregate, 5.8% higher than current rate.
- ERS Actuarial and Reporting services team and Rudd and Wisdom recommend a 5.8% increase to optional and dependent life rates.
- A Basic Life rate increase was not appropriated last legislative session; therefore, that rate should remain the same.
- Current AD&D rates are sufficient to pay AD&D premiums.

Life and AD&D

Proposed PY23 Rates



	Current PY22	Proposed PY23	Change from Current Rate
Active and Retiree Basic Term Life and AD&D	\$ 2.22	\$ 2.22	No change
Active and Retiree Optional Life and AD&D Range based on age from <25 to ≥90	\$ 0.05 - \$10.57	\$ 0.05 - \$11.18	5.8% increase
Active Dependent Life and AD&D	\$ 1.38	\$ 1.45	5.8% increase
Retiree Minimum Optional Life	\$ 2.34	\$ 2.48	5.8% increase
Retiree Dependent Life	\$ 3.05	\$ 3.23	5.8% increase
Voluntary AD&D:			
Employee Only	\$ 0.02	\$ 0.02	No change
Employee & Family	\$ 0.04	\$ 0.04	No change

Questions?

Texas Income Protection PlanSM

Texas Income Protection Plan (TIPP)



Two Self-funded Plans

- Short-term disability
 - Benefits last approximately five months following a 30 day waiting period.
- Long-term disability
 - Benefits can last for many years following a 180 day waiting period and the maximum benefit period ranges from 12 months to Social Security Retirement Age.
- Member contributions fund benefits.

TIPP

Enrollment



TIPP Member Enrollment as of March 31, 2022

	PY21	PY22
Short-Term Disability	83,610	79,984
Long-Term Disability	109,501	103,754

- TIPP member contributions are based on the following items:
 - reasonable expectations of future claims;
 - anticipated claim-payment patterns;
 - expected investment income on funds held by ERS; and
 - administrative fees associated with the TIPP benefit administration.

PY23 Contribution Rate Analysis (continued)

- Different contribution rate approaches apply to short-term and long-term disability.
 - Short-term disability has short-term liabilities, and recent experience is used.
 - Long-term disability claims are longer in duration, and experience is evaluated over many years.
- To date the pandemic has not had a significant impact on the disability plans.

Short-term Disability Experience

	PY21	PY22* (as of March 31, 2022)
Member Contributions	\$14,893,680	\$8,596,790
Incurred Claims	\$10,549,265	\$4,561,085
Administrative Fees	\$3,103,930	\$1,719,190
Total Expense	\$13,653,195	\$6,280,275
Contribution Gain/(Loss)	\$1,240,485	\$2,316,515

*Partial-year experience

PY11 – PY20 Cumulative	
Adjusted Member Contributions*	\$297,883,753
Incurred Claims with Discounted Reserves	\$286,469,872
Administrative Fees	\$29,004,822
Total Expense	\$315,474,694
Contribution Gain/(Loss)	(\$17,590,941)

*Adjusted to current rates.

Texas Income Protection Plan Proposed Monthly Member Contribution Rates* Plan Year 2023			
	PY22	PY23	Change from Current Rate
Short-term Disability	\$0.26	\$0.26	No change
Long-term Disability	\$0.68	\$0.68	No change

*Rates are per \$100 of monthly covered salary

Questions?
Action Item

Public Agenda Item #23

Consideration of Proposed Fiscal Year 2023 Fees for TexFlexSM Program - (Action)

May 11, 2022

Diana Kongevick, Director of Group Benefits

Blaise Duran, FSA, Actuarial and Reporting Services, Group Benefits

TexFlex Flexible Spending Account Program



- Flexible spending account (FSA) programs:
 - Health Care FSA
 - Limited-purpose FSA
 - Dependent Care FSA
- Funded by active employee pre-tax salary contributions and HealthSelectShoppERSSM incentives
- Reimburses participants for qualified, eligible expenses

TexFlex Program

Administrative Fee Holiday



- In previous years, employees enrolled in a flexible spending account were responsible for a nominal account administrative fee of \$1 per account per month.
- The \$1 per account per month administrative fee was paid for through the previous year's forfeited funds balance.
- ERS waived the administrative fee for those enrolled in the plans during PY17- PY22, and ERS staff recommends waiving the administrative fee for PY23.

TexFlex Program

Enrollment and Employee Contributions



	Enrollment (#s)			Contribution Elections** (\$)		
	PY21	PY22	Change %	PY21	PY22	Change %
Health Care FSA and Limited-purpose FSA	41,904	43,783	4.5%	\$53,771,152	\$50,397,918	-6.3%
Dependent Care FSA	2,360	3,227	36.7%	\$8,475,147	\$9,448,226	11.5%
Total Participation*	42,774	44,700	4.5%	\$62,246,299	\$59,846,144	-3.9%

**Total participation does not equal the sum of health care, limited-purpose and dependent care enrollment because some members are enrolled in both a health care FSA and a dependent care FSA.*

*** Contribution elections are employee pledges into the program and are reported commitments for the applicable fiscal year.*

TexFlex Program

An Additional Benefit of HealthSelectShoppERS



737 members who earned a HealthSelectShoppERS* incentive had not previously elected a health care or limited-purpose FSA.

- Of the 737, as of summer enrollment July 2021:
 - 610 members (83%) enrolled in a PY22 FSA – and had not before.
 - 71 (10%) members did not enroll in an FSA
 - 49 (7%) members with employee termination date of 9/1/2021
 - 7 members under research (tbd)

**HealthSelectShoppERS participants can shop for certain lower-cost in-network services, with earned incentives credited to a health care or limited-purpose FSA.*

Questions?
Action Item

Public Agenda Item #24

Consideration and Discussion of Group 4 Implementation

May 11, 2022

Bernie Hajovsky, Director of Enterprise Planning Office

Group 4 Implementation

Status Update



- Technical systems are being modified in advance of the September 1, 2022 effective date
- Efforts to educate impacted stakeholders on Group 4 benefits will ramp up this summer
- Staff will propose rules for administration of Group 4 benefits in August

Group 4 Implementation

Rules



New rules and amendments to existing rules will address multiple topics:

- Requirements related to various types of annuities:
 - Survivor benefit annuities
 - Death benefit annuities
 - Law enforcement and custodial officer annuities
 - Optional annuities
- Proportionate service credit
- How guaranteed interest will be credited
- How gain sharing interest will be calculated and credited

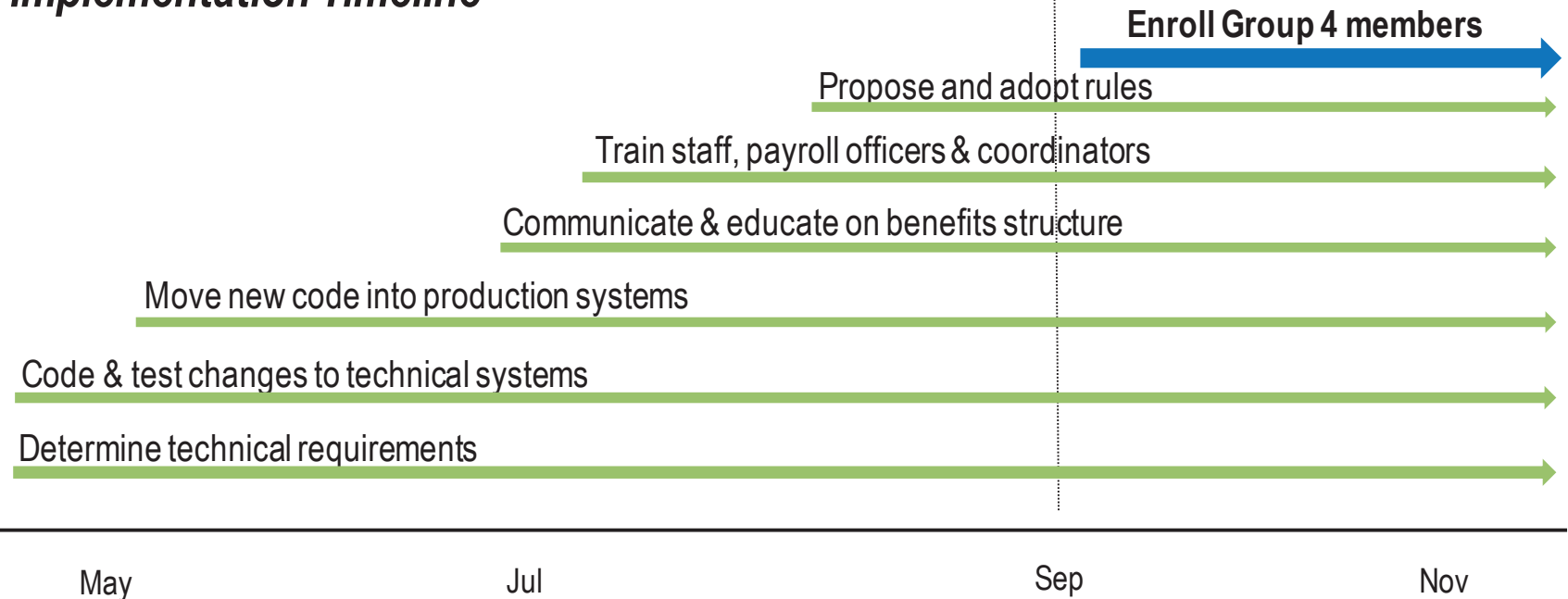
Group 4 Implementation



Key Activities

Implementation Timeline

Effective Date



Questions?

Public Agenda Item #25

Agency Update

May 11, 2022

Porter Wilson, Executive Director

Agency Update

Customer Benefits update: “Action Beyond the Call” initiative

- Update and progress on internal initiative “Action Beyond the Call”
 - Staff recruitment and retention
 - Improving call answer times
 - Improving processing times
 - Streamlining processes

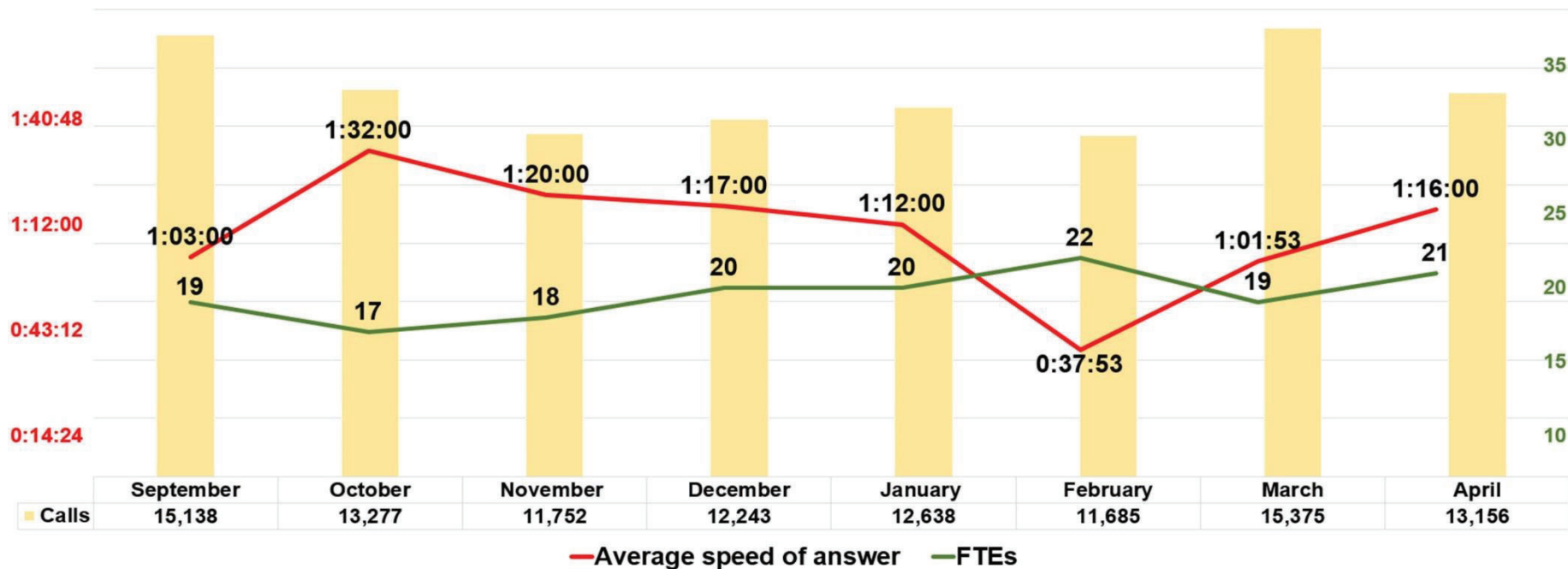
- Benefits Counseling Center and Survivor Benefits Data

Agency Update



Action Beyond the Call: More FTEs = shorter hold times

ERS Benefits Counseling Center

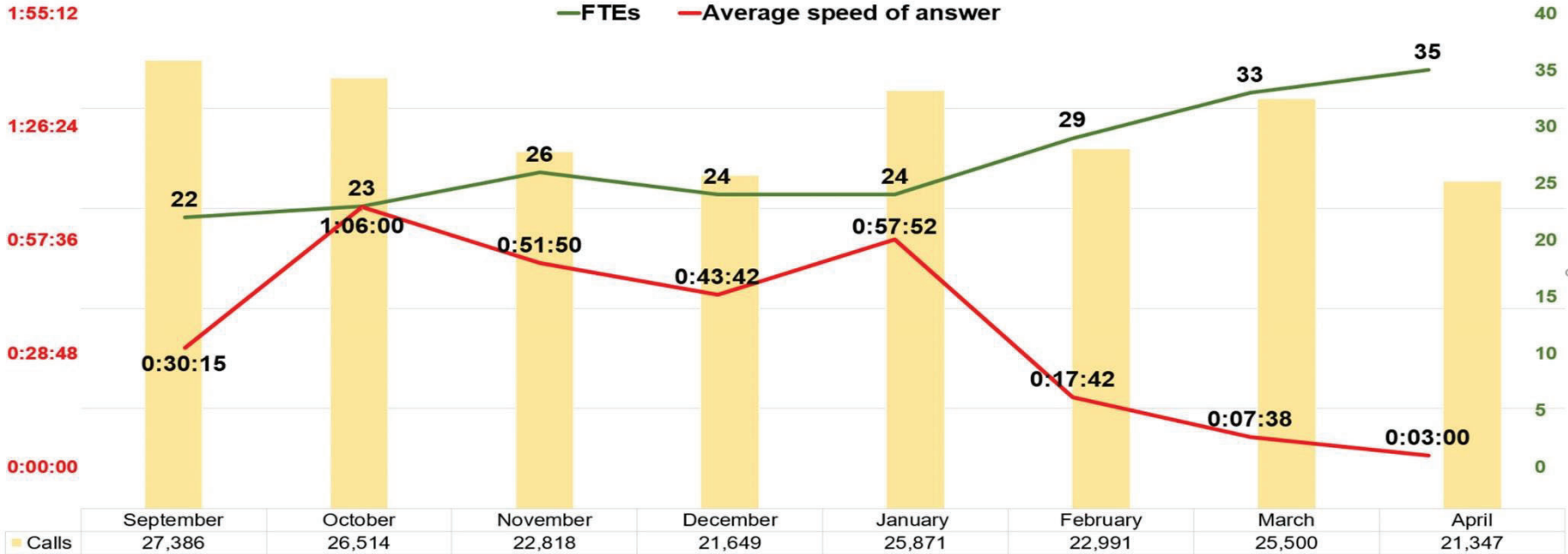


Agency Update



Action Beyond the Call: Outsource call center staffs up

Outsource Call Center (Group O)

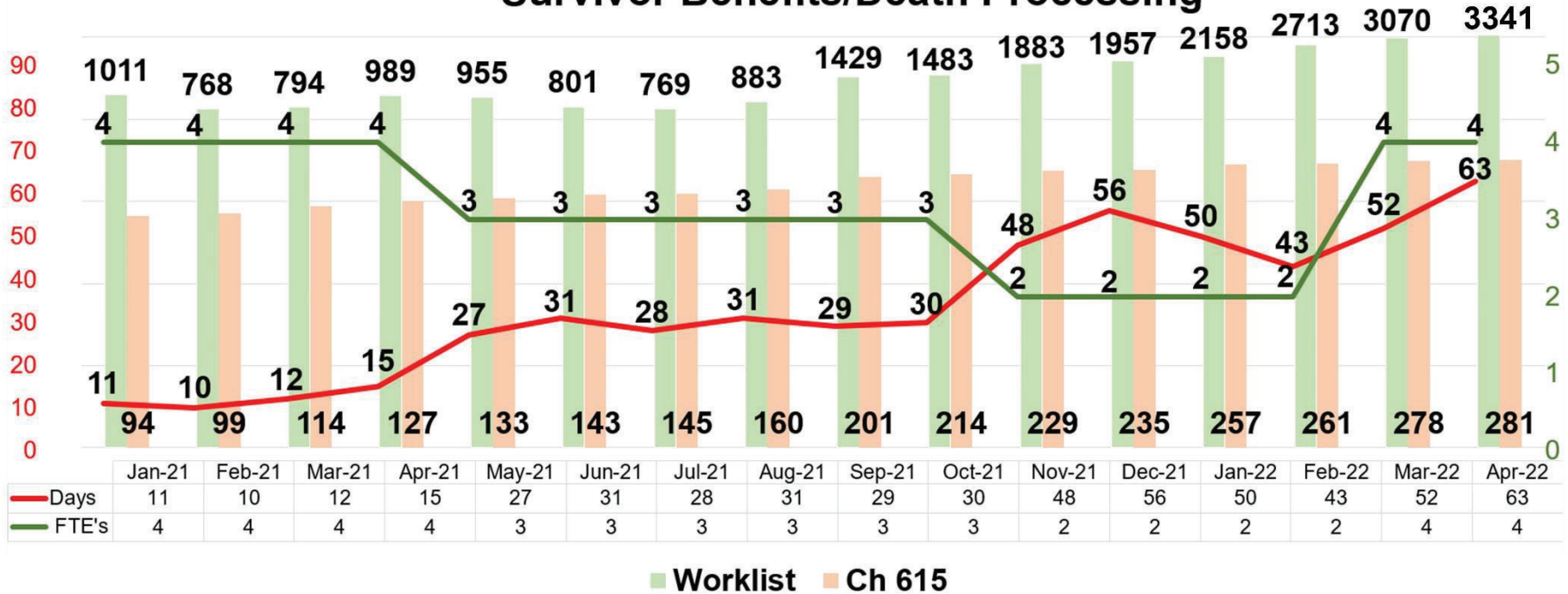


Agency Update



Action Beyond the Call: Survivor benefits

Survivor Benefits/Death Processing



Agency Update

Survey of Employee Engagement



2022 Survey of Employee Engagement (SEE)

- Conducted every two years
- Opportunity for employees to comment on their workplace and their jobs
- Conducted by The Institute for Organizational Excellence at UT Austin
- ERS' survey launched April 11
- Set high goal for high participation and engagement
- Will share ERS' final results with Board and staff in early fall

Agency Update

Strategic planning



- Five-year plan updated biennially for submission to Governor and LBB by June 1
 - Strategic plan
- Other deliverables include:
 - Customer service report
 - Agency workforce report
- Expanded approach on strategic plan to garner input from all agency staff
- Continual efforts to gather input through various forums and venues consistent with strategic objective: *Engage Stakeholders for Informed Decision Making*

Agency Update

Strategic planning

Engaging all ERS employees for ideas and solutions **with the next 75 years in mind**

- **8** short surveys sent to all staff
 - >50% of employees engaged in **all** surveys, with over 2,100 comments
- **7** brainstorming sessions: small groups with facilitated discussion
- **1** large group meeting to identify priorities and solutions, May 26



Agency Update



Commuter spending accounts

- Enrollment into the CSA program began January 1, 2016 with a benefit start date of March 1, 2016.
- The program was closed due to low utilization effective August 31, 2021, with participants allowed to spend balances through December 31, 2021.
- In March, ERS sent refunds to 77 agencies for processing.
 - \$156,102 total refunded
 - 407 participants with account balances >\$10 as of January 1

Agency Update

Staying Connected retiree fairs, April 26 and 27

Biennial updates on benefits changes and issues

- Almost 100 appreciative retirees at two Austin fairs
- “Staying Engaged” theme, with presentations by:
 - Porter Wilson
 - Lacy Wolff and Amy Chamberlain
 - Retiree Dixie Lee Evatt



Staying 
Connected

Agenda Item 25 – Board of Trustees Meeting, May 11, 2022

Agency Update

PY23 Summer Enrollment schedule



For employees and non-Medicare retirees

Annual Enrollment for Plan Year 2023: June 20 - July 22					
	Monday, June 20	Monday, June 27	Monday, July 4	Monday, July 11	Friday, July 22
Phase 1 (June 20 - July 2)	█				
Phase 2 (June 27 - July 9)		█			
Phase 3 (July 4 - 16)			█		
Phase 4 (July 11 - 22)				█	

Retirees enrolled in Medicare make benefits changes in November.

Agency Update

PY23 Summer Enrollment resources and support



- Personal Benefits Enrollment Statement packets, mailed to all eligible members
- Customer service by phone and email
- About 15 in-person enrollment fairs
 - First since 2019!
 - Major cities and regions
- About 25 webinars, including plan-specific webinars
- Support and information from program administrators
- For HR professionals: online guide, webinars and regular updates



Agency Update

2022 Get Fit Texas Challenge results



ERS came in first place for the fifth year in a row! We have officially achieved the Quintuple!

Agency Size: FTEs	First Place Agency	Employees Participating	Employees Completing ≥6 Weeks	Total Minutes of Activity
≥5,001	Dept. of Public Safety	58.80%	45.80%	14,606,733
1,001 – 5,000	Comptroller of Public Accounts	51.30%	38.70%	1,003,921
501 – 1,000	Dept. of Licensing and Regulation	52.70%	42.50%	580,972
201 – 500	Employees Retirement System	68.00%	55.50%	666,738
51 - 200	Office of the Governor	92.70%	65.50%	150,921
≤50	Comm. On State Emergency Communications	92.30%	88.50%	51,167

Questions?

Public Agenda Item #26

Executive Session

May 11, 2022

Executive Session



Executive Session - In accordance with Section 551.074, Texas Government Code, the Board will meet in executive session to deliberate the employment, evaluation, and duties of the Executive Director, and in accordance with Section 551.072, Texas Government Code, the Board will meet in executive session to deliberate the purchase, exchange, lease, or value of real property at 1836 San Jacinto Boulevard. Thereafter, the Board may consider appropriate action in open session.

Public Agenda Item #27

Adjournment of the Board of Trustees Meeting and Next Meeting Date

May 11, 2022

Next Meeting Dates



2022 Meeting Dates:

Wednesday, March 9, 2022

Wednesday, May 11, 2022

Wednesday, August 24, 2022

2-day Workshop

December 2022 - TBD