

CALLED MEETING FO THE BREWSTER COUNTY COMMISSIONERS COURT
TUESDAY, MAY 17, 2016 AT 5:30 P.M.
BREWSTER COUNTY COURTHOUSE UPSTAIRS
394TH DISTRICT COURTROOM

The Judge Called the meeting to order and the following Elected Officials were present:

<i>Eleazar R. Cano</i>	<i>County Judge</i>
<i>Luc Novovitch</i>	<i>Commissioner Pct. 1</i>
<i>Huge Garrett</i>	<i>Commissioner Pct. 2</i>
<i>Ruben Ortega</i>	<i>Commissioner Pct. 3</i>
<i>Mike "Coach" Pallanez</i>	<i>Commissioner Pct. 4</i>
<i>Berta Rios-Martinez</i>	<i>County Clerk</i>

**1. Texas Association of Counties Employee and Retiree Health Insurance Plan
Workshop/Presentation by Ernesto Martinez, Employee Benefits Consultant and Mindy
Seahorn, MetLife Insurance on TAC's Employee and Retiree Health Coverage/No Action**

Judge Cano explained that Ernesto Martinez of Texas Association of Counties (TAC) and Mindy Seahorn of MetLife would be discussion plans and options. He then stated that the Court would be sitting in the audience and any questions at the end of the presentation were welcome.

Ernesto Martinez of TAC reviewed the current plan which included the number of people utilizing the plan and those who will be eligible to use the plan. Mr. Martinez also provided other options for the County to look into. Mr. Martinez suggested for the County to be prepared where taxes are concerned. Brewster County has a grandfather plan which means the plan has not changed since the plan has been in existence and pays 100% of cost sharing, informed Mr. Martinez. A onetime change can be made in a plan that is grandfathered in with little cost to the Count, stated Mr. Martinez.

Pre and Post 65 plan is available to Brewster County informed Martinez.

Mr. Martinez provided the options for the County which included to make no changes, keep the post 65 on health past but consider cost sharing, keep post 65 on health plan with no cost sharing, keep post 65 on health plan add cost sharing and then remove to the "silver plan", or move all post 65 over to County Choice Silver.

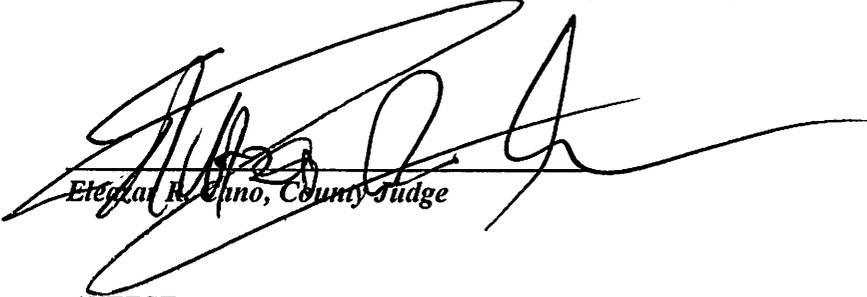
Mr. Martinez opened the floor for questions.

Please see hand out attached.

Upon completion of the presentation by Mr. Martinez, Mindy Seahorn of MetLife began to explain the amount it might cost the County in the future. Ms. Seahorn explained that she was unable to find anyone who was qualified to put numbers together and the numbers she presented were not accurate as she put them together and is not an actuary and is not qualified for that. Ms. Seahorn stated that she came up with the numbers based on the current cost of the County at 12,000 a month with an annual cost of \$150,000 a year. Ms. Seahorn informed the Court that the County is paying \$134.00 per month, per employee, per retiree. Ms. Seahorn provided a rough estimate of what the County would pay in 10 years with the possible retirees that could be on the plan in the next 10 years. Based on the 4% increase each year times the number of possible retirees and the current retirees on the plan currently, Ms. Seahorn

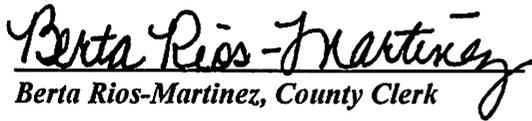
the numbers. Seahorn recommended the County have someone qualified to provide the actuarial numbers for more specific information.

Discussion with questions and answers took place among TAC and MetLife and those present.

A large, stylized handwritten signature in black ink, appearing to read 'Etezar R. Espino'. The signature is written over a horizontal line.

Etezar R. Espino, County Judge

ATTEST:

A handwritten signature in black ink, appearing to read 'Berta Rios-Martinez'. The signature is written over a horizontal line.

Berta Rios-Martinez, County Clerk