CITY COUNCIL
AGENDA

A Special Meeting of the City Council of the City of Pearsall, Texas will be held on Thursday, August 20, 2020 at 7:00 PM at the Pearsall City Hall, 215 S. Ash Street, Pearsall, Texas.

Please click the link below to join the webinar:
https://us02web.zoom.us/j/87414925334
Or iPhone one-tap :
US: +13462487799,,87414925334# or +12532158782,,87414925334#
Or Telephone:
Dial(for higher quality, dial a number based on your current location):
US: +1 346 248 7799 or +1 253 215 8782 or +1 669 900 9128 or +1 312 626 6799 or +1 646 558 8656 or +1 301 715 8592
Webinar ID: 874 1492 5334
International numbers available: https://us02web.zoom.us/u/kdPCsRS3VD

COUNCIL MEMBERS
Mary Moore, Mayor
Julian Hernandez, Mayor Pro Tem
Richard Gandara, Council Member
Sonia Hernandez, Council Member
Brenda Treviño, Council Member
Abel Nieto, Council Member
Roland Segovia, Council Member
Davina Rodriguez, Council Member

1. **Call To Order**
2. **Roll Call and Announcement of a Quorum**
3. **Invocation and Pledge of Allegiance**
4. **New Business**
   - A. **Discuss city health plan for the 2020-2021 fiscal year.**
   - B. **Discuss tax rates and revenue projections, budget highlights/challenges and budget calendar.**
   - C. **Discuss and consider modifications to personnel manual and/or code of conduct policy regarding city staff participation in political activities and the election process. - Action Item**
   - D. **Discuss and consider rejecting response to solicitation to compensation and classification study from Octagon Consulting, LLC and authorizing the city manager to solicit request for proposals for classification and compensation study. - Action Item**
   - E. **Discuss and Consider the authorization to issue requests for proposals (RFP) for administrative services and requests for qualifications (RFQs) for engineering services related to the 2021-2022 Community Development Block Grant (CDBG) program administered by the Texas Department of Agriculture (TDA). - Action Item**

F. **Discuss Beatify Pearsall Campaign and incentives to address dilapidated structures and other nuisance properties throughout the City.**

5. **General Announcements**

6. **Adjournment**

Posted for Public Inspection on this Monday, August 17, 2020, at 4:30 PM.

By: ______________________________
Federico Reyes, Jr., City Manager

I certify that the above notice of meeting was posted on the bulletin board of the Pearsall City Hall, 215 S. Ash Street, Pearsall, Texas, on August 17, 2020, at 4:30 PM..

By: ______________________________
Krystal Garcia, City Clerk

This meeting location is wheelchair-accessible. Parking for mobility-impaired persons is available. Any request for sign interpretive services must be made forty-eight hours in advance of the meeting. To make arrangements, call the City Clerk at (830) 334-3676.

Group Medical Proposal

Prepared For

City of Pearsall

October 1, 2020

SWBC® Employee Benefits Consulting Group

INSURANCE COMPANY	BlueCross BlueShield of Texas	BlueCross BlueShield of Texas	BlueCross BlueShield of Texas	BlueCross BlueShield of Texas	BlueCross BlueShield of Texas
Type of Plan - Plan Name	**Current/Renewal - MTBCBA7DB**	**Reduction to Renewal - MTBCBA7DB**	**Proposed - H.S.A MTBCP008H (#186)**	**Proposed - H.S.A MTBCP015H (#187)**	**Proposed - H.S.A MTBCP013H (#189)**
In Network Benefits	**In Network Benefits**	**In Network Benefits**	**In Network Benefits**	**In Network Benefits**	**In Network Benefits**
Network Name	**Blue Choice PPO**	**Blue Choice PPO**	**Blue Choice PPO**	**Blue Choice PPO**	**Blue Choice PPO**
Deductible				**Select preventive categories of prescription drugs will be covered with no	
Individual	$5,000	$5,000	$6,000	$6,000	**$6,900**
Family	$14,700	$14,700	$12,000	$12,000	**$13,800**
Coinsurance Percentage	30%	30%	0%	0%	0%
Maximum Out of Pocket (includes Deductible, coinsurance and Rx)					
Individual Max Out of Pocket	$5,600	$5,600	$6,000	$6,000	**$6,900**
Family Max Out of Pocket	$14,700	$14,700	$12,000	$12,000	**$13,800**
Physician Copays					
Preventive Services	100% Covered	100% Covered	100% Covered	100% Covered	100% Covered
Physician / Specialist / Virtual Office Visit	$45 / $90 copay	$45 / $90 copay	0% after Ded	0% after Ded	0% after Ded
Diagnostic Lab & Xray	30% after ded	30% after ded	0% after Ded	0% after Ded	0% after Ded
Hospital Services					
Inpatient Hospital Facility (e.g. Hospital room,)	30% after ded	30% after ded	0% after Ded	0% after Ded	0% after Ded
Outpatient Surgery Facility	30% after ded	30% after ded	0% after Ded	0% after Ded	0% after Ded
Physician/Surgeion Fees	30% after ded	30% after ded	0% after Ded	0% after Ded	0% after Ded
Advanced Imaging	30% after ded	30% after ded	0% after Ded	0% after Ded	0% after Ded
Emergency Medical Care					
Urgent Care Facility	$75 copay/visit	$75 copay/visit	0% after Ded	0% after Ded	0% after Ded
ER Visit	500 ded + 30% coins (ded waived if admitted	500 ded + 30% coins (ded waived if admitted	0% after Ded	0% after Ded	0% after Ded
Prescription Card				***Select preventive categories of prescription drugs will be covered with no member cost share*	
Rx Deductible	n/a	n/a	n/a	n/a	n/a
	Preferred / Non Preferred Pharmacy	Preferred / Non Preferred Pharmacy	Preferred / Non Preferred Pharmacy	Preferred / Non Preferred Pharmacy	Preferred / Non Preferred Pharmacy
Tier 1	$0 / $10	$0 / $10	Ded/Coins	****$0 copay /Ded/Coins**	Ded/Coins
Tier 2	$10 / $20	$10 / $20	Ded/Coins	Ded/Coins	Ded/Coins
Tier 3	$50 / $70	$50 / $70	Ded/Coins	Ded/Coins	Ded/Coins
Tier 4	$100 / $120	$100 / $120	Ded/Coins	Ded/Coins	Ded/Coins
Tier 5	$150 / $250	$150 / $250	Ded/Coins	Ded/Coins	Ded/Coins
Mail Order	$0 / $30 / $150 / $300	$0 / $30 / $150 / $300	Ded/Coins	Ded/Coins	Ded/Coins
Out of Network Benefits	**Out of Network Benefits**	**Out of Network Benefits**	**Out of Network Benefits**	**Out of Network Benefits**	**Out of Network Benefits**
Calendar Year Deductible (Ind / Family)	$10,000 / $29,400	$10,000 / $29,400	$12,000 / $24,000	$12,000 / $24,000	$13,800 / $27,600
Maximum Out of Pocket (Deductible Included)	Unlimited / Unlimited	Unlimited / Unlimited	Unlimited / Unlimited	Unlimited / Unlimited	Unlimited / Unlimited
Coinsurance Percentage	50%	50%	30%	30%	30%

Monthly Premium	Current/ Renewal	Buy-Up	Base	Current	Renewal	Reduction to Renewal - MTBCBA7DB	Proposed - H.S.A MTBCP008H (#186)	Proposed - H.S.A MTBCP015H (#187)	Proposed - H.S.A MTBCP013H (#189)
Employee Only	**64**	54	10	**$536.59**	**$618.47**	**$576.88**	**$442.57**	**$451.43**	**$428.05**
Employee & Spouse	**0**	0	0	**$1,180.49**	**$1,360.63**	**$1,269.12**	**$973.59**	**$993.10**	**$941.67**
Employee & Child(ren)	**1**	1	0	**$992.68**	**$1,144.16**	**$1,067.21**	**$818.69**	**$835.10**	**$791.86**
Employee & Family	**1**	1	0	**$1,717.07**	**$1,979.09**	**$1,845.99**	**$1,416.15**	**$1,444.53**	**$1,369.73**
	66	**56**	**10**						
Total Monthly Premium				$37,051.51	$42,705.33	$39,833.52			
Total Annual Premium				$444,618.12	$512,463.96	$478,002.24			
Change in Premium				$67,845.84		$33,384.12			
Rate Adjustment				**15.3%**		**7.5%**	**Implementing a H.S.A (Base Plan)**		
Total Monthly Premium (each plan design)							$4,425.70	$4,514.30	$4,280.50
Total Monthly Premium (combined with Buy-Up and Base)							$38,490.42	$38,579.02	$38,345.22
Total Annual Premium							$461,885.04	$462,948.24	$460,142.64
Change in Premium							$17,266.92	$18,330.12	$15,524.52
Rate Adjustment							**3.9%**	**4.1%**	**3.5%**

Note: Limitations and/or copays may apply. Out-of-network benefits are paid based on each carrier's allowable fees; charges exceeding this amount are the patient's responsibility.

BlueCross BlueShield of Texas

Texas Mid Market Business

PPO Renewal

Group Name:	THE CITY OF PEARSALL
Group Number:	000276787
Renewal Effective:	10/1/2020
Total Group Contracts:	66
Total PPO Contracts:	66
Total PPO Members:	69

Reg/Dist/Terr: 003 / 029 / 180

Sales Presentation

Current Plan Rates	EO	EC	ES	EF	Total
MTBCBA7DB	$ 536.59	$ 992.68	$ 1,180.49	$ 1,717.07	$ 35,871.03

$45/$90 Office Copay, $5000/$14700 Ded (Ind/Fam), 70%/30% Coins, 5600/$14700 OPX, $0/$10/$50/$100/$150/$250 PDP

	EO	EC	ES	EF
Contract Enrollment	**65**	**1**	**0**	**0**

Total Monthly Health Cost* $ 35,871.03

Renewal Plan Rates	EO	EC	ES	EF	Total*
MTBCB038	$ 576.88	$ 1,067.21	$ 1,269.12	$ 1,845.99	$ 38,564.41

$45 Office Copay, $90 Spc Copay, $5000/$14700 (Ind/Fam Ded), $5600/$14700 (OPX Ind/Fam), 70% Plan Coin, PDP:$0/$10/$50/$100/$150/$250

Plan Rate Change **7.5%**

Total Monthly Health Cost* $ 38,564.41

Total Rate Change **7.5%**

Note: This rate change percentage is based on total monthly premium. Each tier's rate change may vary from the total change percentage.
The above rates are projected to be effective for the 12-month period beginning on the effective date of group coverage and are contingent upon the provisions shown below.
Final rates may vary based on actual enrollment results.

1. Enrollment of 66 or at least 75% of the eligible employees; with a sustained monthly enrollment of at least 75%
2. The employer contributing at least 50% of the Employee Only cost.
3. Rates do not include any future mandated benefit changes.
4. This quote assumes BCBSTX will be the only carrier providing coverage to the employer group's employees. BCBSTX reserves the right to change premium rates if BCBSTX is not the exclusive carrier. Groups must promptly notify BCBSTX if BCBSTX will not be the exclusive carrier.
5. Standard BCBSTX Managed Care programs with standard membership, eligibility, administration, claims processing and standard network. Standard Master Contract provisions and definitions apply. Any costs associated with special services or custom materials provided by BCBSTX will be supplemental billed separate and apart from the rates outlined on this comfirmation page.
6. Annual open enrollment.
7. This proposal assumes the group contract will be issued in Texas. In addition to the benefits stated herein, benefits for covered persons who reside outside of Texas will conform to all Extraterritorial requirements of those states.
8. Insurance regulations require carriers to determine whether an employer is subject to Chapter 26, Texas Insurance Code.
9. This proposal is made on the condition you are not a Small Employer as defined in Chapter 26. A proposal to a Small Employer would have to contain specific contractual elements and mandated insurance plans not contained in this proposal. Should it be determined you were a Small Employer, this proposal and any health insurance contract issued to you, shall be null and void.
10. BCBSTX will pay $30.00 per contract per month (PCPM) for producer commissions.

BlueCross BlueShield of Texas

Texas Non-Regulated Business

Group Name:	THE CITY OF PEARSALL	Reg/Dist/Terr:	003 / 029 / 180
Group Number:	000276787	Effective Date:	10/1/2020

Affordable Care Act Information

Notwithstanding anything in the renewal or proposal to the contrary, BCBS reserves the right to revise or withdraw our proposal or to change our charge for the cost of coverage (premium or other amounts) at any time before or during the contract period if any local, state or federal legislation, regulation, rule or guidance (or amendment or clarification thereto) is enacted or becomes effective/implemented, which would require BCBS to pay, submit or forward, on its own behalf or on the Employer Group's behalf, any additional tax, surcharge, fee, or other amount (all of which may be estimated, allocated or pro-rated amounts).

NOTICE: AFFORDABLE CARE ACT (ACA) FEES

ACA established a number of taxes and fees that will affect our customers and their benefit plans. Two of those fees are: (1) the Annual Fee on Health Insurers or "Health Insurer Fee"; and (2) the Transitional Reinsurance Program Contribution Fee or "Reinsurance Fee." Both the Reinsurance Fee and Health Insurer Fee began in 2014.

Section 9010(a) of ACA requires that "covered entities" providing health insurance ("health insurers") pay an annual fee to the federal government, commonly referred to as the Health Insurer Fee. The amount of this fee for a given calendar year is determined by the federal government and involves a formula based in part on a health insurer's net premiums written with respect to health insurance on certain health risk during the preceding calendar year. This fee will go to help fund premium tax credits and cost-sharing subsidies offered to certain individuals who purchase coverage on health insurance exchanges.

In addition, ACA Section 1341 provides for the establishment of a temporary reinsurance program(s) (for a three (3) year period (2014-2016)) which will be funded by Reinsurance Fees collected from health insurance issuers and self-funded group health plans. Federal and state governments will provide information as to how these fees are calculated. Federal regulations establish a falt, permember, per month fee. The temporary reinsurance programs funded by these Reinsurance Fees will help stabilize premiums in the individual market.

Your premium already accounts for the effects of Health Insurer Fees and Reinsurance Fees (including but not limited to successor or alternate programs), if any, plus any federal and state taxes applicable to the fees for (BCBSTX) products/services.

BlueCross BlueShield of Texas

Texas Mid Market Business

Group Name:	THE CITY OF PEARSALL	Reg/Dist/Terr:	003 / 029 / 180
Group Number:	000276787	Effective Date	10/1/2020

Important Updates

If your existing group health plan or group health insurance coverage (each a "plan") was in effect on March 23, 2010, it may be a "grandfathered health plan" as that term is defined in the Affordable Care Act and related regulations (currently 75 Fed. Reg. 34538).

Federal regulations have been published regarding the maintenance and loss of grandfathered health plan status. We encourage you to confer with your own legal counsel to determine what benefit changes or other events may cause the loss of grandfathered health plan status and to evaluate the benefit options that are most suitable for you.

The following proposed benefit programs are not considered "grandfathered health plans".

BlueCross BlueShield of Texas

Texas Mid Market Business - Optional PPO Benefit Plans

Group Name: THE CITY OF PEARSALL
Group Number: 000276787

Reg/Dist/Terr: 003 / 029 / 180
Effective Date: 10/1/2020

The following benefit plans are not grandfathered plans as defined by the Affordable Care Act.

Option	Plan	Deductible Ind/Fam	Office Visit / Specialist Copay	Coinsurance In/Out	ER Copay	Medical OOP Max Ind/Fam	*Preferred Pharmacy	EO	EC	ES	EF	Total Monthly Health Cost***	Estimated Taxes and Fees
BLUECHOICE PPO PLANS													
100	MTBCP002	$500/$1500	$30/$60	100%/50%	$500	$1500/$4500	$0/$10/$50/$100/$150/$250	$885.04	$1,637.22	$1,946.99	$2,832.02	$59,164.90	$295.82
101	MTBCP004	$500/$1500	$30/$60	70%/50%	$500	$1500/$4500	$0/$10/$50/$100/$150/$250	$866.79	$1,603.49	$1,906.87	$2,773.66	$57,945.12	$289.73
102	MTBCP005	$500/$1500	$30/$60	60%/50%	$500	$1500/$4500	$0/$10/$50/$100/$150/$250	$865.06	$1,600.26	$1,903.03	$2,768.10	$57,829.01	$289.15
103	MTBCP006	$500/$1500	$30/$60	80%/60%	$500	$3000/$9000	$0/$10/$50/$100/$150/$250	$840.85	$1,555.49	$1,849.80	$2,690.65	$56,210.70	$281.05
104	MTBCP051	$750/$2250	$30/$60	90%/70%	$500	$2250/$6750	$0/$10/$50/$100/$150/$250	$824.69	$1,525.59	$1,814.24	$2,638.92	$55,130.37	$275.65
105	MTBCP007	$1000/$3000	$30/$60	100%/50%	$500	$3000/$9000	$0/$10/$50/$100/$150/$250	$825.93	$1,527.90	$1,816.97	$2,642.90	$55,213.55	$276.07
106	MTBCP009	$1000/$3000	$30/$60	70%/50%	$500	$3000/$9000	$0/$10/$50/$100/$150/$250	$793.86	$1,468.54	$1,746.39	$2,540.25	$53,069.34	$265.35
107	MTBCP010	$1000/$3000	$30/$60	60%/50%	$500	$3000/$9000	$0/$10/$50/$100/$150/$250	$790.20	$1,461.80	$1,738.37	$2,528.59	$52,825.05	$264.13
108	MTBCP011	$1000/$3000	$30/$60	80%/60%	$500	$4000/$12000	$0/$10/$50/$100/$150/$250	$789.79	$1,461.04	$1,737.46	$2,527.25	$52,797.33	$263.99
109	MTBCP012	$1500/$4500	$30/$60	100%/50%	$500	$4500/$13500	$0/$10/$50/$100/$150/$250	$796.26	$1,473.00	$1,751.68	$2,547.95	$53,229.63	$266.15
110	MTBCP013	$1500/$4500	$30/$60	60%/50%	$500	$4500/$13500	$0/$10/$50/$100/$150/$250	$748.27	$1,384.21	$1,646.10	$2,394.37	$50,021.57	$250.11
111	MTBCP014	$1500/$4500	$35/$70	80%/60%	$500	$4500/$13500	$0/$10/$50/$100/$150/$250	$760.86	$1,407.52	$1,673.82	$2,434.68	$50,863.65	$254.32
112	MTBCP015	$1500/$4500	$35/$70	70%/50%	$500	$5500/$14700	$0/$10/$50/$100/$150/$250	$727.45	$1,345.72	$1,600.33	$2,327.79	$48,630.24	$243.15
113	MTBCP016	$2000/$6000	$35/$70	100%/50%	$500	$6000/$15800	$0/$10/$50/$100/$150/$250	$773.80	$1,431.44	$1,702.27	$2,476.06	$51,728.25	$258.64
114	MTBCP018	$2000/$6000	$35/$70	60%/50%	$500	$6000/$15800	$0/$10/$50/$100/$150/$250	$705.58	$1,305.24	$1,552.19	$2,257.76	$47,167.84	$235.84
115	MTBCP019	$2000/$6000	$30/$60	80%/60%	$500	$5000/$14700	$0/$10/$50/$100/$150/$250	$753.81	$1,394.48	$1,658.32	$2,412.13	$50,392.36	$251.96
116	MTBCP020	$2500/$7500	$35/$70	100%/50%	$500	$7500/$15800	$0/$10/$50/$100/$150/$250	$728.04	$1,346.79	$1,601.61	$2,329.65	$48,669.21	$243.35
117	MTBCP022	$2500/$7500	$35/$70	60%/50%	$500	$7500/$15800	$0/$10/$50/$100/$150/$250	$640.42	$1,184.72	$1,408.86	$2,049.28	$42,811.90	$214.06
118	MTBCP023	$2500/$7500	$30/$60	80%/60%	$500	$5500/$14700	$0/$10/$50/$100/$150/$250	$710.14	$1,313.68	$1,562.23	$2,272.35	$47,472.79	$237.36
119	MTBCP024	$2500/$7500	$35/$70	70%/50%	$500	$5500/$14700	$0/$10/$50/$100/$150/$250	$698.28	$1,291.75	$1,536.14	$2,234.42	$46,680.10	$233.40
120	MTBCP025	$3000/$9000	$35/$70	100%/70%	$500	$3500/$10500	$0/$10/$50/$100/$150/$250	$747.61	$1,382.98	$1,644.65	$2,392.24	$49,977.37	$249.89
121	MTBCP026	$3000/$9000	$50/$100	70%/50%	$500	$7350/$14700	$0/$10/$50/$100/$150/$250	$645.06	$1,193.30	$1,419.08	$2,064.13	$43,122.05	$215.61
122	MTBCP027	$3000/$9000	$35/$70	100%/50%	$500	$7900/$15800	$0/$10/$50/$100/$150/$250	$735.92	$1,361.37	$1,618.94	$2,354.84	$49,195.94	$245.98
123	MTBCP029	$3000/$9000	$35/$70	60%/50%	$500	$8150/$16300	$0/$10/$50/$100/$150/$250	$630.48	$1,166.31	$1,386.97	$2,017.45	$42,147.40	$210.74
124	MTBCP052	$3000/$9000	$30/$60	90%/70%	$500	$7900/$15800	$0/$10/$50/$100/$150/$250	$699.94	$1,294.81	$1,539.79	$2,239.73	$46,790.98	$233.95

All above plans are subject to Performace Formulary and Member Pay the Difference.
Virtual Visits are available from a participating provider for certain non-emergency services.
ER copays are per-occurrence deductibles, member is responsible for the listed copay amount and the rest of the billable charge is subject to deductible and coinsurance.
* When using a Non-Preferred Pharmacy, amounts maybe higher
***Total Monthly Health Cost includes the effects of Health Insurer Fees(including but not limited to successor or alternate programs), if any,
plus any federal and state taxes applicable to the fees for (BCBSTX) products/services.

Option	Plan	Deductible Ind/Fam	Office Visit / Specialist Copay	Coinsurance In/Out	ER Copay	Medical OOP Max Ind/Fam	Preferred Pharmacy	EO	EC	ES	EF	Total Monthly Health Cost***	Estimated Taxes and Fees
BLUECHOICE PPO PLANS (cont.)													
125	MTBCP030	$3500/$10500	$35/$70	100%/50%	$500	$7900/$15800	$0/$10/$50/$100/$150/$250	$721.74	$1,335.14	$1,587.74	$2,309.49	$48,248.17	$241.24
126	MTBCP031	$3500/$10500	$35/$70	80%/50%	$500	$7900/$15800	$0/$10/$50/$100/$150/$250	$636.95	$1,178.28	$1,401.20	$2,038.14	$42,579.71	$212.90
127	MTBCP032	$3500/$10500	$35/$70	70%/50%	$500	$8150/$16300	$0/$10/$50/$100/$150/$250	$614.40	$1,136.56	$1,351.60	$1,965.99	$41,072.27	$205.36
128	MTBCP033	$3500/$10500	$35/$70	60%/50%	$500	$7900/$15800	$0/$10/$50/$100/$150/$250	$608.68	$1,125.98	$1,339.02	$1,947.69	$40,690.22	$203.45
129	MTBCP034	$4000/$12000	$35/$70	100%/50%	$500	$7900/$15800	$0/$10/$50/$100/$150/$250	$648.38	$1,199.44	$1,426.37	$2,074.75	$43,343.84	$216.72
130	MTBCP035	$4000/$12000	$35/$70	80%/50%	$500	$8150/$16300	$0/$10/$50/$100/$150/$250	$613.49	$1,134.87	$1,349.60	$1,963.07	$41,011.62	$205.06
131	MTBCP036	$4000/$12000	$35/$70	70%/50%	$500	$8150/$16300	$0/$10/$50/$100/$150/$250	$607.44	$1,123.68	$1,336.28	$1,943.71	$40,607.04	$203.04
132	MTBCP037	$4000/$12000	$35/$70	60%/50%	$500	$7900/$15800	$0/$10/$50/$100/$150/$250	$602.63	$1,114.79	$1,325.70	$1,928.33	$40,285.63	$201.43
133	MTBCP038	$5000/$14700	$45/$90	70%/50%	$500	$5600/$14700	$0/$10/$50/$100/$150/$250	$629.73	$1,164.93	$1,385.34	$2,015.07	$42,097.16	$210.49
134	MTBCP039	$5000/$15000	$35/$70	100%/50%	$500	$8150/$16300	$0/$10/$50/$100/$150/$250	$634.95	$1,174.59	$1,396.82	$2,031.77	$42,446.30	$212.23
135	MTBCP041	$5000/$15000	$40/$80	60%/50%	$500	$7900/$15800	$0/$10/$50/$100/$150/$250	$598.90	$1,107.89	$1,317.50	$1,916.39	$40,036.14	$200.18
136	MTBCP042	$5000/$14700	$45/$90	80%/60%	$500	$7350/$14700	$0/$10/$50/$100/$150/$250	$631.14	$1,167.53	$1,388.44	$2,019.58	$42,191.58	$210.96
137	MTBCP043	$6000/$15800	$40/$80	100%/50%	$500	$7900/$15800	$0/$10/$50/$100/$150/$250	$616.55	$1,140.55	$1,356.34	$1,972.89	$41,216.10	$206.08
138	MTBCP044	$6000/$15800	$40/$80	80%/50%	$500	$8150/$16300	$0/$10/$50/$100/$150/$250	$602.46	$1,114.48	$1,325.34	$1,927.80	$40,274.37	$201.37
139	MTBCP045	$6000/$15800	$35/$70	70%/50%	$500	$8150/$16300	$0/$10/$50/$100/$150/$250	$599.31	$1,108.66	$1,318.41	$1,917.72	$40,063.86	$200.32
140	MTBCP046	$6000/$15800	$40/$80	60%/50%	$500	$7900/$15800	$0/$10/$50/$100/$150/$250	$596.65	$1,103.75	$1,312.57	$1,909.23	$39,886.26	$199.43
141	MTBCP047	$7000/$15800	$40/$80	100%/50%	$500	$7900/$15800	$0/$10/$50/$100/$150/$250	$609.59	$1,127.67	$1,341.02	$1,950.61	$40,750.87	$203.75
142	MTBCP048	$7000/$15800	$40/$80	80%/50%	$500	$7900/$15800	$0/$10/$50/$100/$150/$250	$601.13	$1,112.03	$1,322.42	$1,923.56	$40,185.16	$200.93
143	MTBCP049	$7000/$15800	$35/$70	70%/50%	$500	$8150/$16300	$0/$10/$50/$100/$150/$250	$598.81	$1,107.74	$1,317.32	$1,916.12	$40,030.09	$200.15
144	MTBCP050	$7000/$15800	$40/$80	60%/50%	$500	$7900/$15800	$0/$10/$50/$100/$150/$250	$596.58	$1,103.59	$1,312.39	$1,908.97	$39,881.05	$199.41

All above plans are subject to Performace Formulary and Member Pay the Difference.
Virtual Visits are available from a participating provider for certain non-emergency services.
ER copays are per-occurrence deductibles, member is responsible for the listed copay amount and the rest of the billable charge is subject to deductible and coinsurance.
***Total Monthly Health Cost includes the effects of Health Insurer Fees and Reinsurance Fees (including but not limited to successor or alternate programs), if any,
plus any federal and state taxes applicable to the fees for (BCBSTX) products/services.

Option	Plan	Deductible Ind/Fam	Office Visit / Specialist Copay	Coinsurance In/Out	ER Copay	Medical OOP Max Ind/Fam	*Preferred Pharmacy	EO	EC	ES	EF	Total Monthly Health Cost***	Estimated Taxes and Fees
BLUECHOICE BASIC PPO PLANS													
150	MTBCB014	$1500/$4500	$35/$70	80%/60%	$500	$4500/$13500	$0/$10/$50/$100/$150/$250	$723.32	$1,338.05	$1,591.22	$2,314.52	$48,353.85	$241.77
151	MTBCB024	$2500/$7500	$35/$70	70%/50%	$500	$5500/$14700	$0/$10/$50/$100/$150/$250	$659.65	$1,220.29	$1,451.16	$2,110.81	$44,097.55	$220.49
152	MTBCB026	$3000/$9000	$50/$100	70%/50%	$500	$7350/$14700	$0/$10/$50/$100/$150/$250	$598.65	$1,107.43	$1,316.95	$1,915.60	$40,019.67	$200.10
153	MTBCB032	$3500/$10500	$35/$70	70%/50%	$500	$8150/$16300	$0/$10/$50/$100/$150/$250	$567.53	$1,049.87	$1,248.52	$1,816.05	$37,939.59	$189.70
154	MTBCB036	$4000/$12000	$35/$70	70%/50%	$500	$8150/$16300	$0/$10/$50/$100/$150/$250	$557.80	$1,031.87	$1,227.11	$1,784.91	$37,288.98	$186.44
156	MTBCB039	$5000/$15000	$35/$70	100%/50%	$500	$8150/$16300	$0/$10/$50/$100/$150/$250	$577.75	$1,068.77	$1,270.99	$1,848.73	$38,622.27	$193.11
157	MTBCB045	$6000/$15800	$35/$70	70%/50%	$500	$8150/$16300	$0/$10/$50/$100/$150/$250	$545.48	$1,009.08	$1,200.00	$1,745.47	$36,465.09	$182.33
158	MTBCB049	$7000/$15800	$35/$70	70%/50%	$500	$8150/$16300	$0/$10/$50/$100/$150/$250	$544.80	$1,007.83	$1,198.52	$1,743.32	$36,420.04	$182.10

All above plans are subject to Performace Formulary and Member Pay the Difference.
Basic PPO plans cover lab and x-ray services under the deductible and coinsurance.
Virtual Visits are available from a participating provider for certain non-emergency services.
ER copays are per-occurrence deductibles, member is responsible for the listed copay amount and the rest of the billable charge is subject to deductible and coinsurance.
* When using a Non-Preferred Pharmacy, amounts maybe higher
***Total Monthly Health Cost includes the effects of Health Insurer Fees and Reinsurance Fees (including but not limited to successor or alternate programs), if any,
plus any federal and state taxes applicable to the fees for (BCBSTX) products/services.

Option	Plan	Deductible Ind/Fam	Coinsurance In/Out	ER Copay	Medical OOP Max Ind/Fam	*Preferred Pharmacy	EO	EC	ES	EF	Total Monthly Health Cost***	Estimated Taxes and Fees
BLUECHOICE HSA PLANS												
175	MTBCP001H	$2800/$5600	100%/70%	NA	$2800/$5600	100%	$644.90	$1,193.00	$1,418.71	$2,063.61	$43,111.64	$215.56
176	MTBCP002H	$2800/$5600	80%/60%	NA	$5600/$11200	90%/90%/80%/70%/60%/50%	$562.01	$1,039.66	$1,236.36	$1,798.37	$37,570.53	$187.85
177	MTBCP003H	$3000/$6000	100%/70%	NA	$3000/$6000	100%	$621.11	$1,148.99	$1,366.38	$1,987.49	$41,521.05	$207.61
178	MTBCP004H	$3500/$7000	100%/70%	NA	$3500/$7000	100%	$599.39	$1,108.81	$1,318.60	$1,917.99	$40,069.07	$200.35
179	MTBCP005H	$3500/$7000	80%/60%	NA	$5000/$10000	90%/90%/80%/70%/60%/50%	$502.15	$928.95	$1,104.70	$1,606.86	$33,568.93	$167.84
180	MTBCP006H	$4000/$8000	100%/70%	NA	$4000/$8000	100%	$534.49	$988.74	$1,175.81	$1,710.30	$35,730.43	$178.65
181	MTBCP010H	$4500/$10000	80%/60%	NA	$6900/$13800	90%/90%/80%/70%/60%/50%	$468.83	$867.30	$1,031.39	$1,500.23	$31,341.56	$156.71
182	MTBCP007H	$5000/$10000	100%/70%	NA	$5000/$10000	100%	$486.74	$900.42	$1,070.78	$1,557.52	$32,538.84	$162.69
183	MTBCP012H	$5000/$10000	80%/60%	NA	$6900/$13800	90%/90%/80%/70%/60%/50%	$438.00	$810.25	$963.56	$1,401.55	$29,280.53	$146.40
184	MTBCP014H*1	$5000/$10000	100%/70%	NA	$5000/$10000	100%	$494.05	$913.95	$1,086.87	$1,580.91	$33,027.46	$165.14
185	MTBCP011H	$5500/$11000	80%/60%	NA	$6900/$13800	90%/90%/80%/70%/60%/50%	$440.74	$815.32	$969.58	$1,410.31	$29,463.33	$147.32
186	MTBCP008H	$6000/$12000	100%/70%	NA	$6000/$12000	100%	$442.57	$818.69	$973.59	$1,416.15	$29,585.48	$147.93
187	MTBCP015H*1	$6000/$12000	100%/70%	NA	$6000/$12000	100%	$451.43	$835.10	$993.10	$1,444.53	$30,178.06	$150.89
188	MTBCP009H	$6650/$13300	100%/50%	NA	$6650/$13300	100%	$425.73	$787.56	$936.57	$1,362.30	$28,460.12	$142.30
189	MTBCP013H	$6900/$13800	100%/70%	NA	$6900/$13800	100%	$428.05	$791.86	$941.67	$1,369.73	$28,615.20	$143.08

All above plans are subject to Performace Formulary and Member Pay the Difference.

Virtual Visits are available from a participating provider for certain non-emergency services. RX Section: Pharmacy benefits are subject to deductible and coinsurance.

*1 Select preventive categories of prescription drugs will be covered with no member cost share

* When using a Non-Preferred Pharmacy, amounts maybe higher. Coinsurance applies after deductible has been met. A lower coinsurance may apply for preferred pharmacy plans.

*** Total Monthly Health Cost includes the effects of Health Insurer Fees (including but not limited to successor or alternate programs), if any, plus any federal and state taxes applicable to the fees for (BCBSTX) products/services.

Plan	Benefits	EO	EC	ES	EF	Total Monthly Health Cost***	Estimated Taxes and Fees
OTHER PPO BENEFIT PLANS							
PPOIVFM	In-vitro Fertilization Rider	$146.92	$271.78	$323.21	$470.12	$146.92	$0.73

Texas Non-Regulated Business - Optional HMO Benefit Plans

Group Name: THE CITY OF PEARSALL
Group Number: 000276787

Reg/Dist/Terr: 003 / 029 / 180
Effective Date: 10/1/2020

The following benefit plans are not grandfathered plans as defined by the Affordable Care Act.

Option	Plan	Deductible Ind/Fam	PCP/Spec Copay	Hospital Copay Inpatient*1/ Outpatient*2 per admission	ER Copay	Medical OOP Max Ind/Fam	*Preferred Pharmacy	EO	EC	ES	EF	Total Monthly Health Cost***	Estimated Taxes and Fees
BLUE ESSENTIALS PLANS - PCP Selection Required													
400	MTBEE001	$0/$0	$20/$20	$500/$200	$750	$1500/$3000	$0/$10/$50/$100/$150/$250	$927.95	$1,716.60	$2,041.39	$2,969.33	$62,033.35	$310.17
401	MTBEE002	$500/$1500	$30/$60	100%/100%	$500	$1500/$4500	$0/$10/$50/$100/$150/$250	$840.95	$1,555.67	$1,850.00	$2,690.94	$56,217.62	$281.09
402	MTBEE003	$500/$1500	$30/$60	80%/80%	$500	$1500/$4500	$0/$10/$50/$100/$150/$250	$837.29	$1,548.89	$1,841.94	$2,679.23	$55,972.45	$279.86
403	MTBEE004	$500/$1500	$30/$60	70%/70%	$500	$1500/$4500	$0/$10/$50/$100/$150/$250	$816.64	$1,510.69	$1,796.51	$2,613.15	$54,592.36	$272.96
404	MTBEE006	$500/$1500	$30/$60	80%/80%	$500	$3000/$9000	$0/$10/$50/$100/$150/$250	$795.19	$1,471.03	$1,749.35	$2,544.54	$53,158.59	$265.79
405	MTBEE007	$1000/$3000	$30/$60	100%/100%	$500	$3000/$9000	$0/$10/$50/$100/$150/$250	$785.18	$1,452.48	$1,727.29	$2,512.47	$52,488.89	$262.44
406	MTBEE008	$1000/$3000	$30/$60	80%/80%	$500	$3000/$9000	$0/$10/$50/$100/$150/$250	$772.70	$1,429.40	$1,699.84	$2,472.54	$51,654.62	$258.27
407	MTBEE009	$1000/$3000	$30/$60	70%/70%	$500	$3000/$9000	$0/$10/$50/$100/$150/$250	$750.83	$1,388.97	$1,651.76	$2,402.60	$50,193.11	$250.97
408	MTBEE011	$1000/$3000	$30/$60	80%/80%	$500	$4000/$12000	$0/$10/$50/$100/$150/$250	$746.10	$1,380.21	$1,641.33	$2,387.43	$49,876.89	$249.38
409	MTBEE012	$1500/$4500	$30/$60	100%/100%	$500	$4500/$13500	$0/$10/$50/$100/$150/$250	$752.00	$1,391.12	$1,654.33	$2,406.33	$50,271.08	$251.36
410	MTBEE013	$1500/$4500	$30/$60	80%/80%	$500	$4500/$13500	$0/$10/$50/$100/$150/$250	$713.16	$1,319.27	$1,568.87	$2,282.05	$47,674.66	$238.37
411	MTBEE014	$1500/$4500	$35/$70	80%/80%	$500	$4500/$13500	$0/$10/$50/$100/$150/$250	$703.45	$1,301.31	$1,547.52	$2,250.97	$47,025.76	$235.13
412	MTBEE016	$2000/$6000	$35/$70	100%/100%	$500	$6000/$15800	$0/$10/$50/$100/$150/$250	$715.73	$1,324.02	$1,574.51	$2,290.24	$47,846.19	$239.23
413	MTBEE017	$2000/$6000	$35/$70	80%/80%	$500	$6000/$15800	$0/$10/$50/$100/$150/$250	$679.78	$1,257.52	$1,495.43	$2,175.21	$45,442.97	$227.21
414	MTBEE019	$2000/$6000	$30/$60	80%/80%	$500	$5000/$14700	$0/$10/$50/$100/$150/$250	$690.03	$1,276.48	$1,517.98	$2,208.01	$46,128.24	$230.64
415	MTBEE020	$2500/$7500	$35/$70	100%/100%	$500	$7500/$15800	$0/$10/$50/$100/$150/$250	$681.77	$1,261.22	$1,499.84	$2,181.61	$45,576.39	$227.88
416	MTBEE021	$2500/$7500	$35/$70	80%/80%	$500	$7500/$15800	$0/$10/$50/$100/$150/$250	$635.65	$1,175.89	$1,398.37	$2,034.02	$42,493.09	$212.47
417	MTBEE023	$2500/$7500	$30/$60	80%/80%	$500	$5500/$14700	$0/$10/$50/$100/$150/$250	$658.16	$1,217.53	$1,447.88	$2,106.04	$43,997.91	$219.99
418	MTBEE024	$2500/$7500	$35/$70	70%/70%	$500	$5500/$14700	$0/$10/$50/$100/$150/$250	$629.88	$1,165.23	$1,385.68	$2,015.56	$42,107.57	$210.54
419	MTBEE025	$3000/$9000	$35/$70	100%/100%	$500	$3500/$10500	$0/$10/$50/$100/$150/$250	$675.49	$1,249.58	$1,486.00	$2,161.48	$45,156.20	$225.78
420	MTBEE026	$3000/$9000	$50/$100	70%/70%	$500	$7350/$14700	$0/$10/$50/$100/$150/$250	$580.56	$1,073.96	$1,277.16	$1,857.71	$38,810.26	$194.05
421	MTBEE027	$3000/$9000	$35/$70	100%/100%	$500	$7900/$15800	$0/$10/$50/$100/$150/$250	$665.39	$1,230.89	$1,463.77	$2,129.16	$44,481.31	$222.41
422	MTBEE028	$3000/$9000	$35/$70	80%/80%	$500	$8150/$16300	$0/$10/$50/$100/$150/$250	$601.72	$1,113.13	$1,323.72	$1,925.45	$40,225.01	$201.13
423	MTBEE030	$3500/$10500	$35/$70	100%/100%	$500	$7900/$15800	$0/$10/$50/$100/$150/$250	$650.16	$1,202.73	$1,430.29	$2,080.45	$43,463.37	$217.32
424	MTBEE031	$3500/$10500	$35/$70	80%/80%	$500	$7900/$15800	$0/$10/$50/$100/$150/$250	$587.93	$1,087.62	$1,293.39	$1,881.33	$39,303.23	$196.52

All above plans are subject to Performance Formulary and Member Pay the Difference.

Virtual Visits are available from a participating provider for certain non-emergency services.

ER copays are per-occurrence deductibles, member is responsible for the listed copay amount and the rest of the billable charge is subject to deductible and coinsurance.

*1 Inpatient Hospital admission is a per stay, per-occurrence deductible, member is responsible for the listed copay amount and the rest of the billable charge is subject to deductible and coinsurance.

*2 Outpatient Hospital copay is per stay.

* When using a Non-Preferred Pharmacy, amounts maybe higher

** Total Monthly Health Cost includes the effects of Health Insurer Fees (including but not limited to successor or alternate programs), if any, plus any federal and state taxes applicable to the fees for (BCBSTX) products/services.

When pairing an HMO product to be dual or triple option a PPO or PPO HSA plan must be included. It is not available as a standalone product.

Option	Plan	Deductible Ind/Fam	PCP/Spec Copay	Hospital Copay Inpatient*1/ Outpatient*2 per admission	ER Copay	Medical OOP Max Ind/Fam	*Preferred Pharmacy	EO	EC	ES	EF	Total Monthly Health Cost***	Estimated Taxes and Fees
BLUE ESSENTIALS PLANS (cont.)- PCP Selection Required													
425	MTBEE032	$3500/$10500	$35/$70	70%/70%	$500	$7900/$15800	$0/$10/$50/$100/$150/$250	$557.49	$1,031.29	$1,226.41	$1,783.90	$37,268.18	$186.34
426	MTBEE034	$4000/$12000	$35/$70	100%/100	$500	$7900/$15800	$0/$10/$50/$100/$150/$250	$571.63	$1,057.44	$1,257.51	$1,829.13	$38,213.35	$191.07
427	MTBEE035	$4000/$12000	$35/$70	80%/80%	$500	$8150/$16300	$0/$10/$50/$100/$150/$250	$546.60	$1,011.18	$1,202.48	$1,749.09	$36,540.48	$182.70
428	MTBEE036	$4000/$12000	$35/$70	70%/70%	$500	$7900/$15800	$0/$10/$50/$100/$150/$250	$541.56	$1,001.83	$1,191.38	$1,732.93	$36,203.45	$181.02
429	MTBEE038	$5000/$14700	$45/$90	70%/70%	$500	$5600/$14700	$0/$10/$50/$100/$150/$250	$553.60	$1,024.11	$1,217.87	$1,771.46	$37,008.29	$185.04
430	MTBEE039	$5000/$15000	$40/$80	100%/100%	$500	$7900/$15800	$0/$10/$50/$100/$150/$250	$556.64	$1,029.71	$1,224.53	$1,781.16	$37,211.00	$186.06
431	MTBEE040	$5000/$15000	$40/$80	80%/80%	$500	$7900/$15800	$0/$10/$50/$100/$150/$250	$539.83	$998.62	$1,187.55	$1,727.38	$36,087.36	$180.44
432	MTBEE042	$5000/$14700	$45/$90	80%/80%	$500	$7350/$14700	$0/$10/$50/$100/$150/$250	$554.77	$1,026.26	$1,220.42	$1,775.19	$37,086.25	$185.43
433	MTBEE043	$6000/$15800	$40/$80	100%/100%	$500	$7900/$15800	$0/$10/$50/$100/$150/$250	$545.98	$1,010.02	$1,201.11	$1,747.11	$36,498.89	$182.49
434	MTBEE044	$6000/$15800	$40/$80	80%/80%	$500	$8150/$16300	$0/$10/$50/$100/$150/$250	$534.25	$988.32	$1,175.31	$1,709.56	$35,714.84	$178.57
435	MTBEE045	$6000/$15800	$40/$80	70%/70%	$500	$7900/$15800	$0/$10/$50/$100/$150/$250	$531.70	$983.57	$1,169.67	$1,701.36	$35,544.15	$177.72
436	MTBEE047	$7000/$15800	$40/$80	100%/100%	$500	$7900/$15800	$0/$10/$50/$100/$150/$250	$540.24	$999.38	$1,188.46	$1,728.70	$36,115.08	$180.58
437	MTBEE048	$7000/$15800	$40/$80	80%/80%	$500	$7900/$15800	$0/$10/$50/$100/$150/$250	$533.17	$986.31	$1,172.91	$1,706.09	$35,642.07	$178.21
438	MTBEE049	$7000/$15800	$40/$80	70%/70%	$500	$7900/$15800	$0/$10/$50/$100/$150/$250	$531.23	$982.72	$1,168.65	$1,699.87	$35,512.97	$177.56

All above plans are subject to Performance Formulary and Member Pay the Difference.

Virtual Visits are available from a participating provider for certain non-emergency services.

ER copays are per-occurrence deductibles, member is responsible for the listed copay amount and the rest of the billable charge is subject to deductible and coinsurance.

*1 Inpatient Hospital admission is a per stay, per-occurrence deductible, member is responsible for the listed copay amount and the rest of the billable charge is subject to deductible and coinsurance.

*2 Outpatient Hospital copay is per stay.

* When using a Non-Preferred Pharmacy, amounts maybe higher

** Total Monthly Health Cost includes the effects of Health Insurer Fees (including but not limited to successor or alternate programs), if any, plus any federal and state taxes applicable to the fees for (BCBSTX) products/services.

When pairing an HMO product to be dual or triple option a PPO or PPO HSA plan must be included. It is not available as a standalone product.

Option	Plan	Deductible Ind/Fam	Office Visit / Specialist Copay	Coins.	ER Copay	Medical OOP Max Ind/Fam	*Preferred Pharmacy	EO	EC	ES	EF	Total Monthly Health Cost***	Estimated Taxes and Fees
BLUE ESSENTIALS HSA PLANS - PCP Selection Required													
450	MTBEE007H	$5000/$10000	DC	100%*2	NA	$5000/$10000	100%*1	$436.10	$806.75	$959.39	$1,395.49	$29,153.20	$145.77
451	MTBEE009H	$6650/$13300	DC	100%*2	NA	$6650/$13300	100%*1	$394.94	$730.60	$868.83	$1,263.77	$26,401.70	$132.01

Virtual Visits are available from a participating provider for certain non-emergency services.

* When using a Non-Preferred Pharmacy, amounts maybe higher

** Total Monthly Health Cost includes the effects of Health Insurer Fees (including but not limited to successor or alternate programs), if any, plus any federal and state taxes applicable to the fees for (BCBSTX) products/services.

*1 RX Section: Plan pays Coinsurance after Deductible.

*2 100% Coinsurance percentage would begin after deductible is met where applicable.

When pairing an HMO product to be dual or triple option a PPO or PPO HSA plan must be included. It is not available as a standalone product.

Plan	Benefits	EO	EC	ES	EF	Total Monthly Health Cost**	Estimated Taxes and Fees
SH	Speech & Hearing	$11.29	$20.88	$24.83	$36.11	$754.58	$3.77
IV	Same as Other Pregnancy-Related Procedures (Deductible Does Not Apply)	$220.14	$407.24	$484.30	$704.44	$14,716.50	$73.58
IV1*	Same as Other Pregnancy-Related Procedures ($500 Deductible Applies)	$212.92	$393.89	$468.41	$681.33	$14,233.96	$71.17
IV1*	Same as Other Pregnancy-Related Procedures ($1000 Deductible Applies)	$205.98	$381.05	$453.14	$659.12	$13,769.61	$68.85
IV1*	Same as Other Pregnancy-Related Procedures ($1500 Deductible Applies)	$200.47	$370.84	$441.00	$641.47	$13,401.39	$67.01
IV1*	Same as Other Pregnancy-Related Procedures ($2000 Deductible Applies)	$196.36	$363.25	$431.99	$628.35	$13,126.78	$65.63
IV1*	Same as Other Pregnancy-Related Procedures ($2500 Deductible Applies)	$193.03	$357.10	$424.66	$617.69	$12,904.14	$64.52
IV1*	Same as Other Pregnancy-Related Procedures ($3000 Deductible Applies)	$187.34	$346.58	$412.15	$599.49	$12,523.81	$62.62
IV1*	Same as Other Pregnancy-Related Procedures ($4000 Deductible Applies)	$184.18	$340.72	$405.18	$589.37	$12,312.42	$61.56
IV1*	Same as Other Pregnancy-Related Procedures ($5000 Deductible Applies)	$182.29	$337.22	$401.02	$583.31	$12,185.93	$60.93
IV1*	Same as Other Pregnancy-Related Procedures ($7350 Deductible Applies)	$181.63	$335.99	$399.57	$581.19	$12,141.74	$60.71

*The IV1 rider is only available for Blue Premier Access and Blue Essentials Acces Plans. If an IV1 rider is selected, then the deductible must match the base plan in-patient deductible.

**Total Monthly Health Cost includes the effects of ACA Fees, plus any federal and state taxes applicable to these fees.

Group Name:	THE CITY OF PEARSALL	Reg/Dist/Terr:	003 / 029 / 180
Group Number:	000276787	Effective Date:	10/1/2020

Blue Directions

Blue Directions is an enrollment and benefits administration solution. It offers employees the ability to manage all of their benefits including ancillary coverage through one secure online portal. This solution allows employers to offer employees one source where they can enroll in benefits using decision support tools to guide employees in benefit selections to meet their unique needs.

Blue Directions allows employers the ability to build a package of plan offerings from any of the standard medical and dental plan deigns outlined within this exhibit.

When choosing plans to include, please be aware of the following guidelines:
• The goal is to offer an array of plan design choices from both a product and benefit richness perspective.
• For Medical Plan selections, it is a requirement to offer a minimum of three (3) plans but no more than five (5) plans per package.
• For Dental Plan selections, please select one or two plans.

When reviewing plan design options, please consider:
• Choosing the plan(s) that most closely match the current offerings.
• Selecting plans to add more choice and provide a wide array of benefit richness.
• Selecting at least one High Dedutible Health Plan (HDHP) to be included in the plan package.

Texas Mid Market – Plan Selection Criteria

Group Name:	THE CITY OF PEARSALL	Reg/Dist/Terr:	003 / 029 / 180
Group Number:	000276787	Effective Date:	10/1/2020

The following table describes appropriate plan combinations regarding multiple option products. Please check one of the boxes and write the plan number(s) in the space provided

Select	Plan Type	Description	Plan 1	Plan 2	Plan 3
☐	Single PPO	One PPO or HSA		N/A	N/A
☐	Dual Option PPO	Any two plans, PPO or HSA			N/A
☐	Dual Option HMO	If electing an HMO, a PPO or HSA must also be offered			N/A
☐	Triple Option Product	Three plans to include PPO, HSA, and/or HMO plans If electing an HMO, at least one PPO or HSA must also be offered			

Important Notices

I. Initial Notice About Special Enrollment Rights in Your Group Health Plan

A federal law called Health Insurance Portability and Accountability Act (HIPAA) requires that we notify you about very important provisions in the plan. You have the right to enroll in the plan under its "special enrollment provision" without being considered a late enrollee if you acquire a new dependent or if you decline coverage under this plan for yourself or an eligible dependent while other coverage is in effect and later lose that other coverage for certain qualifying reasons. Section I of this notice may not apply to certain self-insured, non-federal governmental plans. Contact your employer or plan administrator for more information.

A. SPECIAL ENROLLMENT PROVISIONS

Loss of Other Coverage (Excluding Medicaid or a State Children's Health Insurance Program) If you are declining enrollment for yourself or your eligible dependents (including your spouse) because of other health insurance or group health plan coverage, you may be able to enroll yourself and your dependents in this plan if you or your dependents lose eligibility for that other coverage (or if you move out of an HMO service area, or the employer stops contributing toward your or your dependents' other coverage). However, you must request enrollment within 31 days after your or your dependents' other coverage ends (or move out of the prior plan's HMO service area, or after the employer stops contributing toward the other coverage).

Loss of Coverage For Medicaid or a State Children's Health Insurance Program
If you decline enrollment for yourself or for an eligible dependent (including your spouse) while Medicaid coverage or coverage under a state children's health insurance program is in effect, you may be able to enroll yourself and your dependents in this plan if you or your dependents lose eligibility for that other coverage. However, you must request enrollment within 60 days after your or your dependents' coverage ends under Medicaid or a state children's health insurance program.

New Dependent by Marriage, Birth, Adoption, or Placement for Adoption
If you have a new dependent as a result of marriage, birth, adoption, or placement for adoption, you may be able to enroll yourself and your dependents in this plan. However, you must request enrollment within 31 days after the marriage, birth, adoption, or placement for adoption.

Eligibility for State Premium Assistance for Enrollees of Medicaid or a State Children's Health Insurance Program
If you or your dependents (including your spouse) become eligible for a state premium assistance subsidy from Medicaid or through a state children's health insurance program with respect to coverage under this plan, you may be able to enroll yourself and your dependents in this plan. However, you must request enrollment within 60 days after your or your dependents' determination of eligibility for such assistance.

To request special enrollment or obtain more information, call Customer Service at the phone number on the back of your Blue Cross and Blue Shield ID card.

II. Additional Notices

Other federal laws require we notify you of additional provisions of your plan.

NOTICES OF RIGHT TO DESIGNATE A PRIMARY CARE PROVIDER (FOR NON-GRANDFATHERED HEALTH PLANS ONLY)

For plans that require or allow for the designation of primary care providers by participants or beneficiaries: If the plan generally requires or allows the designation of a primary care provider, you have the right to designate any primary care provider who participates in our network and who is available to accept you or your family members. For information on how to select a primary care provider, and for a list of the participating primary care providers, call Customer Service at the phone number on the back of your Blue Cross and Blue Shield ID card.

For plans that require or allow for the designation of a primary care provider for a child: For children, you may designate a pediatrician as the primary care provider.

For plans that provide coverage for obstetric or gynecological care and require the designation by a participant or beneficiary of a primary care provider: You do not need prior authorization from the plan or from any other person (including a primary care provider) in order to obtain access to obstetrical or gynecological care from a health care professional in our network who specializes in obstetrics or gynecology. The health care professional, however, may be required to comply with certain procedures, including obtaining prior authorization for certain services, following a pre-approved treatment plan, or procedures for making referrals.

For a list of participating health care professionals who specialize in pediatrics, obstetrics or gynecology, call Customer Service at the phone number on the back of your Blue Cross and Blue Shield ID card.

BlueCross BlueShield of Texas

How to Provide SBCs to Members

Health insurers and group health plans are required to provide consumers with a Summary of Benefits and Coverage (SBC). Brokers and Group Administrators can use the SBC Tool to search, download and email standard plan SBCs. See the instructions below to create an SBC.

Reminder – always create a new SBC for each request to ensure the most current material is being distributed.

To create an SBC, you can access the Standard Plan SBC Tool in three ways:

1. Visit this link directly: https://ben-sum-mgr.rrd.com//secure/login/?custName=HCSC
2. Find the link at Blue Access for Employers℠ (BAE℠)
   a. Click the "Account Summary" on the left to expand
   b. Select "Health Plans"
   c. Click "Display" and select "View Standard Plan SBC Tool"
   d. Log in to the Tool by following the steps below
3. Or, find the link at Blue Access for Producers℠ (BAP℠)
   a. Click "Products & Forms" on the left
   b. Click "Summary of Benefits and Coverage" on the right
   c. Select the "View Standard Plan SBC Tool"
   d. Log in to the Tool by following the steps below

Log in to the Standard Plan SBC Tool with these credentials:

- Customer Name = HCSC
- Username = HCSCgenID
- Password = BlueSBC2017! (Don't forget the exclamation point "!" at the end.)

Note: Group SBCs is preselected, so just click "Next Step".

Find and create an SBC:

a. Select the appropriate "Plan Year" (required)
b. Select the desired state for "Corporate Entity" (required)
c. Enter the plan ID in ALL CAPS in the "Plan Name" section
d. Select Language **Note**: Leave all other fields blank
e. Click "Search" (Searching without the plan name will give you all available SBCs)
f. Select your plan, scroll to the bottom of the page and click "Next Step"
g. Plan Effective Date defaults to Jan 01, if another date is needed, edit date range, then click "Generate Proof" to review your SBC
   - If needed, click "Make Changes" to return to the Customize SBC screen
   - If no changes, click "Generate Final Copy"
h. For the final SBC, there are two options for distribution:
   - For a single recipient - email directly from the system (remember to change the default email address to your recipient's before sending)
   - For multiple recipients - download and email

To generate a different SBC, if needed, click "Create Another".

When finished, log out by clicking the red X at the top of the browser window.

Note: If a group wants to make a plan change, an updated SBC can be created using the same process.

Technical Assistance: If you need assistance while using the SBC Tool, please call 855-756-4448.

2020 Governing Body Summary #1A*
Benchmark 2020 Tax Rates
City of Pearsall

Date: 08/17/2020 02:56PM

DESCRIPTION OF TAX RATE	TAX RATE PER $100	THIS YEAR'S TAX LEVY**	ADDITIONAL TAX LEVY
No New Revenue Tax Rate	0.866624	2,888,953	0
One Percent Tax Increase***	0.875290	2,917,842	28,889
One Cent Tax Increase***	0.876624	2,922,288	33,335
De Minimis Rate****	1.314005	0	0
Voter Approval Tax Rate	1.095518	0	0
Last Year's Tax Rate	0.891000	2,970,212	81,259
Proposed Tax Rate	0.866624	2,888,953	0

***These figures are provided as estimates of possible outcomes resulting from varying the tax rate. Please be aware that these are only estimates and should not be used alone in making budgetary decisions.**

****Tax levies are calculated using line 21 of the No New Revenue Tax Rate Worksheet and this years frozen tax levy on homesteads of the elderly or disabled.**

*****Tax increase compared to no new revenue tax rate.**

1057.1.0

NOTICE ABOUT 2020 TAX RATES

Property Tax Rates in City of Pearsall

This notice concerns the 2020 property tax rates for City of Pearsall. This notice provides information about two tax rates. The no-new-revenue tax rate would impose the same amount of taxes as last year if you compare properties taxed in both years. The voter-approval tax rate is the highest tax rate a taxing unit can adopt without holding an election. In each case, these rates are calculated by dividing the total amount of taxes by the current taxable value with adjustments as required by state law. The rates are given per $100 of property value.

This year's no-new-revenue tax rate:	$0.866624
This year's voter-approval tax rate:	$1.095518

To see the full calculations, please visit www.cityofpearsall.org for a copy of the Tax Rate Calculation Worksheets.

Unencumbered Fund Balances

The following estimated balances will be left in the taxing unit's accounts at the end of the fiscal year. These balances are not encumbered by corresponding debt obligation.

Type of Fund	Balance

Current Year Debt Service

The unit plans to pay the following amounts for long-term debts that are secured by property taxes. These amounts will be paid from upcoming property tax revenues (or additional sales tax revenues, if applicable).

Description of Debt	Principal or Contract Payment to be Paid from Property Taxes	Interest to be Paid from Property Taxes	Other Amounts to be Paid	Total Payment
Citizens 1st Bank--PD Vehicles	49,166	4,265	0	53,431
Citizens 1st Bank-PD Copy sync	21,069	3,094	0	24,163
Gov Capital - PD Vehicles 2020	48,348	7,619	0	55,967
2016 Bonds	344,500	96,949	0	441,449
2012 Bonds	585,000	133,166	0	718,166

Total required for 2020 debt service	1,293,176
- Amount (if any) paid from funds listed in unencumbered funds	0
- Amount (if any) paid from other resources	0
- Excess collections last year	0
= Total to be paid from taxes in 2020	1,293,176
collect only 95.00% of its taxes in 2020	68,062
=Total debt levy	1,361,238

This notice contains a summary of the no-new-revenue and voter-approval calculations as certified by Santos Alarcon, on August 17, 2020.

1016.1.13

v. Creating an intimidating, hostile or offensive working environment by such conduct.

b. Employees who believe that they have been the subject of harassment or other unlawful discrimination shall report the alleged act directly to the City Manager. An investigation of all complaints will be undertaken immediately. Any supervisor, agent, or other employee who has been found by the City after appropriate investigation to have harassed another employee will be subject to appropriate disciplinary action, up to an including discharge from the City.

c. Any Department Director, upon receipt of a harassment or unlawful discrimination complaint, shall immediately notify the City Manager. Failure to do so will result in disciplinary action.

Section II - Political Activities

While employed with the City, an employee may run for a political office. However, an employee must resign his/her position with the City if elected and after he or she is sworn into office.

To avoid undue influence of City employees on the outcome of City Council members or candidates for City Council on City employees, no employee may engage in any of the following activities:

1. Publicly endorse or actively support candidates for City Council or any political organization or association organized to support candidates for the City council;

2. Circulate petitions for City Council candidates, although he or she may sign such petitions;

3. Contribute, directly or indirectly or through an organization or association, to such campaign or solicit or receive contributions for a City Council candidate;

4. Wear City Council campaign buttons or distribute campaign literature at work or in a City uniform or in the offices of buildings of the City of Pearsall.

In elections other than for City Council of the City of Pearsall, an employee of the City may not:

1. Use the prestige of his or her position with the City for any partisan candidate;

2. Manage a partisan political campaign;

3. Actively support a candidate, except on his own time, while not in a City uniform or in an office or building of the City of Pearsall.

An employee retains the right to vote as he or she chooses and to express his opinion on political subjects and candidates. Further, the City will not restrict the activities of any employee with respect to any non-candidate elections such as referenda and constitutional amendment elections.

Section III - Employment At Will

1. As a condition of employment, all non-elected officials and Employees of the City shall conform to the general procedures in the City of Pearsall Personnel Manual and within their specific department. The Personnel Manual is a general, non-comprehensive guideline for procedures between the City and its Employees. The Policies and Procedures outlined in this manual are binding and do not alter the Employee's at will status.

2. The City Manager has the sole discretion to issue Procedural Directives to this Personnel Manual at any time with or without notice except for those items which are specifically promulgated by the City Council.

3. All Employees of the City of Pearsall shall be appointed or hired for an indefinite term and either the City or employee can terminate the employment and compensation, at will, at any time, with or without cause and with or without notice. However, any full- time, regular employee may appeal, directly to the City Manager, any decision which will terminate employment for that employee. The City Manager's decision is final and un-appealable. Furthermore, if an employee terminates employment, a two-week notice is required if the employee wants to be eligible for rehire.

(7) Disclose information that could adversely affect that property, government or affairs of the City; nor directly or indirectly use any information gained solely by reason of his official position or employment for his own personal gain or benefit or for the private interest of others.

(8) Disclose confidential information.

(9) Engage in any outside activities which will conflict with, or will be incompatible with his position as an officer of the City, the duties assigned to him in his employment with the City, or in which his employment in the City will have him an advantage over others engaged in a similar business, vocation or activity.

(10) Accept other employment incompatible with the full and proper discharge of his duties and responsibilities with the City, or which might impair his independent judgement in the performance of his duty.

(11) Receive any fees or compensation for his services as an officer or employee of the City from any source other than the City, except as may otherwise be provided by law. This shall not prohibit his performing the same or other services for a private organizations that he performs for the City if there is no conflict with his duties and responsibilities.

(12) While in uniform or an active duty or in the course and scope of this employment, term or appointment use the influence or prestige of his position or title as an officer or employee of the City of Pearsall for or against any candidate for any elective office, but shall at all times maintain the non-partisan policy of the City, provided that all officials and employees are encouraged to register and vote as they may choose in all local, state, and national elections. Notwithstanding the foregoing, no officer or employee shall be prohibited from participating in any political process solely in his or her individual capacity as a private citizen.

(13) Knowingly perform or refuse to perform any act to deliberately thwart the execution of the City ordinances, rules or regulations, or the achievement of official City programs.

(14) Use City supplies, equipment, or facilities for any purpose other than the conduct of official City business, unless otherwise provided for by law, ordinance, or City policy.

(15) Engage in any conduct prejudicial to the government of the City or that reflects, discredit upon the government of the City.

SECTION 4. ADDITIONAL STANDARDS OF CONDUCT-COUNCIL MEMBERS

(1) In any zoning matter which may appear before the City Council, any City Council Member who has a financial interest in any property within 200 feet of the zoning request shall disclose the existence of such interest to the other Council Members and thereafter abstain from voting in the matter and refrain from attempting to influence the vote of any other Council Member.

(2) In the event that any matter comes before the City Council involving directly or indirectly the interest of a present business client/customer of any City Council Member or the interest of a person or entity who has been a business client/customer of any Council Member within the prior 12

City Council Agenda

Approved for Agenda:
FR
City Manager's Office

MEETING DATE: 08/20/20

TO: City Council

FROM: Federico Reyes, City Manager

SUBJECT: RFP For Classification and Compensation Study

Purpose:

With city council approval, the attached RFQ will be rejected. The cost for this study and the lack of experience of the Octagon Consulting LLC were the contributing factors to this recommendation. If authorized, city staff will issue an informal RFP for this service.

Recommended City Council Action

☒ Approve ☐ Deny ☐ Directional / Informational

Fiscal Impact:

None at this time; however, funding will be required upon award of this contract

Discussion:

City staff anticipates this work on this compensation study to begin October 2020 and be complete by March 2021. City staff will request an amendment to the budget April 2021 to address findings of compensation study.

OCTAGON CONSULTING, LLC

BRIDGING THE GAP BETWEEN GROWTH AND PEOPLE

Octagon Consulting, LLC
2000 Crawford
Suite 1315
Houston, TX 77002

Request for Qualifications for the City of Pearsall, Classification and Compensation Study

For

City of
PEARSALL
"OUR NEW HORIZON"

The City of Pearsall, Texas

March 2, 2020

Cover Letter

March 2, 2020

The City of Pearsall, Texas
215 South Ash
Pearsall, Texas 78061

Attention: Krystal Garcia
City Clerk

We appreciate the opportunity to respond to The City of Pearsall, Texas' ("City") Request for Qualifications (RFQ) to provide Consulting Services for your Compensation Study.

Our proposal is to become an extension of your organization, working hand-in-hand to meet your needs and expectations. Octagon Consulting, LLC will develop a comprehensive program that is customized to meet the City' objectives.

As a human capital management solution, Octagon Consulting, LLC can assist companies by utilizing client-specific processes and leveraging technology to transform HR landscapes. Elevating HR above transactional tasks to a level where more strategic planning and programs can take place and will facilitate success for organizations today and tomorrow.

Octagon Consulting, LLC's model highlights our commitment to customer service and our focus on performance provides companies with a comprehensive range of business consulting services that focus on organization and resource optimization and business excellence enterprise wide. No matter the goal, Octagon Consulting, LLC is committed to providing the necessary resources to get the job done.

We are very interested in establishing a long-term business partnership with the City. If you or any of your team members should have questions, please feel free to contact me directly. This proposal will remain valid for ninety (90) days from submittal due date.

Sincerely,

Stephanie Walker

Chief Administrative Officer
281-962-8020
swalker@octagonhr.com

Table of Contents

COMPANY PROFILE & INTRODUCTION

Legal name of the Company: Octagon Consulting, LLC

Number of years in Business, Size and Client Base: Octagon Consulting, LLC has been in business since June 1, 2018. Octagon Consulting, LLC currently has 15 team members and service clients (22) in multiple states (8), providing consulting and talent acquisition services.

Authorized Representatives:	Andy Soles	Stephanie Walker
	Managing Partner/ Founder	Chief Administrative Officer
	(281) 885-7782 Main Office	281-962-8020 (Direct Line)
	andy@octagonhr.com	swalker@octagonhr.com

Octagon Consulting, LLC (OCLLC) was created by Human Resource, Business Consultants, and Recruiting Experts to serve companies in need of tactical as well as strategic Human Capital Management Solutions.

Octagon's Human Capital Management Solutions can assist companies by utilizing client-specific processes and leveraging technology to transform the HR landscape. Elevating HR above transactional tasks to a level where more strategic planning and programs can take place will facilitate success for organizations today and tomorrow.

Octagon Consulting, LLC truly understands the importance of supplying our clients with a diverse and qualified group of professionals to help your organization continue to thrive.

KEY LEADERSHIP & PERSONNEL

Complete Resumes to be found on page 12.

Andy Soles, Managing Partner/ Founder

Andy has more than 20 years in the human capital management with the last 14 in executive leadership roles. Prior to founding Octagon Consulting, LLC, he was the President of ChaseSource, LP a national human capital consulting firm for seven years. During his tenure with ChaseSource, the business grew from a small business enterprise to one of the top minority firms in the US, operating in more than 20 states.

Andy manages the overall strategic direction, sales and marketing efforts, business operations, and employee development for Octagon Consulting, LLC. His distinguished career in both business and general staffing will serve him well as he and his teams focus the growth of their accounts. Andy Soles has a history of unparalleled passion for serving clients, driving excellence and building opportunities.

With over a decade and a half of success in human capital management, he is uniquely positioned to help businesses sustain productivity, retain profitability and grow. Significant to his executive-level experience in the talent industry is his proven ability to identify and develop leaders and teams that achieve consistently high levels of performance. Mr. Soles is a graduate of North Carolina A&T State University with a degree in Business.

As the Project Executive (PE), Andy will be the City's primary client liaison and will have a team that consists of a Project Counsel and Project Consultant working under him to ensure that no detail is missed. Including them in the process from day one helps us to truly deliver our services and eliminates the chance for an unfortunate sale to operations disconnects to occurs. The appointed PE will be the City's dedicated team member from inception to completion.

Teresa Hudson, JD- Of Counsel

Teresa is an accomplished human resource leader with nearly 25 years of experience leading, directing and energizing diverse cross-functional teams. She is a trusted adviser to senior leadership with a successful track-record aligning complex HR programs with business objectives and establishing long lasting relationships. Teresa received a Bachelor of Arts degree in Social Sciences with a minor in Human Resources from Tulane University. She earned a Doctor of Jurisprudence from Texas Southern University, with a focus on employment law.

Teresa is recognized as a solid leader possessing the communication and interpersonal skills that establishes rapport with all levels of staff, management, board members, and business partners with experience leading substantial growth within short time frame resulting from market needs and advancement with an emphasis on creative workforce management programs. She has direct experience with Board members advising, counseling, and directing team members regarding various human resources projects. This experience includes instituting various HR programs and working with senior administration and finance leadership to develop system-wide protocols for administrative services.

Darin Coble, Director- Human Capital Consulting

Darin is an experienced Senior Human Resources Business Leader with a demonstrated history of working in a variety of industries. Skilled in Operations, Employee Life Cycle management, Change Leadership, Labor Relations, and Management. Darin's expertise ensures HR programs and services follow established policies and comply with state/federal laws and regulations. He takes a strategic and calculated approach to developing, revising and implementing HR policies and procedures. With his 14+ years' experience, Darin has the theoretical and practical knowledge to understand what solutions have worked in the past and how to improve in the future. Darin attributes his successful career to his ability and determination to build strong relationships with his clients. Darin is a strong human resource professional with a passion for business and an MS in HR Management from Purdue University: Krannert Graduate School of Management.

Angelica Jaquez, Director- Client Relations

With over 13 years of experience in Client Relationship and Management, Angelica has created and installed systems for some of the most recognized companies in the world. Angelica's experience managing 30 plus clients prior to joining Octagon Consulting, illustrates her high level of integrity and unparalleled work ethic as well as her ability to operate well under pressure in a fast-paced environment. At Octagon, Angelica oversees and directs the full evolution of the client relationship process. As the Director, Angelica helps determine, understand and facilitate the client's essentials and goals, as well as implementing guidelines to ensure Octagon's strategies align with the organization's policies and goals. As an analytical thinker with strategic planning skills, Angelica has proven capable of developing innovative approaches to client or corporate consulting needs. As the Client Relations Director, Angelica's involvement with the City will be prominent. Angelica will work with the Project Executive to appoint and closely mange her team from inception to completion of this partnership with the City.

Stephanie Walker, Chief Administrative Officer (Technology & Infrastructure)

Stephanie has more than 5 years in the human capital management industry. Prior to working at Octagon Consulting, LLC, she was a Systems/ Software Specialist as well as Talent Advisor at ChaseSource, LP a national human capital consulting firm for three years. Stephanie has aided and assisted with the completion of multiple compensation studies, succession plans, and development of client policies/ employee handbooks. Stephanie specializes in delivering high quality business client services, enhancing processes and building customer relationships with her attention to detail and organization skills. Mrs. Walker received her bachelor's degree from Saint Mary's College, Notre Dame.

STUDY OF WORK PLAN AND METHODOLOGY

As a result of updating the current compensation plan, the City has opened their search for a qualified and experience consulting service to conduct a comprehensive classification and compensation study. With Octagon Consulting, LLC's experience and proven capability to audit, design and implement a comprehensive classification and compensation plan, Octagon Consulting, LLC would like to propose services to analyze operations, talent management program, job design, retention factors, and recruitment strategies. Furthermore, we will identify strategies to help you achieve your goal of employee retention, rewarding employee performance and attracting qualified employees.

In order to explore items defined above, OCLLC recommends a three-project approach:

Project I (Job Audit)
A systematic examination of the tasks performed in a job and the competencies required to perform them. This a study of what workers do on the job, what competencies are necessary to do it, and develop an understanding of the position in relation to business operations and continuity.

- Conduct assessments consisting of, but not limited to understanding
    - Data analysis and job audits
    - Update/ Create job descriptions for each role
    - Test FLSA on each position within organization
    - Employee skills and capabilities
    - Professional advancement goals
    - Support of organizational and department goals

Project II (Market Survey & Compensation Study)
The purpose of an employee market survey is to gather data and compare to similar organizations either within your specific vertical and geographical territory. The collected data aids business and human capital decision making. Therefore, reducing the risks of employee loss and increasing retention.

- Take data from Project I and compare to current market information to then formalize/ create organizational chart.
- Identify benchmark positions and provide each individual position with a market analysis and recommendations.
- Evaluate current employee assessment and obtain a clearer understanding of current job duties, role, scope and functions.

Project III (Evaluations and Strategy Development for Compensation Recommendations)
A Well-written, comprehensive and detailed report of OCLLC's finding and recommendations. As the final stage of the project, this will be where OCLLC will compile all updated job descriptions, market surveys, updated organization chart, provide assessment of skills and capabilities, in addition to evaluating current salary structure and compensation levels and make a recommendation based on OCLLC's findings.

Octagon leadership will present a summary of findings and recommendations to address identified areas of opportunity for the following but not limited to:

- Comprehensive Report to include
  - Updated job descriptions
  - Final Market Survey
  - Recommended Position Succession
  - Final Recommendations based on findings

ASSUMPTIONS

The scope of work and estimates herein are based on the assumptions identified below. If these assumptions are incorrect, the parties may, by mutual agreement, seek to modify the terms herein in accordance with the requirements.

METHODOLOGY

The project will be assessed using tools and techniques prescribed by Octagon's methodology including but not limited to strategy, impact analysis, phone and face-to-face interviews, focus groups, job shadowing, communication, training plans/ materials and job design.

RESPONSIBILITIES

Octagon Consulting, LLC Responsibilities
OCLLC will make available to the City a Project Team consisting of a Project Executive, Project Counsel and Project Consultant. Total responsibility for the scope of the engagement and established lines of communication will reside with Andy Soles, the Project Executive (PE).

The PE's responsibilities and essential duties will be, but not limited to:

- Maintain good working relationship with clients to enhance customer satisfaction and work with client management and staff to perform engagement services
- Manage and support all aspects of this assessment
- Lead project management activities, such as status reporting and data capture
- Lead assessor for leadership, management and training
- Actively participate with project team to conduct assessments
- Prepare and present reports to the City' leadership

The City's Responsibilities
The City will provide OCLLC leadership and project team access to requested data, facilities, employees and systems as required to accomplish agreed upon assessment and deliverables.

KEY DATES & PROJECT PLAN

Key Dates

Project Start Date: TBD – Within thirty (30) days after contract awarded.
Project End Date: Assessment Delivery & Presentation TBD

Project Plan

Phase I: Data Collection and Analysis (1 week)
Meet with Key Stakeholders to discuss current compensation structure, key issues and concerns, as well as review OCLLC's detailed project work plan and timeline.
OCLLC will conduct a detailed analysis of the data provided by client to evaluate:

- Current organization and salary structure
- Job description and project control data
- Compensation competitiveness

OCLLC project leadership will conduct collaborative discussions with key client leadership prior to initiation of Phase II. A representative from OCLLC will partner with a designated client resource to schedule these discussions. Logistics surrounding on-site interviews and focus groups will be established during Phase I.

Phase II: Onsite Assessments (if necessary; 1-2 weeks)
OCLLC will perform an assessment that will include leadership engagements with management and Human Resources. Additionally, OCLLC resources will evaluate current employee assessment and understanding of current job duties, role, scope and functions. The process will uncover and identify current:

- System supports and inhibitors for desired
    - Leadership engagement and retention
    - Associate behaviors and performance
    - Training retention and application
- Employee skills, capabilities and strengths
- Employee gaps and possible weaknesses

Information amassed from this process will be utilized to develop an understanding of the position in relation to business operations and continuity and to define opportunities for ongoing improvement for the coming six months and /or year. Estimated time on-site: TBD

Phase III: Report & Recommendations (TBD- 3-5 weeks from Phase II Completion)
OCLLC leadership will present a summary of findings and recommendations to address identified areas of opportunity for the following:

- Job Audit
- Market Analysis
- Internal and/or Salary Restructure

DELIVERABLES

Octagon Consulting, LLC is proud to be a successful partner and an extension of the City. This experience positions us to know and understand how employee performance drives not only productivity, but the culture of an organization.

At the conclusion of Project III, OCLLC's Project Executives will provide an in-depth presentation and discussion on the assessment results and recommendations associated with the following areas of focus.

- Job Audit
- Market Analysis
- Succession Plan Development
- Evaluations and Final Recommendations

Additionally, OCLLC will also provide recommendations for future actions and a proposal of future partnership between OCLLC and the City, to include specific departmental development and consultancy.

PROJECT FEES & EXPENSES

Project Fees

The fees for services shall be in accordance with the tables below.

Project Cost

PROJECT	Amount
Phase I	$15,000.00
Phase II	$35,000.00
Phase III & Presentation	$20,000.00
Total Estimated Cost	**$70,000.00**

PRIOR COMPENSATION & CLASSIFICATION STUDY and SUCCESSION PLANNING EXPERIENCE

Houston First Corporation (Completed) is a local government corporation, formed in 2011, locally owned by the City of Houston and created in order to pursue economic activities on behalf of city government. This government corporation has united multiple departments and divisions under the umbrella organization, Houston First Corporation (HFC). HFC manages city owned facilities and has unique taxing authority that differentiates it from other commercial enterprises. The facilities include Hilton Americas hotel, George R. Brown Convention Center, four theater centers, plazas and surface and underground parking areas. In addition, HFC has a broad range of responsibilities, including day-to-day management and maintenance of 10 city-owned buildings, conventions and trade shows, and theatrical performances.

Deliverable: Comprehensive succession planning process to identify and organize Houston's First resources is more apparent and necessary today to address possible departures due to retirement and employee attrition. With this potential loss of critical knowledge and skills, succession planning has been identified to prepare individuals for future roles and responsibilities and to develop a plan by which knowledge is shared.

Port of Galveston (Completed) is municipally owned by the City of Galveston and is managed by the Board of Trustees of the Galveston Wharves, as designated by the City Charter. The port is self-sustaining and does not receive any taxpayer funding. The Port of Galveston consists of the Galveston Ship Channel, the south side of Pelican Island, the north side of Galveston Island, and the entrance to Galveston Bay. The port has 15-20 lines of business.

Deliverable: Octagon successfully completed a companywide job audit and market survey. Reviewed the quality and applicability of the data retrieved during the job audit process. Then based on the strength of this data, made recommendations to adopt.

Third Coast Terminals (Ongoing) is the Premier Chemical Service Company of Choice. Third Coast Terminals is a unique provider in the chemical industry, offering services such as Reaction Chemistry, Toll Processing, Chemical Logistics, Terminaling, Blending, and Packaging.

Deliverable: Octagon is currently developing a comprehensive succession plan as well as creating a robust learning and development program for leadership team. Over the last six months we have completed job audit for all departments, identified leadership gaps and implemented a performance evaluation platform.

UNIQUE CHALLENGES & OUTCOMES

The challenges in for a densely populated, remote towns are finding comparable markets to collect data. Additionally, part of the compensation survey is considering cost of living for that area. With the population less than 10, 000 based on 2010 census, we would have to use a collection of neighboring towns to determine an actual cost. Similar to our 2018 market analysis for the Port of Galveston, we would leverage the data from nearby San Antonio as a starting point. The outcomes for the Port of Galveston were favorable utilizing this methodology.

REFERENCES

Reference #1

Client: Port of Galveston
Contact Name: Annette Goldberg
Contact Title: Human Resources
Contact Phone Number: (409) 765-9321
Contact Email Address: agoldberg@portofgalveston.com
Contact Address: 123 25th Street, Galveston, Texas 77550
Applicable Dates of Contract Work: 2018-Present
Description of Role/Responsibility in referenced contract work: Compensation Study

Reference #2

Client: Redi Carpet
Contact Name: Erik Olsen
Contact Title: CFO
Contact Phone Number: (281) 240-2500
Contact Email Address: Erik.Olsen@redicarpet.com
Contact Address: 10225 Mula Road, Stafford, Texas 77477
Applicable Dates of Contract Work: 2018-Present
Description of Role/Responsibility in referenced contract work: Compensation Study

Reference #3

Client: Third Coast
Contact Name: Paul Glenn
Contact Title: Human Resource Manager
Contact Phone Number: (877) 412-0275
Contact Email Address: pglenn@thirdcoast.com
Contact Address: 1865 Mykawa Road, Pearland, Texas 77581
Applicable Dates of Contract Work: 2018-Present
Description of Role/Responsibility in referenced contract work: Updated Employee Handbook, Job Audits, Compensation Study and HR Consulting.

Andy Soles

Summary

Andy has more than 20 years in the human capital management with the last 14 in executive leadership roles. Prior to founding Octagon Consulting, LLC, he was the President of ChaseSource, LP a national human capital consulting firm for seven years. During his tenure with ChaseSource, the business grew from a small business enterprise to one of the top minority firms in the US, operating in more than 20 states. Andy manages the overall strategic direction, sales and marketing efforts, business operations, and employee development for Octagon Consulting, LLC. His distinguished career in both business and general staffing will serve him well as he and his teams focus the growth of their accounts. Andy Soles has a history of unparalleled passion for serving clients, driving excellence and building opportunities. With over a decade and a half of success in human capital management, he is uniquely positioned to help businesses sustain productivity, retain profitability and grow. Significant to his executive-level experience in the talent industry is his proven ability to identify and develop leaders and teams that achieve consistently high levels of performance.

Work History

Octagon Consulting LLC August 2018- Present

Managing Partner/Founder

"Octagon Consulting, LLC helps companies throughout their business lifecycle by offering a robust portfolio of human capital solutions based on your organization's requirements, ranging from workload and workforce planning and analytics to workforce acquisition, competency modeling, and attrition management."

Responsibilities: Day-to-day management of the business affairs. Communicating and reaching decisions on implementation of firm policies and objectives. Lead company business development, internal recruiting and retention as well as financial responsibilities.

ChaseSource, LP 2011- 2018

President

"ChaseSource is a minority owned enterprise specializing in helping organizations solve their "people" issues. ChaseSource combines the energy, excitement, and the fast pace of an entrepreneurial enterprise with the stability and resources of a large corporation."

Responsibilities:

ChaseSource, LP (CSLP) is the parent company of ChaseSource Real Estate Services (CRES) and ChaseSource Construction Services (CSCS). CSLP is a full-service staffing and recruiting firm that specializes in the delivery of talent for multiple industries. CSCS is a construction management and consulting division that solely focuses on all facets of commercial building upgrades, from technology to ground up construction. CRES is a facility management firm that handles day to day operations of commercial buildings and their occupants across the state of Texas. Our core competencies and focus are providing and managing human capital to support operations at various levels. Industries Servicing: Admin/ Clerical, Professional, IT & Healthcare

Advantage Resourcing, Inc. 2010-2011

Area Director

As one of the world's leading staffing companies, our primary objective is clear-cut: To perfectly align the best people with appropriate positions around the world. Every day, we talk to hiring managers, HR directors and senior management to learn their needs. At the same time, we talk about skills and goals with talented people seeking employment opportunities.

Responsibilities:

Manage operations for six branch locations: Bryan/ College Station, Conroe, Baytown, Pasadena, Houston (2). Responsible for Quarterly Business Reviews and business development throughout Houston and surrounding territory. Simultaneously merged eight branches to six during corporate merger and rebranding. Responsible for jobsite evaluations, collections and establishing relationships with existing clientele. Combined revenue of territory exceeded 20 million annually. Industries Served: Light Industrial, Manufacturing & Administrative/ Clerical

Education

North Carolina Agricultural & Technical University BS, General Management

Angelica Jaquez

Summary

With over 13 years of experience in Talent Acquisition, Client Relationship and Management, Angelica has created and installed systems for some of the most recognized companies in the world. Angelica's experience managing 30 plus clients in the Austin territory prior to Octagon Consulting, illustrates her high level of integrity and unparalleled work ethic as well as her ability to operate well under pressure in a fast-paced environment. At Octagon, Angelica oversees and directs the full evolution of the client relationship process. As the director, Angelica helps determine, understand and facilitate the client's essentials and goals, as well as implementing guidelines to ensure Octagon's strategies align with the organization's policies and goals. As an analytical thinker with strategic planning skills, Angelica has proven capable of developing innovative approaches to client or corporate consulting needs. Angelica prides herself on getting to know her clients and developing customized strategies built for success. As the Client Relations Director, Angelica's involvement with the City will be prominent. Angelica will appoint and closely mange her team from inception to completion of this partnership with the City.

Work History

Octagon Consulting LLC-Dallas, TX — *Client Relations Director*
June 2019- Present

- Coordinate and identify staffing requirements, objectives and goals with hiring managers
- Determine selection criteria, plan interview and selection procedures, including screening calls, assessments and in-person interviews
- Source potential candidates through online channels (e.g. social platforms and professional networks), assess candidate information, including resumes and contact details, Applicant Tracking System
- Design job descriptions and interview questions that reflect each position's requirements
- Lead employer branding initiatives, organize and attend job fairs and recruitment events
- Forecast quarterly and annual hiring needs by department
- Foster long-term relationships with past applicants and potential candidates

Ellis M. Skinner Construction Co. — *Senior Recruiter*
May 2018- April 2019

- Recruit, screen, schedule, interview, and place candidates
- Establish focused business development and recruiting plans
- Review media and weekly ads to identify trends and prospects
- Maintain and document candidate communication within the automated recruiting database
- Follow-up on all existing business to ensure retention, quality control, and development of new business
- Proactively seek new avenues to penetrate clients and attract candidates

ChaseSource, LP — *Client Relationship Manager/Senior Recruiter*
August 2011- May 2018

- Worked closely with all levels of the Client and ChaseSource management to determine, develop, and implement recruiting strategies and planning to provide a qualified candidate pool using tools, techniques and competitive intelligence.
- Ensure customer satisfaction through communication, accuracy, responsiveness and other tasks assigned by direct manager.
- Anticipate talent needs and develops a staffing planning accordingly, workforce planning, and diversity initiatives for functional areas to develop sourcing strategies and build candidate pool and prepare for forecasted organizational staffing needs
- Implement comprehensive search strategies for specific requisition and track all candidate activities, use detailed screening and selection criteria to identify qualified candidates, determine the relevant strength of the candidates in the pool and note in applicant tracking system
- Use Internet job postings and advanced web sourcing tools to identify and attract candidates
- Refer the best-qualified candidates directly to Hiring Manager for further consideration along with screening results and obtain feedback from Hiring Manager on submitted candidates

Education

Houston Community College

Elizabeth Gutierrez

Summary

Elizabeth has more than 5 years as an experienced Human Resource and Client Relationship Manager, with a demonstrated history of working in multiple industries. Skilled in Team Building, Staffing Services, Recruiting, Client Management and Human Capital. Elizabeth will be integral consultant assigned to the City. Elizabeth's attention to detail and understanding of her client's needs continues to create long term partnerships with numerous clients with a wide spectrum of requirements.

Work History

Octagon Consulting LLC-Dallas, TX — *Director of Talent Acquisition*
July 2019- Present

- Coordinate and identify staffing requirements, objectives and goals with hiring managers
- Determine selection criteria, plan interview and selection procedures, including screening calls, assessments and in-person interviews
- Source potential candidates through online channels (e.g. social platforms and professional networks), assess candidate information, including resumes and contact details, using our Applicant Tracking System
- Design job descriptions and interview questions that reflect each position's requirements
- Lead employer branding initiatives, organize and attend job fairs and recruitment events
- Forecast quarterly and annual hiring needs by department
- Foster long-term relationships with past applicants and potential candidates

ChaseSource-Edinburg, TX — *Client Relationship Manager/Onsite Manager*
May 2015- July 2018

- Identify and submit qualified candidates to Client Hiring Managers based on the provided job description.
- Acquire a thorough understanding of job requisition, description for required competencies, skills, knowledge required of successful applicants
- Identify and implement sourcing strategies based upon the job position by creatively conducting research and/or utilizing a multitude of resources
- Develop an ongoing and diverse pipeline using research, networking, database mining, etc. for prospective applicants, use a variety of technical tools to identify and attract a high qualified pool of candidates
- Work with recruiting team to screen, test, and qualify applicants through the use of qualifying interviewing techniques and skill assessment testing
- Use of Behavioral Based Interview techniques in screening and qualifying applicants, Create Behavioral Based Interviewing and Prescreening questions, Completion of skill and/or personality assessment
- Completion of employment applications - analyze the information provided on application form
- Manage Client Hiring Manager Relationships
- Provide Hiring Manager with updates and summaries of recruiting progress and activity, along with working with Hiring Manager to determine best fit candidates, coordinate interviews, receive timely feedback and present/manage offers and present offers and conduct offer negotiations with candidates
- Participate in onboarding tasks as needed (i.e. offer letter submittals, final paperwork completion)

Michoacana Marketing Services-San Antonio, TX — *Human Resource Generalist*
December 2013- July 2014

- Recruit and interview potential applicants on experience, skills, and education
- Analyzes staffing logistics and organizes documentation and maintain employee records and paperwork
- Contact applicant references and perform background checks required by company
- Organize and manage new employee orientation, on-boarding, and training programs
- Explain and provide information on employee benefits, programs, and education. May also advise on benefit needs or evaluate benefit contract bids.
- Cover all legal compliance for human resource federal and state requirements

Education

The University of Texas-Pan American, Edinburg, TX
Bachelor of Arts in Psychology with a Minor in Business Administration- Honors: Cum Laude -May 2011

Stephanie Walker

Summary

Stephanie has more than 5 years in the human capital management industry. Prior to working at Octagon Consulting, LLC, she was a Systems/ Software Specialist as well as Talent Advisor at ChaseSource, LP a national human capital consulting firm for three years. Stephanie specializes in delivering high quality business client services, enhancing processes and building customer relationships with her attention to detail and organization skills.

Work History

Octagon Consulting LLC — *Chief Administrative Officer*
October 2018- Present

- Maintain and update company databases
- Organize a filing system for important and confidential company documents
- Answer queries by employees and clients
- Update office policies as needed and ensure operations adhere to policies and regulations
- Maintain a company calendar schedule appointments and book meeting rooms as required
- Prepare reports and presentations with statistical data, as assigned
- Arrange travel and accommodations, schedule in-house and external events
- Plan and coordinate administrative procedures and systems and devise ways to streamline processes
- Recruit and train personnel and allocate responsibilities and office space
- Assess staff performance and provide coaching and guidance to ensure maximum efficiency
- Ensure the smooth and adequate flow of information within the company to facilitate other business operations
- Monitor costs and expenses to assist in budget preparation
- Keep abreast with all organizational changes and business developments
- Process bills for payment and vendor invoices
- Track and resolve accounting problems and discrepancies as needed
- Maintain files and electronic records, update and maintain accounts database
- Perform administrative tasks as needed

ChaseSource, LP — *Recruiter*
April 2013- October 2014

- Run a recruiting full desk that includes customer relations and qualifying candidates
- Worked with clients on projecting upcoming staff needs and process to hit target numbers
- Engaged with potential candidates via network database, referrals, job board Boolean search, etc.
- Instrumental in breaking new accounts within specialized recruiting fields that were company targets
- Key player in increasing customer retention rates, actively reducing losses on average of 10% per company

ChaseSource, LP — *HR Coordinator*
October 2012 – April 2013

- Supported the recruiting team with multiple services, such as background and reference checks, follow up letters, new hire paperwork, unemployment claims, etc.
- Organized New Hire Orientation, Pre-Employment testing, On-Boarding and Off Boarding processes
- Collaborated with the recruiting team to address candidate pools, upcoming recruiting efforts, and client trends to allow leadership to forecast appropriately
- Updated company paperwork to improve information capture and alignment with applicant tracking system

Education

Saint Mary's College — Notre Dame, Indiana
Bachelor of Arts in Political Science — May 2012

2021-2022 Community Development Fund Application Cycle
Texas Community Development Block Grant (CDBG) Program

State Funding Agency: Texas Department of Agriculture (TDA)

Funding Source: U.S. Department of Housing and Urban Development through the Community Development Block Grant Program

2021-2022 Community Development (CD) Fund Allocation Process: All scoring factors are objective. This fund is very competitive, with decimal points separating scores and determining ranking. The RRC scoring process has been replaced with a different process that includes points for priorities and state-wide points that have been established and approved by a Unified Scoring Committee. The Unified Scoring Committee is composed of members representing each of the 24 planning regions.

2021-2022 CD Eligible Uses of CDBG Program Funds: Each region for the 2021-2022 CD application cycle selected priorities and assigned points as provided in the new process.

CDBG National Objective: Primarily benefit households earning at or below 80% of the area median family income (“low and moderate income”)

AACOG Priorities (in order to be competitive only first priority projects should be considered):

- Frist priority: Water/Wastewater, Septic Tanks, First-time service water/wastewater yard lines – 50 pts.
- Second priority: Roads/streets, drainage – 40 pts.
- Third priority: All other projects – 30 pts.

Unified Scoring Committee Scoring Criteria:

- Match Based on Population: The required match is based on population for cities and persons benefitting for counties. -- 50 pts.
- Previous Awards: Applied to last three funding cycles -- 80 pts.

TDA State Criteria:
Past Performance and Similar Programmatic Goals – 20 pts.

Citizen Participation: The CDBG Program is subject to a citizen participation process and other federal and state requirements.

Application Due Date: The application due date for the 2021-2022 CD Fund has not been announced, but is expected for early 2021. Due to limitations completing beneficiary surveys and delays in community council and court meetings as a result of the pandemic, an early start to the process is highly recommended.