

GUADALUPE APPRAISAL DISTRICT

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REGULAR SESSION OF THE BOARD OF DIRECTORS

September 4, 2024

1. CALL TO ORDER

Darren Dunn called the meeting to order at 6:06pm

2. ROLL CALL

All members were in attendance except Mr. John and Ms. Herman. Others present were Peter Snaddon and Jennifer Tovar.

3. CITIZENS' COMMENTS – None.

4. TAXPAYER LIAISON REPORT – None.

5. CONSENT AGENDA – These items may be acted upon by one motion. No separate discussion or vote on any of the items will be had unless requested by a Board Member. – Ms. Sever moved to accept the consent agenda items as presented. Mr. Lievens seconded the motion. The motion carried unanimously.

7. PRESENTATION – **2025 Employee Medical Insurance Provider presentations:** Mr. Ronnie O'Neil from Anco presented the Curative Insurance Plan as after 6 quotes, he believed Curative was the best benefit option at the best premium for the GAD employees. Curative has been on the market since 2020 and have been selling insurance plans since 2022. Their goal is to give individuals access to care so that they can work on the preventative maintenance of their health so that it does not become something that's very critical later in life and more costly. The Curative network plan has zero copayments and zero deductibles. Coinsurance percentage, zero. Annual out of pocket zero, no limit office visits, zero. Specialty office visits, zero. Telemedicine, zero. Urgent care, zero and so on. This is all based on IF the individual has complied with a baseline visit. Baseline visits must be done within 120 days of the effective date of coverage for employees. So, by March 31, every employee should go through a baseline visit. If they fail to meet that 120-day baseline visit, they will fall into the plan with the deductibles and the coinsurances and the copayments for those same benefits. So annual deductible, 5000 per person, 10,000 for family coinsurance is 20% for medical, 25% for pharmacy. Next Presenter is Mr. Richard Walker. Mr. Walker stated today he is focusing on a plan with BCBS which would allow the GAD employees to not have any disruption in providers. The district is currently paying \$941 to the employee, and he could save the district with a lower premium and some of that savings could be used to install a health reimbursement account for each employee. It's the district money on behalf of the employee. If Employees leave, any unused funds come back to the district. The best solution that Mr. Walker brings is the BCBS level funded plan which is what TML/Texas Health has for GAD right now. Mr. Walker recommends a \$500 deductible, which lowers the current deductible from \$750. He also wants to lower the out-of-pocket from \$5000 down to \$3500. Right now, the cost is \$636 per employee. Even with a 40% increase due to claims, Mr. Walker stated, "I can't say that I'm going to deliver a \$650 employee rate, but I can tell you it's going to be substantially below curative and definitely well below your renewal with TML" It's called the Blue Balance Fund. Mr. Dunn asked if there were any comments or questions from the audience or Board members. Employee Joe Clark mentioned his wife has some health issues and when they inquired about providers in the Curative network, none of them were on the plan and three of them point blank said that they refused to get on Curative network. She's been with these doctors for a decade. She's not changing doctors. Mr. Clark also mentioned that he's concerned that a move to Curative is going to end up costing him money because he's going to have to find insurance for her outside of his employer and it's going to cost a lot more than the thousand dollars a month that is now being paid. Mr. Clark stated that when you go to a doctor's office and tell them you have a blue cross PPO, they just say "Come on in." BCBS is very widely accepted among Dr Offices. Joe Clark also mentioned prescriptions are very expensive and when he and his wife researched Curative coverage for their prescriptions, even having done the baseline interview, prescriptions would still have to be paid out of pocket. Ms. Charlene-Coppedge-Link, a GAD employee stated she just wanted to mention, she's concerned about the Curative network and she's not even a high-end user of the current insurance. She's just concerned that curative is so new and just sounds too good to be true. She's very skeptical. If GAD keeps its

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current plan, it would be an 8% increase from 2024. Then they give us 4 options to choose from based on co-pays and deductibles.

8. DISCUSSION/ACTION: Consider and select GAD's 2025 Employee Medical Insurance Coverage plan provider from available options: Mr. Snaddon indicated the 3 types of plans as options. One option is to keep what we currently have, and another option is Curative. Curative would save the district about \$130,000 savings from the current plan. Curatives would save the family about \$157 per month or \$1800 per year. The third option is the one Mr. Walker is presenting but we would have to rework it with the new figures he will give us. The consensus was to stay with Blue cross blue Shield. Mr. Lievens stated he was concerned about Curative being so new. Mr. Lievens is also concerned about people who have established doctors for very specific needs. Mr. Dunns' concerns are the unintended consequences, which would mean the people who work here would suffer the consequences and that's significant. Ms. Sever agreed with Mr. Dunn. Ms. Sever mentioned that Blue Cross Blue Shield is taken by a lot of medical professionals, and she thinks that that would give a lot of our employee's comfort. Mr. Lievens stated he hopes Curative succeeds. Mr. Lievens motioned to approve the Blue balanced Fund as presented by Richard Walker for the upcoming fiscal year. Mr. Amador seconded the motion. It was passed unanimously. Mr. Dunn asked Mr. Snaddon to put on a future agenda the aspect of discussing the savings of money from switching insurance plans and how it can benefit the employee.

9. DISCUSSION: Facility Planning – Mr. Snaddon stated he had sent a letter out to the county commissioners of the taxing units so they could see what they could possibly absorb budget wise and then plan accordingly. Some history of the facility is, back in the eighties, the first building was put here, then in 2008, they finished a renovation and expansion project. They added the 60 by 60 there in the back, and then renovated the entire original footprint. So, we got to about 8850 square feet. We went ahead and completed the parking lot expansion in 2024. From 2008 to 2014, we had 20 active taxing units, compared to 32 now. We had 10 full-time appraisal staff to 20 now, 15 to 21 admin. Total accounts was about 76k to just over 107k now. Total market value of 9.9 billion now. Of course, the total appeal, as you can see, jumped from 9500 to nearly 25,000 this past year. That's roughly about 23.5% of the overall accounts that we had, and we had one single appraisal review panel back then. We're running two now, which has been helpful in those last two years. Another big major aspect for what we need to space is the functional utility. It's described as defined as, you know, ability to adequately provide for its intended use, ability of a property or building to perform the function for which it is intended. The efficiency of the building uses in terms of design and layout. And that kind of where we've discussed where I think we are, where the layout, the function of our current facility doesn't meet the needs or an expectation of needs coming. So today, we are having to repurpose the current facility spaces to meet the needs of the organization. Our public research room is the second ARB panel now. So, the public has nowhere to research any longer. The records closet turns into an administrative workstation. Another appraisal staff member works in the supply closet. The management level offices for the appraisal staff in the back were turned into double occupancy workstations. Another area of inadequate utility of the current facility is the lobby area. There is no more public research area, no room for public training or for informal conferences. We only have two single occupancy public restrooms. Organizationally, staff training is difficult. Workstation, spacing, lack of office doors. The H vac system is tough in the very back due to lack of insulation. During protest season, we put a canopy outside to receive protests because the lobby will get very clustered at certain times. On our in-service training days, we have 40 people in this room, which is very crowded and uncomfortable. We are trying to go paperless, so we got scanners for everybody. This means that we are having to get more space on our server because we've used it all up because of all the scanning we've been doing. This will help in utility costs of having to pay for physical storage space off-site. The hallways are full. The mail room is tiny. We do a lot of mail outs nowadays in house. Some of our preliminary options are Option A being about 3600 square feet, which would be adding another 60 by 60 space onto the back area. Option B was extending it a little bit further, making it about 6650 additional square feet. And then, option C nearly doubled our size at about 8000 sq ft. We had also been in discussion with the property owners, and they had agreed that they would be willing to enter an agreement to sell the two acres right behind our building so we could have a second access point as well as if we wanted to expand in the future or build a new facility. I projected the cost at about \$400 per square foot and a 15 year note with between a six and a 7.25 interest rate. We sent a letter to the entities for them to see if they could absorb these numbers, we did receive some replies. The City of Cibolo chose options A, B, C, in that order. Scherz, Cibolo, ISD, Luling ISD, all had A, B, C. Navarro chose Option B is their primary option. Marion came in with B as their primary option and City of Seguin came in with C as a primary. Guadalupe County says they were more kind of in the middle. Ms. Sever asked how many employees are at GAD, there are 41. Looking at projected growth, in 15 years, GAD could be at 60 employees. So, Option B so far has been the consensus. Another discussion was about the Mary B building. It was discussed to find out more about whether the owner would be willing to talk about selling it.

10. EXECUTIVE SESSION: For a private consultation with the Board's Attorney with respect to pending or contemplated litigation, settlement offers, or on a matter in which the duty of the attorney to the governmental body under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas, clearly conflicts with this chapter, authorized and pursuant to Texas Government Code (Sec. 551-071). – The Board did not go into executive session.

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11. EXECUTIVE SESSION: The Board may retire to executive session to deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee or to hear a complaint or charge against an officer or employee, authorized and pursuant to Texas Government Code (Sec. 551-074) – The Board did not go into executive session.

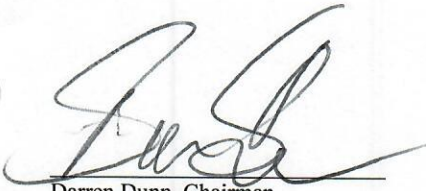
12. DISCUSSION/ACTION: TAKE ANY ACTION BASED ON DISCUSSION HELD IN CLOSED SESSION UNDER AGENDA ITEM #10 – No action taken.

13. DISCUSSION/ACTION: TAKE ANY ACTION BASED ON DISCUSSION HELD IN CLOSED SESSION UNDER AGENDA ITEM #11 – No action taken.

14. Chief Appraiser's Report – All is going well, and appeals have slowed down.

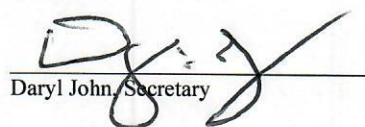
15. Directors' Report – Mr. Kelm stated he would like to see the opportunities to see the savings from the insurance plan be used to benefit the employee once the numbers are finalized for the new insurance plan.

16. Adjournment – Darren Dunn adjourned the meeting at 7:49pm



Darren Dunn, Chairman

ATTEST:



Daryl John, Secretary