



ELECTRIC RELIABILITY COUNCIL OF TEXAS, INC.

HEALTH & WELFARE ACTIVITIES

As of December 31, 2017

Employee Health & Welfare Plans

1. There were four Committee meetings held to discuss ERCOT's health and welfare benefit plans.
2. Periodic updates were provided on the activities of the Employee Health & Wellness Committee.
3. CLS Partners provided monthly reports and expanded financial summaries to provide employee welfare plan cost information.
4. Sagebrush Solutions conducted a third party plan audit of the health plan. Results did not expose any significant errors or issues with administration of the health plan.
5. Deep View conducted a third party audit of the United Healthcare Prescription Drug plan contract. This audit resulted in a total recovery of approximately \$50,000 back to the health plan and to employees.
6. ERCOT implemented Viverae online wellness program. United Healthcare provided a wellness credit to offset cost of program administration.
7. Biometric screenings were offered onsite in Taylor and Austin in May 2017.
8. The Committee reviewed and approved the following decisions for the 2018 Benefits Plan Year:
 - a. Renewed coverage with all current carriers & vendors.
 - b. Medical:
 - i. Adjusted the deductible on the HSA Plan to \$2,700 individual/\$5,400 family to ensure IRS compliance;
 - ii. Increased employee payroll contributions for members on the Base Plan.
 - c. HSA:
 - i. Increased ERCOT's HSA contribution to \$1,000 for individual/\$2,000 family.
 - d. Dental:
 - i. Increased employee contributions for both dental plans.
 - e. Increased the annual amount an employee may contribute into a Medical FSA up to the allowed IRS maximum of \$2,650.
9. Enrollment in the HSA Medical Plan increased 27% from 2017 to 2018, with an overall enrollment increase of 457% since implementation of the HSA Medical Plan in 2014.