

THE HOUSING AUTHORITY OF THE CITY OF AUSTIN



BOARD OF COMMISSIONERS

Chairperson - Carl S. Richie, Jr.

Charles Bailey

Mary Apostolou

Tyra Duncan-Hall

Edwina Carrington

Michael G. Gerber, President & CEO

BOARD OF COMMISSIONERS

Regular Meeting

Thursday, February 20, 2020

12:00 PM

HACA Central Offices

1124 S. IH 35

Austin, TX

**PUBLIC NOTICE OF A MEETING
TAKE NOTICE OF A BOARD OF COMMISSIONERS
REGULAR BOARD MEETING
OF THE HOUSING AUTHORITY OF THE CITY OF AUSTIN**

**TO BE HELD AT
HACA Central Offices
1124 S. IH 35
Austin, TX
(512.477.4488)**

**Thursday, February 20, 2020
12:00 PM**

The Program Review Committee will meet from 10:30 am - 12:00 pm

HACA's Program Review Committee's objective is to provide the Board with an opportunity to receive written and oral reports from staff, to review program operations and outcomes, to review agency budgets, and to ensure that programs are meeting HACA's strategic goals. The Program Review Committee consists of all members of HACA's Board of Commissioners. No votes on any matter shall be taken during Program Review Committee Meetings.

CALL TO ORDER, ROLL CALL

CERTIFICATION OF QUORUM

Program Review Committee - At this meeting the Program Review Committee will:

1. Discussion and Presentation VISION 2025 - HACA's Strategic Plan 2020-2025
-

The HACA Regular Board Meeting will meet beginning at 12:00 pm

CALL TO ORDER, ROLL CALL

CERTIFICATION OF QUORUM

Citizens Communication (Note: There will be a three-minute time limitation)

Citywide Advisory Board Update

Employee of the Quarter

CONSENT AGENDA

Items on the Consent Agenda may be removed at the request of any Commissioner and considered at another appropriate time on this agenda. Placement on the Consent Agenda does not limit the possibility of any presentation, discussion, or action at this meeting. Under no circumstances does the Consent Agenda alter any requirements under Chapter 551 of the Texas Government Code, Texas Open Meetings Act.

CONSENT ITEMS

1. Presentation, Discussion, and Possible Action regarding the Approval of the Board Minutes

Summary for the Board Meeting held on January 14, 2020

2. Presentation, Discussion, and Possible Action regarding the Approval of the Board Minutes Summary for the Commissioner Training held on February 11, 2020

ACTION ITEMS

3. Presentation, Discussion, and Possible Action regarding Resolution No. 02634: Election of new Officers for the Housing Authority of the City of Austin
4. Presentation, Discussion, and Possible Action regarding Resolution No. 02635: Adoption of VISION 2025 - HACA's 2020-2025 Strategic Plan
5. Presentation, Discussion and Possible Action regarding Resolution No. 02636: Approval of the renewal of the Contract for Employee Dental Insurance
6. Presentation, Discussion and Possible Action regarding Resolution No. 02637: Approval of renewal of Contract for Employee Medical Insurance
7. Presentation, Discussion, and Possible Action regarding Resolution No. 02638: Approval to proceed with submission of an application for 9% low income housing tax credits for Chalmers Courts West to the Texas Department of Housing and Community Affairs (TDHCA)
8. Update on AAHC's acquisition and development programs

EXECUTIVE SESSION

The Board may go into Executive Session (close its meeting to the public) Pursuant to:

- a. 551.071, Texas Gov't Code, consultations with Attorney regarding legal advice, pending or contemplated litigation; or a settlement offer;
- b. 551.072, Texas Gov't Code, discussion about the purchase, exchange, lease or value of real property;
- c. 551.074, Texas Gov't Code, discuss 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.
- d. 551.087, Texas Gov't Code, discuss certain economic development negotiations.

OPEN SESSION

If there is an Executive Session, the Board will return to Open Session for discussion, consideration and possible action of matters discussed in Executive Session.

REPORTS

The Board accepts the following reports:

- President's Report
- Other Staff Reports
- Commissioners' Reports/Questions to the Department Staff
- President's Report
- Other Staff Reports
- Commissioners' Reports/Questions to the Department Staff

ADJOURNMENT

"Pursuant to 30.06, Penal Code, (trespass by holder of license with a concealed handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not attend this meeting with a concealed handgun."

"Pursuant to 30.07, Penal Code (trespass by holder of license with an openly carried handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not attend this meeting with a handgun that is carried openly."

"En virtud del 30.06, Código Penal, (traspaso titular de licencia con una pistola), una persona bajo el subcapítulo H, capítulo 411, código de gobierno (Ley de licencia de arma o pistola), no se permiten en esta reunión con una arma o pistola.

"En virtud de 30.07, Código Penal (prevaricación por titular de la licencia con un arma o pistola abiertamente llevado), una persona bajo el subcapítulo H, capítulo 411, código de gobierno (Ley de licencia de arma o pistola), no se permiten en esta reunión con un arma o pistola que lleva abiertamente.

*The Housing Authority of the City of Austin (HACA) Board of Commissioners reserves the right to discuss and consider items out of order on the agenda on an as needed basis.

The Housing Authority of the City of Austin is committed to compliance with the Americans with Disability Act. Reasonable modifications and equal access to the communications will be provided upon request. Meeting locations are planned with wheelchair access. If requiring Sign Language Interpreters or alternative formats, please give notice at least 2 days (48 hours) before the meeting date. Please call Nidia Hiroms at HACA at 512.477.4488, for additional information; TTY users route through Relay Texas at 711. For more information on HACA, please contact Nidia Hiroms at 512.477.4488 x 2104.

HOUSING AUTHORITY OF THE CITY OF AUSTIN
REPORT
QUALITY CONTROL
ITEM NO. 1.

MEETING DATE: February 20, 2020

STAFF CONTACT: Kelly Crawford, Director of Compliance Oversight

ITEM TITLE: Discussion and Presentation VISION 2025 - HACA's Strategic Plan 2020-2025

BUDGETED ITEM: N/A

TOTAL COST: N/A

ATTACHMENTS:

Please see HACA Board Book under Agenda Item 4 for document for discussion.

HOUSING AUTHORITY OF THE CITY OF AUSTIN

BOARD ACTION REQUEST

EXECUTIVE

ITEM NO. 1.

MEETING DATE: February 20, 2020

STAFF CONTACT: Michael Gerber, President & CEO

ITEM TITLE: Presentation, Discussion, and Possible Action regarding the Approval of the Board Minutes Summary for the Board Meeting held on January 14, 2020

BUDGETED ITEM: N/A

TOTAL COST: N/A

ACTION

The Board is being asked to review and approve the Board Minutes Summary for the Board Meeting held on January 14, 2020.

ATTACHMENTS:

- ▣ **20200114 HACA Minutes Summary**

**THE HOUSING AUTHORITY OF THE CITY OF AUSTIN
BOARD OF COMMISSIONERS
REGULAR BOARD MEETING**

JANUARY 14, 2020

SUMMARY OF MINUTES

THE HOUSING AUTHORITY OF THE CITY OF AUSTIN (HACA) BOARD OF COMMISSIONERS REGULAR BOARD MEETING PUBLIC MEETING NOTICE WAS POSTED FOR 12:00 P.M. ON TUESDAY, JANUARY 14, 2020, AND WAS HELD AT THE HACA CENTRAL OFFICE, 1124 S. IH 35, AUSTIN, TX

CALL TO ORDER, ROLL CALL, CERTIFICATION OF QUORUM

The Board of Commissioners Regular Board Meeting of the Housing Authority of the City of Austin, of January 14, 2020, was called to order by Carl S. Richie, Jr., HACA Chairperson, at 12:26 p.m. The meeting was held at the HACA Central Office, 1124 S. IH 35, Austin, TX

Roll call certified a quorum was present.

MEMBERS PRESENT:

Carl S. Richie, Jr., Chairperson
Charles Bailey, Vice-Chairperson
Dr. Tyra Duncan-Hall, 2nd Vice-Chairperson
Mary Apostolou, Commissioner

MEMBER(S) ABSENT:

Edwina Carrington, Commissioner

ALSO IN ATTENDANCE:

Bill Walter, Coats Rose
Wilson Stoker, Cokinos, Bosien & Young

STAFF PRESENT:

Michael Gerber, Nidia Hiroms, Ron Kowal, Suzanne Schwertner, and Sylvia Blanco

CITIZENS COMMUNICATION – None.

CITYWIDE ADVISORY BOARD (CWAB)

The Citywide Advisory Board Update will be given at the February Board Meeting.

EMPLOYEE OF THE QUARTER

The Employee of the Quarter will be presented at the February Board Meeting.

CONSENT AGENDA

APPROVAL OF THE FOLLOWING ITEMS PRESENTED IN THE BOARD MATERIALS:

ITEM 1: Presentation, Discussion, and Possible Action regarding the Approval of the Board Minutes Summary for the Board Meeting held on December 19, 2019

Commissioner Apostolou moved the Approval of the Board Minutes Summary for the Board Meeting held on December 19, 2019. 2nd Vice-Chairperson Duncan-Hall seconded the motion. The motion Passed (4-Ayes and 0-Nays).

ACTION ITEMS

APPROVAL OF THE FOLLOWING ITEMS PRESENTED IN THE BOARD MATERIALS

ITEM 2: Update on AAHC's acquisition and development programs

An update on AAHC's regarding progress with AAHC's acquisition and development programs will be provided at the February 20th Board Meeting.

ITEM 3: Presentation, Discussion, and Possible Action regarding Resolution No. 02632 by the Board of Commissioners of the Housing Authority of the City of Austin (the "Authority") approving resolution of Austin Affordable PFC, Inc. providing for the issuance of its Multifamily Housing Governmental Note (Ventura at Parmer Lane), Series 2020 (the "Note") and to take such other actions necessary or convenient to facilitate the development of the Ventura at Parmer Lane Apartments

Austin Affordable Housing Corporation was presented with an opportunity to partner with Dominion on a tract of land located at 8407 East Parmer Lane, Austin, Texas 78753. The project (Ventura at Parmer Lane) will consist of 216 family apartment units serving residents at or below 60% Area Median Income. The Board has seen this project two times before: May 2019 for the

Bond Inducement Resolution and the Tax Credit Application Resolution, and October 2019 for the public meeting. The two closest current projects AAHC owns are Bridge at Cameron and Oaks on North Plaza both to the west of the subject property.

The development will use a mix of 4% tax credits and bonds to finance the construction with a total project cost of approximately \$59,000,000. The planned development will consist of 48 one bedroom/one bath units, 84 two bedroom/two bath units and 84 three bedroom/two bath units. As with all AAHC properties, all units will be marketed to HACA's Housing Choice Voucher families.

HACA, through its Public Facility Corporation, will issue tax-exempt bonds in an amount not to exceed \$34,000,000. In the January 30, 2019 HACA Board Work Session, the Board set out affordability goals for future acquisitions and developments for AAHC. By serving families with incomes at 60% and below Area Median Income, Ventura at Parmer Lane meets these targeted affordability goals.

Unit Breakdown:

48 1-bedroom/1-bath 703 sq ft

84 2-bedroom/2-bath 1,063-1,042 sq ft

84 3-bedroom/2-bath 1,219-1,240 sq ft

Board approval allows Austin Affordable PFC, Inc. to issue Multifamily Housing Governmental Note (Ventura at Parmer Lane), Series 2020 (the "Note") and to take such other actions necessary or convenient to facilitate the development of the Ventura at Parmer Lane Apartments.

2nd Vice-Chairperson Duncan-Hall moved to approve Resolution No. 02632 by the Board of Commissioners of the Housing Authority of the City of Austin (the "Authority") approving resolution of Austin Affordable PFC, Inc. providing for the issuance of its Multifamily Housing Governmental Note (Ventura at Parmer Lane), Series 2020 and to take such other actions necessary or convenient to facilitate the development of the Ventura at Parmer Lane Apartments in an amount not to exceed \$34,000,000. **Commissioner Apostolou** seconded the motion. The motion Passed (4-Ayes and 0-Nays).

ITEM 4: Presentation, Discussion and Possible Action Regarding Resolution No. 02633: Approval of Award of Contract for Janitorial and Porter Services

The Housing Authority of the City of Austin utilizes the services of contractors to perform janitorial to ensure community rooms are cleaned, presentable, and ready for resident programs. Porter services in HACA's administration building provides all day janitorial services, ensuring a cleaner building at all times. The scope of this contract includes after-hour services at five of our properties' community rooms and day porter services at the main administration office.

An Invitation for Bid was issued for Janitorial and Porter Services on November 21, 2019 with a due date of December 20, 2019. It was advertised in the Austin America Statesman on Sunday, November 24 and December 1, 2019. The Invitation for Bid was also posted on HACA's website and the Housing Agency Marketplace, an online bidding website that HACA is a member of. Twenty-nine (29) proposals were, emailed, downloaded, or picked up and four (4) responses were received. Responses were publicly opened, read, recorded, and witnessed by Tina Benson and bid official Nora Morales.

Staff recommended awarding the contract to M&R's Elite Janitorial Solutions, LLC was deemed the most responsive and responsible bid.

Commissioner Apostolou moved to Approve Resolution No. 02633: Approval of Award of Contract for Janitorial and Porter Services to M&R's Elite Janitorial Solutions, LLC in an amount not to exceed \$147,792.00. **Vice-Chairperson Bailey** seconded the motion. The motion Passed (4-Ayes and 0-Nays).

ITEM 5: Update on HACA's Rental Assistance Demonstration Program

An update on HACA's Rental Assistance Demonstration Program, ongoing construction and rehabilitation of units in HACA's public housing portfolio, and implications for residents and the broader community will be provided at the February 20th Board Meeting.

THE BOARD DID NOT RECESS INTO EXECUTIVE SESSION.

REPORTS

The Board accepts the following reports from the President:

- The Board Members requested a 30 minute overview on development financing be presented at a future Board Meeting.
- Mr. Gerber announced that elections will take place at the February 20th Board Meeting for board positions for all entities.
- Commissioner Duncan-Hall suggested that a scholarship for staff education be formed in Mary Gonzales-Limas' name.

ADJOURN

Commissioner Apostolou moved to adjourn the meeting. **2nd Vice-Chairperson Duncan-Hall** seconded the motion. The motion Passed (4-Ayes and 0-Nays).

The meeting adjourned at 1:20 p.m.

Michael G. Gerber, Secretary

Carl S. Richie, Jr., Chairperson

HOUSING AUTHORITY OF THE CITY OF AUSTIN

BOARD ACTION REQUEST

EXECUTIVE ITEM NO. 2.

MEETING DATE: February 20, 2020

STAFF CONTACT: Michael Gerber, President & CEO

ITEM TITLE: Presentation, Discussion, and Possible Action regarding the Approval of the Board Minutes Summary for the Commissioner Training held on February 11, 2020

BUDGETED ITEM: N/A

TOTAL COST: N/A

ACTION

Presentation, Discussion, and Possible Action regarding the Approval of the Board Minutes Summary for the Commissioner Training held on February 11, 2020

ATTACHMENTS:

- ▣ **20200211 Commissioner Training Minutes**

**THE HOUSING AUTHORITY OF THE CITY OF AUSTIN
BOARD OF COMMISSIONERS
BRIEFING AND TRAINING**

February 11, 2020

SUMMARY OF MINUTES

THE HOUSING AUTHORITY OF THE CITY OF AUSTIN (HACA) BOARD OF COMMISSIONERS BRIEFING AND TRAINING PUBLIC MEETING NOTICE WAS POSTED FOR 10:00 A.M. ON TUESDAY, FEBRUARY 11, 2020, AND WAS HELD AT THE HACA CENTRAL OFFICE, 1124 S. IH 35, AUSTIN, TX

CALL TO ORDER, ROLL CALL, CERTIFICATION OF QUORUM

The Board of Commissioners Briefing and Training Meeting of the Housing Authority of the City of Austin, of February 11, 2020. The City of Austin Clerk's office began the training at 10:10 a.m. The training was held at the HACA Central Office, 1124 S. IH 35, Austin, TX

Roll call certified a quorum was present.

MEMBERS PRESENT:

Carl S. Richie, Jr., Chairperson
Charles Bailey, Vice-Chairperson
Mary Apostolou, Commissioner

MEMBER(S) ABSENT:

Edwina Carrington, Commissioner
Dr. Tyra Duncan-Hall, 2nd Vice-Chairperson

STAFF PRESENT:

Michael Gerber, Nidia Hiroms

On January 23rd, the Austin City Council approved the re-appointment of **Mary Apostolou, Charles Bailey, and Carl S. Richie, Jr.** to the Housing Authority of the City of Austin Board of Commissioners.

Per the requirements of City Code, the re-appointed members must attend an ethics and personal responsibility guidelines training before continuing service on the Board.

Stephanie Hall, Boards and Commissions Coordinator and **Joseph Rodriguez**, Program Coordinator from the Office of the City Clerk conducted a group training for the three re-appointed Commissioners, **Mike Gerber**, HACA President, and **Nidia Hiroms**, HACA Board Liaison at the HACA Central Office.

The Commissioners were educated on minimum standards of conduct, conflict of interest, recusal requirements, additional reporting requirements, gifts, annual financial disclosures and lobbying. This training fulfilled the requirements needed for the Commissioners to continue their service on the Board.

Ms. Hall administered the Oath of Office to the three re-appointed Commissioners, received the signed Acknowledgment of Board Eligibility Requirements and Statement of Appointed Officer documents signed by each Commissioner, which were notarized by the City Clerk's office and will be filed with the Clerk's office.

Kelly Crawford, HACA Director of Compliance Oversight, provided an update on HACA's Strategic Plan 2020-2025.

No votes were taken at this training.

Commissioner's training concluded at 12: 35 p.m.

Michael G. Gerber, Secretary

Carl S. Richie, Jr., Chairperson

HOUSING AUTHORITY OF THE CITY OF AUSTIN

BOARD ACTION REQUEST

RESOLUTION NO. 02634

EXECUTIVE ITEM NO. 3.

MEETING DATE: February 20, 2020

STAFF CONTACT: Michael Gerber, President & CEO

ITEM TITLE: Presentation, Discussion, and Possible Action regarding Resolution No. 02634:
Election of new Officers for the Housing Authority of the City of Austin

BUDGETED ITEM: N/A

TOTAL COST: N/A

ACTION

Motion to approve Resolution No. 02634 to approve new board officers for the positions of Chairperson, Vice-Chairperson and 2nd Vice-Chairperson for the Housing Authority of the City of Austin Board of Commissioners.

SUMMARY

Background:

With the recent re-appointment of three board members, the board has the opportunity to elect new board officers. A list of current officers is attached.

ATTACHMENTS:

- ▣ **Slate of Current Officers**
- ▣ **HACA Bylaws, Section 8**

RESOLUTION NO. 02634

**ELECTION OF NEW OFFICERS OF THE HOUSING AUTHORITY OF THE CITY OF
AUSTIN BOARD OF COMMISSIONERS**

WHEREAS, the Housing Authority of the City of Austin has established bylaws for the operation of the public housing authority;

WHEREAS, Section 8 of the bylaws, state the election of the Chairperson, Vice-Chairperson and 2nd Vice-Chairperson shall be elected at the annual meeting of the Authority from the Commissioners of the Authority, and shall hold office for two years or until their successors are elected and qualified;

WHEREAS, per the bylaws, the board must elect for the vacant position of the Chairperson, and the vacancy of any officer who no longer holds a position as the Vice-Chairperson or 2nd Vice-Chairperson;

NOW, THEREFORE, BE IT RESOLVED, that effective February 20, 2020 the Board of Commissioners for the Housing Authority of the City of Austin approves new board officers for the positions of the Chairperson, Vice-Chairperson and 2nd Vice-Chairperson.

PASSED, APPROVED, AND ADOPTED this 20th day of February 2020.

Michael G. Gerber, Secretary

Chairperson

HACA Election of Officers

February 20, 2020

Current Officers

Chairperson	Carl S. Richie, Jr.
Vice-Chairperson:	Charles Bailey
2 nd Vice-Chairperson:	Tyra Duncan-Hall

APPROVED:

Chairperson:	_____
Vice-Chairperson:	_____
2 nd Vice-Chairperson:	_____

Section 7- Additional Duties

The officers of the Authority shall perform such other duties and functions as may be required by the Authority, the Bylaws or rules and regulations of the Authority.

Section 8- Election or Appointment

The Chairperson, Vice-Chairperson, and Second Vice-Chairperson shall be elected at the annual meeting of the Authority from the Commissioners of the Authority, and shall hold office for two years or until their successors are elected and qualified.

The Secretary shall be appointed by the Authority. Any person appointed to fill the office of Secretary, or any vacancy therein, shall have such term as the Authority fixes, but no Commissioner of the Authority shall be eligible for this office.

Section 9- Removal of Commissioners

The Mayor may remove a Commissioner of the Authority for inefficiency, neglect of duty or misconduct in office.

It shall be considered a neglect of duty for a Commissioner to be absent from four (4) or more regularly scheduled board meetings during any twelve (12) month period.

Section 10- Vacancies

Should the offices of the Chairperson, Vice-Chairperson, or Second Vice-Chairperson become vacant, the Authority shall elect a successor from the current Commissioners at the next regular meeting, and such election shall be for the unexpired term of said office. When the office of Secretary becomes vacant, the Authority shall appoint a successor, as aforesaid.

Section 11- Additional Personnel

The Authority may employ technical experts and other officers, agents and employees, as it deems necessary to exercise its powers, duties, and functions as prescribed by the Housing Authorities law of the State of Texas and all other laws of the State of Texas applicable thereto. The selection and compensation of such personnel (including the Secretary), shall be determined by the Authority subject to the laws of the State of Texas.

HOUSING AUTHORITY OF THE CITY OF AUSTIN

BOARD ACTION REQUEST

RESOLUTION NO. 02635

QUALITY CONTROL

ITEM NO. 4.

MEETING DATE: February 20, 2020

STAFF CONTACT: Kelly Crawford, Director of Compliance Oversight

ITEM TITLE: Presentation, Discussion, and Possible Action regarding Resolution No. 02635: Adoption of VISION 2025 - HACA's 2020-2025 Strategic Plan

BUDGETED ITEM: N/A

TOTAL COST: N/A

ACTION

The Board is being asked to approve and adopt VISION 2025 - HACA's 2020-2025 Strategic Plan.

SUMMARY

Background:

Periodically, HACA conducts strategic planning in order to set future priorities, focus energy and resources, strengthen operations, ensure that employees and other stakeholders are working toward common goals, and assess and adjust the agency's direction in response to changing conditions.

HACA last engaged in comprehensive strategic planning in 2013. Now that these goals and objectives have been successfully implemented, along with the advanced implementation of converting the portfolio to RAD, leadership determined it was time to update the agency's strategic outlook.

Process:

In July 2019, HACA hired CVR Associates, Inc. to provide strategic planning services. Multiple sessions were held with HACA's executive team, the Board of Commissioners, and management staff across all programs at HACA. Activities included a high-level analysis of trends and the current environment of affordable housing in Austin; several SWOT (Strengths, Weaknesses, Opportunities, and Threats) Analysis sessions with staff; and a two-day collaborative session to develop strategies for current and future business operations to develop longer-term goals and objectives. A final follow up session was held on January 30th to present the draft goals to management and staff that participated in the prior sessions to ensure all key ideas were captured and discuss any needed revisions.

The following are the seven strategic goals for the next five years:

1. Increase housing choices and opportunities throughout Austin and the Central Texas region.

2. Expand choices and opportunities for residents to improve their quality of life, achieve self-sufficiency, and reach their full potential.
3. Further efforts to attract, support, develop, and retain a talented and diverse workforce that prioritizes integrity, accountability and agency workplace safety.
4. Maximize diverse funding sources and operating efficiencies to ensure corporate sustainability.
5. Fully transition to a site-based business model to improve organizational sustainability.
6. Support a culture of innovation and continuous improvement to optimize customer service and organizational efficiency as well as to advance environmental sustainability.
7. Create and implement a plan to advance inclusion, diversity and racial, economic and social equity throughout the organization, our programs and partnerships.

Staff Recommendation:

Staff is asking the Board of Commissioners to approve and adopt VISION 2025 - the Housing Authority of the City of Austin's Strategic Plan for 2020-2025.

RESOLUTION NO. 02635

**DISCUSSION AND POSSIBLE ADOPTION OF VISION 2025 - THE HOUSING
AUTHORITY OF THE CITY OF AUSTIN'S STRATEGIC PLAN FOR 2020 - 2025**

WHEREAS, the Housing Authority of the City of Austin (HACA) seeks to allocate resources for programmed activities to achieve a set of goals that support our mission “To cultivate sustainable affordable housing, communities and partnerships that inspire self-reliance, growth and optimism”;

WHEREAS, HACA has engaged in multiple planning sessions led by skilled facilitation that was an extensive and inclusive planning process with its leadership, staff, residents and community partners;

WHEREAS, the process reviewed past organizational goals and objectives, local housing and community trends, and current strengths and opportunities; and

WHEREAS, HACA has developed seven strategic goals and supporting objectives for the next five years;

NOW, THEREFORE, IT IS HEREBY RESOLVED, that the Housing Authority of the City of Austin Board of Commissioners approves and adopts VISION 2025 - the agency’s Strategic Plan for 2020 -2025.

PASSED, APPROVED AND ADOPTED this 20th day of February, 2020.

Michael G. Gerber, Secretary

Carl S. Richie, Jr., Chairperson

Goal 1) Increase housing choices and opportunities throughout the Austin community and Central Texas region.

		Target	Owner	Support
1.0	Increase housing choices and opportunities throughout the Austin community and Central Texas region.		AAHC	EXEC
1A	Adopt agency-wide guiding policy/principles for housing expansion.	12/31/2022	AAHC	AH
1A (1)	Conduct a review/financial assessment of AAHC Real Estate Portfolio and service area/geography served	12/31/2021	AAHC	AH FIN
1A (2)	Review and analyze funding sources and partnership approaches, prioritizing risk minimization and effectiveness	12/31/2021	AAHC	AH FIN
1A (3)	Review and assess current AAHC RFQ	12/31/2021	AAHC	AH FIN
1A (4)	Develop a guiding policy, principles, and revised RFQ for development and partnerships	12/31/2021	AAHC	AH FIN
1A (5)	Explore whether HACA should establish its own development corporation	12/31/2022	AAHC	AH FIN
1B	Create a redevelopment strategy/plan for our PBRA portfolio to maximize additional affordable housing units.	3/31/2021	AAHC	RAD LIH
1B (1)	Analyze each PBRA property to explore tax credit feasibility, broader financial viability and resident relocation	3/31/2021	AAHC	RAD LIH
1B (2)	Prioritize each property for best opportunities to maximize affordable units and residents' quality of life	3/31/2021	AAHC	RAD LIH
1B (3)	Develop a timeline for PBRA redevelopment, prioritizing properties with critical needs	3/31/2021	AAHC	RAD LIH
1C	Increase use of Down Payment Assistance program and Six Star program to each serve 15 families per year, to include units in high opportunity areas.	04/01/2025	AAHC	LIH AH
1C (1)	Identify potentially qualified families (e.g. FSS, Jobs Plus, zero subsidy households)	3/31/2021	AAHC	LIH AH
1C (2)	Develop marketing and educational materials to encourage participation	3/31/2021	AAHC	LIH AH
1C (3)	Evaluate viability of the Six Star program, barriers to participation, and needed revisions to policies	3/31/2021	AAHC	LIH AH
1D	Implement at least 3 initiatives to retain and expand housing opportunities for rental assistance participants.	3/31/2022	AH	PR AAHC
1D (1)	Implement landlord incentive and appreciation programs to increase new owner participation and to maintain and educate current owners	3/31/2021	AH	PR

		Target	Owner	Support
1D (2)	Seek funding for mobility counseling program	TBD based on issuance of NOFA	AH	AP PR
1D (3)	Design and implement a “good neighbor” program.	3/31/2022	AH	LIH PR
1D (4)	Expand Austin Affordable Housing Corporation (AAHC) marketing to HCV participants	3/31/2020	AH	AAHC PR
1D (5)	Double the number of HCV participants in AAHC units	12/31/2023	AH	AAHC PR
1E	Expand Austin Affordable Housing Corporation (AAHC) portfolio to 10,000 units, with emphasis on higher opportunity areas.	3/31/2023	AAHC	EXEC
1E (1)	Expand developer and financial relationships to build and acquire new affordable units	12/31/2021	AAHC	EXEC FIN
1E (2)	Enhance strategy to acquire/preserve additional affordable units	12/31/2021	AAHC	EXEC FIN
1E (3)	Enhance strategy to develop/build new affordable units	12/31/2021	AAHC	EXEC FIN
1E (4)	Expand creative funding sources and partnerships for preservation and new construction	12/31/2021	AAHC	EXEC FIN

Goal 2) Expand choices and opportunities for residents to improve their quality of life, achieve self-sufficiency, and reach their full potential.

		Target	Owner	Support
2.0	Expand choices and opportunities for residents to improve their quality of life, achieve self-sufficiency, and reach their full potential.		AP	AH
2A	Improve participation in resident service programs by December 2021 and through 2024.	12/31/21 through 12/31/2024	AP	AH PR LIH
2A (1)	Establish baseline numbers and target numbers, evaluate annually and improve	12/31/2021	AP	TMI
2A (2)	Continue to seek ways to help connect all families in HACA's Project-Based Rental Assistance (PBRA) program to broadband internet	3/31/2024	AP	EXEC
2A (3)	Improve adult literacy	12/31/2024	AP	PR LIH
2A (4)	Enhance incentives to encourage resident participation	03/31/2021	AP	PR LIH
2A (5)	Evaluate and enhance resident ambassador programs to improve outreach and engagement across all programs	3/31/2022	AP	PR LIH
2A (6)	Enroll more Chalmers West residents into the Family Self-Sufficiency (FSS) program prior to converting the property to the PBRA program	12/31/2021	AP	AH FSS
2A (7)	Transition Jobs Plus participants as the program ends into other workforce development services	12/31/2020	AP	AH FSS
2A (8)	Pursue additional funding and replicate Bringing Health Home (BHH) at a 2nd site	3/31/2021	AP	PR LIH
2A (9)	Increase the number of youth receiving an incentive for achieving A/B Honor Roll and Perfect Attendance	7/31/2022	AP	PR LIH
2A (10)	Increase the number of youth participating in academic and enrichment programs	7/31/2022	AP	PR LIH
2B	Consolidate the Austin Pathways (AP) and Community Development programs.	9/1/2020	AP	EXEC FIN HR TMI
2B (1)	Update key elements of the consolidated organization	12/31/2021	AP	TMI HR
2B (2)	Develop and implement a communication plan to educate HACA and residents on new staff roles and AP	12/31/2020	AP	PR
2B (3)	Refresh the Austin Pathways brand to reflect the newly consolidated organization	9/1/2020	AP	OP
2B (4)	Update existing mission/vision/bylaws and guiding principles	12/31/2020	AP	EXEC

		Target	Owner	Support
2C	Develop and implement a community development service model that can be replicated and scaled.	12/31/2023	AP	LIH PR AH
2C (1)	Develop a set of shared measures, performance metrics, a dashboard, and an accessible platform for collecting and sharing data	3/31/2023	AP	TMI
2C (2)	Develop and implement resident-led parent advisory program through the IDADS Program (Involved Dads of Action Developing and Succeeding)	7/1/2021	AP	EXEC
2C (3)	Enhance the resident eviction prevention program	3/31/2021	AP	LIH
2C (4)	Explore program and partnership options to transition the Resident Opportunity and Self-Sufficiency (ROSS) and Jobs Plus programs to continue to meet mission outcomes and integrate resident-led programs to enhance self-reliance and independence	3/31/2021	AP	AH
2C (5)	Identify high performing programs and transition out lower impact programs	3/31/2021	AP	EXEC
2C (6)	Create and implement a resident communication plan	12/31/2023	AP	LIH
2D	Develop resident-led safety programs to promote resident awareness, education and participation.	12/31/2023	AP	LIH PR
2D (1)	Pilot Part-time Apartment Residents on Watch (AROW) Project Coordinator in 2020. Assess in 2022 and replicate if effective and impactful in 2023.	4/1/2023	AP	LIH PR
2D (2)	Explore funding sources to establish/sustain/expand program	4/1/2022	AP	LIH PR
2E	Determine best standardized methods to communicate with residents and maximize their use.	12/31/2024	AP	PR TMI LIH AH
2E (1)	Create protocols to capture updated resident information at multiple touch points	12/31/2021	LIH	TMI AP
2E (2)	Identify tools to utilize mass texting and emailing to residents	12/31/2024	TMI	AP
2E (3)	Create and implement a communication plan for the launch of new protocols	12/31/2022	PR	AP
2E (4)	Transition resident newsletter to online delivery, reaching 75% of residents	12/31/2024	PR	AP LIH TMI

Goal 3) Further efforts to attract, support, develop and retain a talented and diverse workforce that prioritizes integrity, accountability and workplace safety

		Target	Owner	Support
3.0	Further efforts to attract, support, develop and retain a talented and diverse workforce that prioritizes integrity, accountability and workplace safety		HR	EXEC
3A	Develop and implement a plan to further strengthen succession planning throughout HACA.	4/30/2022	HR	EXEC
3A (1)	Research with SHRM (Society for Human Resource Management) and others for sample succession plans	9/30/2020	HR	EXEC
3A (2)	Meet with each department head to develop a recruitment, staff support, and succession plan	9/30/2021	HR	EXEC
3A (3)	Define 'high potential' and identify high-potential employees	9/30/2020	HR	EXEC
3A (4)	Develop a list of items to be shared through training, documents, and meetings that represent the key responsibilities for succession	11/30/2021	HR	EXEC
3A (5)	Develop and launch a mentorship and leadership program	1/01/2022	HR	EXEC
3B	Create and launch an annual staff survey to assess the Agency's work environment and identify areas of strengths and areas for improvement.	12/31/2020	HR	TMI
3B (1)	Research software and available existing surveys that build upon Strategic Plan survey results	8/31/2020	HR	TMI
3B (2)	Assess and report survey results to the Agency	3/30/2021	HR	TMI
3B (3)	Prioritize and implement improvements based on funding or available resources	12/31/2021	HR	TMI
3C	Enhance staff training opportunities to improve job performance, safety, technological efficiencies, and upward mobility.	3/31/2021	COMP	HR
3C (1)	Research available safety tools and training for staff	12/31/2020	COMP	LIH P&D
3C (2)	Develop a program for staff continuing education on service equipment and implement an updated safety training program for all HACA staff	3/31/2021	COMP	LIH P&D
3C (3)	Develop a comprehensive and effective process for onboarding new employees	9/30/2020	HR	ALL
3C (4)	Develop a program for staff continuing education in technology	1/1/2022	TMI	ALL
3C (5)	Enhance HACA's recognition/incentives program for exceptional performance and goal achievement	3/31/2021	HR	ALL
3D	Implement a pilot program that offers more flexible work arrangements.	9/30/2020	HR	EXEC
3D (1)	Research policy and eligibility	5/31/2020	HR	EXEC
3D (2)	Identify which jobs to pilot	5/31/2020	HR	EXEC

		Target	Owner	Support
3D (3)	Develop job-specific requirements, metrics for success, equipment required, etc.	6/30/2020	HR	Part. Dept
3D (4)	Report on metrics, productivity software, remote work technology, and team member tracking software	9/1/2020	TMI	Part. Dept

Goal 4) Maximize diverse funding sources and operating efficiencies to ensure corporate sustainability.

		Target	Owner	Support
4.0	Maximize diverse funding sources and operating efficiencies to ensure corporate sustainability.		FIN	AAHC
4A	Aggressively pursue external, sustainable funding sources for Austin Pathways to fund 25% of their programs	12/31/2024	AP	EXEC FIN
4A (1)	Research best practices in fundraising, reviewing mission and desired outcomes for Austin Pathways, and evaluate the value of creating a development team	3/31/2022	AP	EXEC FIN
4A (2)	Examine creation of an Austin Pathways Advisory Council	3/31/2022	AP	EXEC PR
4A (3)	Develop a communications and marketing plan	3/31/2022	AP	PR
4B	Model financial and sustainability scenarios for major HACA Divisions and Subsidiaries.	Annually	FIN	ALL
4B (1)	Review operating reserves in the context of stress tests and various scenarios	Annually	FIN	EXEC AAHC
4B (2)	Review legal entities and organizational structure for maximum flexibility, stewardship and risk mitigation	12/31/2021	FIN	EXEC AAHC
4C	Refine agencies' Financial Policies (debt service coverage, operating reserves, balanced growth and investments).	3/31/2021	FIN	EXEC AAHC SHCC
4C (1)	Inventory existing policies and identify needs for new or updated policies	3/31/2021	FIN	EXEC AAHC SHCC
4C (2)	Review policies annually for needed updates or revisions	Annually	FIN	EXEC AAHC SHCC

Goal 5) Fully transition to an asset-based business model to improve organizational effectiveness.

		Target	Owner	Support
5.0	Fully transition to an asset-based business model to improve organizational effectiveness.		RAD	EXEC
5A	Create and implement new Standard Operating Procedures (SOPs) and Supplemental Processing Guidelines (SPGs) that provide staff with guidance to eliminate redundancies and perform currently centralized tasks at the asset level.	3/31/2021	LIH	HR
5A (1)	Leverage the Pilot Team to develop and test policies and procedures for centralized tasks, ensuring basic compliance with Program regulations	7/31/2020	LIH	HR
5A (2)	Implement new model with updated job descriptions	3/31/2021	LIH	HR
5A (3)	Assess and update marketing collateral and streamline waiting list management	3/31/2021	LIH	EXEC PR
5A (4)	Create and implement an internal communication plan	7/31/2020	PR	ALL
5B	Identify and implement ways to leverage technology, as well as staff knowledge and experience, to streamline processes while increasing job satisfaction.	12/31/2022	TMI	LIH FIN OP ADM
5B (1)	Evaluate current technology and processes, to determine what we have, need and should implement	12/31/2020	TMI	LIH FIN OP ADM
5B (2)	Determine resident and staff training needs to best implement technology, and implement education/training program	6/30/2021	TMI	LIH FIN OP ADM AP
5B (3)	Develop timeline and implement technology solutions	12/31/2021	TMI	LIH FIN OP ADM
5C	Align Pathways Asset Management's staffing and compensation model with industry-standard practices, while ensuring financial sustainability for each asset.	3/31/2021	LIH	HR AAHC
5C (1)	Research best practices and metrics for industry	3/31/2020	LIH	HR AAHC
5C (2)	Test and refine best practices and staffing/compensation levels with Pilot Team	8/31/2020	LIH	HR AAHC
5C (3)	Review and adjust incentive program to more closely align with industry standard and site-based practices	8/31/2020	LIH	HR
5C (4)	Implement compensation model portfolio-wide.	3/31/2021	LIH	HR AAHC

Goal 6) Support a culture of innovation and continuous improvement to optimize customer service, organizational efficiency, and environmental sustainability.

		Target	Owner	Support
6.0	Support a culture of innovation and continuous improvement to optimize customer service, organizational efficiency, and environmental sustainability.		TMI	P&D
6A	Implement three corporate initiatives to improve efficiencies.	12/31/24	TMI	ALL
6A (1)	Form a collaborative team across departments to identify potential organizational and operational efficiencies	12/31/2020	TMI P&D	ALL
6A (2)	Review Agency programs and operations to identify high cost activities	9/30/2021	TMI P&D	ALL
6A (3)	Develop a cost savings/organizational efficiency implementation plan	6/30/2022	TMI P&D	ALL
6B	Launch Technology Enhancements to improve operating efficiencies.			
6B (1)	Launch additional customer portals	1/31/2021	TMI	SHCC AH LIH
6B (2)	Launch data analytic tools to assess key performance indicators	12/31/2022	TMI	ALL
6C	Enhance customer service assessment program.	3/31/2022	COMP	ALL
6C (1)	Review and revise the existing customer service survey to determine the frequency, content, timing, etc.	3/31/2022	COMP	AH FIN OP P&D
6C (2)	Explore potential for an online survey process	3/31/2022	TMI	COMP
6C (3)	Work with local universities for assistance developing an assessment tool	3/31/2022	EXEC	COMP
6D	Identify and implement best practices to enhance internal and external communication and collaboration.	3/31/2022	HR PR EXEC	ALL
6D (1)	Identify and prioritize communication opportunities and challenges	9/30/2020	HR PR EXEC	ALL
6D (2)	Research technology tools to improve communication and collaboration	12/31/2020	TMI	ALL
6D (3)	Research soft skills to improve communication and collaboration	12/31/2020	HR	PR EXEC
6D (4)	Create a culture of communication and utilize staff survey to evaluate	12/31/2021	EXEC	PR HR

		Target	Owner	Support
6E	Explore the option to rebrand the organization, to expand awareness and partnerships.	3/31/2022	EXEC	PR
6E (1)	Review other PHA rebranding initiatives for effectiveness	6/30/2021	EXEC	PR
6E (2)	Determine a rollout schedule	9/30/2021	EXEC	PR
6E (3)	Increase social media presence by 15%	3/31/2021	PR	EXEC
6F	Implement opportunities to promote energy efficiency and environmental sustainability.	12/31/2024	P&D	AAHC LIH
6F (1)	Explore solar panel installations on existing HACA apartment facility Community and Management buildings for reduced or net zero electrical usage	3/31/2022	P&D	EXEC
6F (2)	Develop a weatherization and sustainability standard for all new designs and property rehabilitations	6/30/2021	P&D	EXEC
6F (3)	Replace fleet through attrition with fuel efficient vehicles	12/31/2024	P&D	OP
6F (4)	Enhance compliance with commercial and residential recycling ordinances at all facilities	6/30/2021	P&D	OP
6F (5)	Develop and implement training for staff, residents and developer/property management partners on recycling and energy conservation	6/30/2021	P&D	LIH
6F (6)	Minimize waste and maximize recycling in all construction-related projects	12/31/2021	P&D	OP
6F (7)	Implement opportunities for sustainable energy generation, bulk energy rate purchasing, and rebates to optimize energy use	12/31/2023	P&D	EXEC
6G	Change and adopt a uniform agency fiscal year	12/31/2024	FIN	ALL

Goal 7) Create and implement a plan to advance inclusion, diversity and racial, economic and social equity throughout the organization, our programs and partnerships.

		Target	Owner	Support
7.0	Create and implement a plan to advance inclusion, diversity and racial, economic and social equity throughout the organization, our programs and partnerships.		HR	COMP
7A	Develop a plan to promote diversity, equity and inclusion throughout HACA.	12/31/2021	HR	EXEC
7A (1)	Conduct two diversity trainings each year for all staff, and two diversity, equity and inclusion trainings for managers and supervisors	12/31/2020	HR	EXEC
7A (2)	Form a Diversity, Equity and Inclusion Advisory Group to consider issues, identify new approaches, promote awareness, and organize multicultural celebrations and events	10/31/2020	HR	EXEC
7A (3)	Designate a member of the HR team as Diversity Manager	6/30/2020	HR	EXEC
7B	Partner with a broad coalition of community and job training partners to increase diversity in new hires within the workforce by 10%.	12/31/2021	HR	EXEC
7B (1)	Establish baseline and develop benchmarks	5/31/2020	HR	EXEC
7B (2)	Enhance relationships with job training partners, to identify and recruit diverse candidates	6/30/2020	HR	EXEC
7B (3)	Enhance relationships with colleges and universities serving diverse populations to identify and recruit diverse candidates	6/30/2020	HR	EXEC
7C	Review trainings, best practices, and mentoring approaches to identify opportunities to advance staff with diverse backgrounds.	5/31/2021	HR	DEI Advisory Group

HOUSING AUTHORITY OF THE CITY OF AUSTIN

BOARD ACTION REQUEST

RESOLUTION NO. 02636

HUMAN RESOURCES

ITEM NO. 5.

MEETING DATE: February 20, 2020

STAFF CONTACT: Gloria Morgan, Human Resources Director

ITEM TITLE: Presentation, Discussion and Possible Action regarding Resolution No. 02636:
Approval of the renewal of the Contract for Employee Dental Insurance

BUDGETED ITEM: Yes

TOTAL COST: \$126,116.00

ACTION

The Board is being asked to approve the renewal of the Contract for Employee Dental Insurance with United Healthcare.

SUMMARY

Background:

As part of its comprehensive package, the Housing Authority of the City of Austin currently provides its employees with two (2) options for dental coverage through United Healthcare: a Dental Health Maintenance Organization (DHMO) and Preferred Provider Plan (PPO), a buy-up plan. This is HACA's fourth and final year renewal under the current four (4) year contract with United Healthcare.

Process:

On November 6, 2019, HACA staff met with the Gallagher Group, HACA's insurance brokers, regarding the renewal rates from United Healthcare for HACA's dental insurance coverage.

United Healthcare initially proposed a 6.34% premium increase to the DHMO plan and 6.32% premium increase to the PPO/buy-up plan for the plan year 2020-2021. Through a series of negotiations between United Healthcare and the Gallagher Group, United decreased the proposed premium rate increase to the DHMO to 3.7% and the PPO/buy-up plan to 3.8%.

The DHMO plan has not received a premium rate increase since 2017, however the PPO/buy-up plan did receive a 2% rate increase for 2019-2020 fiscal year.

Staff Recommendation:

In order to continue to provide employees with the best available and affordable dental coverage and based

upon the renewal rates provided by United Healthcare, the agency recommends that United Healthcare be awarded the renewal contract to provide employee dental coverage for the 2020-2021 fiscal year.

ATTACHMENTS:

- ▣ **Proposed Dental Renewal Rates 2020-2021**
- ▣ **Final Dental Renewal Rates for 2020-2021**

RESOLUTION NO. 02636

WHEREAS, the Housing Authority of the City of Austin seeks to provide insurance coverage benefits for all regular full-time employees,

WHEREAS, the Housing Authority of the City of Austin has reviewed and recommends the acceptance of the renewal rates for employee dental insurance coverage to be provided by United Healthcare.

NOW, THEREFORE, BE IT RESOLVED, the Housing Authority of the City of Austin Board of Commissioners agrees to renew the contract with United Healthcare to provide dental insurance coverage for all regular full-time employees of the Housing Authority of the City of Austin, Southwest Housing Compliance Corporation, Blueprint Housing Solutions, Austin Affordable Housing Corporation and Austin Pathways.

PASSED, APPROVED AND ADOPTED this 20th day of February 2020.

Michael G. Gerber, Secretary

Carl S. Richie, Jr., Chairperson

Dental Plan Renewal Summary



Dental | UnitedHealthcare

PLAN DESIGN									
Plan Name		CURRENT				RENEWAL			
Benefit Period	DMO D094C	Passive PPO 2P924				DMO D094C		Passive PPO 2P924	
	Calendar Year	Calendar Year				Calendar Year	Calendar Year		
	INN	INN	OON UCR 90th		INN	INN	OON UCR 90th		
Deductible Individual	\$0	\$50	\$50		\$0	\$50	\$50		
Deductible Family	\$0	\$150	\$150		\$0	\$150	\$150		
Annual Maximum									
Annual Maximum Provision	N/A	\$2,000	\$2,000		N/A	\$2,000	\$2,000		
Coinsurance (exclusions/limitations may apply)									
Type I: Preventive Services	Various copay apply	100%	100%		Various copay apply	100%	100%		
Including:	Periodic Oral Evaluation, Radiographs, Lab and Other Diagnostic Tests, Dental Prophylaxis (Cleaning), Fluoride Treatment, Sealants, Space Maintainers	Periodic Oral Evaluation, Radiographs, Lab and Other Diagnostic Tests, Dental Prophylaxis (Cleaning), Fluoride Treatment, Sealants, Space Maintainers			Periodic Oral Evaluation, Radiographs, Lab and Other Diagnostic Tests, Dental Prophylaxis (Cleaning), Fluoride Treatment, Sealants, Space Maintainers	Periodic Oral Evaluation, Radiographs, Lab and Other Diagnostic Tests, Dental Prophylaxis (Cleaning), Fluoride Treatment, Sealants, Space Maintainers			
Deductible Waived (Y/N):		Yes	Yes			Yes	Yes		
Type II: Basic Services	Various copay apply	80%	80%		Various copay apply	80%	80%		
Including:	Restorations, Emergency Treatment/General Services, Simple Extractions, Oral Surgery, Periodontics, Endodontics	Restorations, Emergency Treatment/General Services, Simple Extractions, Oral Surgery, Periodontics, Endodontics			Restorations, Emergency Treatment/General Services, Simple Extractions, Oral Surgery, Periodontics, Endodontics	Restorations, Emergency Treatment/General Services, Simple Extractions, Oral Surgery, Periodontics, Endodontics			
Type III: Major Services	Various copay apply	50%	50%		Various copay apply	50%	50%		
Including:	Inlays/Onlays/Crowns, Dentures and Removable Prosthetics, Fixed Partial Dentures (Bridges)	Inlays/Onlays/Crowns, Dentures and Removable Prosthetics, Fixed Partial Dentures (Bridges)			Inlays/Onlays/Crowns, Dentures and Removable Prosthetics, Fixed Partial Dentures (Bridges)	Inlays/Onlays/Crowns, Dentures and Removable Prosthetics, Fixed Partial Dentures (Bridges)			
Type IV: Orthodontic Services	Various copay apply	50%	50%		Various copay apply	50%	50%		
Maximum Age:		Children Till age 19	Children Till age 19			Children Till age 19	Children Till age 19		
Lifetime Maximum:		\$1,000	\$1,000			\$1,000	\$1,000		
COST ANALYSIS									
PEPM Rates		CURRENT				RENEWAL			
	Enrollment	Rates		Enrollment	Rates	Enrollment	Rates		
Employee Only	69	\$10.42		38	\$43.09	69	\$11.08		
Employee + Spouse	14	\$16.82		9	\$97.49	14	\$17.89		
Employee + Child(ren)	33	\$22.75		18	\$94.09	33	\$24.19		
Employee + Family	30	\$26.68		23	\$148.49	30	\$28.37		
Total Enrollment	146			88		146			
Monthly Premium	\$2,505.61		\$7,623.72		\$2,664.35		\$8,104.86		
Annual Premium	\$30,067.32		\$91,484.64		\$31,972.20		\$97,258.32		
Dollar Difference					\$1,904.88		\$5,773.68		
Percent Change					6.34%		6.31%		
Total Combined Annual Cost									
Annual Premium		CURRENT				RENEWAL			
		\$121,551.96				\$129,230.52			
Dollar Difference					\$7,678.56				
Percent Change					6.32%				
PLAN PROVISIONS									
Effective Date		CURRENT				RENEWAL			
		4/1/2019				4/1/2020			
Rate Guarantee		1 Year rate guarantee ending ending 3/31/2020				1 Year rate guarantee ending ending 3/31/2021			

Dental Contribution Analysis



Insurance | Risk Management | Consulting

Current Plan Design - Assumes Same Employer Contribution Percentage

Coverage Tier	Lives	CURRENT					RENEWAL					EE Difference \$ΔEE / %Δ ER		
		Total Premium	EE Monthly Contribution	EE Semi Monthly Contribution	ER Monthly Contribution	ER Monthly Percentage	Lives	Total Premium	EE Monthly Contribution	EE Semi Monthly Contribution	ER Monthly Contribution			ER Monthly Percentage
Low Plan														
Employee Only	56	\$10.42	\$0.00	\$0.00	\$10.42	100%	56	\$10.42	\$0.00	\$0.00	\$10.42	100%	\$0.00	0%
Employee + Spouse	15	\$16.82	\$1.60	\$0.80	\$15.22	90%	15	\$16.82	\$1.60	\$0.80	\$15.22	90%	\$0.00	0%
Employee + Children	32	\$22.75	\$3.08	\$1.54	\$19.67	86%	32	\$22.75	\$3.08	\$1.54	\$19.67	86%	\$0.00	0%
Employee + Family	25	\$26.68	\$4.06	\$2.03	\$22.62	85%	25	\$26.68	\$4.06	\$2.03	\$22.62	85%	\$0.00	0%
TOTAL	128	\$2,231	\$224	\$112	\$2,007	90%	128	\$2,231	\$224	\$112	\$2,007	90%		
High Plan														
Employee Only	36	\$42.25	\$31.83	\$15.92	\$10.42	25%	36	\$43.09	\$32.46	\$16.23	\$10.63	25%	\$0.63	0%
Employee + Spouse	11	\$95.59	\$80.37	\$40.19	\$15.22	16%	11	\$97.49	\$81.97	\$40.98	\$15.52	16%	\$1.60	0%
Employee + Children	26	\$92.26	\$72.59	\$36.30	\$19.67	21%	26	\$94.09	\$74.03	\$37.01	\$20.06	21%	\$1.44	0%
Employee + Family	24	\$145.60	\$122.98	\$61.49	\$22.62	16%	24	\$148.49	\$125.42	\$62.71	\$23.07	16%	\$2.44	0%
TOTAL	97	\$8,466	\$6,869	\$3,435	\$1,597	19%	97	\$8,634	\$7,005	\$3,502	\$1,629	19%		

	CURRENT	RENEWAL
Total Enrollment	194	194
Per Employee Per Month	\$55.14	\$56.00
Total Annual Premium	\$128,358	\$130,375
Total Employee Annual Contributions	\$85,114	\$86,751
Total Annual Premium Paid by Company	\$43,243	\$43,624
\$ Change in Total Annual Premium		\$2,017
% Change in Total Annual Premium		2%
\$ Change in Employee Annual Contribution		\$1,636
\$ Change in Employee Annual Contribution		2%
\$ Change in Total Annual Premium Paid by Company		\$380
% Change in Total Annual Premium Paid by Company		1%

Dental Contribution Analysis



Insurance | Risk Management | Consulting

Housing Authority of the City of Austin Dental Contribution Analysis - Fully Insured Plan Year 2019-2020

Current Plan Design - Assumes Same Employer Contribution Percentage

		CURRENT					RENEWAL						EE Difference \$ΔEE / %Δ ER	
Coverage Tier	Lives	Total Premium	EE Monthly Contribution	EE Semi Monthly Contribution	ER Monthly Contribution	ER Monthly Percentage	Lives	Total Premium	EE Monthly Contribution	EE Semi Monthly Contribution	ER Monthly Contribution	ER Monthly Percentage		
Low Plan														
Employee Only:	56	\$10.42	\$0.00	\$0.00	\$10.42	100%	56	\$10.81	\$0.00	\$0.00	\$10.81	100%	\$0.00	0%
Employee + Spouse:	15	\$16.82	\$1.60	\$0.80	\$15.22	90%	15	\$17.45	\$1.66	\$0.83	\$15.79	90%	\$0.06	0%
Employee + Children:	32	\$22.75	\$3.08	\$1.54	\$19.67	86%	32	\$23.60	\$3.20	\$1.60	\$20.40	86%	\$0.12	0%
Employee + Family	25	\$26.68	\$4.06	\$2.03	\$22.62	85%	25	\$27.68	\$4.21	\$2.11	\$23.47	85%	\$0.15	0%
TOTAL	128	\$2,231	\$224	\$112	\$2,007	90%	128	\$2,314	\$232	\$116	\$2,082	90%		
High Plan														
Employee Only:	36	\$42.25	\$31.83	\$15.92	\$10.42	25%	36	\$44.71	\$33.68	\$16.84	\$11.03	25%	\$1.85	0%
Employee + Spouse:	11	\$95.59	\$80.37	\$40.19	\$15.22	16%	11	\$101.16	\$85.05	\$42.53	\$16.11	16%	\$4.68	0%
Employee + Children:	26	\$92.26	\$72.59	\$36.30	\$19.67	21%	26	\$97.63	\$76.82	\$38.41	\$20.81	21%	\$4.23	0%
Employee + Family	24	\$145.60	\$122.98	\$61.49	\$22.62	16%	24	\$154.07	\$130.13	\$65.07	\$23.94	16%	\$7.15	0%
TOTAL	97	\$8,466	\$6,869	\$3,435	\$1,597	19%	97	\$8,958	\$7,269	\$3,634	\$1,690	19%		

CURRENT		RENEWAL	
Total Enrollment		194	
Per Employee Per Month		\$55.14	
Total Annual Premium		\$128,358	
Total Employee Annual Contributions		\$85,114	
Total Annual Premium Paid by Company		\$43,243	
\$ Change in Total Annual Premium		\$6,915	
% Change in Total Annual Premium		5%	
\$ Change in Employee Annual Contribution		\$4,898	
\$ Change in Employee Annual Contribution		6%	
\$ Change in Total Annual Premium Paid by Company		\$2,017	
% Change in Total Annual Premium Paid by Company		5%	



UnitedHealthcare

A Renewal for
**THE HOUSING AUTHORITY
CITY OF AUSTIN**

Issued on: January 24, 2020

UnitedHealthcare

Dental Renewal for THE HOUSING AUTHORITY CITY OF AUSTIN

Effective Date: 04/01/2020 | Policy Number: 00712040

Dental Services	Passive PPO 2P924 CS0	
Legal Entity	UnitedHealthcare Insurance Company	
	Primary Plan	
	In Network	Out of Network
Diagnostic Service		
Periodic Oral Evaluation	100%	100%
Radiographs	100%	100%
Lab and Other Diagnostic Tests	100%	100%
Preventive Services		
Dental Prophylaxis (Cleaning)	100%	100%
Fluoride Treatment	100%	100%
Sealants	100%	100%
Space Maintainers	100%	100%
Basic Services		
Restorations (Amalgams or Composite)*	80%	80%
Emergency Treatment/General Services	80%	80%
Simple Extractions	80%	80%
Oral Surgery (incl. surgical extractions)	80%	80%
Periodontics	80%	80%
Endodontics	80%	80%
Major Services		
Inlays/Onlays/Crowns	50%	50%
Dentures and Removable Prosthetics	50%	50%
Fixed Partial Dentures (Bridges)	50%	50%
Implants	50%	50%
Orthodontic Services		
Orthodontia	50%	50%
Orthodontia Eligibility	Child Only (Up to Age 19)	
Deductible	\$50/\$150	\$50/\$150
Deductible applies to Prev. & Diag.	No	No
Annual Max	\$2,000	\$2,000
Lifetime Ortho Max	\$1,000	\$1,000
Waiting Period	Major Services - 12 months Orthodontics Services - 12 months New Enrollees Only	
Out of Network Basis	UCR 90th	
PPO Network	Options PPO 30	
CMM-Annual Roll-Over	Yes	
Assumed Enrollment and Rates	Current	Renewal
Employee	38 \$43.09	\$44.71
Employee + Spouse	9 \$97.49	\$101.16
Employee + Child(ren)	18 \$94.09	\$97.63
Employee + Family	23 \$148.49	\$154.07
	88	
Monthly Premium	\$7,623.72	\$7,910.37
Annual Premium	\$91,484.64	\$94,924.44
Renewal Action	3.8%	
Employer Contribution	Contributory	
Participation Requirements	75% of Eligible Employees	
Dependent Children Coverage	To Age 26	
Contract Basis	Fully Insured	
Benefit Period Basis	Calendar Year	
Exclusions and Limitations	Standard	
Broker Commissions	10%	
Rate Guarantee	12 Months	

UnitedHealthcare

Dental Renewal for THE HOUSING AUTHORITY CITY OF AUSTIN

Effective Date: 04/01/2020 | Policy Number: 00712040

Dental Services	DMO D094C	
Legal Entity	National Pacific Dental, Inc. Primary Plan	
	In Network	Out of Network
Diagnostic Service		
Periodic Oral Evaluation	See Copay Schedule	
Radiographs		
Lab and Other Diagnostic Tests		
Preventive Services		
Dental Prophylaxis (Cleaning)	See Copay Schedule	
Fluoride Treatment		
Sealants		
Space Maintainers		
Basic Services		
Restorations (Amalgams or Composite)*	See Copay Schedule	
Emergency Treatment/General Services		
Simple Extractions		
Oral Surgery (incl. surgical extractions)		
Periodontics		
Endodontics		
Major Services		
Inlays/Onlays/Crowns	See Copay Schedule	
Dentures and Removable Prosthetics		
Fixed Partial Dentures (Bridges)		
Orthodontic Services		
Orthodontia	See Copay Schedule	
Orthodontia Eligibility		
Deductible		
Deductible applies to Prev. & Diag.	See Copay Schedule	
Annual Max		
Waiting Period		
Out of Network Basis	No	
CMM—Annual Roll-Over		
Assumed Enrollment and Rates	Current	Renewal
Employee	69 \$10.42	\$10.81
Employee + Spouse	14 \$16.82	\$17.45
Employee + Child(ren)	33 \$22.75	\$23.60
Employee + Family	30 \$26.68	\$27.68
	146	
Monthly Premium	\$2,505.61	\$2,599.39
Annual Premium	\$30,067.32	\$31,192.68
Renewal Action	3.7%	
Employer Contribution	Contributory	
Participation Requirements	75% of Eligible Employees	
Dependent Children Coverage	To Age 26	
Contract Basis	Fully Insured	
Exclusions and Limitations	Standard	
Broker Commissions	10%	
Rate Guarantee	12 Months	

UnitedHealthcare

Assumptions for THE HOUSING AUTHORITY CITY OF AUSTIN

Effective Date: 04/01/2020 | Policy Number: 00712040

General Assumptions

- We reserve the right to change rates and/or plan provisions if the number of lives or volume of insurance change by more than 10% before, on, or after the effective date listed above or if factors used to generate this quote such as group demographics or effective date are changed, found to be incomplete or incorrect.
- Rates assume no changes in legislation or regulation that affects the benefits payable, eligibility or contract.
- Rates assume standard administrative services including Claims & Data processing, Enrollment & Billing, Customer Service, Case Management, Provider Relations, and Reporting.
- Assumed contract situs is Texas.
- Employees must be U.S. citizens or residents regularly working and living in the U.S. Coverage for U.S. citizens working outside of the U.S. must be approved in writing by us. Approval depends on locale and length of assignment.
- Employer's assumed primary business is classified as 9531.
- Rates may increase on renewal in accordance with the terms of the policy.

Dental Assumptions

This premium may include state and federal taxes and fees.

Rates listed above assume the plan designs quoted. Rates may change, if plan design changes.

Our contract covers only those procedures performed in the United States.

The managed care plans contained in this quote are available to members residing within the approved zip codes. Please contact your sales representative to confirm product availability.

One or more of these plan design offerings include the MaxMultiplier benefit.

Some of the unused portion of your annual maximum may be available in future periods.

Please contact your sales representative for more details on the network quoted in your proposal.

The In- and Out-of-Network Plan Deductibles, Maximums and Lifetime Ortho Maximums are combined.

Participation in qualifying dental and vision plans must be 75 percent or greater of eligible medical employees for Packaged Savings to be activated.

* Please contact your sales representative to confirm specific plan Restorations (Amalgams or Composite) coverage.

Quote is based on Average Contract Size (ACS) of 2.10

United Healthcare reserves the right to adjust the above rates should enrollment or ACS fluctuate by +/- 10%.

Please note that the summary of benefits in this document provides a brief description of coverage. State mandates may preclude certain benefit plan design features. This is not a policy, certificate of insurance or coverage document. For complete details on coverage, exclusions, limitations and the terms under which coverage may continue, please contact your sales representative.

UnitedHealthcare

Disclaimers for THE HOUSING AUTHORITY CITY OF AUSTIN

Effective Date: 04/01/2020 | Policy Number: 00712040

This proposal is valid for 90 days from the issued date, unless otherwise noted within this document.

Brokers and agents may receive commissions, bonuses and other compensation for selling the products presented in this proposal. The cost of this compensation may be directly or indirectly reflected in the premium or fees for those products. Contact your broker and/or agent if you have questions regarding their compensation relating to products in this proposal.

This proposal is subject to negotiation and execution of a written agreement, which will supersede the proposal contents. This proposal does not constitute an agreement, and is based on assumptions made from the written information in our possession and provided by you. We retain the right to modify our proposal if the information upon which this proposal is based is changed or is supplemented.

We consider much of the information contained in the proposal to be proprietary or otherwise confidential, and are releasing this proposal to you on the understanding that you and your representatives will only use it, and any data included in the proposal, for the specific purpose of evaluating its content. If this is not consistent with your understanding, please notify us before reviewing the proposal.

In addition, by accepting and reviewing the contents of this proposal, you and your agents or other designees agree, to the extent permitted by law, that certain information contained herein, or other information provided to you in connection with this proposal response or associated request for proposal (RFP), is proprietary and/or confidential to UnitedHealthcare and its related entities, and may not be copied, used, distributed or disclosed without prior written consent from an authorized representative of UnitedHealthcare, other than is necessary to evaluate this proposal.

HOUSING AUTHORITY OF THE CITY OF AUSTIN

BOARD ACTION REQUEST

RESOLUTION NO. 02637

HUMAN RESOURCES

ITEM NO. 6.

MEETING DATE: February 20, 2020

STAFF CONTACT: Gloria Morgan, Human Resources Director

ITEM TITLE: Presentation, Discussion and Possible Action regarding Resolution No. 02637:
Approval of renewal of Contract for Employee Medical Insurance

BUDGETED ITEM: Yes

TOTAL COST: \$3,361,569.00

ACTION

The Board is being asked to approve the renewal of the Contract for Employee Medical Insurance with United Healthcare.

SUMMARY

Background:

As part of its compensation package, The Housing Authority of the City of Austin currently offers its regular full-time employees medical coverage through United Healthcare's Exclusive Provider Organization (EPO) plan. This is the fourth year renewal of a four(4) year contract that was awarded to United Healthcare.

Process:

On November 6, 2019, HACA staff met with the Gallagher Group, HACA's insurance brokers, to discuss the upcoming insurance renewal for the 2020-2021 fiscal year. United Healthcare initially proposed a 15.4% premium rate increase for HACA's medical coverage. Through a series of negotiations between United Healthcare and the Gallagher Group, and based on HACA's demographics and claims experience, United Healthcare ultimately proposed a 5% rate increase in premium. Last year HACA received a rate pass and believes the proposed 5% rate increase is reasonable for this year.

In an effort to provide staff with children an additional affordable rate, HACA is proposing the implementation of a fourth tier of coverage. This fourth tier will allow employees to cover themselves and their children at a lower rate than the current employee and family tier, with no additional expense to HACA.

In addition,for the fiscal year 2020-2021,HACA will continue to impose the surcharge of \$50 per month, to employees who choose to continue to use tobacco products. Employees may participate in and complete a tobacco cessation program if they wish to avoid the surcharge.

Staff Recommendation:

In an effort to provide employees with the best affordable, available healthcare coverage, HACA recommends United Healthcare be awarded the renewal contract to provide employee health insurance coverage for the 2020-2021 fiscal year.

ATTACHMENTS:

- ▣ **Claims Vs. Premiums Report**
- ▣ **Current & Proposed Medical Premiums**

RESOLUTION NO. 02637

APPROVAL OF RENEWAL OF CONTRACT FOR EMPLOYEE MEDICAL INSURANCE

WHEREAS, the Housing Authority of the City of Austin seeks to provide insurance coverage benefits for all regular full-time employees,

WHEREAS, the Housing Authority of the City of Austin recommends acceptance of the renewal rate for employee medical insurance coverage to be provided by United Healthcare.

NOW, THEREFORE, BE IT RESOLVED, the Housing Authority of the City of Austin Board of Commissioners agrees to renew the contract with United Healthcare to provide health insurance coverage for all regular full-time employees of the Housing Authority of the City of Austin, the Southwest Housing Compliance Corporation, Blueprint Consulting, Austin Affordable Housing Corporation and Austin Pathways.

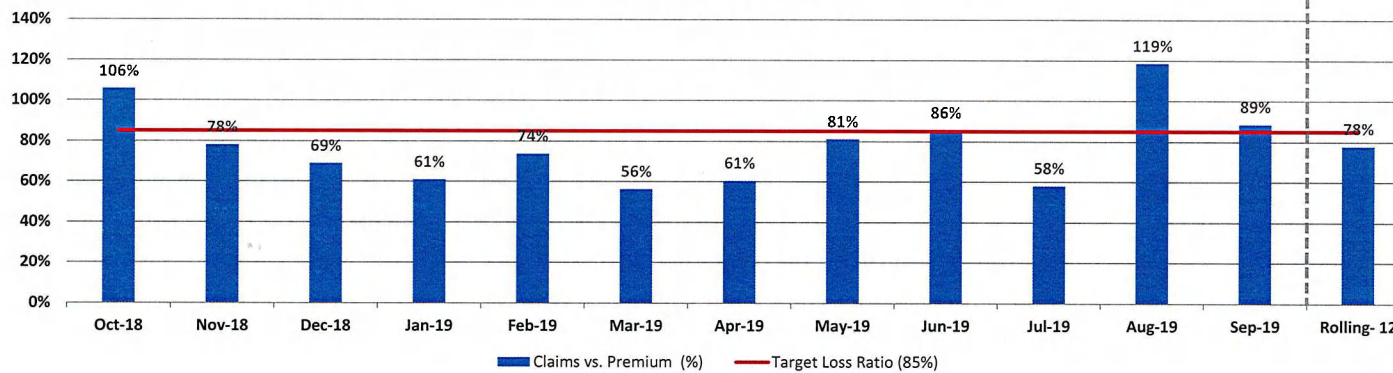
PASSED, APPROVED AND ADOPTED this 20th day of February 2020.

Michael G. Gerber, Secretary

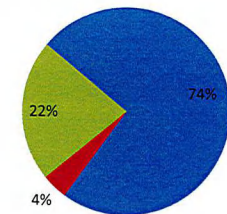
Carl S. Richie, Jr., Chairperson

Incurred Month	Oct-18	Nov-18	Dec-18	Jan-19	Feb-19	Mar-19	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Plan Year-to-Date Total	PEPM	Rolling- 12 Total	PEPM
Enrollment																
Subscribers	230	233	233	232	233	234	233	231	232	229	228	235	1,388	231	2,783	232
Members	501	503	506	504	503	507	512	498	496	488	487	498	2,979	497	6,003	500
Contract Size	2.18	2.16	2.17	2.17	2.16	2.17	2.20	2.16	2.14	2.13	2.14	2.12	2.15		2.16	
Claim Payments																
Medical Claims	\$240,313	\$167,120	\$139,595	\$115,067	\$146,518	\$82,141	\$113,993	\$169,639	\$183,799	\$98,026	\$266,394	\$182,272	\$1,014,123	\$730.64	\$1,904,875	\$684.47
Capitation Payments	\$7,390	\$7,450	\$7,479	\$7,494	\$7,465	\$9,411	\$9,430	\$9,208	\$9,171	\$9,023	\$9,005	\$9,171	\$55,008	\$39.63	\$101,697	\$36.54
Pharmacy Claims	<u>\$46,876</u>	<u>\$44,301</u>	<u>\$47,567</u>	<u>\$50,366</u>	<u>\$55,214</u>	<u>\$69,318</u>	<u>\$48,717</u>	<u>\$48,393</u>	<u>\$45,495</u>	<u>\$52,799</u>	<u>\$50,086</u>	<u>\$56,565</u>	<u>\$302,055</u>	<u>\$217.62</u>	<u>\$615,696</u>	<u>\$221.23</u>
Total Claim Payments	\$294,579	\$218,870	\$194,641	\$172,927	\$209,197	\$160,870	\$172,140	\$227,240	\$238,465	\$159,848	\$325,485	\$248,008	\$1,371,185		\$2,622,269	
Total Claim Payments PEPM	\$1,280.78	\$939.36	\$835.37	\$745.37	\$897.84	\$687.48	\$738.80	\$983.72	\$1,027.86	\$698.03	\$1,427.57	\$1,055.35	\$987.89		\$942.25	
Premium Amount	\$278,402	\$280,293	\$282,266	\$283,558	\$283,577	\$285,568	\$284,377	\$279,870	\$278,597	\$274,803	\$274,242	\$279,927	\$1,671,817		\$3,365,480	
Premium PEPM	\$1,210.44	\$1,202.97	\$1,211.44	\$1,222.23	\$1,217.07	\$1,220.38	\$1,220.50	\$1,211.56	\$1,200.85	\$1,200.01	\$1,202.82	\$1,191.18	\$1,204.48		\$1,209.30	
Claims vs. Premium (%)	105.8%	78.1%	69.0%	61.0%	73.8%	56.3%	60.5%	81.2%	85.6%	58.2%	118.7%	88.6%	82.0%		77.9%	

Loss Ratio Comparison



Year-to-Date Combined Plan Costs

Medical Claims Capitation Payments
Pharmacy Claims


Rate Development: The Housing Authority of the City of Austin

Medical & Pharmacy

Fully Insured

Status Quo

Renewal Plan Year: 4/1/2020 - 3/31/2021

Carrier(s): UnitedHealthcare

Pooling Level: \$125,000

		Current	Renewal Plan Year
Coverage Tier	Enrollment	Total Rates	Fully Insured
EPO Plan			
Employee	102	\$630.30	\$724.71
Employee + One	55	\$1,241.67	\$1,427.65
Employee + Family	77	\$1,922.41	\$2,210.35

These rates are illustrative and should not be used for budgetary purposes

Plan Cost Composite PEP	234	\$1,199.18	\$1,378.79
Annual		\$3,367,296	\$3,871,655
Change From Current (\$)			\$504,359
Change From Current (%)			15.0%

†This analysis is for illustrative purposes only, and is not a guarantee of future expenses, claims costs, managed care savings, etc. There are many variables that can affect future health care costs including utilization patterns, catastrophic claims, changes in plan design, health care trend increases, etc. This analysis does not amend, extend, or alter the coverage provided by the actual insurance policies and contracts. Please see your policy or contact us for specific information or further details in this regard.

Medical Renewal – United Healthcare



Medical | UnitedHealthcare

Insurance | Risk Management | Consulting

PLAN DESIGN			
	CURRENT		RENEWAL
Plan Name	BCZN / OH9		BCZN / OH9
Network Name	Insurance Choice Plan		Insurance Choice Plan
Benefit Period	Calendar Year		Calendar Year
	INN		INN
Deductible	\$500 / \$1,000		\$500 / \$1,000
Individual / Family	\$2,000 / \$4,000		\$2,000 / \$4,000
Out of Pocket Max	0%		0%
Individual / Family	Covered 100%		Covered 100%
Coinsurance (member pays after deductible)	Under age 19 - \$0 Copay		Under age 19 - 0% after deductible
Preventive Care	\$25 Copay		\$25 Copay
Primary Care Visit	Designated Network - \$25 Copay		Designated Network - \$25 Copay
Specialist Visit	Network - \$50 Copay		Network - \$50 Copay
Telehealth	\$0 Copay		\$0 Copay
Urgent Care	\$75 Copay		\$75 Copay
Emergency Room (copay waived if admitted)	\$300 Copay		\$300 Copay
Inpatient Hospital (per occurrence)	0% after deductible		0% after deductible
Outpatient Surgery (hospital setting)	0% after deductible		0% after deductible
Chiropractic (visit limits may apply)	Covered (20 visits)		Covered (20 visits)
Phys/Occ/Speech Therapy (visit limits may apply)	\$25 Copay (20 visits)		\$25 Copay (20 visits)
Diagnostic Test (X-ray, blood work)	0% after deductible		0% after deductible
Imaging (CT/PET scan, MRI)	0% after deductible		0% after deductible
Pediatric Dental	Not Covered		Not Covered
Pediatric Vision	Not Covered		Not Covered
Prescription Drug Benefit	31 days		31 days
Retail	\$10 / \$30 / \$50		\$10 / \$30 / \$50
Tier I / Tier II / Tier III	N/A		N/A
Specialty	90 days		90 days
Mail Order	\$25 / \$75 / \$125		\$25 / \$75 / \$125
Tier I / Tier II / Tier III			
COST ANALYSIS			
	CURRENT		RENEWAL
PEPM Rates	Enrollment	Rates	Enrollment Rates
Employee Only	105	\$630.30	105 \$661.82
Employee + Spouse	78	\$1,241.67	78 \$1,303.76
Employee + Family	54	\$1,922.41	54 \$2,018.55
Total Enrollment	237		237
Monthly Premium		\$266,841.90	\$280,186.08
Annual Premium		\$3,202,102.80	\$3,362,232.96
Dollar Difference			\$160,130.16
Percent Change			5%
Total Combined Annual Cost			
Annual Premium		\$3,202,102.80	\$3,362,232.96
Dollar Difference			\$160,130.16
Percent Change			5.00%
PLAN PROVISIONS			
	CURRENT		RENEWAL
Effective Date	4/1/2019		4/1/2020
Rate Guarantee	1 Year rate guarantee ending 3/31/2020		1 Year rate guarantee ending 3/31/2021

Medical Renewal – United Healthcare



Insurance | Risk Management | Consulting

PLAN DESIGN			
	CURRENT	RENEWAL	RENEWAL * Four Tier
Plan Name	BCZN / 0H9	BCZN / 0H9	BCZN / 0H9
Network Name	Insurance Choice Plan	Insurance Choice Plan	Insurance Choice Plan
Benefit Period	Calendar Year	Calendar Year	Calendar Year
	INN	INN	INN
Deductible			
Individual / Family	\$500 / \$1,000	\$500 / \$1,000	\$500 / \$1,000
Out of Pocket Max			
Individual / Family	\$2,000 / \$4,000	\$2,000 / \$4,000	\$2,000 / \$4,000
Coinsurance (member pays after deductible)	0%	0%	0%
Preventive Care	Covered 100%	Covered 100%	Covered 100%
Primary Care Visit	Under age 19 - \$0 Copay \$25 Copay	Under age 19 - 0% after deductible \$25 Copay	Under age 19 - 0% after deductible \$25 Copay
Specialist Visit	Designated Network - \$25 Copay Network - \$50 Copay	Designated Network - \$25 Copay Network - \$50 Copay	Designated Network - \$25 Copay Network - \$50 Copay
Telehealth	\$0 Copay	\$0 Copay	\$0 Copay
Urgent Care	\$75 Copay	\$75 Copay	\$75 Copay
Emergency Room (copay waived if admitted)	\$300 Copay	\$300 Copay	\$300 Copay
Inpatient Hospital (per occurrence)	0% after deductible	0% after deductible	0% after deductible
Outpatient Surgery (hospital setting)	0% after deductible	0% after deductible	0% after deductible
Chiropractic (visit limits may apply)	Covered (20 visits)	Covered (20 visits)	Covered (20 visits)
Phys/Occ/Speech Therapy (visit limits may apply)	\$25 Copay (20 visits)	\$25 Copay (20 visits)	\$25 Copay (20 visits)
Diagnostic Test (X-ray, blood work)	0% after deductible	0% after deductible	0% after deductible
Imaging (CT/PET scan, MRI)	0% after deductible	0% after deductible	0% after deductible
Pediatric Dental	Not Covered	Not Covered	Not Covered
Pediatric Vision	Not Covered	Not Covered	Not Covered
Prescription Drug Benefit			
Retail	31 days	31 days	31 days
Tier I / Tier II / Tier III	\$10 / \$30 / \$50	\$10 / \$30 / \$50	\$10 / \$30 / \$50
Specialty	N/A	N/A	N/A
Mail Order	90 days	90 days	90 days
Tier I / Tier II / Tier III	\$25 / \$75 / \$125	\$25 / \$75 / \$125	\$25 / \$75 / \$125
COST ANALYSIS			
	CURRENT	RENEWAL	RENEWAL
PEPM Rates	Enrollment Rates	Enrollment Rates	Enrollment Rates
Employee Only	105 \$630.30	105 \$661.82	105 \$634.08
Employee + Spouse	25 \$1,241.67	25 \$1,303.76	25 \$1,394.98
Employee + Child(ren)	52 \$1,241.67	52 \$1,303.76	52 \$1,204.75
Employee + Family	55 \$1,922.41	55 \$2,018.55	55 \$2,111.49
Total Enrollment	237	237	237
Monthly Premium	\$267,522.64	\$280,900.87	\$280,231.85
Annual Premium	\$3,210,271.68	\$3,370,810.44	\$3,362,782.20
Dollar Difference		\$160,538.76	\$152,510.52
Percent Change		5%	5%
Total Combined Annual Cost			
Annual Premium	\$3,210,271.68	\$3,370,810.44	\$3,362,782.20
Dollar Difference		\$160,538.76	-\$8,028.24
Percent Change		5.0%	-0.2%
PLAN PROVISIONS			
	CURRENT	RENEWAL	RENEWAL
Effective Date	4/1/2019	4/1/2020	4/1/2020
Rate Guarantee	1 Year rate guarantee ending 3/31/2020	1 Year rate guarantee ending 3/31/2021	1 Year rate guarantee ending 3/31/2021

Contribution Analysis



Gallagher

Insurance | Risk Management | Consulting

Current Plan Design - Assumes Same Employer Contribution Percentage

CURRENT							RENEWAL @ 5%						EE Difference \$ΔEE / %Δ ER
Coverage Tier	Lives	Monthly Premium Amount	EE Monthly Contribution	EE Semi-Monthly Contribution	ER Monthly Contribution	ER Monthly Percentage	Lives	Monthly Premium Amount	EE Monthly Contribution	EE Semi-Monthly Contribution	ER Monthly Contribution	ER Monthly Percentage	
PPO Plan													
Employee Only:	91	\$630.30	\$0.00	\$0.00	\$630.30	100%	91	\$661.82	\$0.00	\$0.00	\$661.82	100%	\$0.00 0%
Employee + 1:	65	\$1,241.67	\$61.14	\$30.57	\$1,180.53	95%	65	\$1,303.76	\$64.19	\$32.10	\$1,239.57	95%	\$3.05 0%
Employee + Family:	74	\$1,922.41	\$129.21	\$64.61	\$1,793.20	93%	74	\$2,018.55	\$135.67	\$67.84	\$1,882.88	93%	\$6.46 0%
TOTAL	230	\$280,324	\$13,536	\$6,768	\$266,789	95%	230	\$294,343	\$14,212	\$7,107	\$280,131	95%	

	CURRENT	RENEWAL
Total Enrollment	230	230
Per Employee Per Month	\$1,218.80	\$1,279.75
Total Annual Premium	\$3,363,890	\$3,532,113
Total Employee Annual Contributions	\$162,428	\$170,543
Total Annual Premium Paid by Company	\$3,201,463	\$3,361,569
\$ Change in Total Annual Premium		\$168,222
% Change in Total Annual Premium		5%
\$ Change in Employee Annual Contribution		\$8,115
% Change in Employee Annual Contribution		5%
\$ Change in Total Annual Premium Paid by Company		\$160,107
% Change in Total Annual Premium Paid by Company		5%

Contribution Analysis



Gallagher

Insurance | Risk Management | Consulting

Housing Authority of the City of Austin

Medical Contribution Analysis - Fully Insured

Plan Year 2020-2021

PLAN DESIGN DOES MEET ACA AFFORDABILITY GUIDELINES

Current Plan Design - Assumes Same Employer Contribution Percentage

CURRENT							RENEWAL						EE Difference \$ΔEE / %Δ ER
Coverage Tier	Lives	Monthly Premium Amount	EE Monthly Contribution	EE Semi-Monthly Contribution	ER Monthly Contribution	ER Monthly Percentage	Lives	Monthly Premium Amount	EE Monthly Contribution	EE Semi-Monthly Contribution	ER Monthly Contribution	ER Monthly Percentage	
PPO Plan													
Employee Only:	105	\$630.30	\$0.00	\$0.00	\$630.30	100%	105	\$634.08	\$0.00	\$0.00	\$634.08	100%	\$0.00 0%
Employee + Spouse	25	\$1,241.67	\$61.14	\$30.57	\$1,180.53	95%	25	\$1,394.98	\$64.19	\$32.10	\$1,330.79	90%	\$3.05 -5%
Employee + Children:	52	\$1,241.67	\$61.14	\$30.57	\$1,180.53	95%	52	\$1,204.75	\$60.24	\$30.12	\$1,144.51	95%	-\$0.90 0%
Employee + Family:	55	\$1,922.41	\$129.21	\$64.61	\$1,793.20	93%	55	\$2,111.49	\$147.80	\$73.90	\$1,963.69	88%	\$18.59 -5%
TOTAL	237	\$267,523	\$11,814	\$5,907	\$255,708	96%	237	\$280,232	\$12,866	\$6,433	\$267,366	95%	

	CURRENT	RENEWAL
Total Enrollment	237	237
Per Employee Per Month	\$1,128.79	\$1,182.41
Total Annual Premium	\$3,210,272	\$3,362,782
Total Employee Annual Contributions	\$141,772	\$154,395
Total Annual Premium Paid by Company	\$3,068,500	\$3,208,387
\$ Change in Total Annual Premium		\$152,511
% Change in Total Annual Premium		5%
\$ Change in Employee Annual Contribution		\$12,623
% Change in Employee Annual Contribution		9%
\$ Change in Total Annual Premium Paid by Company		\$139,888
% Change in Total Annual Premium Paid by Company		5%

HOUSING AUTHORITY OF THE CITY OF AUSTIN

BOARD ACTION REQUEST

RESOLUTION NO. 02638

RENTAL ASSISTANCE DEMONSTRATION

ITEM NO. 7.

MEETING DATE: February 20, 2020

STAFF CONTACT: Ann Gass, Director of RAD

ITEM TITLE: Presentation, Discussion, and Possible Action regarding Resolution No. 02638: Approval to proceed with submission of an application for 9% low income housing tax credits for Chalmers Courts West to the Texas Department of Housing and Community Affairs (TDHCA)

BUDGETED ITEM: N/A

TOTAL COST: N/A

ACTION

Motion to authorize the submission of an application for 9% low income housing tax credits for Chalmers Courts West to the Texas Department of Housing and Community Affairs (TDHCA).

SUMMARY

Background:

In October 2016, the U.S. Department of HUD awarded a Commitment to Enter into a Housing Assistance Contract (CHAP) for Chalmers Courts under the Rental Assistance Demonstration (RAD) Program. In March 2018, HACA submitted a successful application for 9% competitive low-income housing tax credits to the Texas Department of Housing and Community Affairs (TDHCA) for the redevelopment of Chalmers Courts East. Demolition of Chalmers Courts East began in the fall of 2019.

To complete the RAD conversion for Chalmers Courts, HACA intends to submit an application to the TDHCA under the 2020 9%, competitive, low income housing tax credit program for Chalmers Courts West. If HACA is successful with this application, the current buildings will be razed and a new, larger property with additional units and modern amenities will be built in its place. This will significantly improve the quality of life for the residents of Chalmers Courts West and allow HACA to provide more affordable housing by increasing density.

Process:

In August 2016, the HACA Board of Commissioners approved the selection of Carleton Residential to serve as the developer partner for the redevelopment of Chalmers Courts. Carleton served as HACA's partner of the first two phases of the Chalmers redevelopment - Chalmers South and Chalmers East. Staff members have been working with Carleton to prepare the application for Chalmers West, which is due to TDHCA on

March 1. While preparation of the final application is still in progress, several items, including the draft site plan and project summary are included as Exhibits.

Staff Recommendation:

With this resolution, staff is requesting authorization to submit the application for 9%, competitive, low income housing tax credit to the TDHCA for Chalmers Courts West.

RESOLUTION NO. 02638

**APPROVAL TO PROCEED WITH SUBMISSION OF AN APPLICATION FOR 9% LOW
INCOME HOUSING TAX CREDITS FOR CHALMERS COURTS WEST TO THE TEXAS
DEPARTMENT OF HOUSING AND COMMUNITY AFFAIRS (TDHCA)**

WHEREAS, the U.S. Department of HUD awarded a Commitment to Enter into a Housing Assistance Contract (CHAP) for Chalmers Courts under the Rental Assistance Demonstration (RAD) Program; and **WHEREAS**, HACA intends to continue to pursue the conversion to RAD and the redevelopment of Chalmers Courts using the 9%, competitive, low income housing tax credit (LIHTC) program for Chalmers West; and **WHEREAS**, the HACA Board of Commissioners approved the selection of Carleton Residential to serve as the developer partner for the redevelopment of Chalmers Courts West; and

WHEREAS, a successful LIHTC application as part of the RAD conversion for Chalmers Courts West would enable HACA to complete the redevelopment of Chalmers Courts and significantly improve the quality of life for the residents by providing them with new units with modern amenities, as well as allowing HACA to provide more affordable housing by increasing the number of units at the property.

NOW, THEREFORE, IT IS HEREBY RESOLVED, that the Housing Authority Board of Commissioners authorizes the submission of an application for 9% low income housing tax credits for Chalmers Courts West to the Texas Department of Housing and Community Affairs in March, 2020.

PASSED, APPROVED AND ADOPTED this 20TH day of February, 2020.

Michael G. Gerber, Secretary

Carl S. Richie, Jr., Chairperson

HOUSING AUTHORITY OF THE CITY OF AUSTIN
REPORT
AUSTIN AFFORDABLE HOUSING CORPORATION
ITEM NO. 8.

MEETING DATE: February 20, 2020

STAFF CONTACT: Ron Kowal, Vice President of Housing Development/Asset Mgmt

ITEM TITLE: Update on AAHC's acquisition and development programs

BUDGETED ITEM: N/A

TOTAL COST: N/A