



**NOTICE OF A SPECIAL MEETING
THE BRENHAM CITY COUNCIL
WEDNESDAY, AUGUST 27, 2025 AT 8:30 AM
CITY HALL
SECOND FLOOR CONFERENCE ROOM 2A
200 W. VULCAN ST.
BRENHAM, TEXAS**

1. Call Meeting to Order

REGULAR SESSION

2. Discuss and Possibly Act Upon:

- a. An Agreement with Baylor Scott & White Health for Group Medical Coverage Benefits for the Plan Year October 1, 2025 through September 30, 2026;**
- b. An Agreement with United HealthCare for Voluntary Dental and Vision Coverage Benefits for the Plan Year October 1, 2025 through September 30, 2026;**
- c. An Agreement with Ochs/Securian for Employee-Sponsored Basic Life, Accidental Death and Dismemberment, and Long-Term Disability Coverage Benefits for the Plan Year October 1, 2025 through September 30, 2026;**
- d. An Agreement with Surency for the Administration of Flexible Spending Account/Dependent Care Reimbursement, Health Savings Account, and COBRA for the Plan Year October 1, 2025 through September 30, 2026;**
- e. An Agreement with Alliance Work Partners for an Employer-Sponsored Employee Assistance Program for the Plan Year October 1, 2025 through September 30, 2026; and**
- f. An Agreement with FinPath for an Employer-Sponsored Financial Wellness Program for the Plan Year October 1, 2025 through September 30, 2026**

and Authorize the Mayor to Execute Any Necessary Documentation

- 3. Discuss and Possibly Act Upon the Renewal of Cyber Liability and Data Breach Response Insurance Coverage with AmTrust Cyber, Billed and Collected by Texas Municipal League Intergovernmental Risk Pool, and Authorize the Mayor to Execute Any Necessary Documentation**

WORK SESSION

- 4. Discussion and Presentation by Strategic Government Resources (SGR) on the Strategic Plan for Washington County**

ADJOURN

Executive Sessions: The City Council for the City of Brenham reserves the right to convene into executive session at any time during the course of this meeting to discuss any of the matters listed, as authorized by Texas Government Code, Chapter 551, including but not limited to §551.071 - Consultation with Attorney, §551.072 - Real Property, §551.073 - Prospective Gifts, §551.074 - Personnel Matters, §551.076 - Security Devices, §551.086 - Utility Competitive Matters, and §551.087 - Economic Development Negotiation

CERTIFICATION

I certify that a copy of the agenda of items to be considered by the City of Brenham City Council on Wednesday, August 27, 2025 was posted to the City Hall bulletin board at 200 W. Vulcan St., Brenham, TX on Friday, August 22, 2025 at 12:00 p.m.

Jeana Bellinger, TRMC, CMC
City Secretary

Disability Access Statement: This meeting is wheelchair accessible. The accessible entrance is located at the Vulcan Street entrance to the City Administration Building. Accessible parking spaces are located adjoining the entrance. Auxiliary aids and services are available upon request (interpreters for the deaf must be requested seventy-two (72) hours before the meeting) by calling (979) 337-7567 for assistance.

I certify that the attached notice and agenda of items to be considered by the City Council was removed by me from the City Hall bulletin board on the _____ day of _____, 2025 at _____ a.m./p.m.

Signature

Title



City Council Special Meeting
AGENDA ITEM 2

Agenda Item: **Discuss and Possibly Act Upon:**

- a. An Agreement with Baylor Scott & White Health for Group Medical Coverage Benefits for the Plan Year October 1, 2025 through September 30, 2026;
- b. An Agreement with United HealthCare for Voluntary Dental and Vision Coverage Benefits for the Plan Year October 1, 2025 through September 30, 2026;
- c. An Agreement with Ochs/Securian for Employee-Sponsored Basic Life, Accidental Death and Dismemberment, and Long-Term Disability Coverage Benefits for the Plan Year October 1, 2025 through September 30, 2026;
- d. An Agreement with Surency for the Administration of Flexible Spending Account/Dependent Care Reimbursement, Health Savings Account, and COBRA for the Plan Year October 1, 2025 through September 30, 2026;
- e. An Agreement with Alliance Work Partners for an Employer-Sponsored Employee Assistance Program for the Plan Year October 1, 2025 through September 30, 2026; and
- f. An Agreement with FinPath for an Employer-Sponsored Financial Wellness Program for the Plan Year October 1, 2025 through September 30, 2026

and Authorize the Mayor to Execute Any Necessary Documentation

Meeting Date: August 27, 2025

Department: HR and Risk Management

Staff Contact: Susan Nienstedt, Director of Human Resources and Risk Management

SUMMARY STATEMENT:

See attached memo.

ATTACHMENTS:

- 1. Insurance Memo

RECOMMENDATION:

Approve:

- a. An Agreement with Baylor Scott & White Health for Group Medical Coverage Benefits for the Plan Year October 1, 2025 through September 30, 2026;
- b. An Agreement with United HealthCare for Voluntary Dental and Vision Coverage Benefits for the Plan Year October 1, 2025 through September 30, 2026;

- c. An Agreement with Ochs/Securian for Employee-Sponsored Basic Life, Accidental Death and Dismemberment, and Long-Term Disability Coverage Benefits for the Plan Year October 1, 2025 through September 30, 2026;
- d. An Agreement with Surency for the Administration of Flexible Spending Account/Dependent Care Reimbursement, Health Savings Account, and COBRA for the Plan Year October 1, 2025 through September 30, 2026;
- e. An Agreement with Alliance Work Partners for an Employer-Sponsored Employee Assistance Program for the Plan Year October 1, 2025 through September 30, 2026; and
- f. An Agreement with FinPath for an Employer-Sponsored Financial Wellness Program for the Plan Year October 1, 2025 through September 30, 2026

and authorize the Mayor to execute any necessary documentation.



MEMORANDUM

To: Mayor and City Council

From: Susan Nienstedt – Director of HR and Risk Management

Subject: Employee Benefits for Plan Year 2025-2026

Date: August 21, 2025

The City of Brenham provides an excellent benefit package to our full-time employees and dependents, which includes medical, dental, vision, life, and long-term disability insurance coverage. HUB International worked tirelessly as our benefit consultant to negotiate pricing for our lines of coverage, as well as analyzing and informing us of trends in our health and wellness position. HUB negotiated with our current medical provider United HealthCare for a reasonable renewal in early July; however, the increase was not acceptable at an increase of over 16%. HUB requested proposals for all lines of coverage in early July in anticipation of receiving favorable rates for the city and employees.

Our group medical plan consists of three options with four different levels of coverage from employee only to employee and family. Our census includes 197 employees with a total of over 400 covered lives on our group medical plan. The City will continue to offer three medical plan options with the voluntary benefits of Flexible Spending, Dependent Care, and Health Savings Accounts. The group medical plan change to Baylor Scott & White (BSW) will result in a decrease in premiums for both employees and the city. The Baylor Scott & White plan allows employees to buy-up to the PPO, which includes out-of-network coverage, or remain in the BSW network on the HMO or HDHP/HSA plan. Flexible Spending, Dependent Care, and Health Savings accounts (if enrolled in the HDHP w/HSA plan) are administered by Surency, and will continue to be provided with our new medical plan with no rate change. The City's portion of the medical coverage is included in the fiscal year 2025-26 proposed budget. The proposed group medical plan cost sharing between the employee and the City can be found on page 2 of this memo.

PROPOSED BSW MEDICAL RATES

Buy-Up PPO Plan	Employee Monthly Cost	Employee Decrease	City Cost	City Decrease	Total Cost
Employee	\$ 99.51	\$ (5.63)	\$ 521.20	\$ (29.49)	\$ 620.71
Emp + Spouse	\$ 363.00	\$ (20.59)	\$ 897.01	\$ (50.71)	\$ 1,260.01
Emp + Children	\$ 294.20	\$ (16.60)	\$ 798.69	\$ (45.25)	\$ 1,092.89
Emp + Family	\$ 597.28	\$ (34.29)	\$ 1,232.10	\$ (69.23)	\$ 1,829.38

Base HMO Plan	Employee Monthly Cost	Employee Decrease	City Cost	City Decrease	Total Cost	A
Employee	\$ -	\$ -	\$ 521.20	\$ (29.49)	\$ 521.20	
Emp + Spouse	\$ 161.00	\$ (9.16)	\$ 897.01	\$ (50.71)	\$ 1,058.01	
Emp + Children	\$ 119.00	\$ (6.68)	\$ 798.69	\$ (45.25)	\$ 917.69	
Emp + Family	\$ 304.00	\$ (17.70)	\$ 1,232.10	\$ (69.23)	\$ 1,536.10	

HDHP w/HSA	Employee Monthly Cost	Employee Decrease	City Cost	City Decrease	Total Cost	B
Employee	\$ -	\$ -	\$ 423.59	\$ (23.97)	\$ 423.59	
Emp + Spouse	\$ 61.00	\$ (2.94)	\$ 798.87	\$ (45.72)	\$ 859.87	
Emp + Children	\$ 45.00	\$ (2.22)	\$ 700.82	\$ (39.99)	\$ 745.82	
Emp + Family	\$ 114.00	\$ (6.88)	\$ 1,134.43	\$ (63.77)	\$ 1,248.43	
			City Cost			
			City contributes to employees' HSA Oct & Apr, for annual total of \$1,171.32 (A-B)			

Dental and vision coverage are voluntary benefits and paid fully by the employee. The current dental and vision plans are provided by United HealthCare, and they proposed no rate change for the new plan year in both lines of coverage. We are recommending the approval of dental and vision coverage remain with United Healthcare at the current employee premium rates.

Dental	UHC Dental	
	High Plan	Low Plan
Employee	\$25.41	\$18.45
Emp + Spouse	\$51.70	\$37.28
Emp + Children	\$65.35	\$44.02
Emp + Family	\$91.69	\$62.58

UHC Vision	
Monthly	
Employee	\$7.30
Emp +1	\$12.76
Emp +2	\$18.96

One of the benefits the City of Brenham provides at no cost to the employee is basic life and Accidental Death and Dismemberment (AD&D), and long-term disability insurance. In the past the city provided a life insurance benefit valued at double the employee's base salary. This benefit far exceeds what other public sector employers provide for employees, as most municipalities offer a set amount of life insurance. Our current provider, Equitable, proposed a rate increase of 35% for basic life and AD&D at our current level of coverage. After receiving proposals from four other vendors, all with significant increases in costs, we are recommending Ochs/Securian be selected for basic life, AD&D, and long-term disability coverage, with a life insurance amount of \$50,000 for each full-time employee. By changing providers to Ochs/Securian for life insurance, AD&D, and long-term disability the city's annual premium will decrease from our current costs. Ochs/Securian has also given us a three-year rate guarantee with this proposal. Ochs/Securian will allow employees to purchase additional life insurance coverage for themselves and/or add coverage for their family members at the group's discounted rate, which will be a newly added employee benefit.

Our Employee Assistance Program elevates employee well-being, increases productivity, and provides access to full-service 24/7 trained counselors. Alliance Work Partners also provides online training and access to in-person training each plan year at no cost to the City of Brenham. We are recommending we continue with Alliance Work Partners for our Employee Assistance Program, with no rate change for the new plan year.

Just as personal wellness is important, financial wellness is also vital in being able to manage unexpected expenses. This year we are recommending an added benefit of a financial wellness program. FinPath helps employees take control of their money with the help of trusted financial coaches and powerful online financial health tools. Areas of focus can be emergency savings, credit score improvement, debt management, budget and spending, and several more. FinPath's pricing structure is a fee of \$30.00 per employee per year which would total approximately \$6,150.00 annually, based on 205 full-time employees. This added benefit will be funded by the City, at no cost to the employee. We are recommending the added benefit of financial wellness program provided by FinPath for full-time employees.

All the coverage plans proposed above will be effective October 1, 2025, through September 30, 2026. Feel free to contact me at 979-337-7512 if you have any questions or concerns.



City Council Special Meeting
AGENDA ITEM 3

Agenda Item: Discuss and Possibly Act Upon the Renewal of Cyber Liability and Data Breach Response Insurance Coverage with AmTrust Cyber, Billed and Collected by Texas Municipal League Intergovernmental Risk Pool, and Authorize the Mayor to Execute Any Necessary Documentation

Meeting Date: August 27, 2025

Department: HR and Risk Management

Staff Contact: Susan Nienstedt, Director of Human Resources and Risk Management

SUMMARY STATEMENT:

ATTACHMENTS:

1. TML Cyber AmTrust Rerate 2025-26 Memo

RECOMMENDATION:



MEMORANDUM

To: Mayor, City Council, and City Manager

From: Susan Nienstedt, Director of Human Resources & Risk Management

Subject: Renewal of Cybersecurity Liability Coverage with AmTrust Cyber for
FY2025-26 billed and collected by TMLIRP

Date: August 21, 2025

Cybersecurity coverage continues to change quickly as cybercrime increases for municipalities. Cybercrime costs statewide are increasing due to the expertise, knowledge, and skills needed to mitigate these high-cost disruptive claims. As a member of the TML Intergovernmental Risk Pool (TMLIRP) we benefit from the Pool's ability to provide comparable rates to the commercial insurance market and its competitors. TMLIRP uses Risk Placement Services as their specialty broker for cyber security lines of coverage. Because of the size and scope of the pool's membership they are able to obtain better market pricing and terms for their Members's Cyber coverage. TMLIRP bills and collects the premiums for all liability coverages, including this cyber security liability coverage.

In 2024, with the assistance of TMLIRP, we engaged their trusted provider AmTrust Cyber to provide cybersecurity liability insurance. This coverage includes incident response teams to assist with getting operations running smoothly again in the event of a cyber-attack, as well as numerous other services. AmTrust Cyber renewal for the plan year October 1, 2025 through September 30, 2026, will remain the same cost as last year at \$44,017.69, billed and collected through Texas Municipal League Intergovernmental Risk Pool.

AmTrust Cyber provides complimentary services such as risk assessments, employee training, and system scanning the city will utilize in continuing to protect our vital data and infrastructure.

Recommendation

We are recommending approval of the renewal of cybersecurity liability coverage with AmTrust Cyber billed and collected by TMLIRP effective October 1, 2025.



City Council Special Meeting
AGENDA ITEM 4

Agenda Item: **Discussion and Presentation by Strategic Government Resources (SGR) on the Strategic Plan for Washington County**

Meeting Date: August 27, 2025

Department: Administration

Staff Contact: Jeana Bellinger, City Secretary

SUMMARY STATEMENT:

A representative from Strategic Government Resources (SGR) will be in attendance to provide the City Council with an update on the County's strategic plan.

ATTACHMENTS:

None

RECOMMENDATION:

Discussion item only - no action will be taken.