



Human Resources Benefit Consulting Services

Cheryl Marthiljohni, Director of Human Resources
City Council Meeting – November 3, 2025

Benefit Consulting

To continue proactively managing the city's health fund, the city conducted an RFP process for benefit consultants in August 2025.

The city has had a partnership with its current benefit consultant, HUB International Texas, Inc. for an estimated 10 years.

RFP Scope

Employee benefits consulting & brokerage company to perform the **full range of services** related to design, marketing, maintenance and improvement of the City's self-funded employee benefits programs for all employee and retiree benefit coverages including:

- Life insurance
- AD&D
- Medical
- Dental
- Vision
- Disability/accident
- Pharmacy plan
- Medical stop loss
- Third party-administration for self-funded plans
- COBRA
- Employee assistance plans
- Flexible spending and health savings accounts
- Other voluntary benefit programs

RFP Results

The RFP resulted in six (6) companies submitting applications with four (4) finalist interviewed, listed below:

- Arthur J. Gallagher Risk Management Services, LLC*
- Brown & Brown Insurance
- Good to Great Holdings, LLC DBA Financial Partners
- HUB International Texas, Inc.*
- Lockton-Dunning Series of Lockton Companies, LLC*
- McGriff - Marsh & McLennan Agency LLC*

**Finalist interviewed*

Interview Panel consisted of:

Harlan Jefferson, Deputy City Manager
Kevin Hennessey, Interim Finance Director
Cheryl Marthiljohni, Director of Human Resources
Wanda Bullard, Deputy Director of Human Resources
Terri Lynch, Benefits and Wellness Administrator

Finalists Total Scores

Supplier	Total Score (maximum score 110pts)
Lockton-Dunning Series of Lockton Companies, LLC	96
HUB International Texas, Inc.	94.2
Arthur J. Gallagher Risk Management Services, LLC	91.6
McGriff - Marsh & McLennan Agency LLC	90

Staff Recommendation



Lisa A. Bordelon, Executive Vice President

Morgan Young, Vice President Lead Consultant

Other City Clients

City of Angleton
City of College Station
City of Denton
City of Frisco
City of Grand Prairie
City of Grapevine
City of Joshua
City of Keene
City of Killeen
City of Midland
City of North Richland Hills
City of Sherman
City of Victoria
City of Waco
Town of Addison
Town of Highland Park

"Been with Lockton since March and have a new light on what a true broker can do for a city. More about the strategies and paying close attention to the numbers"

"Works as an extension of HR team. Handles annual benefits enrollment material, financial presentations to budget team, and they work well with all our vendors. A thumbs up!"

"Our health fund has never looked better"

Lockton Services Include

Strategic Planning and Program Design

Benchmarking

Implementation of vendors

Financial Management and Reporting

Actuarial Services

Clinical and Precision Health Services

Health and Welfare Compliance Services

Communication Services

Support Open Enrollment Preparation and Education

Ongoing Service and Vendor Management

Stop Loss and Complex Claim Management

Renewal, Marketing, and Vendor Selection

Employee Advocacy Call Center (Lockton on Call)

Benefit Administration System (Employee Navigator)

GASB 75 Programs



Contract Terms

Client Services Agreement – Plan Year

Professional Services	Plan Year 2026	Plan Year 2027	Plan Year 2028
Lockton	\$96,000.00	\$96,000.00	\$96,000.00
Lockton GASB	\$7,200.00	\$3,200.00	\$7,200.00
TOTALS	\$103,200.00	\$99,200.00	\$103,200.00

Plan year: January 1 – December 31

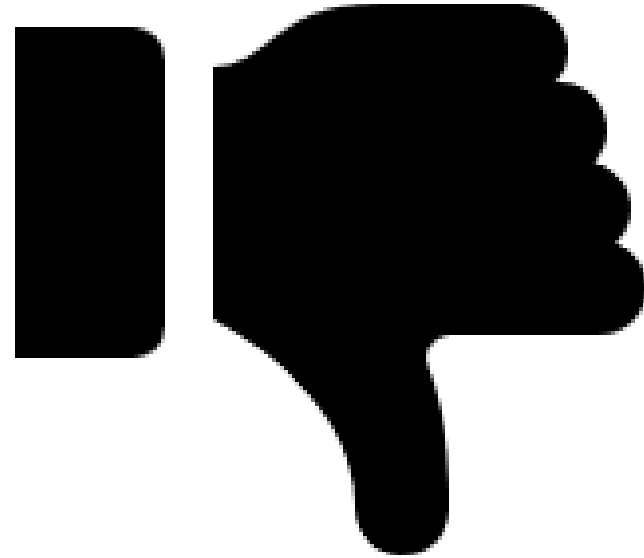
Professional Services	FY26	FY27	FY28
HUB*	\$9,849.99	\$0.00	\$0.00
Lockton	\$72,000.00	\$96,000.00	\$96,000.00
GASB Services	FY26	FY27	FY28
HUB GASB*	\$3,000.00	\$0.00	\$0.00
Lockton GASB	\$0.00	\$7,200.00	\$3,200.00
TOTALS	\$84,849.99	\$103,200.00	\$99,200.00
FY Budget	\$100,000.00	\$100,000.00	\$100,000.00
Delta from FY Budget	\$15,150.01	-\$3,200.00	\$800.00

*HUB Services for Oct-Dec 2025

Client Services Agreement – Fiscal Year

Next Steps

Action	Timing
Meet the BTX/Lockton team	November
Client Onboarding	November-December
Lockton's effective date	January 1, 2026



Council Approval

Questions/Comments
