
City Council Regular Meeting

DEPARTMENT: Human Resources

FROM: Cheryl Marthiljohni, Director of Human Resources

MEETING: November 3, 2025

SUBJECT:

Consider and take possible action on a client services agreement with Lockton-Dunning Series of Lockton Companies, LLC for consulting services with the city's health benefits and GASB postretirement programs in the amount of \$305,600.00. (Staff Contact: Cheryl Marthiljohni, Director of Human Resources)

STRATEGIC PRIORITY AND GOAL(S):

Strategic Priority	Strategic Goal
 High Performing City Organization Providing Exceptional, People Focused Services	1.1 Develop a high-performance and diverse workforce

SUMMARY:

The city has had a partnership with its current benefit consultant, HUB International Texas, Inc. for an estimated 10 years. To continue proactively managing the city's health fund, the city conducted an RFP process in accordance with Texas Local Government Code Chapter 252 for benefit consultants in August 2025.

RFP 2025-005 – Employee Benefits Broker was advertised on July 16, 2025, and July 23, 2025, and posted to the City's electronic bidding platform, Bonfire, from July 16, 2025, through August 14, 2025. The opportunity was distributed to qualified firms under applicable commodity codes, and the City received six proposals, with four finalists interviewed, as 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*

Based on the published evaluation criteria – including qualifications, experience, and overall value – and interviews conducted with finalists, Lockton-Dunning Series of Lockton Companies, LLC was determined to provide the best value to the City.

Services provided by Lockton are performed for annual compensation in the amount of \$96,000.00. The agreement is for a period of thirty-six (36) months totaling \$288,000.00, effective January 1, 2026. In addition, Lockton will complete the city's GASB 75 postretirement programs for the same timeframe totaling \$17,600.

RECOMMENDATION:

Staff's recommendation is to approve client services agreement with Lockton-Dunning Series of Lockton Companies, LLC for consulting with the city's health benefits and GASB postretirement programs.

PRIOR ACTION/INPUT (Council, Boards, Citizens):

N/A

REFERENCE:

N/A

FISCAL IMPACT:

Proposed Expenditure/Revenue: \$305,600.00
Account Number(s): 6201025-62020
Fund: Health Insurance Fund
Account Description: Other Professional Services

STAFF CONTACT:

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