



STAFF REPORT
City of Dripping Springs
PO Box 384
511 Mercer Street
Dripping Springs, TX 78620

Submitted By: Chase Winburn, Human Resources Director

Council Meeting Date: 19 August, 2025

Agenda Item Wording: **Discuss and consider approval of Employee Benefits Plans for medical, dental, and life policies and approval of a Professional Services Agreement between the City of Dripping Springs and Brinson Benefits for benefit plan services, and authorize the mayor to finalize the agreements.**

Agenda Item Requestor: Mayor Bill Foulds, Jr.

Summary/Background: Brinson Benefits, our employee benefits provider, conducted a Request for Proposal (RFP) in July to renew Medical, Dental and Life employee benefits for FY 2026. After receiving four bids, Brinson Benefits negotiated on the City's behalf and secured renewal rates that closely align with the current plan, with adjustments reflecting market trends. Staff recommends considering alternative Plan 5 through United Healthcare. This plan includes a Health Reimbursement Arrangement (HRA) that offsets employee deductible costs, providing both financial relief and enhanced plan flexibility. In addition, staff recommends renewing existing Dental and Life plans with Guardian.

**Commission
Recommendations:**

**Recommended
Council Actions:** Recommended approval

Attachments: Brinson Benefits Agreement, Proposed Renewal Plans

Next Steps/Schedule: Send to City Secretary for execution