



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: 18 August, 2026

Agenda Item Wording: **Discuss and consider approval of Employee Benefits Plans for medical, dental, and life policies the City of Dripping Springs and authorize the mayor to finalize the agreement.**

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 2027. After receiving 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 continuing coverage through United Healthcare. This plan includes a Health Reimbursement Arrangement (HRA), which was introduced last year and proved successful in reducing employees' out-of-pocket deductible expenses while offering greater plan flexibility. In addition, staff recommends renewing existing Dental and Vision plans with Guardian.

**Commission
Recommendations:**

**Recommended
Council Actions:** Recommended approval

Attachments: Proposed Renewal Plans

Next Steps/Schedule: Send to City Secretary for execution