

MINUTES OF A STUDY SESSION OF THE TOWN COUNCIL OF THE TOWN OF HIGHLAND PARK, TEXAS, HELD AT TOWN HALL, 4700 DREXEL DRIVE, HIGHLAND PARK, TX, 75205, AT 8:22 A.M. ON TUESDAY, AUGUST 20, 2024.

Present at the meeting were Mayor Will C. Beecherl, Mayor Pro Tem Don Snell, and Town Council Members Marc Myers, Lydia Novakov, and Leland White. Absent from the meeting was Council Member Alan Friedman.

**Public Comment**

Mayor Beecherl asked if anyone wished to address the Town Council about any item listed on the agenda and explained that the Town Council may not discuss or make decisions on items not listed on the agenda. Public comments are limited to three minutes per speaker unless otherwise required by law. Items suggested for action may be placed on a future agenda at the Town Council's discretion. There was no comment.

**Future Agenda Discussion**

*Review and discuss the Town's employee health insurance for fiscal year 2024-25 for medical, dental, and vision insurance plans to Cigna.* Steve Alexander, Assistant Town Administrator, explained that over the last few months, Town staff worked with the Town's benefits consultant, Lockton-Dunning Benefits, to complete a request for proposals ("RFP") process for medical, dental, and vision insurance coverage. The resulting bids were analyzed, and negotiations were conducted to arrive at a recommendation for fiscal year 2024-25. Through negotiations, Cigna's premiums for medical benefits are being reduced by 14%. The Town's loss ratio for medical benefits is relatively low, warranting the drop in cost. The Town received bids for medical insurance from Aetna, United Healthcare, and Cigna. While Cigna's overall cost came in slightly higher than United Healthcare, Cigna offered a rate guarantee for year two not to exceed 8%, a performance guarantee based on Town's assessment of \$100,000 for years one and two, additional funding towards wellness and communication to employees \$15,000, elimination of medical review for imaging (MRI, CT) to streamline the process to obtain needed services, quarterly meetings with staff to assess performance and address concerns brought to the Town's attention by employees, and elimination of the narrow network for the base plan opening up access for employees to Cigna's nationwide network. In response to a question raised by Council Member Novakov, Mr. Alexander stated that the base plan's broader network would significantly benefit the employees.

*Review, discuss, and consider the opportunity for a Town Council Member to request an item to be placed on a future Town Council meeting agenda.* The Mayor asked if any Town Council Member would like to request an item be placed on a future Town Council study session agenda for discussion or consideration. Council Member Lydia Novkaov requested confirmation on resident inquiries.

**Reports**

*Review and discuss the Proposed Budget and Plan of Municipal Services for Fiscal Year 2024-25.* Steve Alexander, Assistant Town Administrator, explained that the Proposed Budget was provided to the Town Council, the Finance & Audit Advisory Committee, and the Town Secretary

on July 12, 2024. A public hearing on the Proposed Budget was held on August 6, 2024. The Town Council is scheduled to consider approval of the Proposed Budget at its meeting on Tuesday, September 3, 2024. Mr. Alexander reviewed the suggested changes to the FY 2024-25 Proposed Budget. These items include the addition of a chief building official position, technical services and fees associated with alarm monitoring, adjustments to health insurance costs, and additional revenue related to the final voter approval tax rate. Mr. Alexander also reviewed the 10-year Capital Improvement Plan ("CIP") taking into account adjustments discussed with the Town Council at the August 6, 2024, Study Session as well as an alternative scenario for the Stormwater CIP. The Town Council agreed to the 100% increase in the Stormwater rate and requested staff communicate to the residents that the increase is directly related to the Stormwater CIP.

#### CLOSED SESSION

1. *In accordance with Texas Government Code Chapter 551, Subchapter D, Section 551.074 – PERSONNEL MATTERS – the Town Council will convene into closed session to deliberate the employment, evaluation, and duties of the Town Administrator.*
2. *In accordance with the Texas Government Code Chapter 551, Subchapter D, Section 551.071 - CONSULTATION WITH ATTORNEY - the Town Council will convene into closed session for consultation with and to receive legal advice from the Town Attorney regarding pending or contemplated litigation (Sam C. Tamborello v. Town of Highland Park - Case No. 3-24CV1356-E and Patricia Ellis and James Ellis v. Town of Highland Park - Case No. DC-24-06608).*

Mayor Beecherl recessed the study session at 9:00 a.m. Mayor Beecherl convened a closed session at 9:00 a.m., pursuant to: Texas Government Code Chapter 551, Subchapter D, Section 551.074, – PERSONNEL MATTERS – the Town Council will convene into closed session to deliberate the employment, evaluation, and duties of the Town Administrator.

Mayor Beecherl ended the closed session at 10:20 a.m. and reconvened the study session in open session at 10:20 a.m. No final action, decision, or vote was taken during the closed session.

#### OPEN SESSION

1. *Pursuant to Section 551.102 of the Texas Government Code, the final action, decision, or vote regarding Closed Session Item 1. above shall be made, if any. No motion was made.*
2. *Pursuant to Section 551.102 of the Texas Government Code, the final action, decision, or vote regarding Closed Session Item 2. above shall be made, if any. No motion was made. The Town Council did not discuss this item in the closed session.*

Mayor Beecherl adjourned the meeting at 10:20 a.m.

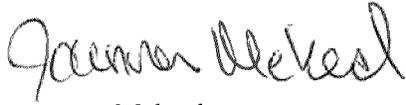
APPROVED on this 3<sup>rd</sup> day of September 2024.

APPROVED:



Will C. Beecher  
Mayor

ATTEST:



Joanna Mekeal  
Town Secretary