

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 8:12 A.M. ON TUESDAY, AUGUST 19, 2025.

Mayor Will C. Beecherl, Mayor Pro Tem Don Snell, and Council Members Lydia Novakov and Leland White attended the meeting. Council Members Alan Friedman and Marc Myers were absent.

I. Mayor Will C. Beecherl called the meeting to order at 8:12 a.m.

II. 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.

III. FUTURE AGENDA DISCUSSION

A. Review and discuss renewing the Town's employee health insurance plan for Fiscal Year 2025-26 for medical, dental, and vision insurance plans with Cigna, along with the renewal of employer-paid and supplemental (voluntary) life, accidental death and dismemberment, and long-term disability plans with Dearborn National. John Samford, C.P.A., Director of Finance, stated that Town staff worked with Lockton-Dunning Benefits ("Lockton") to complete negotiations with Cigna and Dearborn National for Fiscal Year 2025-26 employee health and life insurance plans. Lockton recommends renewing with Cigna for the 2025-2026 plan year. Last year, Lockton negotiated a two-year deal with Cigna, and this is the second year. The Town will continue to offer employees the choice of the three High-Deductible Health Plans ("HDHP") with Health Savings Accounts ("HSA"). The dental plans are no longer at a guaranteed rate. For the last two years, the dental plans have not had a rate increase. This year's renewal was negotiated for the Dental Preferred Provider Organization ("DPPO") plan, reducing the proposed 11.5% increase to a proposed 9.5% increase. The Dental Health Maintenance Organization ("DHMO") is renewing at a 5% increase. The vision plan is in its second year of a four-year rate guarantee, with no changes to the plan. The employer paid and supplemental voluntary Life and Accidental Death and Dismemberment ("AD&D") plans with Dearborn National were negotiated to a rate pass, 0%. There is no overall increase for the employer-paid life or the employer-paid A&D. In addition, the supplemental voluntary life and AD&D plans did not have an increase. The employer paid Long Term Disability ("LTD") plan with Dearborn National was negotiated at a rate pass, 0%. There is no overall increase for the employer-paid LTD plan. Town staff, along with Lockton, recommends renewing the Town's employee health insurance plans for medical, dental, and vision with Cigna and employer-paid and supplemental voluntary life, accidental death and dismemberment, and long-term disability plans with Dearborn National. In response to a question raised by Council Member Lydia Novakov, Tobin Maples, A.I.C.P., Town Administrator, explained that these benefits are currently under review as part of the compensation study, which aims to compare benefits with those of other municipalities.

B. Review and discuss the Library Master Plan project. Kortney Nelson, M.L.S., Town Librarian, explained that on April 19, 2022, the Town Council reviewed and discussed the Library Master Plan ("Plan") project and the Plan document covering the initiatives for years five through seven, Fiscal Years ("FY") 2023-2025, of the 10-year strategy. The Library staff is revising the Plan document, which contains an update on completed and in-progress projects for FY 2023-2025 and proposed new projects for FY 2026-2028, to continue supporting the Library's five strategic areas of focus: (1) Back to Basics: Building the Framework for a High-Performing Future; (2) Customer Service: Deliver Excellence and Welcome Surprises; (3) Service to Children, Tweens, and Teens: Connecting with the Next Generations; (4) Branding and Marketing: Amplifying the Message; and (5) A Library Without Walls: Leveraging Virtual and External Assets. The projects and initiatives outlined in the proposed revised Plan will ensure the successful implementation of the guiding principles, while also advancing the Library's role as the Town's connection to lifelong learning. Mayor Beecherl complimented the Library staff on their efforts with the Plan.

C. 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. Mayor Beecherl asked if any Town Council Member would like to request that an item be placed on a future Town Council study session agenda for discussion or consideration. There was no comment.

IV. REPORTS

A. Review and discuss a presentation from Kendig Keast Collaborative that will provide an introduction to the Zoning Ordinance Rewrite. Jeff Armstrong, A.I.C.P., introduced Brian Mabry, A.I.C.P., Vice President and Project Manager with Kendig Keast Collaborative. Kendig Keast Collaborative provides consulting services for the Zoning Ordinance rewrite project. Mr. Mabry presented Kendig Keast Collaborative's philosophy and approach, project summary, zoning basics, project goals, timeline, and modules, as well as the roles of the advisory committee, Zoning Commission, and Town Council in the project. In response to a question raised by Council Member Novakov, Mr. Mabry explained that stakeholder meetings are designed to facilitate informal open conversation about the Zoning Ordinance; they are not scripted meetings. Mayor Beecherl asked if there were any further questions, to which there were none.

B. Review and discuss the monthly Financial and Investment Report for the period ending June 30, 2025. John Samford, CPA, Director of Finance, presented the Financial and Investment Report for the nine months ending June 30, 2025. Combined expenditures and encumbrances for the same funds total \$31,211,945, accounting for 61.5% of the total combined expenditure budget. Mr. Samford presented key highlights of the general and utility fund revenues and expenditures. Mr. Samford also presented highlights of the Quarterly Investment Report for the quarter ending June 30, 2025. The total market value of the Town's cash and investment portfolio on June 30th was \$75,629,065, with a weighted average yield of 4.35% and an average maturity of 59 days. The Mayor and Town Council Members engaged in a discussion on several matters pertaining to the Financial and Investment Report.

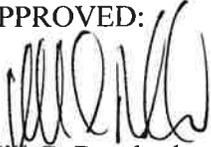
C. Review and discuss the Fiscal Year 2025-26 Combined Operating and Capital Budget. John Samford, Director of Finance, stated that this is an opportunity for staff to receive comments from the Town Council relating to the Fiscal Year 2025-26 Combined Operating and Capital

Budget (the "FY 2026 Budget") process and any items the Town Council would like the staff to consider, study, or incorporate into the FY 2026 Budget. Mr. Samford presented proposed budget amendments to the General Fund, Utility Fund, Building Maintenance and Investment Fund, Capital Projects Fund, Equipment Replacement Fund, Court Technology Fund, and the Town's pay-as-you-go 10-year capital improvement program ("CIP"). The FY 2026 Budget includes an amendment incorporating two new full-time employee positions within the Department of Public Safety: A Civilian Parking Enforcement Officer and a Records Manager. These positions do not impact the proposed tax rate. In addition, Mr. Samford provided a briefing on proposed amendments to the Town's Master Fee Schedule to incorporate the fee increases reflected in the FY 2026 Budget, which include storm water drainage, water, sewer, solid waste, recycling collection, and swimming pool fees. Lastly, Mr. Samford provided a preview of the September 2, 2025, Town Council meeting. Public hearings on the proposed property tax rate for tax year 2025 and the proposed amendments to the Master Fee Schedule are on the agenda. In addition, there will be items on the main agenda for approval of the FY 2026 Budget, CIP, and the proposed property tax rate; ratification of the proposed property tax increase reflected in the FY 2026 Budget; and resolutions to adopt the Master Fee Schedule and pay plan for fiscal year 2025-26. The Mayor and Town Council Members discussed various items and allocations within the proposed budget.

Mayor Beecherl adjourned the meeting at 9:27 a.m.

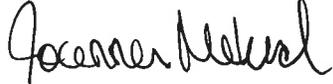
APPROVED on the 2nd day of September 2025.

APPROVED:



Will C. Beecherl
Mayor

ATTEST:



Joanna Mekeal
Town Secretary