



CITY COUNCIL WORKSHOP CITY OF BAY CITY

Tuesday, July 22, 2025 at 4:30 PM
COUNCIL CHAMBERS | 1901 5th Street

COUNCIL MEMBERS

Mayor: Robert K. Nelson

Mayor Pro Tem: Becca Sitz

Council Members: Benjamin Flores, Jim Folse, Bradley Westmoreland, Blayne Finlay

Vision Statement

We envision Bay City as a thriving, family-centered community where our citizens can live, work, worship, and play, while welcoming visitors to experience our beautiful environment and diverse culture.

AGENDA

THE FOLLOWING ITEM WILL BE ADDRESSED AT THIS OR ANY OTHER MEETING OF THE CITY COUNCIL UPON THE REQUEST OF THE MAYOR, ANY MEMBER(S) OF COUNCIL AND/OR THE CITY ATTORNEY:

ANNOUNCEMENT BY THE MAYOR THAT COUNCIL WILL RETIRE INTO CLOSED SESSION FOR CONSULTATION WITH CITY ATTORNEY ON MATTERS IN WHICH THE DUTY OF THE ATTORNEY TO THE CITY COUNCIL UNDER THE TEXAS DISCIPLINARY RULES OF PROFESSIONAL CONDUCT OF THE STATE BAR OF TEXAS CLEARLY CONFLICTS WITH THE OPEN MEETINGS ACT (TITLE 5, CHAPTER 551, SECTION 551.071(2) OF THE TEXAS GOVERNMENT CODE).

CALL TO ORDER AND CERTIFICATION OF QUORUM

PUBLIC COMMENTS

REGULAR ITEMS FOR DISCUSSION, CONSIDERATION AND/OR APPROVAL

1. **Discuss, consider, and/ or approve the 2025-2026 City of Bay City Employee Benefits Plan.** Rhonda Clegg, Human Resources Director
2. **Discuss the Public Safety Center and take any action deemed necessary.** Scotty Jones, City Manager
 - Schematic Design Package Summary
 - Max Budget to move into Phase II- Design Development through Construction Admin phases

ITEMS / COMMENTS FROM THE MAYOR, COUNCIL MEMBERS AND CITY MANAGER

ADJOURNMENT

AGENDA NOTICES:

Attendance By Other Elected or Appointed Officials: It is anticipated that members of other city board, commissions and/or committees may attend the meeting in numbers that may constitute a quorum of the other city boards, commissions and/or committees. Notice is hereby given that the meeting, to the extent required by law, is also noticed as a meeting of the other boards, commissions and/or committees of the City, whose members may be in attendance. The members

of the boards, commissions and/or committees may participate in discussions on the same items listed on the agenda, which occur at the meeting, but no action will be taken by such in attendance unless such item and action is specifically provided for on an agenda for that board, commission or committee subject to the Texas Open Meetings Act.

CERTIFICATION OF POSTING

This is to certify that the above notice of a Regular Called Council Meeting was posted on the front window of the City Hall of the City of Bay City, Texas on **XXXXXXX, XXXXXXXXXXXX before 6:00 p.m.** Any questions concerning the above items, please contact the Mayor and City Manager's office at (979) 245-2137.



**AGENDA REQUEST
BUSINESS OF THE CITY COUNCIL
CITY OF BAY CITY, TEXAS**

Meeting Date:	7/22/2025	Date Submitted:	07/16/2025
Prepared By:	Rhonda Clegg	Presented By <i>(if different)</i>	Rhonda Clegg, Director of Human Resources and Donald Coronado, TX Health Benefits Pool Account Executive
Department:	Human Resources	Type of Agenda Item:	Regular

ITEM TITLE: 2025-2026 Health Plan Options

AGENDA LANGUAGE:

Discuss, consider and/or approve the 2025-2026 health insurance plan year options.

EXECUTIVE SUMMARY/BACKGROUND

The renewal for the 2025-2026 plan year includes a 3% increase to the current medical rates. Rates for ancillary products — life, vision, and dental — will remain unchanged with no increase.

STRATEGIC PLAN GOALS ADDRESSED:

	☐		☐		☐		☐		☐		☒
Safety & Community Appearance		Community & Civic Engagement		Infrastructure		Planning & Development		Culture & recreation		Operational Excellence	

FINANCIAL NOTES

- The 3% renewal increase on medical will have an overall impact of \$43,000 on the budget.

RECOMMENDATION: Staff recommends that Council approve the renewal of the medical plans, including the 3% rate increase, and the continuation of the ancillary benefits (dental, vision, and life) with no changes to their respective premiums.

ATTACHMENTS: 2025-2026 Rate Contribution and 2025-2026 Premium Contribution Projection



City of Bay City 2025-2026 Health Contributions

MEDICAL (WELLNESS)							
TML - BCBS HMO	EE Mthly	ER Mthly	Total	Subsidy	EE Per Paycheck	ER Per Pay Period	PP Total
EE Only	\$0.00	\$780.74	\$780.74	100%	\$0.00	\$390.37	\$390.37
ES	\$158.49	\$1,426.41	\$1,584.90	90%	\$79.25	\$713.21	\$792.45
EC	\$137.41	\$1,236.69	\$1,374.10	90%	\$68.70	\$618.35	\$687.05
EF	\$230.32	\$2,072.84	\$2,303.16	90%	\$115.16	\$1,036.42	\$1,151.58
TML - BCBS PPO	EE Mthly	ER Mthly	Total	Subsidy	EE Per Paycheck	ER Per Pay Period	PP Total
EE Only	\$161.37	\$645.47	\$806.84	80%	\$80.68	\$322.74	\$403.42
ES	\$327.58	\$1,310.34	\$1,637.92	80%	\$163.79	\$655.17	\$818.96
EC	\$284.01	\$1,136.03	\$1,420.04	80%	\$142.00	\$568.02	\$710.02
EF	\$476.04	\$1,904.14	\$2,380.18	80%	\$238.02	\$952.07	\$1,190.09

MEDICAL (NON-WELLNESS)							
TML - BCBS HMO	EE Mthly	ER Mthly	Total	Subsidy	EE Per Paycheck	ER Per Pay Period	PP Total
EE Only	\$234.22	\$546.52	\$780.74	70%	\$117.11	\$273.26	\$390.37
ES	\$554.72	\$1,030.19	\$1,584.90	65%	\$277.36	\$515.09	\$792.45
EC	\$480.94	\$893.17	\$1,374.10	65%	\$240.47	\$446.58	\$687.05
EF	\$806.11	\$1,497.05	\$2,303.16	65%	\$403.05	\$748.53	\$1,151.58
TML - BCBS PPO	EE Mthly	ER Mthly	Total	Subsidy	EE Per Paycheck	ER Per Pay Period	PP Total
EE Only	\$242.05	\$564.79	\$806.84	70%	\$121.03	\$282.39	\$403.42
ES	\$573.27	\$1,064.65	\$1,637.92	65%	\$286.64	\$532.32	\$818.96
EC	\$497.01	\$923.03	\$1,420.04	65%	\$248.51	\$461.51	\$710.02
EF	\$833.06	\$1,547.12	\$2,380.18	65%	\$416.53	\$773.56	\$1,190.09

DENTAL							
BCBS Dental - PPO	EE MTH	ER MTH	MTH Total	Subsidy	EE Per Paycheck	ER Per Paycheck	PP Total
EE Only	\$0.00	\$40.66	\$40.66	100%	\$0.00	\$20.33	\$20.33
ES	\$42.80	\$40.66	\$83.46	49%	\$21.40	\$20.33	\$41.73
EC	\$47.08	\$40.66	\$87.74	46%	\$23.54	\$20.33	\$43.87
EF	\$84.14	\$40.66	\$124.80	33%	\$42.07	\$20.33	\$62.40

VISION							
EYEMED	EE MTH	ER MTH	MTH Total	Subsidy	EE Per Paycheck	ER Per Paycheck	PP Total
EE Only	\$12.58	\$0.00	\$12.58	0%	\$6.29	\$0.00	\$6.29
ES	\$23.92	\$0.00	\$23.92	0%	\$11.96	\$0.00	\$11.96
EC	\$25.18	\$0.00	\$25.18	0%	\$12.59	\$0.00	\$12.59
EF	\$32.10	\$0.00	\$32.10	0%	\$16.05	\$0.00	\$16.05



2025-2026 PLAN YEAR
MEDICAL 3% Overall Increase
PROPOSED EMPLOYEE CONTRIBUTIONS
SCENARIO HMO PPO
EE @ 100% All Tiers @ 80%
Dependent Tiers @ 90%

CURRENT MEDICAL PLANS

HMO (HMO-3K/6K)

TIER	NO. OF LIVES	TOTAL PREMIUM	CITY CONTRIBUTION	CITY CONTRIBUTION PERCENTAGE	EMPLOYEE CONTRIBUTION	EMPLOYEE CONTRIBUTION PERCENTAGE	CITY MONTHLY TOTAL	ANNUAL CITY TOTAL
EMPLOYEE	34	\$758.00	\$758.00	100%	\$0.00	0.00%	\$25,772.00	\$309,264.00
EMPLOYEE/SPOUSE	2	\$1,538.74	\$1,384.87	90%	\$153.87	10.00%	\$2,769.73	\$33,236.78
EMPLOYEE/CHILDREN	7	\$1,334.08	\$1,200.67	90%	\$133.41	10.00%	\$8,404.70	\$100,856.45
EMPLOYEE/FAMILY	5	\$2,236.08	\$2,012.47	90%	\$223.61	10.00%	\$10,062.36	\$120,748.32
TOTAL	48						\$47,008.80	\$564,105.55

PPO (COPAY 3K/7K)

TIER	NO. OF LIVES	TOTAL PREMIUM	CITY CONTRIBUTION	CITY CONTRIBUTION PERCENTAGE	EMPLOYEE CONTRIBUTION	EMPLOYEE CONTRIBUTION PERCENTAGE	CITY MONTHLY TOTAL	ANNUAL CITY TOTAL
EMPLOYEE	44	\$783.34	\$626.67	80%	\$156.67	20.00%	\$27,573.57	\$330,882.82
EMPLOYEE/SPOUSE	5	\$1,590.20	\$1,272.16	80%	\$318.04	20.00%	\$6,360.80	\$76,329.60
EMPLOYEE/CHILDREN	18	\$1,378.68	\$1,102.94	80%	\$275.74	20.00%	\$19,852.99	\$238,235.90
EMPLOYEE/FAMILY	10	\$2,310.84	\$1,848.67	80%	\$462.17	20.00%	\$18,486.72	\$221,840.64
TOTAL	77						\$72,274.08	\$867,288.96

PROPOSED MEDICAL PLANS

RENEWAL - HMO (HMO - 3K/6K)

TIER	NO. OF LIVES	TOTAL PREMIUM	CITY CONTRIBUTION	CITY CONTRIBUTION PERCENTAGE	EMPLOYEE CONTRIBUTION	EMPLOYEE CONTRIBUTION PERCENTAGE	CITY MONTHLY TOTAL	ANNUAL CITY TOTAL	CITY MONTHLY DIFFERENCE	ANNUAL CITY DIFFERENCE	TIER	EMP. MTHLY DIFF	EMP. PP DIFF	EMP. YRLY DIFF
EMPLOYEE	34	\$780.74	\$780.74	100%	\$0.00	0.00%	\$26,545.16	\$318,541.92	\$773.16	\$9,277.92	EE	\$0.00	\$0.00	\$0.00
EMPLOYEE/SPOUSE	2	\$1,584.90	\$1,426.41	90%	\$158.49	10.00%	\$2,852.82	\$34,233.84	\$83.09	\$997.06	ES	\$4.62	\$2.31	\$55.39
EMPLOYEE/CHILDREN	7	\$1,374.10	\$1,236.69	90%	\$137.41	10.00%	\$8,656.83	\$103,881.96	\$252.13	\$3,025.51	EC	\$4.00	\$2.00	\$48.02
EMPLOYEE/FAMILY	5	\$2,303.16	\$2,072.84	90%	\$230.32	10.00%	\$10,364.22	\$124,370.64	\$301.86	\$3,622.32	EF	\$6.71	\$3.35	\$80.50
TOTAL	48						\$48,419.03	\$581,028.36	\$1,410.23	\$16,922.81				

RENEWAL - PPO (COPAY 3K/7K)

TIER	NO. OF LIVES	TOTAL PREMIUM	CITY CONTRIBUTION	CITY CONTRIBUTION PERCENTAGE	EMPLOYEE CONTRIBUTION	EMPLOYEE CONTRIBUTION PERCENTAGE	CITY MONTHLY TOTAL	ANNUAL CITY TOTAL	CITY MONTHLY DIFFERENCE	ANNUAL CITY DIFFERENCE	TIER	EMP. MTHLY DIFF	EMP. PP DIFF	EMP. YRLY DIFF
EMPLOYEE	44	\$806.84	\$645.47	80%	\$161.37	20.00%	\$28,400.77	\$340,809.22	\$827.20	\$9,926.40	EE	\$4.70	\$2.35	\$56.40
EMPLOYEE/SPOUSE	5	\$1,637.92	\$1,310.34	80%	\$327.58	20.00%	\$6,551.68	\$78,620.16	\$190.88	\$2,290.56	ES	\$9.54	\$4.77	\$114.53
EMPLOYEE/CHILDREN	18	\$1,420.04	\$1,136.03	80%	\$284.01	20.00%	\$20,448.58	\$245,382.91	\$595.58	\$7,147.01	EC	\$8.27	\$4.14	\$99.26
EMPLOYEE/FAMILY	10	\$2,380.18	\$1,904.14	80%	\$476.04	20.00%	\$19,041.44	\$228,497.28	\$554.72	\$6,656.64	EF	\$13.87	\$6.93	\$166.42
TOTAL	77						\$74,442.46	\$893,309.57	\$2,168.38	\$26,020.61				

TOTAL EMPLOYEES ON INSURANCE 125

HMO		Current Health Insurance Cost	
Old Premium	\$564,105.55	New Proposed Health Insurance Cost	\$1,431,394.51
New Proposed TML Premium	\$581,028.36	Proposed Overall Increase (\$)	\$1,474,337.93
Proposed Increase (%)	3.0%	Proposed Overall Increase (%)	3.00%
PPO		General Fund Impact (60%)	
Old Premium	\$867,288.96	Utility Fund Impact (40%)	\$25,766.05
New Proposed TML Premium	\$893,309.57		\$17,177.37
Proposed Increase (\$)	\$26,020.61		
Proposed Increase (%)	3.0%		



2025-2026 PLAN YEAR
DENTAL 0% Premium Change
PROPOSED EMPLOYEE CONTRIBUTIONS

CURRENT DENTAL PLAN

TML (BCBS)

TIER	NO. OF LIVES	TOTAL PREMIUM	CITY CONTRIBUTION	CITY CONTRIBUTION PERCENTAGE	EMPLOYEE CONTRIBUTION	EMPLOYEE CONTRIBUTION PERCENTAGE	CITY MONTHLY TOTAL	EMPLOYEE MONTHLY TOTAL	COMBINED MONTHLY TOTAL	ANNUAL CITY TOTAL
EMPLOYEE	78	\$40.66	\$40.66	100%	\$0.00	0%	\$3,171.48	\$0.00	\$3,171.48	\$38,057.76
EMPLOYEE/SPOUSE	9	\$83.46	\$40.66	49%	\$42.80	51%	\$365.94	\$385.20	\$751.14	\$4,391.28
EMPLOYEE/CHILDREN	27	\$87.74	\$40.66	46%	\$47.08	54%	\$1,097.82	\$1,271.16	\$2,368.98	\$13,173.84
EMPLOYEE/FAMILY	13	\$124.80	\$40.66	33%	\$84.14	67%	\$528.58	\$1,093.82	\$1,622.40	\$6,342.96
TOTAL	127						\$5,163.82	\$2,750.18	\$7,914.00	\$61,965.84

PROPOSED DENTAL PLAN

RENEWAL - TML (BCBS)

TIER	NO. OF LIVES	TOTAL PREMIUM	CITY CONTRIBUTION	CITY CONTRIBUTION PERCENTAGE	EMPLOYEE CONTRIBUTION	EMPLOYEE CONTRIBUTION PERCENTAGE	CITY MONTHLY TOTAL	EMPLOYEE MONTHLY TOTAL	COMBINED MONTHLY TOTAL	ANNUAL CITY TOTAL	CITY MONTHLY DIFFERENCE	ANNUAL CITY DIFFERENCE
EMPLOYEE	78	\$40.66	\$40.66	100%	\$0.00	0%	\$3,171.48	\$0.00	\$3,171.48	\$38,057.76	\$0.00	\$0.00
EMPLOYEE/SPOUSE	9	\$83.46	\$40.66	49%	\$42.80	51%	\$365.94	\$385.20	\$751.14	\$4,391.28	\$0.00	\$0.00
EMPLOYEE/CHILDREN	27	\$87.74	\$40.66	46%	\$47.08	54%	\$1,097.82	\$1,271.16	\$2,368.98	\$13,173.84	\$0.00	\$0.00
EMPLOYEE/FAMILY	13	\$124.80	\$40.66	33%	\$84.14	67%	\$528.58	\$1,093.82	\$1,622.40	\$6,342.96	\$0.00	\$0.00
TOTAL	127						\$5,163.82	\$2,750.18	\$7,914.00	\$61,965.84	\$0.00	\$0.00

Dental Difference

Old Premium	\$61,965.84
New Proposed TML Premium	\$61,965.84
Proposed Increase (\$)	\$0.00
Proposed Increase (%)	0.0%



2025-2026 PLAN YEAR
VISION 0% Premium Change
PROPOSED EMPLOYEE CONTRIBUTIONS

CURRENT VISION PLAN

CURRENT VISION PLAN

TIER	NO. OF LIVES	TOTAL PREMIUM	EMPLOYEE CONTRIBUTION	EMPLOYEE CONTRIBUTION PERCENTAGE	EMPLOYEE MONTHLY TOTAL	YEARLY TOTAL
EMPLOYEE	65	\$12.58	\$12.58	100%	\$12.58	\$150.96
EMPLOYEE/SPOUSE	12	\$23.92	\$23.92	100%	\$23.92	\$287.04
EMPLOYEE/CHILDREN	26	\$25.18	\$25.18	100%	\$25.18	\$302.16
EMPLOYEE/FAMILY	16	\$32.10	\$32.10	100%	\$32.10	\$385.20
TOTAL	119				\$93.78	\$1,125.36

PROPOSED VISION PLAN

RENEWAL VISION PLAN

TIER	NO. OF LIVES	TOTAL PREMIUM	EMPLOYEE CONTRIBUTION	EMPLOYEE CONTRIBUTION PERCENTAGE	EMPLOYEE MONTHLY TOTAL	YEARLY TOTAL
EMPLOYEE	65	\$12.58	\$12.58	100%	\$12.58	\$150.96
EMPLOYEE/SPOUSE	12	\$23.92	\$23.92	100%	\$23.92	\$287.04
EMPLOYEE/CHILDREN	26	\$25.18	\$25.18	100%	\$25.18	\$302.16
EMPLOYEE/FAMILY	16	\$32.10	\$32.10	100%	\$32.10	\$385.20
TOTAL	119				\$93.78	\$1,125.36

Dental Difference		TIER	EE MTHLY DIFF	EE YRLY DIFF
Old Premium	\$1,125.36	EE	\$0.00	\$0.00
New Proposed TML Premium	\$1,125.36	ES	\$0.00	\$0.00
Proposed Increase (\$)	\$0.00	EC	\$0.00	\$0.00
Proposed Increase (%)	0.0%	EF	\$0.00	\$0.00