

**The University of Texas Health Science Center at Houston
Employee Assistance Programs**

AGREEMENT FOR EMPLOYEE ASSISTANCE PROGRAM

This Agreement dated **July 1, 2026**, is made by and between The University of Texas Health Science Center at Houston ("University"), a component institution of The University of Texas System ("System"), on behalf of the Employee Assistance Programs ("Service") and **The City of League City ("League City")**.

WITNESSETH:

WHEREAS, **League City** operates its offices at **300 W. Walker, City of League City, State of Texas**, and is concerned about the health and quality of working life of its full-time and part-time employees, including the volunteer firefighters with the Fire Department (for purposes of this Agreement, collectively referred to as "employees"), and University provides a consultant and education service with respect to employee assistance programs; and

WHEREAS, University desires to assist companies and other organizations to establish employee assistance programs for their workforce; and

WHEREAS, **League City** is committed to a goal of providing employees, including their dependents (dependents for the purposes of this Agreement include a spouse and biological, adopted, or step children under the age of 26) with the opportunity to be referred for treatment, rehabilitation and/or other appropriate assistance for health or personal problems which may be adversely affecting their job performance; and

WHEREAS, in order to accomplish this goal, **League City** and University intend to offer assessment and referral services for persons referred by **League City**;

NOW, THEREFORE, in consideration of the premises and of the benefits derived and to be derived from the program or programs maintained by said parties, University and **League City** agree that any program or programs agreed to by and between **League City** and University, during the term of this Agreement (hereinafter called "Agreement") for purposes of achieving the above described objectives of said parties (hereinafter called "Employee Assistance Program", or "Program") shall be covered by and subject to the following terms and conditions:

1. This Agreement is effective as of July 1, 2026 and shall remain in effect until June 30, 2029.
2. This Agreement may be canceled by either party by giving 30 days written notice to the other party of its intention to terminate. **League City** shall remain liable for prorated monies outstanding as of the date of termination. In the event of termination of this Agreement under this section, any program or programs maintained by the parties pursuant to and in furtherance of the Agreement, shall likewise be considered terminated.
3. In the event of conflict between the text of the proposal and the text of this Agreement, this Agreement shall govern.
4. Except for certain acts to be performed by University pursuant to express provisions of this Agreement, **League City** hereby agrees to furnish all things necessary for the Employee Assistance Program as specified in the Proposal.

Each party agrees to comply with all Federal, State and Municipal laws, ordinances, rules and regulations applicable to performance of its obligations under this Agreement.

Each party shall designate a Liaison and Deputy Liaison for the Program.

5. All notices under this Agreement shall be provided to the party to be notified in writing, either by personal delivery or by United States mail. All notices under this Agreement shall be deemed given to a party when received by such party's designated representative.
6. All the agreements between the parties on the subject matter hereof have been reduced to writing herein. No amendments to this Agreement shall be valid unless in writing and signed by the duly authorized representatives of the parties.
7. No oral representation of any officer, agent, or employee of **League City** or System, or any of its component institutions (including, but not limited to University), either before or after the effective date of this Agreement, shall affect or modify any obligations of either party hereunder or under the Proposal.
8. All materials, including but not limited to audiovisual packages and training curricula, developed by University for **League City** use in connection with the Program are not for publication or distribution outside of **League City** and its subsidiaries without University's express written permission.
9. This Agreement shall be binding on and shall inure to the benefit of the parties and their respective successors and assignees provided, however, that no assignment by either party shall be effective without prior written approval of the other party. A delay in or failure of performance of either party shall not constitute default hereunder, or give rise to any claim for damages, if and to the extent such delay or failure is caused by occurrences beyond the control of either party.
10. **League City** shall pay University on a monthly basis for services rendered under this Agreement, in accordance with the schedule of payments attached hereto and incorporated herein. Payment shall be made within 15 days after receipt of billing. Reimbursement shall be made payable as designated on billings received from University. The number of employees set for on the schedule of payments will be amended in writing, pursuant to the terms of this Agreement, on July 1 of each year, if necessary, and the annual cost adjusted accordingly based on any increases or decreases in the number of employees.
11. For the purpose of this Agreement and all services to be provided hereunder, the parties shall be, and shall be deemed to be, independent contractors and not agents or employees of the other party. Neither party shall have authority to make any statements, representations or commitments of any kind, or to take any action which shall be binding on the other party, except as may be expressly provided for herein or authorized in writing.
12. This Agreement shall be governed by and construed in accordance with the laws of the State of Texas.

IN WITNESS WHEREOF, the parties have executed this Agreement by their duly authorized representatives as of the date latest-inscribed below.

THE CITY OF LEAGUE CITY

John Baumgartner
City Manager

Date

THE UNIVERSITY OF TEXAS HEALTH SCIENCE CENTER AT HOUSTON

Brian Dean

Brian Dean
Executive Vice President Health Affairs

4/24/2026

Date

APPROVED AS TO LEGAL FORM
on behalf of UTHealth

By Devin Longuet Digitally signed
by Devin Longuet
Date: 2026.04.23
15:54:13 -05'00'

Schedule of Payments

The City of League City

The annual cost of performance of this Agreement for **822** employees is **Nineteen Thousand, Seven Hundred Twenty-Eight Dollars and 00/100 (\$19,728.00)**. The payment schedule is as follows:

Number of Employees	822
Total Annual Cost.....	\$19,728.00
Monthly cost per employee	\$2.00
Monthly installments.....	\$1,644.00

SUMMARY OF COMPONENTS

Mental Health Services

- ◆ Assessment, referral and short-term counseling (up to 6 sessions per employee per issue)

Legal/Financial/Identity Theft Services

- ◆ Free 30-minute (telephonic or in-person) consultation with an attorney
- ◆ 25% discount on hourly attorney fees for issues requiring representation
- ◆ Toll-free access to qualified financial advisors for a wide variety of financial issues along with supporting educational materials
- ◆ Online access to downloadable legal documents, legal/financial articles, and financial calculators
- ◆ Free 30-minute phone consultation with an identity recovery specialist

WorkLife Services

- ◆ Telephonic access to Child Care/Elder Care/Adoption resources and referrals
- ◆ Consultation, Interactive Tools and Resources for Daily Living issues

Training/Promotional/On-site Services

- ◆ Four (4) hours Onsite Training and Education per year – Topics at the choice of the City
- ◆ Participation in annual Health/Benefits Fair
- ◆ Two (2) hours per year Psychological First Aid
- ◆ Three and a half (3.5) hours per year Mental Health Safety for Managers, Leaders, and Supervisors
- ◆ Trifolds/Posters/Wallet Cards available upon request
- ◆ Monthly on-line newsletter for employees, "Frontline Employees"
- ◆ Monthly on-line newsletter for Supervisors, "Frontline Supervisor"

Other Services

- ◆ Ready access to UT Counseling and WorkLife Services website & resources (www.uteap.org)
- ◆ Quarterly Utilization Reports

OPTIONAL - provides peace of mind in an emergency

- ◆ Additional Training or Onsite Crisis Trauma Response \$300.00 hr.
- ◆ Mediation..... \$250.00 hr.