



**HUB**

Risk Insurance | Employee Benefits | Retirement & Private Wealth

# REQUEST FOR PROPOSAL

**RFP #26-021 Benefits Advisor and Employee  
Benefits Consultant**

PREPARED FOR

**LCTX**

LEAGUE CITY



RFP 26-021 Cover Sheet  
Due Date: Monday, February 2<sup>nd</sup>, 2026, at 11 a.m

HUB International Texas, Inc.

Name of Firm/Company

Brent Weegar

Public Entity Practice Leader

Agent's Name (Please Print)

Agent's Title

10000 N. Central Expressway, Suite 1200

Dallas

TX

75231

Mailing Address

City

State

Zip

214-443-2429

brent.weegar@hubinternational.com

Telephone Number

Email Address

*Brent Weegar*

02/02/2026

Authorized Signature

Date

Submission Checklist

Submission package shall consist of the following items. Be sure to review the RFP documents for details of required proposal format.

- Cover Sheet
- Proposal (If hard copy submitted: one copy marked "original" and one copy marked "copy")
- Cost Sheet
- References
- Public Information Act Form
- HB 89 Verification Form
- Conflict of Interest Questionnaire (if required)

Certification and Addenda Acknowledgement

Agent must initial next to each addendum released to verify receipt: Addendum

#1 Addendum BW Addendum #2 \_\_\_\_\_ Addendum #3 \_\_\_\_\_

Addendum #4 \_\_\_\_\_ Addendum #5 \_\_\_\_\_ Addendum #6 \_\_\_\_\_



## HUB International

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10000 N. Central Expressway, Suite 1200  
Dallas, Texas 75231  
214.443.2400  
[hubinternational.com](http://hubinternational.com)

**February 2, 2026**

**Attn: Purchasing Department**  
**300 West Walker**  
**League City, Texas 77573**

Dear Purchasing Department,

HUB International sincerely thanks you for the opportunity to present our proposal to support the City of League City with **RFP #26-021** for **Benefits Advisor and Employee Benefits Consultant** services. We have thoroughly reviewed the Scope of Work and are fully prepared to deliver on the items outlined.

At HUB, we empower clients to navigate change with confidence and build benefit strategies that engage, support, and retain talent. We believe that every benefits dollar should be viewed as an investment – not just expense. Our value-added services are design to maximize the return on that investment while aligning closely with your culture and objectives.

As your strategic partner, HUB will work alongside the League City team to:

- Develop a multi-year strategic benefits blueprint that identifies opportunities for improvement and long-term sustainability across key areas such as plan design, network strategy, pharmacy benefit management, and population health.
- Collaborate with leadership to drive innovation and cost efficiency through strategic plan reviews – ensuring that your program remains competitive, sustainable, and aligned with employee choice and consumerism.
- Strengthen employee engagement and understanding of benefits through intentional communication strategies that educate, inform, and empower your workforce.
- Provide proactive year-round support through ongoing collaboration with your internal team and timely insights into medical and pharmacy utilization trends impacting your population.
- Deliver scalable solutions that evolve alongside your business – whether expanding workforce size, entering new markets, or responding to regulatory shifts – ensuring your benefits strategy can grow and adapt with you.

We are committed to serving as your trusted advisor and appreciate the opportunity to earn your confidence. We look forward to the potential of partnering with League City and supporting your continued efforts.

Sincerely,

A handwritten signature in blue ink that reads "Brent Weegar".

Brent Weegar, Public Entity Practice Leader  
214-443-2429  
[brent.weegar@hubinternational.com](mailto:brent.weegar@hubinternational.com)

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# Tab A: Service Model and Responsiveness

## a) Describe in detail the overall quality and effectiveness of the firm’s service approach

As a leading broker and advisor of Employee Benefits, HUB International will partner with League City (“the City”) to create a customized, multi-year strategic plan with the detailed action steps you need to achieve your objectives. As a broker, we leverage our relationships to get you best in class pricing and service and reduce your costs short- and long-term. As a benefits consultant, we work with you to create a long-term strategy that manages your plan costs, ensures compliance, and improves your employees’ health and productivity.

Our approach to employee benefits transforms the insurance purchasing pattern from annual and episodic to a long-term strategic decision. We guide employers from merely treating disease to improving population health and wellbeing. We empower clients with the ability to move from managing insurance as an expense to optimizing their investment. The lasting result—lower premium costs.

Our focus is to be the City’s one partner who makes benefits work. To that end, your account team has a passion for exceeding our client’s expectations and will work with League City on the following:

- **Build a Strategic Benefits Plan to Optimize your Benefits Spend** - Although planning seems to be a very basic cornerstone in every facet of business, most organizations don’t do it when it comes to their benefits. We will help construct a multi-year strategic blueprint to clearly define the strategies driving the desired results ensuring you meet your short and long-term goals.
- **Streamline Benefits Technology** - Our team of Benefits Technology leaders work with you to identify technology solutions that are intelligent, automated, and configurable to meet your specific needs.
- **Offload Tactical Administration** - Like most organizations, you are being asked to do more with less. We shift the tactical burden of benefits administration away from your team so they can focus on critical business issues. We accomplish this through designing and printing engaging communication and educational materials, leveraging benefits administration and communication technology, resolving administrative and claims issues with carriers, and ensuring you stay in legal and regulatory compliance.



- **Create a Culture of Health** - Improving your employees health yields results in both cost management and productivity. Most programs fail because employers don't have the resources to dedicate to the Wellness initiative. HUB's Health & Performance team is unmatched and allows us to design and implement results-focused programs that are tied to risk reduction goals (and we have the data to prove it).
- **Ensure Compliance** - With today's complex regulatory environment, staying on top of the most recent Health Care Reform requirements and state mandates can be a daunting task. Have you done an analysis to ensure your plans meet affordability and minimum value ACA requirements? How do you stay informed of changing regulations? HUB's dedicated compliance team monitors the latest legislation, interprets its meaning, and most importantly will discuss what it means to you. We help our clients stay in compliance and avoid potential infractions and penalties.

## HUB PUBLIC SECTOR CONSULTING PRACTICE & SERVICES

Over the past 20 years, HUB has built the strongest public sector specialty practice in the State. HUB has over 500 public entity clients in Texas alone. We curated a comprehensive set of public sector consulting teams and services who can handle all your risk management needs including Health and Welfare Benefits, Retiree Benefits, Property and Casualty, Workers Compensation, HR Consulting, Technology Consulting and more.

HUB will provide a public sector team with over 100 years of aggregate consulting experience. Below lists services your team consistently provides our services to clients who are similar in size and who have self-insured Health Plans. Below are services we provide our clients of similar size and will be included over and above the scope of service the City has requested.

### Consulting Expertise

- Customized Multi Year Strategy with Key Performance Indicators
- Proprietary Public and Private Benchmarking and Best Practices
- Comprehensive Program Cost Evaluation
- Benefits Design Recommendations, Actuarial Cost Analysis and Member Impact
- Employer Subsidy Evaluation and Recommendations (Employees and Dependents)
- Expert Evaluation and Recommendation of Disease Management, Case Management and other Utilization Management Strategies
- Assessment of Network Management Strategies and Direct Contracting Opportunities

- Health and Wellbeing Strategy and Support
- Stop Loss Risk Retention and Reserve Recommendations
- Pharmacy, Technology, Actuarial, Wellness Practice Leaders specializing in Public Sector
- Identification of Areas to Improve Benefits, Resources and Satisfaction of Employees
- Recommend and Participate In Carrier and Dependent Audits
- Management and City Board Meeting Report Preparation and Presentation

### **RFP Services**

- Public Sector RFP Drafting, Release and Support Services
- Comprehensive Cost / Benefit Analysis
- Medical Network Disruption and Repricing
- Pharmacy Network Repricing, Network & Formulary Disruption
- Detailed Contract Review and Comparisons
- Carrier Allowance, Performance Guarantee and Rate Guarantee Negotiation
- Finalist Meetings and Best and Final Negotiations
- Vendor Scoring and Final Recommendations

### **Account Management**

- Liaison between City staff and Carriers
- Coordinate with City staff on benefits communication strategy and materials
- Handle escalated employee issues with vendors, claims, etc.
- Conduct employee surveys
- Conduct Open Enrollment Meetings
- Assist with implementation of new vendors

### **Financial and Analytics**

- In-house Public Sector Actuary and Financial Team
- Detailed Monthly Financial and Budget Reporting
- Quarterly Claim Utilization Analysis
- Integrated Client Data Warehouse and HUB Infused Analytics System Powered by CedarGate
- Utilization Reporting and Trend Identification
- Employee Contribution Analysis and Modeling
- Plan Design Modeling and Impact
- Stop Loss Risk Retention Review
- On-staff Nurse Review of Large Claimants and Stop Loss Negotiation
- Plan Cost Forecasts
- Budget Development

- IBNR Reserve and Contingency Reserve Analysis
- COBRA and Retiree Rate Setting
- Compliance Impact Analysis and Projections (ACA, State and Federal Impact)
- GASB 74/75 Data Collection and Support
  - HUB Full Valuation Services Available (additional cost)

### **Compliance Services**

- Experienced On-Staff Public Sector Attorney
- Non-ERISA Compliance Audit and Checklist
- Custom Compliance Calendars
- Legislation Updates
- Webinars & Training
- Onsite HIPAA Training
- Federal Annual Notices
- Provide WRAP document

### **Expert Pharmacy Consulting**

- In house Pharmacy Experts with 20+ years of experience
- Expert contract negotiation and best in class terms and conditions
- Access to Purchasing Cooperatives, national networks and best in class discounts

### **Health & Wellbeing Consulting**

- Wellness consulting – Current Program Review & Strategic Recommendations
- Onsite and Near- Site Health and Wellness Clinics
- Vendor review and management
- Data collection management and reports
- Targeted health management
- ChooseWell Online Portal
  - Turnkey Communications and Resources
  - Program Administration and Design Recommendations

### **Administrative Services**

- Benefit Connector / Benefit Administration System, self-service enrollment
  - Payroll / Carrier Feeds
  - HR Portal and Billing Reports
  - Affordable Care Act Administration

**b) Explain your firm’s demonstrated responsiveness and availability to support City staff**

Our standard practice is to ensure a response to all communications within 24 hours, confirming receipt and providing timeframe for resolution or response. Diana and Julian have provided the City with their mobile phone numbers for priority communications as needed. HUB maintains a local office in Houston from which Diana is located providing all account management functions. Although Julian is located in our Austin office, he is available to be on site as requested.

**c) Discuss the structure, qualifications, and stability of the proposed account team**

**ASSIGNED PUBLIC SECTOR CONSULTING TEAM AND QUALIFICATOINS:**

HUB has assigned a public sector consulting team with over 100 years of aggregate experience serving public sector clients. In our extensive experience, public sector clients like the League City require significant oversight, and our experts have specialized practice areas to ensure high quality service and guidance is provided. For example, our consultants can focus efforts on strategic initiative and cost control measures and are not spread thin having to oversee day-to-day service issues or monthly reporting.



**Brent Weegar**  
**Senior Vice President**  
Public Entity Specialist

B.A. - Baylor University  
MBA - University of Texas at Dallas

Dallas Office

With 22 years of Employee Benefits experience, and specialization in the Insurance Public Sector. Brent became a principal of the firm in 2013 and provides consulting for large public sector and corporate clients. Brent is the head of the public entity consulting unit for Texas. Being the Project Manager, he will oversee the contract management and oversee the assigned team to ensure quality control and needs are being met.



**Julian Fontana**  
**Senior Account Executive**

B.A. – Southwest Texas State  
University

Austin Office

Julian is a HUB Senior Account Executive out of our Austin location. Julian brings over 25 years of employee benefits experience to HUB International, including both carrier and consultant roles. Before joining the firm in January 2017, he focused on public entity clientele and serving the needs of human resources, finance, and executive-level professionals. His enthusiasm for delivering excellent service, solution-oriented strategies, and serving as a

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trusted advisor reflects HUB International's mission and core values.

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**Diana Rodriguez**

**Account Manager**

Group 1 Life and Health License

Houston Office

Diana Rodriguez is a bilingual employee benefits professional with 13+ years of experience in the administration and management of employer health plans. She holds the designation of a Certified Employee Benefits Specialist and a Senior Professional in Human Resources. As the Account Manager for the City of League City, Diana will support the day-to-day needs as it relates to your employee benefits and all things HUB and will collaborate with your Senior Account Executive to provide overall account and vendor management, administrative support, and ongoing client service.

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**Kevin DeStefino**

**Senior Pharmacy Consultant**

Registered Pharmacist (RPh)

B.S. – Duquesne University

Kevin, a Senior Pharmacy Consultant in HUB's Employee Benefits practice, leads the Western Division of HUB's National Pharmacy Practice. With over 40 years as a pharmacist and 30 in pharmacy benefits, he specializes in strategic planning, financial management, clinical program evaluation, and vendor management. A nationally recognized consultant for 22 years, Kevin has advised major clients like HP, American Airlines, and PetSmart.

Kevin oversees all of our public entities Communications needs with a team supporting her. We estimate 5% of his time would be dedicated to City of Plano

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**Charlotte Starks**

**Senior Marketing Assistant &  
Manager of Public Sector  
Marketing Operations**

The Art Institute of Houston

General Lines-Life, Accident,  
Health & HMO

Charlotte will lead the team marketing coverages during the request for proposal process. She will also coordinate the Request for Proposal, including advertisement, release, addenda, acceptance of bids and initial evaluation. Charlotte will coordinate the entire process through the district's purchasing department. She has 15 years of combined service

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with the firm, and over 30 years of employee benefits experience. Additionally, she serves as backup to Account Manager and Client Advocate.



**Ashley Broadus**  
**Sr. Financial Manager, Data & Analytics Segment Leader**

B.S. - University of Texas Dallas  
B.A. - Rice University

Ashley joined HUB with over 6 years of data & analytics experience in employee benefits. As a Senior Financial Manager, she oversees HUB's financial analytics team and works alongside the analysts to provide costs projections and in-depth data analyses.



**Kevin Brady**  
**Chief Compliance Consultant**

As Chief Compliance Officer, Kevin provides compliance and consulting services for HUB International's Central Region regarding group health plans and other employee benefits. He consults with employers to design, implement and ensure the compliance of employee benefit plans with the Affordable Care Act, ERISA, Internal Revenue Code, HIPAA, COBRA, FMLA, ADA and related matters. He presents nationwide on related topics before employer groups, professional associations, and at industry events. He also actively contributes to national employee benefits publications. K



**Dawn Klammer**  
**Data Analyst**

Dallas Office

Dawn assists with actuarial needs and reporting for our clients. As our benefits analyst, she prepares monthly reports and performs in-depth data mining and analysis. Dawn comes to HUB with many years of financial analytical experience and accounting experience.



**Tiffani Quarles**  
**West Region**  
**Practice Leader, Health &**  
**Performance**

As the Health and Performance Practice Leader for HUB's West Region, Tiffani helps clients navigate their wellbeing initiatives aligning them to evidence-based best practice. Personalizing the approach to meet the client where they are and aligning with their company's culture and overall goals.

Tiffani has over 15 years of experience in the wellness industry and 10 years of experience as a Registered Dietitian. Tiffani has been with HUB since 2013.

Prior to working for HUB, Tiffani also has experience as an in-patient dietitian, a private practice provider through Blue Cross and Blue Shield, and a Health Promotion Specialist for a large wellness company.

Tiffani was a college athlete for a few years before transferring to complete her Bachelor's Degree in Health & Exercise Science and a Masters degree in Dietetics both from the University of Oklahoma.

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**d) Describe the clarity and effectiveness of the firm's communication plan**

By staying committed to following our practice protocols we maintain communications and manage expectations with our process. Our monthly and quarterly check point allow for communication throughout the year follows a path to successfully meeting the City's goals and objectives.

HUB also maintains a standing weekly internal meeting with the Consultant, Account Manager, Marketing Assistant and Analyst to review the City's timeline, key action items and any other pertinent projects for the week. This allows us to keep a continuous pulse on all aspects of the City's program to ensure proactiveness throughout the year.

**e) Discuss how your firm will provide proactive, ongoing support to Human Resources throughout the year**

It is essential as business partners for our respective teams to determine the right cadence for face-to-face meetings. Typically, we conduct 3 - 4 meetings a year but would expect no less than quarterly and will meet more frequently if that's what you desire.

Our meetings comprise: Annual Planning Sessions, Quarterly Financial Reviews, Compliance Review meetings, Pre-Renewal and Renewal meetings. Additional meetings will be scheduled based on your needs and the initiatives you elect to implement. Carrier meetings are scheduled to review service levels, reporting, and renewals at least annually, but more frequently if desired or if the situation dictates. We'll outline these with your input when preparing the annual timeline. Below is just a sample quarterly meeting schedule.



# Tab B: Experience and Qualifications

- a) Explain your expertise with public sector benefits consulting, including self-funded plans, stop loss marketing, pharmacy consulting, and claims analysis.

## PUBLIC SECTOR CONSULTING EXPERIENCE

HUB International Texas currently has 14,600 clients, over 500 of which are public sector, including municipalities, school districts, counties, health districts and state government agencies. Regarding employee benefit plans, there are a unique set of rules and culture that apply to public entities. HUB offers the city the unique leverage of one of the largest brokers in the world who has extensive experience working with public sector employers and employees. We would challenge any consulting firm claiming to match our leverage and expertise.

75 percent of our clients have been with HUB for more than 3 years. Due to having over 500 public sector benefits clients, we have provided a “short” list of clients below so the city can have a clear vision of the breadth and depth of expertise we provide.



## OUR PROPRIETARY CONSULTING PROCESS

HUB has developed a proprietary process to better understand the City of League City, your employees, and unique needs. This process improves our ability to deliver the best possible solutions for the City and is what sets us apart from our competitors. With this process we are equipped to:

- Assist the City to make educated decisions on how to invest in your benefits program
- Manage implementation as seamlessly as possible
- Provide ongoing support for your HR Department and your employees
- Track and report critical indicators of plan success to make changes where necessary

The process consists of five steps:

1. Discovery
2. Develop Strategy
3. Request for Proposal Process
4. Implementation, Communication and Enrollment
5. Ongoing Service and Performance Monitoring

### DISCOVERY PHASE

We will work with you to understand your philosophy about employee benefits, your history, your current benefits, and your goals. We want to understand your employee population - not just their claims history, but also their needs and wants from a benefits program and their tolerance for change. By gaining an understanding of your benefits philosophy, we can help you set a strategic direction for the future.

Upon award of representation, HUB International will immediately initiate a Discovery meeting with City's team to personally introduce your service team, review key contact information, set timelines, prioritize deliverables, and discuss future short- and long-term goals for the budgeting, growth, and optimization of your benefit plans.

Our team will perform a comprehensive assessment of your current benefits position to include:

- Comprehensive review and gap analysis of the City's benefit offerings, plan designs, current carriers and service providers, administration, network, and funding.
- A thorough financial assessment of your benefits budget, plan costs (historical and forecasted future costs), risk retention, main cost drivers, opportunities for savings, and employer and employee contributions for your health and welfare plans.

- Public and private Sector Benchmarking analysis specific to size, and region(s).
- Proprietary Persona Analysis and Quality Employee Experience assessment through analysis of census data and benefits offerings. This analysis will help HUB better understand City's workforce/culture and prioritize strategic initiatives.
- Analysis of current Health Risk Management Strategies including Wellness Programs, Disease / Case Management, Telemedicine, and other available programs offered by your carrier(s).
- Assessment of your communications strategy including online, print and carrier resources for your employees and find ways we may be able to enhance your strategy.
- Employee Benefits Survey to gauge satisfaction, demographics, culture and needs of the employee population and effectiveness of current tactics.
- Compliance audit of the City of League City's plans, which will include (not limited to) ACA, HIPAA, COBRA, USERRA, ERISA (as applicable), Medicare Part D and all insurance contracts.

## **DEVELOP STRATEGY**

Once we have completed our comprehensive plan assessment for City of League City, we will provide you with formal recommendations to help move the City closer to its goals. Considering both the City's financial and cultural objectives, as well as the needs of your employees, we will prepare recommendations to include opportunities for savings, alternate plan design considerations, employee engagement options, and new products or services not currently being offered. Areas we will focus on vary depending on our analysis, but may include the following:

- Plan Performance
- Plan Oversight (Audits / Performance Guarantees / Reporting)
- Benefits Communication and Resources
- Benefits Administration
- Employee Satisfaction and Benefits Understanding
- Compliance Requirements
- Healthcare Reform Requirement
- Health Risk Management (Wellness and Population Health)
- Catastrophic Risk Planning
- Ancillary Insurance (Dental / Vision / Worksite)

## **REQUEST FOR PROPOSAL PROCESS**

Once we have established the type of plans, products, and services that need to be included in your benefits package, we will begin the process of soliciting bids from the appropriate carriers and service vendors. HUB will work hand in hand with your

purchasing department and will help draft Requests for Proposals, prepare addenda, and analyze the responses received. After scoring and finalist selection, HUB will negotiate Best and Final Offers from vendors to obtain the most competitive pricing, allowances and performance guarantees available. HUB will present all analysis in a format that allows you to easily compare the details of each. HUB will also be available to present to key stakeholders across the organization.

## **IMPLEMENTATION, COMMUNICATION & ENROLLMENT**

The assigned account manager will provide support every step of the way through the implementation process including open enrollment support. HUB maintains comprehensive checklists to ensure a high quality and efficient implementation process. We hold frequent implementation meetings between HR and the carriers to ensure timelines and action items are met, as well as having internal hand-off meetings.

HUB will provide the City with professional enrollment and communication support services, so you can effectively educate employees on their benefit choices. These services include comprehensive benefit guides, mobile applications, open enrollment e-mail/print, and presentations.

Effective open enrollment communications and meetings are critical to the success of the employee benefits plan. HUB open enrollment support includes the following:

- Coordination of the event with all applicable carriers
- Preparation and execution of the open enrollment meetings
- Coordination of all applicable fulfillment materials
- Attendance by HUB staff

The following are examples of creative solutions developed by HUB to increase the understanding and participation of employees in their benefits program:

- PowerPoint presentations for open enrollment meetings
- Open enrollment guides that provide an easy-to-follow snapshot of benefits
- Conference calls and webinars for employees and/or spouses
- Pre-recorded open enrollment presentations
- Email blasts to employees about open enrollment
- Postcards or payroll stuffers announcing open enrollment

## **MARKETING, VENDOR NEGOTIATION, AND MANAGEMENT**

Our first step in assisting you with developing an employee benefits strategy is understanding your benefits philosophy, business goals and challenges, budget, workforce structure and historical and current plan information. We will meet with your team to review all benefits in place. Essential information such as demographics, past

plan design, rate history, increases, contribution strategy, enrollment and incumbent carriers will be gathered.

We then conduct a detailed analysis of claims experience to identify utilization trends and cost issues. We review enrollment, demographics, network utilization, claims by diagnostic category, inpatient and outpatient utilization, high-cost claimants, claims by type of service, employee vs. dependent claims, provider discounts and prescription drug utilization.

### **Pre-Renewal Planning**

HUB has an initiative-taking and open approach to competitive marketing and the renewal process:

- In a regular year, approximately nine months prior to the actual renewal date, we will meet with you to develop a timeline and plan for vendor negotiations based on anticipated rate actions, expected budget constraints, claims analysis and current industry trends.
- As we move through the steps in the timeline, we will meet with your team frequently to discuss market options including plan redesign, modified employee contribution schedules, alternative funding considerations and specifications for a bidding process to market the program to competing carriers, administrators, and service providers.
- If desired, we will assist you in presenting the annual benefit plan budget and strategy to your Executive Leadership Team to support you in the decision-making process.
- All proposals received from carriers will be entered into our proprietary renewal format. This format allows you to easily compare all proposals. In addition, HUB will complete multiple contribution strategy scenarios to evaluate both the employer and employee input of each option.

### **Renewal Negotiation**

HUB aggressively negotiates rates with all carriers/vendors to ensure proper and timely placement of all contracts and coverages. Our negotiating leverage in this market is top in our industry. Part of your dedicated HUB team is an in-house underwriter who evaluates the carrier's renewal actions independently. This professional service is an invaluable tool that ensures fairness and accuracy for the City.

### **Marketing Strategies**

HUB promptly and competitively markets your plans annually. This includes consulting with you in the development of plan marketing specifications, preparing RFQ's, identification of current market conditions and trends with benchmarking data, evaluation of carrier proposals including contract language, all negotiations, and placement of insurance contracts. Our leverage with insurance carriers is unparalleled

in this market. This leverage allows HUB clients to have the best pricing and service level possible.

### **Final Negotiation & Vendor Selection**

We will give you options and recommendations to compare and determine the compatibility of plan designs and their impact on utilization of services. Our analysis includes:

- > Review of plan costs, rates, and/or fees
- > Limitations and exclusions
- > Contract language
- > Claims history
- > Analysis of provider networks
- > Enrollment and plan participation
- > Impact of ACA
- > Funding arrangements
- > Reinsurance terms (only applicable to partially self-funded groups)
- > Cost containment features
- > Employee eligibility
- > Employee communications
- > Compliance
- > Financial stability of carriers and/or providers
- > Plan provisions

### **ON-GOING SERVICE AND PERFORMANCE MONITORING**

At HUB, we understand that our work is not complete at the end of implementation and open enrollment and we will continue to be an advocate for the City throughout the plan year. We will provide services including but not limited to reporting and analytics, client advocacy / vendor management, compliance, health risk management and communications & design, as well as claims and/or billing issues.

#### **b) Provide a detailed description of customer service approach, plan, and program.**

HUB will partner with the City to become an extension of your HR department when handling day-to-day service issues. HUB works for you by providing leverage of one of the largest consultants in the country, which allows us access to the highest tier levels of support for our clients. We maintain direct access to senior leadership, claims management, and underwriting directors.

Our client advocacy service includes but is not limited to the following:

- > Serve as a liaison between the client and all insurance companies/vendors.
- > Monitor administrative process and assist in the smooth resolution of elevated issues.
- > Provide claims advocacy and support for escalated employee issues.
- > Manage vendor relationships in a manner that promotes a spirit of collaboration and partnership.
- > Advise and communicate with you on vendor issues.
- > Negotiate service guarantees, fees at risk, and measurements.
- > Conduct site visits with vendor, where appropriate.
- > Provide project management oversight in the implementation of any new programs, systems, vendors, and processes.
- > Communicate with appropriate parties to ensure that all involved entities are kept fully informed.

**c) Describe your response time for complaints, both from customers and from owners.**

The City of League City will have immediate access to your account team and our regional leadership team. Our account teams respond to clients typically same day or within 24 hours, and a similar response time can be expected for our leadership as well.

# Tab C: Technical Approach and Innovation

- a) Provide details the strategies for managing costs, improving plan performance, addressing high-cost claimants, optimizing pharmacy programs, and enhancing employee engagement.

HUB uses a data-driven, comprehensive approach to improve the efficiency of an organization's benefits spend. We begin with an opportunity assessment that is an in-depth look at where your program is today and what your goals are for both the short- and long-term. Based on this information, your team develops a multi-year strategy that is tailored to you. Due diligence inspired, our strategies encompass every facet of your plan, leaving no stone unturned for cost and efficiency opportunities. Below are a few of the tools and methods we utilize to develop a comprehensive strategy for the City of League City.

## Infused Analytics

The proprietary HUB Infused Analytics™ platform (HIA) provides an integrated approach to analyzing medical and pharmacy claims that includes analytics, informatics, clinical support and financial reporting that provide deep insights into the design and strategy of your plan. The HIA™ platform empowers our clients with the data to improve plan operation, plan performance, best care outcomes, targeted solution integration. Clients, along with the guidance of HUB consultants, can maximize the productivity and health of their workforce.



By analyzing your claims with our sophisticated data analysis tool, HUB can help you:

- **Develop trend management, plan design, and cost containment strategies**
- **Compare health plan costs and utilization to similar demographics, industries, and regions through benchmark comparative data**
- **Identify cost or utilization concerns**
- **Create communication campaigns with staff that will target areas with the highest potential to improve health and reduce high dollar claims and high utilization**

Depending on your needs, our analysis may also include the following:

- Forensic claims data analysis to uncover utilization by member class and service type, including in-patient hospital, primary care, specialist, x-ray/lab, and prescription drugs
- Demographic analysis of your current enrollees and payroll contribution analysis
- Evaluate population segments (employee, spouse, and children) by region and present the best suitable design alternatives
- Benchmark your benefits against industry norms, company size, and geographic region
- Identify cost trends and disease management opportunities through utilization review and clinical data analysis in collaboration with our population health management specialists and consulting clinical team
- Perform trend analysis from available diagnostic and normative data to forecast projected benefit costs
- Analyze network discounts and geographic access
- Assess current funding arrangements for appropriateness and assist in developing employee contributions levels
- Conduct detailed plan modeling to gauge the impact of proposed plan changes
- Review managed care expense and administrative service fees, where applicable
- Conduct feasibility study for captive insurer arrangements
- Conduct Return on Investment Analysis of various health and performance programs

## **HUB CLINICAL REVIEW TEAM**

Our Cost Containment process involves the review and assessment of flagged claims. It evaluates the level of care provided by our clinical team and facilities in comparison to expected treatment plans and/or member outcomes. It also evaluates

the cost of care delivered in comparison to benchmark and industry standard data provided to HUB’s clinical team via key strategic partners (AMS, MES, BMI Audit, EpocratesRx, MDPathways, etc.).

Lastly, cost containment seeks to reduce stop loss intrusions / rates, medical errors, poor billing practices, prescription drug waste (quantity and cost), and unnecessary rendered (pre-determined) services.

### Process

- HUB clinical risk consultant reviews dashboards and communicates patterns that could be catastrophic or identified as a claim of interest – external dashboard reviews with clients are performed by our HUB clinician
- HUB specific ACG® Member Watch List and identify triggers requiring further review
- HUB creates Member Profile page to identify highest cost / lowest risk and lowest cost / highest risk potential
- HUB Pre-emptively reviewing triggers that suggest a cost containment opportunity (i.e., J Code, surgery, excess risk threshold payment, etc.)

HUB Trigger Flags	Automatic Escalation	Periodic Assessment
Observed prescribed J Code	✓	
Trigger diagnosis w/o high-cost prescription (i.e., cystic fibrosis, MS, etc.)	✓	
High-cost claimant that is 25% - 50% of the client’s stop loss limit (ISL)		✓
High-cost claimant that is > 50% of the client’s stop loss limit (ISL)	✓	
Diagnosis / NDC code flagged within AMS system	✓	
Diagnosis / NDC code known for high costs, but is without AMS flag		✓
Medications listed on HUB’s Vigilant Drug List (VDL)		✓
Diagnosis code indicating transplant status or stem cell transplant (SCT)	✓	

Diagnosis code indicating complication from previous procedure/service		✓
Risk flags for prolonged / extended LOS / readmission / excessive ED Use		✓
Irregular CPT, revenue, HCPCS, diagnosis/NDC code use (i.e., 99201 @ \$200K)	✓	

## HUB PHARMACY TEAM

The City of League City has a dedicated HUB Pharmacy Consultant, Kevin DeStefino with 40+ years of experience working in the pharmaceutical industry as well as being a registered pharmacist. Kevin and his team will assist the City in overall pharmacy strategy including utilization review, contract strength assessment, formulary recommendations, repricing / audit processes, 340B programs, participation in RFP process, contract / pricing negotiations, and more. His extensive consulting experience is invaluable for our public sector clients and navigating the everchanging pharmaceutical landscape.

## Discounts

Terms	Rightway	Best Practice
Arrangement style	Pass-through	If spread, no admin or transaction fees, If pass-through, >\$6/Rx*
Guarantee approach	Component	Component >1,500 members
Shortfall payment+	120 - 180 days	90 days

Exclusions	Rightway	Best Practice
Biosimilar	Included	Included
Limited distribution	Included	Included
Non-MAC generics	Included	Included in Generic pricing

Rates	Rightway	% Different from Benchmark
Retail 30 brand	19.75%	0.4%
Retail 30 generic	87.00%	-0.2%
Retail 90 brand	24.00%	12.0%
Retail 90 generic	88.00%	-0.7%
Mail brand	25.00%	16.6%
Mail generic	90.00%	-1.0%
Specialty brand	21.00%	6.0%
Specialty generic	80.00%	27.3%
<b>Overall</b>	<b>A -</b>	<b>7.5%</b>

Notes:  
+After each calendar year

## Rebates

Terms	Rightway	Best Practice
Arrangement style	Pass-through w/minimum guarantees	Pass-Through w/minimum guarantees
Manufacturer Admin <sup>^</sup>	Retained by Vendor Aggregator	Passed through to Plan Sponsor
Guarantee approach	Aggregate	Channel for groups >1,500 members; aggregate
Payment schedule	90 days	90 days*
Shortfall payment	120 - 180 days	90 days+

  

Key Exclusions	Rightway	Best Practice
Biosimilar	Included	Include in guarantee
Limited distribution	Excluded	Included in guarantee
Multi-source brand	Included	Included in guarantee

  

Rates	Rightway	% Different from Benchmark
Retail pharmacy 30-day	\$505	27.0%
Retail pharmacy 90-day	\$1,050	5.0%
Mail pharmacy	\$1,050	2.5%
Specialty	\$4,000	5.7%
<b>Overall</b>	<b>A -</b>	<b>6.4%</b>

## Report Card

Category	Evaluation	Summary
Key Terms		Negotiate the ability to check the market annually.
Rebates	<b>A-</b>	Headline rates are competitive to 2026 standards. Limited distribution drugs (LDDs) are excluded from rebates. Monitoring LDD utilization is recommended to ensure appropriate contract specs address this high-cost facet of drug spend.
Discounts	<b>A-</b>	Headline rates are competitive to 2026 standards. LDDs have separate guarantee of 17.25%, marginally competitive.

### b) Describe in detail your product's data processing capabilities

HUB's Infused Analytics Data Suite enhances data processing capabilities by enabling employers to extract, transform, and visualize information related to benefits utilization, cost patterns, and overall program effectiveness. This suite leverages clinical informatics and proprietary analytics to provide real-time insights, helping employers make informed decisions that maximize the value of their benefits investments and improve employee engagement and retention. The suite is designed to support personalized benefits strategies, addressing the evolving needs of a multigenerational workforce. The Data sources that are integrated into our system are outlined below



**Your data**  
HIA™ works with the data aggregation platform you already use



**4 Academic Partners**  
Johns Hopkins, MIT, University of Washington and University of Wisconsin



**250 +**  
Public health department data sets and leading bodies of international health including the CDC, WHO, Health Canada and the IHME



**62K+**  
Zip codes and province-level data across North America, including U.S. and Canada via ACG® Health Insights™



**23M**  
Members within the reference database



**4.4T**  
Medical and pharmacy claim records spanning 4 decades

**c) Provide detail of system’s scalability and performance history.**

Since rollout in 2024, the system now exceeded 4.4 trillion of claims and is growing daily with the addition of new HUB clients and expanding data sources. We have fully integrated HUB infused analytics within our daily operations providing clients with enhanced reporting capabilities and insights. There is no limit at this time to the programs scalability and we have had no interruptions in the system since going live.

## Tab D: Cost/Fee Structure

- a) **All rates and fees must be listed on the proposal cost sheet. The city will not be responsible for paying any fees not specifically listed. The fees and charges presented shall remain firm for the original term of the agreement.**

Please see the **Proposal Cost Sheet** following this section.

- b) **Describe how and when the fees apply.**

The comprehensive fee proposed by HUB for the required services - Employee Benefits Consulting Services, Online Enrollment Services via Benefit Connector and ACA Reporting (6055 & 6056 and forms 1095/1095B) will begin on the effective date of the contract and be billed on monthly basis, 1/12 monthly.

- c) **Details of any alternate method of compensation your company would consider.**

HUB takes pride in the services our brokerages provide to you, our client, for insurance and risk management programs. We are compensated in a variety of ways, primarily in the form of Fee Based Consulting Services. Alternatively, HUB will accept commissions paid by insurance companies. These compensation methods are described below.

**Fee paid by client** – The most common method of compensation for HUB's Consulting Services is a fee-based arrangement. A fixed fee is negotiated and agreed upon encompassing the desired scope of services.

**Commission income** – Commission, normally calculated as a percentage of the premium paid to the insurer for the specific policy, is paid to us by the insurer to distribute and service your insurance policy.

The City's current insurance administrative contracts and fully insured plans are all net of commission. No commissions are currently included in the TPA, PBM, Stop Loss, Life/Disability, Dental, Vision, or EAP plans. Commissions are currently included in the Colonial Accident and Critical Illness programs and payment is covered by an Amendment to the City's contract with HUB.

Change to a commission-based arrangement could be made simultaneously with the benefit plan renewals on October 1, 2026.

**d) Identify and list all special services and identify charges pertaining to such service.**

**Employee Benefits Call Center**

A dedicated customer service call center is available to the City of League City for \$1.75 PEPM and a one-time set-up fee of \$1,600. HUB designed its Concierge Service in 2000 to assist employers with the routine, administrative, and often time-consuming tasks involved in managing employee benefits. HUB is a true partner and serves as an extension of your Human Resources / Benefits department to advocate on your behalf.

Our Telephonic / Employee Benefit Helpline / Call Center Support is one of the key services provided. The Employee Benefit Helpline provides:

- An easy way for you to provide daily employee call center support
- Experienced staff that is dedicated to handling benefit plan questions
- Toll free access to your Concierge Account Management Team who can assist with:
  - Benefit enrollment
  - Eligibility issues
  - Coverage questions
  - Payroll deduction inquiries
  - Claims
  - ID cards

You will have a dedicated Concierge Account Manager / Team who is your single point of contact for HR and employees for assistance with day-to-day benefit needs.

**MyBenefitsChampion** has proven to be invaluable during the Open Enrollment process to assist employees and family members who may have questions before, during and after the Open Enrollment period. Our Champions are available to help navigate through the inherent complexities of healthcare and the multiple decisions that are often present during the enrollment process.

**MyBenefitsChampion** fields many of the questions that are customarily directed to HR. In return this allows HR more dedicated time to focus on more strategic activities such as employee relations, recruitment, and training.

The City may also utilize HUB's expertise and services in the following areas for an additional fee: *(quotes for these services provided upon request)*

- **Retirement Plan Services**
- **GASB Actuarial Reporting**
- **Human Capital Consulting**

- **Property and Casualty Insurance Consulting**
- **Cyber Liability**
- **HRIS Analysis and Consulting**
- **Communications & Design Solutions**
- **Workforce Management**

**SPECIAL PROPRIETARY HUB VALUE ADDS AT NO COST TO THE CITY**

Service	Description	Cost to City
 	Mobile Benefits Communication App	None
<b>Mineral™</b>	HR Compliance, Education and Attorney Access	None
	Personal Insurance, Home, Auto, Renter's (and more!) brokerage services for your Employees	None
	HUB Medicare Retiree Solutions and Support for Employer and Retiree	None
	HUB Discount Marketplace (Travel, Apparel, Entertainment, Tickets, etc.)	None

RFP 26-021  
Benefits Advisor and Employee Benefits Consultant

RFP 26-021 Cost Sheet  
Due Date: Monday, February 2<sup>nd</sup>, 2026, at 11 a.m

Unit prices listed below are good for ninety (90) calendar days after receipt of proposal.

Description of Service	Annual Cost Per Service	Notes For Service Provided
Strategic Benefits Consulting	\$69,450.00	Our fee is guaranteed for 2-years with a 5% increase year 3, no increase renewal options for year 4 and year 5.
Vendor Management	included	
Stop Loss Consulting and Procurement	included	
Compliance and Regulatory Guidance	included	
Any fees added on that will be included in the Total annual cost	included	
<b>Total Annual Cost For All Services Provided</b>	<u>\$69,450.00</u>	

# References

**Reference:** City of La Porte  
**Contact:** Matt Hartlieb – Director of Human Resources  
(281) 470-5025  
hartlieb@laportetx.gov  
**Dates:** 2016 – current  
**Service Provided:** Employee Benefits Consulting

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**Reference:** Brazoria County  
**Contact:** Holly Fox – Director of Human Resources  
(979) 864-1797  
hollyf@brazoriacountytx.gov  
**Dates:** 2018 – current  
**Service Provided:** Employee Benefits Consulting

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**Reference:** City of San Angelo  
**Contact:** Veronica Sanchez – Director of Human Resources  
325-657-4221  
veronica.sanchez@cityofsanangelo.gov  
**Dates:** 2025 – current  
**Service Provided:** Employee Benefits Consulting



## **Tab E: Forms**

- a) Completed City of League City Texas Public Information Act**
- b) If required, provide a completed copy of the Conflict-of-Interest Questionnaire (Form CIQ).**
- c) Completed HB 89 Verification Form**
- d) Optional: Brochures and/or Pictures**



## Texas Public Information Act

### Steps to Assert that Information is Confidential or Proprietary

All proposals, data, and information submitted to the City of League City are subject to release under the Texas Public Information Act (“Act”) unless exempt from release under the Act. You are not encouraged to submit data and/or information that you consider to be confidential or proprietary unless it is absolutely required to understand and evaluate your submission.

**On each page where confidential or proprietary information appears**, you must label the confidential or proprietary information. Do not label every page of your submission as confidential as there are pages (such as the certification forms and bid sheet with pricing) that are not confidential. It is recommended that each page that contains either confidential or proprietary information be printed on colored paper (such as yellow or pink paper). At a minimum, the pages where the confidential information appears should be labeled and the information you consider confidential or proprietary clearly marked.

**Failure to label the actual pages on which information considered confidential appears will be considered as a waiver of confidential or proprietary rights in the information.**

In the event a request for public information is filed with the City which involves your submission, you will be notified by the City of the request so that you have an opportunity to present your reasons for claims of confidentiality to the Texas Attorney General.

**In signing this form, I acknowledge that I have read the above and further state (Please check one):**

- The proposal/bid submitted to the City **contains NO confidential information** and may be released to the public if required under the Texas Public Information Act.
- The proposal/bid submitted **contains confidential information** which is labeled and which may be found on the following pages: \_\_\_\_\_ and any information contained on page number not listed above may be released to the public if required under the Texas Public Information Act.

Vendor/Proposer Submitting: HUB International Texas, Inc.

Signature:  Date: 02/02/2026

Print Name: Brent Weegar Print Title: Public Entity Practice Leader

# CONFLICT OF INTEREST QUESTIONNAIRE

# FORM CIQ

For vendor doing business with local governmental entity

This questionnaire reflects changes made to the law by H.B. 23, 84th Leg., Regular Session.

This questionnaire is being filed in accordance with Chapter 176, Local Government Code, by a vendor who has a business relationship as defined by Section 176.001(1-a) with a local governmental entity and the vendor meets requirements under Section 176.006(a).

By law this questionnaire must be filed with the records administrator of the local governmental entity not later than the 7th business day after the date the vendor becomes aware of facts that require the statement to be filed. See Section 176.006(a-1), Local Government Code.

A vendor commits an offense if the vendor knowingly violates Section 176.006, Local Government Code. An offense under this section is a misdemeanor.

## OFFICE USE ONLY

Date Received

**1 Name of vendor who has a business relationship with local governmental entity.**

N/A

**2**  Check this box if you are filing an update to a previously filed questionnaire. (The law requires that you file an updated completed questionnaire with the appropriate filing authority not later than the 7th business day after the date on which you became aware that the originally filed questionnaire was incomplete or inaccurate.)

**3 Name of local government officer about whom the information is being disclosed.**

\_\_\_\_\_  
Name of Officer

**4 Describe each employment or other business relationship with the local government officer, or a family member of the officer, as described by Section 176.003(a)(2)(A). Also describe any family relationship with the local government officer. Complete subparts A and B for each employment or business relationship described. Attach additional pages to this Form CIQ as necessary.**

A. Is the local government officer or a family member of the officer receiving or likely to receive taxable income, other than investment income, from the vendor?

Yes       No

B. Is the vendor receiving or likely to receive taxable income, other than investment income, from or at the direction of the local government officer or a family member of the officer AND the taxable income is not received from the local governmental entity?

Yes       No

**5 Describe each employment or business relationship that the vendor named in Section 1 maintains with a corporation or other business entity with respect to which the local government officer serves as an officer or director, or holds an ownership interest of one percent or more.**

**6**  Check this box if the vendor has given the local government officer or a family member of the officer one or more gifts as described in Section 176.003(a)(2)(B), excluding gifts described in Section 176.003(a-1).

**7**   
\_\_\_\_\_  
Signature of vendor doing business with the governmental entity

02/02/2026

\_\_\_\_\_  
Date

**City of League City  
House Bill 89 Verification**

I, Brent Weegar (Person name), the undersigned

representative of (Company or Business name)

HUB International Texas, Inc.

(hereafter referred to as company) being an adult over the age of eighteen (18) years of age, after being duly sworn by the undersigned notary, do hereby depose and verify under oath that the company named above, under the provisions of Subtitle F, Title 10, Government Code Chapter 2270:

1. Does not boycott Israel currently; and
2. Will not boycott Israel during the term of the contract.

*Pursuant to Section 2270.001, Texas Government Code:*

1. *“Boycott Israel” means refusing to deal with, terminating business activities with, or otherwise taking any action that is intended to penalize, inflict economic harm on, or limit commercial relations specifically with Israel, or with a person or entity doing business in Israel or in an Israeli-controlled territory, but does not include an action made for ordinary business purposes; and*
2. *“Company” means a for-profit sole proprietorship, organization, association, corporation, partnership, joint venture, limited partnership, limited liability partnership, or any limited liability company, including a wholly owned subsidiary, majority-owned subsidiary, parent company or affiliate of those entities or business associations that exist to make a profit.*

02/02/2026

DATE



SIGNATURE OF COMPANY REPRESENTATIVE

On this the 02 day of February, 2026, personally appeared Brent Weegar, the above-named person, who after by me being duly sworn, did swear and confirm that the above is true and correct.

02/02/2026

Date



**HUB**