

**EMPLOYEE BENEFITS CONSULTING AGREEMENT**  
**AMENDMENT 1**

This amendment (the "Amendment") is made by City of Lawton ("Client") and Higginbotham Insurance Agency, Inc. ("Consultant"), parties to the Employee Benefits Consulting Agreement (the "Agreement"), dated January 1, 2020.

2. The Agreement is amended as follows:

Exhibit 1: Consulting Fees is amended as below:

- Annual 2% commission of Client's Group Medical Insurance, to be paid in monthly installments, will include services for:
  - Medical Plan Consulting
  - Prescription Drug Consulting
  - Compliance Consulting
  - HR Technology Consulting
  - Wellness Consulting (as needed)
  - HR Consulting (as needed)
  - HR / Employee Training (as needed)
  - Benefits Communication Consulting (as needed)
  - Benefits Administration with Carrier Connectivity (if elected)
- Standard commissions on ancillary coverages, to be paid in monthly installments, will include services for:
  - Dental Plan Consulting
  - Vision Plan Consulting
  - Life / AD&D Consulting
  - Voluntary / Worksite Benefit Consulting
  - Any additional ancillary coverages elected
- Additional fees, as may be applicable per terms of the Scope of Services Addendum, to include services for:
  - Flexible Spending Account Administration - \$1.75 PSPM
  - Dependent Care Spending Account Administration - \$1.75 PSPM
  - Health Savings Account Administration - \$1.50 PSPM
  - Health Reimbursement Account Administration - \$5.00 per disbursement check issued
  - COBRA Administration - \$0.65 PEPM
  - Consolidated Billing - \$2.00 PEPM

PSPM = Per Subscriber Per Month

PEPM = Per Employee (enrolled) Per Month

3. Except as set forth in this Amendment, the Agreement is unaffected and shall continue in full force and effect in accordance with its terms. If there is conflict between this amendment and the Agreement or any earlier amendment, the terms of this amendment will prevail.

  
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Signature of Client

Mayor

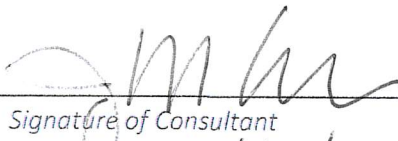
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12/08/20

\_\_\_\_\_  
Date

APPROVED as to form and legality this 9<sup>th</sup> day of  
December, 2020.

  
\_\_\_\_\_  
TIM WILSON, INTERIM CITY ATTORNEY

  
\_\_\_\_\_  
Signature of Consultant  
Managing Director  
\_\_\_\_\_  
Title

12/11/20  
\_\_\_\_\_  
Date