

RESOLUTION NO. {{item.sequential_number}}

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF TEMPLE, TEXAS, APPROVING FUNDING FOR THE PURCHASE OF EMPLOYEE INSURANCE POLICIES FROM VARIOUS VENDORS FOR FISCAL YEAR 2025; AND PROVIDING AN OPEN MEETINGS CLAUSE.

Whereas, on July 18, 2024, the Employee Benefits Trust (the Trust) received a presentation outlining a recommendation for the purchase of employee insurance policies for Fiscal Year 2025;

Whereas, the Trust voted 5 to 0 to recommend approval of the purchase of the following employee insurance policies with contract terms of October 1, 2024 through September 30, 2025:

- A. Medical and Pharmacy – A one-year contract renewal with Blue Cross and Blue Shield of Texas for fully insured high deductible health and preferred provider organization (PPO) plan options, procured through Request for Proposals (RFP) No. 27-01-23. This will be the second of four one-year optional renewals available.
- B. Worksite Benefits – A one-year contract renewal with Standard Insurance Company for accident, critical illness, and hospital indemnity plans, procured through RFP No. 27-03-21. This will be the third of four one-year optional renewals available.
- C. Dental – A one-year contract renewal with Blue Cross and Blue Shield of Texas for base dental plan and buy-up dental plan options, procured through RFP No. 27-01-24. This will be the first of four one-year optional renewals available.
- D. Flexible Spending Account (FSA), Dependent Spending Account, Cafeteria 125 Plan, Health Savings Account (HSA), and Consolidated Omnibus Budget Reconciliation Act (COBRA) – A one-year contract with four optional one-year renewal periods with Optum Financial for administrative services, procured through RFP No. 27-02-25. As shown on the FSA, HSA, and COBRA evaluation tabulation, attached hereto and incorporated herein as Exhibit A, 11 proposals were received on May 30, 2024 and evaluated by People Operations and Finance Staff, as well as the City’s benefits consultant.
- E. Basic Life, Voluntary Life, Accidental Death and Dismemberment (AD&D), Long-Term and Short-Term Disability – A one-year contract with four optional one-year renewal periods with Dearborn Life Insurance Company (a subsidiary of Blue Cross and Blue Shield), procured through RFP No. 27-01-25. As shown on the Life and Disability evaluation tabulation, attached hereto and incorporated herein as Exhibit B, seven proposals were received on May 30, 2024 and evaluated by People Operations and Finance Staff, as well as the City’s benefits consultant.

- F. Vision – A one-year contract with four optional one-year renewal periods with Dearborn Life Insurance Company, procured through RFP No. 27-03-25. As shown on the Vision Benefit Plan evaluation tabulation, attached hereto and incorporated herein as Exhibit C, four proposals were received on June 12, 2024 and evaluated by People Operations and Finance Staff, as well as the City’s benefits consultant.

Whereas, Staff recommends Council fund the cost of these benefits as awarded; and

Whereas, the Fiscal Year 2025 cost for all policies and services is \$8,419,284 as shown below:

FY 25 Budget Amounts	Insurance Type
<i>Employees:</i>	
\$ 6,977,586	Medical/Prescription
421,965	Health Savings Account
328,167	Long Term Disability
212,635	Dental
196,800	Dependent Care Savings Account
68,421	Basic Life
28,682	Short Term Disability
15,189	AD&D
<i>Retirees:</i>	
\$ 166,018	Medical/Prescription - Retirees
3,821	Dental - Retirees
\$ 8,419,284	TOTAL

Whereas, the City Council has considered the matter and deems it in the public interest to authorize this action.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF TEMPLE, TEXAS, THAT:

Part 1: Findings. All of the above premises are hereby found to be true and correct legislative and factual findings of the City Council of the City of Temple, Texas, and they are hereby approved and incorporated into the body of this Resolution as if copied in their entirety.

Part 2: The City Council approves funding for the purchase of the following employee insurance policies for Fiscal Year 2025:

- A. Medical and Pharmacy – A one-year contract renewal with Blue Cross and Blue Shield of Texas for fully insured high deductible health and preferred provider organization (PPO) plan options, to be in effect from October 1, 2024 through September 30, 2025.

- B. Worksite Benefits – A one-year contract renewal with Standard Insurance Company for accident, critical illness, and hospital indemnity plans, to be in effect from October 1, 2024 through September 30, 2025.
- C. Dental – A one-year contract renewal with Blue Cross and Blue Shield of Texas for base dental plan and buy-up dental plan options, to be in effect from October 1, 2024 through September 30, 2025.
- D. Flexible Spending Account (FSA), Dependent Spending Account, Cafeteria 125 Plan, Health Savings Account (HSA), and Consolidated Omnibus Budget Reconciliation Act (COBRA) – A one-year contract with four optional one-year renewal periods with Optum Financial for administrative services, to be in effect from October 1, 2024 through September 30, 2025.
- E. Basic Life, Voluntary Life, Accidental Death and Dismemberment (AD&D), Long-Term and Short-Term Disability – A one-year contract with four optional one-year renewal periods with Dearborn Life Insurance Company (a subsidiary of Blue Cross and Blue Shield), to be in effect from October 1, 2024 through September 30, 2025.
- F. Vision – A one-year contract with four optional one-year renewal periods with Dearborn Life Insurance Company, to be in effect from October 1, 2024 through September 30, 2025.

Part 3: The City Council authorizes the City Manager, or her designee, after approval as to form by the City Attorney's Office, to execute any necessary documents.

Part 4: It is hereby officially found and determined that the meeting at which this Resolution was passed was open to the public as required and that public notice of the time, place, and purpose of said meeting was given as required by the Open Meetings Act.

PASSED AND APPROVED this the 5th day of **September, 2024**.

THE CITY OF TEMPLE, TEXAS

TIMOTHY A. DAVIS, Mayor

ATTEST:

APPROVED AS TO FORM:

Jana Lewellen
City Secretary

Kathryn H. Davis
City Attorney