A RESOLUTION

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FAIR OAKS RANCH, TEXAS TO AUTHORIZE THE CITY MANAGER TO EXECUTE AGREEMENTS WITH CIGNA HEALTHCARE, RENAISSANCE LIFE, AND ISOLVED BENEFIT SERVICES FOR THE IMPLEMENTATION OF MEDICAL, DENTAL, VISION, BASIC LIFE INSURANCE, VOLUNTARY LIFE INSURANCE, SHORT-TERM DISABILITY, LONG-TERM DISABILITY, FLEXIBLE SPENDING ACCOUNT (FSA), AND CONSOLIDATED OMNIBUS BUDGET RECONCILIATION ACT (COBRA) ADMINISTRATION.

WHEREAS, the City of Fair Oaks Ranch has complied with Chapter 252 of the Texas Local Government Code and issued Requests for Proposals (RFP) as a best practice to compare and evaluate the quality, accessibility, and cost-effectiveness of the organizations' employee benefits; and,

WHEREAS, the current health insurance provider for medical, dental, and vision insurance is United Healthcare, and as a result of the competitive bidding process, staff recommends transitioning medical, dental and vision benefits to CIGNA, which will result in equivalent coverage options and provider network access for staff at a more cost-effective rate; and,

WHEREAS, the current provider for basic life insurance, voluntary life insurance, short-term disability, and long-term disability insurance is United Healthcare, and will be replaced by Renaissance Life to enhance benefits and maintain support for employees; and,

WHEREAS, the current administrator of Flexible Spending Accounts (FSA) and COBRA is United Healthcare and will be transitioned to ISolved Benefit Services; and,

WHEREAS, Employee Assistance Program (EAP) services provided by Alliance Work Partners will remain in effect with no changes; and,

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FAIR OAKS RANCH, TEXAS:

Section 1   The City Council hereby authorizes the City Manager to execute an agreement with Cigna Healthcare, Renaissance Life, and ISolved Benefit Services for the implementation of new health providers for medical, dental, vision, basic life insurance, voluntary life insurance, short-term disability, long-term disability, Flexible Spending Account (FSA), and Consolidated Omnibus Budget Reconciliation Act (COBRA) administration and to execute any and all applicable documents to effectuate this resolution.

Section 2.   That the recitals contained in the preamble hereto are hereby found to be true and such recitals are hereby made a part of this resolution for all purposes and are adopted as a part of the judgment and findings of the Council.

Section3.   If any provision of this resolution or the application thereof to any person or circumstance shall be held to be invalid, the remainder of this resolution and the application of such provision to other persons and circumstances shall nevertheless be valid, and the City Council hereby declares that this resolution would have been enacted without such invalid provision.

Section 4. That it is officially found, determined, and declared that the meeting at which this resolution is adopted was open to the public and public notice of the time, place, and subject matter of the public business to be considered at such meeting, including this resolution, was given, all as required by Chapter 551, as amended, Texas Government Code.

Section 5. All resolutions or parts thereof, which are in conflict or inconsistent with any provision of this resolution are hereby repealed to the extent of such conflict, and the provision of this resolution shall be and remain controlling as to the matters resolved herein.

Section 6. This resolution shall be construed and enforced in accordance with the laws of the State of Texas and the United States of America.

Section 7. This resolution shall be in force and effect from and after its final passage, and it is so resolved.

PASSED, APPROVED, and ADOPTED on this 15th day of August 2024.

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Gregory C. Maxton, Mayor

ATTEST: APPROVED AS TO FORM:

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Christina Picioccio, TRMC   Denton Navarro Rodriguez Bernal Santee & Zech
City Secretary   P.C., City Attorney