



**CITY COUNCIL
REGULAR SESSION MINUTES
AUGUST 6, 2025**

**This meeting was live-streamed on Manor's Webpage.
You can access the meeting at <https://www.manortx.gov/171/Public-Meetings-Livestreams>**

PRESENT:

Dr. Christopher Harvey, Mayor

COUNCIL MEMBERS:

Emily Hill, Mayor Pro Tem, Place 1 (Absent)
Anne Weir, Place 2
Maria Amezcua, Place 3 (Absent)
Sonia Wallace, Place 4
Aaron Moreno, Place 5
Deja Hill, Place 6

CITY STAFF:

Scott Moore, City Manager
Lluvia T. Almaraz, City Secretary
Michael Burrell, Development Services Director
Scott Jones, Economic Development Director
Tracey Vasquez, HR Director
Mathew Woodard, Public Works Director
Shruti Vanaparthi, Associate Attorney

REGULAR SESSION – 7:00 P.M.

With a quorum of the Council Members present, the regular session of the Manor City Council was called to order by Mayor Harvey at 7:08 p.m. on Wednesday, August 6, 2025, in the Council Chambers of the Manor City Hall, 105 E. Eggleston St., Manor, Texas.

INVOCATION

Council Member Deja Hill gave the invocation.

PLEDGE OF ALLEGIANCE

Mayor Harvey led the Pledge of Allegiance.

PUBLIC COMMENTS

Jeff Stensland, residing at 19717 Abigail Fillmore Rd. in Manor, Texas, submitted a speaker card to voice his concerns regarding Agenda Item No. 5. He highlighted the critical implications of this agenda item and urged attention to the important aspects of ESD No. 12 sales tax revenue, emphasizing their impact on our community's future.

Casandra McGowan, residing at 12645 William Harrison St., Manor, Texas, submitted a speaker card to voice her concerns about the new hospital construction on Highway 290. She reported a pile of dirt outside her window and expressed worries about its impact on her health. Ms. McGowan is seeking safety solutions for herself and her neighbors.

No one else appeared at this time.

PUBLIC HEARINGS

- 1. Conduct a public hearing on a Specific Use Permit for 10,000 square feet in Medical Office space being generally located near the eastern corner of Bois D Arc and the North of US Highway 290, also referred to as 13400 E US Highway 290 Manor, TX.**
Applicant: Advantage Construction, LLC; Owner: Advantage Construction, LLC

The city staff recommended that the City Council hold a public hearing.

Mayor Harvey opened the Public Hearing.

Development Services Director Burrell discussed the proposed Special Use Permit.

Brian Baca from Advantage Construction, LLC submitted a speaker card supporting this item. He did not wish to speak but was available for questions from the City Council.

A discussion was held to clarify the regulations for the property.

MOTION: Upon a motion made by Council Member Wallace and seconded by Council Member Weir to close the Public Hearing.

There was no further discussion.

Motion to close carried 5-0

2. **Conduct a public hearing on a Specific Use Permit for a Commercial gas station development to include 8 MPD's and 4 EV charging stations in the Okra Subdivision, one (1) lot on 4.111 acres, more or less, and being located at the northwest intersection of Old Manor Taylor Rd and FM 973, Manor, TX. Applicant: Sotol Ventures; Owner: Okra Land Inc.**

The city staff recommended that the City Council hold a public hearing.

Mayor Harvey opened the Public Hearing.

Development Services Director Burrell requested that the Public Hearing remain open until the meeting on September 3rd, due to ongoing negotiations with the applicant.

A discussion took place regarding the development of gas stations in close proximity to one another.

MOTION: Upon a motion made by Council Member Wallace and seconded by Council Member Moreno to keep the Public Hearing open until the regular council meeting on September 3rd.

There was no further discussion.

Motion for the Public Hearing to remain open carried 5-0

REPORTS

A. FY 2023 Community Project Funding Grant Agreement Update

City Manager Moore provided an update on the FY2023 Community Funding Grant.

CONSENT AGENDA

3. Consideration, discussion, and possible action to approve the City Council Minutes.

- **July 16, 2025, City Council Regular Meeting**
- **July 30, 2025, City Council Budget Workshop**

4. Consideration, discussion, and possible action on a second renewal of the Interlocal Agreement for Public Health Services between the City of Austin and the City of Manor.

MOTION: Upon a motion made by Council Member Weir and seconded by Council Member Wallace to approve the consent agenda as presented.

There was no further discussion.

Motion to approve carried 5-0

REGULAR AGENDA

- 5. Consideration, discussion, and possible action on a Specific Use Permit for 10,000 square feet in Medical Office space being generally located near the eastern corner of Bois D Arc and the North of US HWY 290 also referred to as 13400 E US HWY 290 Manor, TX. Applicant: Advantage Construction, LLC; Owner: Advantage Construction, LLC**

The city staff recommended that the City Council approve a Specific Use Permit for 10,000 square feet in Medical Office space being generally located near the eastern corner of Bois D Arc and the North of US HWY 290 also referred to as 13400 E US HWY 290 Manor, TX.

A discussion took place regarding concerns about being too close to the lift station.

A discussion took place regarding the Planning and Zoning Commission recommendation.

Brian Baca from Advantage Construction, LLC, discussed the proposed use of the property as a medical office. He mentioned that the property owner is currently in talks with various medical offices to determine which one will occupy the space.

Economic Development Director Jones stated that the city is discussing a potential Interlocal Agreement with ESD No. 12 to negotiate sales tax revenue for the area.

Associate Attorney Vanaparthi stated that the council requires a majority vote to approve the item, following the P&Z Commission's denial.

A discussion took place about the timeline for the development project.

MOTION: Upon a motion made by Council Member Wallace and seconded by Council Member Moreno to approve a Specific Use Permit for 10,000 square feet in Medical Office space being generally located near the eastern corner of Bois D Arc and the North of US HWY 290 also referred to as 13400 E US HWY 290 Manor, TX.

There was no further discussion.

Motion to approve failed 4-1 (Council Member Anne Weir voted against)

- 6. Consideration, discussion, and possible action on a Specific Use Permit for a Commercial gas station development to include 8 MPD's and 4 EV charging stations in the Okra Subdivision, one (1) lot on 4.111 acres, more or less, and being located at the northwest intersection of Old Manor Taylor Rd. and FM 973, Manor, TX. Applicant: Sotol Ventures; Owner: Okra Land Inc.**

The city staff recommended that the City Council postpone this item to the September 3rd Council Meeting.

MOTION: Upon a motion made by Council Member Wallace and seconded by Council Member Moreno to postpone Item No. 6 to the September 3rd council meeting.

There was no further discussion.

Motion to postponed carried 5-0

7. Consideration, discussion, and possible action on a Second Amendment to the Chapter 380 Agreement for the Lexington at Boyce with Davis Capital Investments, LLC.

The city staff recommended that the City Council approve a Second Amendment to the Chapter 380 Agreement for the Lexington at Boyce with Davis Capital Investments, LLC.

Economic Development Director Jones discussed the proposed amendment.

Public Works Director Woodard addressed the drainage issues concerning the property.

A discussion was held about the construction of the alley.

MOTION: Upon a motion made by Council Member Wallace and seconded by Council Member Weir to approve a Second Amendment to the Chapter 380 Agreement for the Lexington at Boyce with Davis Capital Investments, LLC.

There was no further discussion.

Motion to approve carried 5-0

8. Consideration, discussion, and possible action on a Resolution accepting the petition for voluntary annexation of 2.274 acres, more or less, being located in Travis County, Texas, and adjacent and contiguous to the city limits, providing for an open meeting, and other related matters.

The city staff recommended that the City Council approve a Resolution accepting the petition for voluntary annexation of 2.274 acres, more or less, being located in Travis County, Texas, and adjacent and contiguous to the city limits, providing for an open meeting, and other related matters.

Resolution No. 2025-26: A Resolution of The City of Manor, Texas, Accepting the Petition for Voluntary Annexation of 2.274 Acres of Land, More or Less; Being Located in Travis County, Texas, and Adjacent and Contiguous to the City Limits; and Providing for Open Meetings and Other Related Matters.

MOTION: Upon a motion made by Council Member Moreno and seconded by Council Member Weir to approve Resolution No. 2025-26 accepting the petition for voluntary annexation of 2.274 acres, more or less, being located in Travis County, Texas, and adjacent and contiguous to the city limits, providing for an open meeting, and other related matters

There was no further discussion.

Motion to approve carried 5-0

9. Consideration, discussion, and possible action on the newly proposed benefit plans as proposed by HUB International for the City of Manor.

The city staff recommended that the City Council approve Blue Cross Blue Shield Benefits Plan as presented by HUB International for the City of Manor.

Brett Bowers, an MBA Employee Benefits Specialist with HUB, presented the attached PowerPoint presentation and discussed the proposed plan for city employees.

A discussion took place concerning the increase in the current insurance renewal.

MOTION: Upon a motion made by Council Member Wallace and seconded by Council Member Weir to approve the UHC increase plan for one month, September 2025, and switch over to Blue Cross Blue Shield Benefits Plan on October 1, 2025, as presented by HUB International for the City of Manor.

There was no further discussion.

Motion to approve carried 4-1 (Council Member Deja Hill voted against)

10. Consideration, discussion, and possible action on a Resolution creating the City Internship Program; Approving and Ratifying the City Internship Program.

The city staff recommended that the City Council approve Resolution No. 2025-27 creating the City Internship Program; Approving and Ratifying the City Internship Program.

Resolution No. 2025-27: A Resolution of the City Council of The City of Manor, Texas Creating the City Internship Program; Approving and Ratifying the City Internship Program; and Providing for Related Matters.

MOTION: Upon a motion made by Council Member Wallace and seconded by Council Member Weir to approve Resolution No. 2025-27 creating the City Internship Program; Approving and Ratifying the City Internship Program.

There was no further discussion.

Motion to approve carried 5-0

Mayor Harvey adjourned the regular session of the Manor City Council into Executive Session at 8:32 p.m. on Wednesday, August 6, 2025, in accordance with the requirements of the Open Meetings Law.

EXECUTIVE SESSION

The Manor City Council convened into executive session pursuant to the provisions of Chapter 551 Texas Government Code, in accordance with the authority contained in *Section 551.074 Personnel Matters regarding the appointment of members to the Planning and Zoning Commission; Section 551.074 Personnel Matters to deliberate the duties of an Assistant Public Works Director; Sections 551.074, 551.071, Texas Government Code, and Section 1.05, Texas Disciplinary Rules of Professional Conduct to consult with legal counsel regarding City Manager's Employment; Section 551.071, Texas Government Code, and Section 1.05, Texas Disciplinary Rules of Professional Conduct, to consult with legal counsel regarding petition(s) for release from the City's extraterritorial jurisdiction; Sections 551.071, Texas Government Code, and Section 1.05, Texas Disciplinary Rules of Professional Conduct to consult with legal counsel regarding the Lagos Public Improvement District, Newhaven Public Improvement District and Mustang Valley Public Improvement District; Sections 551.071, Texas Government Code, and Section 1.05, Texas Disciplinary Rules of Professional Conduct to consult with legal counsel regarding the wastewater treatment plants permits; and Sections 551.071, 551.072 and 551.087 Texas Government Code, and Section 1.05, Texas Disciplinary Rules of Professional Conduct to consult with legal counsel and deliberation of economic development negotiations* on Wednesday, August 6, 2025.

The Executive Session was adjourned at 11:41 p.m. on Wednesday, August 6, 2025.

OPEN SESSION

The City Council reconvened into Open Session pursuant to the provisions of Chapter 551 Texas Government Code and took action on item(s) discussed during the Closed Executive Session at 11:41 p.m. on Wednesday, August 6, 2025.

- 11. Consideration, discussion and possible action on a Resolution of the City of Manor, Texas approving a Preliminary 2025 Amended and Restated Service and Assessment Plan, including the proposed 2025 Assessment Roll, for the Lagos Public Improvement District; and calling for a public hearing on the authorization of City of Manor, Texas Special Assessment Revenue Bonds Series 2025 (Lagos Public Improvement District Improvement Area #1 Project).**

Blake Ellis from Armbrust & Brown submitted a speaker card in opposition to this item.

Zach Crawford from DPFG submitted a speaker card but chose not to speak. However, he was available to answer any questions the city council had.

MOTION: Upon a motion made by Council Member Wallace and seconded by Council Member Moreno to postpone Item No. 11 to September 3, 2025, Regular Council Meeting.

Motion to postponed carried 5-0

12. Consideration, discussion, and possible action on a Resolution of the City of Manor, Texas approving the form and authorizing the distribution of a Preliminary Limited Offering Memorandum for the City of Manor, Texas Special Assessment Revenue Bonds, Series 2025 (Lagos Public Improvement District Improvement Area #1 Project).

Blake Ellis from Armbrust & Brown submitted a speaker card in opposition to this item.

Zach Crawford from DPFG submitted a speaker card but chose not to speak. However, he was available to answer any questions the city council had.

MOTION: Upon a motion made by Council Member Wallace and seconded by Council Member Weir to postpone Item No. 12 to September 3, 2025, Regular Council Meeting.

There was no further discussion.

Motion to postponed carried 5-0

13. Consideration, discussion, and possible action approving a letter agreement for a trustee for the Lagos Public Improvement District (PID) Improvement Area No. 1.

Zach Crawford from DPFG submitted a speaker card but chose not to speak. However, he was available to answer any questions the city council had.

MOTION: Upon a motion made by Council Member Weir and seconded by Council Member Wallace to approve the selection of Bank of Texas (powered by BOKF, NA) as the trustee for the Lagos PID Improvement Area No. 1 and authorize the City Manager to enter and execute the letter agreement for trustee services with Bank of Texas (powered by BOKF, NA).

There was no further discussion.

Motion to approve carried 5-0

- 14. Consideration, discussion and possible action on a Resolution of the City of Manor, Texas determining the costs of certain authorized improvements to be financed by the Newhaven Public Improvement District; approving a Preliminary Service and Assessment Plan, including the proposed Assessment Rolls; calling for notice of a public hearing for September 3, 2025 to consider an ordinance levying assessments on property located within the Newhaven Public Improvement District; directing the filing of the proposed Assessment Rolls with the City Secretary to make said proposed Assessment Rolls available for public inspection; directing City Staff to publish and mail notice of said public hearing; and resolving other matters related to the foregoing.**

Zach Crawford from DPFPG submitted a speaker card but chose not to speak. However, he was available to answer any questions the city council had.

Talley Williams from Metcalfe Wolff Stuart & Williams, LLP submitted a speaker card but chose not to speak. However, she was available to answer any questions the city council had.

MOTION: Upon a motion made by Council Member Wallace and seconded by Council Member Weir to postpone Item No. 14 to September 3, 2025, Regular Council Meeting.

There was no further discussion.

Motion to postpone carried 5-0

- 15. Consideration, discussion, and possible action on a Resolution of the City of Manor, Texas approving the form and authorizing the distribution of a Preliminary Limited Offering Memorandum for the City of Manor, Texas Special Assessment Revenue Bonds, Series 2025 (Newhaven Public Improvement District Improvement Area #1 Project).**

Zach Crawford from DPFPG submitted a speaker card but chose not to speak. However, he was available to answer any questions the city council had.

Talley Williams from Metcalfe Wolff Stuart & Williams, LLP submitted a speaker card but chose not to speak. However, she was available to answer any questions the city council had.

MOTION: Upon a motion made by Council Member Wallace and seconded by Council Member Weir to postpone Item No. 15 to September 3, 2025, Regular Council Meeting.

There was no further discussion.

Motion to postpone carried 5-0

16. Consideration, discussion, and possible action approving a letter agreement for a trustee for the Newhaven Public Improvement District (PID).

Zach Crawford from DPFPG submitted a speaker card but chose not to speak. However, he was available to answer any questions the city council had.

Talley Williams from Metcalfe Wolff Stuart & Williams, LLP submitted a speaker card but chose not to speak. However, she was available to answer any questions the city council had.

MOTION: Upon a motion made by Council Member Moreno and seconded by Council Member Wallace to approve the selection of Bank of Texas (powered by BOKF, NA) as the trustee for the Newhaven PID and authorize the City Manager to enter and execute the letter agreement for trustee services with Bank of Texas (powered by BOKF, NA).

There was no further discussion.

Motion to approve carried 5-0

17. Consideration, discussion, and possible action regarding the appointment of members to the Planning and Zoning Commission.

MOTION: Upon a motion made by Council Member Moreno and seconded by Council Member Deja Hill to appoint Nathan Aubert to Place No. 1 to the Planning and Zoning Commission to fill an unexpired term.

There was no further discussion.

Motion to approve carried 5-0

ADJOURNMENT

The Regular Session of the Manor City Council was Adjourned at 11:51 p.m. on Wednesday, August 6, 2025.

The Manor City Council approved these minutes on the 20th day of August 2025.

APPROVED:

Dr. Christopher Harvey
Mayor

ATTEST:

Lluvia T. Almaraz, TRMC
City Secretary



2025 Coverage, Rates & Contributions

Brett Bowers, MBA

Employee Benefits Specialist, Public Sector

Alison Gomaa

Account Manager, Public Sector

Gladys Reichert

Marketing Assistant, Public Sector

August 5, 2025

Inforce Vendors – Recap



COVERAGE	CARRIER	2024-25 RFP OUTCOME	2025-26 RFP / RENEWAL OUTCOME
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Medical / Rx	United Healthcare & BCBS of TX.	<p>UHC offered a proposal that reduced rates by -13% and improved benefits and offered an \$8,000 Tech Credit (applied against the first month's premium).</p> <ul style="list-style-type: none"> <input type="checkbox"/> \$4,000 OOP vs. \$5,000 OOP <input type="checkbox"/> \$0 Copay for children<19 <input type="checkbox"/> \$8,000 Tech Credit 	<p>UHC's renewal was +25% but later revised to +17.9%. HUB released an RFP and secured a competitive quote from BCBS at a +6.1% increase.</p> <p>Due to timing with council approval, the city will renew with UHC for one month and then move to BCBS on 10/1/25.</p> <p><i>+14.5% rate cap on next year's renewal.</i></p>
Dental	Renaissance Life	<p>Renaissance Life offered a proposal that reduced rates by -12% for improved benefits.</p> <ul style="list-style-type: none"> <input type="checkbox"/> Annual Deductible \$0 vs. \$50 	Year 2 of 2 Year Rate Guarantee
Vision	Renaissance Life	<p>Renaissance Life offered a proposal that reduced rates by -3% for comparable benefits.</p> <ul style="list-style-type: none"> <input type="checkbox"/> New glasses & contacts are covered every year vs. every 2 years. 	Year 2 of 2 Year Rate Guarantee

Inforce Vendors – Recap



COVERAGE	CARRIER	2024-25 RFP OUTCOME	2025-26 RFP / RENEWAL OUTCOME
Basic Life and Voluntary Life	Renaissance Life	<p>Renaissance Life offered a proposal that reduced Basic Life rates by -11% for comparable benefits. Renaissance Life's proposal for voluntary life rates was much lower for comparable benefits (Rates are age banded).</p> <p>Renaissance Life also provided a quote for voluntary basic life coverage and matched current rates.</p>	Year 2 of 2 Year Rate Guarantee
Short Term Disability	Renaissance Life	<p>New Coverage.</p> <ul style="list-style-type: none"> <input type="checkbox"/> 66.7% of earning up to \$1,500 per week <input type="checkbox"/> 7-day elimination period <input type="checkbox"/> 90 days duration 	Year 2 of 2 Year Rate Guarantee
COBRA & Flex	Isolved	<ul style="list-style-type: none"> <input type="checkbox"/> COBRA Administration <input type="checkbox"/> Flex Administration: <ul style="list-style-type: none"> • \$3,200 / \$640 Rollover • <u>No</u> Dependent care Reimbursement 	<ul style="list-style-type: none"> <input type="checkbox"/> COBRA Administration <input type="checkbox"/> Flex Administration: <ul style="list-style-type: none"> • \$3,300 / \$660 Rollover • <u>No</u> Dependent care Reimbursement

Inforce Vendors – Recap

COVERAGE	CARRIER	2024-25 RFP OUTCOME	2025-26 RFP / RENEWAL OUTCOME
Employee Assistance Program	Nex Gen	<i>Provided at no additional cost thru Renaissance Life</i> <ul style="list-style-type: none"> 3 face-to-face sessions 	No Change
Voluntary Worksite Coverages	AFLAC	AFLAC- (Individual) <ul style="list-style-type: none"> <input type="checkbox"/> Critical Illness <input type="checkbox"/> Accident <input type="checkbox"/> Hospital Indemnity Plan 	No Change

Other Notes:

- ❑ By law, the city is required to allow employees to make election changes for their 9/1 renewal with UHC/Renaissance Life as well as their Flex amounts (these would be a one-month change) There won't be any meetings. **The city will need to send out a simple email to employees letting them know that they can make a change on 9/1 for current coverage (if they want to) BUT the official open enrollment with BCBS / Renaissance/ ISolved will be for plan year 10/1/25 to 9/30/26.**
- ❑ HUB will implement Benefit Connector in 2025 for the Open Enrollment with BCBS
 - File feeds to carriers- this could take a couple of months to finalize testing (11/1/25 target)
 - Ease of administration for the City of Manor
 - \$5.50 PEPM / 1st year offset with UHC Tech Credit, begin billing 7/1/25

Medical Plan Enrollment / Rates

MEDICAL BENEFITS	PPO	United Healthcare PPO	United Healthcare PPO	BCBS of Tx. PPO
FINANCIALS	EE's	2024-25	2025-26 Renewal	2025-26 New Coverage 10/1/25
Employee Only	93	\$665.76	\$784.97	\$706.67
Employee & Spouse	5	\$1,351.50	\$1,593.50	\$1,436.86
Employee & Child(ren)	12	\$1,171.74	\$1,381.55	\$1,239.22
Employee & Family	0	\$1,963.95	\$2,315.61	\$2,082.30
	110			
Monthly Premium		\$82,734	\$97,548	\$87,775
Annual Premium		\$992,809	\$1,170,580	\$1,053,303
\$ Change from Current			\$177,771.00	\$60,494.28
% Change from Current		-13.0%	17.9%	6.1%
Less Premium Tax: .0175%				Excludes Premium Tax: Benefit Trust

\$8,000 Tech Credit

14.5% Rate Cap

ELG updated on 6/1/25

\$18,432.80
Premium Tax

Medical Plan Designs



MEDICAL BENEFITS		UHC PPO DQ6U Rx: Z9	BCBS PPO MTBCP011
		RENEWAL	2025-26
Deductible			
In-Network		\$750 Ind./ \$1,500 Fam.	\$1,000 Ind./ \$3,000 Fam.
Non-Network		\$5,000 Ind. /\$10,000 Fam.	\$2,000 Ind. /\$6,000 Fam.
Out Of Pocket Max			
In-Network		Includes Ded. / Copays /	Includes Ded. / Copays /
Non-Network		\$4,000 Ind./ \$8,000 Fam.	\$4,000 Ind./ \$12,000 Fam.
		\$10,000 / \$20,000	Unlimited
Coinsurance			
In-Network		20%	20%
Non-Network		50%	40%
Telemedicine		\$0	\$0
Physician Office Visit			
In-Network		\$25 / \$0 Children <19	\$30
Non-Network		Ded./ 50%	Ded./ 40%
Specialist Office Visit			
In-Network		\$25/\$50	\$60
Non-Network		Ded./ 50%	Ded./ 40%
Outpatient Lab, X-ray			
In-Network		included in OV	included in OV
Non-Network		Ded./ 50%	Ded./ 40%
Major Imaging			
In-Network		Ded./ 20%	Ded./ 20%
Non-Network		Ded./ 50%	Ded./ 40%
RehabTherapy PT / OT / ST			
In-Network		\$50	\$60
Non-Network		Ded./ 50%	Ded./ 40%
Emergency Room			
In-Network		\$500/ 20%	\$500/ 20%
Non-Network		Ded./ 50%	Ded./ 40%
Urgent Care			
In-Network		\$50	\$75
Non-Network		Ded./ 50%	Ded./ 40%
Prescriptions			
Network Retail Pharmacy		\$15/\$45/\$80	Preferred Pharmacy Copays
Network Mail Order		3	\$0/\$10/\$50/\$100/\$150/\$250
Mac A/ ST /QL / PA		Included	3 Included

Medical Plan Contributions



9/1/25 to 9/30/25 UHC MEDICAL RATES 100% Employee + 0% Dependent

Total Medical Rate	PPO	Full Time Employees	Medical Rate per Unit	City Contribution (\$)	City Contribution (%)	Employee Contribution (\$)	Total Employee Contribution (\$)	Payroll Employee Contribution (\$)
\$784.97	Employee	110	\$784.97	\$784.97	100.0%	\$0.00	\$0.00	\$0.00
\$1,593.50	+ Spouse	5	\$808.53	\$0.00	0.0%	\$808.53	\$808.53	\$404.27
\$1,381.55	+ Children	12	\$596.58	\$0.00	0.0%	\$596.58	\$596.58	\$298.29
\$2,315.61	+ Family	0	\$1,530.64	\$0.00	0.0%	\$1,530.64	\$1,530.64	\$765.32
	Premium Contributions	110	\$1,170,579.72	\$1,036,160.40	88.5%	\$134,419.32		

Per Capita PPO	
Total	\$10,641.63
Employer	\$9,419.64
Employee	\$1,221.99

10/1/25 to 9/30/26 BCBS MEDICAL RATES 100% Employee + 0% Dependent

Total Medical Rate	PPO	Full Time Employees	Medical Rate per Unit	City Contribution (\$)	City Contribution (%)	Employee Contribution (\$)	Total Employee Contribution (\$)	Payroll Employee Contribution (\$)
\$706.67	Employee	110	\$706.67	\$706.67	100.0%	\$0.00	\$0.00	\$0.00
\$1,436.86	+ Spouse	5	\$730.19	\$0.00	0.0%	\$730.19	\$730.19	\$365.10
\$1,239.22	+ Children	12	\$532.55	\$0.00	0.0%	\$532.55	\$532.55	\$266.28
\$2,082.30	+ Family	0	\$1,375.63	\$0.00	0.0%	\$1,375.63	\$1,375.63	\$687.82
	Premium Contributions	110	\$1,053,303.00	\$932,804.40	88.6%	\$120,498.60		

Per Capita PPO	
Total	\$9,575.48
Employer	\$8,480.04
Employee	\$1,095.44

Dental



DENTAL BENEFITS		Renaissance
		2024-26
Annual Deductible		\$0
Type A – Preventive Care		No Waiting Period
Deductible		None
(2) Oral Exams per calendar year		No Cost
(2) Fluoride treatments-children under 18 per calendar year		No Cost
(2) Cleanings per calendar year		No Cost
Sealants for children under 13		No Cost
Full mouth X-ray 1 series in a (60) consecutive month period		No Cost
Periapical and Intraoral X-rays		No Cost
Bitewings X-rays once per calendar year		No Cost
Type B – Basic Restorative		No Waiting Period
Coinurance		20%
Emergency Exams		20%
Non-preventive X-rays		20%
Amalgam and resin-based composite fillings		20%
Extractions		20%
Anesthesia		20%
Periodontics		20%
Oral Surgery		20%
Type C – Major Restorative		No Waiting Period
Coinurance		50%
Stainless Steel Crowns		50%
Replacement of Crowns		50%
Dental Implants		50%
Removable / fixed bridge-work		50%
Partial or complete dentures		50%
Orthodontic Lifetime Maxium		\$3,000 Child (up to 19)
Dental Annual Maximum		\$2,000
Usual Reasonable & Customary		90th Percentile

☐ No Change in Rates

FINANCIALS		2024-26
Employee Only		\$35.78
Employee & Spouse		\$73.44
Employee & Child(ren)		\$77.21
Employee & Family		\$109.82

Note: This is a summary and not intended to be a contract.

Dental Contributions - 100% employee / 0% dependent subsidy



Total Dental Rate	PPO Dental	Full Time Employees	Dental Rate per Unit	City Contribution (\$)	City Contribution (%)	Employee Contribution (\$)	Total Employee Contribution (\$)	Payroll Employee Contribution (\$)
\$35.78	Employee	99	\$35.78	\$35.78	100.0%	\$0.00	\$0.00	\$0.00
\$73.44	+ Spouse	9	\$37.66	\$0.00	0.0%	\$37.66	\$37.66	\$18.83
\$77.21	+ Children	7	\$41.43	\$0.00	0.0%	\$41.43	\$41.43	\$20.72
\$109.82	+ Family	4	\$74.04	\$0.00	0.0%	\$74.04	\$74.04	\$37.02
	Premium Contributions	99	\$53,607.96	\$42,506.64	79.3%	\$11,101.32		

Vision



VISION BENEFITS		Renaissance Life
Eye Exam	Network	\$10
	Non-Network	\$45 Allowance
Frames/ Lenses, and/or Contacts		2024-26
Single Vision	Network	\$10
	Non-Network	\$30 Allowance
Bifocal Lenses	Network	\$10
	Non-Network	\$50 Allowance
Trifocal Lenses	Network	\$10
	Non-Network	\$65 Allowance
Frames	Network	\$10 Copay / \$150 Max + 20%
	Non-Network	\$70 Allowance
Medically Necessary Contacts- 1 year supply	Network	\$0 per set
	Non-Network	\$210 Allowance
Elective Contacts-1 year supply	Network	\$150 Max
	Non-Network	\$105 Allowance
Exam Frequency		12 Months
Lens Frequency		12 Months
Frames Frequency		12 Months
Network		VSP Choice

Note: This is a summary and not intended to be a contract.

❑ No Change in Rates

RATES		2024-26
Employee Only	50	\$5.98
Employee + 1	12	\$11.96
Employee + Child	5	\$12.79
Employee & Family	12	\$20.45

Vision Contributions - 100% employee / 0% dependent subsidy



Total Vision Rate	VISION	Full Time Employees	Vision Rate per Unit	City Contribution (\$)	City Contribution (%)	Employee Contribution (\$)	Total Employee Contribution (\$)	Payroll Employee Contribution (\$)
\$5.98	Employee	113	\$5.98	\$5.98	100.0%	\$0.00	\$0.00	\$0.00
\$11.96	+ Spouse	4	\$5.98	\$0.00	0.0%	\$5.98	\$5.98	\$2.99
\$12.79	+ Children	7	\$6.81	\$0.00	0.0%	\$6.81	\$6.81	\$3.41
\$20.45	+ Family	0	\$14.47	\$0.00	0.0%	\$14.47	\$14.47	\$7.24
	Premium Contributions	113	\$8,967.96	\$8,108.88	90.4%	\$859.08		

Basic Life



BASIC LIFE BENEFITS		Renaissance
2024-26		
Class Description	All Active Full time Employees	
Definition of Earnings	Base Annual Earnings	
Basic Life Schedule	\$10,000	
Guarantee Issue Amount	\$10,000	
	70-74, 60%	
	75-79, 40%	
	80+, 30%	
	Rounded to hnext higher \$1,000	
Age Reduction Schedule		
Terminates at Retirement	Yes	
Waiver of Premium	Disabled prior to age 60, 9 month waiting period, to age 65	
Accelerated Death Benefit	75%	
Conversion	Included	
Portability	Included	
BASIC AD&D BENEFITS		
Class Description	All Active Full time Employees	
Definition of Earnings	Base Annual Earnings	
Basic AD&D Schedule	Matches Basic Life	
Maximum Benefit	Matches Basic Life	
Age Reduction Schedule	Matches Basic Life	
Seatbelt	Included	
Air Bag	Included	

Note: This is a summary and not intended to be a contract.

❑ No Change in Rates

FINANCIALS- Basic + AD&D		2024-26
Volume	\$1,010,000	
EE Rate (per \$1,000) - Life	\$0.168	
EE Rate (per \$1,000) - AD&D	\$0.040	

Voluntary Life



VOLUNTARY LIFE & AD&D	Renaissance
	2024-26
Class Description	All Active Full time Employees
Definition of Earnings	Base Annual Earnings
Employee Life Schedule	Increments of \$10,000
Employee Maximum Benefit	\$300,000 or 3 times Base Annual Earnings
Employee Guarantee Issue Amount	\$100,000
Spouse Maximum Benefit	\$150,000 in increments of \$5,000. Not to exceed 50% of employee
Spouse Guarantee Issue Amount	\$50,000
Child Maximum Benefit	\$10,000
Age Reduction Schedule	Age 70 reduces to 50%
Rounded to the next higher multiple of \$1,000	
Accelerated Death Benefit	75%
Conversion	Included
Portability	Included
FINANCIALS (per \$1,000)	2024-26
Age	Rate Applies to Employee + Spouse
<20	0.021
20-24	0.021
25-29	0.021
30 – 34	\$0.032
35 – 39	\$0.071
40 – 44	\$0.109
45 – 49	\$0.178
50 – 54	\$0.312
55 – 59	\$0.575
60 – 64	\$0.893
65 – 69	\$1.493
70 or over+	\$2.410
Children	\$0.27
AD&D	\$0.02

Note: This is a summary and not intended to be a contract.

❑ No Change in Rates

VOLUNTARY Dependent LIFE & AD&D	Renaissance
	2024-26
Class Description	All Active Full time Employees
Spouse Guarantee Issue Amount	\$10,000
Child Maximum Benefit	\$2,000
FINANCIALS (per Unit)	2024-26
Monthly Cost	\$2.39

Short-Term Disability

STD BENEFITS	Renaissance
Class Description	All Eligible
Definition of Earnings	BAE
Weekly Percentage	66.67%
Weekly Maximum	\$1,500
Minimum Weekly	\$25
Accident Benefits Begin Day	8
Sickness Benefits Begin Day	8
Maximum Duration from Date of Disability	12 weeks / 90 days
Definition of Disability	Non-Occupational Disabilities

Note: This is a summary and not intended to be a contract.

☐ No Change in Rates

FINANCIALS		2024-26
Volume		TBD
Rate per \$10		\$0.181

VOLUNTARY PRODUCTS



- Individual / Voluntary products such as:
 - Critical Illness Insurance
 - Hospital Indemnity
 - Cancer Insurance
 - Accident Insurance
 - Life Insurance



Thank you.