



**CITY COUNCIL
REGULAR SESSION MINUTES
JULY 3, 2024**

**This meeting was live-streamed on Manor's YouTube Channel
<https://www.youtube.com/@cityofmanorsocial/streams>**

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
Scott Dunlop, Development Services Director
Scott Jones, Economic Development Director
Tracey Vasquez, HR Director
Yalondra V. Santana, Heritage & Tourism Manager
Veronica Rivera, Assistant City 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 7:04 p.m. on Wednesday, July 3, 2024, in the Council Chambers of the Manor City Hall, 105 E. Eggleston St., Manor, Texas.

INVOCATION

Mayor Harvey gave the invocation.

PLEDGE OF ALLEGIANCE

Mayor Harvey led the Pledge of Allegiance.

PUBLIC COMMENTS

Robert Battaile, 502 E. Eggleston St., Manor, Texas, submitted a speaker card and expressed his concerns and opposition to Agenda Items No. 4,5,7 and 10.

No one else appeared at this time.

REPORTS

A. The Manor Community Day & 5K, Update

Derrick White, Founder and Executive Director of Evolution of Health, Corp., discussed the attached PowerPoint presentation and gave an update on the Manor Community Day and 5K Event.

A discussion was held regarding the assistance of the Fire Department ESD No. 12 during the event.

CONSENT

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

- **June 17, 2024, City Council Special Session; and**
- **June 18, 2024, City Council Special Session**

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

There was no further discussion.

Motion to approve carried 5-0

REGULAR AGENDA

2. Consideration, discussion, and possible action on the selection of insurance benefits service providers for employee insurance benefits covering medical, dental, vision, disability, and life insurance.

The city staff recommended that the City Council select United Health Care for the medical benefits provider, and Renaissance for the dental, vision, disability, and life insurance benefits provider; and authorize the City Manager to negotiate individual service contracts with the consultants selected to bring back for consideration and approval by City Council.

HR Director Vasquez presented the attached PowerPoint Presentation.

The discussion of topics were the following:

- RFP Overview
- RFP Vendor Response List
- Basic Life Coverage
- Voluntary Life Coverage
- Vision Benefits
- Dental
- Medical Cost
- Medical Benefits
- Recommendations
- Overall Financial Savings

MOTION: Upon a motion made by Council Member Moreno and seconded by Council Member Weir to select United Health Care for the medical benefits provider, and Renaissance for the dental, vision, disability, and life insurance benefits provider; and authorize the City Manager to negotiate individual service contracts with the consultants selected to bring back for consideration and approval by City Council.

There was no further discussion.

Motion to approve carried 5-0

3. Consideration, discussion, and possible action to approve a resolution Authorizing the Creation of an Employee Benefits Trust; Designating the City Manager, Finance Director, And Human Resources Director to Be Trustees Of Said Trust; And Authorizing The Trust To Purchase Various Forms Of Insurance For The Benefit Of City Officers, Employees, Qualified Retirees, And Their Dependents.

The city staff recommended that the City Council approve Resolution No. 2024-19 authorizing the creation of an Employee Benefits Trust; Designating the City Manager, Finance Director, and Human Resources Director to be Trustees of Said Trust; and Authorizing the Trust to Purchase Various Forms of Insurance for the Benefit of City Officers, Employees, Qualified Retirees, and Their Dependents.

HR Director Vasquez discussed the proposed Employee Benefits Trust.

A discussion was held regarding clarifying the Trustee's Compensation and reports submitted to the Council

Resolution No. 2024-19: A Resolution of The City Council of The City of Manor, Texas, Authorizing the Creation of an Employee Benefits Trust; Designating the City Manager, Finance Director, and Human Resources Director to be Trustees of Said Trust; and Authorizing the Trust to Purchase Various Forms of Insurance for the Benefit of City Officers, Employees, Qualified Retirees, and Their Dependents.

MOTION: Upon a motion made by Council Member Moreno and seconded by Council Member Wallace to approve Resolution No. 2024-19 authorizing the creation of an Employee Benefits Trust; Designating the City Manager, Finance Director, and Human Resources Director to be Trustees of Said Trust; and Authorizing the Trust to Purchase Various Forms of Insurance for the Benefit of City Officers, Employees, Qualified Retirees, and Their Dependents.

There was no further discussion.

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

- 4. Consideration, discussion, and possible action on a resolution creating a youth advisory commission; establishing a youth advisory commission program; approving branding; approving bylaws; approving an application process; selecting and appointing a City staff liaison; and providing for related matters.**

The city staff recommended that the City Council approve Resolution No. 2024-20 creating the Manor Youth Advisory Commission; establishing the Manor Youth Advisory Commission program; approving branding; approving bylaws; approving an application process; selecting and appointing a city staff liaison; and providing for related matters.

Heritage & Tourism Manager V. Saltana discussed the proposed Manor Your Advisory Commission Program.

A discussion was held regarding the grade level qualification for membership.

A discussion was held regarding the responsibilities of the appointed staff member.

A discussion was held regarding the commissioner's appointment.

A discussion was held regarding the cost of the program.

A discussion was held regarding the expectations from staff and the Youth Advisory Commission.

Council Member Moreno and Council Member Wallace offered their assistance with the program.

A discussion was held regarding community volunteers who could assist with the program.

City Secretary Almaraz stated that she would be interested in assisting with the program and recommended that the youth committee be established by juniors and seniors only.

Council Member Wallace recommended that the membership be open to ninth graders through senior grade levels.

A discussion was held regarding the branding for the commission.

Resolution No. 2024-20: A Resolution of The City Council of the City of Manor, Texas Creating a Youth Advisory Commission; Establishing a Youth Advisory Commission Program; Approving Branding; Approving Bylaws; Approving an Application Process; Selecting and Appointing a City Staff Liaison; and Providing for Related Matters.

MOTION: Upon a motion made by Council Member Moreno and seconded by Council Member Wallace to approve Resolution No. 2024-20 creating the Manor Youth Advisory Commission; establishing the Manor Youth Advisory Commission program; approving branding; approving bylaws; approving an application process; selecting Junior and Seniors for Commissioners and lower grades as resource members and designating the City Manager to select a city staff liaison; providing for related matters; and selecting the following branding for the commission.

Manor Youth Advisory logo:



Manor Youth Advisory icon:



A discussion was held regarding the recruitment period for members.

A discussion was held regarding the proposed budget amount for the program.

There was no further discussion.

Motion to approve carried 5-0

5. Consideration, discussion, and possible action on a naming policy for city-owned property and facilities in the City of Manor.

The city staff recommended that the City Council approve a naming policy for city-owned property and facilities in the City of Manor and authorize the City Manager to execute the policy.

Assistant City Attorney Rivera discussed the proposed naming policy.

A discussion was held regarding the revisions provided by legal.

MOTION: Upon a motion made by Council Member Wallace and seconded by Council Member Moreno to approve a naming policy for city-owned property and facilities in the City of Manor and authorize the City Manager to execute the policy with the revisions provided by city legal.

A discussion was held regarding clarification on the review of applications before action is taken.

MOTION: Upon an amendment made by Council Member Wallace and seconded by Council Member Moreno to add that a presentation be presented before a public hearing or any action is taken.

There was no further discussion.

Motion to approve carried 5-0

6. Second and Final Reading: Consideration, discussion, and possible action on an Ordinance of the City of Manor, Texas annexing a 1.222 acre, more or less, being located in Travis County, Texas and adjacent and contiguous to the city limits, making findings of fact, providing severability clause and an effective date, and providing for open meetings and other related matters.

The city staff recommended that the City Council approve the second and final reading of Ordinance No. 753 of the City of Manor, Texas annexing a 1.222 acre, more or less, being located in Travis County, Texas and adjacent and contiguous to the city limits, making findings of fact, providing severability clause and an effective date, and providing for open meetings and other related matters.

Development Services Director Dunlop discussed the proposed annexation.

Ordinance No. 753: An Ordinance of the City of Manor, Texas Annexing 1.222 Acres of Land, More or Less; Being Located in Travis County, Texas and Adjacent and Contiguous to the City Limits; Making Findings of Fact; Providing a Severability Clause and an Effective Date; and Providing for Open Meetings and other Related Matters.

MOTION: Upon a motion made by Council Member Moreno and seconded by Council Member Wallace to approve the second and final reading of Ordinance No. 753 of the City of Manor, Texas annexing a 1.222 acre, more or less, being located in Travis County, Texas and adjacent and contiguous to the city limits, making findings of fact, providing severability clause and an effective date, and providing for open meetings and other related matters.

There was no further discussion.

Motion to approve carried 5-0

7. **Second and Final Reading**: Consideration, discussion, and possible action on an Ordinance rezoning one (1) lot on 4.475 acres, more or less, and being located at 16011 E US Hwy 290, Manor, TX from (A) Agricultural to (C-3) Heavy Commercial. *Applicant: Phantastic Endeavor LLC; Owner: Kimley-Horn*

The city staff recommended that the City Council approve the second and final reading of Ordinance No. 754 rezoning one (1) lot on 4.475 acres, more or less, and being located at 16011 E US Hwy 290, Manor, TX from (A) Agricultural to (C-3) Heavy Commercial with the following uses removed: Adult-Oriented Business, Data Center, Light Industrial, Offices Warehouse, Product Development Services (general), Research Services (general), Truck Stop or Travel Center, Vehicle Storage Facility, Gas Station (full service), Gas Station (limited), and Liquor Store.

Development Services Director Dunlop discussed the proposed rezoning request.

Ordinance No. 754: An Ordinance of the City of Manor, Texas, Amending the City of Manor Zoning Ordinance by Rezoning a Parcel of Land From Agricultural (A) to Heavy Commercial (C-3); Making Findings of Fact; and Providing for Related Matters.

MOTION: Upon a motion made by Council Member Moreno and seconded by Council Member Wallace to approve the second and final reading of Ordinance No. 754 rezoning one (1) lot on 4.475 acres, more or less, and being located at 16011 E US Hwy 290, Manor, TX from (A) Agricultural to (C-3) Heavy Commercial with the following uses removed: Adult-Oriented Business, Data Center, Light Industrial, Offices Warehouse, Product Development Services (general), Research Services (general), Truck Stop or Travel Center, Vehicle Storage Facility, Gas Station (full service), Gas Station (limited), and Liquor Store.

A discussion was held regarding the clarification of current zoning uses.

Jeremy Rogers, with Kimley-Horn, introduced Dan, a representative of National Equipment Dealers. He stated that they are a family-owned company and the proposed location would be the 20th location across other states. He stated that they would be hiring about 20 employees for the area.

There was no further discussion.

Motion to approve carried 5-0

- 8. Second and Final Reading: Consideration, discussion, and possible action on the submission of a Specific Use Permit to permit up to 3,860 square feet of medical office and medical clinic in Manor Crossing Block A, Lot 7, being one (1) acre, more or less, and located at the northwest intersection of FM 973 and US HWY 290, Manor, TX. Applicant: Development Collaborative LLC; Owner: Endeavor Real Estate Group, Inc.**

The city staff recommended that the City Council approve the City of Manor, Texas Deposit Agreement for the Proposed Water Service Transfer for the Tower Road Apartments Development and authorize the City Manager to execute the agreement.

Development Services Director Dunlop discussed the proposed Specific Use Permit.

Mayor Harvey discussed the legislative agenda for the city's economic development plan, which included generating sales tax. He would like staff to follow the plan to meet the city's future needs when developments are being reviewed.

MOTION: Upon a motion made by Council Member Moreno and seconded by Council Member Weir to approve a Specific Use Permit to permit up to 3,860 square feet of medical office and medical clinic in Manor Crossing Block A, Lot 7, being one (1) acre, more or less, and located at the northwest intersection of FM 973 and US HWY 290, Manor, TX.

There was no further discussion.

Motion to approve carried 5-0

- 9. Acknowledge the resignation of Planning and Zoning Commissioner Celestine Sermo, Place No. 5; and declare a vacancy.**

The city staff recommended that the City Council acknowledge the resignation of Planning and Zoning Commissioner Celestine Sermo, Place No. 5; and declare a vacancy.

MOTION: Upon a motion made by Council Member Wallace and seconded by Council Member Moreno to acknowledge the resignation of Planning and Zoning Commissioner Celestine Sermo, Place No. 5; and declare a vacancy.

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 8:41 p.m. on Wednesday, July 3, 2024, 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 to Interview Candidates for appointment to the Planning and Zoning Commission, to fill unexpired terms; Section 551.074 Personnel Matters to deliberate, discuss, and evaluate the employment tiers and duties of City employees; Sections 551.071 and 551.072, Texas Government Code, and Section 1.05, Texas Disciplinary Rules of Professional Conduct to consult with legal counsel and to deliberate the purchase of real property; Sections 551.071 Texas Government Code, and Section 1.05, Texas Disciplinary Rules of Professional Conduct to consult with legal counsel regarding Shadowglen PUD; Section 551.071 Texas Government Code and Section 1.05, Texas Disciplinary Rules of Professional Conduct to consult with legal counsel regarding the Hibbs Lane Parcel; Section 551.071 Texas Government Code and Section 1.05, Texas Disciplinary Rules of Professional Conduct to consult with legal counsel regarding the 155.050 acre Koether tract; and Section 551.071 Texas Government Code and Section 1.05, Texas Disciplinary Rules of Professional Conduct to consult with legal counsel regarding litigation matter Austin Bocce League vs. City of Manor* at 8:41 p.m. on Wednesday, July 3, 2024.

The Executive Session was adjourned at 10:54 p.m. on Wednesday, July 3, 2024.

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 10:54 p.m. on Wednesday, July 3, 2024.

10. Consideration, discussion, and possible action on the appointment of commissioners to the Planning and Zoning Commission to fill unexpired terms.

MOTION: Upon a motion made by Council Member Wallace and seconded by Council Member Weir to appoint Gabrielle Orion to the Planning & Zoning Commission, Place No. 3; and Jeffrey Stensland to Place No. 5 to fill the unexpired terms.

There was no further discussion.

Motion to approve carried 5-0

11. Consideration, discussion, and possible action on a resolution requesting the release of a portion of the extraterritorial jurisdiction of the City of Austin, Texas consisting of a 155.050-acre tract, more or less, to the extraterritorial jurisdiction of the City of Manor, Texas.

Resolution No. 2024-21: A Resolution of the City Council of The City of Manor, Texas, Requesting the Release of a Portion of the Extraterritorial Jurisdiction of the City of Austin, Texas to the Extraterritorial Jurisdiction of the City of Manor, Texas.

MOTION: Upon a motion made by Council Member Moreno and seconded by Council Member Wallace to approve Resolution No. 2024-21 requesting the release of a portion of the extraterritorial jurisdiction of the City of Austin, Texas consisting of a 155.050-acre tract, more or less, to the extraterritorial jurisdiction of the City of Manor, Texas.

There was no further discussion.

Motion to approve carried 5-0

12. Consideration, discussion, and possible action on a resolution providing for approval of the letter agreement for litigation services; authorizing the City Manager to execute the letter agreement; and providing for related matters.

The city staff recommended that the City Council approve Resolution No. 2024-22 approving the letter agreement with Fletcher, Farley, Shipman & Salinas, L.L.P. for litigation services; authorizing the City Manager to execute the letter agreement; and providing for related matters.

Resolution No. 2024-22: A Resolution of The City of Manor, Texas, Providing for Approval of The Letter Agreement for Litigation Services; Authorizing the City Manager to Execute the Letter Agreement; and Providing for Related Matters.

MOTION: Upon a motion made by Council Member Moreno and seconded by Council Member Weir to approve Resolution No. 2024-22 approving the letter agreement with Fletcher, Farley, Shipman & Salinas, L.L.P. for litigation services; authorizing the City Manager to execute the letter agreement; and providing for related matters.

There was no further discussion.

Motion to approve carried 5-0

**City Council Regular Session Minutes
July 3, 2024**

ADJOURNMENT

The Regular Session of the Manor City Council was Adjourned at 11:01 p.m. on Wednesday, July 3, 2024.

The Manor City Council approved these minutes on July 17, 2024.

APPROVED:

Dr. Christopher Harvey,
Mayor

ATTEST:

Lluvia T. Almaraz, TRMC
City Secretary



JUNE 8, 2024

MANOR COMMUNITY DAY & 5K

KEEPING MANOR HEALTHY!



2024 Manor Community Day & 5K Report

AGE GROUP	COUNT	PERCENTAGE
Under 18	7	7.78%
Ages (18 - 29)	14	15.56%
Ages (30 - 39)	32	35.56%
Ages (40 - 49)	20	22.22%
Ages (50 - 64)	15	16.67%
Over 65	2	2.22%
Total	90	100%

Gender Breakdown

Past Year

Female (61%) Male (39%)

REGISTRATION CITY	REGISTRATION COUNT
Manor	44
Austin	14
Pflugerville	9
Elgin	6
Round Rock	3
Bastrop	2
Del Valle	2
Hutto	2
Leander	2
Cedar Park	1
Fort Worth	1
Georgetown	1
Kempner	1
Kyle	1

REGISTRATION CITY	REGISTRATION COUNT
Nt	1
Total Registrations	90

Donations

DONATION AMOUNT	NUMBER OF DONATIONS	TOTAL
\$5.00	2	\$10.00
\$10.00	1	\$10.00
\$25.00	4	\$100.00
\$30.00	1	\$30.00
\$50.00	2	\$100.00
\$75.00	1	\$75.00
\$100.00	1	\$100.00
\$500.00	1	\$500.00

First Name	Last Name	Amount	Amount Paid	Processing Fee	Amount After Fees	Donation Level
Clara	Saenzpardo	\$50.00	\$52.00	\$2.00	\$50.00	Crunches
Karl	Spencer	\$100.00	\$104.00	\$4.00	\$100.00	Burpee
Gloria	Aguilar	\$10.00	\$10.40	\$0.40	\$10.00	
Larilyn	Brown-Ramirez	\$5.00	\$5.20	\$0.20	\$5.00	
Tony	Ellis	\$500.00	\$520.00	\$20.00	\$500.00	Burpee
Demetria	Bedford	\$25.00	\$26.00	\$1.00	\$25.00	Push Up
Jan	Ward	\$30.00	\$31.20	\$1.20	\$30.00	Push Up
Meghan	Gallagher	\$25.00	\$26.00	\$1.00	\$25.00	Push Up
Elizabeth	Alford	\$50.00	\$52.00	\$2.00	\$50.00	Crunches
LauRelle	Coleman	\$25.00	\$26.00	\$1.00	\$25.00	Push Up
Isaias	Alvarado	\$5.00	\$5.20	\$0.20	\$5.00	
Melanie	Griffin-Hamlin	\$25.00	\$26.00	\$1.00	\$25.00	Push Up
Coretta	Briscoe	\$75.00	\$78.00	\$3.00	\$75.00	Squat

* Highlighted donations are from donors referred by the Black Men's Health Clinic.

Transaction Breakdown

CATEGORY	PROFIT
Registrations	\$2,708.00
Donations	\$925.00



RFP Analysis & Recommendations

City of Manor

July 3, 2024

Presented by:

Brett Bowers, MBA

Employee Benefits Specialist

Alison Gomaa

Account Manager

Gladys Reichert

Public Sector Marketing Assistant

RFP Overview



City of Manor

RFP Data

Proposal Number: # COM-2024
Title: Employee Benefits - Request for Proposal
Issue Date: April 23, 2024

Proposal Due

Date: Friday, May 24, 2024
Time: 2:00 p.m. CST

Email to be delivered to:

HUB International
Attn: Gladys Reichert
Email: Gladys.reichert@hubinternational.com

On behalf of the City, HUB will receive written and sealed proposals for:

- Fully Insured Medical, Dental and Vision
- Basic Life/AD&D
- Vol Life/AD&D
- Long Term Disability

**VENDOR SELECTION CRITERIA
(INSURANCE COMPANY – ALL COVERAGES)**

The objective of the evaluation for proposals will be to select the provider whose proposal is most responsive to the City's relating importance, price, and other factors considered:

- I. **Cost (30%)**
 - a) Fixed Costs: includes insurance costs and administrative costs
 - b) Variable Costs: costs stated as a percentage of paid claims, cost management (i.e., shifting of more/less workload to City of Saginaw's staff)
 - c) Ability to reduce claims expense
- II. **Claims Processing (20%)**
 - a) Turnaround time excluding review of claims
 - b) Pended claims procedures
 - c) Statistical accuracy
 - d) General service procedures
 - e) Willingness to contractually establish performance criteria
- III. **Financial Stability (20%)**
 - a) Insurance Company, AM Best Rating
 - b) Financial Platform/Administration
- IV. **Claims Management Reports (10%)**

Frequency and format of claims reports are the utmost importance.
- V. **Integrated Systems / Technology Initiative (10%)**

Integrated systems linked to database are integral to the provider selection. The following components make up the whole of an integrated system:

 - a) Eligibility
 - b) Utilization review
 - c) Claims function
 - d) Claims payment
 - e) Electronic claims inquiry
 - f) Internet based enrollment/eligibility/wellness/links to PPO or EPO networks
- VI. **Communication (5%)**
 - a) Educational material for employees
 - b) Summary Plan Description capabilities
 - c) Administrative kits for locations
 - d) Bilingual capability
- VII. **References (5%)**
 - a) Active and terminated references
 - b) Past relationship with the City
 - c) Recognition/reputation of proposer

Basic Life Coverage

BASIC LIFE BENEFITS	The Standard / Texas Health	Renaissance
	CURRENT / RENEWAL	PROPOSED
Class Description	All Active Full time Employees	All Active Full time Employees
Definition of Earnings	Base Annual Earnings	Base Annual Earnings
Basic Life Schedule	\$10,000	\$10,000
Guarantee Issue Amount	\$10,000	\$10,000
Age Reduction Schedule	70-74, 60% 75-79, 40% 80+, 30% Rounded to hnext higher \$1,000	70-74, 60% 75-79, 40% 80+, 30% Rounded to hnext higher \$1,000
Terminates at Retirement	Yes	Yes
Waiver of Premium	Not Included	age 65
Accelerated Death Benefit	75%	75%
Conversion	Included	Included
Portability	Included	Included
BASIC AD&D BENEFITS		
Class Description	All Active Full time Employees	All Active Full time Employees
Definition of Earnings	Base Annual Earnings	Base Annual Earnings
Basic AD&D Schedule	Matches Basic Life	Matches Basic Life
Maximum Benefit	Matches Basic Life	Matches Basic Life
Age Reduction Schedule	Matches Basic Life	Matches Basic Life
Seatbelt	Included	Included
Air Bag	Included	Included
FINANCIALS- Basic + AD&D		
	CURRENT / RENEWAL	PROPOSED
Volume	\$1,010,000	\$1,010,000
EE Rate (per \$1,000) - Life	\$0.194	\$0.168
EE Rate (per \$1,000) - AD&D	\$0.040	\$0.040
Monthly Premium	\$236.34	\$210.08
Annual Premium	\$2,836.08	\$2,520.96
\$ Change from Current		-\$315.12
% Change from Current		-11%
Other		
Rate Guarantee		2 Yrs.
Effective Date	8/1/2023	8/1/2024
Actively at work takeover provision		Employees on leave must be reported

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

Voluntary Life Coverage

VOLUNTARY LIFE & AD&D	The Standard / Texas Health	Renaissance
	CURRENT	PROPOSED
Class Description	All Active Full time Employees	All Active Full time Employees
Definition of Earnings	Base Annual Earnings	Base Annual Earnings
Employee Life Schedule	Increments of \$10,000	Increments of \$10,000
Employee Maximum Benefit	\$300,000 or 3 times Base Annual Earnings	\$300,000 or 3 times Base Annual Earnings
Employee Guarantee Issue Amount	\$150,000 or 3 times Base Annual Earnings	\$100,000
Spouse Maximum Benefit	\$150,000 in increments of \$5,000. Not to exceed 50% of employee	\$150,000 in increments of \$5,000. Not to exceed 50% of employee
Spouse Guarantee Issue Amount	\$25,000	\$50,000
Child Maximum Benefit	\$10,000	\$10,000
Age Reduction Schedule	70-74, 60% 75-79, 40% 80+, 30% Rounded to the next higher multiple of \$1,000	Age 70 reduces to 50%
Accelerated Death Benefit	75%	75%
Conversion	Included	Included
Portability	Included	Included
FINANCIALS (per \$1,000)	CURRENT	PROPOSED
Age	Rate Applies to Employee	Rate Applies to Employee + Spouse
<20	0.041	0.021
20-24	0.041	0.021
25-29	0.041	0.021
30 – 34	\$0.052	\$0.032
35 – 39	\$0.091	\$0.071
40 – 44	\$0.129	\$0.109
45 – 49	\$0.198	\$0.178
50 – 54	\$0.332	\$0.312
55 – 59	\$0.595	\$0.575
60 – 64	\$0.913	\$0.893
65 – 69	\$1.513	\$1.493
70 or over+	\$2.430	\$2.410
Children	\$0.29	\$0.27
AD&D	Included	\$0.02
Effective Date	8/1/2023	8/1/2024
Rate Guarantee		2 Years
Minimum Participation		20%
Actively At Work		Employees on Leave to be reported
True Open Enrollment		Yes
Grandfather Current Amounts		Yes but will need to run elections by UW since not provided in RFP
Annual Coverage Increase		\$10k each year up to GI for EE's

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

Vision Benefits

VISION BENEFITS		Avesis	Avesis	Renaissance Life
Eye Exam	Network	\$10	\$10	\$10
	Non-Network	\$35 Allowance	\$35 Allowance	\$45 Allowance
Frames/ Lenses, and/or Contacts		CURRENT	CURRENT	PROPOSED
Single Vision	Network	\$10	\$10	\$10
	Non-Network	\$25 Allowance	\$25 Allowance	\$30 Allowance
Bifocal Lenses	Network	\$10	\$10	\$10
	Non-Network	\$40 Allowance	\$40 Allowance	\$50 Allowance
Trifocal Lenses	Network	\$10	\$10	\$10
	Non-Network	\$50 Allowance	\$50 Allowance	\$65 Allowance
Frames	Network	\$10 Copay/ \$50 Wholesale + \$150 Retail	\$10 Copay/ \$50 Wholesale + \$150 Retail	\$10 Copay / \$150 Max + 20%
	Non-Network	\$45 Allowance	\$45 Allowance	\$70 Allowance
Medically Necessary Contacts- 1 year supply	Network	\$0 per set	\$0 per set	\$0 per set
	Non-Network	\$250 Allowance	\$250 Allowance	\$210 Allowance
Elective Contacts-1 year supply	Network	\$130 Max	\$130 Max	\$150 Max
	Non-Network	\$110 Allowance	\$110 Allowance	\$105 Allowance
Exam Frequency		12 Months	12 Months	12 Months
Lens Frequency		12 Months	12 Months	12 Months
Frames Frequency		24 Months	24 Months	12 Months
Network		Avesis	Avesis	VSP Choice
RATES		CURRENT	RENEWAL	PROPOSED
Employee Only	68	\$6.51	\$9.37	\$5.98
Employee + 1	12	\$12.63	\$17.98	\$11.96
Employee + Child	5	\$12.63	\$17.98	\$12.79
Employee & Family	12	\$18.90	\$27.08	\$20.45
FINANCIALS				
Monthly Premium		\$884.19	\$1,267.78	\$859.51
Annual Premium		\$10,610.28	\$15,213.36	\$10,314.12
\$ Change from Current			\$4,603.08	-\$296.16
% Change from Current			43%	-3%
Effective Date		8/1/2023	8/1/2024	8/1/2024
Rate Guarantee			4 Yrs	2 Yrs
Participation Requirements			N/A	2 enrolled

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

Dental

DENTAL BENEFITS	Texas Health Dental III CURRENT	Texas Health Dental III RENEWAL	Renaissance PROPOSED
Annual Deductible	\$50 individual / \$150 family	\$50 individual / \$150 family	\$0
Type A – Preventive Care	No Waiting Period	No Waiting Period	No Waiting Period
Deductible	None	None	None
(2) Oral Exams per calendar year	No Cost	No Cost	No Cost
(2) Fluoride treatments-children under 18 per calendar year	No Cost	No Cost	No Cost
(2) Cleanings per calendar year	No Cost	No Cost	No Cost
Sealants for children under 13	No Cost	No Cost	No Cost
Full mouth X-ray 1 series in a (60) consecutive month period	No Cost	No Cost	No Cost
Periapical and Intraoral X-rays	No Cost	No Cost	No Cost
Bitewings X-rays once per calendar year	No Cost	No Cost	No Cost
Type B – Basic Restorative	No Waiting Period	No Waiting Period	No Waiting Period
Coinsurance	20%	20%	20%
Emergency Exams	20%	20%	20%
Anesthesia	20%	20%	20%
Periodontics	20%	20%	20%
Oral Surgery	20%	20%	20%
Type C – Major Restorative	No Waiting Period	No Waiting Period	No Waiting Period
Coinsurance	50%	50%	50%
Dental Implants	50%	50%	50%
Removable / fixed bridge-work	50%	50%	50%
Partial or complete dentures	50%	50%	50%
Orthodontic Lifetime Maxium	\$3,000 Child (up to 19)	\$3,000 Child (up to 19)	\$3,000 Child (up to 19)
Dental Annual Maximum	\$2,000	\$2,000	\$2,000
Usual Reasonable & Customary	90th Percentile	90th Percentile	90th Percentile

FINANCIALS		CURRENT	RENEWAL	PROPOSED
Employee Only	79	\$40.66	\$44.46	\$35.78
Employee & Spouse	9	\$83.46	\$87.46	\$73.44
Employee & Child(ren)	7	\$87.74	\$91.74	\$77.21
Employee & Family	4	\$124.80	\$128.80	\$109.82
Monthly Premium		\$5,076.66	\$5,456.86	\$4,467.33
Annual Premium		\$60,919.92	\$65,482.32	\$53,607.96
\$ Change from Current			\$4,562.40	-\$7,311.96
% Change from Current			7%	-12%
Participation Requirements		100%	100%	75%
Employer Contribution Requirements		100%	100%	100%
Rate Guarantee		1 Year	1 Year	2 Years
Effective Date		8/1/2023	8/1/2024	8/1/2024

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

Medical Cost

MEDICAL BENEFITS	PPO	Texas Health PPO	Texas Health PPO	United Healthcare PPO	Baylor Scott & White PPO
FINANCIALS	EE's	CURRENT	RENEWAL	PROPOSED	PROPOSED
Employee Only	69	\$765.30	\$693.62	\$665.76	\$708.82
Employee & Spouse	12	\$1,553.56	\$1,374.06	\$1,351.50	\$1,438.92
Employee & Child(ren)	13	\$1,346.92	\$1,195.68	\$1,171.74	\$1,247.53
Employee & Family	8	\$2,257.56	\$1,981.84	\$1,963.95	\$2,090.98
	102				
Monthly Premium		\$107,019	\$95,747	\$93,100	\$99,121
Annual Pemium		\$1,284,226	\$1,148,965	\$1,117,196	\$1,189,456
\$ Change from Current		n/a	(\$135,261.60)	(\$167,030.40)	(\$94,770.12)
% Change from Current		n/a	-10.5%	-13.0%	-7.4%
Less Premium Tax: .0175%				Excludes Premium Tax: Benefit Trust	Excludes Premium Tax: Benefit Trust

\$8,000 Tech Credit

1st Month Premium Holiday

Gain Share Program

Medical Benefits

MEDICAL BENEFITS		Texas Health PPO Copay 750-5k ER	UHC PPO DQ6U Rx: Z9
Deductible In-Network Non-Network		\$750 Ind./ \$1,500 Fam. \$1,500 Ind./ \$3,000 Fam.	\$750 Ind./ \$1,500 Fam. \$5,000 Ind./ \$10,000 Fam.
Out Of Pocket Max In-Network Non-Network		Includes Ded. / Copays / Coinsurance \$5,000 Ind./ \$10,000 Fam. Unlimited	Includes Ded. / Copays / Coinsurance \$4,000 Ind./ \$8,000 Fam. \$10,000 / \$20,000
Coinsurance In-Network		20%	20%
Telemedicine		\$0	\$0
Physician Office Visit In-Network		\$30	\$25 / \$0 Children <19
Specialist Office Visit In-Network		\$60	\$25/\$50
Outpatient Lab, X-ray In-Network		included in OV	included in OV
Major Imaging In-Network		Ded./ 20%	Ded./ 20%
RehabTherapy PT / OT / ST In-Network		\$60	\$60
Emergency Room In-Network		\$500/ 20%	\$500/ 20%
Urgent Care In-Network		\$75	\$50
Prescriptions Network Retail Pharmacy Network Mail Order Preventive Generic Mac A/ ST /QL / PA		\$10/\$20/\$70/\$120/\$150/\$250 3 \$0 Copay Included	\$15/\$45/\$80 3 \$0 Copay Included
Participation Requirements		100%	70%
Effective date		8/1/2024	8/1/2024

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



Recommendations

Basic Life-

Renaissance' s offer is a decrease of **-11% under** current for comparable life benefits and includes a **2-Year** rate guarantee to August 2026.

Voluntary Life –

Renaissance' s offer **matches current costs** for comparable voluntary life benefits and includes a **2-Year** rate guarantee to August 2026

Dental –

Renaissance' s offer is a decrease of **-12% under** current for comparable dental benefits and includes a **2-Year** rate guarantee to August 2026.

Vision –

Renaissance' s offer is a increase of **-3% under** current for **better plan of plan** of benefits and includes a **2-Year** rate guarantee to August 2026.

- Frames available every 12 months vs. 24 months



Recommendations

Medical -

UHC's offer is a decrease of **-13% under** current for improved benefits.

- Out-of-Pocket maximum improves to \$4,000 vs. \$5,000
- \$8,000 Tech Credit



Overall Financial Savings: Current vs. Proposed

	Basic Life	Voluntary Life	Long Term Disability	Vision	Dental	Medical	Annual Savings Total
Current	\$2,836	\$0	\$0	\$2,836	\$60,919	\$1,284,226	
Proposed	\$2,520	\$0	\$0	\$2,521	\$53,608	\$1,117,196	
	\$316	\$0	\$0	\$315	\$7,311	\$167,030	\$174,972.08

Improved Basic Life	STD	LTD	Reserve Fund	Benefit Admin System	Cost for Optional Improvements
-\$3,012	-\$20,000	-\$20,000	-\$75,000	\$0	-\$118,012.00

One time tech Credit

\$8,000

Annual Savings Total	\$56,960
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- ❑ Recommendation is to save \$75,000 in the benefit trust thereby establishing a reserve/rate stabilization fund designated for Employee Benefits.



HUB

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