



## AGENDA ITEM SUMMARY FORM

**PROPOSED MEETING DATE:** August 6, 2025  
**PREPARED BY:** Tracey Vasquez, Director  
**DEPARTMENT:** Human Resources

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### AGENDA ITEM DESCRIPTION:

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

### BACKGROUND/SUMMARY:

HUB International was hired to assist the Human Resources Department in analyzing the City of Manor's health benefits plan. As a third-party benefits consultant, HUB International initiated and completed the Request for Proposals (RFP) for medical and Rx coverage, in which all 8 of the medical carriers (in Texas) were contacted. HUB International vigorously researched and evaluated the proposals and identified the top three (3) medical providers. HUB International secured medical benefits providers that offered economical and favorable savings with the fewest service interruptions for the organization.

HUB International services were able to match the current benefits with new and enhanced benefit packages that generated competitive options for the City of Manor employees. This process generated a minimal overall financial increase in the FY 2025-2026 budget. Recommending obtaining benefits with Blue Cross Blue Shield.

**LEGAL REVIEW:** Yes, Shruti Vanaparthi, Assistant City Attorney  
**FISCAL IMPACT:** No  
**PRESENTATION:** Yes  
**ATTACHMENTS:** Yes

- Medical Benefits Quotes
- BCBS Certificate
- Coverage Rates
- HUB Presentation

### STAFF RECOMMENDATION:

It is the City staff's recommendation that the City Council approve Blue Cross Blue Shield Benefits Plan as presented by HUB International for the City of Manor.

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