

**ORDINANCE NO. 633**

**AN ORDINANCE AUTHORIZING THE OFFERING OF HEALTH BENEFITS COVERAGE TO CITY OF MANOR RETIREES; REPEALING ALL ORDINANCES IN CONFLICT; PROVIDING AN OPEN MEETINGS CLAUSE; AND PROVIDING AN EFFECTIVE DATE**

**WHEREAS**, the City of Manor (“City” or “Manor”) desires to provide health benefits coverage to its retirees;

**WHEREAS**, TML Health Benefits Pool is a health risk pool established pursuant to Texas Local Government Code Chapter 172, Texas Government Code Chapter 791, and the Texas Trust Code to provide health benefits coverage for employees and retirees and dependents of employees and retirees, of Texas political subdivisions under an Interlocal agreement;

**WHEREAS**, Manor is currently offering health benefits coverage through the TML Health Benefits Pool pursuant to Interlocal agreement and Chapter 172 of the Texas Local Government Code, both of which would allow the extension of benefits to retirees of the City;

**WHEREAS**, Manor desires to provide health benefits coverage to its retirees through the TML Health Benefits Pool and that the cost for such coverage be paid for by the City;

**WHEREAS**, Manor desires to select a plan of benefits for its retirees to be provided by the TML Health Benefits Pool; and

**WHEREAS**, providing retiree coverage under the TML Health Benefits Pool Interlocal Agreement is in the best interest of the City, its retirees, and the public generally.

**BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY THAT:**

**SECTION 1:** The foregoing recitals are incorporated into this Ordinance as findings of fact.

**SECTION 2:** The City hereby elects to provide health benefits coverage to its retirees through TML Health Benefits Pool under the Pool's Interlocal Agreement.

**SECTION 3:** Unless modified in a future ordinance, for the period of the effective date of this Ordinance through August 31, 2025, to qualify for retiree health benefits the definition of “retiree” for purposes of this Ordinance is as follows:

- A. An employee who served in a capacity which is subject to appointment and removal by the Manor City Council in accordance with the provisions of Article VII.- Administrative Services of the City Charter; and

- B. An employee who retired from the City of Manor, with a minimum of fifteen (15) years of service with the City and be of age 65 or older. The number of years of service with other cities does not qualify for eligibility to qualify for this specific retirement benefit.

**SECTION 4:** The Interlocal Agreement in effect between the City and the TML Health Benefits Pool provides that the Board of Trustees may adopt rules and regulations. The rules and regulations of the TML Health Benefits Pool allow the participating member entity to provide retiree medical coverage at the same contribution as charged to active employees, to select a contribution level which is an elevated percentage (150%, 160%, etc. which may change from time to time) of the active employee contribution or to offer over age 65 retirees a Medicare Supplement.

The City elects to have the retiree medical contribution for under age 65 retirees as defined herein be the same as the active employee for as long as the TML Health Benefits Pool offers this rate structure for retiree medical coverage.

The City elects to have the retiree medical contribution for over age 65 retirees be the Medicare Supplement or Medicare Advantage rate, subject to a decision of the City Council for 100% contribution by the City.

Other coverages will be as established annually by the TML Health Benefits Pool Board of Trustees.

**SECTION 5:** The City shall adopt on an annual basis any additional or alternative retiree benefit plans to be provided through TML Health Benefits Pool.

**SECTION 6:** This ordinance may be repealed or modified at any time but will remain in effect for any employee who comes within the definition of “retiree” in Section 3 above and who retires while it is in effect.

**SECTION 7:** The City Secretary is hereby ordered to enter a copy of this Ordinance in the City minutes.

**SECTION 8:** All existing City ordinances in conflict with the provisions of this Ordinance are repealed to the extent of the conflict.

**SECTION 9:** It is hereby officially found and determined that the meeting at which this Ordinance was considered 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, Chapter 551 of the Texas Government Code.

**SECTION 10:** This Ordinance shall be effective immediately upon its passage.

**PASSED AND APPROVED** on this 15<sup>th</sup> day of December 2021.

**THE CITY OF MANOR, TEXAS**

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Dr. Christopher Harvey,  
Mayor

**ATTEST:**

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Lluvia T. Almaraz, TRMC  
City Secretary